

COMPASSION

Our value of caring

EXACTECH 2019

Corporate Social Responsibility Report



In 2019, Exactech helped drive advances in orthopaedics by donating more than \$1.5M in educational and research grants, while donations of our implants facilitated care for indigent patients in the U.S. and abroad.

INTEGRITY

COMPASSION

TEAMWORK

EXCELLENCE

INNOVATION

Exactech's corporate values have been guiding our decisions and defining our culture for decades. We're proud to share our philosophy on corporate giving and highlight a few examples of the way our social responsibility is making an impact.

Our corporate giving & volunteerism programs are designed to:

- **Inspire Mobility & Wellness**
- **Encourage Youth & Education**
- **Develop Values-driven Leaders**
- **Enrich Our Community**

CORPORATE GIVING

Inspiring Mobility & Wellness

Making people more mobile is our purpose and our passion. We are driven to inspire active, independent lifestyles for the joint replacement patients who benefit from our products, as well as for our employees and our communities.

With orthopaedic research and medical mission programs abroad, patient education and mobility-activating events, we take pride in being a *Proud Supporter of your Get Up and Go!*®

Examples include:

- Walk Strong Foundation
- Arthritis Foundation
- Orthopaedic Research and Education Foundation
- Orthopaedic Research Society
- Five Points of Life
- LifeSouth
- Patient education seminars
- Exactech employee on-site gym, sports teams, wellness programs & annual health fair

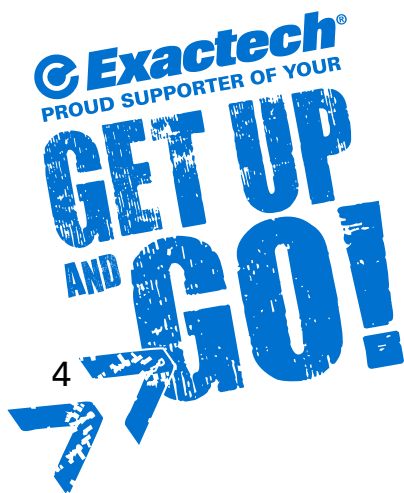
Encouraging Youth & Education

Exactech fosters a culture of learning for our employees. We also believe in stimulating the intellectual, emotional and physical well-being of future generations.

Through science and business education, team-building and youth development programs, we are shaping the next pioneers of innovation. Recent examples include donating school supplies, participating in science fairs, sponsoring Junior Achievement and supporting a variety of children's charities.

Examples include:

- The Child Advocacy Center, Ronald McDonald House, PACE Center for Girls and Tyler's Hope through Taste of Gainesville Children's Charities
- Tools for Schools
- Alachua County Science Fair
- Classroom speakers and company tours



Developing Values-Driven Leaders

At Exactech, our leaders are expected to inspire passion, build teams and deliver results. We believe these qualities provide the framework for successful companies and thriving communities.

We seek opportunities to stimulate resonant leadership, empowerment and personal accountability through leadership education and robust mentoring programs such as:

- Leadercast
- Inspiring Women Leaders
- Job shadowing
- Student internships in a variety of fields including marketing, finance, engineering, manufacturing, quality and regulatory affairs, and more.

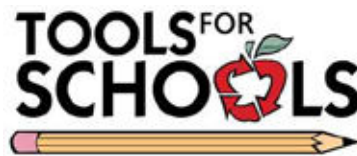
Enriching Our Community with Arts, Culture & Opportunity

Being the kind of place people want to work requires rich sources of work/life balance. Helping to make our hometown a great place for all to live is a win/win for Exactech and our community.

Our support of the visual and performing arts, creation of local interactive exhibits and sponsorship of the Exactech Arena at the Stephen C. O'Connell Center help add to the diversity of entertainment options in the area. We are also active in our community's employment and economic development.

We proudly support:

- The Hippodrome Theatre
- The Cade Museum for Creativity and Invention
- The Greater Gainesville Chamber of Commerce
- The Manufacturers Association of Florida



Our surgeon-focused, patient-driven culture drives our growth and helps us create a meaningful work experience for our more than 850 employees around the globe. To fuel their passion and inspiration, Exactech is committed to maintaining an environment of diversity and inclusion, rich with opportunities for continuing education and advancement.






900+
employees
worldwide

17%
**AVERAGE
GROWTH**
for past three years

16%
Promotion Rate



100%
Tuition Reimbursement



More than **\$250,000**
invested in professional development

87
percent participation in culture/employee
satisfaction survey, with scores
ranking well above the national
average



More than
50
paid internships

ENVIRONMENTAL STEWARDSHIP

Exactech is committed to protecting the environment and the health and safety of our employees, our customers, and the communities we serve. Globally, we strive to continuously manage the environmental impacts associated with our facilities, activities, services and products throughout their lifecycle.

Our facility planning and growth strategy considers the efficient use of energy and materials, the sustainable use of renewable resources, the minimization of adverse environmental impacts, and the safe and responsible disposal of residual wastes.

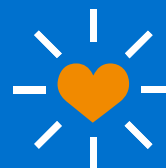
Exactech's commitment to environmental stewardship drives us to continuously identify and act on opportunities to impact our footprint.

Here are just a few of the ways we're pitching in to do our part:

- Energy management aligned with ISO 50001
- 60kw solar paneling system on Innovation Building to contribute to CO2 savings
- Responsible recycling of metal waste from manufacturing processes
- Energy-conserving technology throughout meeting rooms
- Auto on/off lighting in conference rooms and stairwells
- Recycling bins throughout our facilities



In 2019, Exactech opened the doors to a state-of-the-art, 67,000 square foot building expansion of our corporate headquarters in Gainesville, Florida. Not only does the expansion boast a flexible and hospitable environment for our employees and guests, it also features environmentally-friendly initiatives throughout.



- LED lighting for energy conservation
- High efficiency water heaters and electric motors
- Restroom faucets with low flow aerators and motion sensors for water conservation
- Energy star appliances
- Interior glass and sloped ceilings to maximize daylight
- Carpeting containing recycled materials
- Water bottle filling stations to reduce dependency on plastic bottles
- Views to the outdoors from 95%+ occupied spaces to enhance employee wellbeing

OUR PURPOSE

Exactech exists to help people improve their quality of life and regain their independence if they've been injured or developed arthritic disease. We do this through innovative ideas, high quality products, education and commitment to service.



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