Orthofix Medical Inc.

Subsidiaries: Orthofix US LLC, SeaSpine LLC, IsoTis, Inc., Orthofix Services LLC, Spinal Kinetics, LLC
Locations: Texas (HQ)
Industries: Health Care Equipment and Services, Technology Hardware and Equipment

RISK LEVEL:

Medium Risk

DESCRIPTION:

Orthofix Medical Inc. is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Orthofix Medical integrates ESG into its business practices. From its 2022 ESG Factsheet: "We continued to make notable progress on ESG matters in 2022, including developing our ESG risk framework and purposefully integrating ESG initiatives into all aspects of our operations" (1). The company promotes divisive sex and gender policies. Its Supplier Quality Manual requires international vendors to include sexual orientation and gender identity or expression in their nondiscrimination policy (2). However, Orthofix Medical has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Lower Risk**

Orthofix Medical does not appear to discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. **High Risk**

Orthofix Medical requires its employees to take unconscious bias and DEI training (1)(2). The company appears to prioritize diversity over merit in its recruitment and hiring. From its 2024 ESG Report: "We are also proud of our commitment to representation at every level. 30% of our Board of Directors are women or ethnic minorities, and we continue to support diversity through programs like our summer internship initiative, where 46% of interns met diversity criteria" (3). Orthofix Medical does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. **High Risk**

Orthofix Medical supports DEI within its business practices. From its 2024 Annual Report: "Our key human capital objectives in managing our business include attracting, developing, and retaining top talent while integrating diversity, equity, and inclusion principles into our core values" (1). The company supports ESG within its business practices. From its 2024 ESG Report: "In 2022, we completed our first assessment of sustainability priorities, examining

a range of key stakeholders, including…environmental, social and governance ("ESG") rating organizations…[and] In 2023 and 2024, we continued to build on our strong foundation, accelerating the positive impact on our stakeholders through education and awareness of our sustainability strategy, embedding sustainability principles into every part of our business" (2). Orthofix Ltd., Orthofix Medical's UK-based subsidiary, is committed to net zero carbon emissions by 2050 (3).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. **Medium Risk**

Orthofix Medical "held multi-location fundraisers benefiting the Trevor Project" (1). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. **N/A**

Orthofix Medical does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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