

## VISION, PURPOSE AND VALUES

At Orchid, we realize the importance of being clear about our Vision, Purpose and Values – why we do what we do and how we go about doing it with and for our customers, employees and supplier partners.

### VISION

The Premier Global Orthopedics Contract Manufacturer

### PURPOSE

Longer Active Life

*We provide an opportunity for people to live a better life by enabling them to be active longer through our products. That is why we do what we do at Orchid.*

### VALUES

Our core values are the foundation of our culture and strategy, so we met as a leadership team to update and clarify them to be more descriptive of our culture, what is most important to us, and what we believe in.

Integrity First <i>We Do The Right Thing</i>	Teamwork <i>We Are All Connected</i>	Relentless Pursuit <i>We Are Driven &amp; Curious</i>
<b>Courage and Character:</b> We do what is right at all times; even when no one is looking	<b>Ideal Team Players:</b> We strive to be ideal team players who are hungry, humble and smart	<b>Bias for Action:</b> We drive our actions towards results because good isn't good enough
<b>Results the Right Way:</b> We integrate our legal and ethical responsibilities in all we do	<b>Foster Predictable Excellence:</b> We are continuous improvement and process excellence-focused	<b>Customer Value Driven:</b> Our success is measured by our customer
<b>Speak the Truth:</b> We speak the truth as we know it in an open, transparent and respectful way	<b>Open-Minded:</b> We embrace change and look for new and innovative approaches in our work together	<b>Intellectual Curiosity:</b> We are always asking why and challenging the status quo