

2022 United Nations Global Compact Communication of Progress



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About Medela

Medela's Mission Statement



Through advancing research, observing natural behavior and listening to our customers, Medela turns

SCIENCE INTO CARE

nurturing health for generations.

– Michael Larsson
Chairman of the Board

To us, caring is natural.

It is life giving – and life changing. That's why caring has always guided everything we do at Medela. As a family company, you could even say it's in our DNA.

Over the last 60 years, our company has been devoted to the science of making the most delicate form of care simple, intuitive and effective. For those receiving care as well as those providing it.

Our team is passionate about our commitment to Swiss quality and service, because we know that this is how trust is earned. We understand the needs of moms and babies, patients and the professionals who dedicate themselves to their care.

By advancing research and gaining deep insight of natural behavior, we develop forward-thinking innovation to nurture life for generations.

We care about the world around us and commit ourselves to advocacy, sustainability and you, to build a legacy that we all can be proud of. Across the different stages of life, our products go beyond form and function. They heal, nurture health and build bonds.

Building better outcomes through equal parts physics, compassion, engineering and humanity.

Because we realized early on that the first step in caring is understanding. And we've been caring for moms and babies, patients and healthcare professionals for so long, we've turned it into a science.

CEO Letter

As a leading medical device company for more than 60 years, Medela is turning science into care to nurture health for generations. With our mission statement serving as our compass, Medela is committed to making a global impact through our corporate social responsibility program Medela Cares.

The programs supported by Medela Cares are aligned with the United Nations Global Compact (UNGC) priorities as well as those outlined in the United Nations Sustainable Development Goals (SDGs).

Celebrating our second year as a member of the UNGC, our company supports the public accountability and transparency that this report brings and remains committed to continuous improvement and strengthening our internal structures.

Last year we completed a systematic assessment of our operations across key regions to identify the areas that represented the greatest opportunities for change. Building on that work, this year we established baselines that will help us set meaningful goals focused on reducing our greenhouse gas emissions and increasing the use of recycled cardboard and recycled plastic in our retail packaging. Although we are just beginning our sustainability journey, our innate curiosity as a brand is driving us to challenge ourselves to find ways to accelerate our impact.

As a family-owned company, the concept of caring and nurturing health for generations is important. I am inspired by the passion of our 1,500 global employees to make a difference and to leave a legacy that we all can be proud of. The war in Ukraine galvanized employees all over the world to support those impacted. Through both employee and company-led initiatives, donations were raised for much needed products, relief supplies and support services for impacted families, totaling approximately 250,000 CHF.

The war in Ukraine vividly highlighted the fact that women and girls are affected disproportionately when crises occur, and resources and institutional capacities are constrained. We believe – now more than ever – that our company has a unique opportunity to engage



and expand our role to lead the conversation about women and children's health, specifically, maternal health care and infant and maternal mortality and malnutrition.

However, Medela cannot do this alone. We continue to collaborate and create partnerships with like-minded organizations to provide education and training to midwives and HCPs that will support an estimated 13,500 births annually in high-risk countries to drive meaningful change in maternal and infant mortality rates.

On behalf of Medela, I am pleased to again confirm our commitment to the UNGC, its Ten Principles and to the continuation of actions outlined in this report.

Sincerely,

A handwritten signature in blue ink, which appears to read 'Annette Bröls'. The signature is fluid and cursive.

Annette Bröls

Bringing Our Mission to Life

Like many global companies, the Russian invasion of Ukraine had an impact on our employees and their families. Whether in a neighboring country to Ukraine or on the other side of the world, the Medela family of employees wanted to help. From donating critical products to distributing goods to refugees and active non-governmental organization (NGO) partnerships, Medela employees rallied to provide relief to the Ukrainian people and impacted hospitals in the following ways:

In-kind Product Donations

To get the urgently needed medical devices into the crisis area, Medela organized two large shipments of 910 kg on eight pallets to a variety of perinatal centers and hospitals in Kiev and the Mechnikov Hospital in Dnipro. The shipment included wound care devices and dressings, suction pumps, vacuum-assisted delivery equipment and breastfeeding supplies with bottles, breast pumps, nursing pads and special needs feeders. Medela further partnered with a number of philanthropic organizations to donate about 2,000 negative pressure wound dressings to military hospitals in Kiev.

In parallel, Medela has been supporting humanitarian organizations to ship wound care systems to Ukraine since the beginning of the war, with some 30 medical equipment deliveries sent to date.

Financial Aid Given

Medela contributed to an NGO's emergency relief efforts by organizing employee blood drives and matching financial donations, providing support to refugees along the refugee routes. The supported centers offer vital emergency aid and supply children and their families with clean water, health and hygiene kits in the crisis area.



Photos of shipments and employee donation activities to support Ukrainian families in need

Thanks to these efforts and the activities of our teams around the world, Medela has been able to provide approximately 250,000 CHF to support Ukrainian families in need.

medela is proud to support



Mothers' Milk Bank of Louisiana at Ochsner Baptist



MINNESOTA Milk Bank FOR BABIES

The Milk Bank HUMAN MILK SAVES LIVES



Mothers' Milk Bank Colorado Based, Nationwide Impact



The New York Milk Bank Give. Nourish. Thrive.

#MomsUnite4Milk

Supporting Families Affected by the Donor Milk and Formula Shortage

As a result of the formula and donor milk shortages affecting families across North America, nonprofit milk banks are reporting a current [20% uptick in demand this year](#) and anticipate that it will continue to rise as of the date of this publication. Medela committed to empowering families to support each other and introduced #MomsUnite4Milk pumpathon and educational campaign in June, originally intended to last one month but was extended through the end of the year.

Empowering Moms to Get Involved

Moms were invited to join Medela's #MomsUnite4Milk breast pumpathon and donate milk to the Human Milk Bank Association of North America (HMBANA) or their local nonprofit milk bank. Medela provided up to 1,000 moms with breast milk storage bags if they agreed to [donate their milk](#) to a nonprofit milk bank. At the time of this report, participating moms donated more than 49,000 ounces (equivalent to 1,449 liters) to nonprofits across North America.

Supporting Nonprofit Milk Banks

Medela made a monetary donation benefitting 11 nonprofit milk banks across North America (\$25,000 USD equivalent to 23,910 CHF) to elevate the important role of donor milk. The donation also supported finding more milk donors and increasing capacity at their locations.



Photos shared by donor moms using #MomsUnite4Milk on social media

Our Pillars

Medela Cares is anchored by three pillars: people, planet and society.

In alignment with the Ten Principles of the UNGC and the Sustainable Development Goals (SDGs), Medela Cares is focused on where we can have the greatest impact aligned with our business priorities. The global topics of human rights, labor, environment and anti-corruption are synthesized into three pillars of our commitment.



PEOPLE

Champion Equity and Advocate for a Diverse Workforce and Inclusive Culture

Secure Human and Labor Rights and Anti-Corruption

PLANET

Promote Environmental Stewardship

Innovate with Sustainability Goals in Mind

SOCIETY

Fight Infant and Maternal Mortality and Malnutrition

Increase Access to Quality Healthcare, Education, and Resources



Medela Cares Structure



CHAIRMAN OF THE BOARD
Michael Larsson



CEO
Annette Brüls



PEOPLE
Martina Radzanowski,
Chief People Officer (CPO)
Urs Furrer, Executive Vice President
International (EVP)



PLANET
Thomas Ertl,
Chief Operations Officer (COO)
Roger Schnüriger,
Chief Financial Officer (CFO)



SOCIETY
Annette Brüls,
Chief Executive Officer (CEO)
Kimberly Aasen,
Global Senior Director of
Communications and Social
Responsibility

To ensure that the SDGs are embedded across the organization and embraced at all levels, Medela takes the following actions:

1. Each annual Communication on Progress (CoP) report is reviewed and approved by the Medela Board of Directors. This approval ensures Medela's commitment to the Medela Cares Strategy.
2. A corporate governance structure ensures oversight of our operations and compliance with the UNGC Ten Principles on human rights, labor, environment and anti-corruption.
3. Measurement processes and operating mechanisms are in place to enable us to identify and drive our commitments on a consistent basis.
4. We publicly share our CoP with our employees and customers annually following formal submission to the UNGC.



Employees at the annual Medela family picnic

People: Supporting Employees

As an international organization employing over 1,500 people worldwide, we are inspired by the passion and dedication of our employees to improve the lives of moms, babies and patients. Extending beyond any role, business unit, language or country, we share the same passion for our customers and a commitment to excellence, innovation and social responsibility.

We invest in the development of our employees and believe in fostering an inclusive environment rooted in equity and diversity, valuing each team member and empowering them in their personal growth and well-being.

Our sustainability goals are based on two areas:

1. champion equity and advocate for a diverse workforce and inclusive culture
2. secure human and labor rights and anti-corruption

Within these areas, we focused on diversity, equity and inclusion as well as on updating our policies and procedures to ensure compliance with human rights and anti-corruption.

“Diversity, equity and inclusion are pivotal elements to a culture where all employees can thrive. Our people are essential to Medela’s innovation and growth and ultimately our continued success as a business.”

*– Martina Radzanowski,
CPO*

1. Champion Diversity, Equity and Inclusion

In 2022, the People Pillar set its focus on unconscious bias to drive the company’s diversity, equity and inclusion (DE&I) efforts.

Areas of emphasis included trainings to raise awareness around the topic of unconscious bias, dedicated programs to promote inclusive leadership and ensuring a sustainable recruitment process to promote a diverse workforce.

Medela cultivates a workforce that is mission-focused and reflective of those we serve.

*– Urs Furrer,
EVP International Region*



Employees and families at the annual Medela family picnic

2022 People Pillar Goals

RECRUITMENT PROCESS

Implement a sustainable recruitment process, acknowledging a diverse workforce with a focus on an inclusive leadership

LEADERS 4 TOMORROW

Mentor additional 184 leaders from all regions as part of our inclusive leadership development program, with a new session added focusing on mental health.

DIVERSITY

60% Global female representation
45% senior female leaders**

CODE OF CONDUCT

Train over 85% of employees on new Medela policies as set out by the Code of Conduct, updated in 2021.

UNCONSCIOUS BIAS

Provide formal training on unconscious bias to more than 60% of the workforce, equivalent to about 600 people.

GLOBAL INCLUSIVE CULTURE

Achieve an inclusivity score of 7.7 (up by 0.2) and have over 74% of 1,017 employees rate inclusivity at Medela a 7 or higher (out of 10) in the annual Pulse survey.*

* Pulse Survey: Pulse is an annual internal employee survey
** Statistic based on Medela senior leadership team members

Our Progress:

Inclusive Leadership Development Program

The Leaders4Tomorrow Program was introduced globally and includes 250 Medela leaders from around the world.

Program participants develop a common understanding of the Medela strategy, hone their leadership skills to generate a nurturing working environment, and learn how to tackle and overcome unconscious bias in their everyday business.

Furthering DE&I Across the Company

Globally, 49 DE&I Change Agents were deployed to act as role models for inclusive behavior by being curious, compassionate and active listeners to their colleagues.

The roles of the DE&I Change Agents include:

- assist in developing diversity program initiatives
- commit to promoting deep cultural awareness and strive to build better intercultural relations
- celebrate diverse voices by giving them a platform to be heard
- encourage people to contribute to an embracing workplace

DE&I agents were trained on the topic of unconscious bias in the workplace. Agents used this training and the tools provided to conduct regional outreach activities. In addition to the DE&I Agent training, leadership teams were trained on unconscious bias throughout the year.

To establish a baseline of understanding of how employees felt about these topics, an employee survey was conducted. The findings of this survey allowed us to build on planned trainings and initiatives. Progress on DE&I will continue to be measured through annual employee surveys.

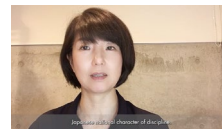
Cross-Cultural Understanding

DE&I Agents from the International Region launched med|talks in 2022. Set up as short ted talks, these sessions served to introduce countries within regions and promote cross-cultural understanding. Talks began in Australia, Brazil, India, Japan and Malaysia with future plans to expand to China.



Inaugural Class of Leaders 4Tomorrow

med|talks



DE&I agents of the International region launched med | talks, an initiative to celebrate the region's diversity by showcasing the region's countries

DE&I Observances and Employee Activations

Medela celebrated global observances, including International Women’s Day (IWD) and Pride Month, that generate awareness of the importance of equity.

Medela employees participated in #breakthebias to support IWD and engaged in e-learning trainings and webinars during Pride Month to raise awareness and build an inclusive mindset.



Equity Through Education

Medela US has gifted more than one million dollars in college scholarship funds to 580 students since 2000 so they can build their future.

Keeping that family tradition alive, Medela US awarded 38 hard-working students with scholarships in 2022, enabling them to continue their learning journey and pursue a range of educational opportunities. Only students who have a parent employed by Medela are eligible.



Medela US scholarship recipients and their parents, 2022

Gender Equity

Medela AG, Medela Switzerland and Medela Consumer AG have successfully passed the EDGE Gender Pay Gap Analysis, a leading global assessment methodology for gender equity.

Developed and launched in 2011, the assessment measures where organizations stand in terms of representation and pay equity, with organizations benchmarking themselves against the EDGE standard and other organizations.

Likewise, Medela US has been certified for Equal Pay. By law, private companies with more than 100 employees in the state of Illinois must apply for an Equal Pay Registration Certification (EPRC), submitting the wage records for all employees and a signed equal pay compliance statement.

Measuring ourselves against these methodologies and obtaining the certifications was critical to Medela's commitment of gender equity within our organization and to nurture a diverse, equitable and inclusive culture at Medela. Through support of these gender-equitable salary practices, Medela is contributing to the SDGs on gender equity.



(Top Image) Annette Bröls, Kristin Engvig, Tiziana Mele, Thalia Mingo, Mine Uran at the CSPOC meeting

Inspiring a Peaceful & Sustainable Future

Medela CEO Annette Bröls was invited as a panel speaker on the topic New Ways of Working & Leading for Peace & Sustainability. The event was hosted by CSPOC, a UN accredited NGO that focuses on self-sustaining solutions through the integration of health, education and business, celebrating diversity and inclusion and recognizing women as key to long-term change. The event focused on "Women Inspiring a Peaceful & Sustainable Future".

Supporting Families and Women Return to Work

Through programs like the KIN (formerly New Moms' Healthy Returns) in the U.S. and Bring Women Back to Work (BWBW) in Switzerland and Germany, Medela is committed to supporting breastfeeding families and women as they return to the workforce.

Future Areas of Focus:

Inclusive Mentoring Program

To promote inclusive leadership and guide the next generation of Medela leaders, Medela will launch a dedicated 12-month mentoring program called LINC – leadership, inclusion, networking, connecting in February 2023. Through LINC, Medela Group Management members will provide LINC attendees with mentoring, networking opportunities and leadership skill development.

Medela will continue to focus on supporting mothers return to work by reviewing regional paid parental leave policies and harmonizing them on a global level.

We will also continue to further align our recruitment process with our DE&I goals.

2. Secure Human and Labor Rights And Anti-Corruption

Our commitment to human rights is embodied in the adoption of our code of conduct, which governs our expectations for employees. Our third-party code of conduct regulates relationships with business partners and suppliers. Medela recognizes that human rights are an integral part of corporate citizenship, and we respect and support the Universal Declaration of Human Rights and the International Labor Organization Standards.

Our Progress:

Policy Assessment

As part of our UNGC commitments, during 2020, Medela performed a detailed assessment of all our policies to ensure they reflected the language required to fully adhere to the UNGC’s Ten Principles, aligned to the Universal Declaration of Human Rights.

Based on this assessment, the following policies were implemented or updated (during the CoP reporting period), administrated by Medela’s Legal & Compliance department:

- Code of Conduct (updated in January 2022)
- Third-Party Compliance Policy (introduced in January 2022)
- Third-Party Code of Conduct (updated in January 2022)
- Policy on Data Protection (updated in September 2021)
- Whistle Blowing Policy (updated in September 2021)

Per end of July 2022, 87% of our employees had completed training on the new or updated Medela policies as listed in the Code of Conduct.

All policies and documentation related to compliance are available to all our employees on Medela’s Intranet.

2025 GOALS	2022 PROGRESS
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50% DIVERSITY
including leadership team



58.7% DIVERSITY
including leadership team

8.0 INCLUSION SCORE
from annual employee survey



7.5 INCLUSION SCORE in 2021 based on annual employee survey

MORE THAN 90% OF DIRECT EMPLOYEES trained on new or revised Medela policies as set out by the code of conduct



87% of direct employees trained on new or updated Medela policies

80% OF OUR TOTAL SUPPLIER SPEND covered under this Risk Management process



N/A goal added in 2022

Third-Party Compliance Policy

The Medela Third-Party Compliance Policy and related procedures have been created and assessed for adherence to UNGC's Ten Principles and became effective as of 1st January 2022. All Medela employees have been assigned to training for the Third-Party Compliance Policy and 76% have already completed it (per 31 July 2022).

As part of our third-party management program, all new Medela suppliers are required to accept the Medela Third-Party Code of Conduct. This code is designed to be based on international industry standards and regulations, including but not limited to the UNGC.

Medela has also updated its third-party evaluation process and completed a pilot program focused on implementing a new compliance risk management process utilizing a risk matrix and internal due diligence. Based on the results of both risk matrix and internal review, a third party is deemed approved or rejected.

A cross-functional internal team and external compliance experts assessed this new process against existing suppliers located in different regions (Asia, Europe, North America). The pilot compiled all aspects of the process including ease of use, understanding of roles and responsibilities, customer experience and effectiveness against previous procedure. Based on these criteria the pilot determined that the new

compliance risk management process is practical and effective. The pilot program is still ongoing.

When this final process is fully implemented, it will foster Medela's efforts to further improve compliance with global human rights and labor rights standards, as well as anti-corruption principles throughout Medela's business operations.

Medela takes our commitment to human rights and labor rights standards, as well as anti-corruption principles seriously. Outlined in the code of conduct Medela encourages its employees to report any perceived wrongdoings via the Integrity Line.

The Integrity Line is a reporting platform where our employees can report any misconduct or suspicion thereof anonymously.

Future Areas of Focus:

Third-Party Risk Management

The pilot on the third-party risk management evaluation process will be extended to include business partners. If deemed effective, it will be formally added to our third-party risk management framework.

We are aiming at having 80% of our total supplier spend covered under this risk management process by 2025.



Medela production and logistics site, showcasing our commitment to sustainable packaging

Planet: Protecting Our Planet

Medela recognizes the effect our business has on the world around us and the importance of innovation to advance sustainability and environmental stewardship. As our products and operations evolve, so does our responsibility to innovate with sustainability goals in mind.

Medela's commitment to innovation is that every new product developed at Medela must improve the lives of our customers and contribute to our sustainability goals.

Our sustainability goals focus on two areas:

1. Promote environmental stewardship
2. Innovation with sustainability in mind

Within these areas we aim to reduce our emissions and lessen our environmental footprint through packaging modifications.

"We are still early in our sustainability journey, but seeing the impact of the changes we are making is motivating, empowering and driving us to explore what else can be done."

*– Thomas Ertl,
COO*

1. Promote Environmental Stewardship

Emission Reduction

In 2021, Medela conducted an Operations Assessment Impact Matrix, a systematic assessment of our operations across key regions, to identify the greatest opportunities for change. The result of the impact matrix identified greenhouse gas (GHG) reduction as areas of priority for the future. In 2022, specifically Scope 1 and Scope 2 emissions have been determined as well as two categories of Scope 3* emissions, Employee Commuting (Category 6) and Business Travel (Category 7).*

Our Progress: Baseline Year

For companies that have been significantly impacted by COVID-19, the Science Based Target initiative (SBTi) recommends selecting 2019 as base year instead of 2020 or 2021 when setting baselines. Medela was impacted by COVID-19 through reduced manufacturing, reduced use of office spaces, reduced employee commuting and business travel etc. and therefore selected 2019 as a baseline year following the SBTi recommendation.

Scope of Calculations of Baseline Emissions:

For Scope 1 and Scope 2, data was collected from 15 out of 24 sites where data was available. As a result, Medela’s baseline Scope 1 & 2 emissions were

calculated using data from Medela’s warehouses and production facilities, as well as the largest offices (i.e. over 700 m²) at 15 sites worldwide.

The emissions associated with the remaining 9 smaller sites were estimated based on an average emissions per square meter of the sites with available data. Compared to the overall emissions of the 24 sites, the emissions of the additional 9 sites are negligible.

Data Quality

A high-level review on data collected by Medela was conducted by a third-party agency. Verification to source (i.e. analysis of bills, meter-readings and other evidence from sites of activity data) was not performed.

Scope 1 & Scope 2 Emissions

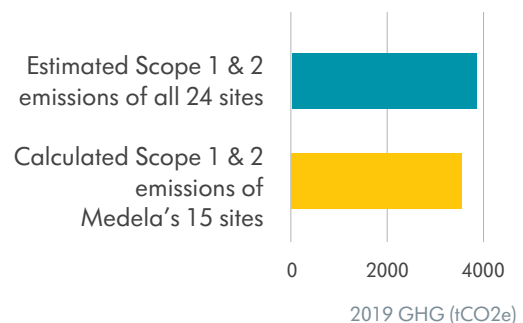
Medela’s 2019 Scope 1 and Scope 2 emissions are dominated by electricity consumption (Scope 2), making up over 45% of total emissions. Natural gas consumption (Scope 1) largely contributes to the rest of Medela’s total emissions (34%). Heating oil, fuel and other (Scope 1) contributions are less significant to Medela’s total emissions.

Estimated Emissions total for all 24 sites

Medela’s 2019 Scope 1 & 2 emissions (tCO₂e)

Emissions Scope	2019 GHG (tCO ₂ e)
Scope 1 Emissions	2,062
Scope 2 Emissions	1,750
Total Scope 1 & 2	3,812

Total Estimated and Calculated Emissions



* Report information available upon request.

Scope 3: Employee Commuting and Business Travel Emissions

As mentioned in our 2021 CoP and due to Medela’s current data availability*, only Scope 3 emissions for Medela’s employee commuting and business travel have been calculated. As a company, we wanted to understand how our emissions associated with employee commuting and business travel have fallen since 2019 in our largest operations in Switzerland and the US.

Employee commuting and business travel emissions were analyzed for 7 sites in the US (2) and Switzerland (5) in 2019 and 2021 to help Medela understand how these emissions have changed between the years due to the COVID-19 pandemic.

Both employee commuting and business travel significantly decreased from 2019 to 2021.

- 60% decrease in employee commuting
- 83% decrease in business travel

These reductions have been mainly influenced by the COVID-19 pandemic, which limited business travel and made remote working a necessity.

As a result, Medela made investments to offer new flexible office work solutions as well as adjusted its

travel policy in order to keep travel and commuting emissions at a lower level.

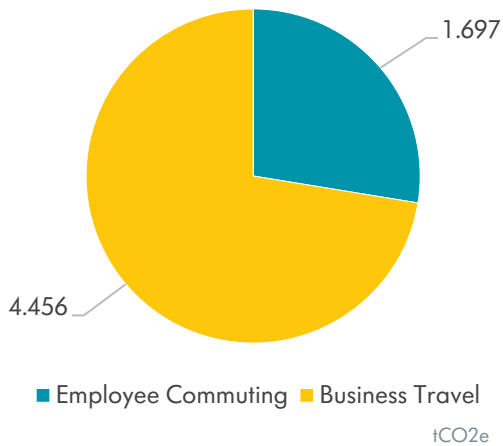
Business Travel Methodology

Business travel data was calculated from a total of 7 sites in Switzerland (5) and the US (2) only. The majority of data were provided by business travel agencies, which included flight distances, number of hotel nights, car rental expenditure, and additional travel expenses (excluding flights).

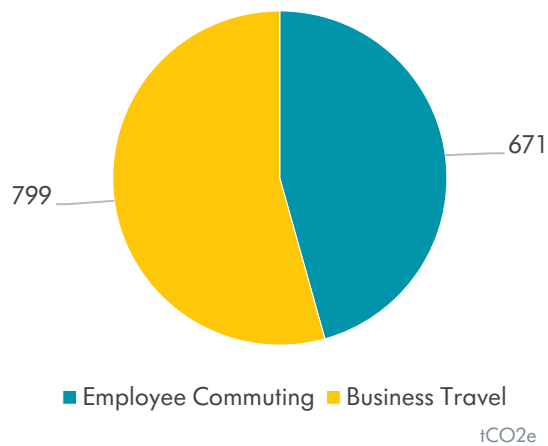
Employee Commuting Methodology

A commuter survey was distributed to employees at 7 sites in Switzerland (5) and US (2). The survey included questions related to estimated absence time per year to calculate the number of working days per employee, number of days spent in the office, travel distance to the office, and the primary mode of transport; all of which were used to calculate employee commuting emissions. Survey responses were not received from all employees so results were extrapolated to provide estimated emissions generated from employee commuting.

Medela's Scope 3 emissions (employee commuting & business travel) in US and Switzerland in 2019



Medela's Scope 3 emissions (employee commuting & business travel) in US and Switzerland in 2021



Future Areas of Focus:

Renewable Energy

We are also taking steps towards our 2025 goal of 50% renewable energy. As part of our GHG emissions inventory, the percentage of renewable energy making up Medela's 2019 baseline was calculated. In 2019, renewable energy sources accounted for only 1.4% of our total Scope 2 emissions across the Medela owned and operated production, warehouse, and major office facilities for which data was collected as part of the GHG baseline calculations.

Given the findings of our renewable energy assessment, we are evaluating measures and initiatives needed to achieve our 2025 goal.

Medela's journey to reduce GHG emissions has just begun. We have identified several priority areas to address as we continue to improve our sustainability in terms of emissions.

These include the following actions:

- Extend our Scope 1 and 2 data collection to encompass all Medela sites and revise our baseline Scope 1 and 2 emissions. The two key focus areas for Medela's Scope 1 & 2 emission reductions will be electricity consumption and natural gas consumption.
- Implement a detailed decarbonization roadmap and action plan including establishing emission reduction targets.
- Revise our baseline to include relevant categories of Scope 3 emissions, as designated by the GHG Protocol. To capture full scope 3 data in the future, Medela has committed to establish a dedicated team to set up the process and means for full Scope 3 reporting.

These emission reduction targets will be communicated in our 2023 CoP.

2025 GOALS

50% RENEWABLE ENERGY
across Medela owned and operated facilities



30% LESS PLASTIC
in packaging across all Medela's retail products



20% CONVERSION TO RECYCLED CARDBOARD
in packaging across all of Medela's retail products



2. Innovate with Sustainability Goals in Mind

Reduce Environmental Footprint of Packaging

The findings of our 2021 environmental impact matrix assessment identified that packaging waste and packaging recyclability and recovery were priority areas for us to address and that baselines needed to be established before we could make progress in these areas.

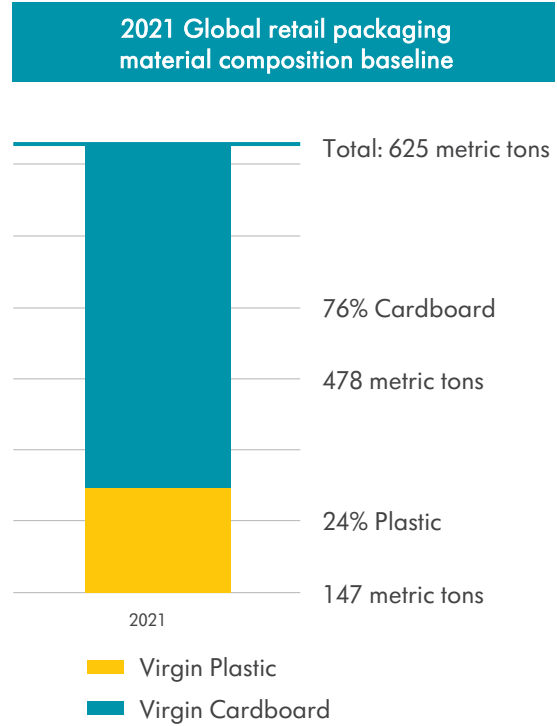
Our Progress:

Global Retail Packaging Material Composition Baseline

In 2021, Medela analyzed the entire retail packaging portfolio, comprised of more than 1,000 Medela retail packages, representing 38% of Medela’s total packaging volume, including breast pumps, intimate apparel, essentials and pacifiers. All packages were reviewed for the amount of plastic and cardboard contained in each.

In 2022 with the support of an environmental consulting agency, Medela established our first global baseline for retail packaging material composition.

This analysis provided the information necessary to find opportunities for change and to create both short and long-term packaging composition goals.



In 2021, Medela established its first global retail packaging material composition baseline.

2021 Data Insights

Medela analyzed their retail product packaging sold in 2021. The packaging from these retail products generated 625 metric tons of packaging material.

These packages contained:

- 76% virgin cardboard
- 24% virgin plastic

As part of Medela’s first CoP report in 2021, we established the 2025 goal that focused on plastic packaging waste reduction by 30%. Also, the original goal targeted the modification of packaging for new products only. As a result of this initial analysis, we contemplated if we could be more ambitious. Striving to have a greater impact, we have revised our original 2025 product packaging modifications goal to now include both new and existing retail packaging. The expansion of this goal will positively increase our impact to reduce packaging waste by creating a more environmentally friendly packaging portfolio.

New Sustainable Packaging Concept

In 2022, Medela has piloted new intimate apparel packaging concepts that aligns with our environmental goal to reduce packaging waste and increase usage of recycled materials.

For our new Medela Intimate Apparel (IA) product line, a new sustainable packaging system was developed that contains 100% recycled material. Previously, this package was composed of virgin plastic and cardboard. The new sustainable IA packaging, made of recycled plastics and recycled cardboard, minimizes overall material consumption with an emphasis on reducing plastic. All IA packaging has been revised to reflect this new sustainable packaging composition.

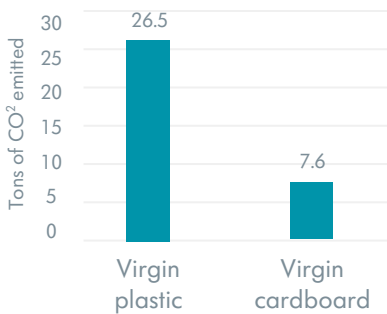
The impact of this change resulted in 30% reduction of packaging material waste and 51% reduction in CO² emissions.



New IA packaging line made of recycled plastics and recycled cardboard

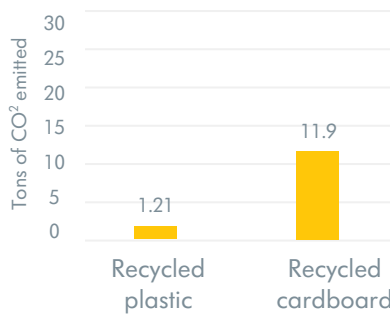
2021 IA Packaging Composition Baseline

Plastic Boxes & Virgin Fiber Cardboard



2022 IA Packaging Composition

Recycled Cardboard Boxes (67%) & Recycled Plastic Bags (100%)



Impact of Change

Material Balance

Cardboard: + 6,18 Tons

Plastic: - 12,72 Tons

**- 6,16 Tons
(-30% of packaging material)**

CO²-balance

- 21 Tons (-51% of CO₂ emitted)

Future Areas of Focus:

We will continue to focus on the reduction of virgin plastic in packaging and increase the use of recycled cardboard.

Five different high volume product groups from the Medela nursing and feeding and essential lines have been identified as candidates for the continuation of the packaging pilot. Those products include Calma, Disposable Nursing Pads, Purelan, Contact Nipple Shields and Breast Milk Storage Bags.

The continuation of the packaging pilot with these high volume Medela products will contribute to us meeting our 2025 goal.

Expanding Our 2025 Goals

We believe that by 2025, we can reduce plastic packaging across our entire retail product packaging portfolio by 30%. This is a substantial increase from our original stated goal focusing solely on reducing plastic packaging in new products by 30%.

By 2025, Medela is also committed to transitioning to 20% recycled cardboard in our retail packaging.

Dynamic Market and Supply Challenges

We set these ambitious goals recognizing that the current dynamic market and continued supply chain challenges might cause us to modify this plan.

The volatile costs of materials and availability might require a slower packaging evolution than we have committed to in this report.



Medela training in Nigeria

Society: Empowering Our Community

Medela understands that making significant progress against the SDGs is an immense undertaking. Only through support and partnership with other like-minded organizations can we drive change to improve long-term health and societal outcomes.

We are committed to advancing these outcomes by supporting parents and clinicians. At Medela, we work to increase access to breastfeeding and breast milk feeding resources, education and products.

We also advance our impact by partnering with nonprofit organizations around the world that share our goals.

Our sustainability goals are focused in two areas:

1. Fight infant and maternal mortality and malnutrition
2. Increase access to quality healthcare, education and resources

Within these areas we emphasize education and training of midwives and healthcare professionals as well as supporting NICU families determined to provide breastmilk to their fragile infants.

“Together with like-minded organizations, we have the unique opportunity to fight maternal and infant mortality and have a global impact.”

*– Annette Bröls,
CEO*



1. Fight Infant and Maternal Mortality and Malnutrition

We have established two partnerships with a focus on education and training to support midwives with the goal to reduce maternal mortality. Through these partnerships, we strive to make a lasting impact through improving health outcomes.

Our Progress:

Laerdal Global Health Partnership – Sub-Saharan Africa Region

Launched in 2021, the partnership with Laerdal Global Health supports midwives in developing countries with training, resources and products to perform vacuum-assisted deliveries for difficult births in remote locations. Medela and Laerdal Global Health provide a highly effective, low-cost solution for caregivers to improve quality of care and reduce maternal and infant mortality in under resourced sub-Saharan Africa.

Through this partnership more than 62 midwives have been trained and equipped for vacuum-assisted delivery during difficult births in remote locations in humanitarian settings. In addition, we have conducted ‘train the trainers’ events with organizations such as United Nations Population Fund (UNFPA). It is estimated that these over 80 midwives could support over 4,320 births annually.

By 2025, Medela Cares expects to support approximately 13,500 births annually in high-risk countries through training and equipping 500+ midwives and health care professionals.

2025 GOALS 2022 PROGRESS

Support an estimated **13,500 BIRTHS** annually in high-risk countries through training and equipping of **500+ midwives** and HCPs



> 4,320 BIRTHS supported by training and equipping **80+ midwives**

Support NICU families providing breast milk to approximately **20,000 INFANTS** through partnership with 60 Ronald McDonald House Charities® Houses in four countries



>15,000 NICU FAMILIES supported

Nurture health for more than **18M PEOPLE** providing access to educate, training, products and resources



14,266,479 FAMILIES AND PATIENTS served since 2021



Matthew Onoga from UNFPA Nigeria practicing VAB; Raphael and Leek from UNFPA South Sudan are the proud parents.



Our Progress:

Wellbeing Foundation Africa Partnership – Nigeria

Medela launched a partnership with The Wellbeing Foundation Africa (WBFA) in 2021 to improve the support for new mothers of NICU infants and promote the health and survival of pre-term babies in Nigeria.

This partnership is part of our continued support of the UN Every Woman, Every Child initiative, which is part of the UN Secretary-General's global strategy for the health of women, children and adolescents. It focuses on NICU-specific education and training on the value of human milk and building sufficient milk supply for long-term breastfeeding

In 2022, the program expanded to focus on a virtual train-the-trainer model, resulting in the training of 10 educators and 42 healthcare professionals. To further support this training, The Wellbeing Foundation Africa received a donation from Medela Cares including 18 Symphony® breast pumps and breastfeeding supplies, autoclaves to sterilize pump sets and supplies, and refrigerators to store pumped breast milk. This donation has supported 322 infants as of June 2022.

Medela Cares Ambassadors and Global Education team members accompanied WBFA on a field trip to Nigeria to assess lactation care in the hospitals that received equipment and training. This visit allowed education to be tailored and clinical practice changes to meet the specific needs of the hospitals. The goal of the program is to increase breast milk use in the NICU and improve neonatal outcomes.

In each hospital visited, educational sessions were conducted. More than 100 healthcare professionals participated in the on-site trainings.



fltr: University of Ilorin teaching Hospital, Ilorin, Nigeria; WBFA HCP training, Maitama General Hospital, Abuja, Nigeria; WBFA HCP training, Asokoro District Hospital, Abuja



“Our partnership with the Wellbeing Foundation Africa is driving meaningful change in NICUs through education, training and support of equipment and supplies.”

*– Nania Schärer-Hernández,
Medela Cares Ambassador*



Medela Cares NICU QI Initiative June 2022, field trip to Abuja, Kwara and Lagos, Nigeria



Future Areas of Focus:



Expand Relationships with NGOs to Train Midwives in Sub-Saharan Africa

Medela will partner with GreenLamp to educate and train midwives in rural Ethiopia to:

- support births in the area
- prevent birth trauma
- combat infant and maternal mortality in the region.

Support will be provided through training and equipment for vacuum assisted delivery (VAD) to improve the working conditions of midwives in rural health centers and empower young women to learn a profession and act as role models.

GreenLamp is dedicated to improving access to healthcare, education and economic opportunities for women and girls in rural Ethiopia. They have adopted a holistic approach: training midwives, empowering women to become role models, and ensuring safer, more dignified labor conditions.

2. Increase Access to Quality Healthcare, Education and Resources

Ronald McDonald House Charities® (RHMC®)

Forty percent of the families staying at Ronald McDonald House® programs globally have a child in the NICU, and Medela works with local Ronald McDonald House programs to support those mothers who choose to breastfeed their babies.

In an effort to provide greater ease and comfort to RMHC families, while reducing the stress of having a baby in the NICU, Medela provides moms with the same high-quality equipment they use at the hospital for their stay at a Ronald McDonald House to give families caring for a baby in the NICU one less thing to worry about.

In celebration of Medela’s 60th anniversary, Medela committed to supporting 60 participating Ronald McDonald House programs in Australia, China, the United Kingdom, and the United States, with the products needed to support breastfeeding families.

In 2022, through this initiative, Medela donated breastfeeding supplies to support approximately 15,000 breastfeeding NICU families* staying at a Ronald McDonald House program.



Posted by RMHC Central Georgia



Posted by RMHC Piedmont in Winston-Salem, North Carolina

"At Ronald McDonald House Charities, access to quality healthcare is at the heart of our mission. We are so appreciative of Medela's continued support to help us provide vital resources for breastfeeding parents staying at Ronald McDonald House programs."

*– Joanna Sabato,
Chief Marketing and Development Officer
at Ronald McDonald House Charities*



Posted by RMHC San Antonio, Texas

*This number reflects the total pieces of product donated by Medela to each location.

Medela Education Initiatives

We understand that convenient and timely access to the latest credible scientific information is key for the ability of a healthcare professional to provide the best care possible to their patients. To date this year, Medela has provided education to **16,964 healthcare professionals (HCPs)** through participation at conferences, as well as education events, e-Learnings, and webinars.

Future Areas of Focus:

Together with RMHC Global, Medela will evaluate expansion of this program to continue to provide vital resources for breastfeeding parents staying at Ronald McDonald House programs across the globe.

We will continue to invest in online education such as webinar opportunities. The dynamic online format of webinars offers HCPs the chance to convene, ask questions, and discuss ideas and approaches in a timely manner.

“I have enjoyed watching the many presentations for the virtual event. It was very worthwhile. I look forward to sharing some of the knowledge I have gained with my coworkers. Thank you for organizing the event and for the clinical applications discussed.”

– Jennifer Packer,
NICU nurse, US



In September 2021, Medela hosted its annual Global Breastfeeding and Lactation Symposium. More than 1,400 healthcare professionals, lactation scientists and breastfeeding experts registered for the event, to hear the latest clinical evidence on breastfeeding and lactation.

