

2023 Medela Cares Impact Report



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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

For more than six decades, Medela has been guided by a mission to turn science into care to nurture health for generations. Within the framework of our corporate social responsibility program Medela Cares, whose 2025 goals are inspired by the United Nations Global Compact (UNGC) priorities, as well as those outlined in the United Nations Sustainable Development Goals (SDGs), Medela focuses on three areas:

- People – Champion equity, diversity and inclusion and foster personal growth and wellbeing.
- Planet – Minimize our environmental impact and innovate with sustainability in mind.
- Society – Advance our mission globally and partner with others to fight infant mortality and malnutrition.

As a family-owned company, our passionate employees are the heart of our organization and the driving force behind all that we do. To ensure that we continue to foster an inclusive culture, Medela implemented training, mentoring and leadership programs. This genuine commitment to an inclusive culture was reflected in our annual employee survey with Medela scoring 7.88 out of 10 on fostering an inclusive work environment. Our benefits such as equitable parental leave for birth or adoption and domestic partner benefits underline our commitment to nurturing an inclusive work culture.

Medela's commitment to a thriving workplace and inclusive culture has been reflected externally, with awards based on employee feedback that resulted in a Best Workplaces™ Award by Great Places to Work (GPTW) for Medela's Greater China region. Additionally, awards generated by employee feedback, like Best CEO for Diversity and Best CEO for Women from Comparably provide a window into our culture, workplace and journey for prospective colleagues and customers.

Earlier this year, Newsweek's Most Trusted Breast Pump Brand was awarded to Medela for the fifth consecutive year. Newsweek collaborated with Brandspark to survey thousands of U.S. and Canadian shoppers in 2023. The results show what brands consumers trust the most and we were honored to have Medela be among them.

Medela's commitment to sustainability begins with our innovation statement where we commit that every new



Annette Bröls, Medela CEO

product developed at Medela must improve the lives of our customers and contribute to our sustainability goals. Making this commitment a reality, Medela was honored with two sustainability recognitions. We were thrilled to receive the Amazon "Climate Friendly" badge, the only brand in the intimate apparel category to receive this designation. Following a rigorous audit, Medela was also recognized with the International Sustainability and Carbon Certification (ISCC). The certification allows us to manufacture products and components using bio-based polypropylene (PP) material made from food waste instead of the commonly used fossil-based PP.

Finally, our commitment to social progress is a testament to our belief that like-minded businesses, nonprofits and NGOs working together can serve as catalysts for positive change. Through strategic partnerships, community engagement, and targeted initiatives, Medela is addressing infant and maternal mortality and malnutrition as well as increasing access to education and resources.

Globally Medela has engaged with more than 2,600 healthcare professionals around the world to advance lactation science and improve care. To improve outcomes for moms and babies and address health equity challenges like maternal health deserts, Medela partners with global, national and regional nonprofit organizations.

On behalf of Medela, I am excited to share this report with our employees and customers and fully support the public accountability and transparency that this report brings.

Sincerely,

A handwritten signature in blue ink, appearing to read "Annette Bröls".

Annette Bröls

Our Pillars

Medela Cares is anchored by three pillars: People, Planet and Society.

Inspired by the United Nations Global Compact (UNGC) priorities, as well as those outlined in the United Nations Sustainable Development Goals (SDGs), Medela’s corporate social responsibility program, Medela Cares, focuses on where we can have the greatest impact in line with our business priorities and with the global topics of human rights, labor, environment and anti-corruption synthesized into our three pillars of 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		



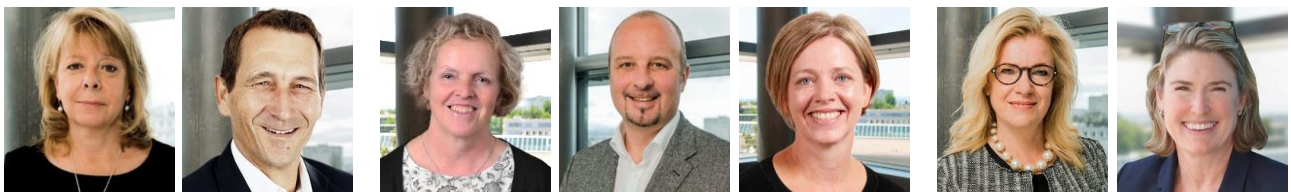
Medela Cares Structure



CHAIRMAN OF THE BOARD
Michael Larsson



CEO
Annette Bröls



PEOPLE

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

PLANET

Helena Börjesson
Chief Technology Officer (CTO)
Thomas Ertl,
Chief Operations Officer (COO)
Lone Knese,
Managing Director of Consumer AG

SOCIETY

Annette Bröls,
Chief Executive Officer (CEO)
Kimberly Aasen,
Global Senior Director of
Brand and Communications

To ensure our 2025 goals and related action plans are embedded across the organization and embraced at all levels to support the UNGC priorities and drive the SDGs, Medela takes the following actions:

1. Each annual Medela Cares Impact Report is reviewed and approved by the CEO and the pillar leads which is comprised of senior management. This approval ensures Medela's commitment to the Medela Cares strategy.
2. A corporate governance structure ensures oversight of our operations and observance of 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 Medela Cares Impact Report with our employees and customers annually.



Employees at the annual Medela summer party

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 focus on diversity, equity and inclusion as well as on updating our policies and procedures to comply with human and labor rights as well as anti-corruption.

2025 GOALS	2023 PROGRESS
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50% DIVERSITY
including leadership team



60% DIVERSITY
including leadership team

8.0 INCLUSION SCORE
from annual employee survey



7.88 INCLUSION SCORE in 2023
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



89% of DIRECT EMPLOYEES
trained on new or updated Medela policies

1. Champion Diversity, Equity and inclusion

In 2023, the People pillar continued to drive the company's diversity, equity and inclusion (DE&I) efforts, with areas of focus including dedicated programs to promote inclusive leadership and celebrating observances to encourage a diverse and inclusive workforce.

Our progress

Inclusive Mentoring Program

In March, Medela launched a dedicated 12-month mentoring program called LINC – leadership, inclusion, networking, connecting.

Through LINC, Medela aims to promote inclusive leadership and mentor the next generation of Medela leaders. Five members of Medela Group Management provide the 29 LINC participants – 17 of whom are women - with mentoring, networking opportunities and leadership skill development over the course of a year.

Inclusive Leadership Module for Future Leaders

As part of Medela's commitment to foster personal growth, we were excited to continue our leadership program for managers called **Leaders 4 Tomorrow**. Based on the Medela Core Behaviors, Leaders 4 Tomorrow provides participants with a common understanding of Medela's strategy, develops and refreshes their leadership skills, enables a change mindset, creates a common framework for performance and builds financial acumen.

Since August 2022, we have onboarded 65 new participants and trained an additional 66 participants on inclusive leadership during a comprehensive two-day workshop.



Leaders 4 Tomorrow classes in 2022/23 worldwide.



Employees and families at Medela events

The Medela Family

Medela’s strong culture begins with engaged employees. Employee events include the Summer Party in Baar, Switzerland, the Americas Medela Family Picnic in McHenry, IL, and themed year-end celebrations. Along with community events such as the Pink Ribbon Walk to support breast cancer survivors and the March for Babies to fight prematurity, these employee events strengthen our commitment to each other and the communities we serve.

Equity Through Education

Supporting education has been a Medela family tradition for over 20 years. Since 2000, Medela has contributed more than one million dollars in college scholarships to more than 600 students, enabling them to continue their learning journey and build their future.

In 2023, Medela US awarded scholarships to 36 hardworking students at the annual Scholarship Luncheon. These scholarships are available to students attending post-secondary school who have a parent or guardian employed by Medela.



Medela US scholarship recipients and their parents, 2023

DE&I Observances and Employee Activations

Medela celebrated global observances, including International Women's Day (IWD) and Pride Month, to raise awareness and reinforce the importance of equity.



Employees celebrating International Women’s Day 2023 across all regions

On March 8, Medela employees in all regions joined together to #EmbraceEquity in solidarity for a diverse, equal and inclusive world in support of International Women’s Day.

In June, Medela celebrated Pride Month building on the learning journey that began the previous year, through education modules on the nine different flags and their meanings within the LGBTQIA+ community to embrace our diversity.

Giving Equity a Voice

Medela is committed to gender diversity. Globally, 60% of employees are female, with 52% women in leadership positions. Sixty percent of Medela's Group Management is comprised of female leaders, with the LEAD team having 58% female representation.



Medela CEO Annette Brüls at the WIN conference

At the WIN conference in Rome, Medela CEO Annette Brüls was invited to share her thoughts and insights on "Creating a Thriving Company of Tomorrow", reinforcing the company's commitment to improving opportunities for mothers in the workplace and paving the way for gender equality in leadership positions and beyond.

While participating in a panel discussion on successful succession planning and the importance of talent management hosted by INSEAD, China Europe International Business School (CEIBS) and Nasdaq Annette emphasized the need for a set of company-wide commitments, including a strong inclusive work culture across all functions and levels, and offering professional development opportunities to win the war for talent.



Opening of Medela Harmony™ and Personal Fit Flex™ production lines at the AWB Horw of the Brändi Foundation

Long-lasting Partnership for Inclusive Workforce

For more than 30 years, Medela has been working with the Brändi Foundation, a company that promotes people with disabilities in work, society and culture. Brändi supports a variety of tasks including the assembly of manual breast pumps and breastfeeding accessories.

Supporting Families and Women Return to Work

Through programs like Kin in the USA and Bring Women Back to Work (BWBW) in Switzerland and Germany and now expanding to Poland, Medela is committed to supporting breastfeeding families and women returning to work.

Medela supports legislation in the USA such as the PUMP Act for Nursing Mothers, which strengthens the rights of working mothers at federal level, as well as the Access to Donor Milk Act, increasing awareness and access to breast milk for infants at risk. Through the Kin program, we work with employers to provide lactation support to ensure family-friendly workplaces.

As part of our partnership with BWBW, Medela is actively involved in supporting mothers and families to successfully return to work and raising awareness through speaking and employment opportunities.



Medela employee Lone Enghave Knese speaking on the strategic value of building diverse and engaged teams for sustainable business growth and success at a BWBW panel discussion.

2023 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 60 leaders from all regions as part of our global leadership program, with a new session added focusing on inclusive leadership, mental health and well-being.

DIVERSITY

50% Global female representation
50% 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 2022 and 2023.

LINC

Launch of Inclusive Mentoring Program LINC (leadership, inclusion networking, connecting) with 50% of talents being women.

GLOBAL INCLUSIVE CULTURE

Achieve an inclusivity score of 7.8 (up by 0.1) and have over 75% of 1,038 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

2. Securing Human and Labor Rights and Anti-Corruption

Our commitment to human and labor rights is embodied in the adoption of our Code of Conduct, which governs our expectations for employees. Our third-party Code of Conduct sets standards for Medela's relationships with business partners and suppliers. Medela recognizes that human and labor 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 compliance commitments, starting in 2020 and administrated by Legal & Compliance, Medela has been reviewing and updating our global policies in terms of compliance with the UNGC's Ten Principles on human rights, labor, environment and anti-corruption derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Convention Against Corruption.

List of relevant Medela policies:

- Code of Conduct (last updated in January 2022)
- Third-Party Compliance Policy (introduced in January 2022)
- Third-party Code of Conduct (last updated in January 2022)
- Policy on Data Protection (last updated in September 2021)
- Whistle Blowing Policy (last updated in September 2021)
- Policy on Interactions with Healthcare Professionals (HCP) and HCP Entities (last updated in January 2021)
- Policy on Use of IT Systems and Social Media (introduced in April 2018)

None of the above-mentioned policies required updating during the reporting period (August 2022 to July 2023).

All policies and documents related to compliance are available to all our employees on Medela's Intranet and through our Medela Academy (internal learning platform).

Third-Party Compliance Policy

Medela has developed a detailed Third-Party Assessment Process, which is described in the Third Party Compliance Policy. In this process, suppliers and business partners are assessed prior to the conclusion of a contract and regularly thereafter to determine whether the standards set out in the Third-Party Code of Conduct are observed by Medela's contractual partners. To this end, questionnaires are regularly sent out to contractors along the supply chain and the responses analyzed. In 2022, Medela began implementing its third-party evaluation process with the overall goal of assessing Medela's most important suppliers.

In addition, all Medela employees receive a basic training on the Third-Party Compliance Policy every two years. By July 31, 2023, 78% had completed the training. Selected functions are also given regular, in-depth training in assessing contractual relationships with third parties.

Integrity Line

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.



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.

2025 GOALS

2023 PROGRESS

50% RENEWABLE ENERGY
across Medela owned and operated facilities



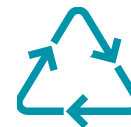
37% RENEWABLE ENERGY
across Medela owned and operated facilities

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



37% LESS PLASTIC
in packaging across all Medela’s retail products

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



12% CONVERSION TO RECYCLED CARDBOARD
in packaging across all of Medela’s retail products

1. Promote Environmental Stewardship

Young Talents for Acceleration

In 2023, Medela participated in the SDG Innovation Accelerator Program for Young Professionals, a nine-month global UNGC training, helping young professionals develop their skills and knowledge through workshops, peer learning and mentoring sessions. The Accelerators work on a challenge aligned with Medela Cares Sustainability Goals. The program is designed to engage young leaders and to drive innovation to deliver tangible solutions with potential market and social value.



Image of the 2023 Accelerator group in Switzerland & Liechtenstein
Photo credits: UN Global Compact Network Switzerland & Liechtenstein

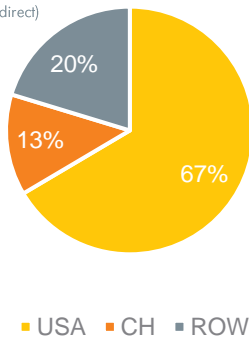


Medela Accelerator team
(Top row, f.l.t.r.) Alea Räber, Alexander Stephanou, Romana Gander
(Bottom row, f.l.t.r.), Andrea Schwerzmann, Stefanie Schramm

The Accelerators designed a solution that aligns with the 2025 goal of achieving 50% renewable energy in Medela owned and operated facilities. The group defined their challenge as "Renewable Energy Transition" and focused on identifying opportunities to transition to renewable energy sources and creating a common understanding of renewable energy within Medela while increasing engagement around sustainability.

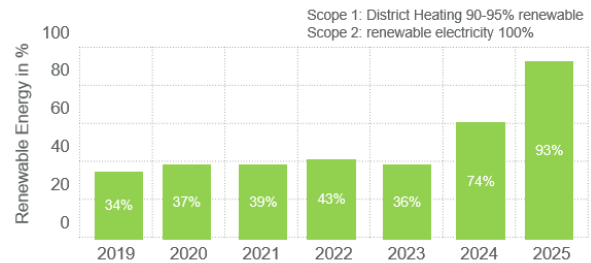
2019 Corporate GHG Inventory Summary Site Emissions Share 2019 Medela owned facilities

Scope 1: Fuel consumption
Scope 2: Energy use (indirect)

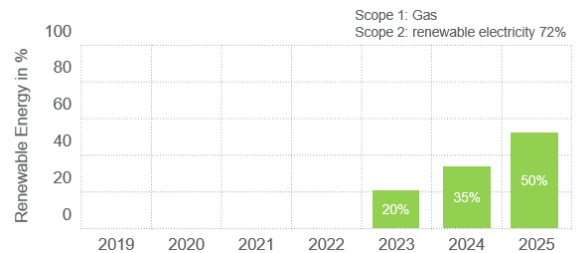


(see appendix for details)

GHG Renewable related Scope 1+2 Actions Medela AG (CH)



Medela LLC (USA)



(see appendix for details)

Future Areas of Focus:

Our goal in 2024 is to align with established standards to support public reporting.

2. Innovate with Sustainability Goals in Mind

Journey towards a circular economy

Medela’s journey to fundamentally change the way we look at packaging began in 2021 with a pilot program focused on removing virgin plastic and cardboard wherever possible and replacing it with recycled cardboard and plastic resulting in 30% reduction of packaging material waste and 51% reduction in CO₂ emissions.

Bolstered by this success, the team expanded the pilot and looked for additional ways to optimize packaging with sustainability in mind.

In March of this year, following a rigorous audit, Medela received the International Sustainability and Carbon Certification Plus (ISCC). This certification allows Medela to manufacture products and components using bio-based polypropylene (PP) material made from food waste instead of the commonly used fossil-based polypropylene.

The Contact Nipple Shield (CNS) is the first product to go live with bio-based material. Its storage box has been updated with bio-based material, resulting in a 13% reduction in plastic weight and an 89% reduction in CO₂ eq. per unit.



Old vs. new storage box for Contact Nipple Shield

From	To	Impact
Fossil-based plastic	Bio-based plastic	13% plastic weight reduction
15,57g per box with a CO ₂ eq of 26.47g	13,5g per box with a CO ₂ eq of 2.7g	89% CO ₂ eq reduction

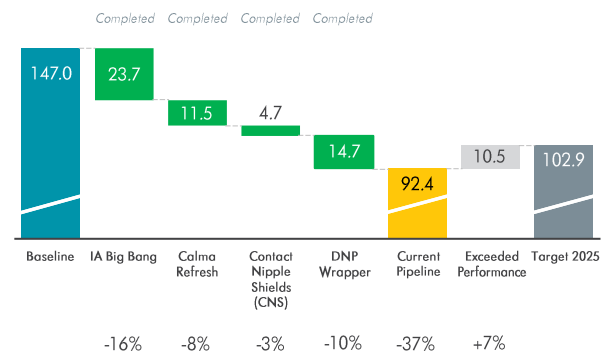
The packaging team continued to make strides with the feeding category packaging, eliminating all plastic from the existing Calma packaging, making it 100% cardboard with only two components. The new packaging will be in stores in Q4 2023.

Ongoing Journey to Reduce Environmental Footprint of Packaging

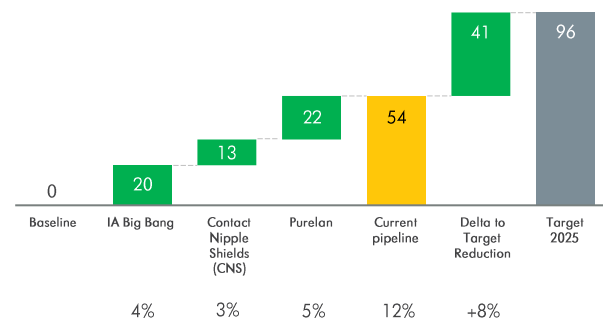
The results of our 2021 environmental impact matrix assessment identified packaging waste and packaging recyclability and recovery as priority areas for us to address.

In 2022, 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, including both new and existing retail packaging. Once the baseline was established, the team made progress minimizing the environmental footprint of packaging for all consumer products. The 2025 goal is to have 30% less plastic and 20% conversion to recycled cardboard in packaging across all Medela’s retail products.

Project Pipeline 30% less virgin plastic



20% conversion to recycled cardboard



*all values in kilograms

Contact Nipple Shield

Besides the redesigned storage box, the packaging of the Contact Nipple Shield has also been modified, switching from a plastic blister solution to 100% cardboard.



Old vs. new packaging for Contact Nipple Shield



Non-woven PP wrapping for Disposable Nursing Pads

Disposable Nursing Pads

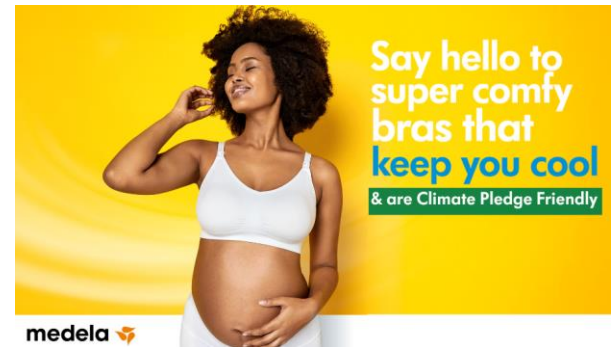
A 28% reduction in plastic weight, resulting in a positive CO₂ reduction of 28 tons, was achieved for the Disposable Nursing Pads. This reduction was achieved by switching from standard polypropylene (PP) to non-woven PP wrapping, bringing a reduction from 21 grams per sm² to 15 grams per sm². The new Disposable Nursing Pads packaging is scheduled to go live in August 2023

The impact of all packaging changes and improvements in 2023 resulted in 30% reduction of packaging material waste and 51% reduction in CO₂ emissions.

Since the launch of Medela Cares and the 2025 goals, our efforts to reduce the environmental impact of packaging have resulted in 37% less plastic in packaging for all Medela retail products, exceeding our 2025 goal of 30% by 7%.

Climate Pledge Friendly Badge for New Intimate Apparel Line

As part of the global Medela Cares initiative to innovate with sustainability in mind, Medela's new 'Keep Cool' intimate apparel collection has obtained the 'Climate Pledge Friendly' badge on Amazon. The Climate Pledge Friendly label is an Oeko-Tex Standard 100 certification that requires textile-based products to be tested against a list of more than 1,000 chemicals to limit those that may be harmful to human health. Medela is currently the only brand in the intimate apparel category to bear this label.



Purelan packaging

Future Areas of Focus: Purelan

Although the completed and ongoing projects now exceed the 2025 targets to reduce virgin plastic and increase the use of recycled cardboard in packaging, the team continues to explore additional packaging modifications.

This includes the Purelan packaging, pursuing the goal of moving from virgin plastic to recyclable primary packaging. The team also aims to reduce the aluminum layers in tubing and move from virgin cardboard to 100% recycled cardboard for secondary packaging.



NICU setting

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 breast milk to their fragile infants.

2025 GOALS	2023 PROGRESS
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Support an estimated **13,500 BIRTHS** annually in high-risk countries through training and equipping of **500+ midwives** and HCPs



> 5,400 BIRTHS supported by training and equipping **100+ midwives**

Support NICU families providing breast milk to approximately **20,000 INFANTS** through partnerships



>20,000 NICU FAMILIES supported through partnerships

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



13,906,449 FAMILIES AND PATIENTS served since 2022

1. Fight Infant and Maternal Mortality and Malnutrition

We have established select partnerships with a focus on education and training to support midwives with the goal of reducing 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 areas. 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.

In February this year, the partnership facilitated a training on vacuum extraction taking place in the Democratic Republic of Congo for 12 master trainers, one obstetrician/gynecologist and one head midwife representing six health facilities. Through the four-day training, participants assembled and tested the vacuum extractors donated by Medela for the training and mastered the OSCE exams on vacuum assisted births. Participants also received resources to train additional healthcare providers on this topic at their facilities.

Through this partnership, more than 100 midwives and caregivers have been trained and equipped for vacuum-assisted delivery for difficult births in remote locations in humanitarian settings, supporting an estimated 5,400 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 healthcare professionals.

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 for the UN's Every Woman, Every Child initiative designed to support breastfeeding.



The Wellbeing Foundation Africa (WBFA), in partnership with Medela Cares, hosted a webinar focusing on breastfeeding in the NICU and highlighting the critical role of nurses and midwives.

In 2022, the program was expanded to focus on a virtual train-the-trainer model. Medela Cares Ambassadors and Global Education team members accompanied the members of WBFA on a field trip to Nigeria to assess lactation care in the hospitals for tailored training to meet the specific needs of the hospitals. This year's focus was on raising awareness and providing a platform for organizations, health professionals and communities around the world to come together, learn and advocate for breastfeeding. Coinciding with World Breastfeeding Week. Under the theme "Enabling Breastfeeding", WBFA and Medela hosted a webinar focused on breastfeeding in the NICU. This webinar highlighted the importance of the Lactation and Human Milk Initiative to provide critical support to mothers of infants in the NICU, while recognizing and celebrating the invaluable role that nurses and midwives play in this journey. The webinar, publicly available and marketed through owned channels, attracted 133 breastfeeding and lactation experts.

As part of our efforts to fight infant and maternal mortality and malnutrition, Medela has provided breastfeeding supplies to support approximately 15,000 breastfeeding NICU families staying at a Ronald McDonald House program worldwide. Through our partnership with the WBFA, we have empowered local hospitals and healthcare professionals to utilize the equipment and knowledge provided to improve support for new mothers of NICU babies and promote the health and survival of premature babies in Nigeria. Since the launch of Medela Cares and the 2025 Goals, our efforts to fight infant and maternal mortality and malnutrition have resulted in over 20,000 NICU families being supported through partnerships.

Nonprofit Milk Bank Support to Promote Breastfeeding

To combat the infant formula and donor milk shortage affecting families, one year ago Medela Americas launched #MomsUnite4Milk, a pumpathon and educational campaign encouraging moms to donate breast milk to nonprofit milk banks across North America.

Based on feedback that the infant formula crisis has strengthened moms' intentions to breastfeed and eliminate or limit formula use, Medela decided to keep the #MomsUnite4Milk initiative alive through 2023, working with nonprofit milk banks to support moms who choose to donate breast milk.

To date, Medela has helped moms donate more than 68,000 ounces and the initiative has won four industry awards, including PR News' 2023 Social Impact Award and Engage for Good's 2023 HALO Award finalist.



Partnering with nonprofit milk banks to support mothers who decide to donate breast milk



In honor of World Prematurity Day this year, Medela released a video series following a NICU family through their experience to raise awareness of the premature birth journey

Protecting the Most Vulnerable Infants

As part of Medela Cares' commitment to fight infant mortality and malnutrition and in support of NICU families, Medela recognized World Prematurity Day by introducing a three-part video series about the NICU journey of new parents and their baby, highlighting the importance of human milk in the NICU and bringing visibility to the NICU experience of new parents and caregivers.

Promoting Breastfeeding to Help Reduce Mortality

Medela has been supporting Pink Ribbon Switzerland since it was founded 15 years ago. With scientific studies proving that long-term breastfeeding can reduce the risk of breast cancer, Medela can play a pivotal role in the fight against the disease by advocating for breastfeeding.



Swiss Pink Ribbon Walk 2022



2. Increase Access to Quality Healthcare, Education and Resources.

Medela Education Initiatives

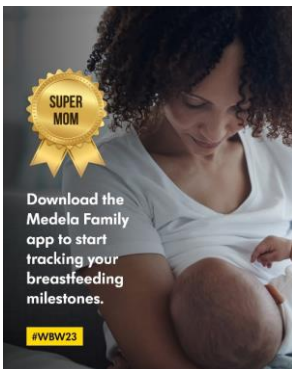
We understand that access to the latest scientific data and evidence is key to a healthcare professional's ability to provide the best possible care for their patients.

In June, Medela successfully completed its 16th Global Breastfeeding and Lactation Symposium Series with events in the US, Germany and China. Over 2,600 healthcare providers participated, listening to global and local experts in human milk and lactation from around the world.

To date, Medela has educated 20,657 healthcare professionals (HCPs) through participation in conferences, educational events, e-learning and webinars.



Medela Global Breastfeeding and Lactation Symposium Series 2023, with more than 2,600 healthcare professionals, lactation scientists and breastfeeding experts registering to hear the latest clinical evidence on breastfeeding and lactation.



Launch of new feature in the Medela Family app called The Feed to highlight the effort and commitment breastfeeding requires.

WBW: Celebrating Our Most Important Observance

In support of World Breastfeeding Week (WBW), Medela raised awareness of the commitment and effort breastfeeding requires through a new feature in the Medela Family app, called The Feed. This new feature allows breastfeeding mothers and new families to share their personal breastfeeding milestones and celebrate a mother's achievements.

Giving mothers the ability to track hours pumped and milk produced while at work is an important part of Medela's commitment to supporting working families.

Creating a Community of Support

As part of our commitment to increase access to quality healthcare, education and resources, we have been supporting the Swiss Breastfeeding Campaign since 2009. The campaign aims to raise awareness of the benefits of breast milk, breastfeeding and pumping, and to provide young families with essential tips, information and a community of support. Part of this initiative is a bi-annual breastfeeding brunch, bringing together over 40 moms and moms-to-be, to learn, network, and share their experiences surrounding breastfeeding while enjoying a healthy breakfast buffet and engaging conversations in a cozy atmosphere.

In partnership with the March of Dimes, Medela has brought visibility to maternal health disparities at their US Symposium and panel discussions shared with national audiences.

Through our Medela Cares program in the US, more than 80 nonprofit organizations across the USA have received product donations aimed to support breastfeeding.

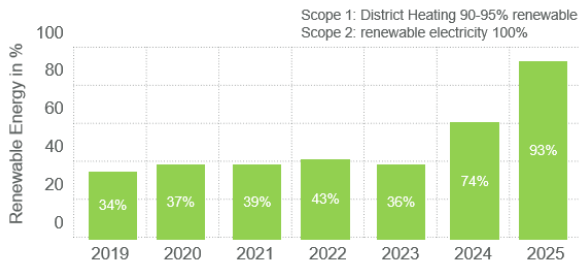


The Breastfeeding Brunch, organized by Stillkampagne Schweiz and co-hosted by Medela, helps to raise awareness of the benefits of breast milk and breastfeeding, and provides young families with important tips and information, nurturing healthy beginnings and creating a community of support.

Appendix

GHG Renewable related Scope 1+2 Actions

Medela AG (CH)



Medela AG, comprising the buildings Lättich, Lorze, 4Towers, Sennweid (not including the sites Consumer AG and replacement Sennweid)

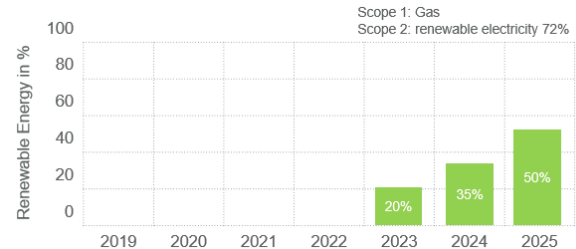
- 2020: Lättich partial replacement of cooling system (40% reduction in electricity consumption)
- 2021: Lorze: Change of heating system (from gas to district heating, 90-95% renewable)
- 2022: Lorze lighting (LED)
- 2022: Introduction of Flex desk policy
- 2023: Lättich partial replacement of cooling system
- 2024: Lättich & Lorze: Change power purchase agreement to direct purchase of renewable energy

In evaluation:

- Photovoltaic system
- Installation of energy-efficient light bulbs at Lättich
- Use of smart lighting control systems, improved building insulation, charging stations

Increased energy efficiency by 13 %

Medela LLC (USA)



MLLC, comprising the buildings Elgin, McHenry)

- 2019: McHenry: Lighting – LED and use smart lighting control systems
- 2022: Elgin: Lighting – LED and use smart lighting control systems
- 2023 – Clarified Power Purchase Agreement to directly source renewable electricity (Comed procured renewable energy credits 73% and plan to be 100% renewable in 2030)
- Assumption 2025 Medela owned solar panels (covers 50% of the demand)

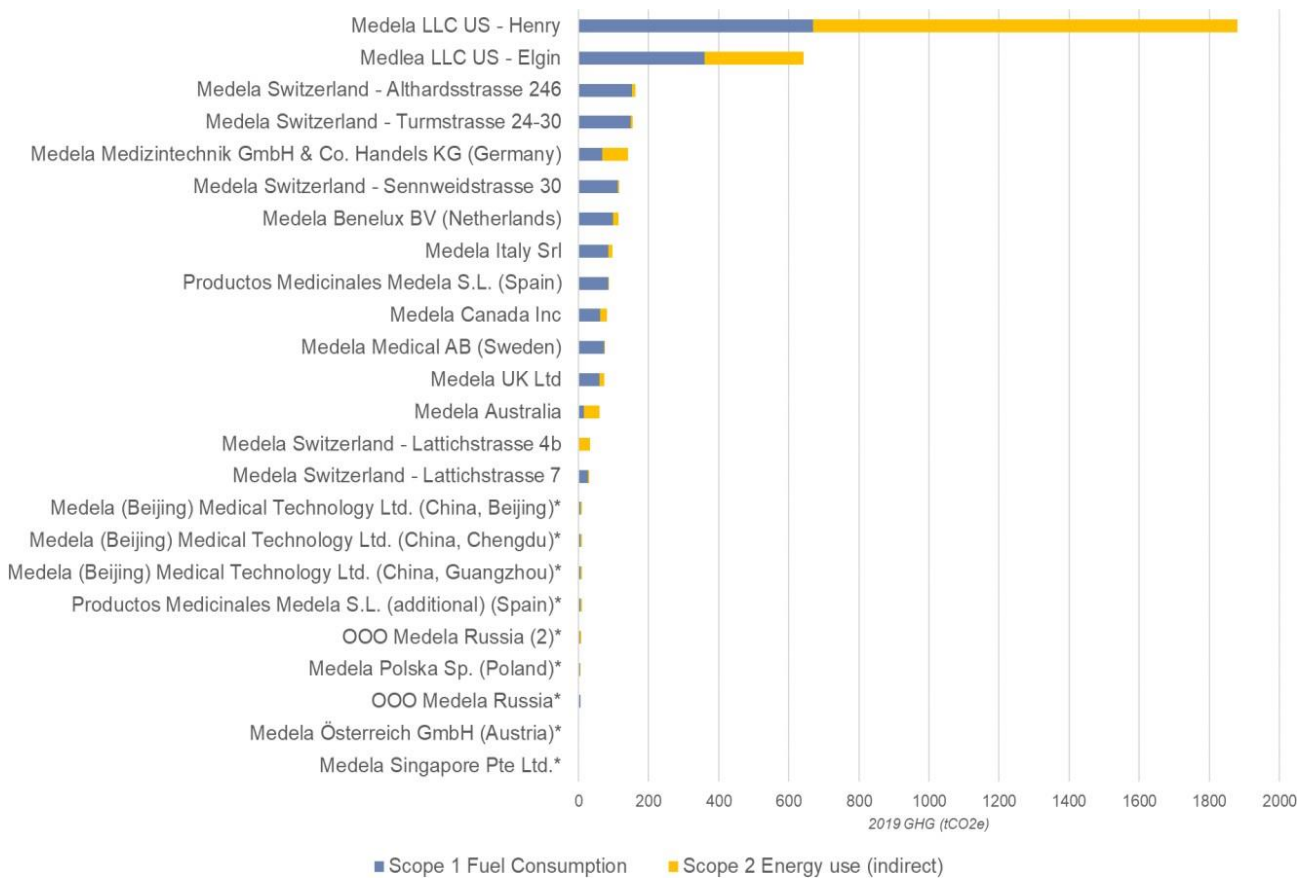
In evaluation:

- Change heating system at end of life to achieve carbon savings (naturally replaced) 21.5% of total GHG emission 2019.

Increased energy efficiency by 16%

2019 Corporate GHG Inventory Summary

Medela owned facilities



2019 Corporate GHG Inventory Summary

Site Emissions Share 2019 Medela owned facilities

