

Open letter from Annette Brüls, CEO of Medela**Medela Cares: Addressing global challenges and creating social value through strategic corporate responsibility.**

Medela began with a simple vision, that by combining innovation, technology and people dedicated to a mission, we could make a difference. As a leading medical device company for nearly 60 years, that belief continues today, guided by our destiny statement, anchored by our company's core behaviors and reflected in the actions of our employees and partners.

Over the decades, Medela has become a global company represented by 21 subsidiaries in Europe, the Americas, Asia and Australia and is present in 100 countries around the world represented by an independent distribution network. As we have grown as a company and expanded globally, so has our desire to make a difference on a global scale.

With the destiny statement created by the Larsson Family serving as our compass, Medela launches its new corporate social responsibility program, Medela Cares, to support the United Nations Global Compact and the Sustainable Development Goals (SDGs) outlined within.

Within this program, Medela will focus on the areas where we can have the greatest impact and that align with our business priorities. The global topics of Human Rights, Labor, Environment and Anti-Corruption are synthesized into three pillars in our pledge:

People – Champion equality, diversity and inclusion and foster personal growth and well-being.

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 company, we take this pledge very seriously. The initiatives behind each one of these pillars are fully aligned with Medela's six core behaviors and business strategy. This means we are requiring the same high standards of behavior and performance on Medela the company and its business partners that we place on each of our 1,800 employees.

As CEO, I will be intimately involved in the initiatives and the direction of this program as it represents the heart of who we are as a global organization. With the full support of the board of directors and Michael Larsson, chairman of the board, we are thrilled to introduce Medela Cares to our employees, customers, and partners to drive global change.

By supporting the United Nations Global Compact, we are excited to join other like-minded companies, all driving toward the same global goals outlined within the Compact, while continuing the legacy of engaging and partnering with organizations in the communities in which Medela operates.

We look forward to keeping you updated on our progress through future communications, as well as an annual report to our employees, customers and all United Nations Compact Members. To learn more about Medela Cares, visit www.MedelaCares.com.

Sincerely yours,



Annette Brüls, CEO