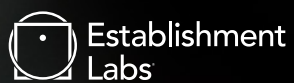


2019

Corporate Social Responsibility Report



July 2020

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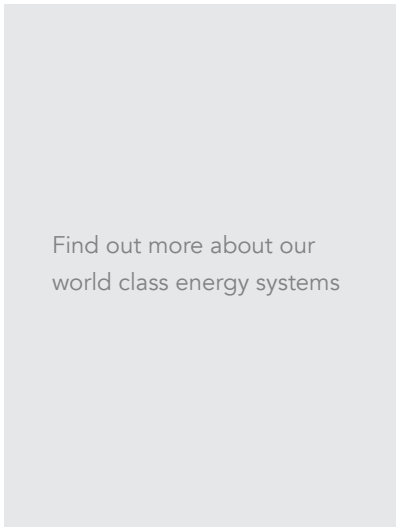
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Driving environmental
alliances and causes



Find out more about our
world class energy systems

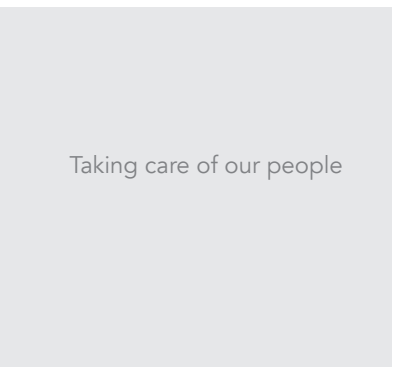


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Taking care of our people



The background of the entire page is a close-up photograph of various green leaves. The leaves have different shapes and textures, with prominent veins visible. The lighting is soft, creating a natural and vibrant green palette.

ABOUT THIS REPORT

This report provides an overview of our contributions to the sustainable development and well-being of our stakeholders for the year ended December 31, 2019.

Our Corporate Social Responsibility program is guided by the Sustainable Development Goals (SDGs) contained in the United Nations resolution 'The 2030 Agenda.' We are pleased to present this first annual report summarizing our business and our environmental and social achievements.

We are pleased to share with you our 2019 Corporate Social Responsibility Report.

At Establishment Labs, sustainability is a journey that begins with our commitment to Women’s Health and is practiced by our daily actions to promote well-being, empowerment, and the protection of our planet. The success of our business is dependent on it and that is why we have aligned our efforts with the United Nations Sustainable Development Goals (SDGs).

Nowhere is this more important than our holistic approach to Women’s Health including:

- Funding independent scientific research on breast implant devices at key academic institutions around the world.
- Embracing the UN Women’s Empowerment Principles to promote gender equality and women’s empowerment in our industry, and supporting breast health programs and quality breast reconstruction initiatives.

In May of 2019, our headquarters and manufacturing facilities were certified as carbon neutral. Supported by advanced energy efficiency, we achieved a 17% total reduction in our carbon footprint, which is equivalent to 244 flights from Paris to New York City. We are committed to further reducing our carbon footprint across our global operations.

Internally we continue to protect our employees with global safety protocols that have yielded an impressive OSHA incident rate of 0.97. We strive to be a good corporate citizen in our communities by contributing to local charities and promoting science, engineering, and the arts.

As a publicly traded company, we will keep working to make our reporting more comprehensive through our commitment to corporate transparency and our adherence to the Global Reporting Initiative (GRI). We welcome your feedback as we continue to build on our successes.

Be well!

Juan José Chacón-Quirós
Founder & CEO





ABOUT US

Establishment Labs Holdings Inc. (NASDAQ: ESTA) is a global medical technology company focused on women's health, initially in the breast aesthetics and reconstruction market, by designing, developing, manufacturing and marketing an innovative portfolio of silicone gel-filled breast implants, branded as Motiva Implants®, the centerpiece of the Motivalmagine® platform.

Motiva Implants® are produced at our two manufacturing facilities in Costa Rica and are currently available in more than 80 countries through exclusive distributors or our direct salesforce.

In March 2018, we received approval for an investigational device exemption (IDE) from the United States Food & Drug Administration (US FDA) and initiated the Motiva Implants® clinical trial in the US in April 2018.

In addition to Motiva Implants®, our product and technology portfolio includes the Divina 3D simulation system, Motivalmagine® Centers, and other products and services.





OUR VISION

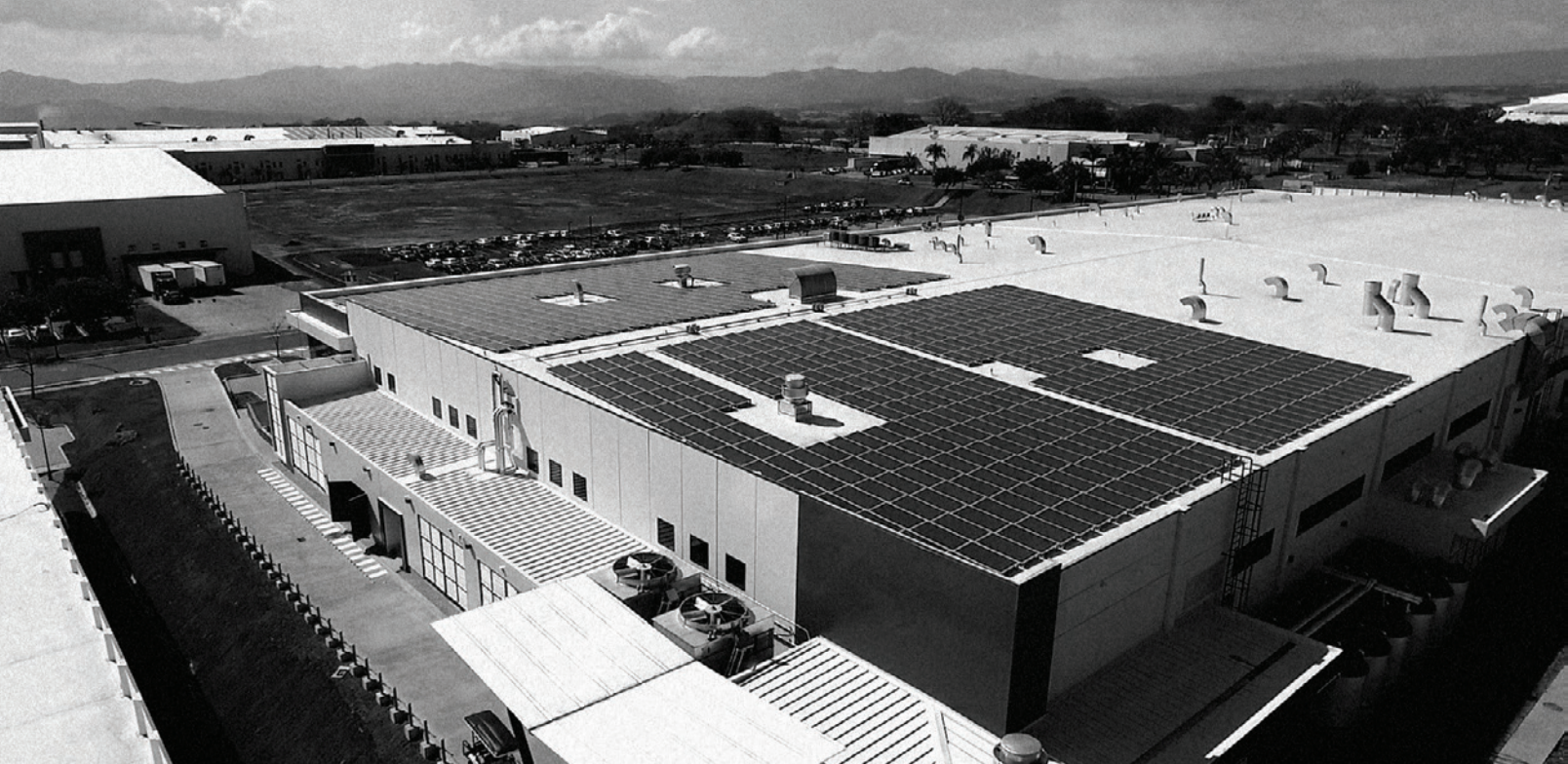
To transform our industry by focusing on women's health and creating value for all stakeholders.

OUR MISSION

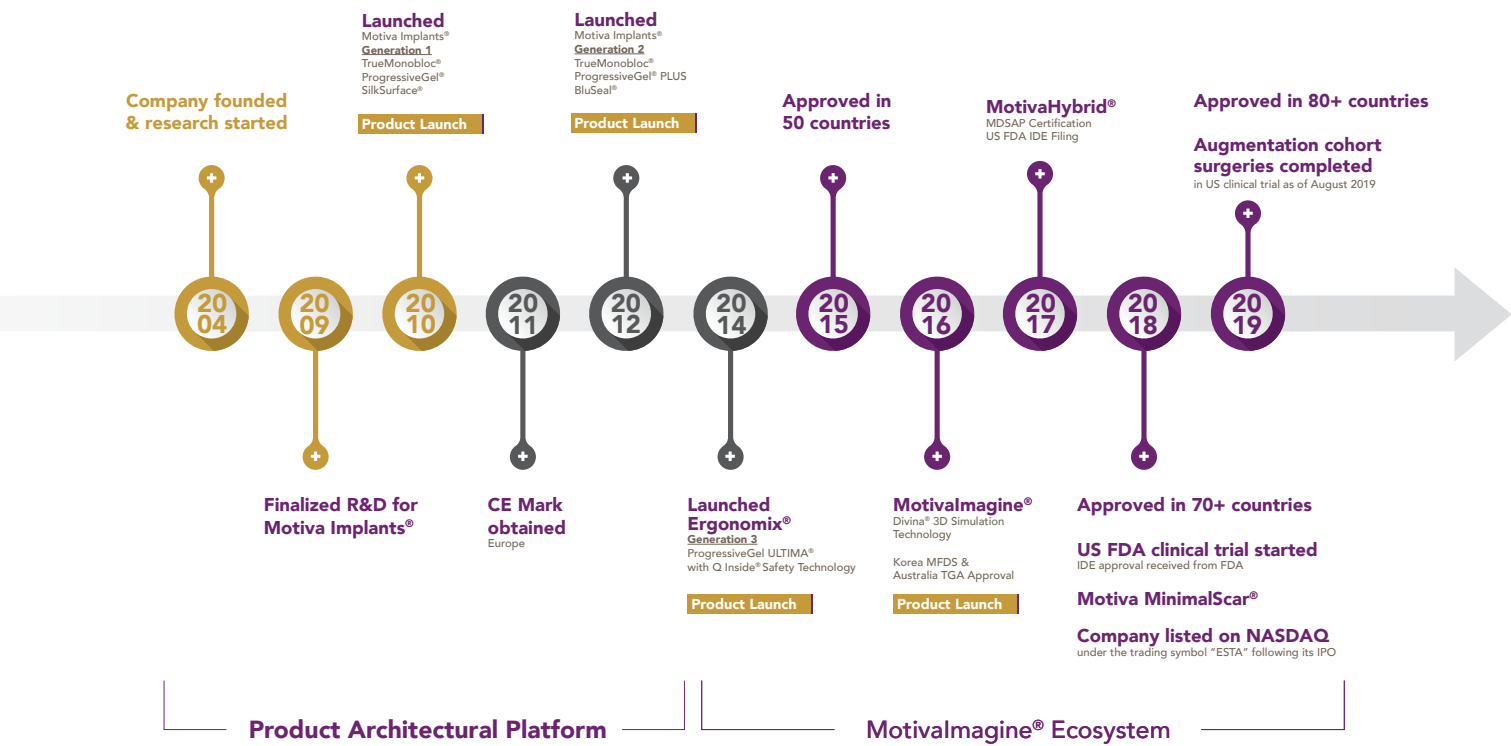
To create safe solutions based on science & user-centric design through collaboration, integrity, and respect.

OUR VALUES

- **Accountability:** we take extreme ownership with no excuses
- **Integrity:** we live by our values even when no one is looking
- **Collaboration:** we work as one team to achieve our goals on time
- **Respect:** we care for our planet and the diversity of its inhabitants
- **Creativity:** we celebrate imagination and creative thinking in everything we do



OUR HISTORY



ESTA DATA

Our Products

Motiva Implants®:
 Motiva Ergonomix®
 Motiva Ergonomix® Oval
 Anatomical TrueFixation®
 Motiva® Round
 Motiva Flora® Tissue Expander
 GlutealArmonic®

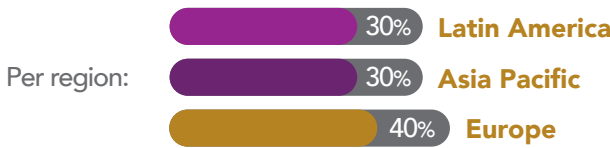
Next-Generation Silicone Gel Chemistries

ProgressiveGel® PLUS
 ProgressiveGel ULTIMA®

Complementary Technologies

MotivaImagine Center® Suite
 MotivaHybrid® System

2019 Net Sales **\$90 million** (US dollar)



Our Employees: Worldwide Information 2019



Recognitions & Certifications

- **Essential COSTA RICA.** Foreign Trade Promotion Board of Costa Rica (PROCOMER) (2015)
- **LEED – Gold.** Green Building Council (2017)
- **Carbon Neutral.** Ministry of Environment and Energy (MINAE) (2019)
- **Commitment with Excellence.** Costa Rican Chamber of Industries (2019)

www.investors.establishmentlabs.com/financial-information



OUR COMMITMENT TO SUSTAINABILITY

Since our company's inception, our commitment to sustainable practices has been at the core of our business. All our processes, products, employees and business partners are aligned with our commitments to women's health, sustainable development, and long-term value and well-being for our stakeholders.

For many years, we have supported various initiatives and organizations focused on environmental and breast cancer causes. In July 2019, we formally established our social responsibility efforts as a strategic corporate priority and a core element of our future plans and development.

We have defined three main pillars of our corporate social responsibility (CSR), aligned with the United Nations' Sustainable Development Goals (SDGs):

that providing women with equal access will have a positive impact and benefit societies and humanity at large.

- **Environment & Sustainability:** This pillar is aligned with Goal 13 – Climate Action. We believe all companies, organizations, and people should be taking urgent action to respond to the threat of climate change.

These pillars are our blueprint to achieving long-term sustainability and positively impacting our stakeholders. We are committed to act and contribute towards a better future for the planet and its inhabitants. We believe that our current and future contributions to the SDGs can make a difference in preserving our environment for all of us.

Our strategic approach to our CSR initiatives is part of our business excellence model and of the added value that we generate for our stakeholders, the industry, and the world as a whole.

DEVELOPMENT GOALS (SDGS):

- **Well-Being:** This pillar is aligned with Goal 3 – Good Health and Well-Being, and is centered on ensuring healthy lives and promoting well-being for all.
- **Women's Empowerment:** This pillar is aligned with Goal 5 – Gender Equality. We believe

SUSTAINABLE DEVELOPMENT GOALS

UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The SDGs are 17 universal goals that are intended to align all efforts to achieve a better and more sustainable future for all. They are part of the United Nations' 2030 Sustainable Development Agenda, which is a plan to end poverty, protect the planet, and improve life quality for everyone.

- Goal 1:** No Poverty
- Goal 2:** Zero Hunger
- Goal 3:** Good Health and Well-Being
- Goal 4:** Quality Education
- Goal 5:** Gender Equality
- Goal 6:** Clean Water and Sanitation
- Goal 7:** Affordable and Clean Energy
- Goal 8:** Decent Work and Economic Growth
- Goal 9:** Industry, Innovation, and Infrastructure
- Goal 10:** Reduced Inequalities
- Goal 11:** Sustainable Cities and Communities
- Goal 12:** Responsible Consumption and Production
- Goal 13:** Climate Action
- Goal 14:** Life Below Water
- Goal 15:** Life on Land
- Goal 16:** Peace, Justice, and Strong Institutions
- Goal 17:** Partnerships

To learn more about the SDGs, visit:

www.un.org/sustainabledevelopment/sustainable-development-goals/

OUR MAIN CORPORATE SOCIAL RESPONSIBILITY ACHIEVEMENTS IN 2019



Volunteering & Our Alliances

- Volunteering Hours: 359
- Number of Volunteers: 47
- Organizations with whom we had an alliance during 2019 include Las Pumas Rescue Center, Magical Trees Foundation, Volunteers Association for Service in Protected Areas (ASVO), Lloverá Foundation, Génesis Foundation, UN Women, and Costa Rica's Women's National Institute (INAMU).

Environmental Pillar

- Carbon Footprint Reduction: We were able to reduce our carbon footprint by approximately 17%, which represents an equivalent of 244 one-way flights from Paris to New York.



Women's Empowerment Pillar

- In October 2019, we launched our Embrace your Girls and F_ck Cancer global campaigns to contribute to breast cancer awareness and to embrace life with women from around the world.
- We supported 35 women in Brazil by donating the breast implants for their reconstruction surgeries.

Well-being Pillar

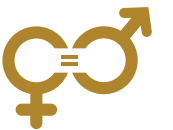
- Employee safety:

Since October 2019, we have not experienced any registered occupational diseases or injuries in our headquarters and manufacturing plants.

Our Occupational Safety and Health Administration (OSHA) incident rate was 0.97, with the target being 2 or below.



TAKING WOMEN'S HEALTH TO THE NEXT LEVEL



As a company, we are driven by our vision to transform our industry by focusing on women's health and creating value. We believe that our actions can improve women's lives and generate a positive overall impact on people and communities.

We have centered our social initiatives on activities to promote gender equality and better life quality for women around the globe. Throughout 2019, we implemented different projects that reflect the purpose of going the extra mile to further women's well-being.

Beauty Boss

Women's empowerment and gender equality play a key role in all our processes and daily activities, and they remain our top strategic priorities. They are part of our mission to transform this industry by focusing on women's health through collaboration, integrity, and respect.

On International Women's Day (March 8, 2019), our CEO Juan José Chacón Quirós signed the Women Empowerment Principles (WEP) as a commitment to promote equality between men and women through fair treatment and the promotion of socioeconomic conditions that provide opportunities for all genders.

We are proud to be an active participant in the UN Global Compact for Women's Empowerment, aligning our internal and external initiatives to the guidelines set forth in these seven principals.

OUR COMMITMENT TO GENDER EQUALITY

An essential aspect of our commitment has been to maintain a close relationship with the UN Women office and participate in events, workshops, and training to improve our networking, knowledge, and initiatives related to this cause. For example, we participated in the Business Breakfast for Women's Economic Empowerment organized by UN Women. This event served to introduce the WEP's new allies and to raise awareness about the importance of promoting gender equality in the private sector.

We also participated in training sessions and workshops held by Costa Rica's Women's National Institute (INAMU) and other organizations to promote our actions related to gender equality, and addressing situations of violence against women.


WOMEN’S EMPOWERMENT PRINCIPLES (WEPS)

The WEPS are a set of principles established by UN Global Compact and UN Women to offer guidance to business on how to promote gender equality and women’s empowerment in the workplace, marketplace and community.

This initiative encompasses seven principles:

- 1. High-level corporate leadership
- 2. Treat all women and men fairly at work without discrimination
- 3. Employee health, well-being and safety
- 4. Education and training for gender equality
- 5. Enterprise development, supply chain and marketing practices
- 6. Community initiatives and advocacy
- 7. Measurement and reporting

For more information, visit: www.weps.org

Goal		Targets
<div><div>5</div><div>GENDER EQUALITY</div><div></div></div>	Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere
<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div>	Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries

PROMOTING GENDER EQUALITY WITHIN ESTA

One of our first steps toward a gender-equal corporate culture is to **raise awareness** among our stakeholders. During the year, we conducted a number of communications campaigns to promote key initiatives such as Women’s Day (March) and the International Day for the Elimination of Violence Against Women (November).

In addition to our official commitment to the Women’s Empowerment Principles (WEP), for **International Women’s Day** (March 8) we held a session led by Denise Dajles, our director of research, development and innovation. Denise shared with participants her experience as a female STEM professional (science, technology, engineering, and math fields). Our objective was to raise awareness of the importance of having more women working in the science, technology, engineering, and math fields to find solutions to the global challenges we currently face.



For the **International Day for the Elimination of Violence Against Women** (November 25), we held a campaign focusing on the message “A company with purpose: We say no to violence against women.” For this campaign, we shared key messages about how everyone can say no to violence, and encouraged our employees to wear orange as a symbol of support for the cause.

In addition, we held a talk in our headquarters to discuss violence against women as a public health issue. The talk was conducted by Gabriela Arguedas, Postgraduate Director of Women’s Studies at the University of Costa Rica.



After more than one year of implementing **Beauty Boss** sessions in our medical and commercial events, we extended the scope of this initiative and conducted two special Beauty Boss sessions for the female employees at our company headquarters. In the first session, participants learned about the initiative, and helped us create the agenda and discussion topics. For the second session, two colleagues shared their stories about the challenges they had to overcome to become the professionals and women they are today.

Our goal with Beauty Boss is to build a community of women who support each other in fulfilling their professional and personal goals. It is one of the initiatives we plan to implement to encourage a gender-equal culture among our stakeholders

Goal		Targets
<div>5</div> <div>GENDER EQUALITY</div> <div></div>	Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere
		5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div></div>	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>	Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships

BREAST CANCER AND BREAST RECONSTRUCTION INITIATIVES

Because of our commitment to women’s health and the nature of our products, we are highly engaged in the fight against breast cancer. Every October, which is Breast Cancer Awareness Month, we participate in breast cancer awareness initiatives, such as launching our own app with a tutorial to promote breast self-examination and breast cancer-oriented organizations.

This year, we launched the Embrace Your Girls campaign at our 5th World Symposium on Ergonomic Implants in Italy. This campaign sought to reinforce our commitment to women’s health through the development of new technologies in the aesthetic and breast reconstruction industry.





We know every breast cancer journey is different, and we stand by each woman to tell her that hers is important to us – whether it is prevention, detection, the battle, or survival. We are their partners. Hand in hand with breast cancer survivors, we organized activities such as tree planting at our headquarters as a symbol of remembrance and celebration of the growth that comes in the fight against adversities.

We also engaged in communications and social media campaigns to promote useful tips and breast self-examination for the prevention and early detection of breast cancer, as well as organized informative discussions and breast ultrasounds for our employees. Our Pink Motiva® Instagram account had more than 500 followers, and our self-examination videos reached more than 1,000 visits.

In October 2019, we implemented a breast reconstruction initiative to support 35 women in Brazil who survived breast cancer and needed reconstructive surgery. To provide these women with access to the care they needed, we worked in alliance with surgeons and donated all the required breast implants.

We are very proud to be part of an initiative where we can work directly to improve the well-being and life quality of women. This is the essence of our products and our purpose. Our goal is to extend the scope of this initiative and be able to support other women who need a breast reconstruction surgery to end their fight against breast cancer.

Goal		Targets
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div></div>	Ensure healthy lives and promote well-being for all at all ages	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being
<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>	Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships

OUR ENVIRONMENTAL IMPACT



Our purpose as a company is centered on long-term sustainability and contributing to the well-being of our stakeholders, which in turn includes the well-being of our planet. Our commitment to the environment has always been an essential part of our strategy and corporate values, and for this reason, we are always looking for additional ways to reduce our environmental footprint.

In 2015, we achieved the country brand essential COSTA RICA certification, which is a recognition for our commitment to excellence, sustainability, innovation, and social progress. It is a certification of our responsibility to meet current needs without compromising the environmental security of future generations.

In 2017, our headquarters were certified LEED – Gold. Since then, we have continued to work towards achieving new environmental certifications and promoting a green culture amongst our employees and other stakeholders. **One of these projects has involved working side by side with the Costa Rica Climate Change Direction, a governmental organization that oversees the country's Carbon Neutral Program.**

To fulfill our environmental commitment, we have implemented several projects focusing on our carbon footprint, energy efficiency, involving our employees through volunteering activities, and forging strategic alliances for the greater good for our planet.

WE ARE CARBON NEUTRAL



In May 2019, our headquarters and manufacturing plants were certified as Carbon Neutral.

We achieved this certification through a combination of efforts aimed to reduce our carbon footprint, such as the use of a more efficient lighting system for our facilities, solar panels and energy storage systems to power our operations, ice banks, and a special air conditioning system.

With the implementation of these actions, we were able to reduce our carbon footprint by approximately 17%, equivalent to 244 one-way flights from Paris to New York. Additionally, we compensated for our emissions by contributing to the protection of 6.8ha of forests in the northern areas of Costa Rica.

For these efforts, we received public recognition for our Carbon Neutral certification during PreCOP25. This international conference took place in October 2019 in San Jose, Costa Rica in preparation for the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP25), which was held in Madrid, Spain in December 2019.

As part of PreCOP25's agenda, we signed the Business Commitment to Increase Climate Ambition, which documents our pledge to pursue climate action alongside like-minded business leaders from around the world who care deeply for our planet and want to see it thrive.

We also had the opportunity to share our experience in achieving the Carbon Neutral certification in one of the conference forums. Our presentation was part of a special event held by the Climate Change Direction to recognize successful cases of Carbon Neutral certifications and to encourage other companies to join the national program.

SUPPORTED SDG:

Goal		Targets
13	CLIMATE ACTION	Take urgent action to combat climate change and its impacts
		13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning



INNOVATION IN ENERGY EFFICIENCY



Our commitment to the environment and climate change has taken us through various initiatives to become more energy efficient. For many years, we have implemented different projects that reflect our respect for the planet and the diversity of its inhabitants, as well as our key understanding of safety through innovation.

As we work toward energy efficiency, we have developed a series of key performance indicators (KPIs) to track our improvements. We have reduced the intensity of our electricity usage at our headquarters and manufacturing plants, even while we increased the number of products produced.

We achieved this goal by introducing different resiliency systems and applying retrofits, such as using a new type of refrigerant to reduce ozone depletion potential (ODP) and changing to LED lighting in certain manufacturing areas. Because of these efforts, we have received the Carbon Neutral and LEED Gold certifications.

Our resiliency systems include:

- Ice Banks: We harvest ice for our air conditioning system when the least expensive electricity usage rate is in effect, to be used during the most expensive periods.
- Micro-Grid: We store electrical energy to use during the more expensive periods or during power outages.
- Solar Generation: In 2016, we installed 864 solar panels to support our micro-grid.
- Building Automation and Cloud-Based Systems: These supervise and collect data to improve our critical systems: HVAC, micro-grid, and production processes.



As part of our environmental goals, we shared our commitment to sustainable development and the environment with our employees. On September 6th, we organized an activity in which 22 volunteers from our headquarters joined efforts to clean a beach.

This initiative represented 198 hours of volunteering work and the collection of 350 kg of solid waste materials from Guacalillo Beach, located in Puntarenas, Costa Rica. The activity was performed in alliance with the Volunteers Association for Service in Protected Areas (ASVO) and received certification from the Municipality of Garabito, the local government.



Organizing meaningful volunteer activities with our employees is an essential part of our strategy. We encourage our stakeholders to get involved in the causes that we, as a company, believe in and support. Our goal is to raise awareness among our stakeholders about the importance of working together to achieve a better future for the planet.

What the experience was like...

"My volunteering had a double effect: first, improving the quality of the environment by removing trash from the beach, and more importantly, modifying my attitude and pro-environmental behaviors and sharing the message with the people around me. That is the true power of volunteering, the time spent is little, but we are certainly better people and citizens after participating in these activities. Thanks, ESTA, for allowing me to be part of the change."

Karen Arce – Business Excellence

SUPPORTED SDG:

Goal	Targets
<div>14</div> <div>LIFE BELOW WATER</div> <div>  </div>	<p>14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution</p>
<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div>  </div>	<p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>

OUR STRATEGIC ALLIANCES



Costa Rica holds 5% of the world’s biodiversity. The country is well known not just for its forests, beaches, and wildlife but also for its commitment to environmental protection. Under the supervision of the Ministry of the Environment and Energy (MINAE), different governmental, private, and non-profit organizations are working for the preservation of biodiversity in the country.



Two of these organizations are Magical Trees and Las Pumas foundations. During 2019, we continued our alliances with these groups, not just to positively impact Costa Rican flora and fauna, but also to raise awareness among our stakeholders of the importance of protecting the forests and wildlife surrounding us.

We have maintained a close relationship with both organizations for several years, supporting them with periodic donations to extend the scope and impact of their initiatives.

For the Las Pumas Rescue Center, our support has been focused on contributing to the general management of the center and animal feeding. In addition, in October 2019, we ran an online campaign using our Motiva® social media channels to highlight Las Pumas’ mission and their programs. We intend to educate and engage our network in the work of this rescue center in the Guanacaste region by raising awareness of the importance of protecting local habitats.

For the Magical Trees Foundation, we annually donate to support the general operations of the organization and some of their main projects, such as reforestation, urban intervention, and educational programs. We also sponsored the 2019 Magical Trees Foundation’s book, Flor de Madera.



Besides raising funds for the organization, this initiative aims to raise awareness of the natural beauty of trees and the importance of caring for them.



Las Pumas Rescue Center is located in Guanacaste, the northern part of Costa Rica. It was founded in 1989 by Werner Hagnauer and Lilly Bodmer. Its mission is to rescue, rehabilitate and guarantee the quality of life for wildlife in Costa Rica, by motivating respect and appreciation for these animals and their nature.

Currently, Las Pumas runs different programs related to education, raising awareness of the importance of caring for wildlife, and rescuing and rehabilitating wild animals such as pumas, jaguars, monkeys, jaguarundis, margays, and ocelots.

Las Pumas’ goal is to become a self-sufficient non-governmental organization focusing on optimizing environmental education programs while rescuing and rehabilitating wild animals in risky situations.

For more information, visit www.centrorescatelaspumas.org





The Magical Trees Foundation is a non-profit organization whose purpose is to reconnect people and nature by building a culture of appreciation for trees, especially when in bloom. They make visible and give a voice to the giants of the forest through photography, capturing the ephemeral magic of their colors, textures and shapes.

The foundation has various ongoing programs to fulfil their cause both in urban and rural areas of Costa Rica: Urban Path, Under a Tree, Capture the Magic (photography), reforestation, and education.

One important aspect of their work is the intention of making people slow down to start appreciating the beauty and life of trees.

For more information, visit www.arbolesmagicos.org

SUPPORTED SDG:

Goal		Targets
<div>15</div> <div>LIFE ON LAND</div> <div></div>	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally
		15.7 Take urgent action to end poaching and trafficking of protected species of flora and fauna and address both demand and supply of illegal wildlife product
<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>	Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships


EMBRACING LIFE WITH OTHERS

University Student Visits to Our Headquarters

To contribute to the development of science, technology, and innovation for future generations, we have partnered with different universities to host student visits to our headquarters to share our knowledge and experience.

Throughout 2019, approximately 60 students representing the academic areas of biomedical engineering, social entrepreneurship, and industrial engineering visited our headquarters. They came from the University of Costa Rica, University of Illinois, and RICE U Medical Devices.

Sharing knowledge is an important part of our purpose. We believe in working together and contributing to the education of our youth to create a better future for all of us. When we work hand in hand with students, universities, and other organizations, we are collaborating to positively impact the health and well-being of our planet as a whole.

Goal		Targets
<div>4</div> <div>QUALITY EDUCATION</div> <div></div>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

BIONIC FOUNDATION



Since 2016, we have advocated for biomedical causes by supporting the constitution and development of the Bionic Foundation for Biomedical Research and Development.

This foundation is a space that aims to facilitate collaboration between patients, clinical professionals, and multidisciplinary teams of scientists, researchers, designers and engineers to promote the research, development, and innovation of new bio-fabrication and advanced manufacturing technologies to transform the medical industry and improve people’s quality of life.

Bionic’s main objective is the improvement of quality of life through the creation and development of implants, biological tissues, prosthetic devices, and personalized orthotics that improve, replace or restore biological functions or structures of the human body.

In 2019, we were part of the process of creating and printing two hand prostheses – one for Liam, a 5-year-old boy born with congenital amputation, and the other for Johnny, a 17-year-old teenager. Our goal is to continue supporting the Bionic Foundation’s cause through different initiatives such as volunteering and fundraising

About the Organization

The Bionic Foundation is a Costa Rican organization that aims to develop a bio-fabrication platform to facilitate the creation of customized and tailored solutions to treat complex medical conditions, from long-term implants to tissue replacement with biodegradable materials and 3D printing with living cells.

In each case, the Foundation works hand in hand with patients, doctors, designers, and engineers to accommodate various needs and improve patients’ well-being.

For more information, visit www.fundacionbionica.org.

Goal		Targets
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div></div>	Ensure healthy lives and promote well-being for all at all ages	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all
<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>	Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships


LA LUZ ART EXPOSITION

For several years, Establishment Labs has supported art as a form of enriching people’s lives and society. In 2019, we participated as sponsors for La Luz Art Exposition, a two-month event where more than 200 watercolor paintings by Costa Rican artist Fabio Herrera were displayed.



This exposition was held at the National Gallery in San Jose, Costa Rica, and each of the paintings represented a story or a memory of the artist in different parts of the country. As part of the activities, we organized a visit with Fabio Herrera and our employees to promote art as a form of cultural expression and personal development.



Goal		Targets
	11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient, and sustainable
		11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage



WORKING FOR THE PEOPLE

In December 2019, we continued our volunteering program with two different initiatives to support people who experience homelessness. These activities were organized in alliance with two different non-profit organizations: the Génesis & Lloverá foundations.

Twenty-five volunteers participated in these activities, representing 161 volunteering hours of support and provision of meals at a community center in San Jose, Costa Rica for 170 people who experience homelessness.

We are excited to continue developing our volunteering program and to act in accordance with our values and commitments as a company.

What the experience was like...

“It is painful to realize that drug addiction has no age limit or social background. However, it is incredible to realize that there are people who dedicate their entire lives to help these people regain their trust and move ahead. They help them to get their life back. At this point is where we gave our small contribution, collaborating and attending to these people. Learning from their experiences and understanding that we are always in time to stop and to start over, always looking for a better future.”

Gustavo Fernández – Quality Department

Goal		Targets
	2 ZERO HUNGER	End hunger, achieve food security and improved nutrition and promote sustainable agriculture
		2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round




Chess Tournament

Шахматный турнир Motiva®

For the third consecutive year, we organized our annual Motiva® Checkmate chess tournament in Saint Petersburg, Russia with a line-up of the top-ranked female speed chess players from the International Chess Federation (FIDE).

In this edition, 32 female players from Bulgaria, Russia, Iran, Poland, Armenia, Azerbaijan, France, Litva, Ukraine, and Croatia competed in our two-day tournament. This event showcased intellectual skills, formidable strategy, and mental strength - all at high speed.



“Chess is a perfect example of how smart choices can be made. Embracing life for me means embracing everything that comes with it. But as long as I am capable of making my own smart choices, then it’s fine.”

Karina Azimova – Russia

“I think we should all do what we love and we should follow it. In chess, gender doesn’t matter, the age doesn’t matter; nothing really matters. We are all equal. So, that is, I think, the best lesson we can get from chess.”

Sarasadat Khadomalsharieh - Iran

Goal	Targets
<div>5 GENDER EQUALITY</div> 	<div>Achieve gender equality and empower all women and girls</div> <div>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</div>

NATAL SOLIDÁRIO

In December 2019, we were an official sponsor of the soccer match Sheik e Amigos Contra a Fome, an event to fight hunger and make the Christmas season happier for many people in Brazil.

This initiative, which collected more than 50 tons of food, was organized by former soccer striker Emerson Sheik who brought together several personalities from the world of sports, music, and communication to participate in the solidarity game.

As a company, we are proud to partner with different organizations and personalities with the objective of improving people’s life quality and well-being. We believe this type of initiative has a mindful impact to create a better future.

Goal	Targets
<div>2 ZERO HUNGER</div> 	<div>End hunger, achieve food security and improved nutrition and promote sustainable agriculture</div> <div>2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round</div>

TAKING CARE OF OUR PEOPLE

GENDER, DIVERSITY, AND INCLUSION

We are strongly committed to women’s empowerment – both inside and outside of Establishment Labs. We believe in a world free from gender bias, with equal voice and equal representation for all.

Within our company, we are taking steps to ensure female employees have the tools, resources and opportunities to succeed. This year, we implemented an annual pay gap analysis in all our operations to continually work towards pay equity. Likewise, we are working towards fairer and more balanced gender representation at all levels within the company.

Externally, we are partnering with highly engaged organizations that share this commitment, such as UN Women and Costa Rica’s National Institute for Women (INAMU), to leverage our skills, resources, and talent in our journey toward women’s empowerment.

By signing the Women Empowerment Principles (WEP), we reinforced our commitment to growing women leaders as we continue to transform our industry to ensure equal opportunity and equity.



TAKING DIVERSITY & INCLUSION TO THE NEXT LEVEL

At Establishment Labs, we are aware different inequalities affect different people all over the world. For this reason, we have decided to take further actions to promote diversity and inclusion beyond gender-related issues.

This year, we started a project with Katrinahof, an educational institution in Belgium that works with adults with mental illnesses and guides them through life. Thanks to this alliance, one of Katrinahof’s members with autism, Erick, works once a week in our supply chain team at our European Distribution Center.

We are very happy to have him on our team. He has been participating in different tasks and supporting our European operation. We expect to continue working with Katrinahof and to open our doors to other members who would like to work with us.



PROMOTING EXCELLENCE:

SofiaAwards 2019



The Sofia Awards began in 2018 as an annual recognition program open to all Establishment Labs employees.

This recognition program, which aims to promote greater employee awareness and engagement, is our highest level of award.



The program includes five categories that align with our “Way of Work” Global Business Excellence Model. They include commercial success, continuous improvement and innovation, excellence in customer service, business drivers, and business outputs.

Award recipients are selected by a panel of judges formed by members of our global executive management team.

In the 2019 ceremony, a total of ten projects were recognized as exemplary initiatives, representing all the company’s regions. Accordingly, the Sofia Awards are an important driver of innovation and continuous improvement that helps ensure the company’s ongoing competitiveness.

PROMOTING WELL-BEING

- Since October 2019, we have not experienced any registered **occupational diseases** or injuries in our headquarters and manufacturing plants. This is a result of various initiatives implemented by our Environment, Health and Safety (EHS) department. Some of these initiatives were physiotherapy services, improving our internal process of analysis of EHS cases, and working together with supervisors and leaders.
- We also complied with our **Occupational Safety and Health Administration (OSHA) incident rate** this year. We scored a 0.97, with the target being 2 or below.
- As part of our EHS initiatives, we organized different campaigns to raise awareness of the importance of improving our safety practices among our employees. One of these initiatives was our EHS Week, a one-week event at the end of April in our headquarters that promoted good practices related to the environment, health and safety. This year's slogan was "Building safety for your family". Some of the activities included promoting exercise, Costa Rican national parks-related trivia, reusable bottles and cups for employees to reduce our plastic waste, ESTA's EHS culture quiz, and a photo contest to share the message of what it means to build safety for our families, among others.
- We share weekly EHS tips with our employees. This year, 51 different communications were sent with important information about safety tips to follow at work, at home, and during daily activities.
- In November, we raised awareness about prostatic cancer among our employees through our **Movember campaign**. This initiative had different activities, including a medical talk to learn more about the disease and the importance of taking preventative actions. We also held a moustache contest, where employees of Establishment Labs participate to grow the best moustache. This is part of our efforts to create a culture of promoting well-being among our teams.
- Another important initiative to advocate for well-being and a healthy lifestyle is our Motiva® football league. Twenty-five male employees from our headquarters are players in the Motiva® FC team, and in 2019, they participated in two championships with teams from other organizations in the Costa Rican private sector. Additionally, we have a team that plays indoor five-a-side football. Every week, they organize a game in which about 19 employees play, and they also participated in a competitive tournament during the year.



UPCOMING CSR COMMITMENTS

2019 marks the year of launching our formal strategic commitment to sustainability and the well-being of our stakeholders. We aim not just to continue our ongoing initiatives, but to also expand our vision's scope and positive impacts.

As a company with purpose, we seek to increase our efforts in our three main pillars – Well-being, Gender Equality, and Climate Action – in the upcoming years. An important aspect of this goal is to engage our stakeholders all over the world to participate.

Our commitments for the coming years include increasing our participation in specific causes that are close to our company, such as the fight against breast cancer and access to breast reconstruction, protection of the environment, promoting well-being, and advocating for gender equality.

Also, we will continue to use global initiatives, such as the UN's Sustainable Development Goals and the Global Reporting Initiative, as guidelines to certify the transparency and quality of our actions and projects. As a company, we believe that long-term sustainable growth is possible. Through innovation and strong alliances, we aim to achieve greater positive impact to contribute toward sustainable development for all.



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