# 2021 SUSTAINABILITY REVIEW

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A WOMEN'S HEALTH COMPANY

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# ABOUT THIS SUSTAINABILITY REVIEW

This review is the third edition of an sustainability effort to share our contributions to sustainable development with our stakeholders. It includes the initiatives and activities implemented between January and December 2021.

Besides guiding the content by the Sustainable Development Goals (SDGs) outlined in the United Nations resolution 'The 2030 Agenda', this year's Sustainability Review references the Global Reporting Initiative (GRI) Standards (2021 version) for the following topics:

Торіс
Energy Consumption
Emissions
Employee's Health and Safety

For more information, review Appendix A of this document.

To review our previous efforts in sustainability, please review our 2019 Corporate Social Responsibility Report and 2020 Annual Review at https://establishmentlabs.com/corporate-sustainability/.

If you have any questions or comments regarding this Sustainability Review, please contact:

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#### **GRI Standart Referenced**

GRI 302: Energy 2016

GRI 305: Emissions 2016

GRI 403: Occupational Health and Safety 2018

#### Dear Stakeholder,

A MESSAGE

FROM OUR

CEO

Our company was founded on the understanding that the legacy of our industry is not sustainable. We are defined by our **commitment to Women's Health and Wellbeing**.

Offering safe options to empower women in their journey of breast health and wellness is the only possible path to build a new industry. Sustainability at the core is key to our existence and future.

Furthermore, our pledge to sustainable business practices is deeply rooted in our Costa Rican origins and idiosyncrasies. Costa Rica is recognized worldwide as a green pioneer and advocate with a strong social conscience and a particular interest in education and knowledge. The characteristics of our home country are in our company's DNA, and they remain an intrinsic part of our corporate culture that we share with our employees, business partners and patients around the world.

We are innovators —and we are passionate about making real change that can improve the lives of women everywhere.

#### **Our Sustainability Focus**

As a global medical technology company, we seek to create positive and long term social, environmental, and economic impact with our products, experiences, activities, and corporate efforts. Accordingly, our global sustainability commitment — as seen in our material topics — seeks to increase our contributions toward long-term sustainability for all of our stakeholders.

 $\cdot$  The lack of innovation and investment in Women's Health is our primary motivation to continue our development of advanced Femtech solutions.

• Protecting our environmental resources is part of our Costa Rican heritage, and we continue to expand our scope of influence to other geographies in which we operate.

• We understand that to fully support our purpose, we need to create the necessary conditions for our employees to thrive, both in their personal and professional lives, allowing them to make a more significant impact on their families and their communities.

• While progress against our core mission and values are of paramount importance, we are committed to transparency, good governance, and reporting openly on our progress.

We play a pivotal role in bringing about change and influencing our communities, stakeholders, and business partners. We invest ourselves in elevating the consumer experience, the clinical standards, and patient outcomes.



Sustainability is a core driver of our business strategy and in keeping with our commitment to transparency, we are pleased to note that our 2021 Sustainability Review is grounded in the GRI standards. With this, we continue our path towards a comprehensive understanding of the impact of our business and our contribution to the United Nations Sustainable Development Goals (SDGs).

We are committed to meaningful goals in 2022 and beyond — setting ever higher standards for our company and maintaining the prominent position we hold in the evolution of breast aesthetics and reconstruction.

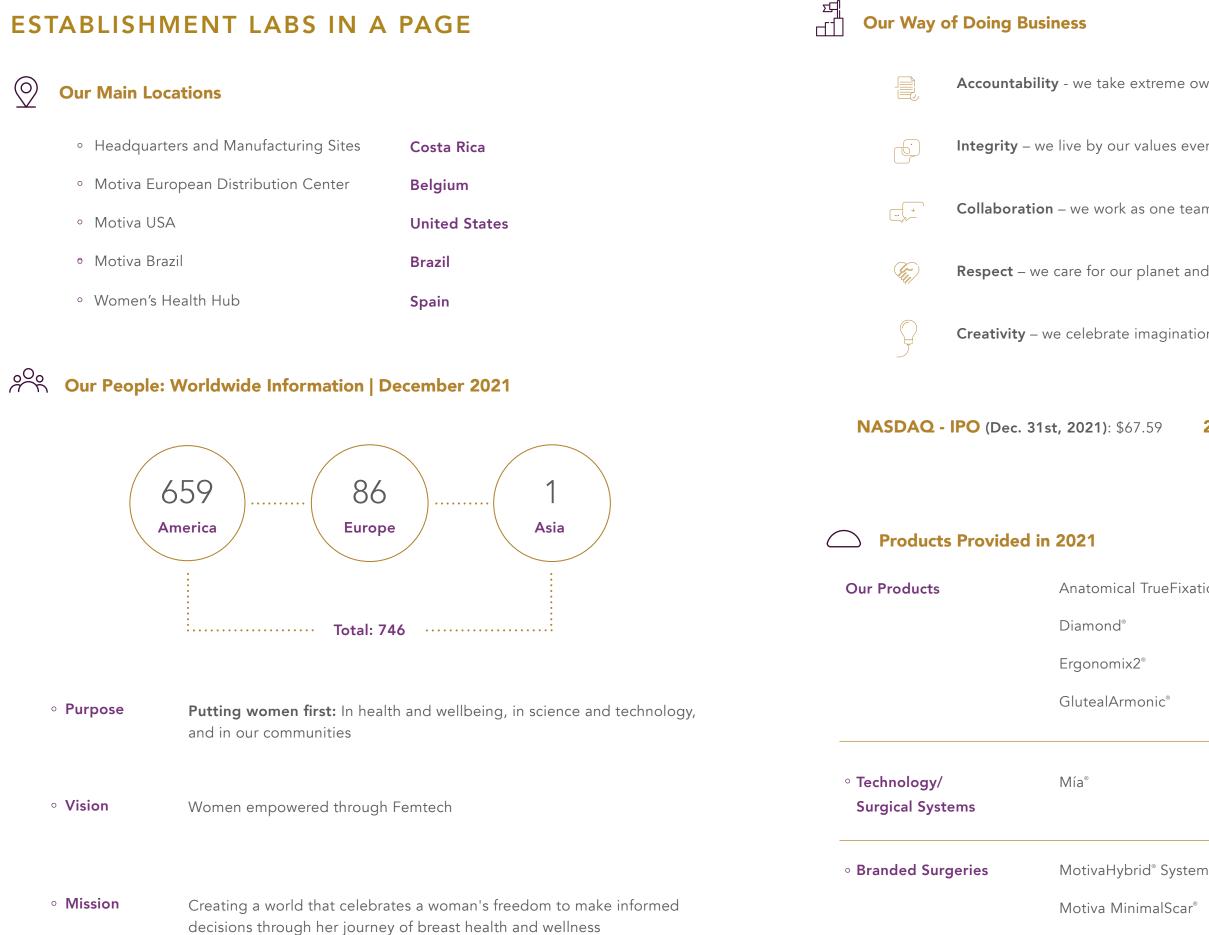
We face the future confident and filled with optimism that our focus on Women's Health, the passion of our team, and our commitment to sustainability will drive real change and will have a tangible impact on the environment that we all share.

Juan José Chacón-Quirós Founder and CEO

# **ABOUT ESTABLISHMENT LABS**

Establishment Labs is a global medical technology company dedicated to improving Women's Health through Femtech solutions with an initial focus on breast health and wellness. Establishment Labs offers a portfolio of advanced silicone gel-filled breast implants branded as Motiva Implants\* that include a number of innovative and patented features designed to deliver improved aesthetic and clinical outcomes. Since commercial launch in 2010, approximately 2 million Motiva Implants\* have been delivered to plastic surgeons in over 80 countries. The company also offers or has under development a number of related products and technologies, including the Motiva Flora\* tissue expander and the company's minimally invasive breast-enhancement procedure. In 2018, Establishment Labs received an investigational device exemption (IDE) from the FDA for the Motiva Implants\* are manufactured at the company's two facilities in Costa Rica, which are compliant with all applicable regulatory standards under ISO13485:2016 and FDA 21 CFR 820 under the MDSAP program. Please visit our website for additional information at www.establishmentlabs.com.





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.

#### 2021 Annual Revenue: \$126.7 million

TrueFixation®	Motiva Ergonomix®
	Motiva Ergonomix® Oval
®	Motiva® Round
onic®	Motiva Flora® Tissue Expander



# **Our Commercial Markets**

• Americas	Anguilla	Costa Rica	Nicaragua		
	Argentina	Dominican Republic	Panama		
	Bolivia	Ecuador	Paraguay		
	Brazil	El Salvador	Peru		
	Chile	Guatemala	U.S.A.*		
	Colombia	Mexico	Venezuela		
• Europe	Austria	Greece	Portugal		•
	Albania	Hungary	Romania		
	Belarus	Iceland	Russia		
	Belgium	Ireland	Serbia		
	Bulgaria	Italy	Slovakia		
	Croatia	Latvia	Slovenia		
	Cyprus	Lithuania	Spain		
	Czech Republic	Luxembourg	Sweden	∘ Asia	Hong Kong
	Denmark	Malta	Switzerland		India
	Estonia	Moldova	Turkey		Indonesia
	Finland	Netherlands	Ukraine		Iran
	France	Norway	United Kingdom		Israel
	Germany	Poland			Japan
• Oceania	Australia	New Zealand			Kazakhstan
• Africa	Morocco	South Africa			* Motiva® Implants are not vet commercially av



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Kuwait	Saudi Arabia
Kyrgyzstan	Singapore
Lebanon	South Korea
Malaysia	Taiwan
Myanmar	Thailand
Philippines	United Arab Emirates
Qatar	Vietnam

\* Motiva® Implants are not yet commercially available in the U.S. and are undergoing clinical investigation pursuant to U.S. Food and Drug Administration (FDA) regulations for investigational medical devices.

# AWARDS AND RECOGNITIONS



Our headquarters are certified as LEED Gold



Country brand that certifies that we comply with the country's values: Excellence, Sustainability, Innovation, Social Progress, and Costa Rican Origin



Our headquarters and manufacturing facilities are certified as carbon neutral

# E CELENCIA

Silver Award in Route to Excellence Evaluation by the Chamber of Industries of Costa Rica





### **2021 Financial Results**

"2021 was a foundational year for our company with the launch of our Motiva Flora<sup>®</sup> tissue expander and our Aesthetic BreastRecon<sup>™</sup> program; the introduction of JOY<sup>®</sup> and Ergonomix2<sup>®</sup>; and the progress we made with Mía<sup>®</sup>. These new programs are adding to the strong share gains we continue to see in our existing global markets. We are defining every day what a Women's Health company can do to raise the standards in breast aesthetics and reconstruction."

-Juan José Chacón-Quirós, Founder and CEO

#### **ESTABLISHMENT LABS HOLDINGS INC.**

Consolidated Balance Sheets

(In thousands, except share data)

	Year Ended	December 31	
	2021	2020	
	(in tho	usands)	• Assets   Current Assets
Revenue	\$ 126,682	\$ 84,676	Cash
Cost of revenue	41,278	32,174	Accounts receivable, net of allowance for
• Gross profit	85,404	52,502	doubtful accounts of \$1,221 and \$1,143
			Inventory, net
Operating expenses:			Prepaid expenses and other current assets
Sales, general & administrative	92,229	66,625	Total current assets
Research and development	18,315	13,793	
<ul> <li>Total Operating Expenses</li> </ul>	110,544	80,418	<ul> <li>Long-term assets</li> <li>Property and equipment, net of</li> </ul>
			accumulated depreciation
Loss from operations	-25,14	-27,916	Goodwill
Interest expense	-9,062	-9,373	Intangible assets, net of accumulated amortization
Change in fair value of derivative instruments	737	1,632	Right-of-use operating lease assets, net
Change in fair value of contingent consideration	-	304	Other non-current assets
Other income (expense) - net	-6,270	-2,664	Total assets
Loss before income taxes	-39,712	-38,017	• Liabilities and shareholders' equity
Provision for income taxes	-1,427	-104	Current Liabilities
Net loss	\$ -41,139	\$ 38,121	Accounts payable
	Ψ ΤΙ,ΙΟ/	Ψ <b>33</b> ,121	Accrued liabilities

Other liabilities, short-term

Total current liabilities

Weighted average outstanding shares used for basic and diluted net loss per share

#### **ESTABLISHMENT LABS HOLDINGS INC.**

**Consolidates Balance Sheets** (In thousands, except share data)

Decer	nber 31
2021	2020
(Unaudited)	
\$ 53,415	\$ 84,523
24,437	19,127
28,407	23,210
7,012	5,439
113,271	132,299
18,658	16,202
465	465
4,371	4,148
2,206	2,610
558	664
\$ 139,529	\$ 156,388
\$ 14,475	\$ 9,722
16,236	14,532
1,178	1,646

\$ 25,900 \$ 31,889

#### Long-term liabilities:

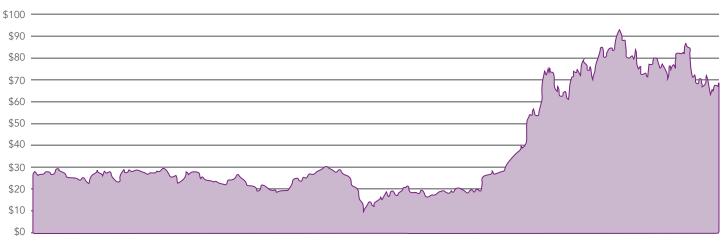
Note payable, Madryn, net of debt discount & issuance costs	51,906	49,832
Madryn put option	703	1,440
Operating lease liabilities, non-current	1,900	1,923
Other liabilities, long-term	2,392	2,332
Total liabilities:	\$ 88,790	\$ 81,427
Commitments and contingencies (Note 15) Shareholders' equity		
Common shares - zero par value, unlimited amount of shares authorized at December 31, 2021 and 2020; 24,488,335 and 23,925,789 shares issued at December 31, 2021 and 2020, respectively; 24,080,265 and 23,517,719 shares outstanding at December 31, 2021 and 2020, respectively	219,737	213,471
Additional paid-in-capital	36,584	26,717
Treasury shares, at cost, 408,070 shares held at December 31, 2021 and 2020	-2,854	-2,854
Accumulated deficit	-206,385	-165,246
Accumulated other comprehensive income	3,657	2,873
Total shareholders' equity	50,739	74,961
Total liabilities and shareholders' equity	\$ 139,529	\$ 156,388

**OUR NASDAQ CHAPTER** 

Establishment Labs Holdings Inc. became the first Costa Rican company to list on a major exchange on July 19 of 2018, when we began trading on the NASDAQ Stock Market under the trading symbol "ESTA."

The company's IPO was priced at \$18 per share and closed that day at \$24.75. The stock has continued to appreciate and closed 2021 at \$67.59.





07/26/18 11/17/18 03/11/19 07/03/19 10/25/19 02/16/20 06/09/20 10/01/20 01/23/21 05/17/21 09/08/21 12/31/21



For more information about our 2021 financial results, visit our 10K Report at

https://www.sec.gov/ix?doc=/Archives/edgar/data/1688757/000168875722000019/esta-20211231.htm.



# SULÀYÖM INNOVATION CAMPUS | A NEW FUTURE



On June 23, 2021, we held the groundbreaking ceremony for our new Sulàyöm Innovation Campus in the Coyol Free Zone in Costa Rica. The name Sulàyöm comes from Bribri, an indigenous Costa Rican language, and is translated to mean "the place in the mountains at the center of the world."

These new world-class manufacturing facilities will total approximately 145,000 square feet (13,500 square meters) with an annual capacity of approximately 1,900,000 Motiva Implants<sup>®</sup> each year when fully operational and will add up to 1,000 new jobs over the next several years.

Additionally, the Sulàyöm Innovation Campus will expand research and development resources and add new capabilities for digital media, training and medical education. The campus underscores our commitment to a sustainable future and will continue our traditions of being carbon neutral and utilizing sustainable materials and construction methods.

This new, state-of-the-art facility will give us the manufacturing capacity to support our planned global growth over the next several years from entering the U.S. and China to our market expansion initiatives in minimally invasive breast aesthetics and breast reconstruction.

The new campus will be completed in two phases with the first phase expected to cost approximately \$45 million and will be ready by December 2022.

# SULÀYÖM INNOVATION CAMPUS HIGHLIGHTS

- Groundbreaking ceremony: June 2021
- Area: Approximately145,000 square feet (13,500 square meters)
- Capacity: Approximately 1,900,000 Motiva Implants® per year
- New jobs: Approximately 1,000
- The expansion of the R&D facilities will include new resources and technologies.
- Digital media and training capabilities will include production and broadcasting facilities and

tate-of-the-art medical and surgical training facilities.

- Surgery theatre and clinic for training, including a state-of-the-art specialized OR together with Mía<sup>®</sup> specialized rooms to improve and develop new techniques.
- Environmental aspects:
  - Carbon neutral certification
  - Solar-power grid including its own advanced energy storage capabilities
  - Sustainable building materials and techniques
  - LEED gold certification as a minimum
  - WELL gold certification; the first such certification in Costa Rica
  - EDGE advanced certification as a minimum



Sulayöm Innovation Campus. Gorundbreaking Activity. June 2021.

# OUR JOURNEY TO SUSTAINABILITY 2021 HIGHLIGHTS

In 2020, we made the decision to evolve from a corporate social responsibility perspective to a more holistic sustainability strategy that balances our business goals with our environmental, social, and governance impacts. We worked first to identify our material topics and main stakeholders, all while maintaining our purpose of putting women first.

As we continue on our sustainability journey, this review is organized in the four categories present in our materiality framework with updates and highlights provided in each section.

One of the areas of progress this year is our commitment to improve our reporting efforts and use as reference the





Global Reporting Standards for General Disclosures, Energy and Emissions results. This is the first time we implement an international reporting framework, and it is part of our commitment to transparency and to keep our stakeholders informed of our different efforts and achievements.

Our next steps is to deepen the relationship we have with our stakeholders. To this end, we will implement our first stakeholder consultation exercise in 2022 and continue to develop our reporting capabilities with integrity and transparency as key guiding principles.



WOMEN'S HEALTH & WELL-BEING	ENVIROMENT	EMPLOYEES	GOVERNANCE
Women empowerment	Efficient operations and products	Safety and wellbeing	Business ethics
Stakeholder involvement and development	Environmental strategy: business environmental impacts	Diversity and inclusion	Marketing practices
Health outcomes			
	Supply chain (carbon neutral)	Development	Product quality & safety
Human rights			
Femtech	Waste & energy management	Engagement	Risk management
Digital innovation		Gender equality	

# Stakeholders List

- Consumers
- Employees
- Medical Community
- Patient Groups
- Regulators
- Governments
- Vendors
- Distributors
- Shareholders
- Communities

(local, digital, economical, etc.)

# UNITED NATIONS' SUSTAINABLE **DEVELOPMENT GOALS**

In 2019, we adopted the United Nations' Sustainable Development Goals (SDGs) as pillars of our first CSR program. In our continued journey towards sustainability, the SDGs remain essential guidelines for our actions and objectives.

In 2021, we impacted the following SDGs:



8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION

AND PRODUCTIO

• SDG 8: Decent Work and Economic growth Promote inclusice and sustainable economic growths, employement and decent work for all

16 PEACE, JUSTICE AND STRONG

• SDG 16: Peace, Justice and Strong Institutions Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



Ensure healthy lives and promote well-being for all ages

Achieve gender equality and empower all women and girls

• SDG 12: Responsible Consumption and Production Ensure sustainable consumption and production patterns

For more information about the SDGs, visit *Sdgs.un.org/goals* 

# WOMEN'S HEALTH & WELL-BEING

# **BRINGING OUR PURPOSE TO LIFE**

At Establishment Labs, we keep our purpose close to our hearts and we bring it to life by putting women first in everything we do, with a relentless dedication to Women's Health and Wellbeing through Femtech solutions.

### A QUICK LOOK AT OUR WOMEN'S HEALTH AND WELL-BEING MATERIAL TOPICS:

#### WOMEN

#### STAKEHOLDER

#### EMPOWERMENT

# INVOLVEMENT & DEVELOPMENT

# HEALTH

#### OUTCOMES

As a Women's Health company, and faithful to our purpose, we are committed to always putting women's empowerment first.

Throughout the year, we ran different campaigns to highlight the relevance of women empowerment in all areas, including our breast cancer awareness campaign, where we supported women through breast reconstruction, sponsoring the International Chess Federation, and diverse internal and external awareness campaigns. During 2021, we embraced ourWe arerelationship with one of our mosthaveimportant stakeholders, the medicalthe partcommunity. As part of our MotivaEDGE\*efforts, we held more than 160 eventsOur 2

throughout the year.

Furthering the idea of engagement, one of our biggest iniciatives for 2022 is to implement our first stakeholder consultation process to validate and prioritize our materiality topics. We are proud of the impact our products have had on women all over the world for the past 10 years.

Our 2021 post-market surveillance report, the paper published in Nature Biomedical Engineering, and many other studies and manuscripts reflect the intentional efforts we make to ensure that we are supporting our products with uncompromising research and science. All so that patients can achieve the outcomes to which they aspire.

In addition, the launch of Motiva Flora<sup>®</sup> and JOY<sup>®</sup> with Ergonomix2, are elevating our contribution to women's wellness through Femtech solutions.

#### HUMAN RIGHTS

Our efforts toward education, awareness and advocacy reflect our commitment to Women's Health and our aspiration to support the democratization of breast reconstruction. In 2021, Establishment Labs provided resources to allow over 250 women to received breast reconstructions.

These women were previously not eligible for breast reconstruction because of financial constraints or were placed on waiting lists, some of which were as long

as 15 years.

We are dedicated to improving Women's Health through Femtech solutions, with an initial focus on breast health and wellness.

Through 2021, we focused on different initiatives to promote this commitment, including the Your Right to Health nonbranded website and partnerships with the Lymphoma Coalition and the Women's Health Innovation Coalition (WHICH) among others.



#### FEMTECH

#### **DIGITAL INNOVATION**

In October 2021, we launched JOY®, the foundation for a new digital model that speaks directly to women considering breast surgery. JOY® is our new patientcentric breast aesthetics program. Women who select JOY® receive our newest generation Motiva Ergonomix2® implants as well as the Woman's Choice Program™. This first-of-its-kind program allows women with JOY®, subject to certain terms and conditions, to receive financial support from Establishment Labs should they choose to have their implants removed.

## **SDG'S IMPACTED**

SDG	TARGETS	ESTA MATERIAL TOPIC
	3.4	
3 GOOD HEALTH AND WELL-BEING	By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and pro- mote mental health and well-being.	Health Outcomes Human Rights Femtech Digital Innovation
•	3.8	
Ensure healthy lives and promote well-being for all at all ages.	Achieve universal health coverage, including financial risk protection, access to quality essential health care services and access to safe, effective, quality and affordable essen- tial medicines and vaccines for all.	Women Empowerment Human Rights Femtech
SDG	TARGETS	ESTA MATERIAL TOPIC
SDG	5.1	ESTA MATERIAL TOPIC
SDG		<b>ESTA MATERIAL TOPIC</b> Women Empowerment Femtech Digital Innovation
GENDER	5.1 End all forms of discrimination against	Women Empowerment Femtech
GENDER	5.1 End all forms of discrimination against all women and girls everywhere.	Women Empowerment Femtech
GENDER	<ul> <li>5.1</li> <li>End all forms of discrimination against all women and girls everywhere.</li> <li>5.2</li> <li>Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and</li> </ul>	Women Empowerment Femtech Digital Innovation

# SUPPORTING WOMEN THROUGH PATIENT ADVOCACY

As part of our commitment to Women's Health, we created, in 2020 we created a dedicated patient advocacy role. In doing so, we not only keep ourselves true to our purpose, but we also open a safe space to listen to and support the growing voice of patients and incorporate those insights into the design of our products, allowing us to achieve safer and better outcomes for women.

In 2021, we turned our attention to a number of new and different initiatives to raise awareness and to expand our commitment to more women around the world.

## Your Right to Health

In November 2020, we launched the unbranded website yourrighttohealth.org, providing resources to inform, communicate and educate on Women's Health conditions in general and breast health in particular. Every month, we publish articles addressing different topics; articles shared during 2021 addressed issues such as mental health, cancer, reproductive health, and ending violence against women. We are particularly proud of that fact that the website is visited and contributed to by both external audiences as well as Establishment Labs employees.

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### Accessibility Program | Brazil and Kosovo

In our continued effort to raise awareness and to promote education and advocacy, we provided support for more than 250 breast reconstructions for women who were previously not able to access care because of financial concerns or because of long waiting lists. The coverage of these programs has compelled health authorities in different countries to look more carefully at how their health systems can better provide these services.

## The Lymphoma Coalition

We partnered with lymphomacoalition.org, a worldwide network of lymphoma patient groups, to raise awareness of the BIA-ALCL condition. The collaboration led to the formation of an advisory board in November with participation of plastic surgeons, psychologists and patient advocates from 12 different countries.

#### Women's Health Innovation Coalition (WHIC) Membership

The WHIC is a coalition of innovators, investors, clinicians, analysts and executives with the shared goal of advancing innovations in Women's Health. There are approximately 120 Femtech member companies to date with Establishment Labs the only medical-device manufacturer member creating safe solutions for breast procedures based on science and user-centric designs.

#### Women's Health initiatives | Rome, Barcelona

Women's Health Day (Barcelona) and the Women's Health Symposium (Rome) were both part of Establishment Labs<sup>®</sup> Pink October activities supporting breast cancer awareness month.

### Patient Safety Sessions | Lago de Garda, Dusseldorf

Patient safety and risk assessment of health conditions related to breast implants were shared in HCP panels in large

international medical and scientific conferences.





Known David Black

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UPDATED Sept 29 202 907 am CS1 PUBLISHED Sept 29 202

FOUNDER & CEO Juan José Chacón-Quirós





All ale

# FDA finalizes black box warning for breast implants



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#### **Dive Brief:**

- FDA on Monday <u>finalized labeling guidance</u> for breast implant manufacturers, including a boxed warning informing patients that the products have been associated with development of a type of cancer of the immune system.
- Product labeling should also incorporate a patient decision checklist, rupture screening recommendations for silicone gel-filled breast implications



Patient safety sessions. Lago de Garda, Dusseldorf. October 2021

## JOINING FORCES DURING BREAST CANCER AWARENESS MONTH

As a Women's Health company, Breast Cancer Awareness Month is an important time for us to redouble our efforts to educate women, patients and cancer survivors worldwide about breast cancer. This includes providing information around early detection and treatment, and options for breast reconstruction. During 2021, we undertook different efforts and initiatives to promote breast cancer awareness and breast reconstruction to our different stakeholders worldwide.

One of our guiding principles in our endeavor to support cancer survivors is developing the technology and tools needed to improve outcomes in post breast cancer reconstruction. The development of the Motiva Flora® tissue expander was was based on this commitment, and it is the foundation of Aesthetic BreastRecon<sup>™</sup>.

"October is a time to raise awareness and understanding of breast cancer; however, as a global medical-device company in Women's Health, Establishment Labs has a unique and important responsibility to bring to market technologies that can improve clinical and aesthetic outcomes. The recent launch of our Motiva Flora® tissue expander is the first step in a program we call Aesthetic BreastRecon<sup>™</sup>, where Establishment Labs offers tools and techniques that allow women to receive reconstructive surgeries that achieve the aesthetic ideals to which they aspire. We believe that our innovations, in partnership with breast-reconstruction surgeons, will create new standards in post-mastectomy outcomes and further transform breast cancer into a treatable disease from which women can fully recover."

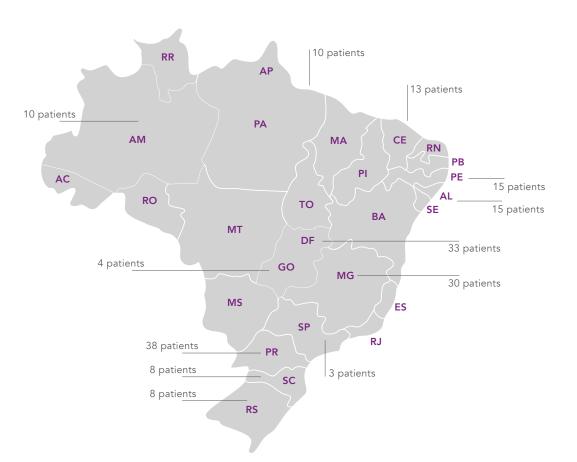
> **Rosalyn Cole d'Incelli** Vice President, Global Clinical, Medical Affairs & US Regulatory



As part of our advocacy efforts, we implemented for the third consecutive year our annual Pink is for Power breast reconstruction program in Brazil. This year, we, in partnership with plastic surgeons and hospitals in more than 20 cities in the five regions of Brazil, provided the resources needed to allow 200 women to receive breast-reconstruction surgery.

"The diagnosis of cancer is a very scary time in any person's life, and the journey to recovery requires a lot of strength and determination," commented Mariana Bonatto, Commercial Director for Establishment Labs Brazil. "Our objective with the Pink is for Power campaign is to contribute to the recovery of these women as we believe that reconstruction goes far beyond a surgical intervention and directly impacts the return of patients to their lives."

In addition, we held our annual Rosé for Reconstruction event at the Sixth World Symposium on Ergonomic Implants in Gardone Riviera, Italy, where we announced the funding of an annual Scott Spear Memorial Grant to support research, education and advocacy in breast reconstruction. During October, we also had an internal and external communications campaign to raise awareness about this cause among our employees and external audiences.



## **RAISING AWARENESS FOR** WOMEN'S EMPOWERMENT

Along with our breast cancer and breast-reconstruction efforts, we supported different global campaigns to promote women's empowerment. International Day of Women & Girls in Science (February 11), Women's International Day (March 8), International Women in Engineering Day (June 23), and Elimination of Violence Against Women (November 25) were some of the dates we commemorated both internally with our employees and externally with social media and marketing campaigns.



In 2021, we also launched our partnership with the International Chess Federation, where Establishment Labs is sponsoring women's chess events through 2021 and 2022, including the World Women's Team Championship held in October in Sitges, Spain. Our support for women's chess started in 2017 and it highlights our commitment to women in all aspects of life. We believe that empowered women make smarter choices.



# WORKING HAND BY HAND WITH THE MEDICAL COMMUNITY

In 2021, we deepened our engagement with the medical community through educational and medical experiences. We had 145 different MotivaEDGE® events, these included webinar series, deep-dive sessions, gold events, regional congresses, master classes, visits to our headquarters and manufacturing facilities, training sessions, and other campaigns.

Two highlights of this year were the 39 deep dive sessions attended by 135 surgeons and the move back to on-site, live events after being able to offer only online sessions during 2020 due to COVID-19. During 2021, we had eight different in person Gold Events with more than 2,800 participants.

In addition, the VI World Symposium on Ergonomic Implants was the first event to have both in-person and online options. The event was attended by more than 240 participants on-site in Italy with another 210 online participants.







#### MotivaEdge<sup>®</sup> | Educational Summary YTD

#### Webinar Series **Gold Events** Deep Dive Regional Master Sessions Classes Congresses Total: 27 Total: 39 Total: 8 Total: 40 Total: 13 Total Total Attendees: Total countries: 5 Registrations: 3663 Total countries: 24 countries: 7 15,195 Trained Surgeons: 42 Total Attendees: 2961 Trained Surgeons: 224 Total Attendees: 2846 Attendees Online: 6,452 MC during XXV Congreso Unique Surgeon Unique Surgeons Attendees Online: 1425 Attendees: 719 Trained: 135 Nacional Venezolano de Attendees in Cirugía Plástica Engagement: 81% Attendees in person: 1421 person: 9,144 (360 total online attendees)

# **MOTIVA IMPLANTS® POST-MARKET SURVEILLANCE**

After more than a decade on the market, from 2010 to January 2022, and with presence in over 80 countries and more than two million implants sold, Motiva Implants® have consistently reported superior safety outcomes. This includes rates of less than 1 % device-related complications leading to reoperation, such as capsular contracture and implant rupture.

The low rates of capsular contracture with Motiva Implants® are consistent across all surgical planes: submuscular, subglandular or subfascial. The rate of reoperation due to rupture with Motiva Implants® is lower than 0.1 %.

The strong safety and performance of Motiva Implants® are confirmed by international registry data and independent peerreviewed publications from around the world.



HQ Visit	Corporate and Investors Events	Trainings	Resource Center	Campaigns
•	•	•	•	•
Delegation Country Slovenia   Spain	Registrations: 1748 Total Attendees: 837 Surgeons Attendees: 295	Total Attendees: 467	Surgeons Registration: 382	Delivered Messages: 131,275
	Engagement: 47%	Topics: Motiva 10 Years Campaign	Sales Agents Registrations: 60	Openes Messages: 46,403
		Motiva Flora®	Direct Sales Registrations: 21	Unique Clicks: 5,406 Open Rate: 35,3%
		Nature MIT Paper		
		Dorsia Training: 4 Modules		
		Total Surgeons Attendees: 24		
		Faculty:		

Dr. Alexandre Muhnoz

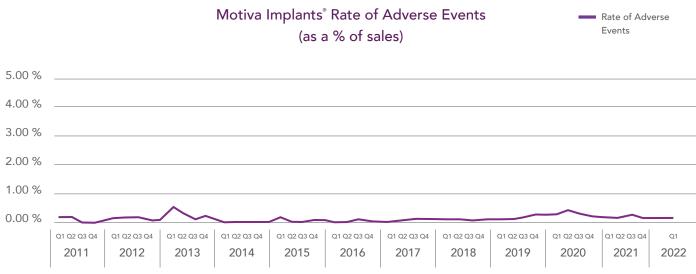


Figure 1: Trend of adverse events – Motiva Implants®, January 2011 to January 2022 Source: Establishment Labs®, Post-Market Surveillance Preliminary Results January 2022.



Percentages based in the total implants in the market.

\* The following were considered technique-dependent complications: implant malposition, implant displacement, asymmetry.

\*\* Infection, wound dehiscense, hematoma, seroma.

Figure 2: Adverse events by type – Motiva Implants<sup>®</sup>, January 2011 to January 2022 Source: Establishment Labs<sup>®</sup>, Post-Market Surveillance Preliminary Results January 2022.



# JOY<sup>®</sup> - A NEW EXCEPTIONAL EXPERIENCE

JOY<sup>®</sup> is the embodiment of our commitment to support women in their breast aesthetics journey with advanced technologies and an exceptional experience. It is the foundation for a new, digital model that speaks directly with women considering breast surgery.

JOY<sup>®</sup> is our new patient-centric breast aesthetics program. Women who select JOY<sup>®</sup> receive the Establishment Labs newest generation Motiva Ergonomix2<sup>®</sup> implants. JOY<sup>®</sup> is an open program, available to all surgeons and clinics that wishes to elevate their patients' breast augmentation experience.

One key aspect is that it includes the Motiva<sup>®</sup> Woman's Choice Program<sup>®</sup>. This first-of-its-kind program allows women with JOY<sup>®</sup>, subject to certain terms and conditions, to receive financial support from Establishment Labs should they choose to have their implants removed. Women with JOY<sup>®</sup> may also have the option to visit surgeons who commit to reversing the procedure at no additional cost. In addition to the Woman's Choice Program<sup>®</sup>, JOY<sup>®</sup> also includes the Establishment Labs Always Confident Warranty<sup>®</sup>, the Motiva<sup>®</sup> Extended Warranty, and other benefits.

The Motiva Ergonomix2<sup>®</sup> implants included with JOY<sup>®</sup> offer all the proven benefits of the Establishment Labs industryleading Ergonomix<sup>®</sup> implants, including SmoothSilk<sup>®</sup> surface technology, ProgressiveGel<sup>®</sup> Ultima, and RFID enablement, as well as several new technologies, including Motiva SuperSilicones<sup>®</sup>, TrueMonobloc+<sup>®</sup>, and BluSeal+<sup>®</sup>. These advances offer enhanced ergonomy, extra-soft feel, and more natural movement. Motiva Ergonomix2<sup>®</sup> implants are available exclusively through the JOY<sup>®</sup> program.

JOY<sup>®</sup> was unveiled in October 2021 at the Sixth World Symposium on Ergonomic Implants in Gardone Riviera, Italy.



# Mía<sup>®</sup> - INSTITUTIONAL REVIEW BOARD (IRB) STUDY

In April, we completed enrollment in the one hundred patient Mía<sup>®</sup> case series in Costa Rica. The Institutional Review Board (IRB) approved study began in December 2020 and followed the initial 2019 case series in Asia. In addition, we submitted the tools used in the Mía<sup>®</sup> procedure for CE mark.

"The completion of the 100 patient-case series in Costa Rica is not only a milestone for Establishment Labs but for all of plastic surgery." -Juan José Chacón-Quirós, Founder and CEO

Fifteen board-certified plastic surgeons from Costa Rica, Sweden, England, Brazil, Austria, Italy, Belgium and the United States participated in the case series. The single-center study is a prospective, interventional, single-arm, feasibility study of women 18 years or older in primary minimally invasive breast enhancement.

The Mía<sup>®</sup> system is designed to provide a minimally invasive breast-enhancement procedure in less time and with faster recovery than traditional breast surgery is a unique injectable Femtech solution for breast contouring, designed with patented leading-edge technology. We received registration in Costa Rica and a Free Sale Certificate ("FSC") for the devices necessary to perform a Mía<sup>®</sup> procedure that allows for regulatory approval processes to begin worldwide. The Ergonomix2 Diamond<sup>®</sup> implant used for Mía<sup>®</sup> obtained CE marking back in December 2020 and we have submitted the tools used in the Mía<sup>®</sup> procedure for CE mark.

"We are at the dawn of a new era in breast aesthetics. In this series, we were able to reproduce and prove the reality of this revolutionary concept based on a standardized combination of implants and tools. Enhancing and beautifying the female breast in a safer, faster and more predictable way without general anesthesia and with a minimal scar hidden in the axilla will attract patients who were previously reluctant to have this type of procedure."

-Charles Randquist, plastic surgeon from Victoriakliniken in Stockholm, Sweden

# MOTIVA FLORA® - INNOVATION THAT MAKES A SIGNIFICANT DIFFERENCE IN WOMEN'S LIVES

The London Breast Meeting, which was held in September, marked the official launch of the Motiva Flora<sup>®</sup> tissue expander in Europe and other CE mark countries.

"The early clinical experience with Motiva Flora<sup>®</sup> shows that this RFID-enabled device can make a meaningful difference in how women are treated during post-mastectomy reconstruction and importantly, in women's comfort during and after treatment. The surface biocompatibility, the ability to image with MRI, and the possibilities that a non-ferrous construction open up in oncology treatment put[s] Motiva Flora<sup>®</sup> ahead of any other tissue expander currently available." - **Professor Jian Farhadi**, Chair of the London Breast Meeting

Motiva Flora<sup>®</sup> is the foundation of Aesthetic Breast Recon<sup>™</sup>. With this innovation, we are making significant difference in women's lives by offering tools and techniques that allow women to receive a reconstruction with an aesthetic result on par with a breast-augmentation procedure. The Motiva Flora<sup>®</sup> tissue expander is currently not approved for commercial distribution in the United States.

The Motiva Flora<sup>®</sup> tissue expander offers several notable innovations, including the Establishment Labs patented SmoothSilk<sup>®</sup> surface technology as well as an RFID-enabled, non-magnetic integrated port that offers potential improvements in imaging, treatment, and overall clinical outcomes and patient satisfaction. The Motiva Flora<sup>®</sup> tissue expander is currently not approved for commercial distribution in the United States.



# SEMINAL PUBLICATION PROVIDES THE SCIENTIFIC FOUNDATION FOR OUR EXCEPTIONAL **CLINICAL OUTCOMES**

In June, the paper "Surface Topography Mediates Foreign Body Response of Silicone Breast Implants in Mice, Rabbits, and Humans" was published in Nature Biomedical Engineering. The paper reported on research aimed at determining the optimal breast implant surface design. Areas of investigation included measuring foreign-body response and understanding how breast implant design impacts biocompatibility.

The study, led by a team of MIT researchers under the guidance of Professor Robert Langer and lead authors Joshua Doloff and Omid Veiseh, demonstrates that the patented Motiva® SmoothSilk® surface\* significantly reduces the foreign-body response compared to implants with high degrees of roughness or completely smooth surfaces that were included in the study. The unique and patented SmoothSilk<sup>®</sup> surface includes a number of elements purposefully designed to improve biocompatibility, including a topography of only four microns on average and specific characteristics around skewness and the number, distribution and size of contact points.

"Given the lack of scientific understanding regarding the optimal biocompatibility of implants over decades of studying the body's immune response, we believe these findings are particularly notable," said Professor Robert Langer, one of twelve Institute Professors at MIT and the study's senior author. "We studied a number of different silicone breast implants all with different surfaces. Of those tested, the results demonstrated that an implant that includes architectural features specific to the SmoothSilk<sup>®</sup> surface was superior in minimizing inflammation and excessive foreign-body response. We believe that the determination of an optimal surface is a significant step forward for the breast implant and medical device communities toward designing safer and more biocompatible implants, which can reduce patient complications."





Silicone breast implants have been in use since the 1960s for both breast reconstruction and augmentation and over one and a half million people receive the devices worldwide every year. However, according to data from the U.S. Food & Drug Administration (FDA) and others, many patients experience reoperations due to the buildup of scar tissue that can lead to a condition called capsular contracture and other rare but serious complications, including a rare type of lymphoma associated with textured breast implants called breast implant-associated anaplastic large cell lymphoma (BIA-ALCL).

"This paper speaks to the true nature of 'bench to bedside' device development—from concept, to preclinical models, and ultimately to clinical evidence. In this case, Establishment Labs identified the need for better devices in the breast implant space more than a decade ago," said Dr. Brian Kinney, a board-certified plastic surgeon and Clinical Associate Professor of Plastic Surgery at the University of Southern California in Los Angeles. "This study documents development of an implant technology that addresses the historic challenges with silicone breast implants, while demonstrating safety through strong scientific evidence. In addition, it shows that the SmoothSilk® surface delivers superior biocompatibility compared to textured or traditional smooth implants."

From pioneering breast ergonomy to first-of-their-kind safety features like RFID enablement, Motiva Implants® are based on science and user-centric design and manufactured with cutting-edge patented technologies to exacting guality standards. In March 2018, Establishment Labs received approval for an investigational device exemption (IDE) from the FDA, and the Motiva Implants<sup>®</sup> clinical trial is currently underway in the U.S.

<sup>\*</sup> The patented surface technology in Motiva Implants\* is commercially referred to as SmoothSilk\* or SilkSurface\*. \*\* Establishment Labs provided an unrestricted research award to the Langer Lab at MIT that was used for this research \*\*\* Professor Langer and Dr. Kinney are members of Establishment Labs Scientific Advisory Board and each holds equity in the company.

# ENVIRONMENT

# **OUR ENVIRONMENTAL EFFORTS**

Sustainability is part of everything we do. It begins with our commitment to actions that promote Women's Health, wellbeing and empowerment and extends to decisions we make as a company that protect planet Earth. Our values and culture as a Femtech company are uncompromising.

Caring for our planet is part of our corporate values and a key aspect of our business strategy. This commitment can be seen in our material topics and multiple efforts over the past few years.



# A QUICK LOOK AT OUR ENVIRONMENTAL MATERIAL TOPICS

**Environmental strategy:** business environmental impact



We performed an environment, health and safety (EHS) legal compliance audit in our headquarters and manufacturing facilities to evaluate the current state and improvement opportunities in this area.

In addition, we created an environmental aspects matrix with the objective of identifying the main environmental impacts of on our headquarters and manufacturing facilities.

Waste and energy management



For the third consecutive year, we obtained a carbon neutral certification for our headquarters and manufacturing facilities.

Regarding waste management, we created a plan to manage and reduce our waste-related impact based on the results of the legal compliance audit and the environmental aspects matrix.

We expect further results in the following years.

#### **Efficient operations** and products

Our carbon neutral certification is a key measure of our efforts to have efficient operations and products.

Complementary to it, during 2021, we developed various awareness campaigns to promote a higher environmentally conscious culture with our stakeholders.

Our environmental aspects matrix will help us sharpen our scope for future objectives and awareness efforts.

#### Supply chain (carbon neutral)

Over the coming years, this will include evaluating improvement opportunities in our supply chain.

### **SDG'S IMPACTED**

# **OWNING OUR ENVIRONMENTAL RESPONSIBILITIES**

SDG	TARGETS	ESTA MATERIAL TOPICS
10 RESPONSIBLE	12.2 By 2030, achieve sustainable management and efficient use of natural resources.	Environmental Strategy: business environmental impacts
IZ CONSUMPTION AND PRODUCTION	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reusing.	Waste and energy management
Ensure sustainable consumption and production patterns.	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	Waste and energy management
	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development	Efficient operations and products

awareness for sustainable development and lifestyles in harmony with nature.

In October, we performed an environment, health and safety (EHS) legal compliance audit in our headquarters and manufacturing facilities to evaluate our current state and to identify improvement opportunities in this area.

From the 122 legal requirements that were within our business scope, the exercise identified 11 environmental legal requirements need to be addressed. These improvement opportunities are related to chemical product usage (SDS update and GHS implementation) and waste management (contracts update, waste identification and waste storage).

In addition to the EHS legal compliance audit, we also created an environmental aspects matrix with the objective of identifying the main environmental impacts of our headquarters and manufacturing facilities. This effort references the INTE-ISO 14001: 2015 norm and it is part of the input used to create our environmental action plan for the following years.

From the environmental aspects matrix, we identified 19 aspects that were evaluated and classified into four categories: Important, Moderate, Tolerable and Trivial – Important being the most urgent to attend and Trivial the least urgent. Based on this exercise, our focus in headquarters and manufacturing facilities is focused on waste management, electricity and refrigerants usage.



# WE ARE CARBON NEUTRAL!

For the third consecutive year, we obtained the carbon neutral certification for our headquarters and manufacturing facilities, according to the Costa Rican national program. This achievement was possible due to our commitment and corporate investment in efficient lighting systems, solar panels, ice banks, battery systems for energy storage, and a special air conditioning system.

Regarding our energy consumption, we comply with all our internal objectives set for 2021.

	FACILITIES	GOAL	2021 RESULTS
-	Energy Consumption in B15 Building	11.5 kWh/unit	10.08 kWh/unit
	Energy Consumption in B25 Building	9.5 kWh/unit	8.6 kWh/unit

Currently, we are working on designing a new reduction plan for the next five years: 2022-2026.

### **ENERGY CONSUMPTION DATA**

Fuel	20	17	20	18	20	19	20	20
	Gasoline	Diesel	Gasoline	Diesel	Gasoline	Diesel	Gasoline	Diesel
Liters	619.97	2613.71	577.26	8222.10	2858.72	4304.39	12224.68	2672.29
GJ (gigajoule)	21.20	100.89	19.74	317.37	97.77	166.15	41.88	103.15
GJ Total	122	2.09	337	7.12	263	3.92	145	5.03

The value of liters of fuel is obtained from finance invoices. It is converted to joules taking into account the "lower caloric value" and later the conversion factor is used to pass it to Gigajoules.

#### Lower Caloric Value:

Diesel Fuel: 38.6MJ/l Gasoline: 34.2 MJ/l Formula: gasoline (I)\* LCV (MJ/I) Diesel (I)\* LCV (MJ/I) 1 MJ:1000000 J

Source: https://www.engineeringtoolbox.com/fuels-higher-calorific-values-d\_169.html





#### Fuel Consumption Within the Organization

#### Energy Consumption Within the Organization

Fuel	20	)17	2	018	20	)19	20	)20
Energy	B15	B25	B15	B25	B15	B25	B15	B25
kwh	1 367 148	3 457 673	1 281 224	3 385 817	1 334 839	3 822 714	1 121 991	3 598 257
GJ (gigajoule)	4.921	12 447.62	4 612	12 188 941	4.805	13.761	4.039	12 953
Total kwh	4 824 8	21.00	4 667	7 041.00	5 157	553.00	4 720	248.00
GJ Total	17 36	9.36	16 8	01 347	18 56	57 190	16 99	2 892

The kWh value of electricity consumption of both buildings (B15 and B25) is obtained from invoices. The conversion factor is used to go from kilowatt hour to Joules and subsequently converted to Gigajoules.

1 Kilowatt-hour [kWh] = 3 600 000 Joule [J]

1 gigajulio = 1000000000 Joule [J]

#### **Energy Intensity**

	2017	2018	2019	2020
Fuel + Energy (Gigajoules)	17 491.45	17 138.46	18 831.00	17 137.93
Annual Productions	240 246	359 451.00	481 206	656.712
Energy Intensity	0.0728	0.0477	0.0391	0,0261

The fuel consumption (diesel + gasoline) value (in Joules) and the energy consumption value (in Joules) of both buildings is added and divided by the number of units produced annually.

Туре	Source	HCFC-23	HCFC-134 HCF 33	CO <sub>2</sub>	N20	CH4	TOTAL CO <sub>2</sub> e
Direct	Coolant R-22	40.823					40.823
Direct	Coolant R-410a		58.6835				58.6835
Direct	Spray Lubricant			0.0001			0.001
Direct	Propane			0.0024			0.0024
Direct	Co2 Fire Extinguishers			0.0726			0.0726
Direct	Vehicle Lubricant			0.0164			0.0164
Direct	Equipment Lubricant			0.0158			0.0005
Direct	Nitrogen Fertilizer				0.0005		1.4494
Direct	Gasoline			1.3832	0.0544	0.0118	6.9626
Direct	Diesel			6.8296	0.1248	0.0082	260.708
Indirect	Electricity			363.791			
Total		40.823	58.6835	372.117	0.1797	0.02	471.818

Туре	Source	HCFC-134 HCF 33	CO <sup>2</sup>	N20	CH4	TOTAL CO2e
Direct	Coolant R-410a	16.431				16.431
Direct	Vehicle Lubricant		0.025			0.025
Direct	Spray Lubricant		0.00003			0.00004
Direct	Co2 Fire Extinguishers		0.245			0.245
Direct	Gasoline		2.732	0.107	0.028	2.863
Direct	Diesel		6.983	0.128	0.008	7.119
Indirect	Electricity		133.111			133.111
Total		16.431		0.2	235	159.794

2017 Emissions | Base Year

#### 2020 Emissions

GHG Emissions Intensity

Year	Units Produced	Inventory tCO <sub>2</sub> e	Eco-efficiency
2017   Base Year	240 246	471 818	509 192
2018	359 451	455 418	789 277
2019	481 206	496 207	969 769
2020	656 712	159 794	4 109 741

# EMBRACING TO CARE FOR OUR PLANET

In 2021, we participated in various international dates of celebration to raise awareness of the importance to care for the environment and the planet. Among our efforts, we commemorated Earth Day (March 22), World Environment Day (June 5), and Oceans Day (June 8).

Our awareness campaigns included internal efforts for all our employees and social media campaigns under the hashtags *#MotivaSustainable #EarthDay.* For World Environmental Day, in alliance with the Magic Trees Foundation, we donated 100 trees to be planted in Costa Rica and had a virtual workshop for our employees in Costa Rica about how the plants we have in our gardens can help us attract fauna and support the environment. Following our COVID-19 guidelines, in-person volunteering activities were excluded from our environmental efforts in 2021.

#### Reduction of GHG Emissions

Project	Reductions (tCO <sub>2</sub> e)
Efficient lighting system instalation	5.49
Special air conditioning system (chiller) instalation	31.44
Shutdown of hot rooms in non-use periods	12.94
Efficient lighting system instalation in B15	0.24
Solar panels instalation	27.27
Special air conditioning system (chiller) instalation	2.12
Shutdown of hot rooms in non-use periods	20.69
AHUs Shutdown Schedule	2.41
Training in the selection of refrigerants that contain zero ozone depletion potential	0
AHUs Shutdown Schedule	3.26
Overhauling HVAC B15	0.44
Efficient lighting system instalation	8.25
	Efficient lighting system instalation Special air conditioning system (chiller) instalation Shutdown of hot rooms in non-use periods Efficient lighting system instalation in B15 Solar panels instalation Special air conditioning system (chiller) instalation Shutdown of hot rooms in non-use periods AHUs Shutdown Schedule Training in the selection of refrigerants that contain zero ozone depletion potential AHUs Shutdown Schedule Overhauling HVAC B15



Magic Trees Foundation. 2021 Tree Planting Campaign.



# LOOKING AFTER OUR PEOPLE

At Establishment Labs, we celebrate and respect every individual who has joined our company. Every Women's Health Contributor brings expertise, perspective, passion, and commitment to their work. Because of them, we are able to fulfill our promise of improving Women's Health and Wellness through the development of Femtech solutions.

In 2021, we implemented different efforts to improve the experience of our employees globally, including health and safety, communications, and professional development efforts.



# A QUICK LOOK AT OUR EMPLOYEE MATERIAL TOPICS

#### Safety and Well-being



We performed an environment, health and safety (EHS) legal compliance audit in headquarters and manufacturing facilities to evaluate the current state and identify improvement opportunities in environmental & employee health and safety areas.

Additionally, we continued developing efforts and implementing guidelines to ensure the safety of our employees during the COVID-19 outbreak.

#### Diversity and Inclusion $\searrow$

We record employee data related to global diversity and inclusion, including gender, location and age.

We will be developing specific diversity and inclusion actions in the upcoming years.

Throughout the year, we carried out both internal and external campaigns to highlight the importance of gender equality and women empowerment both internally and externally. Our main efforts were focused on International Day of Women & Girls in Science, International Women's Day, International Women in Engineering Day, Breast Cancer Awareness, and International Day for the Elimination of Violence Against Women.

#### Development

 $\searrow$ 

In 2021, our employees completed 8,086 training hours. Training topics included leadership programs, technical knowledge, languages, and training specific to the work areas.

In addition, we continue to develop our culture of operational excellence through our participation in the National Excellence Awards by the Costa Rican Chamber of Industries.

#### Engagement

 $\searrow$ 

In August 2021, we implemented our Annual Employee Engagement Survey globally with a participation rate of 94%.

The results formed the basis for an internal plan to transform our employee experience and elevate engagement and appreciation for Establishment Labs culture and history over the coming years.

#### **Gender Equality**



SDG	Targets	ESTA Material Topic
8 ECENT WORK AND ECONOMIC GROWTH Fromote inclusive and sustainable economic growth, employment and decent work for all.	8.8 Protect labor rights. Promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Safety and Well-being

# **Employee Data:**

ESTA's Headcou	nt (Dec. 2021)
Americas	659
EMEA	86
APAC	1
TOTAL	746
	Americas EMEA APAC

#### • Basic Distribution by Age

18 – 29 years	38%
30 – 39 years	41.5%
40 – 49 years	15%
50 – 59 years	4.5%
60 years and over	1%

#### • Basic Distribution by Gender

#### • Management Distribution by Gender

Female	47%	Female	39%
Male	53%	Male	61%

#### • Learning and Developmeny

Global Training Hours

8,086

Topics: Leadership program, Technical knowledge and work areas specific training

# 2021 EMPLOYEE ENGAGEMENT SURVEY

In August 2021, we implemented our Annual Employee Engagement Survey as part of our internal continuous improvement efforts. Last year, our main highlights were:

- Cambiar este texto por: We had a participation rate of 94%.
- More than 90 % of the organization indicated agreement that the organization's mission provides meaningful direction.
- 89 % of the organization agrees that senior leadership is taking necessary actions to position the company for long-term success.
- 83 % of the organization agrees we are responsive to customers' changing needs.
- 86 % of us would recommend ESTA to others.

We created an internal plan to transform our employee experience based on this year's results. The main areas we will work on in the next few years are leadership training, new communications and evaluation efforts, global workshops, talent attraction strategy, culture development, and the implementation of digital tools.



pation rate of 94%. ted agreement that the organization's

or leadership is taking necessary m success. sponsive to customers' changing needs ners.

# CELEBRATING OUR CULTURE OF OPERATIONAL EXCELLENCE

Establishment Labs continues to demonstrate our commitment to operational excellence and continuous improvement in our daily work. For the third consecutive year, we were awarded National Excellence Awards by the Costa Rican Chamber of Industries; these awards recognize the highest level of operational excellence, culture, and performance. In 2021, Establishment Labs won awards for three separate projects: one focused on materials scrap reduction, another on reduction of unscheduled equipment shutdowns, and a third focused on increasing lab capacity and productivity. These efforts contribute to a leaner, more efficient operation; reduced costs; and increased employee engagement.

# IMPROVING OUR HEALTH AND SAFETY EFFORTS

As we mentioned in the environmental section of this review, we performed an environment, health and safety (EHS) legal compliance audit in October in our headquarters and manufacturing facilities to evaluate our current state and improvement opportunities in environmental and health and safety areas.

Regarding the health and safety findings, we had two main improvement opportunities in our emergency plan, specifically in the basic fire protection plan and in the safety and hygiene category with the implementation of training in personal protective equipment (PPE). These results are the main inputs of our EHS plan and objectives for the next three years.



### Safety is a priority

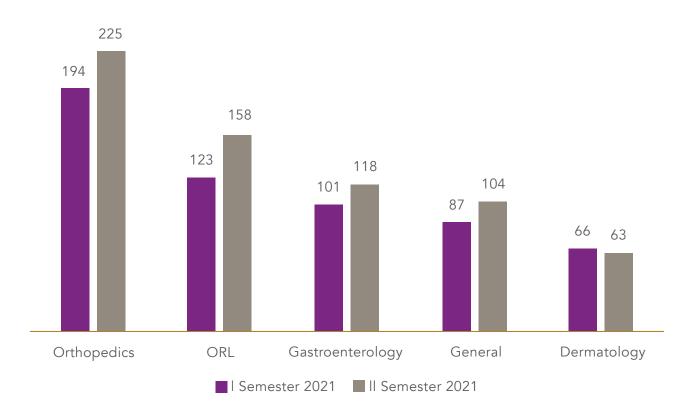
We reached our 2021 safety goals set for our headquarters and manufacturing facilities, including

RATES	GC
TRIR - Total Recordable Incident Rate	
DART   Days Away Restricted or Job Transfer Rate	
LTC - Lost Time Cases	
ROAD TRI RATE - ROAD TRI Rate	

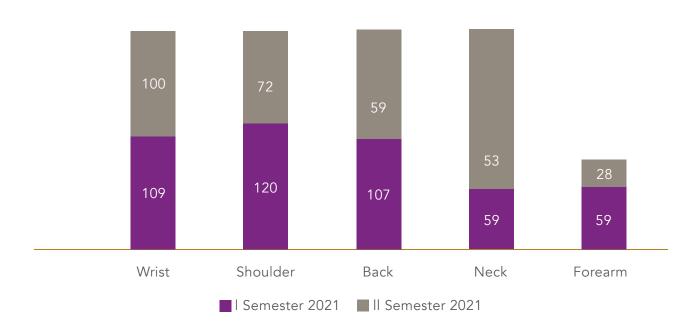


OAL	RESULTS	
1.6	0	
1.0	0	$\checkmark$
0.6	0	$\checkmark$
1.0	0.7	

#### **Medical Service**



### Physiotherapy



# FACING COVID-19

#### Headquarters and Manufacturing Facilities (CR)

Confirmed Cases	Recovered Cases	Active Cases	
212	208	4	

Confirmed Cases	<b>Recovered Cases</b> 18	Active Cases	
	Motiva <sup>®</sup> Brazil (BR)		
Confirmed Cases 27	<b>Recovered Cases</b> 27	Active Cases	

# Provide the second seco

- Entry protocol 0
- Temperature scan
- Facemask usage in ESTA facilities 0
- ESTA's COVID guidelines 0

# **Headquarters and Manufacturing Facilities Vaccination Campaigns**



Motiva<sup>®</sup> European Distribution Center (BE)

Note: Information included in this chart is up to February 17, 2022.

- PCR testing
- Meeting rooms max capacity policy
- Working from home policy
- Vaccination campaigns



# GOVERNANCE

Governance at Establishment Labs is intended to not only provide a set of rules that guide our actions but also principles against which our activities are measured and to which we hold ourselves accountable. Our Board of Directors has adopted corporate governance practices aligned with the interests of our shareholders, our corporate business strategy, and the opinions expressed by recognized corporate governance authorities.

It is our policy to have our board regularly review our corporate governance practices for compliance with applicable rules, listing standards and regulations, as well as best practices suggested by recognized corporate governance authorities, and modify our practices as warranted.

#### **Corporate Governance Guidelines**

Our Corporate Governance Guidelines, which were adopted by our Board, along with the charters for the standing committees of the Board and our Code of Business Conduct and Ethics serve to guide the operation and direction of the Board and its committees. These documents are published under "Corporate Governance" in the Investors section of our website at www.establishmentlabs.com.



# A QUICK LOOK AT OUR GOVERNANCE MATERIAL TOPICS

# **Business**



The foundation for transparency and integrity at Establishment Labs is our Code of Business Conduct and Ethics. The code is intended to guide daily behaviors; it helps employees and stakeholders resolve the most common ethical and compliance issues that they may encounter.

#### Marketing **Practices**



We keep tracking data related to global diversity and inclusion, including gender, location and age.

Due to the prioritization of the other material topics, we will be developing specific diversity and inclusion actions in the upcoming years.

## **SDG'S IMPACTED**



**Product Quality** and Safety

In 2021, the company received seven different on-site and remote audits, including BSI ISO13485:2016 and MDSAP Surveillance audits, INMETRO, MDR Upgrade Assessment. In addition, we received no warnings or deficiencies related to our quality or regulatory standard.

Risk Management

During 2021, we created seven social media campaigns and strategies to promote a global community based on our purpose; developing specific messages about women's empowerment, education, environment, and Women's Health.

Targets	ESTA Material Topic	
16.5 antially reduce tion and bribery Il their forms.	Business ethics	

# **BUSINESS ETHICS AND ANTICORRUPTION**

The Establishment Labs Ethics and Compliance Program seeks to ensure that our business practices comply with applicable laws, regulations and ethical business principles and fosters the development of a culture of trust, transparency and integrity.

We have earned the trust of customers, patients, surgeons, commercial partners and other stakeholders through our products' quality and safety. Our commitment to business integrity is as robust as our commitment to Women's Health – this means conducting our business ethically, based on our values, and in compliance with all applicable laws and regulations.

The foundation for transparency and integrity at Establishment Labs is our Code of Business Conduct and Ethics. The code is intended to guide daily behaviors; it helps employees and stakeholders resolve the most common ethical and compliance issues that they may encounter.

The Code of Business Conduct and Ethics applies to all employees, officers and directors of Establishment Labs and any other third-party stakeholder acting on behalf of Establishment Labs. Our employees, leadership team, advisory board members and board of directors are routinely trained on our Code of Conduct and Anti-Corruption Policy, and our agreements with consulting health care professionals and certain external suppliers include acknowledgments of both policies.

# **QUALITY AND REGULATORY COMPLIANCE 2021**

At Establishment Labs, quality and safety are top priorities in every decision taken at the company. This commitment is shared among all employees through our quality policy:

#### "Never compromise the quality of our products or the safety of our patients."

The Establishment Labs quality management system was established to govern the design, development, manufacturing and distribution of sterile silicone gel breast implants, silicone gel gluteal implants, single-use tissue expanders, breast sizers, Motiva<sup>®</sup> injectors, Mía<sup>®</sup> inflatable balloons and related accessories.

Establishment Labs holds different quality management system certifications including ISO 13485:2016, MDSAP, Korea GMP, Japan Foreign Manufacturer, EU MDD Full Quality Assurance, and it is in full regulatory compliance in the over 80 countries worldwide in which we sell.

In 2021, the company received seven different audits, on-site and remote, including BSI ISO13485:2016 and MDSAP Surveillance audits, INMETRO, MDR Upgrade Assessment. In 2021, we received no warnings or deficiencies related to our quality or regulatory standard.

## **MARKETING PRACTICES**

In 2021, we created a number of social media campaigns and strategies to promote a global community based on our purpose. These efforts were aligned to our main sustainability pillars, and were done in concert with International Women's Day, breast reconstruction awareness, the International Chess Federation, Elimination of Violence Against Women, Pride Month, World Environmental Day, and Ocean's Day.

#### Women's Month #MotivalWD

World Enviromental Day & Oceans Day #MotivaSustainable #EarthDay

> Pride Month **#MotivaPride**

FIDE Chess #MotivaChess

Breast Health Day #MotivaBreastHealthDay

Breast Cancer Awareness Month #MotivaPink #BreastReconAwarenessDay

Elimination of Violence Against Women #CommittedToWomensHealth

TOTAL

# Today, October 1st,

is the date we chose to highlight our purpose:

# your health and well-being



TOTAL REACH	TOTAL ENGAGEMENT
155,824	4,271
337,696	9,036
157,064	2,790
435,710	16,990
119,017	7,058
846,118	30,063
20,050	936
2,051,429	70,052



## FOWARD-LOOKING STATEMENTS

This press release contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended (the "Exchange Act"). You can find many (but not all) of these statements by looking for words, such as "approximates," "believes," "expects," "anticipates," "estimates," "intends," "plans," "intends to," "would," "will," "may," or other similar expressions in this press release. Any statements that refer to projections of our future financial or operating performance, anticipated trends in our business, our goals, strategies, focus and plans, including related product development and commercialization and regulatory approvals, and other characterizations of future events or circumstances, including statements expressing general optimism about future operating results, related to the company's performance are forward-looking statements.

We claim the protection of the safe harbor contained in the Private Securities Litigation Reform Act of 1995. We caution investors that any forward-looking statements presented in this report, or that we may make orally or in writing from time to time, are expressions of our beliefs and expectations based on currently available information at the time such statements are made. Such statements are based on assumptions, and the actual outcome will be affected by known and unknown risks, trends, uncertainties and factors that are beyond our control. Although we believe that our assumptions are reasonable, we cannot guarantee future performance, and some will inevitably prove to be incorrect.

As a result, our actual future results and the timing of events may differ from our expectations, and those differences may be material. Factors, among others, that could cause actual results and events to differ materially from those described in any forward-looking statements include risks and uncertainties relating to our ability to successfully, timely and cost-effectively develop, seek and obtain regulatory clearance for and commercialize our product offerings; the rate of adoption of our products by health care providers or other customers; the success of our marketing initiatives; the safe and effective use of our products; our ability to protect our intellectual property; our future expansion plans and capital allocation; our ability to expand upon and/or secure sources of credit or capital; our ability to develop and maintain relationships with qualified suppliers to avoid a significant interruption in our supply chains; our ability to attract and retain key personnel; our ability to scale our operations to meet market demands; the effect on our business of existing and new regulatory requirements; and other economic and competitive factors.

These and other factors that could cause or contribute to actual results differing materially from our expectations include, among others, those risks and uncertainties discussed in the company's quarterly report on Form 10-Q filed on November 9, 2021 and will be discussed in the company's annual report on Form 10-K filed on March 1, 2022, which risks and uncertainties may be updated in the future in other filings made by the company with the Securities and Exchange Commission. The risks included in those documents are not exhaustive, and additional factors could adversely affect our business and financial performance.

We operate in a very competitive and rapidly changing environment. New risk factors emerge from time to time, and it is not possible for us to predict all such risk factors, nor can we assess the impact of all such risk factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements. We are not undertaking any obligation to update any forward-looking statements. Accordingly, investors should use caution in relying on past forward-looking statements, which are based on known results and trends at the time they are made, to anticipate future results or trends.

#### **GRI CONTENT INDEX**

Statement of use	Establishment Labs has reported the information cited in this GRI content index for the period January - December 2021 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Standard(s)	GRI302- Energy 2016 GRI305- Emissions 2016 GRI403- Occupational Health and Safety 2018	

				Omission	
GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
			Energy		
	302.1 Energy consumption within the organization	47, 48, 49	302.1 c & 302.1 d	Info. unavailable / incomplete	It is not possible to have this indicator.
016	302.2 Energy consumption outside of the organization	-	302.2 a, 302.2 b & 302.2 c	Not applicable	We have no operational control over these processes.
81302 9y 2	302.3 Energy intensity	49	302.1 c & 302.1 d		
GRI302- Energy 2016	302.4 Reduction of energy consumption	48, 49	302.1 c & 302.1 d		
	302.5 Reductions in energy requirements of products and services	-	302.1 c & 302.1 d	Not applicable	Our products don't have energy requirements.
	·	E	missions		
GRI305- Emissions	305.1 Direct (Scope 1) GHG emissions	50	305.1 c	Not applicable	We don´t have bio- genic CO2 emissions.
	305.2 Energy indirect (Scope 2) GHG emissions	50	305.2 b, 305.2 c	Not applicable	Scope 2 only contem - plates Electricity
	305.3 Other indirect (Scope 3) GHG emissions	-	302.1 c & 302.1 d	Not applicable	We don´t contemplate Scope 3 in our 2017- 2020 Inventory. We will incorporate it in 2023.
	305.4 GHG emissions intensity	51			
	305.5 Reduction of GHG emissions	51			
	305.6 Emissions of ozone- depleting substances (ODS)	-	305.6 a, 305.6 b, 305.6 c, & 305.6 d	Not applicable	Not part of our Carbon Neutral Program
	305.7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	305.7 a, 305.7 b, & 305.7 c	Not applicable	Not part of our Carbon Neutral Program

403.1 Occupational health & safety management system	-
403.2 Hazard identification, risk assessment, & incident investigation	-
403.3 Occupational health services	59, 60
403.4 Worker participation, consultation, & communication on occupational health and safety	-
403.5 Worker training on occupational health and safety	-
403.6 Promotion of worker health	-
403.7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
403.8 Workers covered by an occupationa health and safety management system	al _
403.9 Work-related injuries	58
403.10 Work-related ill health	_

GRI403- Occupational Health & Safety

Occupational Health & Safety		
-	Info. unavailable / incomplete	We are currently working on the health and safety manage- ment system for headquarters and manufacturing facilities. To be completed in four years
-	Info. unavailable / incomplete	Our 2018 Risk Assessment is currently under review.
59, 60		
-	Info. unavailable / incomplete	We are currently working on the data to be reported next year.
-	Info. unavailable / incomplete	We are currently working on the data to be reported next year.
-	Info. unavailable / incomplete	We are currently working on the data to be reported next year.
-	Info. unavailable / incomplete	We are currently working on the data to be reported next year.
-	Info. unavailable / incomplete	We are currently working on the data to be reported next year.
58		
-		We didn't have work-realted ill health cases.



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