



Sustainability report 2023



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About this report

This sustainability report is delivered in accordance with the Annual Accounts Act and covers the parent company TePe Oral Hygiene Products and its subsidiaries unless otherwise noted. It covers the fiscal year 2023 and it is separate from TePe's Annual Report 2023. This sustainability report has been approved by the Board of Directors of TePe Oral Hygiene Products on 15 April 2024, and TePe's auditors confirm that it complies with the requirements set out in the Annual Accounts Act, as expressed in the Auditor's Statement.

The report is available for download at www.tepe.com

CEO message

2023 in review – a sustainable strategy

Since the start in 1965, our vision “to bring healthy smiles for life by inspiring good oral health” has been our guiding star. To this day, we keep people’s health and well-being at the very core of our business. At TePe we are dedicated to inspiring and educating people about oral health, while offering carefully developed products and solutions that enable people to maintain a healthy mouth throughout their life.

Sustainability is a fundamental aspect of our updated business strategy, paving the way towards 2030. In 2023 we updated our double materiality assessment, which, together with our business strategy, guides our focus areas moving forward. Even though 2023 was a challenging year for people and the planet, with inflation, war and climate change, we are proud to have made progress in all three pillars of our sustainability work: good product, good people and good practice.

Our commitment to transitioning from using virgin fossil materials to renewable or recycled plastic remains. We initiated a greenhouse gas mapping of our total carbon footprint as a supplement to our annual analysis of emissions from self-produced products and packaging. Additionally, we continue to use 100% renewable energy in our production facility

in Malmö, with our expanded solar plant contributing 10%. We also took additional steps to introduce more carton in our packaging across various markets.

Raising awareness of the importance of preventive care in order to maintain a healthy mouth is close to our hearts. We contribute to good oral health for people worldwide by sharing knowledge through lectures, webinars and other educational activities.

Sustainable development can only be realised through collaboration. Together with our dedicated team members, distributors, the dental community, customers and consumers across the globe, we have made great achievements during 2023.

The TePe vision and values guide us in our daily work. I’m very proud to see that, together, we continue to build TePe as a long-term sustainable business, contributing to millions of healthy smiles worldwide. Our journey continues with the same dedicated focus and vision that has always been and will always be at the core of TePe.

[Hanna Hageberg Hammar](#)
CEO

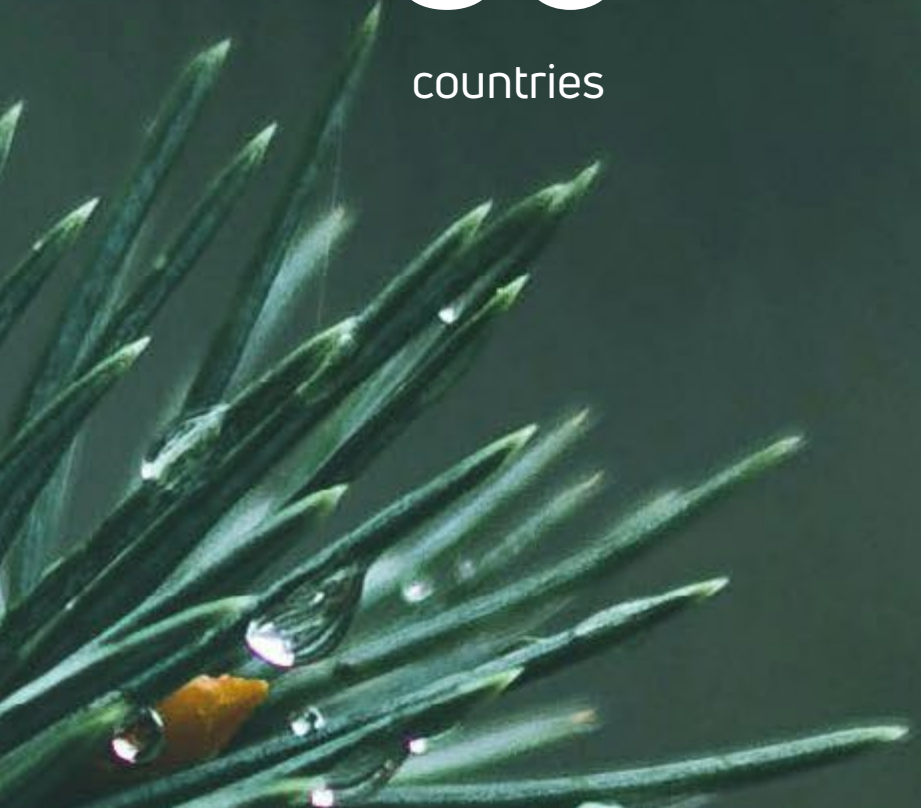


Employees
470

Subsidiaries
8

Turnover 2023
1259
MSEK

Distributed in
80
countries



Frame- work for sustainability

Our sustainability initiatives revolve around three core pillars: good product, good people and good practice. Each pillar aligns with the Environmental, Social and Governance (ESG) framework, adhering to reporting standards while reflecting our business.

This report provides insights into the initiatives and progress made within these pillars, providing a comprehensive view of our sustainability journey. It is shaped by our business strategy and our double materiality analysis.

Environmental

Good product

We concentrate on reducing our environmental impact by adopting innovative solutions, resource-efficient manufacturing practices and circular solutions.

Social

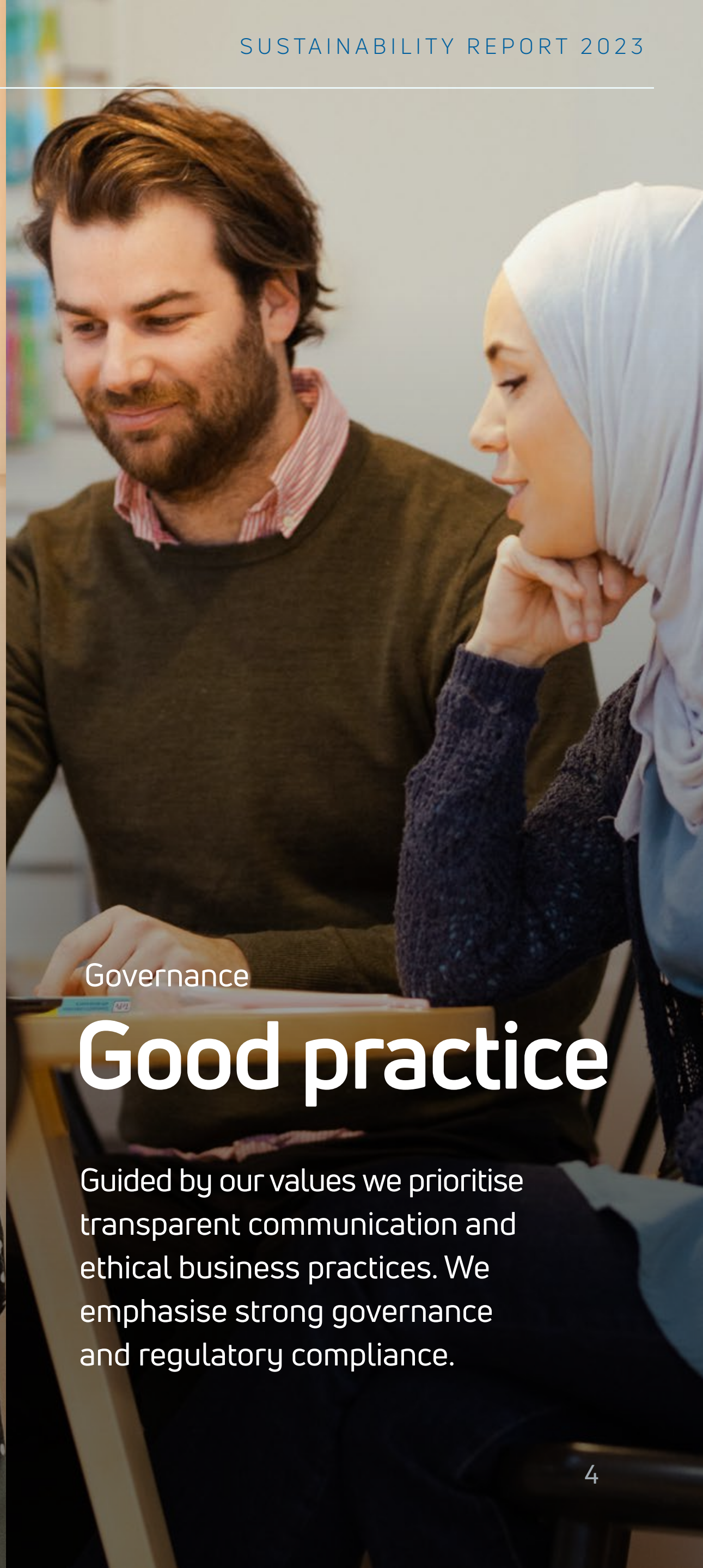
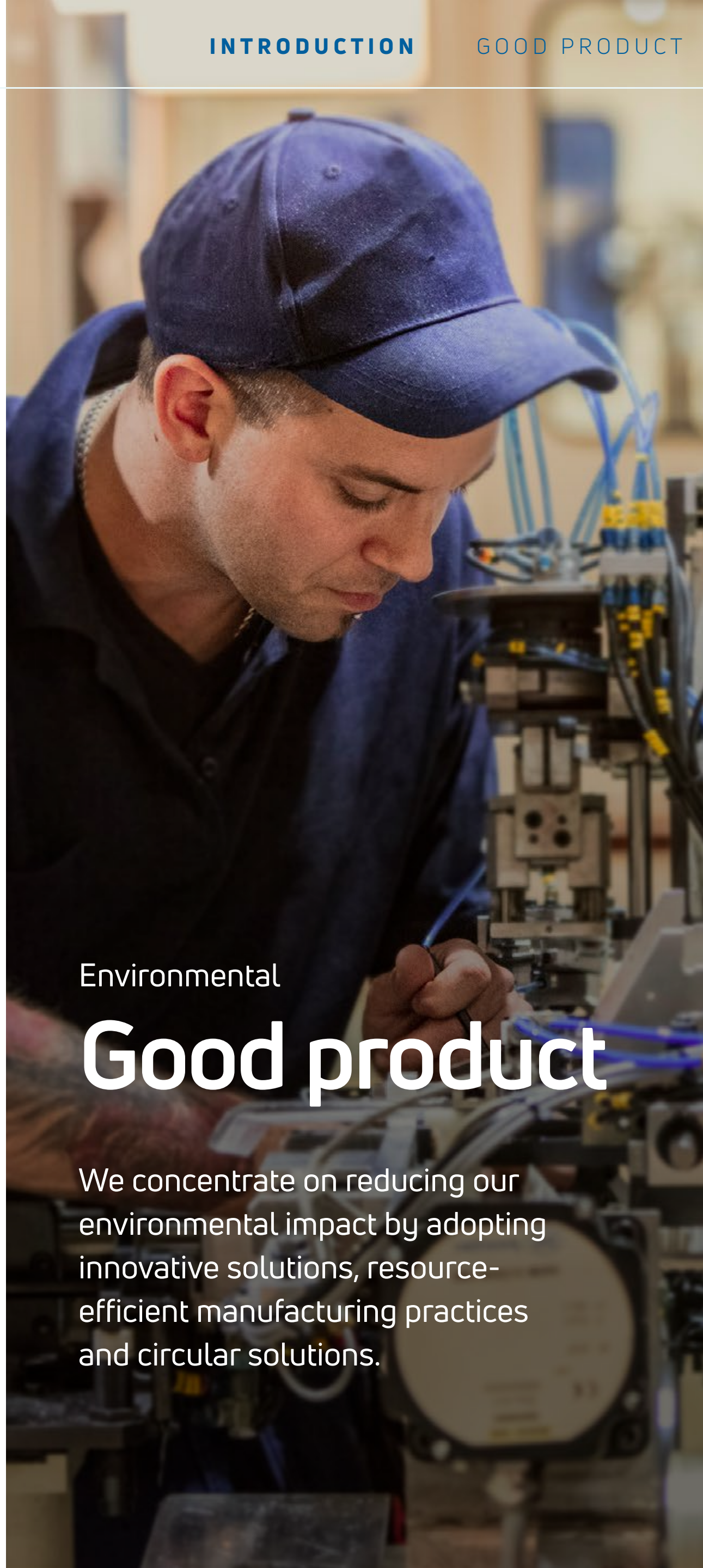
Good people

We take social responsibility by educating about prevention and oral health. The well-being and work-life balance of our employees is fundamental.

Governance

Good practice

Guided by our values we prioritise transparent communication and ethical business practices. We emphasise strong governance and regulatory compliance.



Strategic focus – alignment of all activities

In 2023, we updated our double materiality analysis to identify and prioritise key areas for our stakeholders and the organisation. The new materiality analysis largely overlaps with our previous one. Climate change, as well as resource use and circular economy, are prioritised topics, and actions we have taken to address those topics are described on page 8. As part of the materiality analysis project, we interviewed stakeholders and carried out an employee survey to understand views and expectations regarding sustainability topics. This provided us with further insights into our sustainability impact, as well as risks and opportunities throughout the value chain.

The updated materiality analysis supports the prioritisations of our business strategy, ensuring a clear structure and alignment of activities across the entire TePe Group.

Throughout TePe, we are actively pursuing goals and targets that align with our business strategy and the sustainable development goals (SDGs) in Agenda 2030. We specifically concentrate on seven SDGs.



Our values

Respect

We respect our colleagues and our customers and the work they do, their differences and their views – there is a reason why we are all here.

Dedication

We support TePe, our colleagues, customers and partners with dedication, flexibility and a willingness to give that bit extra.

Cost-effectiveness

We assess our resources short and long-term and manage the company's money and our colleagues' time with consideration.

Responsibility

We build trust and create opportunities by taking responsibility for our tasks, working environment and surroundings.

The essence of our business model

We have a business model based on professional recommendation. Products are developed, produced and sold to support oral health. We focus on education to raise awareness about prevention, interdental cleaning and the connection between oral health and general health.

A sustainable journey

1965

This is the beginning of our sustainability journey. TePe is founded with the launch of the triangular wooden dental stick, which is made of Swedish wood and developed in collaboration with the Faculty of Odontology in Malmö.

1993

Innovation for preventive care – the TePe interdental brush is launched.

2016

TePe starts using hydro power. The production site is now powered by 100% renewable energy.

2018

A solar panel park is installed – powering production and offices in Malmö and the UK. TePe launches the TePe Good toothbrush made with sugarcane.

2019

Starts to phase out virgin fossil material. Introducing a Life Cycle Assessment for purchased materials for self-produced product and packaging.

2020

TePe's cross-functional sustainability team is established. Honeybees find a new home on our roof.

2021

Linking 7 of the Global Goals to our strategy.

2022

All handles for the TePe toothbrushes and interdental brushes are from now on made with renewable or mass balanced materials.

Goal 2030

Contribute to 25 million healthy smiles.

2023

Launching a toothbrush with a wooden handle and replaceable brush head and a dental floss made with recycled water bottles.

2024

Greenhouse gas mapping of scope 1, 2 and 3.

2025

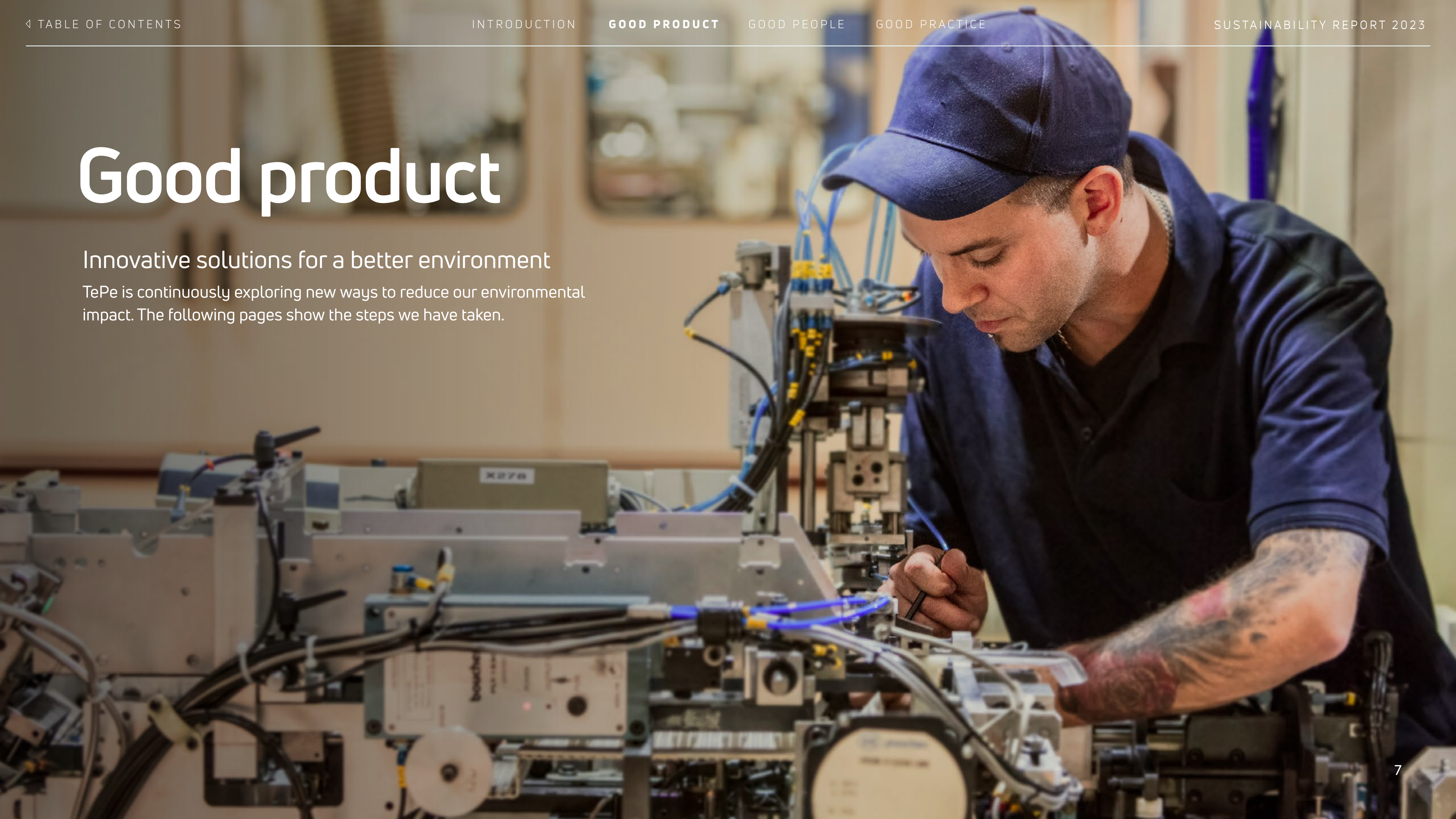
100% of the packaging should now include renewable, recycled or FSC-certified materials.



Good product

Innovative solutions for a better environment

TePe is continuously exploring new ways to reduce our environmental impact. The following pages show the steps we have taken.



Carbon footprint reduction

Guided by our business strategy, we are committed to reducing our climate impact and promoting circularity. To achieve this, we must phase out plastics derived from virgin fossil-based sources on a large scale in order to minimise our greenhouse gas emissions.

Today all TePe toothbrush and interdental brush handles are made using materials from renewable sources¹ or renewable mass balanced materials certified according to the International Sustainability and Carbon Certificate (ISCC PLUS)².

We are actively looking for more sustainable solutions and consider social, environmental and economic factors in our innovation processes. Mass balance for example, is not our end goal – we consistently monitor and assess materials available in the market. Every new product undergoes a thorough sustainability review, considering factors such as carbon footprint, functionality, cost, hygiene and availability.

TePe is collaborating with IVL Swedish Environmental Research Institute to map our total carbon footprint for all our operations (Scope 1, 2 and 3). We'll be updating our goals and actions in 2024 for the TePe Group.

Aiming for circularity – reimaging resource management

Aiming for circularity was added to our business strategy in 2023. We continued our investments in raw materials from renewable sources. Recyclability is key and we have for example replaced the raw materials of our toothpaste tube with a more recyclable friendly material. When we make products with renewable and/or second-generation materials we can reduce our greenhouse gas emissions and ensure a more circular business.

In addressing the increased demand for our products, we acknowledge the need to ramp up production and consumption of raw materials. However, we're committed to making this process as sustainable as possible.

For colleagues and curious peers, we continued to organise "TePe Trash Talks". As we clean up our local communities, we dive into discussions on circular solutions, potential partnerships for positive change and ideas for responsible waste disposal.

We also launched a new dental floss made from recycled water bottles – PFAS-free and in fresh and mild mint flavours.

Renewable energy initiatives

We are dedicated to using renewable energy and we continuously work to make our business more energy-efficient, focussing on affordable and clean energy. In 2023 our initiatives include

- Expanding our solar panel park at our headquarters – generating more solar power.
- Continuing to power our production with 100% renewable energy.
- Swapping out the old compressors with a new one that is more efficient.
- Optimisation of a new cooling machine, allowing for more effective utilisation of excess heat.

- Exchanging all compressed air hoses and connections on machines in the factory to minimise leakage losses.
- Installing electricity meters on all our production cells, so we know exactly where to focus our efforts.
- Implementing sensor-controlled LED lights to minimise unnecessary lighting.
- Setting up a charging station for electric bikes and scooters at our headquarters, for employees to charge their vehicles using 100% renewable energy.



¹ The TePe Choice™ toothbrush, made with a reusable wooden handle, and the TePe GOOD™ toothbrush handle made using materials sourced from sugar cane.

² The certificate applies to TePe's interdental brushes, toothbrushes (except for TePe Choice™ and TePe GOOD™), specialised brushes, tongue cleaners (excluding TePe GOOD™), travel cases, extra grips and caps, and ensures that certified materials that are mixed with non-certified materials can be traced throughout the entire supply chain using the mass balance approach.



Product and packaging – optimising materials and operations

TePe monitors the emissions of the purchased materials for our self-produced products and packaging by implementing a life cycle assessment (LCA) methodology per ISO 14040 and 14044. The assessment shows the most critical factors in reducing the carbon footprint, and includes materials, energy, transport and waste management. With that, plastic has its benefits and its challenges. It is outstanding in terms of application, weight, quality and hygiene. We are convinced that plastic has its place in modern society, though with a more circular approach than today.

Other critical factors identified by the life cycle assessment concern transport and end-of-life. In 2023, we continued our efforts to transition from air to sea freight. We have an ongoing project aimed at optimising shipments to and from the factory. Affecting the footprint from end-of-life

is the most challenging part, to affect since it is a matter of waste-handling at various markets. However, we are working with stakeholders to explore new and better circular solutions.

Packaging must withstand transport and storage in both stores and at home. Therefore, in development and proactive decision-making, many parameters must be evaluated – from user requirements and market demands, to aspects relating to regulations, safety and the environment. We carefully consider the material itself as well as the volume of materials required for our packaging. Our ambition is to reduce packaging wherever feasible. The aim is for 100% of the packaging for self-produced products to include renewable, recycled or FSC-certified materials in 2025. In 2023 we were at 77%. We are gradually changing our packaging to approach this goal by introducing more renewable and recycled materials and by introducing plastic-free packaging on some products and in some markets.

Manufacturing a sustainable future

In a dialogue with Ronnie Sik, TePe’s Operation Innovation Manager, we explore the benefits of having production, research and development all under one roof. TePe’s commitment to sustainable innovation within its state-of-the-art production facilities is the focal point. It highlights the balance between sustainability, innovation and economic pragmatism that characterises TePe’s manufacturing approach.

Ronnie Sik has supported our production site at TePe as the Technology Manager for over a decade. In 2023, he entered a new role at TePe as the Operation Innovation Manager. Together with a team of engineers and technicians, he supports innovation within the production, with a commitment to sustainability and resilience.

– At TePe’s production site, we emphasise renewable energy and a reuse, reduce and recycle approach. We strive to combine economic considerations with environmental sustainability,

recognising that actions benefiting the environment often also lead to positive economic impacts, says Ronnie Sik.

A crucial aspect of the goal of ensuring machine resilience involves using the same machine for different product types, adapting it to evolving demands.

At TePe’s production site we emphasise renewable energy and a reuse, reduce and recycle approach.

Many small adjustments, for a significant impact

In our ongoing efforts, we’re concentrating on digitalising our labelling process on packaging. We reduced material use and improved recyclability by switching from paper labels to engraving barcodes directly onto our packaging using a laser system.



As Ronnie puts it: – It’s about optimising every aspect of our operations. A holistic perspective is needed to understand how seemingly small changes can lead to significant environmental benefits.

State of the art production in Sweden

The strategic choice of Malmö in Sweden as the location for TePe’s production provides advantages for sustainable production practices, as highlighted by Ronnie:

– Having ownership of the operations enhances the synergy between sustainability goals and operational efficiency.



It’s about optimising every aspect of our operations.

Ronnie Sik
Operation Innovation Manager



A woman with long brown hair and glasses, wearing a grey blazer, stands at the front of a meeting room, smiling and holding a remote control. She is addressing an audience of several people whose backs are to the camera. The room has large windows in the background showing a bright, overcast sky. The overall atmosphere is professional and collaborative.

Good people

Ensuring well-being and a respectful culture

This chapter highlights TePe's commitment to social responsibility, shining a light on initiatives designed to enhance the well-being of individuals.



Our colleagues

Within TePe, the range of professions, skills, and experiences creates a dynamic atmosphere that is crucial for continuous growth. This diversity is foundational, requiring profound respect for individual roles, differences and perspectives. Our commitment is anchored in fair treatment, integrity and respect, aligning with our values, as well as local legislation on discrimination, harassment and equal opportunities. Decisions concerning recruitment, rewards and promotions are based on ability, experience, behaviour, work performance and potential, ensuring a competency-based approach. In 2023 we further made job applicants more anonymous in order to add another layer of fairness.

At our Swedish headquarters, we conduct four annual safety inspections, reviewing attendance, accidents, injuries, as well processes for preventive measures. Each subsidiary designates a safety officer, and we actively strive to harmonise work environment standards across TePe. We conduct preventative risk assessments, focussing on health and well-being, while maintaining a

sustainable work-life balance. Internally, our employee survey, Puls indicates above-average scores for engagement and well-being. We have introduced a new index-tracking work-life balance for continuous improvement.

Attendance rates in Sweden reveal a decrease in long-term sick leave and a slight increase in short-term sick leave, though kept within acceptable levels. TePe provides on-site nurse visits, health check-ups and educational sessions for a holistic well-being approach. New team members undergo introductory training on TePe’s vision, values and Code of Conduct, fostering a cohesive and informed work environment.

Well-being and ethics across the value chain

The safety and work environment of our partners and suppliers is a priority. The TePe Supplier Code of Conduct encompasses environmental protection, respect for human rights, fair employment, safe working conditions and anti-corruption measures. We conduct onsite supplier audits as

part of our ongoing dialogue. We regularly update our supplier management procedures to meet legal requirements, global standards, and customer needs, as well as our own high standards for CSR and environmental quality targets. Audits have been successfully carried out as planned.

Contributing to health

At the heart of TePe’s business strategy is a key focus on educational initiatives. Education plays a crucial role in our sustainability efforts. We underline the importance of education about preventive dentistry, as well as the importance of conscious choices. It’s about continuous learning, sharing knowledge and empowering individuals to make informed choices for a sustainable and healthy future. This holistic approach reflects TePe’s dedication, not only to environmental sustainability, but also to improving overall quality of life.



Eklund foundation and partnerships – from local to global impact

TePe places significant emphasis on community engagement, addressing positive change both locally and globally. Collaborations and partnerships are crucial for inspiring change and working towards achieving global goals.

In our dedication to improving oral health, we actively endorse the Eklund Foundation for Odontological Research and Education through our vast networks. Initiated with a €5.5 million donation by the Eklund family, TePe’s owners, the foundation recognises and stimulates

international research from all fields of dentistry supporting odontological research worldwide; among the recipients are teams in Italy, France, The Netherlands, Serbia, Spain, Sweden, the UK, and the USA. Since 2016, Eklund Foundation has annually granted up to €250,000 to support leading global research teams independently of TePe, ensuring no influence on grant selection or distribution. By endorsing Eklund Foundation we support knowledge sharing and important development within the odontological field for many years to come.





Swedish Dental Hygienists' Association (STHF)



TePe collaborates closely with the Swedish Dental Hygienists' Association (STHF) to champion optimal oral health and to advance the dental hygiene profession. TePe and STHF jointly recognise outstanding performance during dental hygiene programmes in Sweden by awarding annual prizes. Furthermore, we organise informative lectures for seniors, emphasising the critical role of oral health in overall well-being.

The Swedish Society of Periodontology and Implantology (SSPI)



The Swedish Society of Periodontology and Implantology is one of the most distinguished professional associations within the dental community. It recognises the importance of patient compliance and sees interdental cleaning as the bedrock of preventing and treating periodontal disease and maintaining good oral health. Driven by the mutual vision of good oral health, TePe and SSPI cooperate in promoting healthy practices and their role in preventing and treating periodontal and peri-implant diseases.

ISO



We are actively involved in the work of standardising oral hygiene products as representatives for Sweden in the ISO Dental Care Committee.

STEPS



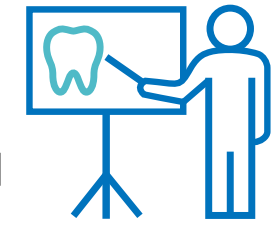
We actively contribute to the STEPS research programme, led by Lund University. This collaborative effort brings together researchers and industrial partners across the entire plastics value chain in working towards a society in which plastics are sustainably produced, used and recycled in a circular economy. TePe's commitment is evident in our active participation in the programme's second phase from 2020 to 2024. This integrated approach underscores our holistic commitment to sustainable practices and societal well-being.

Centre for Sustainable Health Care



In the UK, we have partnered with the Centre for Sustainable Healthcare as part of their NHS Forest program. This initiative focuses on planting trees across the NHS estate to enhance biodiversity and well-being.

Kenswed Dental Project



Becoming a cavity-free secondary school is one of the goals for Kenswed Dental Project in 2024. The project has a great impact on the surrounding communities from a social sustainability perspective, by focusing on prevention and sharing knowledge about the importance of oral health.

Bra Miljöval



Bra Miljöval

TePe has applied for the Swedish eco-label Bra Miljöval (Good Environmental Choice) and earned a certification for our toothpaste. We are proud to be the only toothpaste sold in Sweden with this environmental certification.

Our commitment to education, prevention and public health

In a discussion with Sanjay Haryana, dentist and part of the Clinical and education team at TePe, we dive into TePe’s educational initiatives, the commitment to promoting health and well-being, and the connection to sustainability.

TePe recognises the fundamental link between prevention, overall well-being and quality of life. According to Sanjay, TePe’s commitment to prevention has been integrated in the company since its foundation. That’s why we allocate substantial resources to oral health education efforts, often collaborating with stakeholders such as universities and dental professionals to provide guidance on topics like mechanical plaque control and best practices for oral hygiene.

The collaboration with the dental community was founded when the first wooden toothpick was developed. Our focus has been on producing user-friendly products, and with the long-term positive impact on people’s oral health in mind.

TePe recognises the fundamental link between prevention, overall well-being and quality of life.

Why work with education?

There are different levels of awareness globally. – In some parts of the world, there is high oral health awareness among dental professionals, which is reflected in a positive attitude towards preventive dentistry. In other regions with low awareness, the focus is on addressing immediate dental concerns, often emergency dental care with minimal or no preventive interventions, maintaining a vicious cycle of a drill-and-fill attitude, Sanjay points out.

As a company, we must constantly adapt to address these differences in awareness. TePe actively strives to increase awareness of the importance of preventive care.

To address awareness on a global level, TePe is deeply committed to education. We educate dental students with a focus on prevention, aiming to build their confidence, technical skills, equip them with effective tools for future patient interactions, and recognise the need for flexibility Sanjay highlights.

Over the years, scientific evidence supporting the connection between oral and general health has grown significantly.

– Part of our job is to highlight the link between oral and general health and sharing research that confirms that preventive measures can play a part in maintaining health, Sanjay explains.





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Part of our job is highlighting the link between oral and general health.

Sanjay Haryana
 Dentist and odontology education specialist

Why work with prevention?

– TePe’s commitment to preventive dental care is rooted in its Swedish origin, Sanjay says. Our efforts to promote prevention have been significantly shaped by the Swedish attitude towards prevention and public health.

Sweden led the way in preventive dental care with initiatives like the Public Dental Service (Folktandvården), established in 1938 as part of the national public health strategy. Early adoption of dental insurance, along with initiatives like “Saturday sweets” and the fluoride rinse in schools, further demonstrate Sweden’s dedication to public health.

Working with dental prevention is essential for maintaining oral health, preventing oral diseases, and improving overall well-being. By promoting preventive measures, we can reduce the need for costly and invasive treatments, enhance quality of life and contribute to positive health outcomes.

– Without prevention, people may face issues like tooth loss, difficulty speaking, chewing, and even smiling, Sanjay says.

Caring for smiles, protecting the planet

– There exists a distinct correlation between education, prevention, and sustainability, Sanjay says.

Sustainability in dentistry serves two primary objectives: enhancing quality of life and minimising emissions from dental treatment. TePe played a important role in shaping a global consensus on sustainable oral healthcare together with leading companies across the oral healthcare sector*. The conclusion of the consensus was that preventive dentistry and high-quality dental care are essential for minimising the environmental footprint of the dental industry. It has been shown that prevention reduces dental treatments, thereby affecting energy consumption, material usage, waste and transportation to and from the dental clinic.

* Consensus on Environmentally Sustainable Oral Healthcare: A Joint Stakeholder Statement (fdiworlddental.org)

The positive impact of prevention

1. Education about prevention

TePe raises awareness about the positive impact of prevention with the aim to...

- Reduce development of oral diseases
- Reduce reoccurrence of oral diseases
- Improve or maintain level of oral diseases

2. Increased knowledge improves health

Preventive care leads to healthier mouths which supports general health through...

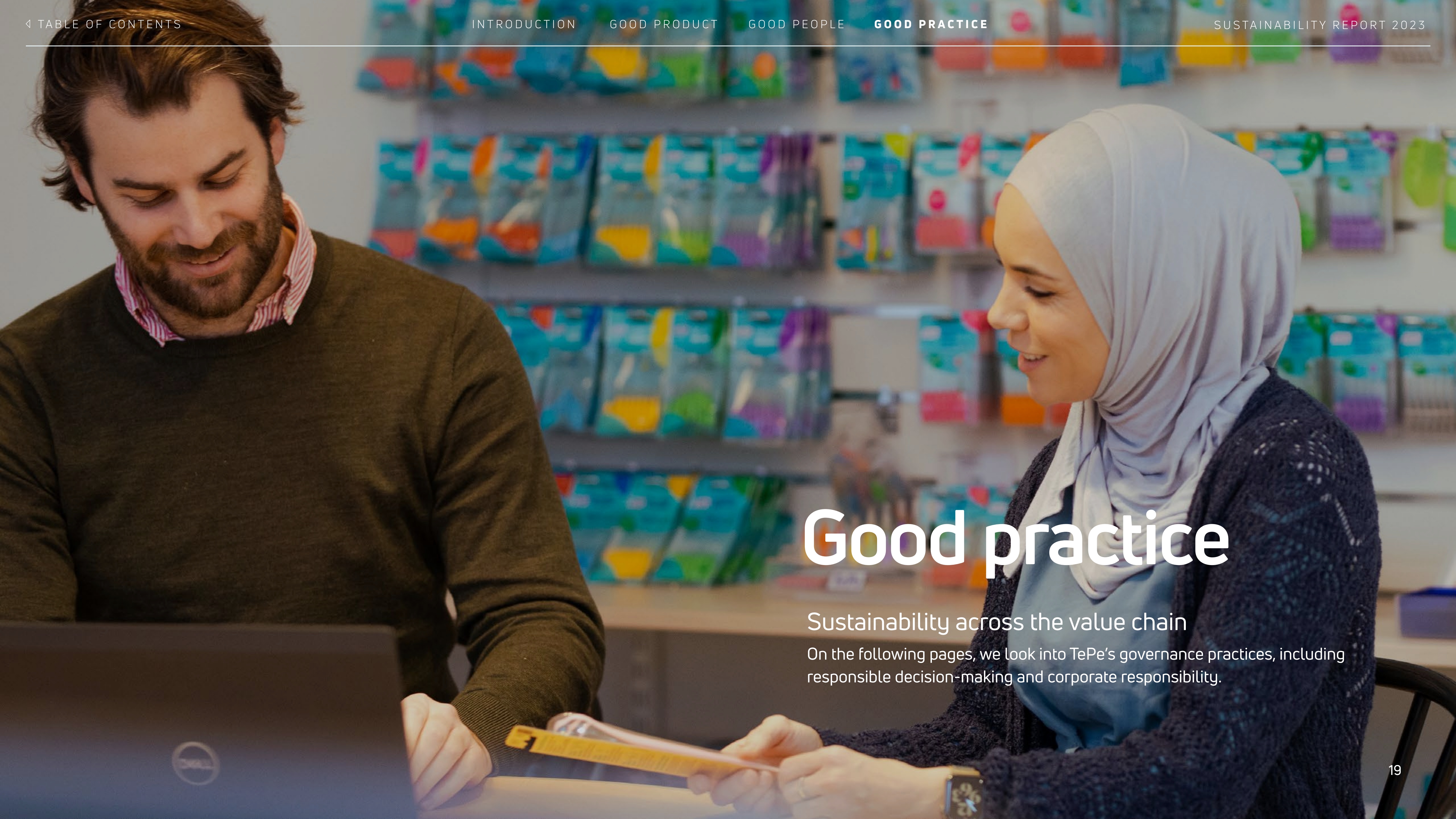
- Functional well-being
- Psychological- and social well-being
- The absence of discomfort or pain

3. Improved health is good for the planet

Good oral health and general health has a positive impact on the environment since it can lead to...

- Fewer resources used
- Less waste generated
- Reduced emissions





Good practice

Sustainability across the value chain

On the following pages, we look into TePe's governance practices, including responsible decision-making and corporate responsibility.



Risks and opportunities

According to the Swedish Companies Act, the Board of Directors is responsible for the company’s management and organisation, and also for assessing the company’s financial position. TePe’s Group Management Team is ultimately responsible for ensuring effective risk management, strategic work and continuous improvements. They regularly conduct high-level assessment of sustainability issues, opportunities and risks as well as mitigation strategies as part of the Management Review.

The TePe Risk Management Policy and Standard Operating Procedure for Risk Management encompass risk considerations throughout the TePe value chain, addressing aspects such as material selection, manufacturing methods, employee behaviour and supplier conduct. The policy also encompasses business continuity and potential environmental risks at the organisational level.

We use data from [Our World in Data](#) to guide our yearly supplier review. This includes a risk assessment to prevent corruption and violation of human rights and employment rights, which might otherwise result in suffering by the individ-

ual and fines for the company. Should the review show a risk of breach of these rights or a breach of TePe’s Code of Conduct, we will discuss the matter with the supplier. If a breach is confirmed and not addressed, the supplier will be disqualified.

Environmental risks, including carbon emissions and pollution within our value chain, are addressed through a comprehensive risk analysis covering environmental impact, industry environment and compliance with applicable regulations. Mitigating the risks associated with the scarcity of sustainable raw materials involves ongoing dialogues with our suppliers. TePe holds a global sustainability certification that ensures high standards regarding the mass balance approach, namely the global sustainability certification, ISCC PLUS.

Safety during production includes the risk of injury causing permanent injury, trauma, impaired work ability and costs for rehabilitation, damages and fines for non-compliance. Risks are eliminated or mitigated as far as possible in accordance with local laws and regulations.

Similarly, risks related to product safety and the quality of our products with the potential to cause

physical harm and impact our reputation, are managed through quality control and preventive risk management. These measures follow the guidelines and principles outlined in ISO 14971 (medical devices). Meticulous quality controls are conducted throughout the manufacturing process, and complaints are handled and reported according to a clear complaint management process.

In 2023, TePe maintained a low complaint frequency of 1.42 ppm, which was in line with our accepted levels.

Active efforts are aimed at leadership development and team member growth, forming integral parts of our talent retention and attraction initiatives.

Our proactive approach to IT security in 2023 included advanced technologies and a nano-learning program for all employees. This program enhances security awareness and integrates security practices into daily activities. Our commitment to continuous education, regular audits, and system updates demonstrates our dedication to safeguarding our digital infrastructure and reducing cyber risks.

Practicing outstanding business ethics

With regard to our internal organisation, as well as all markets where we conduct our business, our risk assessment is based on the corruption perception index data from Transparency International. In the year 2023, no fines or other sanctions were imposed due to non-compliance with regulations related to anti-corruption. We are committed to continually enhancing awareness of corruption risks in relevant areas and functions.

Our whistle-blowing procedure and channel are accessible to everyone internally and externally through our TePe intranet and homepage. This process is administered by independent consultants, specifically, Whitepaper Advisors Sweden AB. The corresponding routines describe the reporting flow, response time and internal positions specifically appointed to handle incoming whistle-blower reports through a committee.

We expect our suppliers to follow the laws and regulations relating to human rights and anti-corruption, and they are additionally required to follow TePe’s Code of Conduct.

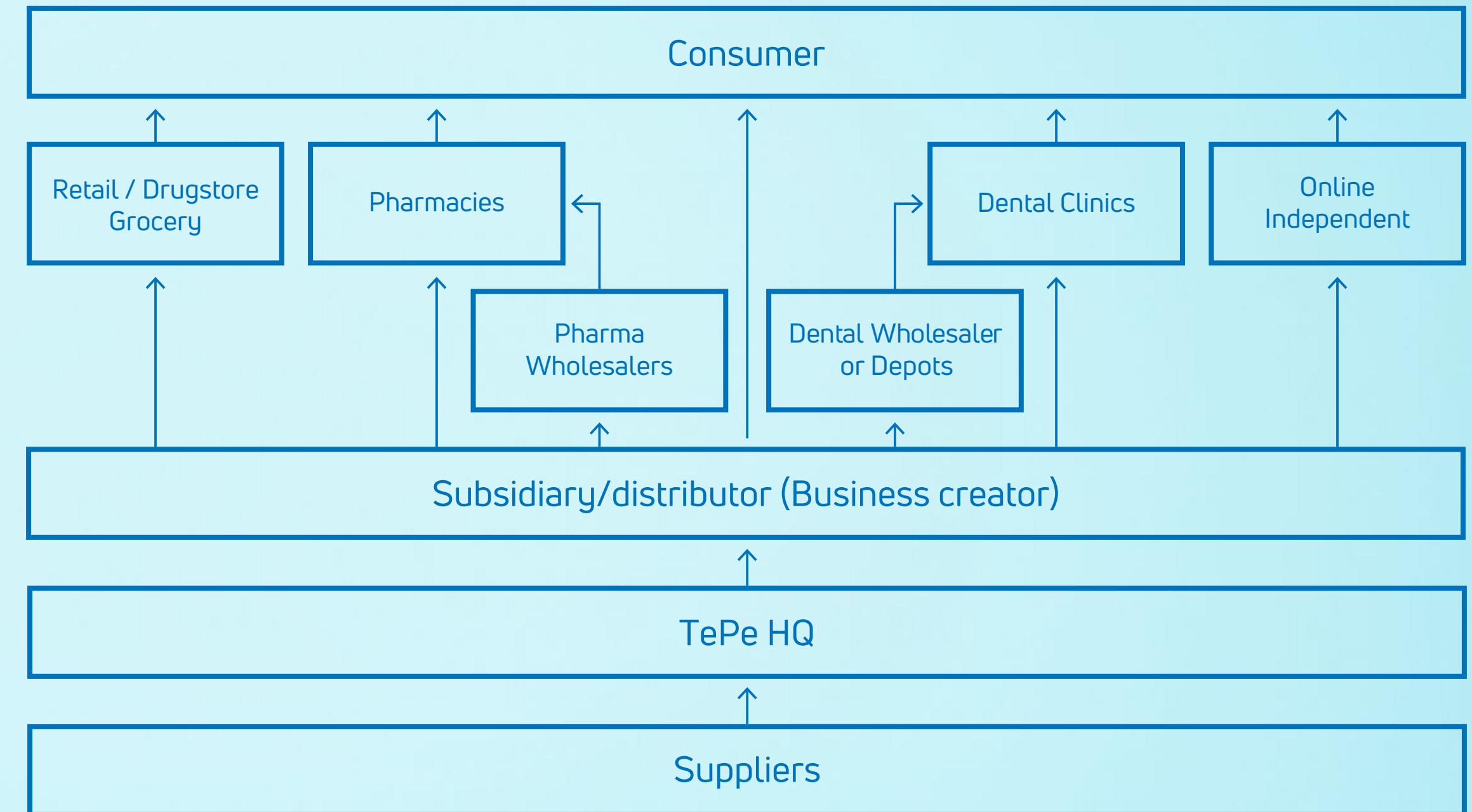
In 2021, TePe initiated a plan to ensure that more than 98% of all direct customers from new contract-based cooperations with will have signed the TePe or equivalent Code of Conduct by the end of 2025.

Aligning policies with national and international standards

Our policies support our sustainability work and guarantee high-quality production and safe working conditions across the supply chain. We ensure customer satisfaction and improvement through systematic environmental and quality efforts according to ISO 14001 and ISO 9001. Our Quality policy prescribes the way we work to meet the expectations of our customers and stakeholders, including continuous improvements with the aim of being a leader in our field. Our Environmental policy refers to our goal of including environmental matters in all aspects of our production.

TePe’s Sustainability Policy covers the entire TePe Group and includes guidelines on business ethics, conflict of interest, confidentiality, gifts/ bribes/corruption, representation, responsibility and whistleblowing, production, supply, transport and energy and code of conduct. TePe’s Code of Conduct is founded on TePe being run according to good business ethics based on transparency, responsibility and dedication, and according to UN Global Compact principles. In addition, our daily work is guided by local policies regulating the work environment, visitors, crisis and communication.

Our value chain



Integrating sustainability in everything we do

In a conversation with Julia Lönnegren, we gain insights into the company’s commitment to positive sustainable development and how the sustainability team supports and monitors progress.

Cross-functional sustainability team

The sustainability journey at TePe is supported by a cross-functional sustainability team that represents key areas across the TePe organisation. Functioning as ambassadors for sustainability, the team is guided by the business strategy. Their mission is about creating awareness, supporting changes, setting goals and monitoring progress on sustainability matters across the TePe Group. Regular monthly meetings ensure ongoing progress, and insights are presented during the quarterly Management Review with the Group Management Team.

“We take a holistic and long-term approach to sustainability, ensuring it continues to be a natural part of our DNA.”

Well-being of a global workforce

The health and well-being for our diverse and expansive global workforce requires a respect for individual roles, differences, and perspectives. With a workforce exceeding 400 individuals dispersed across 8 subsidiary markets, TePe places a strong focus on employee happiness and engagement, consistently achieving good scores.

Sustainable industry transformation

In line with the United Nations’ Sustainable Development Goals, TePe’s sustainability initiatives stress the importance of global collaborations and



partnerships as important drivers for a more sustainable industry.

– In order to achieve meaningful sustainability goals, partnerships are essential. We actively collaborate with suppliers, universities and distributors to create a ripple effect for positive change. Our sustainability journey is about innovative solutions for reduced environmental impact and creating a lasting positive impact on oral health and well-being globally, Julia says, highlighting the collaborative spirit.



// **We actively collaborate with suppliers, universities and distributors to create a ripple effect for positive change.**

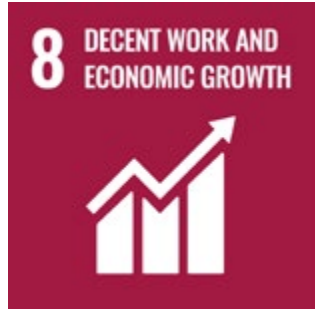
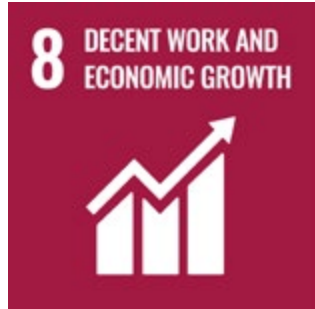




Julia Lönnegren
Sustainability Manager






A photograph of a woman and a young girl brushing their teeth in a bathroom. The woman is on the right, wearing a white bathrobe, and the girl is on the left, wearing a pink bathrobe. They are both smiling and looking at their reflections in a large mirror. The bathroom has white tiled walls and a modern faucet. There are various toiletries on the counter, including a toothbrush holder with colorful toothbrushes, a soap dispenser, and a shaving brush. A potted plant is visible in the bottom left corner.

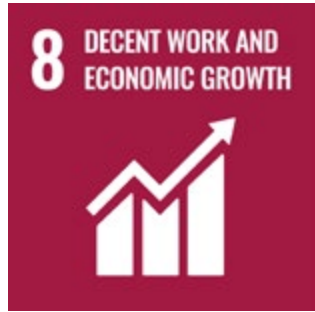
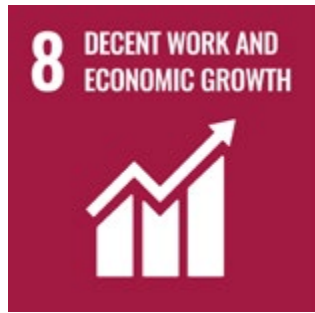



Performance









Sustainability goals and key performance indicators







This chapter highlights goals and KPIs within all three pillars of our sustainability framework: good product, good people and good practice.

Focus area	Goal	KPIs	2021	2022	2023	Policies	SDG
A fair, safe and equal workplace at TePe							
Diversity and gender equality	Maintain levels of gender representation throughout the organisation	TePe Group, % women/ men at managerial level	52% women 48% men	44% women 56% men	49% women 51% men	<ul style="list-style-type: none"> • TePe Code of Conduct • Sustainability policy • Competency-based recruitment process • Internal recruitment process 	
		TePe Group, % women/ men in total	51% women 49% men	51% women 49% men	47% women 53% men		
Inclusive and safe workplace at TePe	A safe workplace, physically as well as mentally	Reported harassment in Puls	6 (average)	10 (average)	9 (average)	<ul style="list-style-type: none"> • Work environment policy • Sustainability policy • Competency values • Employee guidelines 	
Occupational health and safety							
Attendance	Maintain high level of attendance	Short- and long-term sick leave	4.3%	4.17%	4.49%	<ul style="list-style-type: none"> • Work environment policy 	 
		Short-term sick leave	1.5%	2.77%	3.2%		
Accidents	Zero work or environment-related accidents	Environment (chemical) related-accidents	0	0	0	<ul style="list-style-type: none"> • Work environment policy • Policy for occupational health and safety 	 
		Work-related accidents	12 minor incidents, 3 injuries, none of them serious	20 minor incidents, 4 injuries, none of them serious	12 minor incidents, 3 injuries, none of them serious		

Focus area	Goal	KPIs	2021	2022	2023	Policies	SDG
Communication and engagement							
Internal communication and engagement of employees	Reinforce education and information about sustainability matters	% of new permanent employees taking part in introductory training	100 %	81 %	86 %	<ul style="list-style-type: none"> • Work environment policy • Sustainability policy • Company values 	   
		% response rate Puls survey	83 % on average	81 % on average	85 %		
	Collaboration with dental profession, educational institutions and other relevant partners	E.g. FDI Sustainability in Dentistry, UNOPS S3i events	E.g. FDI Sustainability in Dentistry, STEPS, Somerset Wildlife Trust	STEPS, Kenswed, SSPI, STHF, Forum Rezyklart, Centre for Sustainable Health Care	<ul style="list-style-type: none"> • Charity and sponsorship policy 		
	Endorse and promote Eklund Foundation	Number of yearly applications and countries represented	54 applications, 17 countries	43 applications, 18 countries	43 applications, 19 countries	<ul style="list-style-type: none"> • Charity and sponsorship policy 	
A fair, safe and equal workplace in the supply chain							
Risk assessment	Minimise the risk of violations of laws and standards regarding human rights, labour, the environment and anti-corruption	Risk assessment of suppliers according to Supplier Base Management Process	38 %	97 %	97 %	<ul style="list-style-type: none"> • Supplier Classification and Risk Assessment procedure (implemented 2020) • TePe General Purchase Agreement • Supplier Self-Assessment • TePe Code of Conduct • Risk management policy 	

Focus area	Goal	KPIs	2021	2022	2023	Policies	SDG
A fair, safe and equal workplace in the supply chain (cont.)							
Code of Conduct	Promote human rights, fair labour practices, environmental and anti-corruption policies throughout the supply chain	% of suppliers signed TePe or equivalent Code of Conduct	81%	85%	86%	• TePe Code of Conduct	
Supplier development	Develop suppliers so that they reach TePe's high standards for quality and sustainability	Identified suppliers audited at least every three year	Altered classification of suppliers 2021, audits performed accordingly	Altered classification of suppliers 2021, audits performed accordingly	Altered classification of suppliers 2021, audits performed accordingly	• Supplier Score Card	
Anti-corruption and transparency at TePe and our suppliers	Develop our efforts to prevent and mitigate corruption risks		Preparations for external whistleblowing system	New whistleblowing policy introduced	Whistleblowing policy is continuously introduced for all new suppliers	• Risk management policy • Sustainability and whistleblowing policy • TePe Code of Conduct • TePe Supplier Code of Conduct	
Conscious choice	Educate and engage consumers and customers in making conscious and informed choices		Sustainability knowledge platform implemented and further developed	Further implementation of sustainability and conscious choice throughout our educational efforts	Further implementation of sustainability and conscious choice throughout our educational efforts	• Quality management according to ISO 9001 and environmental management according to 14001	 

Focus area	Goal	KPIs	2021	2022	2023	Policies	SDG
Product							
Product materials	Reduce environmental impact	Reduce CO ₂ footprint from product materials	LCA conducted. Introduction of mass balance approach	LCA conducted for self-produced products and packaging. Continued introduction of the mass balance approach	Ongoing LCA update to be aligned with the calculations of the GHG-mapping, including updated goals	<ul style="list-style-type: none"> Environmental policy according to ISO 14001 LCA: 14040:2006, 14044:2006, 14067 ISCC Certificate for mass balance 	   
Packaging							
Packaging materials	100% of the packaging should include renewable, recycled or FSC certified materials in 2025	% of packaging that include recycled, renewable or FSC certified materials relative to total materials used (weight) – packaging for self-produced products	71%	74.4%	77%	<ul style="list-style-type: none"> Environmental policy according to ISO 14001 	   

Focus area	Goal	KPIs	2021	2022	2023	Policies	SDG
Resource efficiency							
Waste	Reduce unsorted waste at site Malmö	% unsorted waste relative to total waste	52 %	56 %	26 %	• Environmental policy according to ISO 14001	 
		% waste of plastic materials in production	5.2 %	7.7 %	17 % (due to testing of new more sustainable materials that didn't meet our quality standards)		
Energy	Year-on-year decrease in energy consumption per manufactured product by 2.5% while staying on 100% renewable energy.	Variation in energy consumption per manufactured product	12 % (due to growth/larger production facility)	6 %	2.3 %	• Environmental policy according to ISO 14001	  



Sustainability report 2023

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