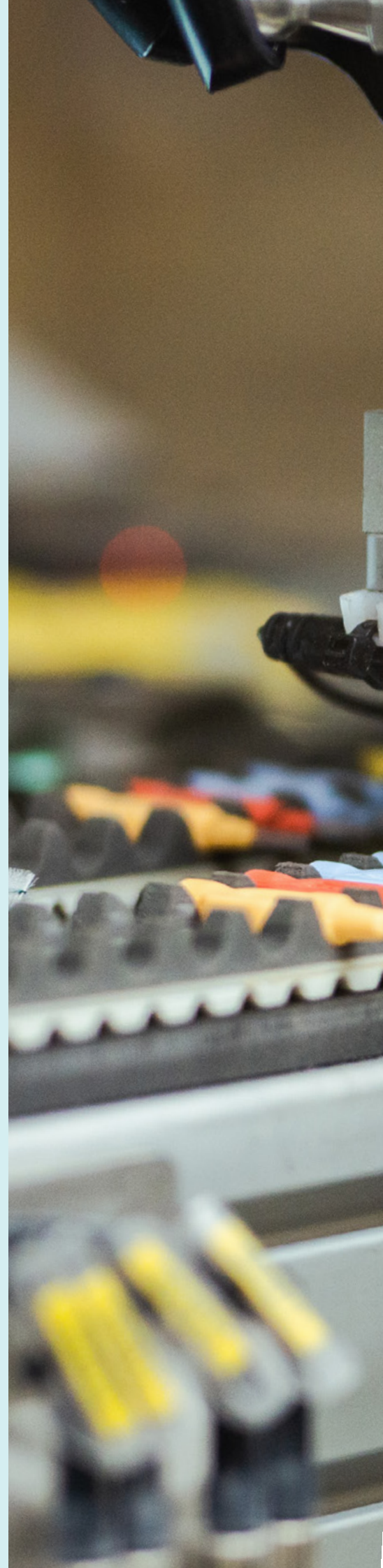


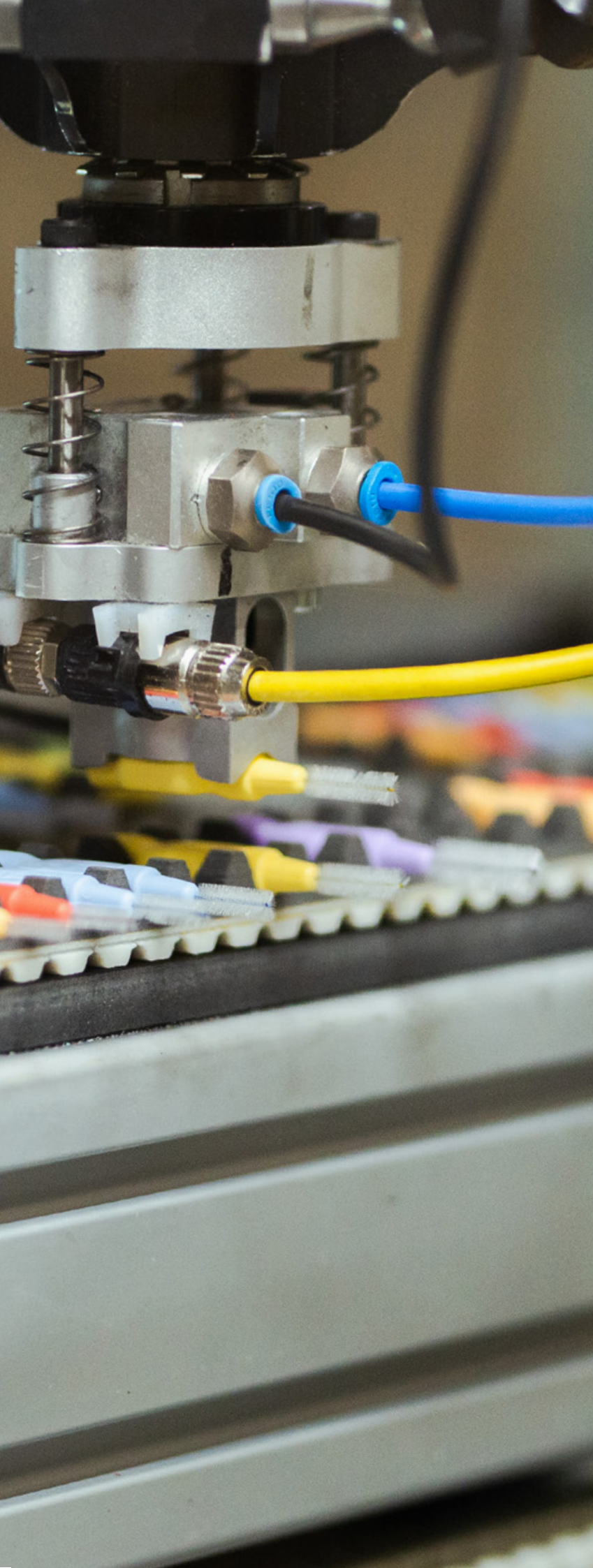
Sustainability Report 2022



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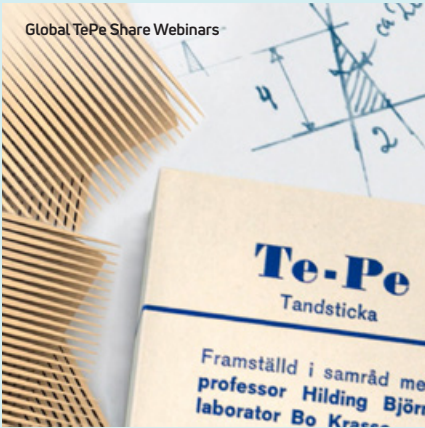


About this report

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 2022 and it is separate from TePe's Annual Report 2022. This sustainability report has been approved by the Board of Directors of TePe Oral Hygiene Products on 26 May 2023 and TePe's auditors confirm that it complies with the requirements in the Annual Accounts Act, as expressed in the Auditor's Statement.

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

Highlights 2022



Global TePe Share Webinars

As part of our knowledge-sharing initiatives, we host globally shared webinars. One of our webinars focused on how "A product is born". During the webinar we shared our approach regarding sustainable product development processes at TePe.



FDI World Dental Federation Sustainability in Dentistry initiative

FDI World Dental Federation's Sustainability in Dentistry initiative unites dental industry partners. In 2022 TePe, as one of the founding partners, helped to launch a "Consensus on Environmentally Sustainable Oral Healthcare: A Joint Stakeholder Statement."



Going global with our "TePe Trash Talks"

For colleagues and curious peers, we continued to organise "TePe Trash Talks" and expanded the initiative to Germany. While picking up trash around our local communities we also discuss topics around circular solutions, partnerships for change and ideas around responsible waste disposal.



The Kenswed project continues

Our subsidiary, TePe Nordic has executed a project together with the non-profit organisation Zelmertow & Bjorkman Foundation (ZBF) to promote good oral health for people in Kenya which has led to the inauguration of a dental clinic, the Kenswed Dental Clinic outside Nairobi.



Forum Rezyklat

Together with stakeholders from several sectors, TePe D-A-CH is part of initiatives in Germany to inspire and find solutions toward a circular economy.



Global Pink Ribbon initiatives – to raise breast cancer awareness

TePe's Pink Ribbon initiatives, including the markets of Czech Republic, Italy, Portugal, Serbia, Taiwan, Sweden, Finland, Greece and France, contributed to over €110,000 for cancer research globally.



Supporting initiatives to protect and preserve Somerset wildlife

Our TePe UK subsidiary continues to support initiatives protecting and preserving Somerset's wildlife through its membership of the Somerset Wildlife Trust – a local division of the UK's largest conservation charity. The Trust works to protect wildlife, transform landscapes and put nature back into people's lives.



Product of the year in Italy

TePe Interdental Brushes and toothbrushes have received the prestigious Product of the Year 2022 in the oral care accessories category in Italy. The award arises from market research conducted by IRI regarding 12,000 consumers and is based on criteria of innovation and satisfaction with a particular mention for the sustainability developments.



10th anniversary of the Midnight run

Midnight run in the city of Malmö. In September 2022, team members from the TePe Group across the globe participated in both a physical and a digital edition of the 10th anniversary of the race. To celebrate the anniversary of this wonderful health initiative, TePe sponsored all attendees of "Midnattsloppet" in Malmö with tailored toothbrushes.



**TePe Choice™ toothbrush –
because everyday choices matter**

As part of our efforts for continuous sustainable development, we are proud to launch our new toothbrush, TePe Choice, with a reusable wooden handle and replaceable brush head.



TePe Group Management Team: Sustainability is our priority

Sustainability and health for people and the planet, now and for future generations, are more relevant than ever. At TePe, we embrace sustainability as a continuous journey. Guided by our vision, we take a holistic approach and integrate sustainability in everything we do. Improving global health and driving sustainable development can only be realised through solidarity, collective action and collaboration within our value chain. We firmly believe in partnerships and cross-sector collaborations and together we can create ripple effects toward sustainable change.

Through educational activities with subsidiaries, partners, academia and professionals, we work passionately to raise awareness about health, prevention and conscious choices.

TePe's global sustainability group continues to ensure a focus on all three pillars of sustainability; environmental, economic and social. Together with a newly appointed Sustainability Manager they will reinforce cross-functional collaboration throughout TePe.

Innovation with people's health and sustainability in mind is a priority. 2022 marks the year we converted our full interdental- and toothbrush range into more sustainable offerings, enabling healthy choices with less environmental impact. At the headquarter production site in Sweden we have further expanded our solar power plant.

Moreover, we have incorporated toothpaste and products for dry and sensitive mouth into our assortment. By expanding our

offerings, we can contribute to even healthier smiles for life worldwide. Together we achieve more. TePe and our extended global community will continue working for positive development and increased quality of life.

The TePe Group Management Team

To bring healthy smiles for life

Building on our vision to bring healthy smiles for life by inspiring good oral health, we want to support people in their everyday lives. Everything we offer is designed to help prevent disease and maintain healthy mouths, essential for speech, smile and self-expression, in addition to overall health and well-being.

Ever since the Eklund family founded TePe in 1965, we have maintained a close partnership with specialists and scholars, ensuring that quality, innovation and clinical expertise are always part of the development process. That is why dental and healthcare professionals collaborate with TePe and recommend us to their patients. Our products and services are marketed by our subsidiaries and distributors – or business creators as we call part of our extended TePe family internally – worldwide and offered through dental clinics, pharmacies, e-commerce and retail.



Headquarters and production in Malmö, Sweden



80
Distributed in 80 countries worldwide

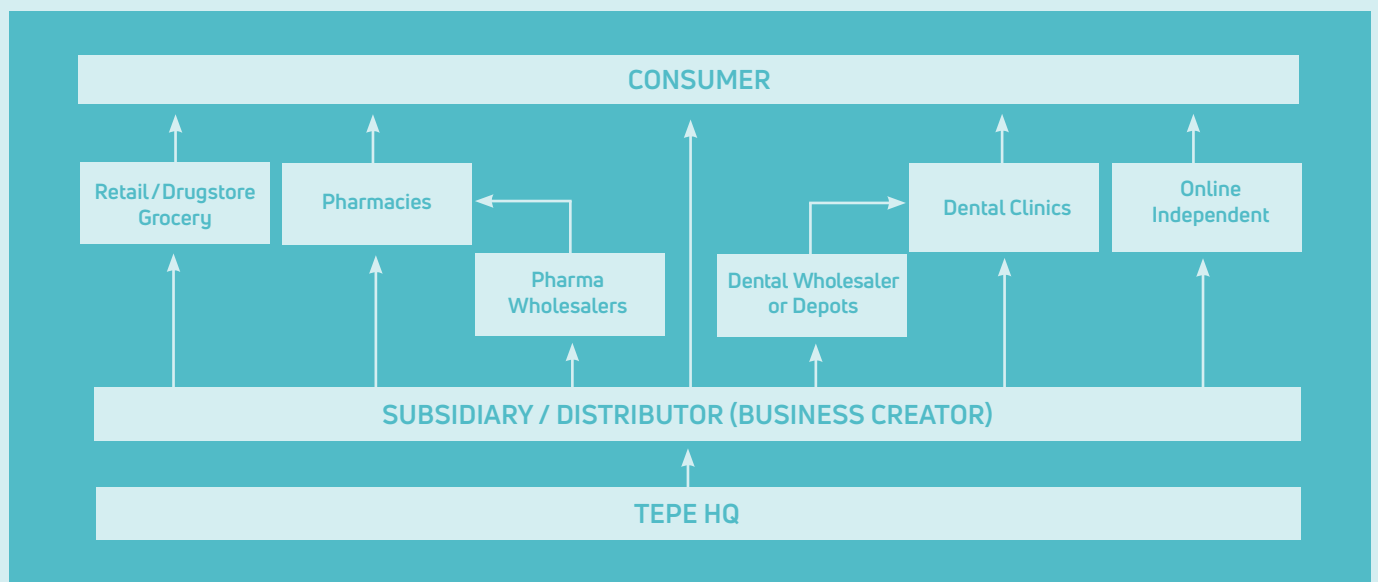
1084 MSEK
Turnover 2022



460
employees



8
subsidiaries covering 18 countries



Our values serve as a compass for our day-to-day work and form the foundation for our strategic development towards long-term sustainable growth.

RESPECT	DEDICATION	COST-EFFECTIVENESS	RESPONSIBILITY
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.	We support TePe, our colleagues, customers and partners with dedication, flexibility and willingness to give that bit extra.	We assess our resources in the short and long term and manage the company's money and our colleagues' time with consideration.	We build trust and create opportunities by taking responsibility for our tasks, work environment and surroundings.



Sustainability at TePe

Our business strategy focuses on integrating sustainability in all we do. Building a long-term sustainable business is one of four strategic pillars on our journey toward taking social responsibility through outstanding business ethics and the promotion of health and well-being. Growing with financial stability is important to ensure long term successful impact of our work towards our vision while enabling further investments in circular innovations and new sustainable solutions.

Our sustainability framework is outlined through three main areas – good people, good practice and good product. Efforts and improvements within these areas are based on continuous stakeholder dialogue and a thorough materiality analysis (see page 9). Across TePe, we are working towards goals and targets, guided by Agenda 2030 and the United Nations'17 Sustainable Development Goals, specifically focusing on seven selected goals (see page 10 and 11).

GOOD PEOPLE	GOOD PRACTICE	GOOD PRODUCT
MATERIAL ISSUES	MATERIAL ISSUES	MATERIAL ISSUES
<ul style="list-style-type: none"> • Inclusive and safe workplace • Diversity and gender equality • Internal communication and engagement 	<ul style="list-style-type: none"> • Anti-corruption and transparency • A conscious choice • Education for good health and well-being 	<ul style="list-style-type: none"> • Carbon footprint • Product and packaging end of life • Sustainable innovation • Optimised packaging • Resource efficiency
HOW WE ADDRESS THEM	HOW WE ADDRESS THEM	HOW WE ADDRESS THEM
<ul style="list-style-type: none"> • Internal education and communication • Clear targets for sustainable development • Cross-organisational collaboration 	<ul style="list-style-type: none"> • Law and regulation compliance and reporting • Safeguarding whistleblowers • Supplier dialogue and audits • Risk management • Knowledge-sharing and dialogue • Understanding and acting on customer and consumer needs • Educational efforts through TePe Share 	<ul style="list-style-type: none"> • Research and development • Investing in renewable materials and sustainable production processes • Networking and collaboration • Calculating carbon emissions • Continuous improvements
STAKEHOLDERS	STAKEHOLDERS	STAKEHOLDERS
<ul style="list-style-type: none"> • TePe Group team members • Suppliers and partners • Sustainability group 	<ul style="list-style-type: none"> • Local and global authorities • TePe Group team members • Customers and partners • Dental and healthcare professionals • Consumers 	<ul style="list-style-type: none"> • Society as a whole • TePe Group team members • Partners, customers and consumers



TePe and the Sustainable Development Goals

The UN Sustainable Development Goals provide the global community with a roadmap on how to achieve long-term sustainable development from an economic, social and environmental perspective. Based on our materiality analysis and continuous stakeholder dialogue, we have analysed the global goals from two standpoints: How relevant they are for TePe's business and our potential to impact their achievement. It has resulted in the choice of seven prioritised SDGs.



Goal	Targets	Our contribution	Pages in the report
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Ensure healthy lives and promote well-being for all at all ages</p>	<p>3.4: By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p>	<p>As scientific support for a connection between oral and general health grows stronger, TePe's vision of healthy smiles for life is more relevant than ever. Within the framework of TePe Share, we aim to educate and inspire, working across the globe to raise awareness of healthy habits and the importance of good oral health.</p>	12-18, 24-25
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>7.2: By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3: By 2030, double the global rate of improvement in energy efficiency</p>	<p>TePe uses renewable energy throughout production and has invested in its own solar power facilities in Malmö and Wells.</p> <p>We put a special emphasis on increasing our energy efficiency to minimise our carbon footprint.</p>	13, 19-22, 27
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p> <p>8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead</p> <p>8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment</p>	<p>Our long-term sustainability commitments are based on financial growth, research, innovation, and partnerships, which foster further business opportunities.</p> <p>We focus on resource efficiency by constantly investigating and implementing renewable or recycled materials in our products and packaging.</p> <p>TePe aims for diversity and gender equality at all levels, striving for a safe and inclusive workplace at TePe and our partners.</p> <p>A safe and secure work environment is of utmost importance for TePe. Our suppliers are required to sign TePe's Code of conduct, which follows the ten principles of the UN Global Compact.</p>	12-15, 19-22, 24-27

Goal	Targets	Our contribution	Pages in the report
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p>9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending</p>	<p>We continuously improve our own efficient use of resource. Reducing our footprint and shifting to sustainable materials and technology is integrated in our innovation process.</p> <p>We work closely with academia, for example by supporting theses and case studies within economic, social, and environmental sustainability, and by joining networks and collaborations for sustainable innovation. We also promote the Eklund Foundation which supports research in dentistry.</p>	13, 16-17, 19-21, 25-27
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.2: By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.8: By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	<p>We aim to reduce our resource intensity, while minimising potential degradation and pollution of natural resources throughout the life cycle of our products.</p> <p>We focus on responsible waste management throughout production. Our packaging is recyclable and we strive to reduce the use of virgin materials by increasing the amount of renewable and recycled materials in products and packaging. We also reuse and recycle office furnishing and IT-equipment.</p> <p>Through our annual Sustainability Report, we contribute to transparency regarding our continuous efforts and development relating to the environment, social issues and governance.</p> <p>We constantly make efforts to educate our team members, customers and consumers on sustainable consumption and lifestyle options to facilitate conscious everyday choices.</p>	16, 18-22, 25-26
 <p>13 CLIMATE ACTION</p>	<p>13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>We aim to combat climate change by using renewable energy in our production, shifting to renewable or recycled raw materials where possible and striving to reduce the potentially adverse environmental effects of our products, services and transport.</p> <p>We aim to contribute to sustainable development and awareness by communicating today's challenges and possibilities and acting in accordance with our commitments for sustainable development.</p>	12,13, 17, 19-22, 24-27
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>17.16: Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries</p> <p>17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<p>With our partners within science, innovation, health and society, we engage in the development of sustainable solutions for people and planet – globally and locally.</p> <p>Our long-term commitments include initiatives bringing together industry, academia and society, such as, FDI World Dental Federation, the STEPS research programme, the Pink Ribbon initiative and Björkman & Zelmerlöv Foundation with the Kenswed project.</p>	16-18, 20-21, 25-26



Sustainability and risk management

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

TePe's sustainability working group is a cross-functional team of TePe representatives with the mission to create awareness, drive changes and follow up sustainability matters across the TePe Group. The group has monthly meetings and reports progress and issues to the Group Management Team in connection with the quarterly Management Review.

Risks and opportunities

Sustainability risks and opportunities are continuously analysed and prioritised by the Group Management Team and the working group. The TePe Risk Management Policy and Standard Operating Procedure for Risk Management cover risk management for the TePe value chain and include the choice of materials, manufacturing methods, the behaviour of employees and the conduct of suppliers. The policy also addresses business continuity and potential environmental risks on a business level.

The statistics in <https://ourworldindata.org/human-rights> guide our yearly supplier review and risk assessment to prevent risks for corruption and violation of human rights and employment rights, which could cause suffering by the individual 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 include negative impact through carbon emissions and pollution in our value chain. Therefore, our supplier risk

analysis comprises: Environmental impact of production, Industry environment and Usage of applicable regulations. Scarcity of sustainable raw materials could affect our environmental goals; mitigation is carried out through a close dialogue with our suppliers. Throughout 2022 we faced an increased risk within our value chain regarding shortages of raw materials. Our purchasing team as well as suppliers have due to the uncertainty and challenges throughout the global supply chain adapted to new or unfamiliar markets to meet demand and prevent disruptions in our usual logistics flow. To mitigate risks there are processes and policies in place regarding the onboarding process for new suppliers.

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 removed or mitigated as far as possible in accordance with local laws and regulations.

Risks regarding product safety and the quality of our products, which could cause physical harm and affect our reputation,

are managed by quality control and preventive risk management following the guidelines and principles in ISO 14971 (medical devices). Throughout manufacture, meticulous quality controls are conducted. Complaints are handled and reported according to a clear complaint management process. In 2022, the TePe Group's complaint frequency was 0.33 ppm, sustaining the low complaints levels of previous years.

To continuously secure the relevant competencies for business continuity and profitability, we have an aligned recruitment process in place for the TePe Group and actively work with leadership and development of our team members as part of our talent retention and attraction efforts.

Certifications

Our policies support our sustainability work and guarantee high-quality production and safe working conditions across the supply chain. We secure 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 to be 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 whole TePe Group and includes guidelines on business ethics, conflict of interest, confidentiality, gift/bribe/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 with good business ethics based on transparency, responsibility and dedication, following UN Global Compact principles. In addition, local policies regulating the work environment, visitors, crisis and communication guide our daily work. In the beginning of 2022, our new Whistleblowing policy was introduced.

All TePe toothbrush- and interdental brush handles are made with materials from renewable sources * or renewable mass balanced materials certified according to the International Sustainability and Carbon Certificate (ISCC PLUS) **.

** TePe Choice™ toothbrush, made with a reusable wooden handle, and TePe GOOD™ toothbrush handle made with materials sourced from sugarcane.*

***The certificate is applicable for TePe's interdental brushes, toothbrushes (except for TePe Choice™ and TePe GOOD™), special brushes, tongue cleaner (excluding TePe GOOD™), travel cases, extra grip and caps and ensures that certified materials, which are mixed with non-certified materials, can be traced throughout the entire supply chain via the mass balance approach.*



Safety and work environment

The range of professions, skills and experience within the organisation creates a dynamism that is vital for maintaining steady growth. This diversity is a strength, which also requires great respect for everyone's tasks, differences and views. Therefore, we strive to treat everyone fairly, with integrity and respect. We follow, monitor and respect local legislation when it comes to discrimination, harassment and/or equal opportunity.

We work to maintain diversity and levels of gender representation throughout the TePe Group. Thus, we make decisions about recruitment, hiring, reward, development and promotion based only on ability, experience, behaviour, work performance and demonstrated potential in relation to the job. Our recruitment tool supports a competency-based recruitment process by allowing for anonymisation of applicants.

At the facilities in Sweden, three safety inspections and follow-ups are performed during the year, where statistics on attendance, accidents, work-related injuries and near-miss incidents are reviewed. Every

TePe subsidiary has a person responsible for OHS and we are investigating ways of further aligning work environment standards across the TePe Group. We took efforts to enhance information to all managers on how to handle alerts of harassments and discriminations.

Risk assessment is conducted at the production level before any accident or incident arises and at every incident, including cases of near miss, to investigate possible risk mitigations as a preventative action. In addition we continued our focus on health and well-being for our people, supporting a sustainable work-life balance over time. Health and well-being are continuously discussed at team meetings and one-on-ones and monitored through Puls surveys, covering the whole TePe Group. The surveys from Puls indicate that TePe score above global average when it comes to the categories; engagement and well-being. Regarding attendance rates in Sweden, long-term sick leave has decreased compared to the previous year, while there was an increase in short-term sick leave, yet within low and acceptable levels.

With that, TePe offer all TePe employees at the headquarter facility to meet with a nurse who comes to TePe eight times per year to discuss and support employees with health and well-being related matters, including a strong focus on prevention. Every second year all employees at the TePe headquarter site in Malmö are offered health check-ups.

We also put a focus on our partners' and suppliers' safety and work environment with SDG 8 as a guiding principle. The TePe Supplier Code of Conduct covers environmental protection, respect for human rights, fair employment and safe working conditions as well as anti-corruption.

We perform onsite supplier audits as part of our dialogue. We continuously review and update our supplier base management procedures to make sure that changes in legal requirements, global standards and customer demands are fulfilled, as well as TePe's high standards for CSR (Corporate Social Responsibility) and environmental quality targets. Audits per our plan have been executed.

Anti-corruption and transparency

Regarding 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 2022, there were no fines or other sanctions for non-compliance with regulations related to anti-corruption. However, we continued to reinforce the awareness of corruption risks in relevant areas and functions – an issue highlighted in our materiality analysis. We have taken measures to improve our external Whistleblowing policy and procedure, implemented in 2022, serving the TePe Group as well as stakeholders of our value chain. The whistle-blowing procedure and channel is available for everyone internally as well as externally through our TePe intranet and homepage and 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 related to human rights and anti-corruption and they are required to follow TePe’s Code of Conduct.

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



Communication and engagement

Keeping up engagement, knowledge exchange and collaboration is essential. By means of digital resources, communication was intensified across the organisation and its extended family, of distributors (business creators) in all areas where we operate. During the second part of 2022 we could once again run physical inductions in Sweden including sustainability and production tours, welcoming all new TePe members to our state of the art production in Sweden.



We continuously communicate and endorse [the Eklund Foundation for Odontological Research and Education](#) through our worldwide networks. The Eklund Foundation was created through a donation of €5.5 million to support high-quality research in dentistry. The Eklund family, owners of TePe, established the Foundation in celebration of their long-standing relationship with the professional dental community, in line with the family's vision of good oral health for life. Since 2016, the Foundation has allocated up to €250,000 annually, supporting prominent research teams globally. The Eklund Foundation operates entirely separately from TePe and the company does not influence the selection process or distribution of grants.



The [STEPS research programme](#) is led by Lund University and brings together researchers from various disciplines as well as industrial partners who represent the entire value chain in plastics, from raw materials to finished products. STEPS' vision is a society where plastics are sustainably produced, used, and recycled in a circular economy. TePe is part of the programme's second phase, running from 2020 to 2024.

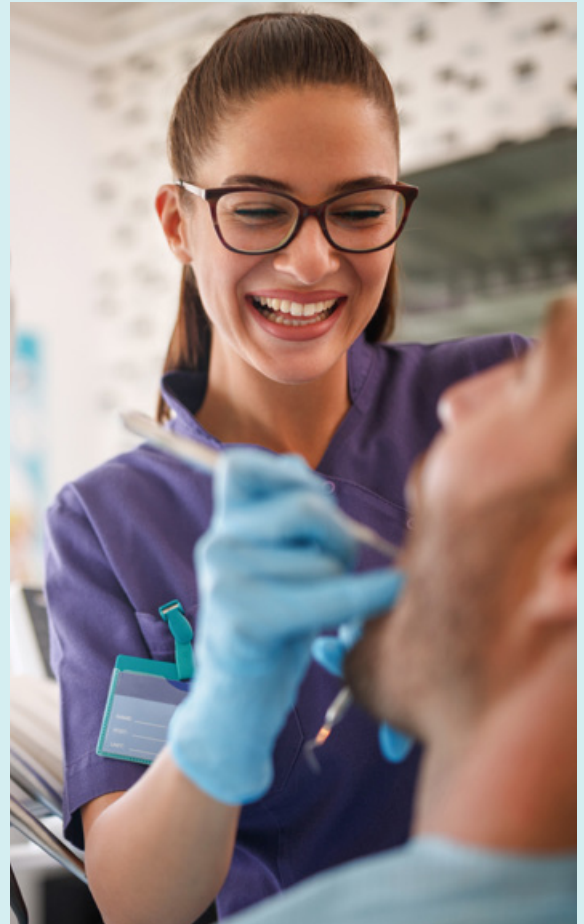


We are actively involved in the work of standardising oral hygiene products as representatives for Sweden in the [ISO Dental Care Committee](#) which contributes with two standards to UN SDGs 3 and 9.

17 PARTNERSHIPS FOR THE GOALS



Significant for TePe's community engagement is the span from local to global issues. We acknowledge the importance of collaborations and partnerships, such as STEPS and FDI, to inspire change and achieve the global goals.



The FDI (World Dental Federation) [Sustainability in Dentistry initiative](#) unites dental industry partners around a common aim – to map out strategies and implement solutions to help reduce the environmental impact in the dental industry. In 2022 the founding partners, which included TePe, launched a “Consensus on Environmentally Sustainable Oral Healthcare: A Joint Stakeholder Statement” and a pledge for Sustainable Oral Health, which identifies challenges and the complex drivers that underpin current behaviours and practices, as well as the opportunities to drive sustainable change.



Through [TePe Share](#), we support professional development for dental care and pharmacy personnel and reinforce the relationship between oral health and general health to consumers.



Internally, the Puls survey, usually conducted three times a year, indicates current satisfaction and well-being levels. Compared to the survey conducted the same time last year all parameters are pointing in a positive direction. The tool supports managers and team members in making continuous improvements for increased engagement and well-being and links this to measurable results. Managers are encouraged to follow up on the results and feedback of their department or team regularly.



Across our network of offices, we carry out in-house education sessions. All new team members take part in introductory training to get familiar with TePe's vision, values and Code of Conduct.

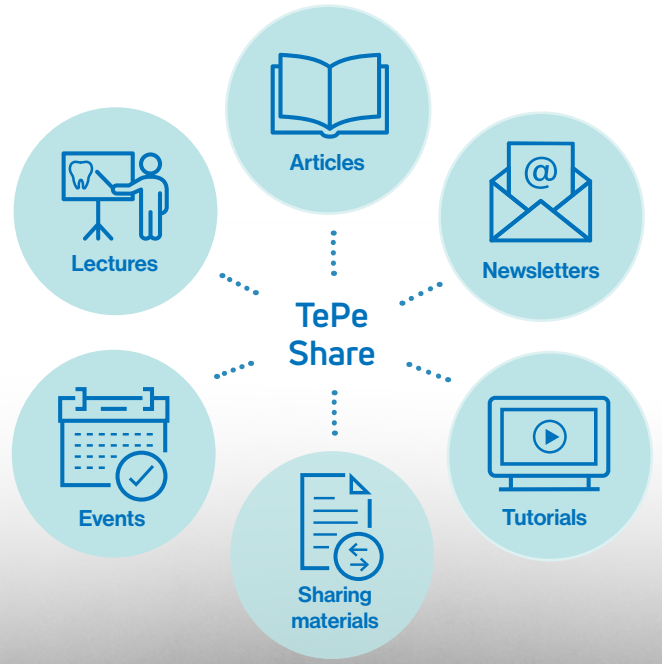
Education for good health and well-being

Our education and health awareness initiatives are consolidated within the framework of TePe Share. We aim to inspire, educate and share knowledge based on research and clinical experience, supporting professional development and facilitating conscious everyday choices for consumers.

Across the TePe Group, our dental professionals and experts work in various ways to strengthen the role of preventative dentistry and reinforce oral health as a central part of general health, well-being and quality of life. In 2022, the global TePe odontological team held more than 500 lectures (online and on-site), reaching around 20,000 participants worldwide.

As more markets opened up in 2022, we saw an increase in physical face-to-face meetings and a slight decrease in on-line based educational activities. For the second time, we organised the TePe Share Clinical Symposium with 2,000 participants from more than 40 countries.

Other efforts include Odont News, a newsletter summarising new relevant research, and articles targeting dental and health professionals. TePe also supports final theses and study projects related to oral hygiene, sustainable development and finance.





Carbon footprint

We are committed to taking urgent action and strive to reduce our greenhouse gas emissions, not just in our operations but throughout product life cycles, guided by the corresponding Sustainable Development Goals. We continuously assess and implement more sustainable solutions and materials to reduce environmental impact. Enabling consumers to make conscious choices, no matter their oral care needs, is an important driving force.

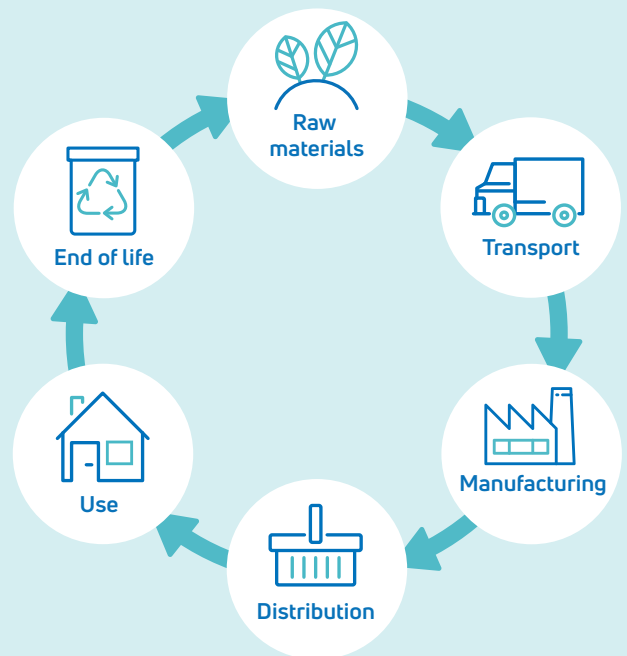
TePe has initiated a GHG protocol mapping of our total carbon footprint. To realise a reduction of greenhouse gas emissions with as little additional impact on the environment as possible, we use existing manufacturing infrastructure. In addition, at the Malmö production site, we buy 100% renewable energy, supplemented by solar power from our own rooftop facility.



Life cycle assessment (LCA)

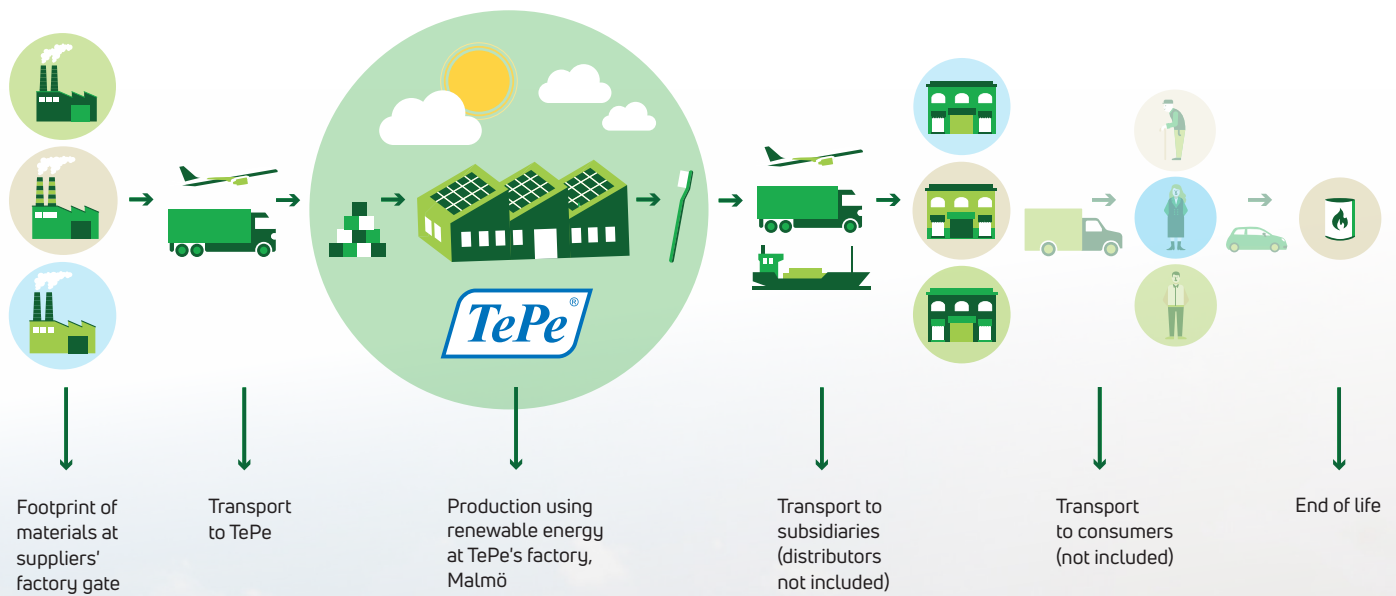
TePe's life cycle assessment (LCA) shows the most critical factors in reducing the carbon footprint: materials, energy, transport and waste management (where our estimation assumes the worst-case global warming scenario).

Plastic has its benefits and its challenges. It is outstanding in terms of application, weight, quality, and hygiene, which is especially important for products within medical technology. We are convinced that plastic has its place in modern society, though with a different approach than today. Following our materiality analysis, TePe has focused on shifting from fossil-based to renewable or recycled plastic. We always analyse the possibilities and challenges of new materials, such as the ability to use existing production equipment and maintain quality, and where applicable, we change to materials with a lower environmental impact.



Other critical factors identified by the LCA concern transport and end of life, i.e., what happens to products and packaging after use. In 2022, we continued our efforts regarding the transition from air to sea freight, and we are investigating further steps to lower the impact of shipments to and from the factory. The footprint from end of life is the most challenging part to affect since it is a matter of waste handling at various markets etcetera. However, we cooperate with stakeholders to explore new and better recycling solutions.

The LCA is performed every year to secure continuous progress. Despite improvements, TePe will still have a footprint. The long-term goal is to drive change towards circularity in collaboration with other stakeholders. Communication and transparency regarding this complex matter are crucial; hence we put continuous effort into educating and creating awareness among team members, customers and consumers.



LCA conducted 2020-2022 in accordance with ISO 14040:2006 LCA – Principles and framework and ISO 14044:2006 LCA – Requirements and guidelines. TePe has consulted IVL Swedish Environmental Research Institute, which has reviewed the final report regarding both the LCA report and data sources and has given recommendations in a separate review report.

All products included are produced at the TePe facility in Malmö, Sweden, i.e. self-produced products and packaging. Exceptions have been made for emissions from some processes, assessed to have a negligible effect on the result, following ISO 14067.

Resource management

We have committed to using renewable energy and we actively work to increase energy efficiency across our business, contributing to SDG 7, affordable and clean energy. Our initiatives include upgrading our manufacturing equipment and cooling systems and making our buildings more energy-efficient. We recirculate as much heat as possible from production. The energy used at our facilities in Wells, UK, Germany, Hamburg and Malmö, Sweden, comes from renewable sources.

During spring 2022 we expanded our solar power production at the Malmö premises. In 2022 the rooftop solar power plant produced 257,145 kWh out of our total energy consumption of 9,421,439 kWh. The estimated annual output of our solar panel plant at our headquarter premises and production site for 2023 will be approximately 600,000kWh, 6% of our total projected energy consumption. A moss sedum roof provide some shade for the greenery, which in turn contributes to cooling down the panels, making them more efficient. On the journey to continuously evaluate possibilities for clean energy we have converted 85% of the lights at our Malmö premises to energy-efficient lights such as LED and sensor-controlled lighting.

To meet the growing demand for our products, it is inevitable that we increase production and our consumption of raw materials. Therefore, we work to ensure our waste management processes are efficient. In order to reduce our waste, improvements in the way of working have been implemented, which has resulted in an increase in sorted waste.

Packaging

Packaging must endure transport and storage in stores and at home. Therefore, in development and proactive decision-making, many parameters must be evaluated – from user requirements and market demands to aspects regarding quality, safety and the environment. We carefully consider the material itself as well as the volume of materials needed for our packaging and aim to reduce packaging wherever feasible.

Our aim is to have 100% of our packaging include renewable, recycled or FSC certified materials in 2025. We are gradually changing our packaging towards this goal by introducing more renewable and recycled materials and by introducing plastic-free packaging on some products or markets. Due to challenges in global logistic chains during 2022 there is a shortage of certain renewable materials, such as paper and biobased polyethylene, which has affected prices and availability.




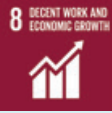




As we have incorporated toothpaste, mouth rinse, mouth sprays and gels into our range, we are adding new types of packaging into our assortment. The new packaging is integrated into our product roadmap to ensure that we constantly evaluate and assess new and sustainable packaging solutions. In preparation for the launch of our new toothpaste, all consumer packaging has, as a first step, been converted to recyclable materials.






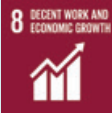
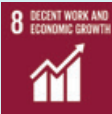
Sustainability and health for people and the planet, now and for future generations, are more relevant than ever. At TePe, we embrace sustainability as a continuous journey. Guided by our vision we take a holistic approach and integrate sustainability in everything we do.

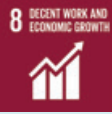










The TePe Group Management Team









Performance

Focus area	Goal	KPI	2020	2021	2022	Policies	SDG
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	58% women 42% men	52% women 48% men	44% women 56% 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	52% women 48% men	51% women 49% men	51% women 49% men		
Inclusive and safe workplace at TePe	A safe workplace for both physical and mental health.	Reported harassments in Puls	6 (one survey conducted)	6 (average)	10 (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	4,2%	4,3%	4,17%	<ul style="list-style-type: none"> Work environment policy 	 
		Short-term sick leave	2,22%	1,5%	2,77%		
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	18 minor incidents, 3 injuries, none of them serious	12 minor incidents, 3 injuries, none of them serious	20 minor incidents, 4 injuries, none of them serious		
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%	100%	81%	<ul style="list-style-type: none"> Work environment policy Sustainability policy Company values 	 
		% response rate Puls survey	89% (one survey conducted)	83% on average	81% on average		

Focus area	Goal	KPI	2020	2021	2022	Policies	SDG
Communication and engagement (cont.)							
Community engagement	Reinforce education and information about sustainability matters	Collaboration with dental profession, educational institutions and other relevant partners	E.g. STEPS research programme	E.g. FDI Sustainability in Dentistry.	E.g. FDI Sustainability in Dentistry, STEPS, Somerset Wildlife Trust	• Charity and sponsorship policy	   
	Endorse and promote Eklund Foundation	Number of yearly applications and countries represented	58 applications, 16 countries	54 applications, 17 countries	43 applications, 18 countries	• Charity and sponsorship policy	
Education for good health and wellbeing	Support good health and wellbeing through educational efforts		250 lectures, 13,000 participants	300 lectures, 24,000 participants	500 lectures, 20,000 participants	• TePe's vision and business model	
Fair, safe and equal workplace in the supply chain							
Risk assessment	Minimise the risk of violations of laws or standards regarding human rights, labour, environment and anti-corruption	Risk assessment of suppliers according to Supplier Base Management Process	N/A	38%	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 	
Code of Conduct	Promote human rights, fair labour practices, environmental and anti-corruption policies throughout the supply chain	% of suppliers of raw material and packaging material signed TePe or equivalent Code of Conduct	100%	81%	85%	• TePe Code of Conduct	
Supplier development	Develop suppliers to reach TePe's high standards on quality and sustainability	Identified suppliers audited at least every three year	N/A	Altered classification of suppliers 2021, audits performed accordingly	(Due to significant integration of new suppliers from the acquisition of Proxident)	• Supplier Score card	

Focus area	Goal	KPI	2020	2021	2022	Policies	SDG
Fair, safe and equal workplace in the supply chain (cont.)							
Anti-corruption and transparency at TePe and our suppliers	Develop our efforts to prevent and mitigate corruption risks		Preparations for external whistle-blowing system	Preparations for system whistle-blowing Sustainability knowledge platform implemented	New whistle-blowing policy was introduced Sustainability knowledge platform further developed	<ul style="list-style-type: none"> • 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		Development of sustainability knowledge platform at TePe's website and communication through social media	Development of sustainability knowledge platform at TePe's website and communication through social media	Further implementation of sustainability and conscious choice throughout our educational efforts	<ul style="list-style-type: none"> • Quality management according to ISO 9001 and environmental management according to 14001 	 
Product							
Product materials	Climate neutral product materials in 2022	Reduction of CO ₂ footprint from product materials	LCA conducted	LCA conducted. Introd. mass balance approach	LCA conducted for self-produced products and packaging. Continued introd. of the mass balance approach	<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 in relation to total materials used (weight) self produced products and packaging	62%	71%	74,4%	<ul style="list-style-type: none"> • Environmental policy according to ISO 14001 	   

Focus area	Goal	KPI	2020	2021	2022	Policies	SDG
Resource efficiency							
Waste	Increase sorted waste at TePe's headquarter production site in Malmö, Sweden	% sorted waste in relation to total waste	48%	52%	56%	• Environmental policy according to ISO 14001	  
Energy	Year on year decrease of energy consumption per manufactured product with 2.5% while staying on 100% renewable energy	Variation energy consumption per manufactured product (to be revised in 2022)	+15% (due to new production facility)	+12% (due to growth/larger production facility)	+6% (due to growth/larger production facility)	• Environmental policy according to ISO 14001	  



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