



# Sustainability report 2024

Taking responsibility – for a future of healthy smiles





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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 2024 and it is separate from TePe’s Annual Report 2024. This sustainability report has been approved by the Board of Directors of TePe Oral Hygiene Products on 28<sup>th</sup> of April 2025, 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](http://www.tepe.com)



Employees

427<sup>1</sup>

Subsidiaries

8

Turnover 2024

1,407

MSEK

Distributed in

80

countries

<sup>1</sup> adjusted calculation  
method to reflect method  
used in annual report

A message from our CEO

# Taking responsibility today and for future generations

At TePe we put people's health at the heart of everything we do. Health is also a cornerstone of sustainability, and as a global company with presence in 80 markets world-wide, we have the power to make a difference.

With our vision "to bring healthy smiles for life" we are proud to offer carefully developed products and solutions to help people around the world maintain a healthy mouth throughout life. Since the very start, we have worked closely with dental professionals and through knowledge-sharing and education we continue our dedicated work to raise awareness about the importance of prevention, oral health, and its profound connection to overall well-being.

We have made good progress during 2024 in all three pillars of our sustainability work: good product, good people and good practice. The well-being of our team members is a priority, and the index for work-life balance continues to indicate high levels throughout the year. We have proactively been raising awareness around mental health and well-being.

Our commitment to phasing out virgin fossil materials remains strong. In 2024, 85 % of the plastics we purchased for our products came from renewable sources<sup>2</sup>

and we have continued to introduce more carton packaging across various markets. We continue to use 100 % renewable electricity in our production facility in Malmö, with our very own solar plant contributing 10 % and we keep on improving our energy efficiency.

The business strategy and double materiality assessment will continue to guide our focus within sustainability moving forward. In 2024 we made a greenhouse gas (GHG) inventory following the GHG Protocol standards, and we set ambitious goals and targets aligned with science-based methods. This important work will also guide our decisions and actions.

We're in this for the long run, committed to the sustainability journey, just as we are committed to promoting healthy smiles for life. Our global team, together with our business creators, partners, suppliers, customers, and consumers have achieved great things. I'm very proud that we continue to build TePe as a long-term sustainable business in line with our TePe vision, contributing to millions of healthy smiles worldwide.

[Hanna Hageberg Hammar](#)  
CEO



<sup>2</sup> Using an ISCC PLUS (International Sustainability & Carbon Certification) certified mass balance approach



# Framework 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 commit to reducing our environmental impact, prioritise resource-efficient manufacturing practices and aim for circularity.

85%

of plastics purchased for products by weight are from renewable sources<sup>1</sup>

100%

renewable electricity purchased in our own production facilities

-26%

decrease in emissions from transportation (3.4)<sup>2</sup>

1 Using an ISCC PLUS (International Sustainability & Carbon Certification) certified mass balance approach

2 Category 3.4 (GHG Protocol) covers emissions from transportation of purchased goods from suppliers to TePe Munhygienprodukter AB, as well as outbound transport to subsidiaries and business creators (distributors), and from subsidiaries to their business customers

## Social

### Good people



We raise awareness about the importance of oral health and the positive effects of a preventive approach. Furthermore, the safety, health, well-being and work-life balance of our co-workers are fundamental.

7,9

score<sup>3</sup> for work-life balance, above our target of 7,5<sup>4</sup>

8,4

score<sup>3</sup> from co-workers regarding sustainability, above our target of 7,5<sup>5</sup>

2,000

attendees on our Global webinars with focus on health and prevention

3 On a scale of 1 to 10

4 When answering the questions: "I have the chance to recover after intense periods at work", "During my spare time I can stop thinking about work" and "The nature of my work allows me to do what I like in my spare time"

5 When answering the questions: "I am aware of our sustainability work at TePe?" and "I am proud of the sustainability engagement at TePe"

## Governance

### Good practice



Guided by our values, we prioritise transparent communication and unwavering business ethics. We emphasise our Code of Conduct internally and externally. Driving positive change through partnerships is key.

96%

of first-tier suppliers<sup>6</sup> signing TePe or equivalent Code of Conduct

5%

increase in applicants for Eklund Foundation grants<sup>7</sup>

100%

of new employees signing the TePe whistleblowing policy

6 Suppliers of raw materials, semi-finished and finished goods purchased to Malmö

7 The foundation is created by the Eklund family and endorsed by TePe but not funded by TePe



# Strategic focus

## – alignment of all activities

In 2023, we engaged the whole organisation in our business strategy and double materiality analysis. We gained valuable insights into our sustainability impacts, as well as the risks and opportunities along our value chain.

The analysis confirmed important topics for TePe and our stakeholders like climate change, resource use and the circular economy, consumer health and safety, and the well-being of our co-workers. We continue addressing these topics and in 2024 we refined our sustainability goals, targets, and key performance indicators.

TePe was born in Malmö, Sweden, in 1965, and our production and headquarters have remained here ever since. By keeping our production under one roof, we can fully embrace sustainable production practices.

In 2024, we mapped our greenhouse gas emissions, and this work confirmed what we had addressed in our earlier assessments –

specifically, the emissions from our products and transportation. Thanks to this mapping, we’ve updated our emission goals and targets to align with the latest science-based methods. We continue our focus on seven sustainable development goals set by the UN’s Agenda 2030 and guided by our business strategy we always take a holistic approach and integrate sustainability in everything we do.

Cross-functional collaboration across the TePe Group and with external stakeholders is a key success factor, and our company values guide us as we drive meaningful change. Together, we can make a positive difference!



# Our values

Respect	Dedication
We respect our colleagues and our customers and the work they do, their differences and their views.	We support TePe, our colleagues, customers and partners with dedication, flexibility and a willingness to give that bit extra.
Cost-effectiveness	Responsibility
We assess our resources in both 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, our working environment and our surroundings.

## The essence of our business model

Our business model is based on recommendations from dental professionals. Our 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.

2022

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

2021

Linking 7 of the Global Goals to our strategy.

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.

2025

100% of the packaging should now include renewable, recycled or FSC-certified materials<sup>1</sup>.

2023

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

2024

Updated emissions reduction targets and greenhouse gas mapping of scope 1, 2 and 3.

Goal 2050  
Net zero

Goal 2030  
Contribute to 25 million healthy smiles.

<sup>1</sup>100 % of our self-produced product packaging will contain at least 60% renewable, recycled, or fully FSC-certified materials.



# Good product

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



# Reducing the carbon footprint

Guided by our business strategy, we are committed to reduce our climate impact and take action. During 2024, we mapped our Greenhouse Gas emissions<sup>1</sup>. The mapping confirmed the areas with high emissions identified in our previous lifecycle assessment, particularly from products and transportation. It also highlighted strong progress within these areas. Beyond that, we are proud to commit to goals and targets in line with science-based methods<sup>2</sup>.

We are proud of the collaborative efforts that have enabled absolute reductions within scope 1 and 2, while having an 11 % revenue growth in 2024. We have also reduced emissions from our high impact categories in scope 3, including for example transportation. We recognise that reducing our emissions to reach our goals for 2030 and 2050 is an ongoing journey that will require continued dedicated focus on sustainable innovation and partnerships.

### Actions toward our carbon reduction goals

- Transitioning from fossil-fueled cars to more hybrid and electric cars and shifting to refrigerants with lower global warming potential

has enabled a significant reduction of 38 % in absolute scope 1 emissions compared to 2023.

- We have reduced our district heating by 64 % compared to 2023 (kwh).
- Shifting from air freight to more sea freight for example have led to a 26 % decrease in emissions from transportation (3.4<sup>3</sup>) compared to 2023.
- 85 % of all plastics purchased for our products are based on renewable resources<sup>4</sup>.
- All TePe toothbrush and interdental brush handles are made using materials from renewable sources or certified renewable mass-balanced materials.

1 In collaboration with IVL Swedish Environmental Research Institute  
2 TePe's targets are measurable, actionable, time-bound, and based on the latest research  
3 Category 3.4 (GHG Protocol) covers emissions from transportation of purchased goods from suppliers to TePe Munhygienprodukter AB, as well as outbound transport to subsidiaries and business creators (distributors), and from subsidiaries to their business customers.  
4 Using an ISCC PLUS (International Sustainability & Carbon Certification) certified mass balance approach



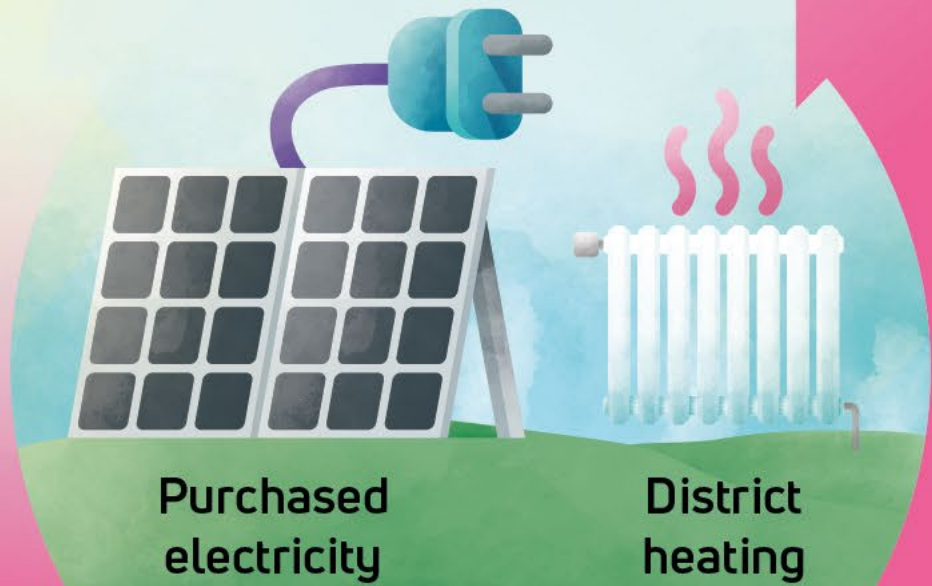




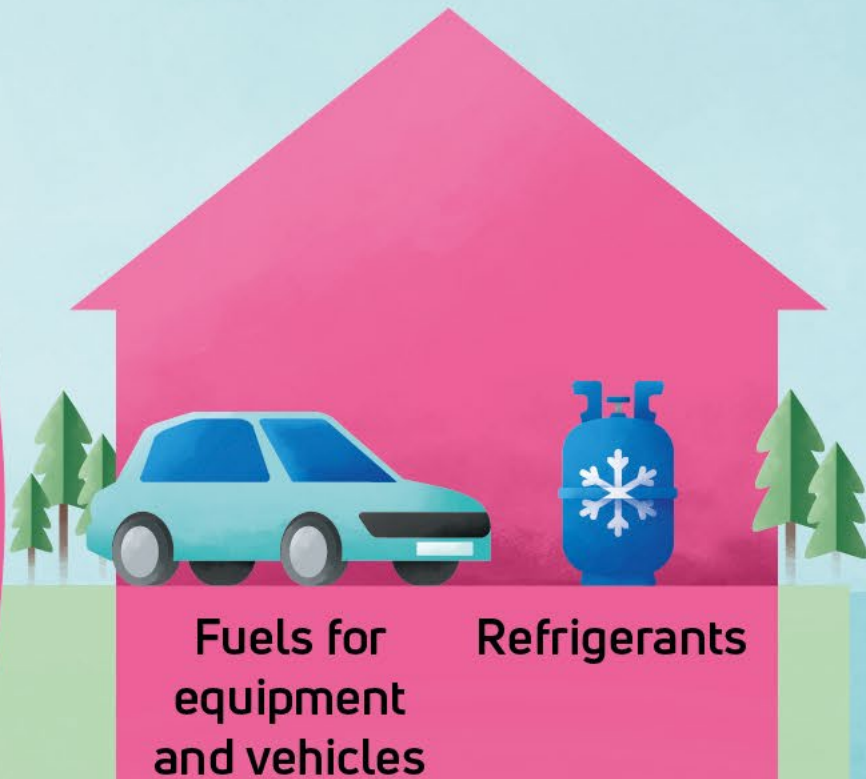
# TePe's commitment towards net zero

Goal  
2050  
Net zero

## Scope 2



## Scope 1



## Scope 3

High impact categories<sup>2</sup>



2030 Goal  
Reduce carbon  
absolute emissions by:  
**46,2 %<sup>3</sup>**  
in Scope 1 & 2

Carbon emissions <sup>1</sup> (tonnes CO <sub>2</sub> e)		
2019	170	(base year)
2023	234	(+38% <sup>3</sup> )
2024	164	(-4% <sup>3</sup> )

<sup>1</sup> Applying a market-based approach where supplier-specific emission factors are used for electricity and mass balanced (ISCC certified) polymers are modelled as if they are fully made from renewable sources  
<sup>2</sup> TePe's selected categories, within the target boundary  
<sup>3</sup> From a 2019 base year  
<sup>4</sup> Per million pieces interdental brushes sold

2030 Goal  
Reduce carbon  
intensity emissions by:  
**55 %<sup>3</sup>**  
in Scope 3<sup>4</sup>

Carbon emissions <sup>1</sup> (tonnes CO <sub>2</sub> e) <sup>4</sup>		
2019	35	(base year)
2023	22	(-37% <sup>3</sup> )
2024	17	(-51% <sup>3</sup> )



# Towards more sustainable product and packaging

Each product and packaging we produce undergoes rigorous evaluation based on sustainability standards, emphasising carbon footprint, functionality, safety, quality, hygiene, durability, cost, and availability. This comprehensive approach drives us toward a more sustainable future.

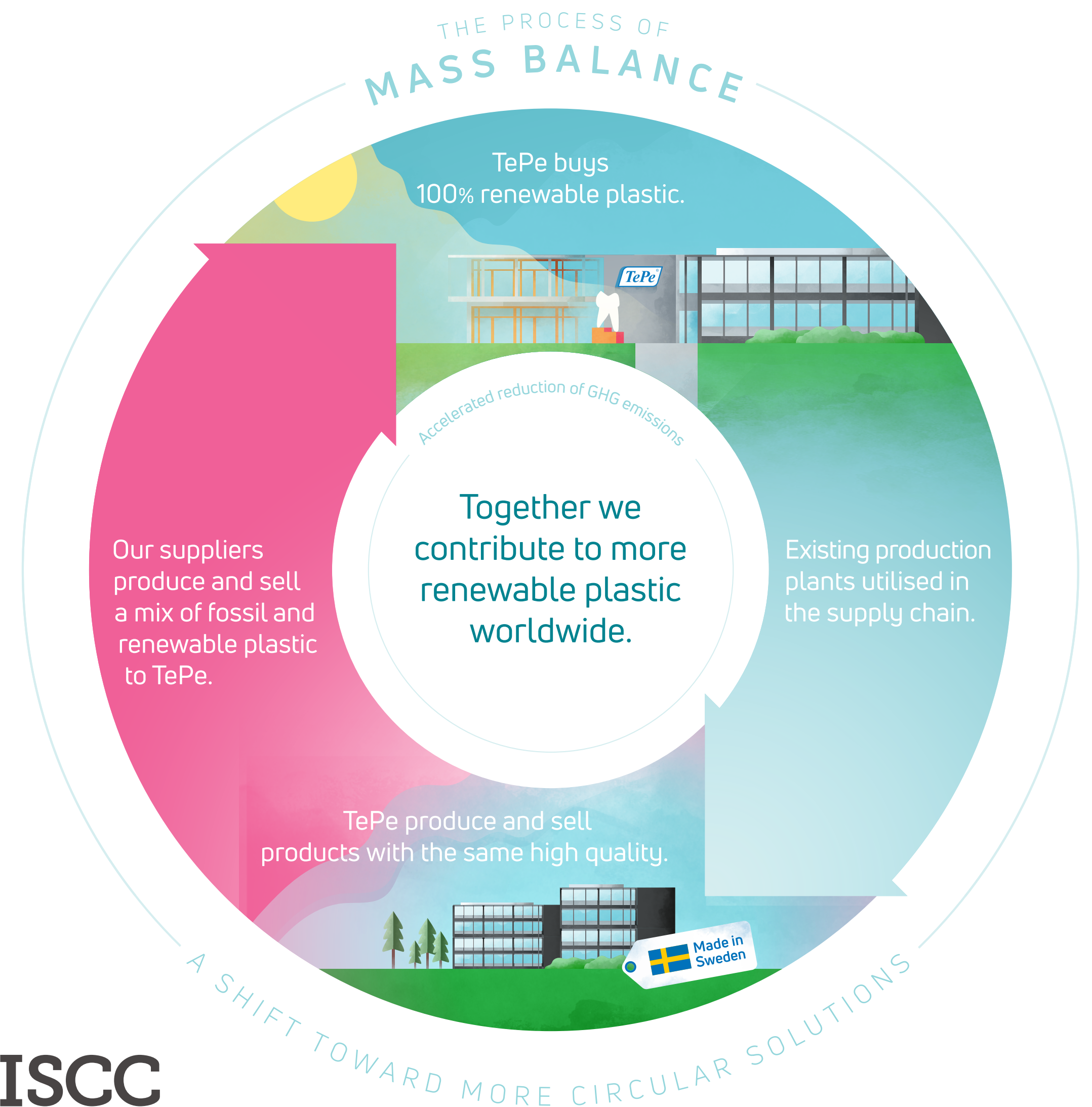
We believe that plastic has its place in modern society, though with a more circular approach than today. The mass balance approach makes us less reliant on virgin fossil sources and drives demand for renewable materials. The process allows us to maintain our high product standards including safety, quality, hygiene and durability, without compromise. It also contributes to lowering greenhouse gas (GHG) emissions<sup>1</sup>, supporting climate action.

We present carbon data using two methods: a market-based approach (the mass balanced, ISCC certified, polymers are modelled as if they are fully made from renewable sources) and a loca-

tion-based approach (all polymers are modelled as if of fossil origin). To help ensure that our GHG reporting is as transparent and representative as possible we welcome the collaboration with relevant bodies.

Mass balance is not our end goal, but a key stepping stone in our journey. We continuously assess more sustainable materials to further minimise our environmental impact. TePe holds an ISCC (International Sustainability and Carbon Certification) PLUS certificate, to verify the sustainability and traceability of our supply chain, ensuring sourcing of raw materials, including renewable materials.

<sup>1</sup> As part of our commitment to reducing emissions, we apply a market-based approach to support our claim for reduced emissions, using a mass balance approach. The mass balanced (ISCC certified) polymers are modelled as if they are fully made from renewable sources.





Packaging must withstand transportation and storage demands, both in retail environments and at home. We carefully select materials and optimise packaging volume, consistently striving to reduce material usage wherever possible. Our clear target is that by 2025, 100 % of our self-produced product packaging will contain at least 60 % renewable, recycled, or fully FSC-certified materials. In 2024, we reached 98 % of this target and we remain committed to achieving our goal by 2025. We are steadily transitioning

our packaging by incorporating more renewable and recycled materials, including increased adoption of carton-based packaging.

We also aim to minimise manufacturing waste. In 2024, our targeted focus on unsorted waste led to decrease from 26 % to 21 % in waste sent for energy recovery. Additionally, we successfully recycled 79 % of waste generated at our production facilities in Malmö, Sweden.

Proudly charging ahead with more energy-efficient solutions

- Technical solutions are continuously being installed at over 100 measuring points to analyse and optimise our largest energy-consuming machines.
- Continuing to power our production with 100 % renewable electricity.
- Increased share of solar power at our production facilities in Malmö, Sweden.
- Improved utilisation of excess heat by for example installing more automatic doors to save energy.
- Sensor-controlled LED lights to minimise unnecessary lighting.
- Our car park has 39 electric car charging stations, giving employees the convenience of charging their cars during the workday.
- We continue to support our employees by providing electric bike charging stations.
- TePe is participating in Malmö Energy Lab, a project where industry, public organisations and energy companies collaborate to ensure a more resilient and sustainable energy system in Malmö.





# Good people

TePe is committed to social responsibility. In this chapter, you'll learn more about our initiatives designed to enhance people's well-being.



# We care for healthy smiles, and healthy co-workers

Within TePe, the range of professions, skills, and experiences creates a dynamic atmosphere that is crucial for continuous growth. This is requiring respect for individual roles, differences and perspectives.

We anchor our commitment in fair treatment, integrity and respect, aligning with our values, as well as local legislation on discrimination, harassment and equal opportunities. We base decisions concerning recruitment, rewards and promotions on ability, experience, behaviour, work performance and potential, ensuring a competency-based approach.

At our Swedish headquarters we have a safety committee that meets four times a year to set and evaluate safety related targets and actions. Accidents and incidents as well as preventive measures are reviewed. Within the factory we conduct two annual safety inspections and once a year we do a documented risk analysis in each production area. We designate a safety officer in each subsidiary, and we actively strive to harmonise work environment standards across TePe. We conduct preventative risk assessments, focus-

sing 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. Last year's introduced index shows consistently high levels throughout the year. During 2024 we ran the internal initiative Healthy minds, offering workshops, trainings, and meditations to raise awareness and proactively work with mental sustainability.

Attendance rates in Sweden reveal a decrease in short-term sick leave and an increase in long-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, which helps to build a cohesive and informed work environment.

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 meas-

ures. We conduct on-site 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. Audits have been successfully carried out as planned.

At the heart of TePe's vision is a key focus on inspiring and increasing knowledge about oral health. 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. During 2024 we launched Clinical update, a concept with webinars, articles and more, providing dental professionals and students with inspiration to apply in clinical practice. The concept shares topics related to TePe's vision and the work of dental professionals – preventing oral disease and promoting healthy smiles worldwide.





**Prof Dr Ana Pucar, DDS, MS, PhD**  
 Dept. of Periodontology and Oral Medicine  
 School of Dental Medicine University of Belgrade

# Eklund foundation and partnerships – from local to global impact

TePe places significant emphasis on community engagement, understanding that meaningful change relies on collaborative efforts both locally and globally. At the heart of this commitment is TePe's active endorsement of the Eklund Foundation for Odontological Research and Education. Established through a generous €5.5 million donation by the Eklund family, owners of TePe, the foundation supports international dental research that contributes significantly to global oral health.



A notable example of the foundation's impact is the research conducted by Prof Dr Ana Pucar from the School of Dental Medicine at the University of Belgrade, Serbia. After receiving an Eklund Foundation grant in 2019, Dr Pucar and her team launched an ambitious study investigating the crucial link between periodontitis, a chronic oral disease at its core, and the development of oral cancer. Their research examines whether microorganisms from periodontal pockets can influence the transition of oral mucosal tissues from premalignant to malignant lesions.

- Active periodontal disease and the presence of pockets serve as a reservoir of pathogenic microorganisms, including bacteria, fungi, and viruses, which may represent a risk factor for the development of oral cancer," explains Dr. Pucar.
- Our study aims to detect and quantify these microorganisms in the tissues of benign, pre-malignant, and malignant lesions while simultaneously analysing the microbial composition of subgingival biofilm samples. Additionally, we assess the corresponding severity and grade of periodontitis to further help us understand its potential role in malignant transformation.



The research also extends beyond microbiological analysis. Dr. Pucar’s team takes brush biopsies of lesions to establish disease diagnoses and the team also investigates two potential tumour markers, podoplanin and beta-catenin, along with microRNAs associated with their activity.

– By studying these molecular markers, we hope to gain a deeper understanding of the mechanisms that link periodontal disease to oral cancer development, she adds.

Despite facing considerable challenges due to the COVID-19 pandemic, including delays in patient recruitment and logistical hurdles in obtaining necessary materials, the team remained determined. They successfully navigated these difficulties, ultimately reaching their patient recruit-

ment targets and approaching the final stages of their experimental research.

The support from the Eklund Foundation has proven transformative. Dr Pucar’s team has completed two doctoral dissertations and published nearly ten student research papers, with their students winning first-place awards at scientific congresses three times. The team’s research results have also been presented at various international conferences, published in two scientific journals, and will soon lead to additional publications.

Expressing profound gratitude for the Eklund Foundation’s support, Dr Pucar remarks,

– None of this would have been possible without the Eklund Foundation. We are immensely grateful.



**Through continued research and collaborative partnerships, TePe and the Eklund Foundation remain dedicated to fostering advancements in oral health on a global scale.**





# Partnerships and collaborations – promoting a positive change

## 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. SSPI recognises that interdental cleaning is the bedrock of preventing, maintaining good oral health and a crucial step in treating periodontal disease.



## ISO

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



## Bra Miljöval

TePe is license holder of the Swedish ecolabel Bra Miljöval (Good Environmental Choice). We are proud to be the only toothpaste sold in Sweden with this environmental certification.



## Kenswed Dental Project

In October, Kenswed Dental Project, initiated by the Zelmerlöv & Björkman Foundation and supported by TePe, achieved its goal of becoming a cavity-free secondary school. This milestone marks a significant step in the project's mission for 2024. By focusing on prevention and raising awareness about the importance of oral health, the initiative continues to make a positive impact on the surrounding communities from a social sustainability perspective.



## 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.



## NHS

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.





# A partnership inspiring good oral health

In 2023, TePe and the Swedish Society of Periodontology and Implantology created an alliance to inspire good oral health and increase awareness in prevention and home care for dental professionals worldwide.

Sitting down with our partner, Dr. Anna Bogren, Associate Professor in Periodontology at Umeå University and former president of the Swedish Society of Periodontology and Implantology (SSPI) – we dive into the vital role of education in preventing oral diseases. She shares how partnerships and collaboration are key to spreading the message of prevention, especially when it comes to periodontitis, a silent disease affecting at least 50 % of the global population and the leading cause of tooth loss.

Dr. Bogren reflects on the dental industry's shift from reactive treatment to proactive strategies, a crucial step toward sustainability in the oral care sector.

Dr. Bogren believes prevention and patient compliance should be at the core of all dental

procedures – without them, maintaining oral health simply isn't possible. But to make prevention a true priority, it needs to be ingrained from the start. With heavy and often stressful workloads, students sometimes focus more on treatment than prevention. Changing this mindset is something she works on daily.

Her distinguished career, including her time at Umeå University, has shaped her role as SSPI president, with a strong focus on continuing education. Her commitment to learning and professional development is also reflected in the Midwinter Course, SSPI's annual event, where she has played a key role in advancing education and creating a space for professionals to learn, exchange experiences, and reconnect with colleagues.

**Dr. Anna Bogren,**  
Associate Professor, Umeå,  
former president of the Swedish Society of  
Periodontology and Implantology (SSPI)







For Dr. Bogren, prevention isn't just about knowledge – it's about working together. She believes in a patient-centred approach, turning patients into active partners in their own care. Making them co-therapists in their treatment is the only way to ensure long-term success – but reaching that goal starts with educating dental professionals. This impact grows when the dental profession and the industry unite with a shared commitment.

Since TePe and SSPI partnered, Dr. Bogren has had the opportunity to inspire many. She has lectured for TePe's extended family in Istanbul, engaging with more than 90 distributors and TePe staff, at TePe's headquarters for a group of Key Opinion Leaders from Japan. She served as

the keynote speaker in Tokyo, leading a full-day session on team dentistry, the role of the dental hygienist, and how to implement Swedish-style preventive dentistry into practice, reaching more than 200 professionals.

This shared vision continues to drive the TePe-SSPI partnership, closing the knowledge gap in the profession and reinforcing that prevention and home care are the foundation of lifelong oral health.

As the conversation ended, Dr. Bogren emphasised that true sustainability in oral health lies in prioritising prevention over intervention, reinforcing the importance of preserving natural teeth whenever possible.

**“The most sustainable approach to oral health is ensuring natural teeth last a lifetime. While implants have their place, prevention should always come first.”**

Dr. Anna Bogren



# 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 throughout the value chain. In the following pages, we will explore TePe's governance practices, highlighting our commitment to 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 assessments of sustainability issues, opportunities and risks as well as mitigation strategies as part of the Management Review.

TePe's Risk Management Policy encompasses risk mitigation across the entire value chain, from innovation to customer satisfaction. This includes areas such as business continuity, work environment, and environmental risks. While the policy provides overall direction, specific Standard Operating Procedures (SOPs) are used throughout the organization to offer detailed instructions for risk management activities, such as supplier selection, machine safety, product safety, and quality. Environmental, social and governance risks are managed through a materiality analysis, ensuring the most significant issues are prioritised and addressed.

Our yearly supplier review includes a risk assessment to prevent corruption and violation of human

rights and employment rights, which might otherwise result in 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, 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 sustain-

ability 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.

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





# Practicing unwavering business ethics

In 2024, 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.

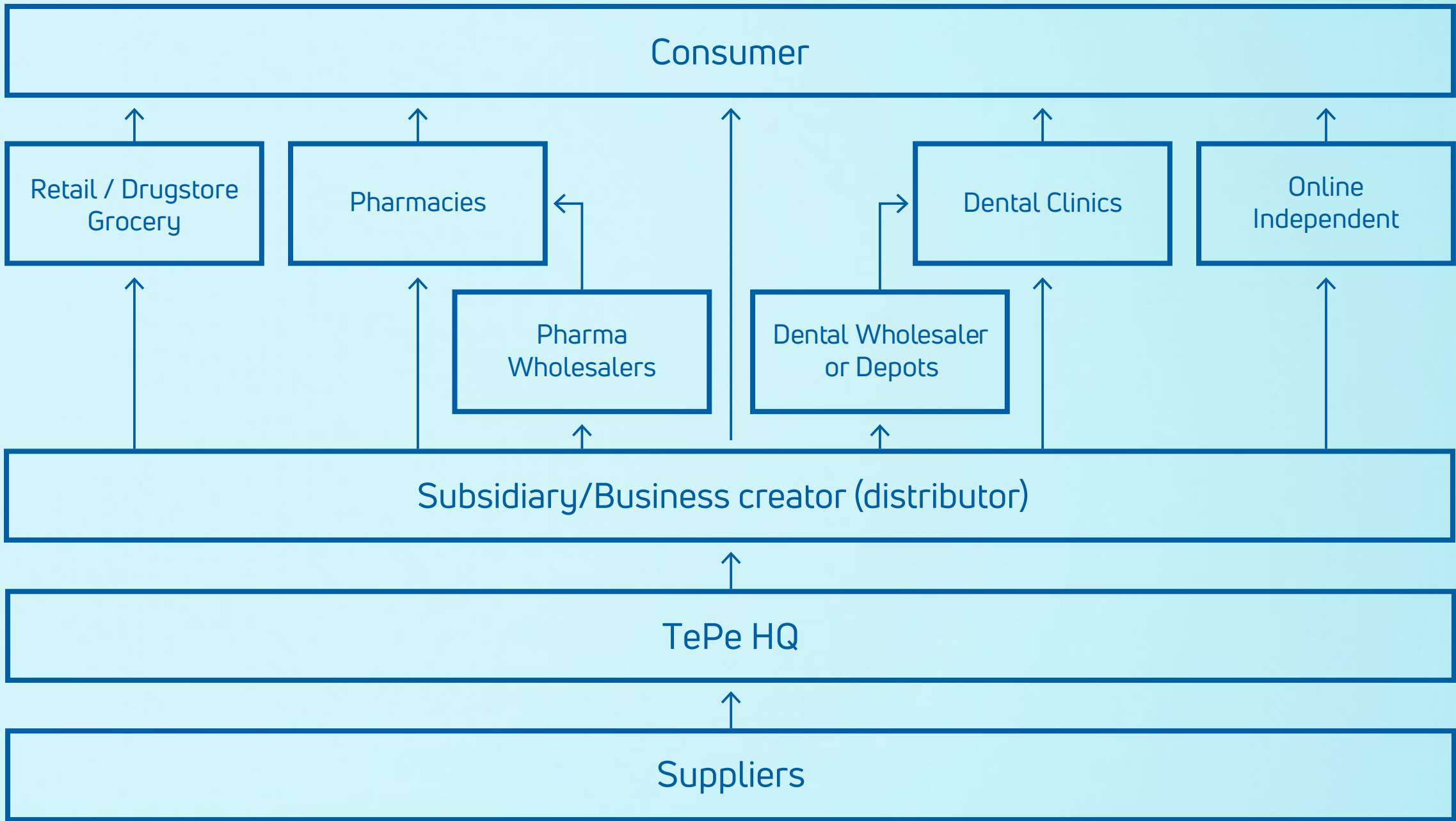
Our whistle-blowing procedure and channel are accessible to everyone internally and externally through our TePe intranet and homepage. This process is administered by independent consultants, specifically, Whitepaper Advisors Sweden AB. The corresponding routines describe the reporting flow, response 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 will have signed the TePe or equivalent Code of Conduct by the end of 2025, in 2024 we were at 96 %.

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 describes the way we work to meet the expectations of our customers and stakeholders, including continuous improvements with the aim of bringing healthy smiles for life. Our Environmental policy refers to our goal of including environmental matters in all aspects of our business.

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 unwavering 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

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 meetings ensure ongoing progress, and insights are presented and discussed during the quarterly management review together with the group management team.

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.

In line with the United Nations' Sustainable Development Goals, TePe's sustainability initiatives stress the importance of global collab-

orations 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.







# Performance

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






# Good product

Target	KPI	2019	2023	2024	Accounting clarifications	Policies and standards	SDGs
GOAL: Large scale phase-out of virgin fossil raw materials and fossil electricity							
100 % of the handles of products to be made with non-virgin fossil plastics by 2030*	Total volume of non-virgin fossil plastics purchased for products** in relation to total volume of plastics purchased for products (%)	6 %	84 %	85 %	*Using an ISCC PLUS (International Sustainability & Carbon Certification) certified mass balance method  **purchased materials: granules, master batch and filaments/floss of: interdental brushes (inc. Angle), toothbrushes, special brushes, tongue cleaner, extra grip, picks and floss	• Environmental policy • ISCC PLUS certificate for mass balance	   
100 % of our packaging to be recyclable and include at least 60 % renewable, recycled or FSC-certified materials by 2030	Total volume of renewable, recycled or 100% FSC-certified materials purchased for consumer packaging* in relation to total volume of purchased consumer packaging materials* (%)	56 %	67 %	69 %	*consumer packaging for all products produced at our production facility in Malmö  **based on the total weight of purchased packaging materials that include at least 60 % renewable, recycled plastic or 100 % FSC-certified carton		
100 % of our consumer packaging for self-produced products* to include at least 60 % renewable, recycled or 100 % FSC-certified materials by 2025**	Consumer packaging* that include at least 60 % renewable, recycled or 100 % FSC-certified materials (%)**	49 %	77 %	98 %			
Phase-out of fossil electricity by 2030	Change in electricity consumption in our own production facilities compared to previous year (%)*	Base year	1%	-5 %	*with a maintained share of 100 % renewable electricity in our own production facilities		
	Total volume of non-fossil electricity (kwh) in relation to total electricity consumption across TePe Group* (%)	99,5 %	99,7 %	99,7 %	*100 % renewable electricity is purchased in our own production facilities. All subsidiaries are included in the KPI		






Target	KPI	2019	2023	2024	Accounting clarifications	Policies and standards	SDGs
GOAL: Net-zero emissions across the value chain*							
Market-based approach**	Scope 1 and 2 GHG emissions: natural gas, cars, refrigerants, electricity and district heating (tonnes CO <sub>2</sub> e)	170	234	164	*The GHG emissions inventory has been prepared by following the GHG Protocol standards. An operational consolidation approach has been applied.  The GHG emission inventory is prepared annually. The inventory has been prepared together with IVL Swedish Environmental Research Institute.  All relevant GHGs (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> , NF <sub>3</sub> ) are included in the inventory and in the target, when relevant.	• Environmental policy • Group car policy • ISCC PLUS certificate for mass balance • GHG Protocol	<div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13CLIMATE ACTION</div> <div>17PARTNERSHIPS FOR THE GOALS</div>
TePe commits to reduce absolute scope 1 and 2 GHG emissions 46.2 % by 2030 from a 2019 base year	Change in tonnes of GHG emissions from natural gas, cars, refrigerants, electricity and district heating since 2019 (%)	Base year	38 %	-4 %			
TePe commits to reduce absolute scope 1 and 2 GHG emissions 90 % by 2050 from a 2019 base year							
Market-based approach**	Scope 3 GHG emissions: purchased goods, upstream transportation and end-of-life treatment of sold products (tonnes CO <sub>2</sub> e)	7,428	5,583	4,533	**Applying a market-based approach where supplier-specific emission factors are used for electricity and mass balanced (ISCC certified) polymers are modelled as if they are fully made from renewable sources  ***all polymers are modelled as if of fossil origin		
TePe commits to reduce scope 3 GHG emissions from purchased goods, upstream transportation and end-of-life treatment of sold products 55 % per million pieces interdental brushes sold by 2030 from a 2019 base year	Scope 3 GHG emissions: purchased goods, upstream transportation and end-of-life treatment per million pieces interdental brushes sold (tonnes CO <sub>2</sub> e)	35	22	17			
TePe commits to reduce absolute scope 3 GHG emissions 90 % by 2050 from a 2019 base year	Change in tonnes of GHG emissions from purchased goods, upstream transportation and end-of-life treatment per million pieces interdental brushes sold since 2019 (%)	Base year	-37 %	-51 %			
Location-based approach***	Scope 1 and 2 GHG emissions (tonnes CO <sub>2</sub> e)	287	379	261			
	Scope 3 GHG emissions from purchased goods, upstream transportation and end-of-life treatment of sold products (tonnes CO <sub>2</sub> e)	7,428	8,990	7,677			



Target	KPI	2019	2023	2024	Accounting clarifications	Policies and standards	SDGs
GOAL: Minimise manufacturing waste							
Zero waste* to landfill at all times and reduce manufacturing waste to energy recovery (unsorted) to a minimum** by 2030	Material recycling (sorted waste) in relation to total waste volume (%)	52 %	74 %	79 %	*all waste generated at our production facility in Malmö, which includes: production waste, household waste, machines and scrapping  **treatment methods reported are material recycling and energy recovery	<ul style="list-style-type: none"><li>• Environmental policy</li><li>• ISCC PLUS certificate for mass balance</li><li>• GHG Protocol</li></ul>	<div><div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div> <div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div> <div><div>13CLIMATE ACTION</div><div></div></div>
	Energy recovery (unsorted waste) in relation to total waste volume (%)	48 %	26 %	21 %			



# Good people

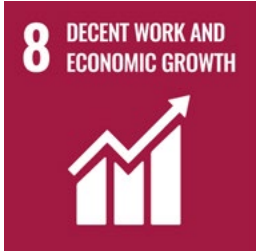


Target	KPI	2019	2023	2024	Accounting clarifications	Policies and standards	SDGs
GOAL: Enhancing quality of life and lower emissions through good oral health by providing external education focused on prevention							
Attendees of our global webinar(s) to increase by 10 % annually*	Total increase of attendees in global webinars (%)*	N/A	N/A	Base year	*Live attendees and attendees within two weeks time of the live webinar	• Sustainability policy	
Evaluation score of our global webinar above 3** (on a scale from 1–4)	Evaluation score regarding prevention and sustainable dentistry (% above the score of 3)**	N/A	N/A	Base year	** When answering the question: “Has this webinar provided you with tools to focus more on prevention, which is a part of sustainable dentistry” (1=no, 4=definitely)		
Subscribers of our newsletter to increase by 10 % annually	Total amount of subscribers of our newsletter	N/A	N/A	Base year			
	Total increase in subscribers of our newsletter (%)	N/A	N/A	Base year			
Maintain an opening rate of our newsletter of 40 %	Average opening rate of our newsletter (%)	N/A	N/A	Base year			
GOAL: Reinforce knowledge and engagement about sustainability through internal education for all co-workers							
100 % of new permanent co-workers taking part in introductory training*	Share of new permanent co-workers taking part in introductory training (%)	N/A	86 %	89 %	*introductory training includes; sustainability, culture and values, och sustainable business strategy	• Work environment policy • Company values • TePe Code of Conduct • Sustainability policy	
80 % response rate in annual sustainability nano learning course*	Share of co-workers taking part of annual sustainability nano learning course (%)	N/A	N/A	41 %	*co-workers with a TePe-email		
Puls score above 7,5 regarding sustainability*	Puls score regarding sustainability (% above the score of 7,5)	N/A	N/A	8,4	*When answering the questions: “I am aware of our sustainability work at TePe?” and “I am proud of the sustainability engagement at TePe”		



Target	KPI	2019	2023	2024	Accounting clarifications	Policies and standards	SDGs
GOAL: Safe work environment							
Zero work or environment-related accidents	Environment (chemical) related-accidents	0	0	0		<ul style="list-style-type: none"><li>• Work environment policy</li><li>• Policy for occupational health and safety</li><li>• Employee guidelines</li></ul>	<div><div>3GOOD HEALTH AND WELL-BEING</div><div></div></div> <div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>
	Work-related accidents	12 minor incidents, no injuries	12 minor incidents, 3 injuries, none of them serious	15 minor incidents, 2 injuries, none of them serious			
GOAL: Healthy work-life balance over time							
Puls score above 7,5 regarding healthy work-life balance over time*	Puls score regarding healthy work-life balance over time (% above the score of 7,5)	N/A	7,9	7,9	*When answering the questions: “I have the chance to recover after intense periods at work”, “During my spare time I can stop thinking about work” and “The nature of my work allows me to do what I like in my spare time”	<ul style="list-style-type: none"><li>• TePe Code of Conduct</li><li>• Sustainability policy</li><li>• Competency-based recruitment process</li><li>• Internal recruitment process</li><li>• Employee guidelines Gender Equality Report</li></ul>	<div><div>3GOOD HEALTH AND WELL-BEING</div><div></div></div> <div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>
GOAL: Balanced levels of gender representation throughout the organisation							
Maintain balanced levels of gender representation throughout the organisation (50/50)	Share of employees of each gender (%)	53 % women 47 % men	47 % women 53 % men	49 % women 51 % men		<ul style="list-style-type: none"><li>• TePe Code of Conduct</li><li>• Sustainability policy</li><li>• Competency-based recruitment process</li><li>• Internal recruitment process</li><li>• Employee guidelines Gender Equality Report</li></ul>	<div><div>3GOOD HEALTH AND WELL-BEING</div><div></div></div> <div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>
	Share of employees of each gender at managerial level (%)	46 % women 54 % men	49 % women 51 % men	44 % women 56 % men			



Good practice

Target	KPI	2019	2023	2024	Accounting clarifications	Policies and standards	SDGs
GOAL: Foster unwavering ethical culture based on TePe's values and our Code of Conduct							
100 % of first-tier suppliers to sign TePe or equivalent Code of Conduct*	Share of suppliers signing TePe or equivalent Code of Conduct (%)	92 %	86 %	96 %	*Raw materials, semi-finished and finished goods purchased to Malmö (for the purpose of selling)	<ul style="list-style-type: none"><li>• Supplier Classification and Risk Assessment procedure (implemented 2020)</li><li>• TePe General Purchase Agreement</li><li>• Supplier Self- Assessment</li></ul>	
100 % of new employees to sign whistle blow policy	Share of employees signing the TePe whistle blow policy (%)	N/A	N/A	100 %		<ul style="list-style-type: none"><li>• TePe Code of Conduct</li><li>• TePe Supplier Code of Conduct</li></ul>	
0 Fines or settlements for noncompliances with anti-bribery and corruption law	Number of fines or settlements for noncompliances with anti-bribery and corruption law	N/A	N/A	0		<ul style="list-style-type: none"><li>• Risk management policy</li><li>• Sustainability policy</li><li>• Whistleblowing policy</li></ul>	
GOAL: Active endorsement of Eklund Foundation, a 5.5 m EUR fund for global odontological research, to support knowledge and development within odontology and global oral health*							
Increase of applicants by 5 % annually with maintained quality	Number of yearly Eklund Foundation applications	32 applications, 15 countries	43 applications, 19 countries	46 applications, 18 countries		<ul style="list-style-type: none"><li>• Charity and sponsorship policy</li></ul>	 
	Total increase in applicants for Eklund Foundation grants (percentage)**	-51%	0 %	7 %	<p>*The foundation is created by the Eklund family. The foundation is endorsed by TePe but not funded by TePe</p> <p>**with maintained quality</p>		





## Sustainability report 2024

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