

Wellspect®  
A REAL DIFFERENCE

 BEYOND

Wellspect  
Sustainability Report 2023



# Content

This is Wellspect	3
Highlights of the year	5
Foreword by the CEO	6
Reflections from the GVP	8
Our approach to sustainability	10
Our sustainability strategy	11
Performance review 2023	12
Good health and well-being	14
Safe, committed and inspiring workplace	18
Reduced environmental footprint	25
Waste management at Wellspect	29
Governance and materiality analysis	31
Sustainability data	32



# This is Wellspect

## What we do

Wellspect® offers innovative continence care solutions for people suffering from bladder and bowel dysfunction. For 40 years, we have been leading the industry with our LoFric® and Navina™ products. All of Wellspect's reliable, user-friendly products are designed to have as little environmental impact as possible.

## Why we do it

People with bladder and bowel dysfunction often suffer in silence and unnecessarily restrict their lives. Our products allow users to break their isolation and regain independence, dignity, and self-confidence. What's more, we work closely with users and healthcare professionals to sustainably improve our products and services.

## To whom

We provide products to thousands of users, directly or via distributors, in more than 40 countries. Our products provide relief from bladder and bowel dysfunction related to neurogenic conditions, such as spinal cord injury (SCI), multiple sclerosis (MS), Parkinson's disease, or spina bifida. They also help people who suffer from functional conditions, such as enlarged prostate, dysfunction after childbirth, or post-cancer disorders.

>40

Number of countries offering our products

1,095

Number of employees

100%

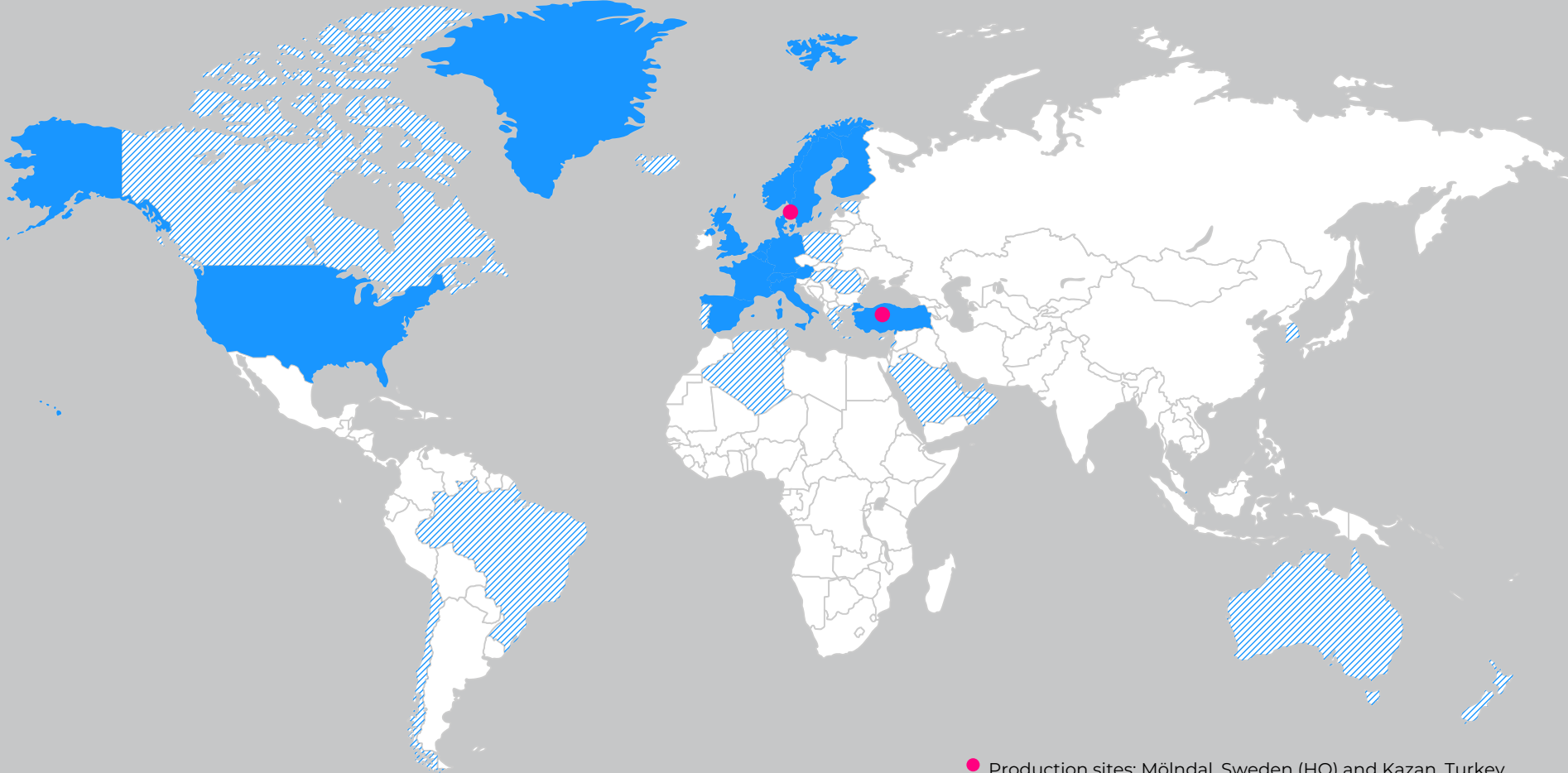
Electricity from renewable sources at our production sites and warehouses

2045

Date by which we aim to ensure a net-zero value chain

# This is Wellspect

Where we operate



- Production sites: Mölndal, Sweden (HQ) and Kazan, Turkey
- Sales offices
- ▨ Distributors

# Highlights of the year



In 2023, we **increased the recycling ratio of our production scrap** by 30% (compared to 2022). The increase, which is a direct result of proactive waste management initiatives and the integration of sustainable thinking into various stages of the production process, reverses a 2022 regression in recycling ratio, which we reported upon in our 2022 Sustainability Report.



In April 2023, we **introduced renewable plastic into our LoFric Elle catheter** using a mass balance approach. The original LoFric Elle catheter, launched in 2019, was manufactured solely from conventional fossil-based raw material sources. The new modified product has a 55% lower carbon footprint compared to the original product, while retaining the same clinical performance and user-friendliness.



In March 2023, we successfully completed, as one of the first companies in our industry, **EU's new Medical Device Regulation certification, EU MDR 2017/745**. Our early completion of the MDR certification, signals our commitment to compliance, quality and safety. It is also a testament to our desire to be at the forefront of our industry, not only in sustainability and innovation, but also within quality management.



By the end of 2023 **not a single recordable accident was registered at our manufacturing facilities** in Mölndal and Kazan, where more than five hundred people work in three daily shifts. This is due in part to established protocols for hazard identification, reporting and control, as well as a continuous adoption of health and safety measures.

A man with short, light-colored hair, wearing a dark blue plaid blazer over a light blue button-down shirt, is smiling warmly at the camera. He is standing in a modern office environment with large windows in the background that offer a view of a green landscape. The lighting is soft and natural, coming from the windows. The overall tone is professional and approachable.

## Foreword by the CEO

## Foreword by the CEO

Since Dentsply Sirona's acquisition of Wellspect in 2011, we have continued to invest in augmenting the Company's clear strengths as a leader within the MedTech industry. Principally, these are its relentless focus on quality, operational excellence, innovation, and sustainability.

These strengths position Wellspect to deliver better care to more people. They are also heavily aligned with the Company's commitment every day to improve healthcare and achieve positive outcomes for the end users of our solutions, enabling them with confidence to live a fuller and more enjoyable life.

In 2021, Dentsply Sirona formalized its sustainability strategy, "Beyond", which outlines our plans to take action for a brighter future. This encompasses the Group's strategy to manage sustainability risks, reduce our environmental impact – including setting a net-zero goal – as well as positively impact our people, customers, communities. The impressive strides Wellspect is making on sustainability are integral to this long-term vision for the Group's overall sustainability strategy.

Sustainability will increasingly be at the heart of future healthcare delivery. Wellspect's focus on innovation is paying off in this regard, and we were delighted to see Wellspect continue to be at the forefront of sustainability-related innovation, achieving significant improvements to the environmental impact of its products and waste reduction, which is discussed in greater detail within this report. I look forward to collaborating with the Wellspect team in 2024 as we explore new ways to go beyond and raise the bar for the health ecosystem. As one thing is evident: quality, reliability and sustainability will continue to be core areas of focus as Wellspect continues to be the continence care provider of choice.



Simon Champion  
President and Chief Executive Officer



**Reflections from the  
Group Vice President**



# Charting a path for continued excellence

In November 2023, I joined Wellspect determined to unlock new avenues for growth and innovation. While cognizant of the challenges facing the MedTech industry, including digital disruptions, increased regulations, uncertain supply chain, and a constrained macro-economic climate, I remain optimistic about the future. Looking ahead, I see ample opportunities for growth and for making a real difference. I say this, not because I tend to always see the glass half-full, but because Wellspect has solid foundational capabilities and a winning portfolio.

At Wellspect, we have a heritage of innovation and operational excellence, which dates to 1983. Beyond clinical reliability, sustainability is now also making headway as a unique selling point for our products. In 2023, we introduced renewable plastic into our LoFric Elle catheter. We were also one of the first companies in our industry to complete the EU MDR certification. We achieved all this while delivering a solid financial performance with organic sales growth of 4.7%.

To remain relevant in a rapidly changing environment, we must chart transformational strategies and next-generation operating models that create long-term value for all. From customers and employees to shareholders and society as a whole.

## Unlocking investments and securing growth

R&D and product innovation continue to become increasingly complex and technology driven in the current MedTech era. To fast-track innovation and to bring to market a best-in-class product portfolio, we are scaling up external investments and forging cross-sectoral partnerships.

In 2023, we joined forces with global and local partners across the supply chain to complement our capabilities with third party technologies and know-how. Partnerships of this kind enabled us to cut the carbon footprint of one of our products, LoFric Elle, by 55% compared to the original product. They also enabled us to achieve a 30% increase in the recycling of production waste at our HQ in Mölndal.

## Sustainability as a differentiating factor

Sustainability is aligned with our vision of making a real difference. By embracing social, economic, and environmental sustainability throughout the value chain, we can create long-term value for our stakeholders and be a catalyst for positive change in our industry.

As preferences of end-product users and procurement departments of national health systems and hospitals continue to shift towards more sustainable products, we see sustainability as an important contribution that meets the next generation of healthcare needs. It is not just good for the planet, but it is also good for business.

Guided by the Science Based Targets initiative (SBTi), we remain committed to leveraging science and technology to meet our near- and long-term emission reduction targets, which were validated early 2024 by the SBTi, along with our net-zero target. Going forward, sustainability will continue to guide our business strategy while also being embedded into our design thinking and system engineering in early product development stages and in manufacturing processes.

## We are part of a health ecosystem

As a global company producing medical devices, we are part of a wider health ecosystem. We collaborate with stakeholders from across the healthcare value chain including patients, healthcare professionals, hospitals and clinics as well as key forums and associations that are directly or indirectly connected to continence care.

This collaboration benefits everybody and provides greater health equity for all, tying into the sustainable development goal of good health. It also feeds into a value-based healthcare provision model that allows for better efficiency in the healthcare sector overall. Patients get improved access to healthcare while we can design products that meet patients' and healthcare providers' needs and preferences. Both environmental and social.

Our urologic and enterologic products are designed to improve patients' outcomes in the long term, which can help reduce the costs of the wider healthcare system.

## The best is yet to come

My journey with Wellspect has just begun. I am thrilled about the road ahead and eager to make a meaningful impact in this new MedTech era. With a sharpened business strategy and a passion for innovation and excellence we shall chart a path of continued growth and deliver long term value for our stakeholders. With sustainability as a differentiating factor, we can also create a brighter future for everyone. The best is yet to come.



Chris Schlenk  
Group Vice President Wellspect HealthCare

# Our approach to sustainability

We aim to be a force of positive change in our industry, going BEYOND the minimum requirements of the law. Our vision of making a real difference underpins our sustainability strategy which is guided by three pillars of action — Good Health and Well-being; Safe, Committed and Inspiring Workplace; and Reduced Environmental Footprint. The success of our strategy builds on close collaboration with all of our stakeholders, including employees, healthcare professionals, suppliers and end product-users.

As a responsible business, we strive to promote business practices that respect human rights and social needs, and that incorporate consideration for environmental impact. Our sustainability strategy, which was initially established in 2020, has continuously evolved. In 2021, we further enhanced it by setting a net-zero target. While it remains a work in progress, our sustainability strategy ties into our mission of empowering our users to lead independent and dignified lives by creating reliable and user-friendly products, with reduced environmental impact.

## What are our three sustainability pillars?

### Good Health and well-being

- Empower people to gain independence, confidence, and the ability to lead full lives.
- Assure innovative, premium solutions.
- Serve more markets to reach more users.
- Contribute to reducing the stigma that surrounds bladder and bowel dysfunction.
- Help users minimize their environmental impacts by offering products that promote resource efficiency and circularity.
- Contribute to society as a good corporate citizen.

### Safe, committed and inspiring workplace

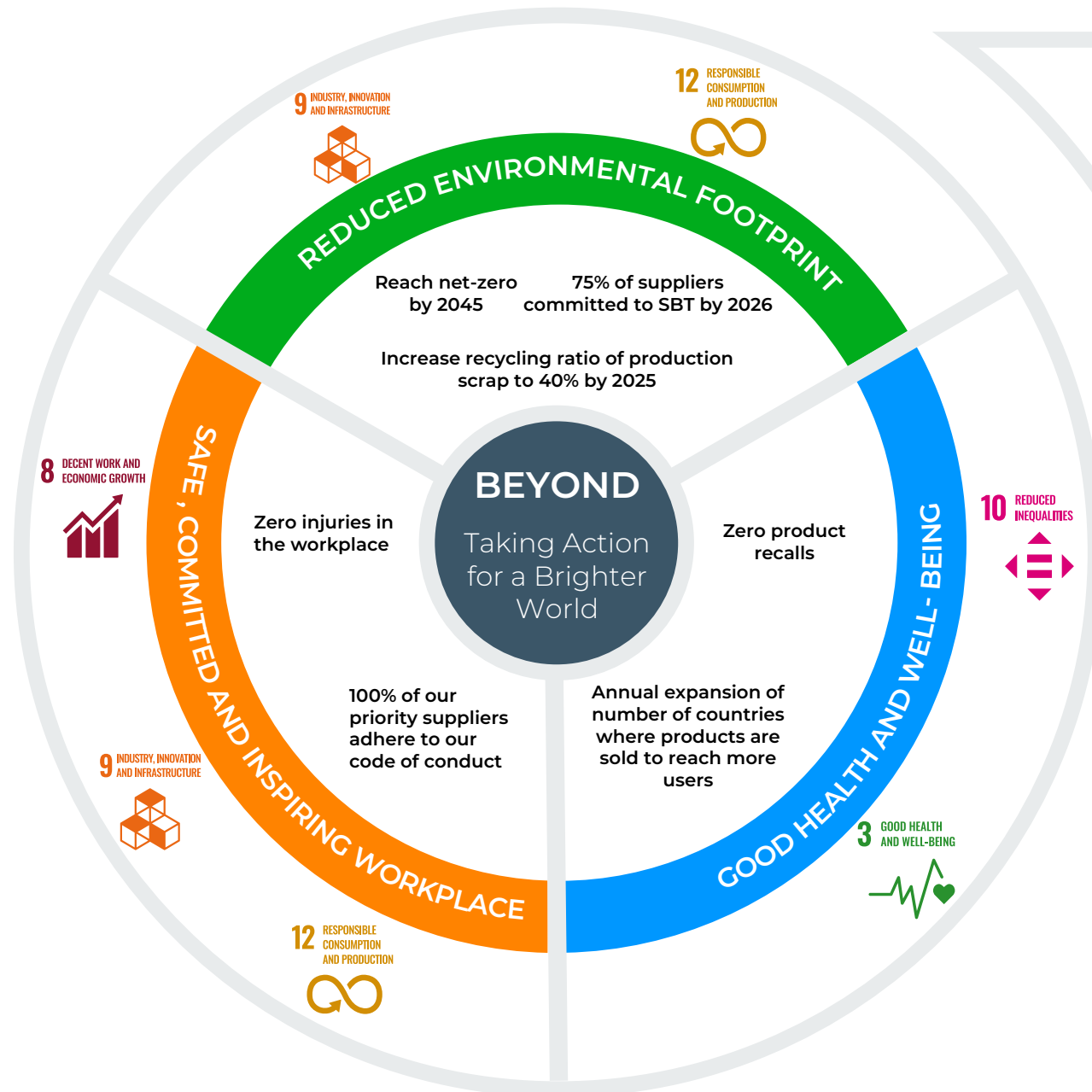
- Provide a great workplace that promotes well-being, belonging, and a sustainable work-life for all employees.
- Put safety first – no work-related injuries or illnesses.
- Promote an inspiring and highly engaging company culture in which all employees are a part of our success.
- Provide leadership engagement, focusing on empowerment, diversity, and inclusion.
- Encourage a commitment to sustainability by all of our employees.
- Support the continuous improvement of our suppliers as part of our responsible supply chain.

### Reduced environmental footprint

- Allow no compromises between product and environmental performance.
- Drive innovation throughout the company.
- Reach net-zero by 2045.
- Reduce emissions and chemical use.
- Promote operational resource efficiency.
- Select materials and services with the lowest environmental footprints.
- Inspire our supply chain to reduce the environmental impact.

# Our sustainability strategy

Because we believe in the importance of advancing together, we have aligned our sustainability strategy to the UN Sustainable Development Goals (SDGs).



# Performance Review 2023

The chart shows the 2023 performance by focus area of our main key performance indicators (KPIs).

Target/KPI	Result 2020	Result 2021	Result 2022	Target 2023	Result 2023	Target 2024	Target 2025
<b>Good health and well-being</b>							
Increase in number of countries where products are sold	1	1	1	1	2	1	5 (vs 2020)
Minimum number of projects aiming to develop products for developing countries	1	1	1	1	1	1	1
Number of mandatory recalls	0	0	0	0	0	0	0
<b>Safe, committed and inspiring workplace</b>							
Lost time injury rate (LTIR) <sup>1</sup>	0.76	0.66	0.1	0	0.28 <sup>9</sup>	0	0
Total recordable injury rate (TRIR) <sup>1</sup>	0.87	0.80	0.1	0	0.28 <sup>9</sup>	0	0
Attendance rate <sup>8</sup>	93.8%	95.4%	94.8%	>95%	94.6%	>95%	>95%
Relevant employees trained in business ethics	98.1%	98%	98%	100%	99%	100%	100%
Prioritized suppliers risk classified from a CSR perspective	100%	100%	100%	100%	100%	100%	100%
Employee satisfaction score <sup>7</sup>	n/a	4.7	4.7	4.9	4.7	4.8	5.0
<b>Reduced environmental footprint</b>							
Energy usage/sold product <sup>2</sup>	Baseline	-0.7%	-2%	-5%	0%	-4%	-6%
Product transport by air <sup>3</sup>	2.8%	5.0%	4%	2.1%	3.6%	2.1%	1.6%
CO2e/sold product <sup>4</sup>	n/a	Baseline	-26%	-28%	-27%	-30%	-75%
Waste/sold product <sup>2,5</sup>	Baseline	-1%	6%	-6%	1%	-5%	-8%
Waste sent for material recovery <sup>2,5</sup>	28%	33%	27%	36%	35%	36%	40%
Water consumption/sold product <sup>2</sup>	Baseline	-13%	-35%	-35%	-49%	-49%	-35%
Converted to new coating process <sup>6</sup>	12%	47%	72%	73%	78%	78%	100%

1) From 2023, covering 100% of employees.

2) Manufacturing sites in Sweden and Turkey.

3) Share of products transported by air, calculated by weight.

4) Scope 1 and 2

5) Local regulations define what is characterized as "waste"

6) Calculated as the yearly average of the ratio of catheters coated in new process.

7) On a six-point scale, where 6 means "Strongly agree" and 1 means "Strongly disagree": I recommend this organization as a great place to work. Rating adjusted in 2022 from a five point scale in 2021. Not measured in 2020.

8) From 2023, covering 99% of employees.

9) Three recordable incidents were recorded across Wellspect globally in 2023. None of these incidents occurred however at the manufacturing facilities in Mölndal and Kazan.



Our Navina bowel care portfolio secures end users independence. ©Wellspect.

# Good health and well-being

Milton Friedman, a famous American economist, used to point out that the sole objective of any business is to increase its profit. At Wellspect, we want to serve a bigger purpose. Beyond making a profit, we also want to advance the good health and wellbeing of people and to reduce the global stigma surrounding continence care.



Skiers with spinal cord injuries lined up for a photo together with their ski-buddies in Åre, Sweden, in February 2023. Event organized by Back-up Foundation with support from Wellspect. ©Wellspect.

## Empowering people

At Wellspect, we produce innovative medical devices for bowel and bladder management that help people lead more dignified and independent lives. We also invest in new product developments and improvements that respond to the functional and environmental concerns identified by our users.

In 2023, we rolled out an extension of our LoFric Origo catheter, which we named LoFric Origo Flexible. With its flexible tip, it is perceived as easier to insert, as it provides guidance through the male urethra. We also launched Navina Mini, a minimally-invasive hand-fitting bowel irrigation device, which allows people to empty their bowel, even when facing temporary bowel issues.

To empower users to make more sustainable choices, we introduced renewable plastic into our LoFric Elle catheter, cutting down its carbon footprint by 55%, compared to the original product.

“

*I have come to terms with my spinal cord injury. Life is still pretty awesome at times.*

Paolo Baldan  
Long term user of Wellspect's products

#### Serve more people

At present, our products are available in more than 40 countries. We continue to expand into new geographic markets, to grow our businesses and to ensure wider access to our products. In 2023, we registered Navina Classic, our high-volume bowel irrigation system in South Korea. We also entered Australia, Canada, Greece, Iceland and Romania with our LoFric Elle catheter, which has proved popular with users due to its L-shaped angle that promotes better hygiene. In preparation for additional market entries, including to Saudi Arabia and the United Arab Emirates, we are translating our products' associated Instructions for Use and preparing educational and pedagogical material for children and caregivers.



### Stronger together

At Wellspect, we are convinced that partnering with healthcare professionals and key forums and associations that are directly or indirectly connected to continence care, such as spinal cord injury associations and rehabilitation centers, can inspire the development of new products and groundbreaking research.

Our partnership with the International Spinal Cord Injury Society (ISCoS) is entering its fifth year. Together, we produced in 2023 two scientific podcasts and one webinar, covering intermittent catheterization and transanal irrigation for people with spinal cord injuries (SCI).

At our Advancing Continence Care Together (ACCT) global forum, we organized one webinar and one physical meeting, in which key opinion leaders and practitioners explored with us the scientific and human aspects of topics related to bowel and bladder dysfunction.

### Science is our backbone

To stay in touch with the latest developments in the field of Urology and Enterology, we explore evolving therapies and current trends in bladder and bowel management. Supported by science and clinical evidence, we also examine treatment options and product concepts that can revolutionize



the lives of our product users. To this end, we have 5-10 clinical research investigations running in parallel on an annual basis. We also support approximately five Investigator Initiated Studies (IIS) and two study grants every year. The latter category, allows for healthcare professionals to conduct independent research and to present results to peers at international congresses.

### Staying ahead of the curve

In 2023, we were one of the first companies in our industry to successfully complete EU's new Medical Device Regulation (MDR) certification. The new certification, which became mandatory for all medical device businesses in May 2024, aligns with Wellspect's strict quality requirements and is intended to comply with registration requirements. In preparation for the certification, Wellspect conducted an updated risk assessment for both products and processes covering all steps of the life cycle of the product, including the concept phase.

Evaluation of product safety and performance is a constant principle at Wellspect, where risk management is integrated into product design and manufacturing. Despite high production volumes and product sales in more than 40 countries, no product recalls have taken place for the past six years. This is a testimony to the detailed risk management framework at Wellspect.

### Free of charge Educational Platform

Keeping up with the latest developments in the field of bladder and bowel management is a life-long undertaking for healthcare professionals. As part of our service-offering, we provide educational material and tutorials to healthcare professionals on our free of charge educational platform. The materials include scientific documentation and in-depth courses from leading experts in the field of bladder and bowel care, as well as foundational articles and tutorials covering a wide range of learning goals. All content adheres to continuous professional development (CPD) standards and is independently reviewed and validated. The content provided enables healthcare professionals to learn something new and to refresh, improve and broaden their knowledge and expertise in bladder and bowel management. Most material is available in more than 10 languages.

Outside of our [educational platform](#), we also provide training material and tutorials that enable users to take control of their bladder and bowel, empowering them along the way. This material is available on our website as well as our YouTube channel.





### Reducing the stigma

The social stigma engulfing continence care often isolates people who battle bladder and bowel dysfunction and makes them suffer in silence. With our long-standing history in the continence care industry, we are perfectly positioned to shine a light on bowel and bladder dysfunction - to break the stigma or help reduce it. We use our digital platforms to raise awareness of bladder and bowel dysfunction by sharing user stories and photos and by highlighting success stories that showcase the impact of the right treatment and products.

We also support various outdoor activities organized by different charities and foundations as a means to encourage more opportunities to participate in activities for people with various conditions, including spinal cord injuries and multiple sclerosis (MS).

### Contribute to society as good corporate citizens

With our vision of making a real difference, we proactively support local community initiatives that reflect positively on people and the planet.



# Safe, committed and inspiring workplace



At Wellspect, we want to be agents of positive change. This is why we go beyond the requirements of the law, spearheading initiatives and policies that reflect positively on all our stakeholders, from employees to customers and suppliers. Learn more about our strategies and actions towards a safe, committed, and inspiring workplace.

### Health and safety always come first

The focus of our health and safety strategy is to enable employees to work in an inspiring and caring environment, one that is free from harm to body and mind. In support of this strategy, our organizational processes and policies foster an individual safety-mindset and an organizational safety-culture. We have a “zero-injuries in the workplace” target and maintain among the highest health and safety standards in the workplace, measured in LTIR<sup>1</sup> and TRIR<sup>2</sup>. We have rigorous processes for hazard identification, reporting and control as well as different types of training. Safety representatives participate in safety inspection rounds, investigations, and risk assessments – proposing and coordinating changes that positively influence health and safety.

In 2023, we rolled out several initiatives in support of mental health, including a global all-inclusive employee training. Managers with people supervisory responsibilities received additional training to identify stress on their teams and to develop the skills necessary to lead conversations about mental health in the workplace. Living up to our duty of care as an employer, we organized seminars on various topics related to mental health, including good sleep habits, menopause and other hormone changes.

### From attractive employer to preferred employer

We strive to create an organizational culture where all employees are valued and empowered to achieve their full potential. To retain and attract talent, we encourage cross-functional moves in various roles and markets and ensure good working conditions, fair compensation, and competitive benefits for all employees.



Jerry Keskinen, Manager Production Area, on an inspection round at the Mölndal Production site. ©Wellspect.

<sup>1</sup> Lost time injury rate (LTIR)

<sup>2</sup> Total recordable injury rate (TRIR)

“

***The work-life balance I have at Wellspect, has fed into my decision to stay with the company for 20 years now.***

Pär Ottosson  
Global Product Manager

We also provide free of charge digital learning opportunities, globally and locally. Our quest to promote equity, diversity and inclusion is reflected in our recruitment and compensation policies, as well as our promotion and career development opportunities. It is also spelled out in our Code of Ethics and Business Conduct, which is in turn supported by an independent hotline, through which employees and external stakeholders can confidentially and anonymously report unethical or unacceptable behavior.

Acknowledging the importance of a healthy work-life balance, we maintain flexible work policies, including hybrid working possibilities and flexible hours.

Our annual and periodic employee engagement surveys help us identify and act upon areas of improvement, while our global intranet platform supports internal alignment and information sharing. Going forward, we plan to further develop our Employer Value Proposition (EVP), taking into account the findings of a 2023 report with recommendations on how to become a more attractive employer. With some of the recommendations emphasizing the importance of providing our employees with additional opportunities to grow their careers, we have made available career planning toolkits and guides and rolled out global mentorship programs.





Julia Gutman, R&D Engineer is seen at Wellspect's lab. Mölndal, Sweden. ©Wellspect.

### Joining forces with suppliers

By taking a lead on societal and environmental issues and encouraging suppliers to follow suit, we can turn our supply chain into a catalyst for positive change. In 2023, we strengthened our strategic partnerships with our suppliers, bringing them onboard with our sustainability targets and requesting them to join forces with us. In September, we organized an open house at our HQ in Mölndal, during which we shared experiences and best sustainability practices with our key suppliers, exploring how we can advance the three sustainability pillars – social, environmental and governance – together. We also emphasized our expectations on our suppliers to develop science-based targets for their emission reductions, to support a reduction of Wellspect's scope 3 emissions, which primarily originates from our supply chain. By the end of 2023, 25% of our direct material suppliers had science-based targets in place, while five suppliers had the International Sustainability and Carbon Certification (ISCC).

### Advancing together

Power is in numbers. We believe in the power of collaboration across industries and functions to foster a more responsible supply chain. By bringing together the technologies and know-hows of different industries, we can complement our own capabilities and allow for breakthroughs to happen.

Together with our suppliers we have scrutinized material sources and explored alternative ones, ultimately introducing renewable plastic into our LoFric Elle catheter. With our suppliers we will continue our exploration of more sustainable materials, gradually transitioning into more products with a reduced environmental footprint.

### Risk identification and control

We prioritize doing business with responsible suppliers who, like us, promote business practices that respect human rights and social needs, and who actively work towards the reduction of their environmental footprint. In 2023, we updated our headquarters Risk Management Procedures in our supply chain, including an evaluation of our supplier's sustainability performance into our risk management processes. We also conducted five social and environmental compliance audits that resulted in further improvement of processes for both ourselves and our suppliers. By the end of the year, five additional supplier audits had been started in Turkey, where Wellspect has its second largest production site.



LoFric Elle, Wellspect's female L-shaped catheter has won several design awards. ©Wellspect.

In addition to these extensive audits, we have established protocols to ensure basic compliance and identify risks, including the Ethixbase Instant Due Diligence platform, which screens business partners and third parties against important sanctions and watchlists. Additionally, all our suppliers must be in possession of the certifications necessary to comply with applicable laws and regulations. They must also comply with, and sign, our Business Partner Code of Conduct.

“

***Cooperation across the supply chain was critical to cutting the carbon footprint of our Elle catheter by more than half.***

Maria Gryte  
Head of Procurement & Supply Chain





Our bladder care portfolio supports end users in leading more dignified and independent lives. ©Wellspect.



# Reduced environmental footprint



We aspire to be a force of positive change in our industry by developing more sustainable solutions and products. By scrutinizing materials, energy sources and machinery, we can optimize production processes and develop more sustainable products, without compromising the reliability and the clinical performance that our products are known for.

#### **Actionable measures across core areas**

At Wellspect, sustainability is integrated into our business strategy and value chain. Our goal of reducing our entire operation's environmental footprint is broken down into actionable steps across core areas including energy and water, waste and chemical management, product development and packaging. Our day-to-day sustainability work, across the supply chain, is guided by globally recognized standards and stringent data collection, which will be further fine-tuned in 2024.

A healthcare professional explains to a product user which catheter parts can be recycled. ©Wellspect.

### Rethinking waste-management

By approaching waste-management as a cross organizational endeavor, that transcends a specific business function, we were able to improve waste-management of production scrap and residues.

In 2023, we increased the recycling rate of our production waste at our main production site in Mölndal, Sweden by one third (from 27% to 35%).

Exploring more sustainable ways of working with our suppliers, we also put in place processes that support more circular systems (e.g. by returning used foil bobbins to the supplier for reuse).

Strengthened partnerships with waste management actors supported the recycling of additional waste fractions while feeding into more circular systems. As an example, 2.2 tons of plastic particles that were previously extracted from catheter eyelets and discarded, are now processed and turned into high quality plastic that feeds into new products (see page 30).

In Kazan, Turkey, our second largest production site, a national zero-waste certification was obtained at the end of 2023. In line with this certification, a rigorous waste management system, which oversees the separation and the proper handling and disposal of different waste categories, was put in place. To ensure compliance with local regulations, reporting data on the amount and type of waste collected is also fed into a national system on a monthly basis.

### Improving chemical management

We have a stringent chemical management system that oversees the proper handling and disposal of chemicals with the aim of ensuring a safe work environment while mitigating harmful effects on the environment.

In parallel, we systematically evaluate alternative chemicals that can represent safer and less harmful options from an environmental standpoint, which could substitute the chemicals used in our existing process without compromising production processes and outcomes. Guided by the hierarchy of controls, a methodology used to mitigate chemical related hazards, we cut down on the use of Ethylene Oxide in the catheters' sterilization process, at our Kazan site, by 21% (compared to 2022). In addition, a new catheter coating process will be implemented in Kazan whereby a chloride substance will be replaced with a less harmful solvent, which will reduce production-related greenhouse gas emissions.

At our main production site, three chemicals were partly substituted, while two others were fully substituted with alternatives that pose less risks.



Daniel Haglund Theemasiri, Head of Production Packaging and Distribution, eyes the amount of waste generated from plastic packaging during the day. ©Wellspect.



### Smart usage of energy

As of 2023, our production sites and distribution centers are fully reliant on electricity from renewable sources. By spearheading various energy reduction activities and by gradually replacing existing machinery with more energy efficient versions, we have further reduced our energy usage as a company. As an example, the replacement of a ventilation system at our Möln dal site with a more energy efficient system, reduced the total site's electricity usage by 0.43%. Sealing and optimization of pneumatic air usage resulted in additional reductions of electricity usage at the same site.

Additional incremental enhancements across sites included the improvement of a stand-by mode for production

machinery and the installation of additional electricity meters. A visualization of real time energy consumption of production machines increased the machine operators' awareness of energy usage, further optimizing electricity consumption.

### Emission reductions guided by climate science

In 2021, we announced our vision to achieve net-zero by 2045 and our intention to rely on globally recognized science-based targets in our journey to net-zero. In 2022, we announced our commitment to the Science Based Target initiative (SBTi), followed by a submission of our near and long-term emission reduction targets in 2023 (see page 32).

To meet the ambitious goals we have set, we have stepped up our emission reduction measures across all sites. In Möln dal, we took further strides in our transition into more energy efficient cooling systems. The new units, which rely on the ammonia refrigerant, enable an annual decrease of 200 tons of CO<sub>2</sub>e when compared to previous systems. They are also more energy-efficient, allowing us to achieve double climate benefits.

Furthermore, the isolation gas used in the sterilization process (a GHG) was reduced by 26% compared to the previous year. This built on the positive reduction seen in previous years (37% reduction from baseline). The replacement of the traditional Liquefied Petroleum Gas used in production with a bio-based version that is derived from the breakdown of renewable feedstock equals 77 tons of CO<sub>2</sub>e per year.



In Germany, the transition to renewable energy sources has led to an absolute reduction of 21 tons CO<sub>2</sub>e. In the UK, the replacement of the heating system at our distribution center reduced the use of natural gas by 25%.

At the Swedish site, the charging stations for electrical vehicles were doubled. Although the emission reductions attained by encouraging more staff to buy electrical vehicles and by providing them with the ability to charge them on site are difficult to calculate, they contribute meaningfully to total emission reductions.



## New product era

By leveraging today's technologies and industry know-how, we are producing a new generation of medical devices that provide more sustainable options for healthcare professionals and end-product users. In 2023, we introduced the use of renewable plastic, showcasing how fossil-based materials can be replaced with bio-based raw materials without jeopardizing clinical performance. The pilot, represented by our LoFric Elle female catheter, earned us the Sustainable MedTech Innovation of the Year award for 2023<sup>1</sup>. Coupled with the Nordic Swan Ecolabel<sup>2</sup> certification for our LoFric catheters (including LoFric Elle, LoFric Origo, LoFric Sense, LoFric Hydro-Kit and LoFric Primo), both initiatives affirm that sustainability is at the heart of what we do at Wellspect.

To identify additional improvement areas that can lower our products' environmental footprint, we expanded our products' Life Cycle Assessments (LCA) into the consumables that accompany our Navina bowel product(s).

## More sustainable packaging

The amount and source of paper used in product packaging can reduce or increase a company's environmental footprint. At present, 100% of our paper-based packaging is recyclable, while only 15% of our packaging comes from recycled material. Our requirement for virgin material (rather than recycled), for material handled in clean rooms – prevents the large-scale usage of recycled material in our Instructions for Use leaflets (IFUs) and customer boxes. However, this strict requirement for material handled in clean rooms is one of the many ways in which we adhere to the highest quality requirements for our products, ensuring high clinical reliability.



LoFric Origo sustainable packaging made of FSC certified paper

In 2019, we introduced paper that is certified and controlled by the Forest Stewardship Council (FSC), which adheres to strict environmental and social criteria, into some of our customer boxes and IFU leaflets. Now, 82% of the paper and cardboard material used for our products is FSC-certified or controlled.

To optimize our packaging further, we reduced the material thickness of our LoFric Origo customer boxes, lowering the raw material weight by 16% per box, which in turn translated into a reduction in GHG (excluding biogenic) of 20%. As a consequence, the transport route of this material to our production was optimized, resulting in a 17% reduction of CO<sub>2</sub>e emission for this specific transport.

## Weighing in on transportation

Reducing the climate impact of our transports, supports our overall emission reduction. We continue to introduce incremental changes and to test alternative routing and transport means. As an example, we inaugurated a large distribution center in Italy in 2023, to optimize logistics and cut down on air transports. Overall, we relied on road and sea transport to a far greater extent than air transport. As meeting customer deadlines and delivering on a superior customer experience occasionally necessitates the non-planned use of air transport, our ambitions to cut down on transport emissions was not realized. In 2023, we fell short of meeting our air transport reduction target of 2.1% with 1.5%.

## A force for positive change

As a producer of single use plastic medical devices, we are cognizant of our environmental footprint as well as that of our industry. While the need to thwart off infections and fend off diseases often necessitates a single use approach for many plastic healthcare products, we believe that more responsible and sustainable production is possible and that incremental changes add up to make a big difference.

Reduced environmental impact isn't a one-time effort for us. It is a long-haul journey that involves our entire organization, all our employees and suppliers. We roll out numerous initiatives, big and small, that contribute to cumulative reduction over time. From fine-tuning processes, to re-programming production machinery, and to optimizing materials, we are consistently seeking ways to enhance recycling.

We want to be a force of positive change in our industry and are committed to exploring more sustainable options within the parameters of today's technologies.

1. The award is handed out by a UK business initiative with the name "Sustainability Partnerships"

2. The Nordic Swan Ecolabel is an environmental labelling scheme certifying that a product or service complies with the requirements for the label.

# Waste management at Wellspect

Managing and reducing the amount of waste generated by Wellspect is one of many actions spelled out in Wellspect's sustainability roadmap. Similar to many other sustainability actions, it is integrated across the organization and adopted by various business functions. We spoke to four different Wellspect employees to understand how their respective functions support optimal waste management in the organization.



## Maria Berntsson

Manager, Environment, Health and Safety, Mölndal, Sweden

Reducing and managing our waste is critical to achieving our near- and long-term environmental targets, including net-zero by 2045.

Waste management is a very broad category, which encompasses everything from electronic waste to food waste and production waste. Production waste can include everything from hazardous waste to scrapped products. At Wellspect, we have all these different types of waste to manage. The majority of our waste is incinerated with energy recovery, while the rest is primarily recycled. As part of our roadmap to net-zero, we strive to increase the ratio of our recycled waste and to reduce our waste volume overall.

"Within the frame of my global function, I am responsible for drawing up guidelines for various waste management processes. I am also responsible for overseeing their integration into Wellspect's sustainability action plan, as well as into work-processes of all in-house departments. Finally, I oversee the systematic collection of data and the conduct of frequent check-ins on processes and results that relate to waste management", explains Maria.



## Per Nilsson

Manager, IT Support, Mölndal, Sweden

With more than 1,000 employees, we have a high volume of electronic equipment in circulation, including laptops and smartphones.

"Within the frame of my job as an IT Manager at site Mölndal, I put in place policies and systems that promote tech longevity and reduce electronic waste. In simple terms, this means making devices last longer through software updates, maintenance, repairs, and upgrades. This reduces the costs associated with purchasing new electronic devices, such as laptops, while also reducing the environmental footprint of our electronic waste", explains Per.

As an additional step, we promote the re-purposing and recycling of our electronic equipment. Over the years, we have partnered with different external actors to this end. By partnering with 3StepIT, a Nordic IT solution provider, Wellspect Mölndal (together with Dentsply Sirona) saw to the recycling of 309 electronic items (computers, screens and printers) in 2023. 85% of the items were refurbished and reused. Climate savings attained were estimated to be 57,000 kg CO<sub>2</sub>e.



## Daniel Haglund Theemasiri

Head of Production Packaging and Distribution, Mölndal, Sweden

In addition to his primary responsibilities as Head of Production Packaging and Distribution, Daniel is currently leading Wellspect's waste management group. The group, which convenes on a monthly basis to explore the most optimal handling of different types of waste generated by Wellspect, functions as a taskforce. It includes representatives from various departments with the aim to continuously explore both reduction of amount of waste generated, as well as optimal use of waste in situations where the waste can be reused, recycled or processed by third parties.

"External partnerships have allowed us to complement our own in-house capabilities with industry knowledge and know-how, allowing for optimal solutions and tangible results. To explore how our production scrap can be more than just scrap, we partnered with Remondis, a waste management actor, and put some great ideas into motion", explains Daniel.

Asked for an example, Daniel mentions how 2.2 tons of production plastic scrap that used to be discarded annually is now processed and turned into fine-caliber raw plastic material that is sold onward and used for alternative products and purposes.



## Emily Pavlovic

Process Engineer, Mölndal, Sweden

Emily Pavlovic works to optimize resource usage at Wellspect's main production site by analyzing and improving processes and reducing cassation rates.

"Optimizing resource usage automatically entails a reduction of the amount of waste generated", explains Emily, who always approaches waste management from a project perspective.

"Similar to every project, my contribution is a cog in a bigger wheel. I analyze the amount of waste produced at different stages of the production and packaging process, exploring solutions that could reduce cassation rates and thereby the amount of waste generated", explains Emily.

As an example, Emily mentions how the fine-tuning of various aspects and details of a labelling machine enabled a higher precision when applying adhesive labels on catheters' packaging. The re-programming cut down on the numbers of labels discarded every day, saving 15,000 labels from being discarded each month.

# Governance and materiality analysis

Our sustainability management evolves in tandem with our learning as a company and sustainability has been a vital driver in Wellspect's business strategy. It has been integrated into operational processes and business functions.

## Organization and responsibilities

Wellspect HealthCare (Wellspect) is a division of the Dentsply Sirona group. Dentsply Sirona has a board of directors and an executive team. The board has the oversight of the the group's sustainability strategy while the ESG Steering Committee develops and implements the strategy. The ESG Committee is composed of executive and senior team members from multiple departments, who embed various sustainability measures and actions across the organization including Wellspect. The group's sustainability strategy is integrated and implemented within Wellspect's sustainability strategy.

Top Wellspect representatives, together with representatives of shared service functions within Dentsply Sirona, constitute the Wellspect management team. Wellspect's Group Vice President reports to Dentsply Sirona's Executive Vice President and Chief Business Officer. The management team is responsible for executing the sustainability strategy and verifying the sustainability performance. Each local business unit within Wellspect is responsible for implementing the sustainability strategy and for complying with local regulations.

Wellspect's two manufacturing sites (Kazan and Mölndal), have engaged EHS committees that include representatives from all business areas. To represent all employees that are involved in the EHS work, safety representatives from the internal union working groups are integral to the committees.

## Integrated sustainability

The "Sustainability integrated in everything we do" program has been active for several years. For 2023, the program's focus was on the scrutinization of material, machinery, and energy sources to enable a transition to lower climate impact options where such options are feasible. Sustainability aspects in the supply chain have also been part of the focus. Similar to previous years, sustainability continues to be present within every employee's individual goal and development plan.

## Framework

The company has established an evolving quality management system and our operations are certified to comply with ISO 13485, EU MDD, and EU MDR. They also comply with FDA 21CFR, Part 820 and other international regulations. The two manufacturing sites are certified according to ISO 14001.

As part of the quality management system, external audits by independent bodies were performed to ensure adherence to policies and requirements. EHS compliance and performance was meanwhile verified through local audits and inspection programs.

## Materiality analysis

Materiality analysis is conducted both at the group level for Dentsply Sirona and at the division level for Wellspect. This means that relevant aspects from Dentsply Sirona are reflected in what we do in our operations at Wellspect. Since our stakeholders vary from those of Dentsply Sirona as a whole, a materiality analysis is also conducted at Wellspect to ensure awareness and engagement of aspects related to our specific stakeholders.

To ensure that we prioritize the relevant sustainability areas in our work, we perform continuous updates of our materiality analysis. In 2023, we mapped the preferences of our internal stakeholders to ensure alignment in relation to the targets and commitments made. Out of 14 material ESG topics, we have identified the main focus areas within our sustainability work that are of relevance to our stakeholders. The results proved identical to 2022 in that Innovation, Climate Impact, Business Ethics, Emission Reduction Initiatives and Waste Management of Products and Packaging still rank at the top.

For further information on group level materiality analysis, please see [Dentsply Sirona 2022 sustainability report](#) Page 16.

## Disclaimer:

Wellspect HealthCare is a business division of Dentsply Sirona. The information in this report covers only the business division of Wellspect HealthCare, not Dentsply Sirona as a whole. Wellspect HealthCare has taken every measure reasonably possible to ensure the accuracy and reliability of the information provided.

# Sustainability Data

## Climate change impact

The latest climate science shows it is still possible to limit global temperature rise to 1.5°C, but collective and urgent action is required across all sectors. At Wellspect, we are committed to the 1.5°C business ambition campaign, and to achieving net-zero by 2045. In 2023, we submitted our commitment to climate action with the Science Based Target initiative (SBTi)<sup>1</sup>, with the validation of targets by SBTi following in March 2024. This commitment included the setting of near- and long-term company-wide emission reductions in line with science-based net-zero with the SBTi. Beyond aligning our own business operations with climate science, we also encourage our suppliers to do so by committing to science-based 1.5°C and net-zero targets.

Year	2026	2030	2045
Scope 1 & 2		-80% reduction	
Scope 3	75% of suppliers shall have science based targets	-42%	net-zero

Wellspect commits to reduce absolute scope 1 and 2 GHG emissions 80.0% by 2030 from a 2021 base year. Wellspect also commits to reduce absolute scope 3 GHG emissions covering upstream transportation and distribution, waste generated in operations and upstream leased assets 42.0% within the same timeframe. Wellspect commits that 74.9% of its suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution will have science based targets by 2026. Wellspect commits to reduce absolute scope 1 and 2 GHG emission 95% by 2045 from a 2021 base year\*, and to reduce absolute scope 3 GHG emissions 90% within the same timeframe. \* The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks.



1. The Science Based Targets initiative (SBTi) is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. It is focused on accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050.

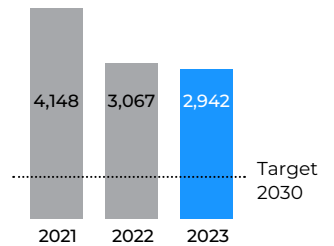
## Status and progress

In 2023, we decreased our carbon footprint in scope 1 and 2 by 4% (absolute reduction), compared with 2022. Reduced emissions from manufacturing being the primary reason behind the decrease. To ensure evidence-based interventions, we further improved the carbon accounting method in 2023. Our target for 2030 is to minimize scope 1 and 2 absolute emissions by 80% compared to the 2021 baseline. In 2023 a 29% reduction of Scope 1 and 2 emissions was registered compared to our baseline of 2021.

### Near-term net-zero targets

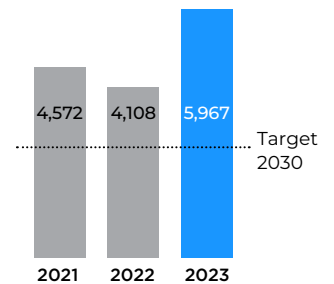
**80%**  
reduction in absolute scope 1 and 2 GHG emissions by 2030

### Progress against our targets

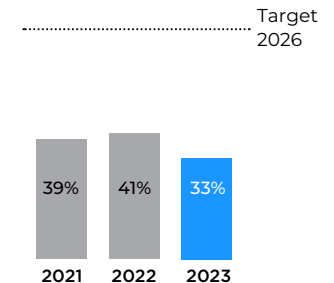


**42%**  
reduction in absolute scope 3 categories upstream transportation and distribution, waste generated in operations, and upstream leased assets by 2030\*

\*The increase of emissions in 2023 is due to higher accuracy of emission factors. The activity data has not increased.



**75%**  
of our suppliers, calculated as emissions, covering purchased goods and services, capital goods, upstream transportation and distribution will have science-based targets by 2026 (39% of suppliers in 2021)





## Climate footprint and distributions of our emissions

### Carbon footprint in scope 1, 2 and 3

To ensure accuracy, supplier-specific emission factors were used to a higher degree in the calculation of 2023 climate data, resulting in significantly higher Scope 3 levels for 2023 (compared to 2022 when supplier-specific emission factors were not included to the same extent). To ensure consistency and comparability, we will restate the reporting for historic data using the same accounting principles. Once completed, the updated figures will relay the actual reduction attained in Scope 3.

Climate footprint (ton CO2e)		2023	2022	2021 <sup>5</sup>
Total CO2e emissions		25,442	24,061	23,931
Scope 1 (direct GHG emissions)	Facilities and manufacturing	1,878	2,230	2,364
	Company vehicles	910	678	489
	Biogenic emissions	215	174	184
Scope 2 (indirect GHG emissions), market based <sup>1</sup>	Purchased electricity, steam, heating and cooling	154	159	1,295
Scope 1 and 2 <sup>2</sup>		2,942	3,067	4,148
Scope 3 (upstream indirect GHG emissions)	Purchased goods and services	13,355 <sup>4</sup>	11,778	12,663
	Capital goods	704	3,000	487
	Fuel- and energy-related activities	926	521	702
	Upstream transportation and distribution	3,947 <sup>4</sup>	2,684	3,157
	Waste generated in operations	24	19	14
	Business travel	500	307	68
	Employee commuting	598	811	819
	Upstream leased assets	1,996 <sup>4</sup>	1,405	1,401
Scope 3 (downstream indirect GHG emissions)	End of life treatment of sold products	449	469	472
Scope 3 total		22,500	20,994	19,783
Scope 1 biogenic emissions		215	174	184
Target follow-up scope 1 and 2 <sup>2</sup>	Target 2030: -80%	-29%	-26%	Baseline
Target follow-up scope 3 (categories include upstream transportation and distribution, waste generated in operations and upstream leased assets) <sup>4</sup>	Target 2030: -42%	32%	-10%	Baseline

1. If scope 2 is calculated using a location-based methodology, total emissions for 2023 for purchased electricity, steam, heating and cooling would be 3944 ton CO2e.

2. Excluding biogenic emissions.

3. Due to an updated methodology, we adjusted previous figures disclosed for 2021.

4. The increase of 2023 emissions is due to higher accuracy of emission factors. The activity data has not increased. A restatement of our baseline 2021 will be considered.

## Accounting policies:

Methodology as outlined in the GHG Protocol for companies.

### Scope 1

#### Facility and manufacturing

Calculation covers our manufacturing sites in Mölndal and Kazan and comprises emissions from sterilization gas, cooling media, coating chemicals and LPG used in manufacturing.

#### Company vehicles

GHG emissions from owned or leased company vehicles are related to the fuel consumed.

#### Bioenergy

Wellspect procures bioenergy used as solvent in the production process. Biogenic CO<sub>2</sub> from this is reported separately. The impact of carbon captured and released when using the biofuel is nullified.

### Scope 2

#### Purchased electricity, steam, heating, and cooling

Calculation covers our production sites in Mölndal and Kazan, and our central warehouses in Stonehouse (UK) and Elz (Germany). The calculation of emission data uses country-specific emission factors from 2022. Market-based factors are primarily used (for certified renewable electricity). Location-based factors are the grid average emission factor.

### Scope 3

Based on a materiality analysis, representing the majority of total Scope 3 emissions in the value chain, the following categories are included:

#### Purchased goods and services

CO<sub>2</sub> emissions calculations for manufactured products are based on cradle to gate in Life Cycle Assessments (LCA) multiplied by the amount of sold products. For all other purchased goods and services, GHG data specified by the supplier is used when provided. Where no such data is available, data from similar businesses is used, or Exiobase.

#### Capital goods

Capital goods covering investments made in 2023 is calculated by applying data from Environmental Product Declarations of similar machines and facilities.

#### Fuel and energy related activities

Average-data method used, which involves estimating emissions by using industry average emission factors for upstream emissions per unit of consumption.

#### Upstream transportation and distribution

Calculation covers transportation of raw materials to our manufacturing sites when invoiced to Wellspect. It also includes transportation between our manufacturing sites, and to our central warehouses and customers when invoiced to Wellspect. Calculated as actual weight transported, multiplied with relevant emission factor or reporting data from the transporting companies is used.

#### Waste generated in operations

GHG emissions from waste generated in our operations are calculated by categorizing waste volumes into types and treatment methods and applying relevant emissions factors.

#### Business travel

Covering emissions from company air travels. Emissions are calculated by the travel agency. Coefficients with radiative forcing are used.

#### Employee commuting

GHG emissions from employee commuting are based on commuting surveys, where the result has been extrapolated to cover all our employees.

#### Leased assets upstream

Emissions from leased assets upstream includes emissions from the distribution centers and sales offices, using proxy method.

#### End-of-life treatment of sold products

The recycling rate and waste handling in each country is taken into consideration. Global Warming potential factors in the LCAs from incineration without energy recovery and landfill, multiplied by the amount of sold products, is used when products are not incinerated with energy recovery.

### Energy

The total energy usage at our two manufacturing sites decreased by 2.1% compared to 2022. The main energy sources used at our production sites are electricity, natural gas and district heating.



	2023	2022	2021	2020
Energy usage (GWh)	<b>31.74</b>	32.05	33.02	32.33
Energy from renewable resources	<b>93%</b>	93%	86%	66%
Energy from own solar panels (GWh)	<b>504</b>	510	58	11

*Accounting policies:* Energy usage for operations is measured as consumption of electricity, heat and natural gas. Energy usage is based on meter readings and invoices, and covers all energy types at our production sites.

The proportion of renewable energy at our manufacturing sites is 93%. 100% of the electricity is from renewable sources (with guarantee of origin from renewable and recovered energy). Self-generated electricity from solar power is 1.6% of our total energy consumption. Total energy usage in 2023 per sold product is at the same level as the baseline year 2020.

### Water

Water withdrawal in total for our two manufacturing sites decreased by 49% compared to 2020. The conversion to a new catheter coating process is the main reason for the decrease since the new process uses much less water. Water withdrawal in 2023 per sold product decreased by 22%, compared to 2022.

Water (m <sup>3</sup> )	2023	2022	2021	2020	2019
Water usage	28,890	38,165	51,234	58,270	57,935

*Accounting policies:* The withdrawal of water includes drinking water and industrial water used at production sites and is measured based on data from meter readings and invoices.

### Emissions to air and water

The main production process at both manufacturing sites causes emissions to air and water. Emissions of hazardous substances to water are very low. The recovery systems vary at the sites, depending on the type of process and chemicals used. The recovery systems are compliant with local regulations for emission control. A conversion of the coating process at the Mölndal site has been completed, replacing the existing solvent with a solvent that has a lower environmental impact. 78% of our sold units were coated using the new process. The conversion of the catheter coating process at the Kazan site is planned for 2026.

*Accounting policies:* The conversion to the new coating process is measured as the portion of catheters that are produced with the new coating process in relation to the total catheters produced at our production sites. Emission to air from the production processes are included in the CO2e emissions.

## Chemicals

We actively work to prevent or minimize the impact of chemicals on employees, users, and the environment. At Wellspect, we have an organized system for all chemicals, and perform risk assessments on all new chemicals. The risk assessments support the identification of prioritized chemicals to substitute. The chemical management work is reviewed on a regular basis both internally and externally.

To minimize and eliminate exposure to hazards, we use the hierarchy of control methodology. We continuously improve the integrity of technical safety controls for chemical exposure in the work environment and implement best practices for other safety equipment, such as personal protective equipment.

In 2023, we continued to minimize our chemical risk by substituting two chemicals entirely and three chemicals partly within operations. We also completed the work with implementing a chemical management system for our site in Kazan. For 2024, we will continue with the chemical management work in Kazan by verifying best practices for risk assessments and prioritizing chemicals to substitute.

More effective controls

- 1 Eliminate – remove risk entirely
- 2 Substitute – replace the risk with safer alternative
- 3 Apply technical control measures to lower the risk
- 4 Apply administrative control measures to lower the risk
- 5 Use personal protective equipment to lower the risk

Less effective controls

## Waste

In 2023, hazardous waste from our production sites decreased by 31% compared to 2022. Non-hazardous waste from production sites decreased by 4% as well. In 2023, waste per sold product increased by 1% compared to 2020 (baseline year). Share of waste sent for material recovery increased from 28% in 2020 to 35% in 2023.

Waste (kg)	2023	2022	2021
Non-hazardous waste – landfill	0	0	1,478
Non-hazardous waste – recycle/reclaim	569,103	472,382	526,010
Non-hazardous waste – WTE <sup>1</sup>	804,521	996,653	853,058
Non-hazardous waste – other <sup>2</sup>	68,685	32,440	31,654
Hazardous waste – landfill	42	77	800
Hazardous waste – Recycle/reclaim	4,603	5,942	19,975
Hazardous waste – WTE <sup>1</sup>	108,654	276,590	222,029
Hazardous waste – incineration	1,242	0	0
Hazardous waste – other <sup>3</sup>	550	0	1,481

1) WTE is “waste to energy”, mainly incineration with energy recovery

2) E.g., combustible waste

3) Waste to biological treatment

*Accounting policies:* Waste is measured as the sum of all the waste disposed at our production sites based on weight receipts. Waste is characterized in accordance with local regulatory definitions.

**Expand the availability of our products**

The target for geographical expansion (increase in number of countries) where products are sold was met by market introduction in Saudi Arabia and United Arab Emirates. One project is ongoing with the aim to develop a product that can be introduced in developing countries. In 2023, we had no product recalls, including voluntary recalls.

*Accounting policies:* Increase in number of countries where products are sold is defined as each additional country where any part of the product portfolio is marketed at year end. This is regarded as an increase of one more country.

Minimum number of projects aiming to develop products for developing countries is defined as number of projects registered as active in our project portfolio at year end, with the ongoing objective that the product shall be marketed in developing countries or in the least developed countries.

Significant product recall is defined as a forced recall; voluntary recalls are exempt.

**Our employees and organization**

Wellspect has 1,095 employees worldwide, out of which 71% are based in Sweden and Turkey. 57% are females (620) and 43% are males (473).

**Gender equality**

Gender distribution among all employees



■ Women 57%  
■ Men 43%

Gender distribution among management



■ Women 43%  
■ Men 57%

43% of Wellspect managers are women and 57% are men. This represents a slight increase in the percentage of female managers, from 42% in 2022. During 2023, all recruitments for managerial positions were reviewed to capitalize on all opportunities to create a better balance. The “Early Career Assignment” initiative, where promising young employees can take part in developing themselves and Wellspect, was also launched. With a majority of female employees in the initiative, Wellspect is set on further improving the female representation in managerial positions.

*Accounting policies:* The number of employees includes full-time and part-time employees, at year end. Hired staff, employees on unpaid leave and bachelor/master thesis employees are exempt.

A manager is defined as a person with a leading function over one or more employee(s), and responsible for a business area where goals and expectations should be met.

## Attendance rate and occupational accidents

The attendance rate for 2023 is 94.6% (in 2022 the attendance rate was 94.8%).

Lost Time Incident Rate (LTIR) increased from 0.1 in 2022 to 0.28 in 2023. Total Recordable Incident Rate (TRIR) increased from 0.10 in 2022 to 0.28 in 2023.

The rate of reportable work accidents at our manufacturing sites in Kazan and Mölndal was 0 in 2023. Going forward, we will continue to focus on training and safety measures in the workplace with the ambition to maintain the trend in increased near-miss reporting and proactive activities that has been noticed in 2023. A “Safety First” campaign has been launched to further strengthen the safety culture among employees and contractors.

	2023	2022	2021
LTIR total <sup>1</sup>	0.28	0.10	0.66
Fatal accidents	0	0	0
High consequence LTI <sup>2</sup>	0	0	0
TRIR <sup>3</sup>	0.28	0.10	0.80
Attendance rate <sup>4</sup>	94.6%	94.8%	95.4%

1) Lost Time Incident Rate is the number of accidents resulting in sick leave in relation to total worked hours.

2) A high consequence LTI is an accident resulting in an absence of more than six months.

3) Total Recordable Incident Rate is the number of recordable work-related injuries in relation to total worked hours.

4) Attendance rate is calculated in accordance with local principles.

LTIR and TRIR data covers all locations within Wellspect, together representing 100% of the employees. Attendance rate data covers 99% of all employees.

*Accounting policies:* The frequency of occupational accidents (including absence) is calculated as the reported number of accidents using full-time employees, excluding external contractors, student thesis employees and employees on unpaid leave, per 200,000 nominal working hours.

An occupational accident with absence is any work-related accident leading to at least one day of absence in addition to the initial day of the accident.

## Follow-up of suppliers

Our manufacturing sites followed the established routines for supply chain management. A risk-based approach, where all suppliers are divided into different risk levels has been adopted. In 2023, all direct material suppliers were classified (as “prioritized” suppliers).

Risk classified suppliers are embraced by a follow-up process. In 2023, five suppliers to the Swedish manufacturing plant were identified as having risk for significant actual and potential negative social impact. Actions were successfully taken to mitigate these risks. At the Turkish manufacturing site, five suppliers were selected for audit to further elaborate the knowledge of these suppliers.

All (100%) of our new direct material suppliers, and a majority of our existing direct material suppliers, plus major transportation companies have signed our Business Partner Code of Conduct. The selection of new suppliers has followed the screening process toward our ambition for a sustainable value chain. In 2024, mapping of sub-suppliers and risks across the value chain will be prioritized.

*Accounting policies:* Prioritized suppliers risk is classified as risk associated with human rights, workers' rights, the environment and business ethics: The ratio of suppliers within this year's scope that a risk is classified according to our quality management system. The risk classification is based on type of product and sourced raw materials and country of manufacturing and production of raw materials. Direct material is defined as material directly related to the manufacturing of our products and is needed to fulfil the product requirements on the final product.

## Human Rights, Anti-Corruption and Anti-Bribery

The work is based on Dentsply Sirona's “Code of Ethics and Business Conduct” and “Anti-Corruption and Anti-Bribery” Policy. Upon onboarding, all employees receive introductory training to the “Code of Ethics and Business Conduct”. The training is repeated annually. 99% of all employees completed the training during 2023.

All office workers receive introductory training in the “Anti-Corruption and Anti-Bribery” Policy. The training is repeated annually. 99.3% of all office workers have completed the training during 2023.

For suppliers, a risk-based approach based on country and type of industry is made. The Dentsply Sirona Ethics hotline is open for employees, contractors, and suppliers. It is anonymous and confidential and open to any ethics or compliance issue or inquiry regarding a company policy.

Employees can also report incidents and work place issues such as financial and auditing concerns, harassment, theft, substance abuse and unsafe conditions.

*Accounting policies:* Training is managed by a digital learning portal, which provides the statistics.



Wellspect®  
A REAL DIFFERENCE