



DEPPERLER

Signature of excellence

SUSTAINABILITY REPORT

SUSTAINABILITY REPORT

SUMMARY

Summary

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* Except for some accessories

100%
SWISS MADE*



30% SOLAR
70% HYDRAULIC



PRESENT ON
5 CONTINENTS &
41 COUNTRIES



28 TONS
OF CO₂e



80%
SWISS SUPPLIERS

SUSTAINABILITY REPORT

1. FOREWORD

Foreword

Since 1934, Deppeler has been committed to responsible operations, responsible corporate governance, and sustainability. These are reflected in our corporate culture and mindset. To further embed these and to ensure they are implemented at every level, an internal code of ethic and conduct was issued and signed by all our collaborators.

This report is a review of our current position on sustainability and corporate governance issues. It will also highlight the progress already made as well as the company's short, medium and long-term ESG objectives.

With passion, commitment and conviction we are pursuing this sustainability path every day from receipt of the raw material to shipment of the finished instrument. Our long-term objective is to control an increasing amount of variables throughout the life cycle of our products.

We have decided to publish every 2 years a sustainability report to enhance our willingness to act for the planet and increase our transparency in the matter. Deppeler, is taking into account the UN's Sustainable Development Goals (SDGs) and reports how it contributes to the achievement of these goals as a responsible company.

Deppeler is also committed to sustainable sourcing and materials and applies a zero-tolerance policy on corruption, modern slavery and child labour, sets a positioning as an attractive and responsible employer and runs a business model that is geared towards long-term, sustainable success.

SUSTAINABILITY REPORT

2. OVERVIEW OF DEPPELER

A HISTORICAL KNOW-HOW

A historical know-how

CUTTING-EDGE INSTRUMENTS SINCE 1934

Arnold Deppeler opened his workshop in 1934, in a former forge in Rolle, Switzerland, where he started making the first Swiss dental instruments.

Since then, Deppeler has continually grown and taken on an international dimension – from a few products sold in Switzerland in the 30’s, to more than 500 references distributed in 40+ countries today.

Caroline Leopold-Metzger



SUSTAINABILITY REPORT

2. OVERVIEW OF DEPPELER

OUR PRODUCTS



A UNIQUE PROPOSITION

High precision instruments, hand finished
made for top specialists

Sustainable products that combine Know-
how and high quality steel for outstanding
efficiency

Colourful, ergonomic and personalisable
premium Instruments.

ACROSS ALL DENTAL SPECIALITIES

PROPHYLAXIS

PERIODONTOLOGY

CONSERVATIVE TREATMENT

MICRO-SURGERY

ENDODONTICS

2. OVERVIEW OF DEPPELER

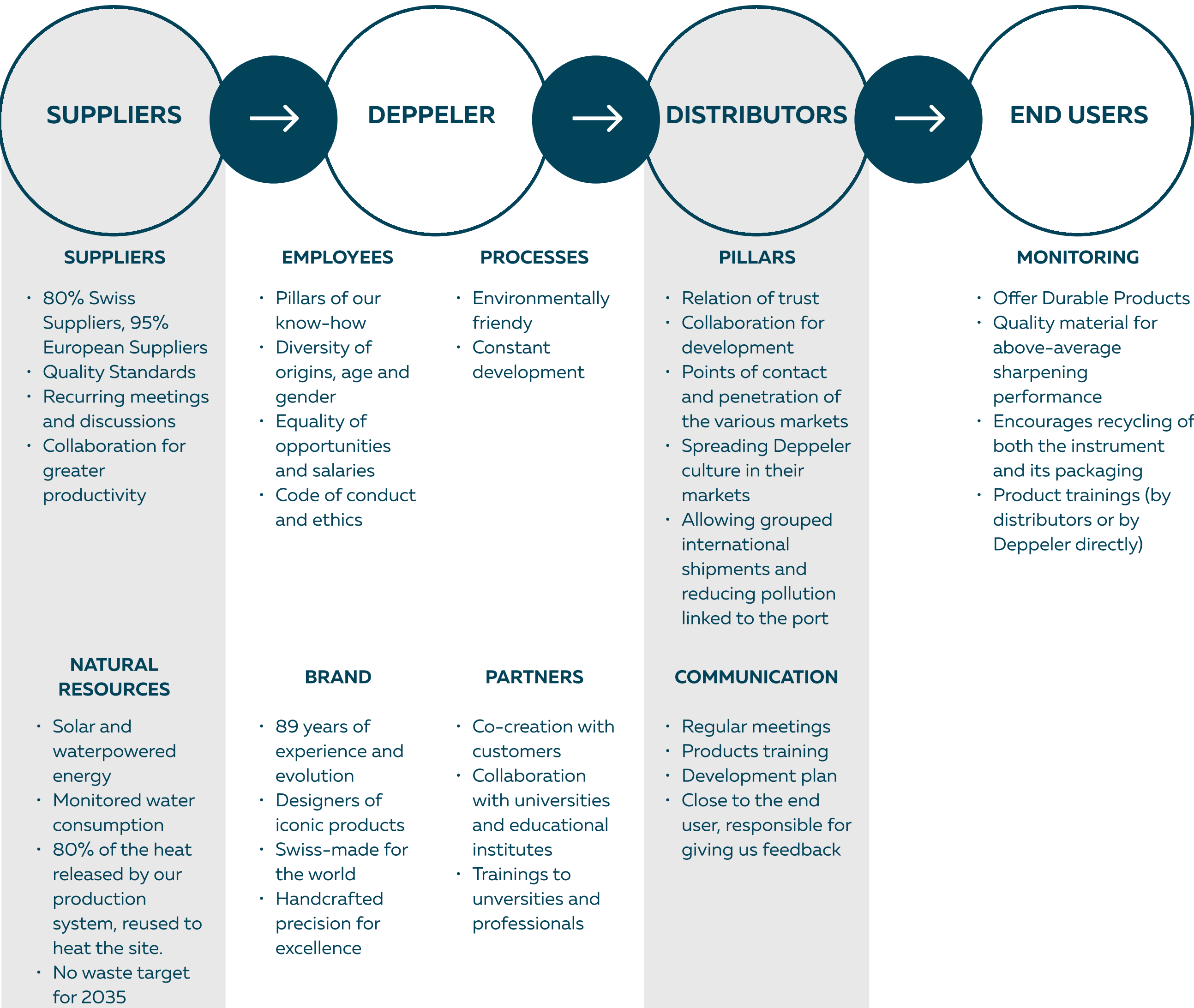
MEGATRENDS IMPACTING DEPPELER

FOCUS ON PREVENTION	MINIMALLY INVASIVE DENTISTRY	SUSTAINABILITY
<p>Preventive dentistry is becoming a central component of dental care. Dental professionals are placing greater emphasis on patient education about the importance of oral healthcare, early detection of oral diseases, and proactive interventions. Strategies such as sealants, fluoride treatments, oral hygiene education, and regular check-ups help prevent oral health problems and reduce the need for more extensive treatments.</p> <p>We expect this trend to increase the use of hand dental tools and scale up our sales.</p>	<p>There is a growing emphasis on minimally invasive procedures that preserve natural tooth structure and promote faster healing. Laser dentistry, air abrasion, and improved adhesive techniques allow for conservative treatments, reducing the need for extensive drilling and more invasive procedures.</p> <p>We as a premium dentist brand are following this trend by adapting our portfolio with thinner instruments and with coating that prevents the microscope or loupe light from reflecting on the instrument during procedures. Our kit for caries treatment level 1-4 is the perfect example of tools enabling to treat the patient in the most minimal invasive way.</p>	<p>The emerging Environmental, Social and Governance (ESG) mandate in corporate governance presents a new challenge for companies. They have a role to play in leading towards sustainable growth. The dental industry is becoming more environmentally conscious.</p> <p>Dental practices are adopting sustainable practices by reducing plastic waste, using eco-friendly materials, and implementing energy-efficient technologies. We, as suppliers have to fill consumer and stakeholder expectations about the way we engage with society, impact the environment, and prepare for the associated risks of climate change. Equally important is how we communicate to build transparency over environmental, social and governance (ESG) performance, in addition to financial performance.</p>

SUSTAINABILITY REPORT

2. OVERVIEW OF DEPPELER

OUR VALUE CHAIN



STEEL

Steel is our main raw material. In order to meet our high quality standards, steel is subject to strict composition and shape standards.

Composition: We use an non allergenic alloy steel suitable for the medical sector. The manufacturing process of our suppliers is also standardised in order to obtain the desired strength.

Shape: To keep waste to a minimum, we order our steel in shapes and diameters that are as close as possible to the finished instruments. This enables us to have extremely low left-overs for the industry.

At present, such requirements cannot be met with recycled steel. Our composition is too precise and we need flawless traceability. However, we expect the steel recycling sector to improve over the next 10-15 years and will be happy to switch to recycled steel as soon as possible.

SUSTAINABILITY REPORT

2. OVERVIEW OF DEPPELER

OUR STRATEGY : SUSTAINABLE EXCELLENCE FOR PRACTITIONERS

Our strategy can be divided into three sections in accordance with Deppeler's values:

Listening to our customers:

We focus on increasing the value we create for our customers with new intelligent solutions. Our small scale enables us to enjoy a close relationship with our customers and to respond swiftly to particular requests. Our aim is to produce tools that are an extension of the dentist's hand.

Impeccable quality:

Quality distinguishes excellence from average. We have noticed that quality is specially impacted by a few criteria :

- **Knowledge of raw materials :** Our considerable expertise in the manufacture of steel medical devices enables us to produce instruments with remarkable mechanical properties, combining flexibility and hardness and guaranteeing an unrivalled durability. The steel used is unique because it is more difficult to machine, but it is the best for the properties that a practitioner is looking for.
- **Manual finishing:** Instruments as precise and varied as ours must be finished by hand. Meticulousness, dexterity, inventiveness and expertise are essential qualities in our craftsmen.
- **Intelligence of shape:** The angulation of a product plays a crucial part in dental work. The manufacturer must examine all the degrees of angulation to ensure that the instrument is balanced, the treatment area is accessible and the work can be performed comfortably.
- **Strict margins:** Strict margins and rigorous quality controls enable us to have a high degree of regularity in our instruments
- **Code of ethics:** Showing respect for the values of others is essential. Each employee understands his or her role perfectly, feels valued and is fully invested in the process.

Environmental awareness:

For Deppeler, taking responsibility for preserving life, upholding the quality of life, championing health and safety, and protecting the environment is essential. We are working hard in all areas and at all levels of the company to fulfil this responsibility. From our premises which are certified eco-responsible to the packaging of our products.

Environmental, ethical and social criteria have always been an integral part of Deppeler's culture. We ensure that all employees continually share a responsible behaviour, that resources are used efficiently, that our products are manufactured and marketed in a sustainable and environmentally friendly manner, and thereby secure our long-term success. The use of recycled and recyclable materials as well as environmentally friendly production methods at all stages of production.

SUSTAINABILITY REPORT

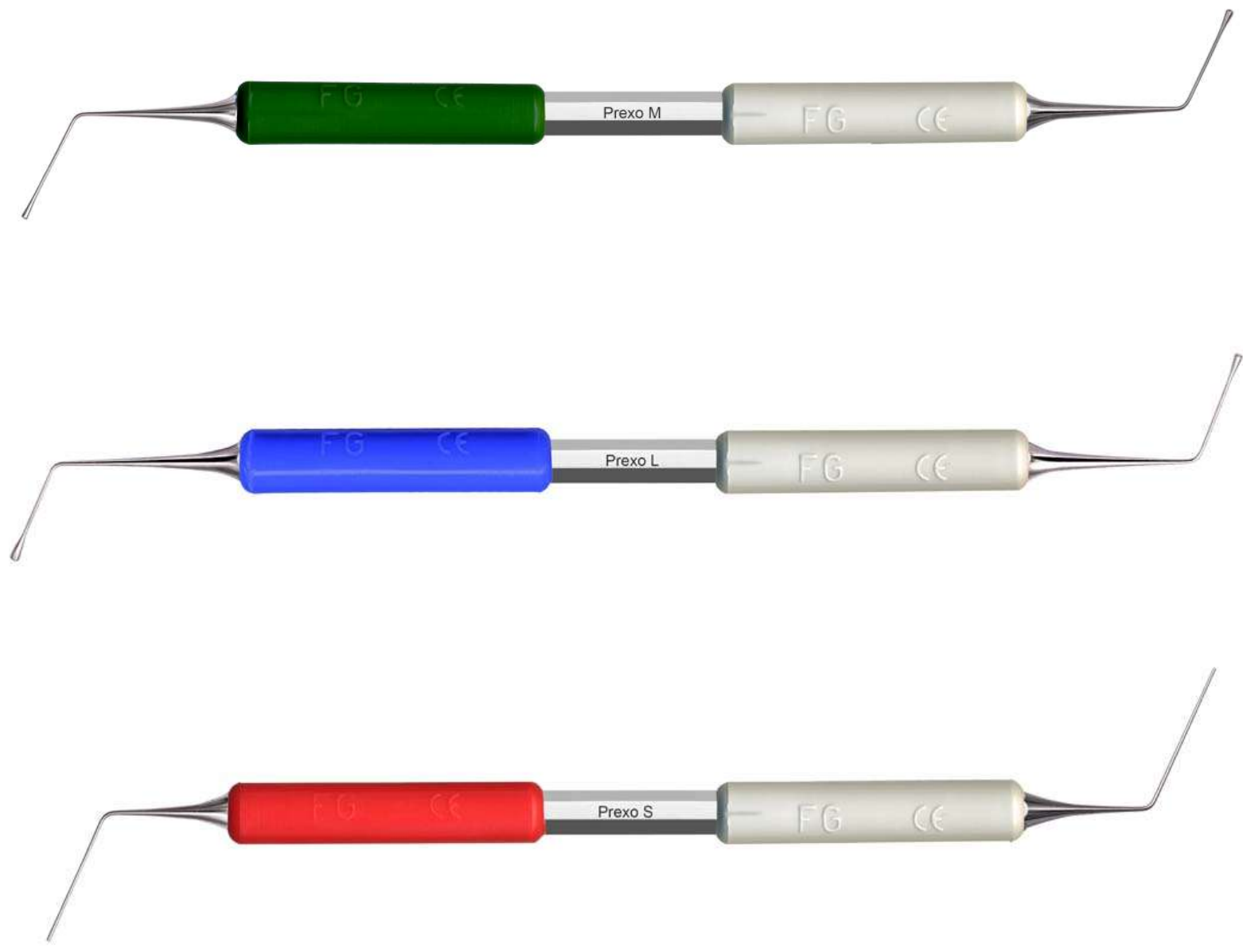
2. OVERVIEW OF DEPPELER

LISTENING TO OUR CUSTOMERS

We take feedbacks from our customers very seriously and act upon them. Here are a few examples of product development made based on their feedbacks and need:



We created a new sterilization box for dental hygienists, so they have all the material needed for the treatment in one box



We strengthened the resistance of the latest endodontic plugger, at the shaft



We organised a new kit inspired by a Swiss Professor to help with precise caries 1-4 diagnostic and treatment

SUSTAINABILITY REPORT

2. OVERVIEW OF DEPPELER

OUR ENGAGEMENTS



Secours Dentaire International
Dental-Aid International

The Secours Dentaire International or Dental-Aid International (SDI) is a Swiss Foundation with the mission to provide public dental health care in developing countries. SDI has developed a concept to allow disadvantaged groups of the population to gain access to dental care, however, SDI regards prevention as the only measure to improve dental health in the long term.



Offering its expertise to as many people as possible

Distribution of products in 41 countries on 5 continents.

Participation in humanitarian programmes such as "Secours dentaire international", which aims to train practitioners and ensure the provision of quality care in developing countries, mainly in Africa but also in the Caribbean.

Partnering with Universities and specialised schools to enable tomorrow's practitioners to work with instruments of excellence.



Developing our business in a sustainable and responsible way

Aware that the planet's resources are not infinite, Deppeler recycles the metal used in its instruments as far as possible and encourages its practitioners to do the same, with specific offers for recycling their used instruments.

Processes and packaging are continually reviewed to limit waste production and encourage the circularity of resources.



Promoting gender diversity and parity among employees

The company is run by women, with a preponderance of female employees.

With a good age distribution within the team, over 30% of female employees are over 50. Deppeler ensures that employees receive equal pay for work of equal value by regulating salaries through a fixed framework based on each person's experience and productivity.



Contributing to the integration and well-being of our employees

Deppeler promotes a stable and fulfilling workplace for unskilled men and women from a variety of backgrounds who are interested in learning the steel processing trade.

The language used is exclusively French, which has enabled people with a poor command of the language to improve rapidly.

Working conditions are ensured by the intervention of an ergonomist and by investing in machines and facilities adapted to the size and physiognomy of the employees handling them.

2. OVERVIEW OF DEPPELER

STAKEHOLDER ENGAGEMENT

Stakeholder Engagements

	CUSTOMERS	EMPLOYEES	SUPPLIERS	DISTRIBUTORS	EDUCATIONAL INSTITUTIONS	PARTNERS (KEY OPINION LEADERS)
KEY POINTS	<ul style="list-style-type: none">• Important feedbacks providers• Need for transparence• Engagement from their studies to the end of their life cycle	<ul style="list-style-type: none">• Capable and engaged team of professionals• Motivation and soft skills• Know-How transmission• Trainings• Innovative ideas• Financial Security• Productivity	<ul style="list-style-type: none">• Reliable, stable and predictable supplier network• Responsible and sustainable business conduct• Linear quality	<ul style="list-style-type: none">• Growth support; Business development initiatives• Commercial, technical and training support• Reward programmes• Synergy• Transparent information• Understand the local practices and needs.• Stable and predictable business environment• Feedback providers	<ul style="list-style-type: none">• First point of contact in the end-users buying cycle.• Open collaboration• Long lasting and quality instruments	<ul style="list-style-type: none">• Main feedback providers• Relation of trust• Innovation and transparency• Representatives of end-users
INTERACTIONS	<ul style="list-style-type: none">• Events, trainings, conferences. Constant dialogue through customer support, marketing material, website, e.shop, social medias, news-letter	<ul style="list-style-type: none">• Face to face dialogue, annual performance discussions, company wide discussions, employee events, wish box, Internal communication	<ul style="list-style-type: none">• Regular direct communication	<ul style="list-style-type: none">• Continuous dialogue, briefing and feedback meetings, regular country visits, distributors' meetings, Newsletter	<ul style="list-style-type: none">• Workshop and trainings, newsletter, community engagements	<ul style="list-style-type: none">• Face to face dialogue, conferences, marketing material, newsletter, workshops, events.
OBJECTIVES	<ul style="list-style-type: none">• Have the most loyal customers• Lead a satisfaction survey	<ul style="list-style-type: none">• Employee survey	<ul style="list-style-type: none">• Supplier code of conduct	<ul style="list-style-type: none">• Environmental consideration• Brand development relay	<ul style="list-style-type: none">• Environmental consideration	<ul style="list-style-type: none">• Improve art of dentistry, especially in prevention

SUSTAINABILITY REPORT

3. OUR CORPORATE RESPONSIBILITY

GOVERNANCE

At Deppeler, we believe in the importance of reliable and transparent corporate governance. This year, we took the step of formalising the related processes so that they are clear and accessible to all our employees.

Environmental awareness is an integral part of our corporate values and culture. We believe it is a key factor in our success and to the long-term profitability of the company. This is why we have formalised this aspect by including it in the employee performance appraisals and in the managers' job descriptions.

Moreover, a formal code of ethics signed by all Deppeler employees, committing everyone to:

- Respect national and international standards and best practice
- Maintain respectful working relationships.
- Collect and treat confidential information in accordance with the law.
- Refuse all forms of corruption.
- Speak openly about any potential conflict of interest.
- Be honest with our customers and partners
- Protect the environment and act sustainably

TOMORROW'S LEGACY RETREAT 2023 - EY

This year, our CEO participated in EY's retreat in Madrid and was able to explore some of the trends that will affect the economy in the following years, what can businesses do in order to foresee and overcome the most predictable impacts and how to incorporate sustainability and technology directly into their purpose. Here are her key take-aways:

Sustainability and **technology** will make the difference and organizations should be on the constant look out for opportunities with the capacity to revolutionize their business model.

Small organizations must adopt a culture that promotes **innovation**, allows for failure and moves at a fast pace in order to be able to foresee change and adapt to disruption.

Ensure the right **governance** at the top and between organisation members will prevent crises and be of use when uncertainty arrives.

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3. OUR CORPORATE RESPONSIBILITY

COLLABORATORS

Our employees are the source of our products, and their expertise is invaluable. It is thanks to their work that we are able to produce and sell quality instruments with pride. We are committed to providing a pleasant, safe workplace that is adapted to their needs.

- **Financial security** is a major need for everyone. The majority of our employees are guaranteed a salary under an open-ended contract. In addition, we are flexible in terms of working hours and percentage of work in order to best adapt to the extra-salary requirements of our employees. Unpaid leave is accepted and jobs are guaranteed on the employee's return. The amount of paid leave granted is above the Swiss minimum. Salaries are adjusted in line with the cost of living and allow everyone to earn more than the minimum family subsistence level.
- **The health and safety** of our employees is very important to us, which is why we have brought in an ergonomist and invested in machines and other equipment to improve comfort in the workplace. In addition, a number of small initiatives are proposed, such as making fruits available to all, and activities such as swimming once a week. A risk assessment is carried out on a quarter of our employees each year (i.e. all employees over 4 years). No major accident has ever occurred in the workplace.
- **Know-how** is our main competitive advantage, which is why employees receive ongoing training on their main responsibilities, on the standards related to their jobs and on the essential skills needed to advance their professional responsibilities. In addition, employees have the opportunity to develop horizontally.

EMPLOYEE'S IDEAS OUR VALUED

Our collaborator's opinions matter. In addition to the several feedback ways available, we like to find solution and brainstorm together with them on small groups.

This year two workshops were organised. One with the logistic and packing team in order to workout a more efficient way to work together. And another attended on a voluntary basis aiming at identifying, measuring and reducing the wastes generated by the company.

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3. OUR CORPORATE RESPONSIBILITY

COLLECTIVITY

Diversity:

Diversity is the watchword at Deppeler. We value people from different cultures, background and age range. Moreover, we have an equal pay for an equal work policy which is guaranteed by regular analyses.

Local economy:

As the company grows, it regularly creates new permanent jobs, with a steady job creation growth rate. An average of 89% of our employees live within an area of 30Km from the company.

We consider our suppliers choice to be a vote for the economy and the planet. This is why we have chosen to re-inject our capital into local suppliers that share the same passion for excellence and social responsibility as we do. We deeply encourage local trade.

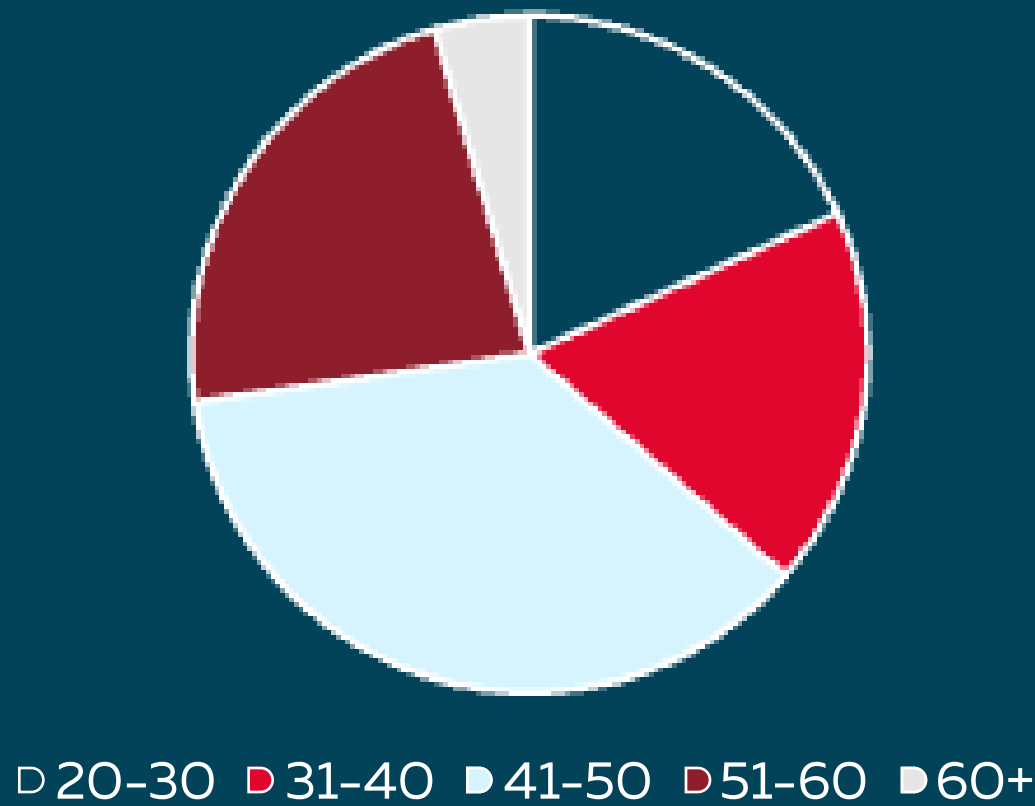
Inclusion:

Deppeler is also committed to providing access to quality instruments for people on low incomes. We do so by offering preferential rates to students and universities, donating equipment to non-profit student projects, and collaborating with charities such as "secours dentaire international".

+80%
OF THE COST OF GOODS SOLD
(EXCL. LABOUR)
SPENT IN SWITZERLAND

10+
AVERAGE RELATIONSHIP TIME IN
YEARS WITH OUR SUPPLIERS.

EMPLOYEE AGE SPLIT



SUSTAINABILITY REPORT

3. OUR CORPORATE RESPONSIBILITY

ENVIRONMENT

Our entire production process is designed to minimise negative environmental impacts.

Premises:

We have chosen to locate our company in a Minergie building, which has been awarded the Minergie label for its low energy requirements and its use of renewable energy. Moreover, 80% of the heat released by our production equipment is reused to heat the site.

Documentation:

This year we took a step forward by documenting and set official targets for our ecological impact. In order to better structure our approach, an environmental management system has been put in place. This has been integrated into our quality system and the company's key KPIs.

Production:

We are aware that the planet's resources are limited and do our best to limit our impact on them. That's why we have chosen to keep our steel handles, which are 100% recyclable. In addition, we encourage our customers to recycle their instruments, with a special recycling offer in Switzerland: One new instrument for every 10 old instruments recycled.

Our PET packaging is 100% recyclable and 20% recycled. But as a second life is always preferable to recycling, we offer universities the option of having their instruments delivered in second-hand blister packs, which they can return to us after unpacking for a new use.

Biodiversity is a major issue and pollution affects it all too much. That's why we have decided to completely eliminate chemicals from our processes, replacing them with environmentally-friendly products such as olive oil, demineralised water and lemon juice. Despite all our efforts, we are aware that 'better' is always possible, and have set a series of environmental objectives on page 19 of this report.

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3. OUR CORPORATE RESPONSIBILITY

CIRCULAR ECONOMY AT DEPPELER

Circular Economy at Deppele



RETHINK

- Continuously improve the service life of products
- Key question: Do we really need this to be renewed ?



REDUCE

- Digitalizing our offices,
- Reducing the number of shipment along the supply chain
- Waste from Packaging and total waste generated
- Energy and water consumption



RE-USE

- Packaging material (From filling to blisters)
- Service catalogue: Possibility to rent instruments for special courses instead of buying.



RECYCLE

- 99% of our production is recyclable including packaging material
- Target to use more recycled material in packaging.
- Recycling promotion in Switzerland.

SUSTAINABILITY REPORT

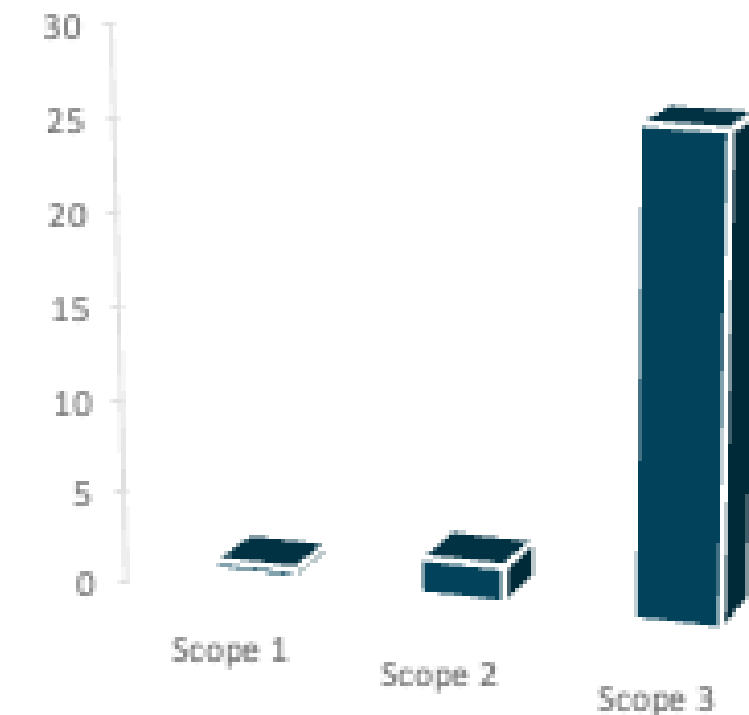
3. OUR CORPORATE RESPONSIBILITY

DEPPELER'S GHG EMISSIONS

- Since we do not own neither our premises nor any vehicle fleet our scope 1 emissions are scarce to non-existent.
- Our scope 2 emissions are very low because our energy suppliers uses exclusively solar and hydraulic energies. Respectively, 30% and 70%.
- Our scope 3 emissions are unsurprisingly our highest emission centre. Despite having more than 80% of our employees living within a radius of less than 30km. Although this data does not take into consideration the type of car (electric vs fuel) we have decided to provide financial assistance to employees who come to work by foot, public transport or bike in order to encourage soft mobility and thus reduce our highest source of greenhouse gas emissions. We have also planned to work Upstream and downstream transportation by trying to buy and sell greater quantities at once so that the number of transportation are reduced. We will as well work at reducing our inflammable waste by sorting better and reducing our physical purchases through a series of small actions such as installing hand dryers instead of single-use paper.

* All numbers were calculated using a market based approach.

EMISSIONS (METRIC TONES) CO₂eq.



SCOPE 3 EMISSION DETAILS



SUSTAINABILITY REPORT

4. NEXT STEPS

Know our stakeholders:

Our first step would be to send surveys for clients, employees and suppliers by 2025. From there a strategy to improve our communication, our response to their needs in order to achieve continuous improvement and maximise transparency.

A small step for a big impact:

- One day for a good cause per year. With activities such as « Clean the nature » or « Plant a tree » for all our employees from 2024.
- Communication campaign on Deppeler's willingness to act for the planet in order to influence end-users awareness. (Ensure that they know how to recycle their instruments and packaging, take care of their instrument to extend their lives...) starting by the end 2023.
- Commit to adopting a legal form that requires all stakeholders to be taken into account by 2025.

Focus on Reducing:

- Incinerable Waste of 200Kg per year (App. 20% of our current Incinerable waste) by 2025+
- Our scope 3 GHG emissions by 2 metric tones by 2025
- Our packaging Impact:
 - 90% of our packaging will be made out of recycled material by 2025
 - 80% of Swiss universities direct orders will be packaged in second hand packaging by 2025