

SUSTAINABILITY REPORT 2023

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OPUSDENTAL 

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Sustainable Planmeca Group

Planmeca Group is a global leader in many fields of health care technology, with products distributed in over 120 countries worldwide. Our product and service range covers a broad range of solutions for modern digital dentistry and medical diagnostics from digital dental care equipment, hand instruments, software, dental supplies and distribution services to medical imaging and mammography solutions. Headquartered in Helsinki, Finland, we are the largest privately held company in our field.

We are committed to improving the health and well-being of people around the world. We want to make a difference and seek to understand the impact of our operations on people, society and the environment. Sustainability and corporate social responsibility are thus at the core of our operations.

Considering the expectations of our stakeholders and the megatrends that shape our operating models, we have determined the contents of our corporate social responsibility strategy, which has been outlined into this sustainability report.

Our sustainability work is divided into four key areas: health through innovation, contributing to surrounding society, professional and safe working environment, and respect for the environment. We have also recognised the main sustainability aspects within our supply chain.

Our key sustainability areas are closely related to ten global UN Sustainable Development Goals we recognised during the strategy work. In addition to these global goals, we have set ambitious long-term sustainability targets for our sustainability work, which is guided by Planmeca Group's Global Code of Conduct.

We continue to rigorously develop sustainability in our operations. Starting from 2025, the EU Corporate Sustainability Reporting Directive (CSRD) will also apply to Planmeca Group. Therefore, this report also outlines how we are preparing for CSRD reporting in order to ensure our stakeholders stay informed on Planmeca Group's sustainability initiatives.



Planmeca Group companies are committed to improving the health and well-being of people around the world. As one of the leaders in healthcare technology, we have a special responsibility in the eyes of the dental and medical community. This also applies to sustainability and corporate social responsibility, including sustainable innovations, uncompromising quality and product safety, as well as ethical business practices. At Planmeca Group, we believe in conducting our business the right way.

Heikki Kyöstiä

Founder, President and CEO
Planmeca Group

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Megatrends shaping operating models

The ever-evolving global landscape and the shifting expectations of our partners and customers are shaping our business models. Considering and adapting to megatrends has become integral to our business, as they significantly impact our daily operations. Among the most significant megatrends for Planmeca Group are those related to demographic and social change, health and aesthetic values, technological breakthroughs, and sustainability. For us, the latter not only encompasses climate change and resource scarcity but also social and governance aspects.



Demographic and social change

The population and middle class are growing fast and people are living longer. This means more teeth and other health issues to be taken care of than ever before.



Health and aesthetic values

Predictive and preventive healthcare and well-being are increasing along with the aesthetic values. As the middle class is growing, more money is spent on aesthetic dentistry.



Technological breakthroughs

The digital revolution has no boundaries or borders. This is the era of digital dentistry, which means increasing demand for digital solutions, workflows and new product innovations. This creates new business opportunities.



Sustainability

The earth has a finite amount of natural resources. The climate change sets a new level of requirements for developing sustainable operations. Beyond environmental matters, social and governance aspects are also key to Planmeca's success.



Expectations of our stakeholders

Open dialogue with our stakeholders is essential for us. It increases our transparency and strengthens mutual understanding. Continuous interaction with our stakeholders is also our main approach to sustainability: the key areas of our sustainability work are determined by identifying the expectations and concerns of our stakeholders.



Customers

Our customers are dental and medical professionals around the world. They expect safe, high-quality, durable and environmentally-friendly products that improve their daily workflow, resulting in a better quality of health care and a safer treatment environment. Customers consider our close collaboration with health care institutions highly important.



Distributors and suppliers

We are a trusted partner, collaborating with a worldwide network of hundreds of distribution companies and suppliers. Our suppliers and distributors are expected to comply with Planmeca Group's Distributor and Supplier Code of Conduct, which outlines the core ethical and sustainability requirements for working with us. In return, we support our distributors and suppliers in achieving their own sustainability goals and innovate sustainable and long-lasting solutions to improve dental and health care of their customers.



Partners

We collaborate closely with health care professionals and educational institutions around the world. Many of our innovations have been born from research collaboration with leading universities. Our partners appreciate and expect us to collaborate with dental and medical professionals and bring them together for training and education to improve the adoption of new technologies.



Employees

We employ nearly 4,600 people globally and 1,000 employees in Finland. The employees expect a safe, sustainable and healthy working environment where they can perform their work professionally and safely. Engagement, continuous development and equal opportunities are also highly important for our employees.



Owners and society

We are a family-owned company that emphasises flexibility and high quality. Our owners expect profitable business but also contribute to the surrounding society. Honest business, anti-corruption and complying with applicable local legislation and international regulations are important both for our owners and the surrounding societies. Planmeca Group's sustainable future is of utmost importance for the owners of the company.



Sustainability in our supply chain

Our corporate social responsibility focuses on sustainable practices across our supply chain, achieved through co-operation with carefully selected suppliers and partners. We are committed to ethical business and expect the same from our suppliers and partners. To ensure the sustainability in our supply chain, we have developed our supplier auditing process to comply with the latest applicable requirements, such as the EU Corporate Sustainability Reporting Directive (CSRD), upcoming EU Corporate Sustainability Due Diligence Directive (CSDDD), German Supply Chain Due Diligence Act (LkSG) as well as the Norwegian Transparency Act.



Material sourcing

Our products are primarily composed of aluminium as their main material, complemented by steel and plastic parts as well as electrical and mechanical components, such as circuits, harnesses, motors and valves. We are committed to ensuring that we use carefully selected and high-quality raw materials and components from responsible sources. We have also developed a Conflict Mineral Policy Statement. Our suppliers have been chosen carefully with safety and environmental awareness in mind. We expect our suppliers to comply with the principles of UN Global Compact and the guidelines of ILO, outlined in Planmeca Group's Global Distributor and Supplier Code of Conduct.



Product development

Our strong commitment to R&D, close collaboration with health care professionals and universities as well as customer-oriented product design compose the core of our production development. Our products are designed in a way they can be upgraded with new features long into the future instead of replacing them. We also pay special attention to material selection, product design and technical details to ensure a safe treatment environment. We consider the product carbon footprint in our product development and are currently conducting emission life cycle assessments for our main product categories to deepen our understanding of where we can reduce emissions in the most effective manner. Our product development teams also take sustainable waste disposal and recycling of used products into account.



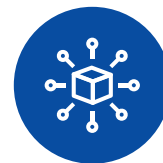
Production

Ensuring the high quality and safety of products is particularly important for us. All our products are developed with strict quality control standards and tested before they leave the factory. Our main production facilities are located in our campuses in Finland and in Germany, operating in compliance with the strict local legislation and international regulation applicable to us. We also consider the environment in our production procedures and pay attention to the use of renewable energy, recycling and circular economy, as well as the reduction of water consumption. We also ensure our employees have a safe and healthy working environment and fair working conditions.



Logistics

The transportation of products and materials account for the major part of the environmental impacts in our supply chain and in our distribution business. This is why we take sustainability into account in our packaging and transportation processes. We have minimised the footprint of our product packages, which allows transport optimisation by fitting more products in one container and refrains from using excessive packaging materials. We use renewable packaging materials, such as wood and cardboard, and prefer joint transports by sea, rail and road over air freight.



Distributors and customers

We are dedicated to better patient care through ground-breaking solutions that improve the daily workflow of dental and medical professionals around the world. We expect our distributors to comply with the principles of UN Global Compact and the guidelines of ILO, outlined in Planmeca Group's Global Distributor and Supplier Code of Conduct. We value close collaboration with health care professionals and customers, which we consider essential for developing solutions that support their daily work.

Committed to doing business the right way

At the heart of Planmeca Group's responsible operations lie our Global Code of Conduct and Anti-Corruption Policy. These policies ensure that every Planmeca Group employee in each of our operating countries has the same understanding of the values and principles that guide our daily work. We have continued developing our governance by implementing various new policies, such as Sanctions and Third-Party Due Diligence Policy and Conflict Minerals Policy Statement. We also have a Global Distributor and Supplier Code of Conduct that applies to our entire supply chain. We expect our partners to operate responsibly and in accordance with these guidelines. We have also established a whistleblowing channel to enable our employees and stakeholders to bring any instances of unethical behaviour to our attention.



We foster an ethical speak-up culture.



We promote a safe, inspiring and equal working environment.



We respect human rights.



We take responsibility for product safety.



We act in compliance with the mandatory requirements of applicable legislation.



We are committed to fair business.



We treat business information in confidence.



We contribute to surrounding society.



We minimise our environmental impact.



Key areas of our sustainability work

Sustainability and corporate social responsibility are at the core of Planmeca Group's operations. We want to make a difference and firmly believe sustainable operations bring value to all our stakeholders. We have identified four key areas for our sustainability strategy and determined ambitious short-term and long-term sustainability targets for our sustainability work.



Health through innovation

Our aim is to design and manufacture safe and high-quality products to improve the daily workflow of dental professionals. We focus on innovations through collaboration to ensure long-lasting, sustainable solutions. Customer satisfaction is an important factor for us.



Contributing to surrounding society

Our financial stability makes us a reliable partner and guarantees our business. We are one of the largest employers in the manufacturing sector in Helsinki metropolitan area in Finland as well as in Biberach and Warthausen in Germany. Contributing to scientific research and different charitable purposes are important for us.



Professional and safe working environment

Diversity and equality of our personnel are highly important for us. We ensure a safe and healthy working environment and contribute to the well-being of our employees. We also make sure that our employees have opportunities for personal development.



Respect for the environment

We consider the environment in our production procedures and supply chain. Circular economy and sustainable water use are important for us. Our aim is to reduce climate emissions with sustainable and resource-efficient production.



Planmeca Oy CE 0598 M&D Planmeca Connect! CE M&D Planmeca Solanna CE M&D Planmeca 010 CE M&D Planmeca EmeraldS



Health through innovation

Planmeca Group is a global leader in many fields of health care technology, with products distributed in over 120 countries worldwide. We manufacture and supply state-of-the-art dental care equipment and instruments, medical and dental imaging devices and software, CAD/CAM solutions as well as mammography systems, and provide dental supplies and services. We continuously improve the sustainability, quality and safety aspects of our products and work on new ground-breaking innovations in health and dental care. With our collaboration initiatives, we want to enhance scientific research in the field of dentistry, oral health and medical imaging.

Safe, sustainable and high-quality products

Safe, reliable and high-quality products are Planmeca's top priority, which is why we perform strict quality control to ensure the safety of our products. Our state-of-the-art, durable, and ergonomic products are designed to be long-lasting and improve the daily workflow of dental and medical professionals, resulting in a better quality of health care and a safer treatment environment. We also pay special attention to patient safety already in our product development and design. For example, we have been able to reduce the patient dose with up to 77% with our technology and developed different intelligent systems to ensure that the water in our dental units is always clean.



Innovations through collaboration

Our work has a positive impact for public health. We focus on future-proof innovations by investing strongly in research and development. We collaborate regularly with dental clinics, health care institutions, universities, and dental schools in research projects to set new standards in our field. With the collaboration, we aim to develop innovative and scientifically proven solutions for dentistry.

We are currently participating for example in the following research projects:

- *AI Head Analysis* research project within Clever Health Network (CHN) collaboration led by Helsinki University Hospital
- Finnish Center for Artificial Intelligence (FCAI) collaboration led by Aalto University and University of Helsinki
- *TOMOHEAD* – Mobile cone-beam computed tomography of the head research project led by the University of Oulu
- *cerAM* co-innovation project for ceramic 3D printing led by Tampere University of Applied Sciences

Customer satisfaction

Customer satisfaction is highly important for us. Our quality department monitors and reports the number and nature of warranty repairs, malfunctions of the devices and delivery disruptions. Also, the department collects and analyses the customer feedback.

OUR SUSTAINABILITY ACHIEVEMENTS 2020–2023

- We have developed our algorithms and technological solutions to ensure superior image quality and low patient doses in digital imaging according to the ALADA principle.
- We have developed our procedures to minimise potential safety hazards.
- We have developed our dental care units and use the latest technology to ensure impeccable infection control, clean water and a safe treatment environment, including improved biological evaluation of our dental care units.
- We have improved our imaging software and digital solutions further, enabling new treatment techniques and methods, for example by using artificial intelligence solutions.

OUR SUSTAINABILITY GOALS FOR 2024–2025

- We will continue developing our imaging algorithms and technological solutions further to ensure superior image quality and low patient doses in digital imaging according to the ALADA principle.
- We will continue developing our procedures to minimise potential safety hazards.
- We will continue developing our dental care units and use the latest technology to ensure impeccable infection control, clean water and a safe treatment environment.
- We will improve our imaging software and digital solutions further to enable new treatment techniques and methods while considering ethical and regulatory aspects of artificial intelligence.
- We aim to create a new digital platform to measure customer satisfaction of our end users and distributors globally.
- We will set further goals according to the CSRD directive and start reporting more openly to our stakeholders.

PROMISE FOR 2030

We are pioneers in the ethical utilisation of clinical patient data.



Contributing to surrounding society

Planmeca Group employs nearly 4,600 people globally and 1000 employees in Finland. We are one of the world's largest dental equipment manufacturers, dental suppliers and the largest privately-owned company in our field. In financial year 2023, the Planmeca Group companies achieved a turnover of EUR 1.2 billion.

Distributing economic value

Our financially stable and profitable business contributes to the economy both globally and locally; especially in Finland and in Germany, where our main production facilities are located. Locally, Planmeca Group is one of the largest employers and corporate tax payers in the manufacturing sector in the Helsinki metropolitan area in Finland as well as in Biberach and Warthausen in Germany. In the Helsinki area alone, we employ over 900 people.

The supply and distribution networks of Planmeca Group are worldwide, distributing economic value and supporting jobs globally. The operations also extend to the developing countries in Asia and Africa, improving their economy as well. In 2023, we started to pay even closer attention to the sustainability of our value chain by implementing various due diligence measures to comply with global best practice standards.

Contributions to different charitable purposes and non-governmental organisations are important for us. We donate annually to different charitable purposes that are often related to the health and well-being of youth and children, conflict resolution and cleaner environment. In recent years, these have included for example Zero to Hero Foundation, Apuna Ry, Crisis Management Initiative, Good Holiday Spirit collection, Ocean Clean Up, Baltic Sea Action Group, Tukikummit ry and the Finnish Association of People with Disabilities.

We have also provided equipment donations to crisis areas and developing countries. We recently donated five fully equipped mobile dental clinics to Ukraine to help provide dental care in the war-torn country. In the United States, we have participated in the Mission of Mercy (MoM) events for over 10 years, by providing dental imaging units and software to MoM clinics, which offer dental treatments to underserved people with limited resources or access to dental services throughout the country.

Supporting youth employment

Youth employment is a particular focus area for Planmeca Group. Each year, we provide summer jobs, traineeships, vocational training programmes, and thesis opportunities for young people. We collaborate with local vocational schools and universities to establish new models for apprenticeship, training and employment in order to create new career opportunities for young people.

Promoting dental education

With our collaboration initiatives, we want to enhance dental technology training and offer dental professionals with state-of-the-art dental education. We want to enhance the professional skills of the dental community by providing private practitioners and dental schools and universities with training courses related to digital imaging, CAD/CAM and dental software. We promote dental education so that dental professionals can provide their patients around the world with the best possible care.



OUR SUSTAINABILITY ACHIEVEMENTS 2020–2023

- We have updated our Global Code of Conduct and our Global Distributor and Supplier Code of Conduct, and trained our employees on this topic.
- We achieved positive financial development by investing in sustainability.
- We have developed our auditing process further to ensure a sustainable supply chain by implementing auditing software and enhanced procedures to better understand the environmental, social and governance impacts of our supply chain.
- We have improved our customer training and organised numerous training events for our distributors every year.
- We have contributed to different charitable purposes every year.

OUR SUSTAINABILITY GOALS 2024–2025

- We will continue to train our partners and suppliers to comply with our Global Distributor and Supplier Code of Conduct.
- We will continue investing in sustainability to achieve better financial development and follow the principle of transparency by starting CSRD reporting.
- We will develop our auditing process further to ensure a sustainable supply chain in compliance with various supply chain sustainability laws.
- We will continue improving our customer training and organise various training events for our distributors every year.
- We will increase the quality and availability of dental education worldwide and continue collaborating with charitable purposes.

PROMISE FOR 2030

We enable more people the access to high-quality oral health care.



Professional and safe working environment

Since contributing to health care is at the core of our business, we also want to invest in the physical and mental well-being of our employees. We provide meaningful work for our employees as our solutions directly help improve the health and well-being of people. Our aim is to ensure the engagement, motivation, and continuous development of our employees. We promote equal opportunities and encourage our employees to innovate together to deliver the best results.

Safe and healthy working environment

Safe and healthy working environment is our highest priority. We respect and adhere to human rights, which includes providing safe and fair working conditions for our employees. We make sure our employees have the necessary competencies, tools and instructions always available. We have received good scores in our personnel surveys in relation to the health and safety questions and take good care of all aspects related to the working environment. The implementation of equality is monitored according to an equality plan, and we have zero tolerance for workplace bullying.

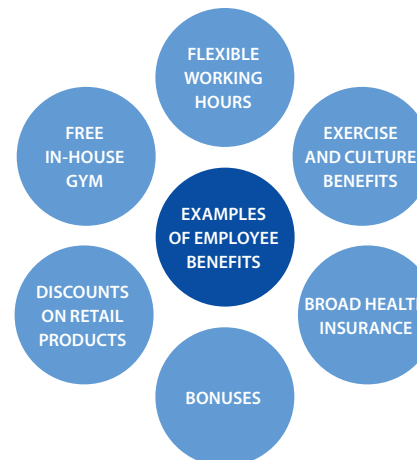
Contributing to the well-being of our employees

We look after our staff by treating them with respect and care. We support long and healthy careers, for example by offering our employees in Finland a health insurance that exceeds the requirements of statutory occupational health care. We also support them in maintaining their health by the means of sport vouchers and by offering them the opportunity to use a gym at our premises. Our employees in Finland and in Germany can also take advantage of a tax benefit, which helps boost well-being and provides an eco-friendly way to move around. At Planmeca Group, the employee engagement is regularly reviewed with a personnel survey.



Opportunities for personal development

All Planmeca Group employees receive a regular performance and career development review at least once a year. The objective of the review is to assure that central targets and performance evaluation criteria are agreed with each employee. The employee also has an opportunity to discuss the work assignments, personal development goals and demands, and subjects of interest confidentially.



OUR SUSTAINABILITY ACHIEVEMENTS 2020–2023

- We have compiled annual workplace community development plans and personnel reviews to monitor employee diversity, equality, well-being and safety.
- We have conducted biannual employee satisfaction surveys as well as several ad hoc surveys to improve the well-being and safety of personnel according to the results.
- Occupational safety teams across Planmeca Group have reported all work-related accidents and near accidents and improved our processes accordingly.
- We have implemented processes for monitoring and improving the well-being of our employees in order to reduce staff sick leaves.
- We have supported our employees in updating their professional knowledge and recorded their accomplished trainings annually.

OUR SUSTAINABILITY GOALS FOR 2024–2025

- We will continue to monitor employee diversity, equality, well-being and safety on yearly basis.
- We will improve the well-being and safety of personnel according to employee satisfaction surveys.
- There will be zero accidents at work each year.
- We will monitor and proactively improve the well-being of our employees to reduce staff sick leaves.
- We will provide opportunities for our employees to update their professional knowledge and track employee trainings yearly.

PROMISE FOR 2030

We stand out as a unique and an attractive employer.



Respect for the environment

We take our environmental responsibilities seriously. The environment and natural resources are important for us and we constantly improve our sustainability, for example through water use, circular economy and our general environmental impact. We have started to take further actions in order to reduce global carbon emissions. The management of environmental impacts at Planmeca Group is guided by a certified quality and environmental system, based on respecting the four elements of earth, water, air and human beings.

Circular economy

Starting with product design, solutions that reduce the environmental burden and increase circular economy are considered in every phase of the product life cycle, for example, in material choices. The material needs and consumption are minimised, however, ensuring that properties related to human health care are not compromised at any stage and that the devices are safe for patients and users.

The possibility to upgrade and maintain our products instead of replacing them further extends the product lifecycle and sustainability. A lifetime of over 10 years can be reached with the annual service programme easily.

Planmeca Group companies follow rigorous hygiene and quality standards, which reduces the possibilities of using recycled materials in our products to certain extent. Therefore, the main focus of our sustainable material management is on the recyclability of our product materials after their lifetime has come to an end. Planmeca has excelled in this area; the products have been manufactured from almost entirely recyclable materials and over 90% of the products can be recycled.

In addition, we utilise a closed-loop machining facility as well as a centralised wastewater filtering and management system in our production facilities in Helsinki. The advanced waste sorting system minimises waste while maximising the sustainability of our manufacturing processes.

In our high-tech machining and powder-painting departments, we recycle and reuse all surplus residues.

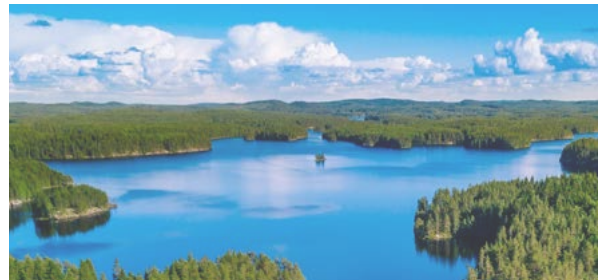
Sustainable water use

We consider the water consumption in the development of our dental units and include exact information on the water consumption for each function in the user’s manuals to prevent excessive water use. Our target is to be a sustainable water user in all the operations.

Reducing climate emissions

Planmeca Group has signed the Paris Pledge for Action in 2015 to affirm our commitment to a safe and stable climate in which temperature rise is limited to under 2 degrees Celsius.

A comprehensive study on the CO2 emissions of Planmeca Group is not yet available, but we have conducted calculations for many of the largest group companies within Planmeca Group, such as Planmeca Oy, Plandent Oy, Planmed Oy, Kavo Dental GmbH and Plandent A/S. The results will be published in 2025, when we have gathered sufficient reference data. Apart from CO2, the manufacturing functions of Planmeca Group do not produce other emissions of significance.



OUR SUSTAINABILITY ACHIEVEMENTS 2020–2023

- We have improved the recyclability of our products so that over 90% of the components, by weight, can be recycled.
- Environmental aspects have been considered in all our R&D processes as part of our ISO quality systems.
- We have extended the lifespan of our products by using long-lasting raw materials and platform-based solutions.
- We have improved our sustainable supply chain by framing guidelines for logistics to become greener. For example, we have stopped air freight to the United States and reduced air freight also in the Nordics.
- We have improved the energy efficiency and increased the use of emission-free and renewable energy in our production.

OUR SUSTAINABILITY GOALS 2024–2025

- We will continue to improve the recyclability and modularity of our products and increase their lifespan by using long-lasting raw materials and platform-based solutions.
- We will conduct Life Cycle Emission Calculations for three selected products during the years 2024–2025.
- We will improve and expand environmental considerations throughout our R&D processes.
- We will focus on greener logistics.
- We will start calculating our greenhouse gas emissions according to GHG Protocol in 2024–2025

PROMISE FOR 2030

We take sustainability issues into account in the entire value chain.

Supporting UN Sustainable Development Goals

Planmeca Group continues to support the Sustainable Development Agenda and the Sustainable Development Goals (SDGs) set by the United Nations. We have chosen the goals where we can make the biggest impact through our operations. These ten goals are implemented in our sustainability strategy and our daily business. Furthermore, Planmeca Group will explore joining the UN Global Compact in 2024 as part of our ongoing corporate responsibility journey, further solidifying our commitment to sustainable business practices.

3 GOOD HEALTH AND WELL-BEING



We ensure healthy lives and promote well-being by improving the daily workflow of dental and medical professionals.

4 QUALITY EDUCATION



We provide dental technology training to private practitioners and institutions. We are committed to increasing the quality and availability of dental education worldwide.

5 GENDER EQUALITY



We promote gender equality in our supply chain and ensure our employees' full and effective participation and equal opportunities for leadership.

6 CLEAN WATER AND SANITATION



Our water treatment solutions guarantee that all water entering the patient's mouth is always clean. We consider the water consumption in the development of our dental units and in the use of our products.

8 DECENT WORK AND ECONOMIC GROWTH



We promote decent work, protect labour rights and provide a safe and secure working environment. We promote youth employment and implement ILO's Global Jobs Pact.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



We enhance scientific research and upgrade the technological capabilities of dental industrial sector worldwide.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We aim for a sustainable management and efficient use of natural resources by innovating long-lasting solutions.

13 CLIMATE ACTION



We take urgent action to combat climate change and its impacts by sustainable and resource-efficient production.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

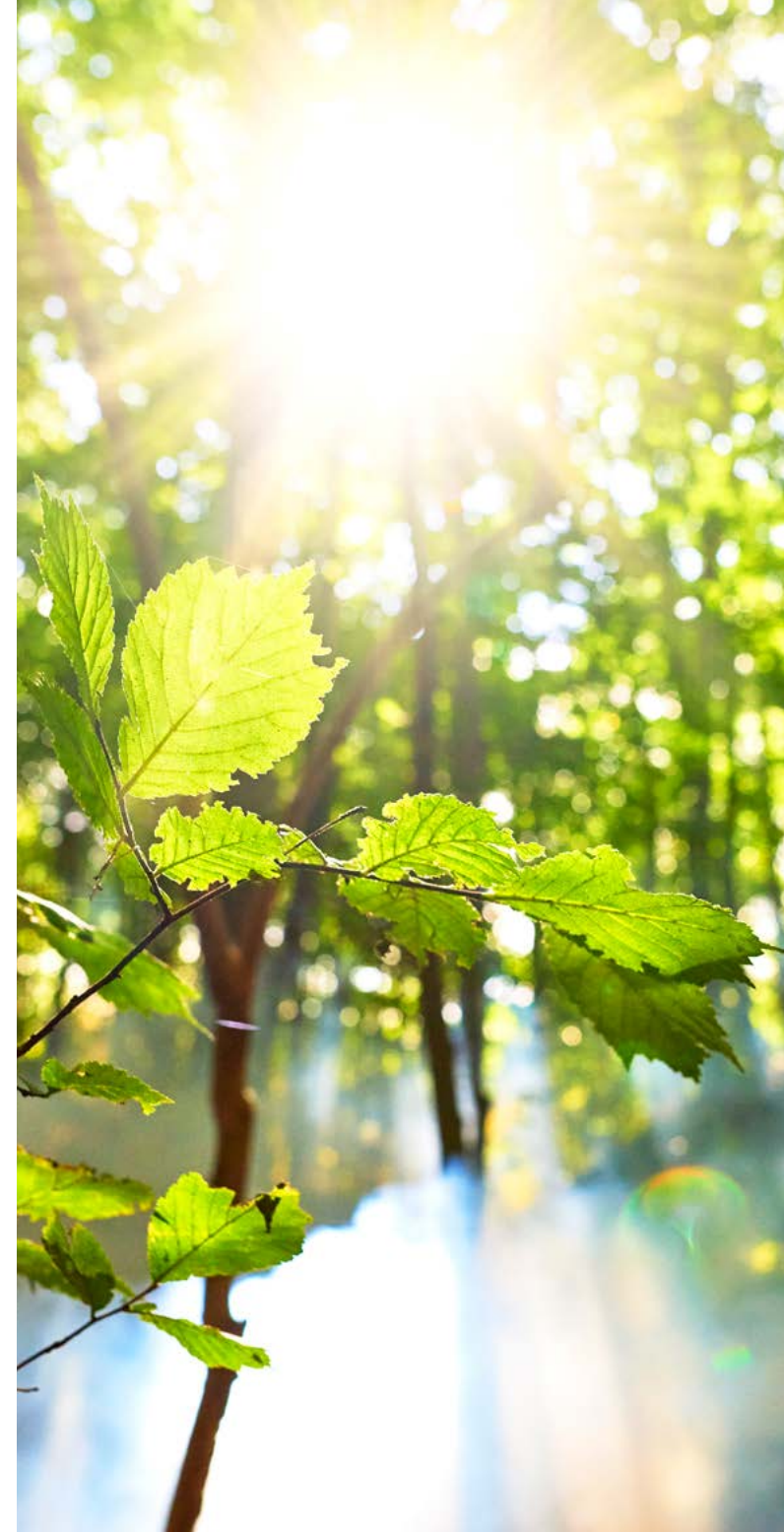


We promote fair, peaceful and inclusive societies by reducing corruption and bribery in all their forms throughout our supply chain.

17 PARTNERSHIPS FOR THE GOALS



We revitalise the global partnerships by enhancing cooperation and access to science, technology and innovation in the field of dental industry.



Preparing for the EU Corporate Sustainability Reporting Directive

Planmeca Group has invested heavily in sustainability and taken a proactive approach to the upcoming EU Corporate Sustainability Reporting Directive (CSRD). We aim to provide useful information for our stakeholders to support their own sustainability and business goals.

Proactive approach to CSRD

Since we believe sustainability provides us with a competitive advantage, Planmeca Group has recruited corporate responsibility, sustainability, and compliance professionals to better advance our sustainability initiatives. Recently, we have also developed our corporate governance by implementing numerous new policies to refine our processes. In addition, we have acquired software solutions to facilitate the management of our sustainability journey.

CSRD will apply to Planmeca Group starting from 2025, with the first mandatory report scheduled for publication in 2026. However, to showcase our proactive approach to sustainability, we will aim to publish the first CSRD-compliant report already in 2025 using 2024 data.

Double materiality assessment

Planmeca Group has already completed the necessary double materiality assessment processes as mandated by CSRD to determine our forthcoming reporting obligations. Consequently, our CSRD-compliant report will include the following European Sustainability Reporting Standards (ESRS):

- *ESRS 2 – General disclosures*
In upcoming reports, we will explain how the report is prepared and provide deeper insights into the company's management information and role in sustainability reporting. We will disclose the impacts, risks and opportunities, and the relationship between sustainability and Planmeca Group's strategy.
- *E1 – Climate change*
We will describe our actions to mitigate and adapt to climate change, along with the use and sources of energy.

- *E5 – Resource use and circular economy*
We will outline our actions to promote circular economy.
- *S1 – Own workforce*
We will provide data regarding the working conditions of our own workforce, equal opportunities and treatment, and basic rights.
- *S2 – Workers in the value chain*
We will report on the working conditions, equal opportunities and treatment, and how basic rights are monitored and managed within our value chain.
- *S4 – Consumers and end-users*
We will report on customer and end-user health and safety, data management and marketing practices.
- *G1 – Business conduct*
We will report how we develop good governance, such as corporate culture, supplier relations, whistleblowing channels and measures for preventing corruption.

Within these themes, we have also identified Planmeca Group's key risks and opportunities related to sustainability and corporate responsibility.

Next steps

Planmeca Group will continue to proactively ready itself for CSRD reporting. Next in the pipeline, we have broader and more detailed carbon calculations, plans for achieving net zero emissions and improving circular economy, and the implementation of various new policies, such as environmental and human rights policies.

OPPORTUNITIES

- Health and safety of customers and end users
- Company culture
- Equal opportunities and treatment of our own workforce
- Working conditions of our own workforce
- Energy use and sources

RISKS

- Health and safety of customers and end users
- Working conditions and occupational safety
- Basic rights of employees in the value chain
- Mitigation of climate change
- Equal opportunities and treatment of our own workforce and workforce in value chain

Sustainability highlights



GLOBAL IMPACT

98% of products exported

Active distributors in over **120** countries

Hundreds of suppliers around the world

4600 employees worldwide

1000 employees in Finland

Around **50** trainees at Herttoniemi campus every year.

AUDITS



10–30 audits every year

4 process audits

13 product audits

in 2023

ENVIRONMENT

Closed-loop machining facility

Centralised wastewater filtering and management system

Advanced waste sorting system

Renewable packaging materials consist of cardboard and wood



CERTIFICATES



ISO 9001:2015 – Quality Management Systems

ISO 13485:2016 – Medical Devices -- Quality management systems

ISO 14001:2015 – Environmental Management Systems

CE Certificates according to Directive 93/42/EEC on Medical Devices

Certificates on medical devices in various countries

The main material of our devices is long-lasting and recyclable aluminium

FOCUS ON INNOVATION



Up to **10%** of annual turnover goes to R&D

Hundreds of global patents

Research collaboration with universities and institutions

In-house product design and development teams

SAFE AND HEALTHY WORKING ENVIRONMENT

13.9 years average length of employment*

3.87/5 job satisfaction in personnel survey*

4.07/5 work safety in personnel survey*



Recent sustainability actions

Sustainability and corporate social responsibility are considered in all business areas at Planmeca Group. We continuously take actions to make our operations even more sustainable. While much of our sustainability work remains behind the scenes, there are numerous visible examples of recent strategic investments and concrete actions that underline our commitment to sustainability.

Production facilities in Finland and in Germany run on 100% emission-free electricity.



Five fully equipped mobile dental clinics donated and delivered to Ukraine by Planmeca and Plandent Finland.



Plandent Denmark developed a delivery system with reusable packaging to replace cardboard boxes together with parcel carrier PostNord.



Solar panels installed at Planmeca Group headquarters in Helsinki, Finland, and at KaVo premises in Warthausen, Germany. KaVo's solar panels produce 15% of the electricity used at the facility.



In Germany, KaVo vehicle fleet was converted to electric cars with electric charging enabled in KaVo premises in Biberach and Warthausen. In Norway, Plandent AS is switching a large share of service technician cars to electric cars.



Recycling rate increased to 80% at Planmeca Group HQ. Waste sorting system improved to make correct separation of waste more easier.



B-Corp certification for Plandent A/S in Denmark.

Planmecca's long-term collaboration with Finnish non-profit organisation Rinnekodit offers meaningful part-time jobs for people in challenging job market positions in exchange for appropriate compensation.

Yearly donations to Zero to Hero Foundation, which aims to improve the quality of education of underprivileged children in the countryside of Thailand according to Finnish education concept.

KaVo achieved a reduction of hazard substances through KAIZEN, from a total of 1240 substances to 864.

Planmecca customers are encouraged to return designated used products with an exchange parts programme to enable the reuse of product parts, such as tube heads, circuit boards and displays.

Planmecca's paint shop upgraded to use renewable gas.



Kavo Dental received ISO 14001:2005 certification for environmental management system in 2023.

Whistleblowing channels established for Planmecca Group companies.

Heat recovery system in Biberach uses waste heat to heat water and air. In Planmecca Group HQ, energy efficiency enhanced with heat recovery solutions and selective glass windows to manage heat load.

Tax benefit for bicycle leasing for employees working in Finland and Germany to boost well-being and provide an eco-friendly way to move around.

Life Cycle Assessment for nitrile gloves of Planmecca Group's private consumable label ORBIS completed by the manufacturer and verified by TÜV SÜD.

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PLANMECA GROUP

Asentajankatu 6 | 00880 Helsinki | Finland | tel. +358 20 779 5500 | www.planmeca.com

