



# Sustainability Fact Sheet

2020

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THE DENTAL  
SOLUTIONS  
COMPANY™

 Dentsply  
Sirona



The following fact sheet provides disclosure in accordance with the Sustainability Accounting Standards Board (SASB) standards for the Health Care sector. In addition, DENTSPLY SIRONA Inc. (the “Company” or “Dentsply Sirona”) provide disclosure of additional environmental, social, and governance (ESG) metrics that are relevant to our business and identify where our efforts and programs are aligned with the United Nations Sustainable Development Goals (UN SDGs). This document covers the period Jan. 1, 2020 through Dec. 31, 2020, unless otherwise noted.



\* All images contained in this document were taken before the COVID-19 pandemic.

## **About Us**

Dentsply Sirona is the world's largest manufacturer of professional dental products and technologies, empowering dental professionals all over the world to provide millions of patients with better dental care and make people smile. To reach this goal every day, we develop superior, integrated workflows built on diagnostic excellence, easy to use treatment planning and essential products that improve outcomes for patients and dental professionals. Dentsply Sirona is one global team that brings out the best in our people, acts with uncompromising integrity and personal accountability, achieves high performance, improves the practice of dentistry with an unrelenting commitment to our customers and demonstrates a passion for innovation that shapes the dental industry.

As The Dental Solutions Company™, Dentsply Sirona provides dental professionals a comprehensive end-to-end solutions offering. This offering includes some of the best-known and established brands in the industry. We develop, manufacture and market a complete line of dental and oral health products, including general dental supplies and devices, CAD/CAM restoration systems, a full suite of dental restorative products, panoramic and 3D imaging systems, dental treatment centers, hand pieces, hygiene systems, and dental specialty products in orthodontics, endodontics and implants. We are proud to be a preferred partner for dental practices, clinics, dental laboratories and authorized distributors worldwide. Additionally, our global healthcare team provides innovative urological solutions designed to improve quality of life for patients.

At Dentsply Sirona, we are always working to improve the lives of people around the world and the communities in which we serve and operate, while also creating value for all of our stakeholders. Understanding our Company's impact across environmental, social and governance criteria is crucial for delivering on our commitments as a responsible business. To underpin this, we are continually evolving our ESG strategy and improving our disclosures on a range of key ESG metrics, many of which are laid out in this document.

## **Dentsply Sirona's Sustainability Program Objectives**

We are passionate about ensuring that our work makes a difference. Every day, we empower dental professionals all over the world to provide millions of patients with better dental care and make people smile. We are committed to using our global reach and scale to enhance the quality of, and access to, oral healthcare globally.

### **Employees**

Enabling all our employees to achieve their full potential to better themselves, our Company and society.

### **Customers**

Empowering our customers to improve the oral health of patients and communities through accessible products, innovation and education.

### **Investors**

Establishing a credible and effective ESG profile to mitigate risk and ensure long term value is delivered to investors.

### **Partners**

Leveraging our scale and global reach, working with the sector, governments and non-governmental organizations (NGOs) to improve oral health globally.

### **Communities**

Being a responsible, active corporate citizen, and doing our part to safeguard our planet for future generations. Caring for the communities in which we live, work and engage.

## ESG Oversight

The Corporate Governance and Nominating Committee of the Board of Directors is responsible for overseeing management of risks related to our environmental and governance practices, and coordinates with the Human Resources Committee on overseeing management of risks related to our social practices. The Board receives regular updates on ESG topics. The Board also coordinates with its committees to ensure active Board and committee level oversight of the Company's management of ESG related risks across the relevant committees. In addition to oversight by the full Board, the members have also delegated primary responsibility for more frequent and in-depth oversight of the Company's ESG strategy, risks and risk mitigation, as well as for all environmental and governance matters, to the Corporate Governance and Nominating Committee and delegated primary responsibility for in-depth oversight of social and human capital management matters to the Human Resources Committee.

To further enhance the Company's and Board's governance of corporate responsibility/ESG matters, we have formed an Executive ESG Steering Committee, headed by our CFO, and composed of multi-disciplinary management-level employees in Supply Chain, Communications, Operations, EH&S, Legal, Human Resources, Investor Relations and Finance. These individuals are responsible for evaluating risks and opportunities, developing policies, practices, information and communications, and will be providing regular reports to our CEO and to the full Board.

## Financials

Activity Metric	2018	2019	2020
Sales (\$M)	\$3,986	\$4,029	\$3,342
Consumables (\$M)	\$1,819	\$1,746	\$1,381
Technologies and Equipment (\$M) [HC-MS-000.A]	\$2,168	\$2,283	\$1,961
Countries with Sales (#)	>150	>150	>150
Employees (#)	16,371	15,219	14,344



Dentsply  
Sirona

# Environment

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



13 CLIMATE  
ACTION



15 LIFE  
ON LAND



# Energy, Emissions, Waste and Water

<b>Energy and Greenhouse Gas (GHG) Emissions<sup>2</sup></b>	<b>2019</b>	<b>2020<sup>3</sup></b>
Energy (kWh)	120,251,283	106,706,766
Scope 1 emissions (metric tons CO <sub>2</sub> e)	8,852	7,552
<b>Scope 1 emissions (metric tons/\$M Net Sales)</b>	<b>2.2</b>	<b>2.2</b>
Scope 2 emissions (metric tons CO <sub>2</sub> e)	33,190	31,048
<b>Scope 2 emissions (metric tons/\$M Net Sales)</b>	<b>8.2</b>	<b>9.3</b>
Total Scope 1 and 2 emissions (metric tons CO <sub>2</sub> e)	42,042	38,601
<b>Scope 1 and 2 emissions (metric tons/\$M Net Sales)</b>	<b>10.4</b>	<b>11.5</b>
<b>Waste<sup>4</sup></b>		
Solid (non-hazardous) Waste Generated (metric tons)	5,836	4,602
Recycled/Reused (% of generated)	48.1%	43.8%
Incinerated (% of generated)	10.3%	9.5%
Energy capture (% of generated)	22.0%	26.1%
Sent to landfill (% of generated):	18.2%	18.6%
Universal Waste Generated (metric tons)	3	3
Hazardous Waste Generated (metric tons)	1,506	1,146
Recycled/Reclaimed (% of generated)	22.7%	21.2%
Waste to energy (% of generated)	34.0%	41.0%
<b>Total Waste Generated (metric tons/\$M Net Sales)</b>	<b>1.8</b>	<b>1.7</b>
<b>Water<sup>5</sup></b>		
Water withdrawal (cubic meters)	348,492	287,802
<b>Water Withdrawal (cubic meters/\$M Net Sales)</b>	<b>85.4</b>	<b>85.7</b>
Water discharge (cubic meters)	277,363	285,576

<sup>2</sup> The greenhouse gas program is developed following methodology as outlined in the WRI GHG Protocol for Corporations.

<sup>3</sup> The inventory for 2019 and 2020 includes an estimated 95% of owned and operated manufacturing facilities, major warehouses, and major offices, and an estimated 98% of square footage. Where information has been omitted, it has been deemed immaterial. Information captured and published prior to 2019 was not fully inclusive of all material sites. Note 2020 data incorporates the COVID-19 impact.

<sup>4</sup> Waste is characterized in accordance with local regulatory definitions.

<sup>5</sup> Water withdrawal and water discharge data for sites under Dentsply Sirona's operational control is provided except for some leased facilities where this data was not made available by the landlord. Additionally, some water discharge data is estimated based upon the withdrawal data where it was not available and there is no significant process water.

## Efforts to manage and reduce our operational environmental impact

We recognize environmental stewardship, including the impacts of climate change, is a necessary focus to achieve our objective of doing our part to safeguard our planet for future generations. The core of our sustainability strategy is centered upon minimizing environmental impacts from our operations, encouraging energy and water conservation, as well as recycling and reusing whenever possible. We continue to develop, implement and improve global Environmental, Health & Safety (EHS) programs and performance. Part of this effort includes the process of integrating the global EHS program into a Corporate EHS Management System aligned with recognized frameworks, such as ISO 14001, ISO 45001, ISO 50001 or equivalent<sup>7</sup> certifications.

The Company recently established a baseline for greenhouse (GHG) emissions for 2019. Dentsply Sirona's materiality assessment will be finalized in 2021, and its environmental aspects used to identify risks, opportunities, and reduction targets, relative to the 2019 baseline for:

- Greenhouse gas (GHG) emissions and energy consumption
- Waste management, recycling, reuse, and reduction
- Water withdrawal and reduction opportunities

Additionally, Dentsply Sirona plans to incorporate climate risk evaluation processes into existing risk management business practices and will continue to participate in the annual CDP climate survey, as well as produce disclosures in line with the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD).

<sup>7</sup>ENERGY STAR, LEED, OHSAS 18001, etc.

# Product Design and Lifecycle Management

## Topics

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Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products

[HC-MS-410a.1]

Biocompatibility and biosafety are pre-requisites for every Dentsply Sirona product. See our Safety Data Sheets (SDS) at the [Dentsply Sirona SDS Library](#).

Design control and product development procedures highlight the need for reuse of standard components. The European Union's Restriction of Hazardous Substances Directive (RoHS) is incorporated into component selection, material safety analysis, and carcinogens need to be reviewed and documented.

Dentsply Sirona strives to reduce the environmental impacts of our products. With regard to product end of life, for sales in the Europe, EU legislation, RoHS and Waste Electrical and Electronic Equipment (WEEE), mandates waste and recycling practices for our products. To ensure a positive societal impact, Dentsply Sirona works closely with its suppliers to actively monitor and avoid use of Conflict Minerals in its products.

Finally, the Company discontinued manufacturing and sales of amalgam filling materials, which contain mercury, in December 2020.

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Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies

[HC-MS-410a.2]

As an innovative company, we launch new products or provide software upgrades to existing equipment on a periodic basis. For select equipment, we have return/trade up programs. Equipment returns are either refurbished and sold/donated to university or educational organizations or other public institutions at discounted prices. In most cases, equipment is scrapped by authorized, certified service providers.

In the European Union, all scrapping follows stringent rules and regulations with regards to recycling. We typically outsource this process to a specialized recycling company. For the little amount scrapped in the U.S., we adhere to local scrapping regulations.



# Customers and Community

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

# Product Safety

## Topics

## 2020

New Product Approvals (#)	In 2020, Dentsply Sirona obtained 12 510K clearances. A 510K is a premarketing submission made to the FDA to demonstrate that the device to be marketed is safe and effective, or substantially equivalent (SE) to, a legally marketed device that is not subject to premarket approval (PMA).
Significant Product Recalls (#) [HC-MS-250a.1]	Two market actions and one recall in 2020 that were voluntarily conducted. The Significant Product Recall pertained to one of our urinary catheter products. A very small number of units were potentially deformed. One of the Market Actions was a field correction on one Treatment Center model to supplement the strength of the backrest. The other pertained to an Implant Abutment which had incorrect dimensions.
List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database [HC-MS-250a.2]	Zero cases were reported in 2020.
Fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database (#) [HC-MS-250a.3]	Zero fatalities in 2020.
FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type (#) [HC-MS-250a.4]	Zero enforcement actions.
FDA observations resulting from facility inspections (#)	In 2020, three observations were received from the FDA. All have been addressed to completion.
Product Safety Program	<p>Dentsply Sirona has a Complaints Management Program including collection, monitoring and investigation of product complaints. The Company has a robust Post-Market Surveillance Process across its product range.</p> <p>The Company also has an established Risk Management program which covers design, manufacturing, and post-market surveillance. Dentsply Sirona has an extensive product testing program throughout the lifecycle of the product which includes design validation and verification, in-process and finished product testing. Dentsply Sirona has an established Quality Management System-related training program where personnel involved in R&amp;D activities, manufacturing, quality control are appropriately trained to carry out their defined responsibilities.</p> <p>Our facilities are certified as appropriate to ISO 13485, EU MDD, EU MDR and comply with FDA QSR 820 and other international regulations.</p> <p>Sites Certified to ISO 13485/9001 - 34</p> <p>Sites Certified to MDD - 24</p> <p>Sites Certified to MDR - 2</p> <p>The number of certifications to MDR will significantly increase over the next year.</p>

# Clinical Testing

## Topics

Pre-clinical testing

Dentsply Sirona develops and licenses numerous medical devices for use in dental care applications. The Company strives to develop innovations that represent significant improvements to the status quo. Whenever possible, Dentsply Sirona uses in-vitro or benchtop methods that do not require testing on animals. When studies involving animals are absolutely necessary (e.g., when required by law, regulation or standards) to establish safety, Dentsply Sirona uses facilities that follow the relevant national guidelines for the Care and Use of Animals. In the U.S., this follows 21CFR Part 58 and 9CFR Parts 1-3 and global ISO 10993-2 (Animal Welfare Requirements). These guidelines require that all studies be approved by an Institutional Animal Care and Use Committee and the number of animals are limited to the minimum amount possible to demonstrate safety and efficacy prior to human clinical studies. The 3R principle of replace, reduce and refine is always applied. Dentsply Sirona partners with institutions with the highest ethical standards and they calculate the minimum number of animals required. Within these facilities, animal research monitoring is required to ensure that the animals are treated safely and humanely.

Clinical testing

Prior to commercializing innovative products, Dentsply Sirona often utilizes data from human clinical tests. The Company conducts all studies with human subjects in a manner that protects the safety and rights of patients and investigators. In addition to protecting the rights of individuals, including confidentiality, Dentsply Sirona complies with regulatory requirements of the countries in which studies are conducted and those in which regulatory submissions take place. Its practice ensures that controls are in place and followed to protect the integrity of the study results.

	2018	2019	2020
R&D professionals employed (#) <sup>8</sup>	>600	> 600	> 650

<sup>8</sup> Scientists, engineers, and software developers, etc.

# Ethical Marketing

Topics	2018	2019	2020
<p>Total amount of monetary losses as a result of legal proceedings associated with false marketing claims (\$)</p> <p>[HC-MS-270a.1]</p>	\$0	\$0	\$0
<p>Description of code of ethics governing promotion of off-label use of products</p> <p>[HC-MS-270a.2]</p>	<p>Off-Label Drug and Medical Device Claims Procedure must be reviewed to assure that off-label claims are not utilized.</p> <p>Dentsply Sirona complies with all applicable laws, regulations, and industry standards relevant for the promotion of medical device products, interactions with healthcare professionals and conduct of research within the medical device business.</p> <p>It is a Corporate requirement that the Medical Device Product Label Procedure be followed when preparing all labels and labeling for medical devices, as well as other products, to help assure compliance with applicable labeling laws, regulations and standards to serve the needs of our end users and their patients.</p> <p>This procedure includes, but is not limited to, specific information and corporate requirements.</p> <p>All advertising must be attached to the Labeling and Ad Review Form to be sent for review to Corporate Regulatory Affairs and Corporate Product Development.</p> <p>The Labeling Review Committee reviews and approves all new and revised labeling prior to its use according to the Label Review Committee Requirements procedure. The Labeling Committee must include a representative from Marketing, R&amp;D, Quality, Clinical Research and Regulatory Affairs, when these departments or persons exist. Review should be for format, language, content, trademark usage, substantiation and adherence to Corporate Guidelines as well as Regulatory Requirements.</p> <p>See <a href="#">Code of Ethics and Business Conduct</a> policy.</p>		

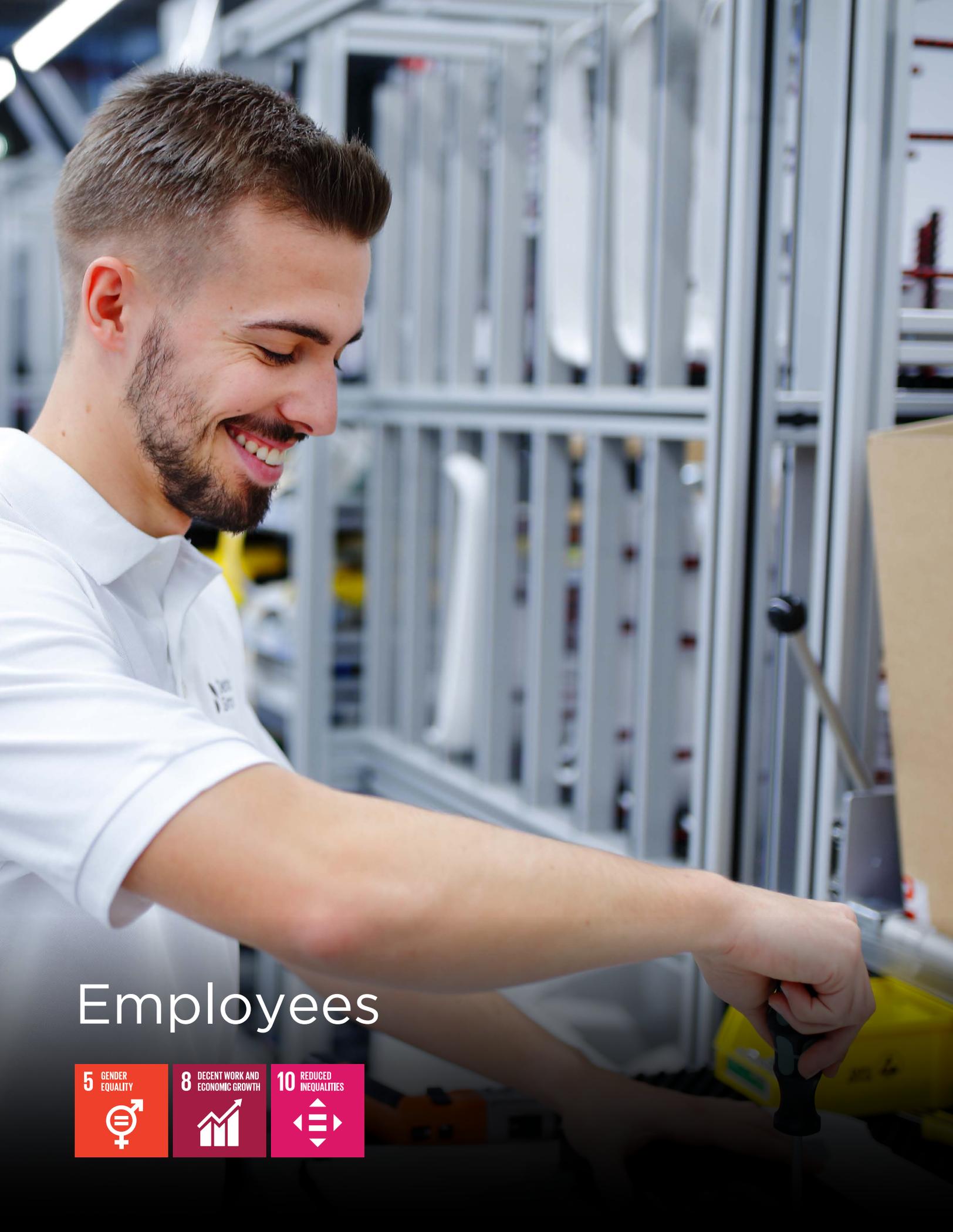
## Clinical Education

Topics	2018	2019	2020
Training facilities, dental academies and showrooms (#)	-	59	60
	<p>Each year the Dentsply Sirona Academy supports dental professionals to deepen knowledge and skills, gain inspiration and receive certifications they need to stay up to date as well as develop themselves and their practices.</p> <p>The Academy addresses a wide range of education needs, providing evidence-based, scientifically sound educational and practical content for achieving clinical excellence in virtually all dental disciplines, as well as technical excellence in specific Dentsply Sirona technologies. Clinical education is delivered using virtual and in-person methods to meet the needs of the learner.</p> <p>In addition to providing courses in countries around the world, we work with universities and experts to develop curricula and deliver world class education, as well as collaborate with dental organizations to improve oral health. The goal of the Academy is to bring out the best in dental professionals so they can provide the best possible care for their patients. While the number of countries that our clinical education has reached decreased, we have approximately doubled the number of dental professionals trained.</p>		
Countries clinical education program reached (#)	99	97	80
Dental professionals trained (#)	432,000	470,000	1,029,000

## Philanthropic and Community Initiatives

### Topics

Philanthropic and community initiatives strategy	<p>Everyone at Dentsply Sirona shares a common Vision: to improve oral healthcare around the world. Our Corporate Social Responsibility platform therefore includes a core focus through corporate philanthropy on initiatives that aim to improve oral healthcare. Dentsply Sirona works with many organizations and initiatives at local, national, and international levels, helping to provide and improve oral healthcare by donating expertise and resources.</p> <p>In 2020, the Company provided more than \$10 million in cash and in-kind donations.</p>		
Science, Technology, Engineering and Mathematics (STEM) Initiatives	<p>Since 1959, Dentsply Sirona has sponsored the Student Competition for Advancing Dental Research and its Application (SCADA) global student research competition, originally in collaboration with the American Dental Association and now a global competition co-sponsored by the American Association for Dental Research. This allows students to discover the importance and power of dental research, provides opportunities for students to advance their research skills and careers, and inspires students to look for new ways to have a positive impact on dental care and oral health.</p>		



# Employees

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



# Employee Engagement and Talent Development

## Topics

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### Employee Engagement and Talent Development

#### **Employee Engagement**

We recognize that attracting, engaging, developing, and retaining talent is a principal factor in achieving and maintaining sustainable performance. As part of this, we must listen, understand and act on employee feedback. We are actively deploying engagement and pulse surveys to provide employees with opportunities to provide feedback on how we can positively improve their work experience. People managers receive post-survey tools to create meaningful action plans in calibration with their team. Specifically, in 2020, we launched a global post-COVID survey as well as a Diversity and Inclusion survey in the U.S. In 2021, we will adapt our annual survey process to a continuous lifecycle survey approach to identify and take action on drivers of engagement and turnover by demographic segment across the global workforce.

#### **Talent Development**

We encourage employees to take ownership of their development and learning in partnership with their managers. Professional employees are provided with comprehensive automated goal setting and development planning tools. In support of development planning, we offer a variety of options to grow employees' functional, professional and leadership skills. We provide an annual goal setting and year-end review framework to align individual work with broader organizational objectives. Many employees are working in cross-functional teams and with matrix managers. The process also includes a straightforward way to integrate feedback from others into the performance development process. The most valuable part of our process is the encouragement of routine, continuous performance feedback conversations between employees and managers supported by quarterly reviews.

Our Talent Development Review process supports succession readiness by assessing employee performance and potential against both current and future-focused capabilities. The process is used to strengthen our talent pipeline and increase visibility of strategic and diverse talent. This automated, global process allows us to ensure we are accelerating capability strategically to increase organizational performance.

We launched a Leadership College Yammer Channel to serve as a platform for managers to share ideas, challenges and best practices. A comprehensive set of employee and manager toolkits were provided in multiple languages, to be inclusive of our global workforce and to assist employees with new norms (e.g., working remotely, leading with agility, time management, employee engagement and goal setting, etc.) In further support of employee development, we are launching a global online learning library, with multiple language capability, which all employees can use for on-demand, self-designated learning 24/7. This offers, in addition to our existing custom courses, over 16,000 functional, professional and leadership learning options. The online university offerings will serve as a core part of our global learning strategy. We are also launching a global mentoring platform to build a culture of coaching and mentoring and strengthen our talent pipeline. Our initial focus will be on diversity, early career and leaders, before moving to a global self-matching program in 2022.

## Topics

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### Measuring Progress

In 2021, the Dentsply Sirona Gallup Engagement Survey participation rate was 82%. This participation rate was the highest rate recorded in Dentsply Sirona's history. The response rate reflects ownership for engagement across our company. Additionally, the overall percent of actively engaged employees increased by 17% since the last survey was performed in 2019.

## Diversity and Inclusion

### Topics

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#### Diversity and Inclusion Program

#### **Diversity & Inclusion at Dentsply Sirona**

We view diversity in our organization as a source of great strength and we seek to provide opportunities for all employees to bring their perspective, and lens to the workplace. Our commitment to a diverse workforce drives innovation and customer centricity. In 2020, the Company established a global Diversity & Inclusion (D&I) Council to evaluate current policies and processes to ensure they are inclusive, to benchmark challenge areas and prioritize action. The Company also added a Diversity & Inclusion Leader, sought to develop awareness through training, facilitated mentorships, networking and talent development, and the Company continues to measure its progress against key metrics. Specifically, the Management Committee holds an annual Talent Development Review wherein business leaders present their succession plans and review the high-potential pipeline, with specific attention to identifying and accelerating diverse talent.

#### **Our Diversity & Inclusion Mission Statement**

Diversity in our organization is a source of great strength.

Dentsply Sirona provides opportunities for all our employees to bring their perspective, experience, and lens to the workplace.

Our commitment to a diverse workforce helps to create robust solutions to our customers' challenges and drive innovation.

We foster an environment in which our teams feel inspired and empowered to do their best work and bring new ideas to the table.

#### **Diversity & Inclusion Council**

The Dentsply Sirona D&I Council is comprised of a group of 14 demographically and functionally diverse global employees dedicated to enabling and championing D&I initiatives that support the organization internally and externally. The D&I Council's top priority is to intentionally increase awareness and impact of D&I priorities as well as increasing leaders' ability to discuss and be held accountable for driving sustainable diversity, inclusion and equity outcomes.

#### **Diversity & Inclusion Council Guidelines**

1. Providing advisory support to the D&I function (including Employee Resource Groups)
2. Raising general awareness of D&I
3. Engaging employees with D&I
4. Improving organizational D&I outcomes and internal/external efforts
5. Responding to critical D&I situations

## Topics

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Diversity & Inclusion Awareness and Development

### **Conversations of Understanding**

Conversation of Understanding is a safe setting for employees to share, listen, and learn about their colleagues' experiences related to D&I topics. These 60-minute sessions are limited to a small number of participants (15-20) to ensure an engaging open conversation. These sessions allow our employees to build empathy and a shared understanding as well as strengthen employee connectivity.

### **Unconscious Bias Online Course**

This online course prepares learners with the foundational ability to identify and respond to problematic behavior, be aware of discriminatory biases in the work environment and how to provide support and allyship.

### **The Undoing of Unconscious Bias - Attended by Board and Management Committee Members**

This virtual workshop focuses on creating a space to understand the current challenges and learn how to integrate diversity, equity and inclusion strategies throughout the organization.

### **US Anti-Harassment and Discrimination Course**

This online course introduces learners to the concept of developing awareness in the context of discrimination, protected categories, and bias in the workplace. Participants will learn about the impacts of discriminatory behavior, and topics such as inclusivity and equity. Additionally, this course will cover behavior that can lead to harassment, and steps to prevent harassment. With a focus on cultivating positive, productive attitudes in the workplace.

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Employee Resource Groups (ERGs) and Participation

We have over 800 employees participating in Employee Resource Groups (ERGs) across the globe.

## Topics

### DS ERG Descriptions

#### DS Women

ERG inclusive of all gender identities, works to empower its members to excel to their fullest potential. This group strives to achieve its goals by creating a forum of support and growth enabling channels of advocacy, talent development, and resource sharing.

#### BOLD (Black Organization for Leadership & Development)

This ERG aims to connect, foster, and grow a community of Black employees within Dentsply Sirona. BOLD celebrates the uniqueness of its members and enhances the organization's cultural competence by focusing on cultural education, recruitment, and retention of Black employees.

#### LGBTQ+ (Launching in 2021)

The lesbian, gay, bi-sexual, transgender, and queer/questioning group creates an environment that embraces and celebrates diversity in a wide range of sexual orientations, family arrangements, and gender identities. This ERG actively develops and supports its members through continuous learning and inspires its members to reach their professional goals without fear of reprisal, or discrimination of any kind.

#### DSEC (Dentsply Sirona Early Career) (Launching in 2021)

The Early Career ERG represents employees participating in Early Career programs, recent graduates, and employees with less than three years of professional experience. This group helps its members acclimate to DS and assists them in establishing professional relationships by providing engaging experiences, cultivating connections, and promoting personal and professional growth.

#### DSV (DS Veterans) (Launching in 2021)

The Veterans ERG connects active-duty service members and vets to support the transition to a civilian work environment while, focusing on camaraderie and support. This group accomplishes its goals by centering its efforts around internal and external partnerships fostering professional development.

### Employee Demographic<sup>9</sup>

Dentsply Sirona firmly believes that having a diverse workforce that draws on the talents and skills of people from across different backgrounds and cultures helps to contribute to an inclusive society and ensures the future sustainability of the business. Our workforce is composed of 42% global gender diversity.

	United States					Global
	White	Asian	Black or African American	Hispanic or Latino	Others	Female
Entry Level	67%	6%	11%	12%	5%	44%
Manager	80%	9%	3%	4%	4%	37%
Sr. Mgr. and Director	83%	7%	3%	4%	3%	26%
VP	80%	12%	2%	2%	5%	28%
Senior Management*	75%	13%	0%	13%	0%	9%

\*Senior Management consists of SVP, EVP and CEO level roles.

<sup>9</sup> As of March 31, 2021. Percentages may not sum to 100 percent due to rounding.

## Topics

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### Measuring Progress

Executive management reviews the Company's diversity and inclusion (D&I) key metrics on a quarterly basis, including attraction, engagement, development/advancement, and retention.

The Dentsply Sirona Board of Directors and the Management Committee regularly evaluate key D&I metrics including attraction, engagement, advancement, and retention of diverse talent.

We participated in McKinsey's Women in the Workplace survey for the first time in 2020. We will continue to participate on an annual basis to benchmark diversity of our U.S. workforce against other companies in the Pharmaceutical/Medical device industry, with particular focus on gender and racial diversity by level in leadership.

## Employee Health and Safety

### Topics

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#### Health and Safety Program

Dentsply Sirona has implemented health and safety programs at the site level and has hired an experienced EHS Leader in 2019 to develop, implement and continuously improve EHS Management Systems at the Corporate level. We have begun a robust improvement process to update the Environmental Health and Safety Management System, including policies and global standards addressing applicable health and safety aspects, training, and culture. In 2021, EHS Front Line Leadership training will be implemented globally, to develop and support EHS as a primary value of our culture.

Our EHS programs are applicable to all employees, including those that are full-time, part-time and contracted employees, and site visitors.

	2018	2019	2020
Health and Safety Metrics	-	ORIR: 0.85 LWDIR: 0.53	OSHA Recordable Incident Rate (ORIR): 0.53  Lost Workday Case Incidence Rate (LWDIR): 0.36

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In 2020, ORIR and LWDIR improved 37% and 32%, respectively year-over-year.

#### Certifications

While Dentsply Sirona has implemented environmental, health and safety programs at the site level, and is in the process of updating the full Corporate EHS Management System aligned with recognized frameworks, at present two of thirty-nine manufacturing facilities, major distribution centers and major office facilities hold current OHSAS 18001, ISO 45001 or equivalent certification. There are 5% of manufacturing facilities/locations that are certified to OHSAS 18001 / ISO 45001 international standard for occupational health and safety management.



# Governance

9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



17 PARTNERSHIPS  
FOR THE GOALS



# Business Ethics

## Topics

Code of Conduct	<a href="#">Code of Ethics and Business Conduct</a>
Business Ethics Reporting Helpline	<a href="#">Ethics &amp; Compliance Hotline</a>
Human Rights	<a href="#">Business Partner Code of Conduct</a> <a href="#">Attestation for UK Modern Slavery Act, California Transparency in Supply Chain Act, Australian Modern Slavery Act and New South Wales Modern Slavery Act</a>

	2018	2019	2020
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery [HC-MS-510a.1]	\$0	\$0	\$0

Description of code of ethics governing interactions with healthcare professionals [HC-MS-510a.2]	<p>Dentsply Sirona employees interact with healthcare professionals in many aspects of our business, including as customers, consultants, or as participants in research and development activities. Dentsply Sirona is committed to complying with all laws and regulations governing interactions with healthcare professionals, and to going beyond strict legal requirements by following the highest ethical standards in these interactions. To this end, Dentsply Sirona has issued an Ethical Customers Interaction Policy. All Dentsply Sirona employees interacting with or establishing programming with any healthcare professional shall be trained on the Marketing to Professionals Code of Conduct.</p> <p>See <a href="#">Code of Ethics and Business Conduct</a> policy.</p>		
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## Topics

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### Business Ethics

Dentsply Sirona is proud of the global reputation and trust it has earned throughout the last century. This is a reputation that we are determined to protect and enhance. Our Code of Ethics and Business Conduct sets forth our guiding principles for the conduct of our business that must be followed by everyone who does business on the behalf of Dentsply Sirona.

All employees, agents, consultants, suppliers, independent contractors and representatives of Dentsply Sirona have the responsibility to read, understand, and abide by the principles and standards contained in this Code. Acting with integrity and the highest ethical standards is not only good policy, it is also good business.

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### Political Involvement

In 2020, Dentsply Sirona did not use corporate funds for political spending or lobbying on political issues, and the Company does not have a political action committee. No Company funds or other Company assets may be contributed for political purposes, regardless of whether in the U.S. or outside the U.S., without the prior review by the Company's General Counsel and approval by the Board of Directors.

In the U.S., Dentsply Sirona is a member of various dental trade associations, such as the Dental Trade Alliance (DTA), which is an association of companies that provides dental equipment, supplies, materials and services to dentists and other oral care professionals. The DTA's core purpose is to enhance member success and increase dental demand. From time to time the DTA may engage in lobbying regarding legislation that is of interest to its members.

On December 31, 2020, Dentsply Sirona acquired Byte. This disclosure does not take into account activities that may have been conducted by Byte in 2020.

See our [Compliance and Ethics](#) website.

# Supply Chain Management

## Topics

Supplier Code of Conduct	<a href="#">Business Partner Code of Conduct</a>
<p>Percentage of company’s facilities and (b) Tier 1 suppliers’ facilities participating in 3rd party audit programs for manufacturing and product quality</p> <p>[HC-MS-430a.1]</p>	<p>We evaluate a subgroup of our suppliers each year. Our overall approach is divided into four steps:</p> <ol style="list-style-type: none"> <li>1. Supplier selection: Each year Dentsply Sirona chooses a selection of our suppliers to conduct an in-depth risk assessment on (“Selected Suppliers”). Once a supplier has been through the assessment process, they will be re-assessed on a rotational basis determined by their profile.</li> <li>2. Supplier questionnaire: Each year Dentsply Sirona distributes a questionnaire to the selected suppliers. This questionnaire is designed to obtain information regarding the social, ethical, and environmental performance and management systems of those organization.</li> <li>3. Risk assessment: Dentsply Sirona conducts an in-depth risk assessment on each selected supplier. This risk assessment combines information from multiple sources and allows us to evaluate the supplier against one of four risk profiles.</li> <li>4. On-site assessment: Depending on the outcome of the risk assessment, Dentsply Sirona may request an on-site assessment to confirm findings. Upon conclusion of the annual assessment, all suppliers will receive their Responsible Procurement Scorecard and recommendations for improvement.</li> </ol> <p>New suppliers should be aware of this policy, and their obligation to comply with it, through the incorporation of this policy in Dentsply Sirona’s General Terms and conditions of purchase. All new suppliers will be integrated into the annual assessment cycle, as outlined above.</p>
<p>Description of the management of risks associated with the use of critical materials</p> <p>[HC-MS-430a.3]</p>	<p>Dentsply Sirona is committed to ensuring conflict free sourcing to comply with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act on Conflict Minerals. As part of our reporting obligation under this act, we require our suppliers providing products containing tantalum, tin, tungsten and gold, (which are the extracts of the minerals cassiterite, columbite-tantalite and wolframite, respectively) to demonstrate traceability and accountability of the raw materials they deliver to us. The preferred reporting approach for our suppliers to disclose to us their respective smelter base is by using the Conflict Minerals Reporting Template from the Responsible Minerals Initiative.</p>

# Data Security and Privacy

## Topics

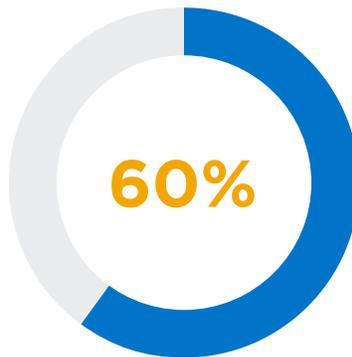
Dentsply Sirona’s [Privacy Policy](#) covers types of personal data we process, purposes for which we process personal data, legal ground for processing the personal data, disclosure of information relating to data subjects, security measures used to protect the personal data, international transfer of personal data, retention of personal data, data subject rights, and cookies/tracking statement.

# Board Composition

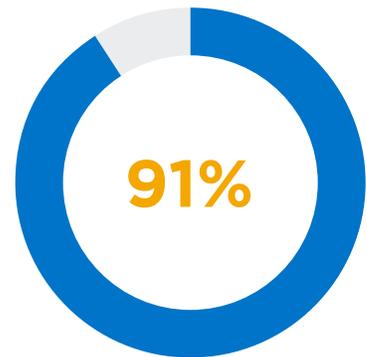
Gender/Ethnic Diversity



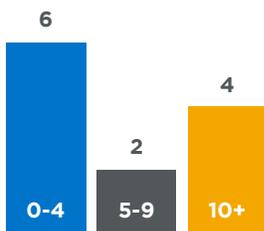
Committees Chaired by Women



Independence



Average Tenure



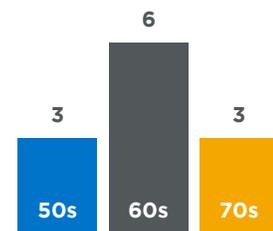
Average = 5 yrs

Board Refreshment

6

New Directors in the Past Four Years

Average Age



Average = 64.5 yrs

## Board Structure and Independence

- Appointment of one new Director, Clyde R. Hosein, in 2020
- All Directors are independent except for the Chief Executive Officer
- Independent Non-Executive Chair
- Diverse and highly skilled Board that provides a range of viewpoints
- Consideration of optimal Board leadership structure for the Company
- Periodically rotating the chairs of the Board committees
- Executive sessions held by the Chair at each regular Board meeting without management present
- Executive sessions at Committee meetings led by the Chair without management present

# Compensation Practices

## What We Do

- Rigorous goal setting aligned to our externally disclosed annual and multi-year financial targets.
- Impose stock ownership and holding requirements that provide that each NEO must own a multiple of his or her annual base salary in our common stock, and we have instituted holding requirements prohibiting our NEOs from selling shares vested from RSUs and PRSUs (net of tax) until their stock ownership requirements have been met.
- Closely monitor risks associated with our compensation program and individual compensation decisions to ensure they do not encourage excessive risk taking.
- Retain an independent compensation consultant to assess the market for the determination of our executive compensation elements and targets on an annual and ongoing basis.
- Seek stockholder feedback on compensation of named executive officers, including consideration of the annual Say-on-Pay vote.
- Compensation recoupment policy that allows our Board to seek reimbursement in certain circumstances, including a restatement of the Company's financial statements due to material noncompliance with applicable financial reporting requirements, or material financial, operation or reputational harm to the Company caused by an executive officer's breach of law or the Company's policies or his or her failure, in violation of his or her duties, to manage or monitor conduct or risks.
- Restrictive covenants in executive employment agreements.

## What We Don't Do

- No tax gross-ups, including no excise tax "gross-ups" upon change in control.
- No discounting, reloading or re-pricing of stock options without stockholder approval.
- No "single-trigger" accelerated vesting of equity-based awards upon change in control.
- No multi-year guaranteed incentive awards for senior executives.
- No Director or employee hedging or pledging of Company securities permitted.
- No excessive perquisites.
- No dividends or equivalents paid on unvested RSUs or PRSUs.
- No "liberal share recycling" of shares used for taxes or option exercises.

# Shareholder Rights

## Topics

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### Shareholder Rights

- 3%, 3-year proxy access bylaw
- Annual election of all Directors
- Majority voting for all Directors in uncontested elections, coupled with irrevocable conditional resignations of Directors memorialized in the Company's bylaws
- No supermajority voting provisions
- No "poison pill" rights plan



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 Dentsply  
Sirona