

ESG report 2024

BODOTEX
Creating Innovative Value



Greetings from our CEO

We are pleased to present our ESG report for 2024, highlighting the progress we have made across Environmental, Social, and Governance dimensions. These efforts are part of our shared responsibility to combat climate change and our commitment to responsible business practices.

Since 2001, we have worked to reduce our environmental impact, and since 2021 we have taken a more strategic approach, focusing on lowering our carbon footprint. We set an ambitious goal of reducing our CO₂ emissions by 40% by 2025. While we acknowledge that this target was not met within the original timeframe, we are confident that we will achieve it by 2026.

As a distribution company, transportation is central to our operations—and a significant contributor to our Scope 3 emissions. As our business grows, so does our responsibility to reduce this impact. Balancing this with our commitment to safety, regulatory compliance, and the identification of cost-efficient transport solutions presents an ongoing challenge. Multiple factors influence our efforts, but we believe that, in collaboration with our customers, suppliers, and carriers, we can find solutions to minimize our environmental footprint.

In 2024, the demand for transparency, data, and documentation has continued to grow. We are addressing these expectations by strengthening our focus on certification and accountability—working closely with our customers and suppliers to meet the evolving expectations.

At the heart of our ESG strategy is a commitment to creating a safe, inclusive, and supportive workplace for all our employees. Strengthening our work culture is a shared responsibility, built on mutual care, respect, and strong collaboration. We believe in the power of teamwork—“Great things in business are never done by one person, They are done by a team of people.”

This report reflects our ongoing dedication to balancing people, planet, and performance, and to taking meaningful action today for a more sustainable tomorrow.

Thomas L. Nielsen

Managing Director



Report at a Glance

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Bodotex A/S is a Danish chemical company established in 1951 with its headquarter in Vejle, and since 2021, also with an office in Sweden. The company was founded by Bodo Nakszynski, where the trade of dyes for the textile industry and detergents for the paper and sugar industries were foundational. There has been rapid development since then, and today we supply products essential for production in various industries, such as cosmetics, paints & coatings, composites, textiles, and construction materials.

Our Values

We have always focused on running a business with good ethics and a commitment to the well-being of our employees. Quality, development, and excellent service are our core values, and we take pride in offering the best quality and service to our partners.

We advocate for a flat organizational structure as we believe it fosters an environment where every employee can take initiative and assume responsibility for their own and the company's development. This approach enables swift execution, greater flexibility, and improved performance. We recognize the necessity to adapt and innovate in a constantly evolving world.

Focus on a Greener Future

Our values have always been the foundation for us, and it is natural for us to work towards a more sustainable future. We were one of the first companies in the local area to receive an environmental recognition, and we have increased our ambitions to contribute positively to a more sustainable world through concrete goals.



Quality



Innovation



Service



Partnership



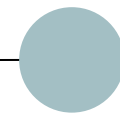
Responsibility

Our Path to Impact



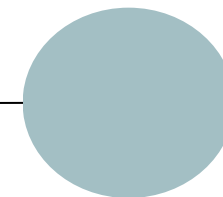
1951

Foundation of Bodotex



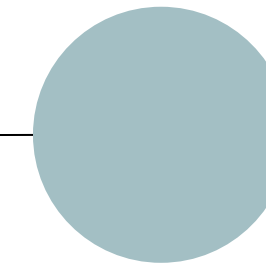
2001

We have always focused on the environment, and in 2001, we received our first environmental recognition.



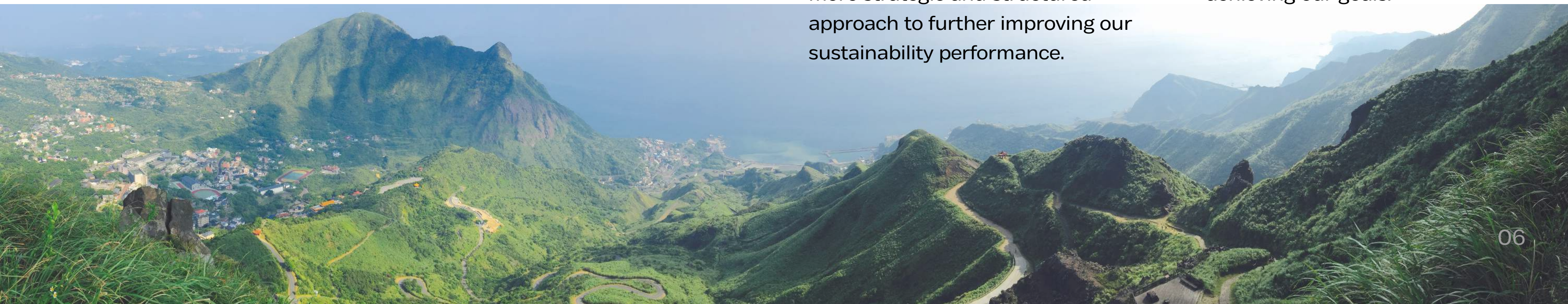
2021

With over 20 years of continuous efforts to reduce our environmental impact, we designated 2021 as year zero in our sustainable transition. This marked the starting point for a more strategic and structured approach to further improving our sustainability performance.



Today

We aim to set targets for improvements in our selected ESG parameters, allowing us to work with a focused approach toward achieving our goals.





Our Priority Goals

We are a company founded on integrity and are highly focused on providing a good and safe working environment, as well as conducting our business with respect and responsibility.

In line with this commitment, we have aligned our sustainability efforts with the United Nations Sustainable Development Goals (SDGs)—a global framework consisting of 17 goals and 169 targets designed to drive positive change for people and the planet.

Bodotex has chosen to focus on three SDGs that resonate with our values and where we believe we can make the most meaningful impact:
#3 Good Health and Well-being, #9 Industry, Innovation, and Infrastructure, and #12 Responsible Consumption and Production.

Although our primary focus is on these three goals, we also contribute to other SDGs through various initiatives and remain committed to expanding our impact over time.



As part of our commitment to UN Goal No. 3 we actively promote health and well-being among our employees and in the communities we serve. Our initiatives focus on fostering a safe, supportive, and health-conscious workplace.

- **Social events** - We organize social events for all employees in both Denmark & Sweden to encourage physical activity and strengthen our workplace community.
- **Workplace Health and Safety Assessment** - Regular APV to ensure a safe and healthy work environment.
- **First aid training** - We provide first aid training to enhance workplace safety and emergency preparedness.
- **Health Insurance** - All employees receive health insurance, ensuring access to prompt and professional medical treatment.
- **Sponsorships** - We continue to support various organizations dedicated to promoting health and well-being.
- **Work-life balance** - We promote a healthy work-life balance by offering flexible remote work and fostering a culture based on mutual trust and a quid pro quo principle.
- **Sustainable Product Expansion** - We remain committed to expanding our product range to include items with minimal environmental and social impact.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



As part of our commitment to UN Goal No. 9 Bodotex continues to intensify its sustainability efforts and promote eco-friendly practices. We recognize the importance of innovation and responsible industry practices in driving long-term environmental and social improvements.

- **Strengthening supplier collaboration** – We work closely with our suppliers, emphasizing sustainability, and we have a goal to increase the number of suppliers with an active commitment to environmental improvement.
- **Expanding Eco-Friendly Product Offerings** – We are increasing our focus on incorporating more environmental friendly products into our product range.
- **Certifications & Compliance** – We are committed to expanding the number of certified products in our portfolio, ensuring compliance with stringent environmental standards.
- **Supplier Code of Conduct** – All suppliers are required to adhere to our Code of Conduct, ensuring that our value chain aligns with our ethical and sustainability standards.
- **Product Innovation & Efficiency** – Development of our own products to enhance efficiency and optimize processes for our customers, contributing to more sustainable industrial practices.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



As part of our commitment to UN Goal No. 12 - we implement initiatives that promote sustainable practices across our operations. We strive to reduce waste, optimize resource use, and minimize our environmental footprint.

- **Efficient Transportation** – We prioritize optimized logistics by consolidating shipments whenever possible to reduce carbon emissions.
- **Minimizing Waste** – We ensure that goods nearing expiration are either utilized or redistributed to prevent unnecessary waste.
- **Reusing Packaging Materials** – We reuse cardboard boxes for packaging, reducing our demand for new materials.
- **Packaging** - Implementation of the EU Packaging Directive, aimed at making packaging more sustainable and reducing the amount of packaging waste.
- **Waste Sorting & Recycling** – We maintain proper waste sorting and recycling practices to ensure responsible disposal.
- **Carbon Footprint Reduction** – We continuously monitor and work to reduce CO₂ emissions and overall resource consumption.
- **Bottle Deposit Returns** – All proceeds from bottle deposit returns are donated to the Danish Nature Fund, supporting environmental restoration and protection efforts.

E

Environment





As part of our ongoing commitment to reducing our environmental footprint, we have made significant strides in our efforts to lower CO₂ emissions across our operations.

Scope 1 & 2 Emissions:

Since 2021 our energy consumption has decreased by 38%, which reflects our proactive approach to reducing the direct emissions from our operations. Although we set a target of reducing our CO₂ emissions by 40% by 2025, we are still on track to achieve this goal by 2026. From January 2025, we will transition to renewable gas as our primary heating source, which will further accelerate our emission reduction.

Scope 3 Emissions:

While we have successfully reduced our Scope 1 emissions, our Scope 3 emissions have increased. This increase is largely attributed to the growth in our transportation needs, as our goods flow has expanded since 2021. Given that transportation makes up a significant portion of our Scope 3 emissions, the rise in logistics has led to higher emissions in this category. However, we are actively addressing this challenge by focusing on optimizing our logistics and consolidating shipments to reduce the number of smaller deliveries.

Supplier Collaboration and Environmental Impact:

In line with our sustainability goals, we have integrated environmental responsibility into our supplier approval process. We actively engage with our suppliers to ensure they also prioritize sustainable practices in their operations, helping to amplify the environmental impact of our supply chain. This collaborative approach is a crucial part of our broader strategy to reduce emissions and create a more sustainable value chain.

As we move forward, we remain focused on achieving our environmental targets, including further reducing our Scope 1, 2 and 3 emissions, and ensuring that our entire ecosystem—both internal operations and external partnerships—is aligned with our sustainability objectives.

Indicator	Unit	2021	2022	2023	2024
CO ₂ scope 1	Ton	52	44	42	36
CO ₂ <u>scope 2</u> (<u>Location-based</u>)	Ton	-	8,13	11,08	10,39
CO ₂ <u>scope 2</u> (<u>Market-based</u>)	Ton	0	0	0	0
CO ₂ scope 3	Ton	488	379	341	531
Energy consumption	Gigajoule	1002	790	780	617
Renewable energy share	Pct.	8	11	8	19
Water consumption	m3	68	65	54	55
Waste management, recyclable	Pct.	31	18	38	14,1
Suppliers with environmental policy/certification	Pct.	-	71	80	82

Scope 1 includes direct sources of CO₂e emissions, such as gas for heating and gasoline & diesel used for transportation with leased company cars.

Scope 2 result of provided energy, such as electricity consumption. Location-based shows the emissions tied to physical electricity consumption, while market-based shows the emissions linked to purchasing decision, like renewable energy contracts.

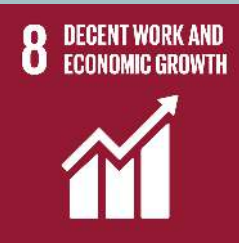
Scope 3 consists of indirect CO₂ emissions, such as purchased transportation services for the freight of goods, procurement of office supplies and hardware, employee flight travels and waste management.



S

Social





At Bodotex, people are at the heart of our business. Our social initiatives focus on creating a safe, inclusive, and supportive work environment where employees can thrive. We are committed to fostering a workplace culture built on mutual trust, respect, and well-being.

Sick leave and injuries

Sick leave has been influenced by COVID-19, but despite flu epidemics affecting Denmark as a whole, we are now experiencing a decline in absenteeism. To support both employees and management, we have integrated a well-being and absenteeism policy, providing clear guidelines on how to handle illness and ensure a healthy work environment.

We are pleased to report a 0% workplace injury rate for 2024, which remains our key objective. Ensuring a safe and secure workplace for all employees is a top priority. We continuously optimize our workplace instructions and maintain equipment to stay ahead of potential risks.

Employee Development and Diversity

Employee seniority saw a decline in 2024, as anticipated, due to our expansion and the increased demand for new hires. At Bodotex, we hire based on qualifications and personal fit within our company culture, without regard to gender, ethnicity, or other diversities. We are therefore pleased to see a positive growth to our gender diversity in the company.

We continue to enhance our onboarding process to ensure a smooth transition for new employees. Sustainability plays an essential role in this training, emphasizing proper waste sorting and hazardous waste disposal. The more we sort, the less we incinerate. As part of our commitment, for every new employee, we donate to preserve 15m² of nature in Denmark to compensate for material purchases.

Employee Well-being and Engagement

To further enhance employee safety and well-being, we have introduced an ICE (In Case of Emergency) list for each employee. This ensures that in case of accidents or sudden illness, we have immediate access to the necessary contact details for their closest relatives, providing additional security and peace of mind.

We strive to foster a strong company culture and greater mutual understanding across teams. To support this, we organize annual company events where our teams from Denmark and Sweden come together. These gatherings strengthen social bonds and contribute to a shared corporate culture that values both individuality and teamwork.

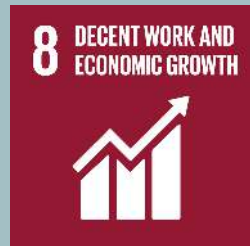
Indicator	Unit	2021	2022	2023	2024
Full time employee	FTE	9	9	10	11
Part time employee	Qty.	3	3	3	2
Gender diversity	Pct.	41,7	50	46,2	53,8%
Gender diversity, management layers	Pct.	66,6	66,6	66,6	50
Gender pay gap	Times	-	-	-	-
Employee turnover rate	Pct.	8,33	0	15,4	15,4
Sick leave	Days/FTE	22	41	21	15
Workplace injuries	Qty.	0	0	1	0
Customer retention	%	-	0,5	1,1	0,5
Employee seniority	Average years / employee	6	7,2	7,7	4,9

Gender pay gap: Bodotex compensates equally for equal work. Differences in average salaries for men and women are therefore due to differences in gender representation in different types of jobs.



G

Governance



Strong governance is the foundation of sustainable growth at Bodotex. We are committed to transparency, accountability, and ethical business practices across all levels of our organization.

Bodotex board

Our board of directors consists of four members, three of whom are independent. The board is responsible for approving the company strategy, overseeing its implementation, and ensuring good governance. In 2024, we developed a new strategic framework at both the individual employee level and company level. We have made great progress in executing these strategies and are confident that we will achieve both our individual and collective goals.

We strive to maintain an engaged and active board of directors that is involved in our company's operations and decision-making. We are therefore pleased to report 100% attendance at board meetings again this year, demonstrating the board's commitment and dedication to the company's success.

Ethical Business Conduct and Compliance

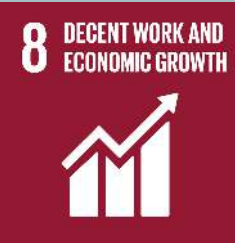
We are committed to strict compliance with all applicable laws and regulations. All business activities must be conducted in a responsible and professional manner, and we expect the same from our business partners. Our partners must uphold human rights, labor rights, environmental responsibility, and anti-corruption practices throughout the entire supply chain.

As part of our risk management efforts, we conduct annual risk assessments, systematically identifying potential risks and taking a proactive approach to managing them. We strive to mitigate any adverse impacts as early as possible to protect both our business and stakeholders.

IT Security and Quality Assurance

In 2024, we implemented an IT policy, and in 2025, we are conducting a thorough review of our IT security structure. This initiative aims to safeguard our data—both for our own operations and as a measure of security for our business partners.

We are also continuously improving our ISO 9001 compliance, ensuring the highest quality management standards. In 2024, we once again achieved zero observations for improvement during our external ISO audit, reflecting our strong commitment to operational excellence.



Indicator	Unit	2021	2022	2023	2024
Board gender diversity	Pct.	20	20	20	0
Percentage of independent board members	Pct.	60	60	60	75
Attendance at board meetings.	Pct.	100	100	100	100
Pay gap between CEO and employees	Times	-	-	-	-

Our Progress in Numbers



Energy Consumption

38%↓

Energy consumption including energy from Scope 1 & 2, also includes renewable sources. Base year 2021.



Renewable Energy Share

137%↑

Energy consumption that comes from renewable sources. Base year 2021.

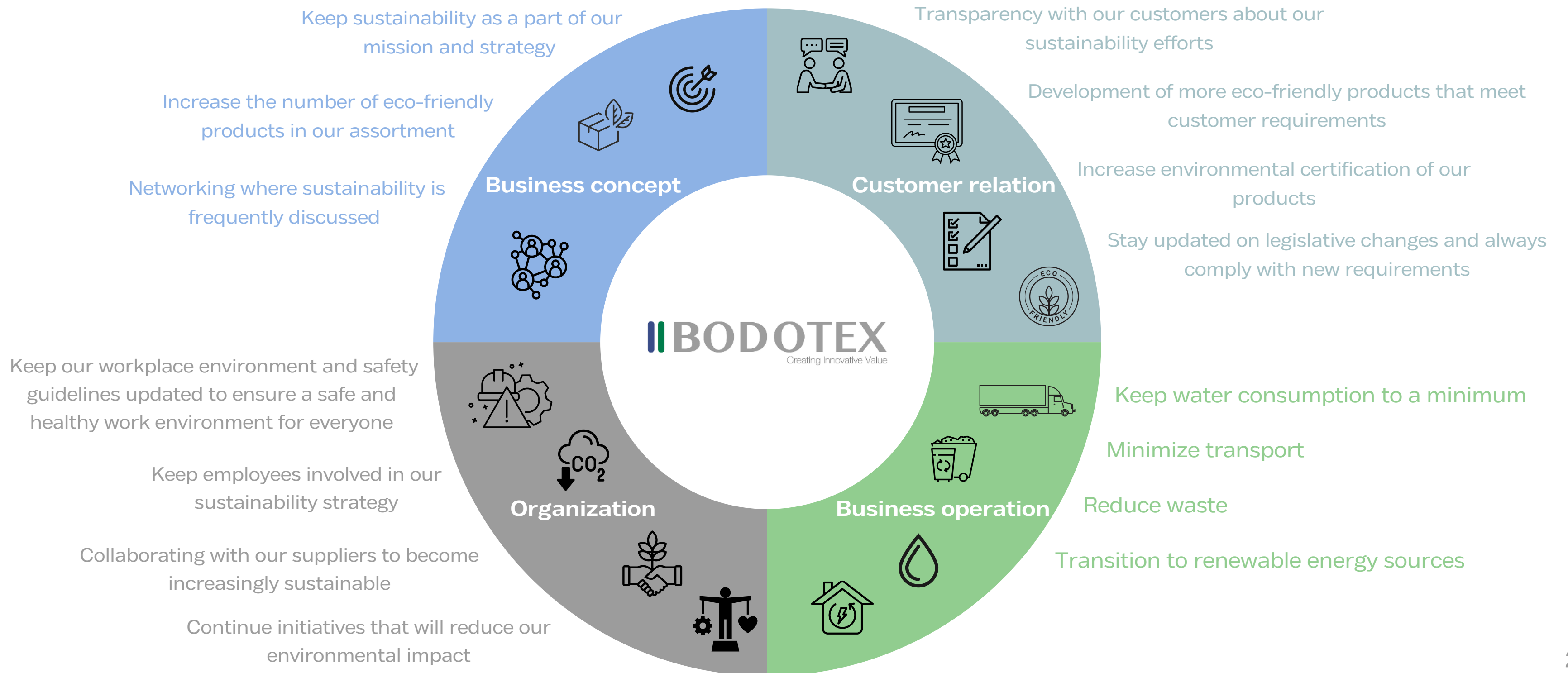


Responsible Partners

15%↑

Suppliers adopting a sustainability-focused approach, integrating environmental and social responsibility into their operations. Base year 2021.

Our focus areas



Our future
goal

40%

reduction of our CO2
emission from year
2021 to 2026

Corporate Website

www.bodotex.eu

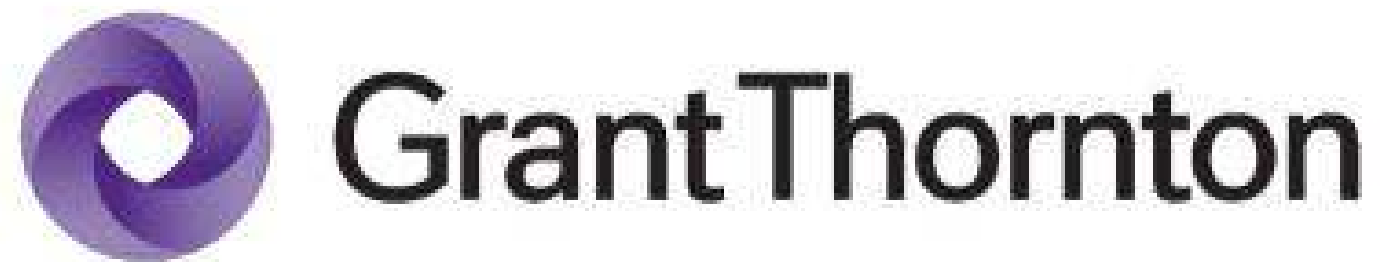
Phone Number

+45 7640 8999

Contact us if there
are any questions.



Validation of the carbon footprint for Bodotex A/S conducted by Grant Thornton in March 2025



“We have validated the carbon footprint for Bodotex ApS for the financial year January 1 - December 31, 2024. The ESG report and carbon footprint have been prepared in accordance with the guidelines of FSR, the Danish Finance Society, and NASDAQ. We assess that the environmental key figures in the ESG report and the underlying carbon footprint provide an accurate representation of the company's level of climate and environmental impact as of December 31, 2024.”

Grant Thornton