

ESG REPORT 2025





The past years have been marked by global instability, including ongoing conflicts and rising tensions in the Middle East. We operate in a world that is changing rapidly, and we must be ready to respond to the challenges that follow. Despite these uncertainties, Bodotex has remained resilient—delivering strong results while maintaining a safe, supportive, and stable environment for all colleagues.

Sustainability continues to be a shared responsibility. To secure a better future for our planet and the generations ahead, we must all contribute. In 2025, Bodotex strengthened its momentum by further integrating sustainability into the way we operate as a distribution, production, and development partner across multiple industries.

Our efforts have led to visible progress. Between 2021 and 2026, we reduced our Scope 1 and 2 emissions by 45%, driven by a strong focus on lowering our CO₂ footprint, our transition to renewable gas through biogas certificates, and the introduction of green electricity. This achievement reflects both strategic decisions and the dedicated engagement of our employees, who continuously support the integration of sustainable practices into our daily work.

As regulations and customer expectations evolve, we remain committed to transparency, compliance, and ongoing improvement—ensuring that we can provide reliable and future-proof solutions, including within our expanding activities in the food sector.

At the core of our ESG strategy is our commitment to people. We continue to improve our working environment with the aim of creating a safe, inclusive, and supportive workplace for everyone. Our organizational culture is built on mutual care, respect, and the belief that we grow best when we grow together. This strength defines who we are and is essential to our continued success.

Looking ahead, we will keep driving sustainability through responsible choices, innovation, and collaboration. Together, we are shaping the next chapter of Bodotex—built on resilience, partnership, and long-term responsibility.

Thomas L. Nielsen

Managing Director

BODOTEX
Creating Innovative Value

TABLE OF CONTENTS

Who we are.....	03
Our values	04
Our path to impact.....	05
Distribution worldwide.....	06
Commitment to UN.....	07
E - Environment	11
S - Social	14
G - Governance	17
Our progress in numbers.....	20
Our focus areas	21
Our path forward.....	22



WHO WE ARE

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, initially focusing on trading dyes for the textile industry and detergents for the paper and sugar industries.

Since then, the company has evolved rapidly, and today we supply products essential for production across a wide range of industries, including cosmetics, paints & coatings, composites, textiles, and construction materials. Bodotex is strengthening its strategic focus on expanding within the food industry – from functional ingredients to niche speciality products.

Bodotex also develops and manufactures products under its own trademark, Bodo®, which holds a unique place in our extensive product range. We aim to promote innovation, substitution, and the use of more sustainable solutions. Therefore, we continuously develop our products in collaboration with our partners, tailoring them to specific needs and always with consideration for the environment.

OUR VALUES

We have always focused on running a business with strong 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 delivering high standards and reliable solutions to our partners. We work with transparency, sustainability, and a clear commitment to continuous improvement in all areas of our business.



We promote 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 supports swift decision-making, greater flexibility, and strong collaboration, while enabling us 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



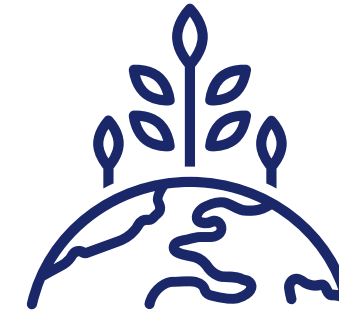
Innovation



Service



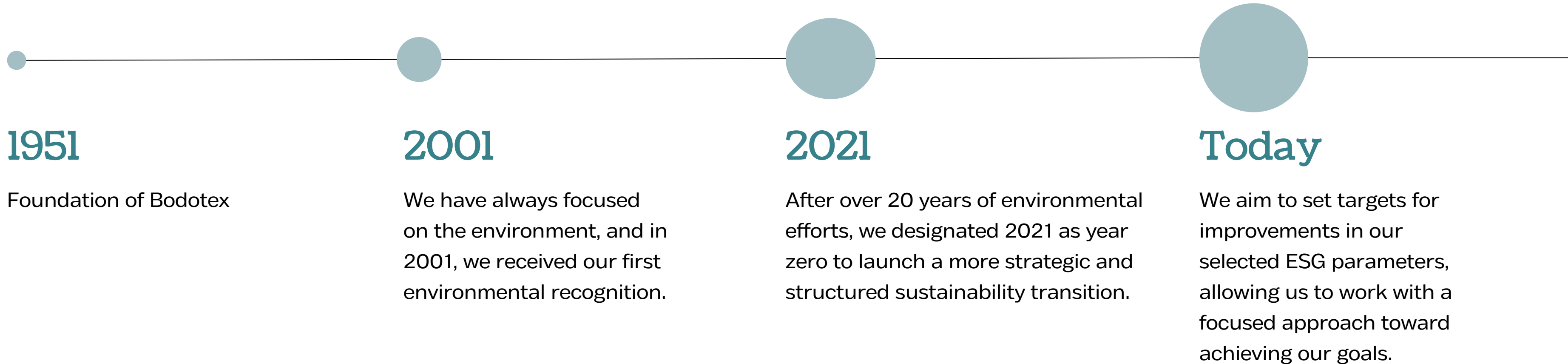
Partnership



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

After over 20 years of environmental efforts, we designated 2021 as year zero to launch a more strategic and structured sustainability transition.

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.



DISTRIBUTION WORLDWIDE

With tailor-made solutions and flexible packaging capabilities, Bodotex aims to create value for our customers through responsible products, efficient distribution, and mindful operations.

Our focus is on reducing environmental impact where we have direct influence, while continuously improving our processes.

Products



Offering a product portfolio with focus on environmental impact and supporting sustainable value creation, considering both environmental and health aspects.

Distribution



Reducing the impact related to transport, distribution, and warehousing through consolidation, planning, and collaboration.

Operations



Reducing the carbon impact from our premises by optimising energy use and operational practices within existing facility constraints.

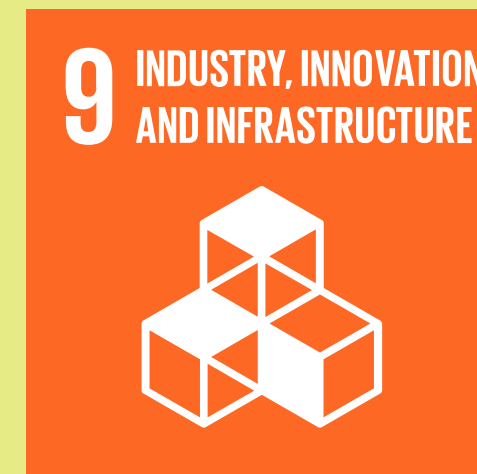
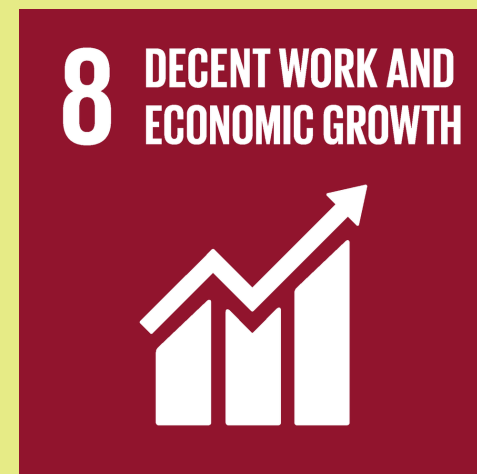
OUR COMMITMENT TO THE UN SDG'S

Bodotex is a company founded on integrity and is committed to ensuring a safe and responsible working environment while conducting business with respect for people and the planet.

To support this commitment, we align our sustainability efforts with the United Nations Sustainable Development Goals (SDGs), focusing on areas where we can generate the greatest positive impact. In addition to our existing focus areas, we have chosen to include UN SDG 8: Decent Work and Economic Growth, reflecting our strong emphasis on fair working conditions, employee well-being, and responsible business growth.

SDG 8 supports sustained, inclusive, and sustainable economic growth, productive employment, and decent work for all. Bodotex already contributes through a safe workplace, transparent employment practices, continuous dialogue with employees, and responsible organizational growth. Looking ahead, our focus is to maintain and strengthen decent working conditions, even in a changing global environment and as our business continues to grow.

While these goals are our primary focus, our initiatives contribute positively across several SDGs, and we remain committed to expanding our impact over time.





We promote a healthy, safe, and supportive work environment through:

- Social events encouraging physical activity and team building.
- Regular workplace health & safety assessments (APV).
- First aid training for all employees.
- Health insurance ensuring fast access to medical care.
- Sponsorship supporting health-focused organization.
- A strong work-life balance culture.
- Expansion of sustainable products with minimal environmental and social impact.



We promote decent work and responsible growth through:

- Providing a safe, respectful, and inclusive working environment for all employees.
- Ensuring fair and transparent employment conditions in line with applicable labour laws.
- Maintaining clear job descriptions and policies that define roles, responsibilities, and expectations.
- Supporting ongoing dialogue and development through regular employee conversations.
- Prioritizing responsible business conduct and long-term value creation over short-term gains.
- Growth managed without compromising working conditions
- Collaborating with business partners who respect labour rights and responsible working conditions across the value chain.

We support sustainable industry development by:

- Strengthening collaboration with suppliers and increasing the number committed to environmental improvements.
- Expanding eco-friendly product offerings.
- Increasing the number of certified products in our portfolio.
- Requiring supplier compliance with our Code of Conduct.
- Innovating and developing our own products to improve efficiency and support more sustainable industrial processes.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



We work to minimize environmental impact across our operations through:

- Optimizing logistics by consolidating shipments to reduce emissions.
- Preventing waste by using or redistributing goods nearing expiration.
- Reusing cardboard boxes for packaging.
- Implemented the EU Packaging Directive to support more sustainable packaging.
- Ensuring proper waste sorting and recycling.
- Continuously monitoring and reducing CO₂ emissions and resource consumption.
- Donating all bottle deposit returns to the Danish Nature Fund.
- For each new employee, Bodotex donates a forest certificate covering 15 m², contributing to nature preservation as compensation for the purchase of new materials.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

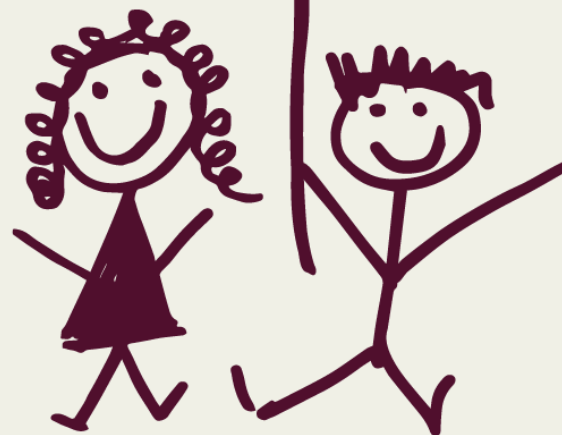


SUPPORTING SMILES IN DIFFICULT TIMES



Vi er med til at gøre en hverdag til forskel

Vi støtter syge børn og unge sammen med SMILfonden.



Bodotex has chosen to support SMIL Foundation, focusing on one meaningful cause rather than several, in order to create a greater positive impact where it matters most.

SMIL Foundation supports children in Denmark living with serious and rare illnesses, along with their families. These children often face long hospital stays and treatments, while their parents and siblings experience significant emotional and practical challenges. SMIL Foundation works to improve quality of life by creating meaningful communities through social activities, holidays, family stays, and creative initiatives at hospitals, helping families regain energy and strength in difficult circumstances.

Bodotex is proud to support this important initiative and to contribute to creating positive experiences and moments of relief for children and families who need it most.



E
Environment



In 2025, Bodotex continued its efforts to reduce environmental impact while addressing several important developments across energy use, carbon emissions, and circular economy initiatives.

Energy and Emissions

From 2025 onward, Bodotex has begun purchasing biogas certificates as part of our green transition, thereby supporting the production and use of biogas instead of conventional natural gas. As a tenant in our operational facilities, our ability to implement structural renovations or major technical modifications is limited. Despite these constraints, we continuously work to optimise our energy consumption and reduce CO₂ emissions through conscious use of resources and operational improvements.

Our original target was a 40% CO₂ reduction across Scope 1, 2, and 3 from 2021 to 2026. This target was not met due to increased Scope 3 emissions from transport, which reflects our growth as a distribution company. Transport accounts for 98% of our total emissions (558 tons out of 571 tons). We have had to acknowledge that influencing Scope 3 emissions is difficult, as it depends on transport providers' ability to transition to low-emission technologies such as electric vehicles. At the same time, we remain committed to providing reliable customer service and delivering goods when needed. Nevertheless, we work continuously to reduce our transport footprint by consolidating shipments whenever possible.

Despite these challenges, Scope 1 and 2 emissions have been reduced by 45% from 2021 to 2026, exceeding our original 40% target. We are proud of this achievement, which has been made possible through increased awareness of our energy consumption—both collectively and individually—as well as through the purchase of green electricity and biogas certificates to actively support the green transition.

Supplier Collaboration and Environmental Impact

With a large and diverse supplier base, it is essential for us that all business is conducted responsibly and professionally. We expect our suppliers to uphold the same standards as we do—respect for human rights, fair working conditions, environmental responsibility, and zero tolerance for corruption across the entire supply chain.

Environmental responsibility is integrated into our supplier approval process, and we actively engage with suppliers to promote sustainable practices. The vast majority of our supply chain already works actively with environmental improvements, and this number continues to increase year by year.

E

6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



E

6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Indicator	Unit	2021	2022	2023	2024	2025
CO ₂ scope 1	Ton	47	40	37	36	26,62
CO ₂ <u>scope 2</u> (<u>Location-based</u>)	Ton	4,28	2,33	2,07	1,39	1,48
CO ₂ <u>scope 2</u> (<u>Market-based</u>)	Ton	0	0	0	0	0
CO ₂ <u>scope 3</u> *	Ton	443	343	447	538	543
Energy consumption	Gigajoule	1002	790	780	617	775
Renewable energy share	Pct.	8	11	8	19	32
Water consumption	m3	68	65	54	55	47
Waste management, recyclable	Pct.	31	18	38	14,1	29
Suppliers with environmental policy/certification	Pct.	-	71	80	82	90

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 material but limited scope 3 CO₂ emissions, such as purchased transportation services for the freight of goods, procurement of office supplies, employee flight travel, waste management, and hardware procurement.



S

Social





3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



At Bodotex, people remain at the heart of our business. Our social efforts continue to focus on creating a safe, inclusive, and supportive workplace where employees can thrive.

Health, Safety, and Employee Well-being

Maintaining a safe work environment remains a top priority, and we continue to optimize workplace instructions, procedures, and equipment to minimize risks. In 2025, we experienced a rise in sick-leave days, primarily due to a prolonged influenza outbreak that affected several employees.

Workplace Culture, Development, and Engagement

We continue to strengthen onboarding to ensure a smooth start for new colleagues. We were pleased to welcome new team members in 2025, and wish others well as they transitioned into retirement. These changes are also reflected in our seniority data.

To enhance dialogue and engagement, Bodotex introduced two, instead of one, annual Bodotex conversations with each employee. These meetings provide space for perspectives, feedback, and a closer sense of connection, helping us maintain a strong and open workplace culture. Our annual company gatherings for both Danish & Swedish teams continue to reinforce collaboration, unity, and shared values.

Equal Pay and Regulatory Preparedness

The EU Pay Transparency Directive represents the most significant change to workplace pay regulations in recent years. While adopted at EU level in 2023, it is expected to be implemented in Danish law from 2027. As a small company, the impact is limited, but the regulations pose specific challenges for small-employers, especially regarding GDPR and protecting employee privacy when reporting aggregated salary data. With few comparable cross-gender roles, ensuring that no individual can be indirectly identified is essential. We therefore focus on documenting our procedures, maintaining gender-neutral pay practices, and preparing for compliance once final guidelines are published.

Employee Relations and Customer Interaction

Customer retention increased in 2025; however, the rise is partly influenced by customers transferring between Bodotex group companies, making the metric less representative for the year.



3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



Indicator	Unit	2021	2022	2023	2024	2025
Full time employee	FTE	9	9	10	11	11
Part time employee	Qty.	3	3	3	2	2
Gender diversity	Pct.	41,7	50	46,2	53,8%	46,2
Gender diversity, management layers	Pct.	66,6	66,6	66,6	50	50
Gender pay gap	Times	-	-	-	-	-
Employee turnover rate	Pct.	8,33	0	15,4	15,4	27,2
Sick leave	Days/FTE	2,4	4,5	2,1	1,4	2,5
Workplace injuries	Qty.	0	0	1	0	0
Customer retention	%	-	- 0,5	- 1,1	+ 0,5	- 9,1%
Employee seniority	Average years / employee	6	7,2	7,7	4,9	4,7

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



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



8 DECENT WORK AND
ECONOMIC GROWTH



13 CLIMATE
ACTION



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

Board Governance

The board continues to oversee company strategy, monitor its implementation, and ensure sound governance practices. We maintain a close and active collaboration with the board, reflected once again in a 100% attendance rate at all board meetings in 2025.

Ethical Conduct, Compliance, and Risk Management

We uphold strict compliance with all applicable laws and regulations and expect the same from our business partners. All partners must conduct business responsibly and respect human rights, labor rights, environmental obligations, and anti-corruption principles throughout the supply chain.

As part of our ongoing risk management efforts, we conduct annual risk assessments to identify potential risks early and take a proactive approach to mitigation. Bodotex works actively with ISO 9001-certified management system to ensure strong process control and continuous improvement. In 2025, our ISO 9001 audit was completed successfully, once again with zero observations. While this reflects a well-functioning management system, it does not change our commitment to ongoing improvement; we continue to refine procedures and processes regardless of audit outcomes.

Like many companies, Bodotex must prepare for more extensive requirements from customers, stakeholders, and future legislation. Strengthening our governance, compliance routines, and risk-based approach is therefore essential to ensure readiness and resilience.



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



8 DECENT WORK AND
ECONOMIC GROWTH



13 CLIMATE
ACTION



Indicator	Unit	2021	2022	2023	2024	2025
Board gender diversity	Pct.	20	20	20	0	0
Percentage of independent board members	Pct.	60	60	60	75	75
Attendance at board meetings.	Pct.	100	100	100	100	100
Pay gap between CEO and employees	Times	-	-	-	-	-
Compliance; <u>Number of Non-Conformities identified during external audit</u>	<u>Qty.</u>	3	1	0	0	0

OUR PROGRESS IN NUMBERS

2025 has been a year of meaningful progress for Bodotex, the launch of our packaging return system, and increased support for renewable energy through biogas certificates. At the same time, we recognize that our growth increases Scope 3 emissions, especially from transport, and we are therefore intensifying our work with logistics optimisation, supplier collaboration, and data-driven climate management.

We keep strengthening our collaboration with suppliers, focusing on increasing the share of certified products and identifying alternative solutions with a lower environmental impact. Through ongoing dialogue and partnership, we work to expand our product portfolio with more responsible options, while encouraging suppliers to further develop their sustainability practices.

As we enter 2026, we do so with stronger capabilities, clearer climate insights, and a renewed commitment to responsible operations.



15%↑

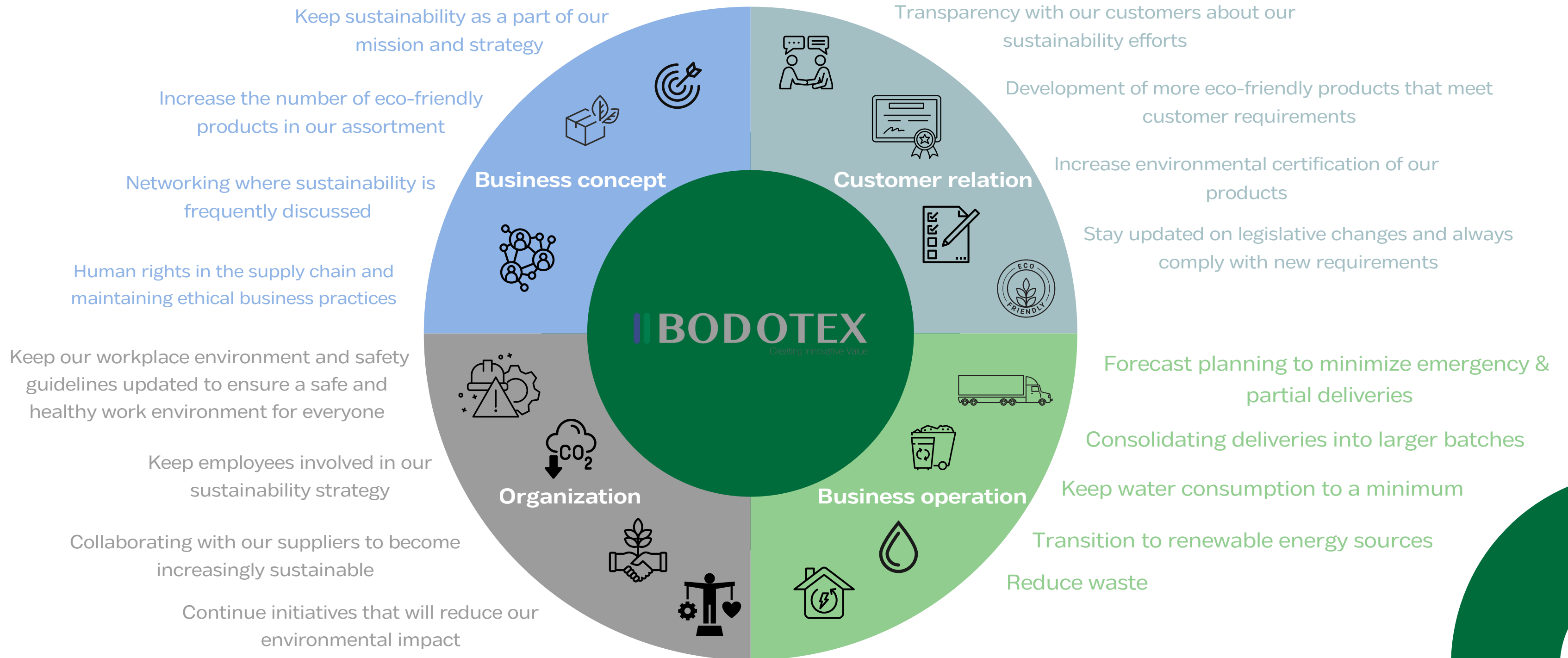
Suppliers adopting a sustainability-focused approach, Base year 2021.



45%↓

Energy consumption from Scope 1 & 2, Base year 2021.

OUR FOCUS AREAS





OUR PATH FORWARD

We are proud of Bodotex's environmental journey, fully aware that there is still more to be done. We remain committed to continuous improvement, strengthening our processes, our business, and our shared responsibility.

2025 has been a year marked by global uncertainty, and we are proud of how we have navigated these challenges together, keeping our people engaged and our direction clear. While 2026 is expected to bring similar dynamics, Bodotex does more than adapt: we move forward with purpose. We are shifting gears toward a milestone year, celebrating Bodotex's 75th anniversary, a moment we are proud to be part of as we continue our journey.

As Bodotex grows, so does the need for new surroundings that support collaboration, inspiration, and innovation. Planning for a relocation will therefore be a key focus in 2026, and once settled into our new facilities in early 2027, we look forward to setting new and ambitious targets for our emissions.

We look forward to another exciting year ahead—and invite you to follow us on social media to stay connected with our journey.

Validation of the carbon footprint for Bodotex A/S conducted by Grant Thornton in April 2026



“We have validated the carbon footprint for Bodotex ApS for the financial year 1 January – 31 December 2025. The ESG report and the carbon footprint have been prepared in accordance with the guidelines of FSR, the Danish Finance Association, and NASDAQ. We assess that the key environmental metrics in the ESG report and the underlying carbon footprint provide a true and fair view of the company’s level of climate and environmental impact as of 31 December 2025.”

BODOTEX

Creating Innovative Value

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Contact us if there
are any questions.



**THANK
YOU**

We thank our employees, partners and customers for contributing to our shared sustainability journey.

We look forward to continuing our work to minimize environmental impact, enhance social responsibility and uphold strong governance practices.