

RE₀ZIP

ESG Report 2025



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ESG Report

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Words from RE-ZIP CEO

” This report presents RE-ZIP’s corporate account of our environmental, social, and governance performance in 2025. By publishing it, we reaffirm our commitment to transparency and accountability as we continue building circular infrastructure across European logistics systems.

The year of 2025 was defined by consolidation and execution. After a period of rapid expansion, we focused on strengthening operational foundations, scaling commercial deployments, and ensuring long-term resilience. We expanded our reuse model beyond e-commerce into B2B and internal logistics flows, reinforcing our ambition to make reusable packaging part of everyday supply chains.

Two important milestones of the year were establishing our presence in France and that we were recognised as a Rising Star at the EU LIFE Awards.

The regulatory landscape continues to evolve. While reuse targets and Extended Producer Responsibility frameworks are still developing, the direction is clear: circular systems must become practical, measurable, and commercially viable. Our focus remains on enabling exactly that.

Above all, I want to acknowledge our team and partners who have remained committed during a transformative year. Building circular infrastructure is not a short-term endeavour — it requires persistence, discipline, and collaboration across markets.

Thank you for taking the time to read this report and for supporting the continued transition from single-use to scalable reuse systems.

Best regards

Bo Bach Boddum
RE-ZIP CEO



RE-ZIP

RE-ZIP

The company



Designing Ambitious and Realistic Reuse Solutions

Single-use packaging remains one of the largest material flows in European waste streams. Across the EU, approximately 84 million tonnes of packaging waste are generated annually, with paper and cardboard representing the largest share¹. While the growth of e-commerce has accelerated this trend, packaging waste is equally embedded in B2B flows and internal logistics systems.

Much of this packaging remains fully functional after first use, yet it is discarded. While recycling plays an important role, it is resource-intensive and delivers only limited CO₂ reductions compared to reuse. Even a small number of additional uses can significantly lower the overall climate impact of packaging — whether in parcel delivery, wholesale distribution, or internal transport loops.

However, reuse must be designed realistically. At RE-ZIP, our packaging mirrors conventional single-use formats while enabling multiple rotations across e-commerce, B2B, and closed-loop logistics. By using fiber-based materials, we directly replace existing packaging without introducing significantly higher production emissions or additional resource demand.

Our data-enabled reuse system integrates with existing parcel networks, distribution hubs, and Drop Points, making returns simple for businesses, retailers, and consumers. The result is a scalable model that reduces waste, lowers CO₂ emissions, and supports compliance with evolving EPR requirements — while remaining commercially viable.

Reuse does not need to be complex. It needs to be practical, measurable, and designed for real-world logistics. Delivering environmental impact from the very first reuse cycle.



The **waste** problem



The **circular** solution

¹<https://www.businesswaste.co.uk/your-waste/packaging-waste-recycling/packaging-waste-facts-and-statistics/>

RE-ZIP software

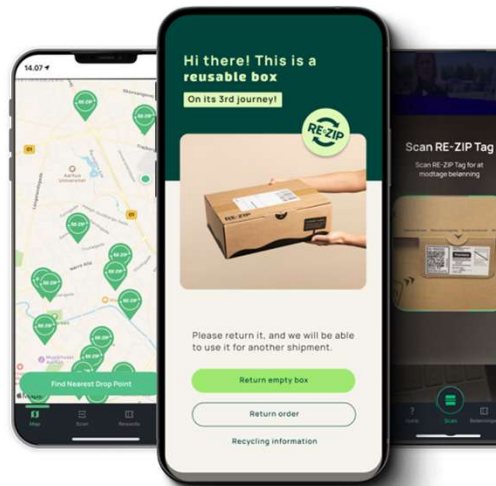
The RE-ZIP Tag

Every RE-ZIP packaging features a unique QR code. This simple yet powerful tool enables the tracking of each packaging throughout its lifecycle. By scanning the QR code throughout its cycle, we can monitor its journey, track the number of times it has been reused, and generate valuable data for reporting. The RE-ZIP Tag can be added to any product that is intended to be returned for reuse. Whether it's packaging or other reusable items, this Tag ensures that products are part of the circular loop and provides real-time data on their journey toward being reused again.



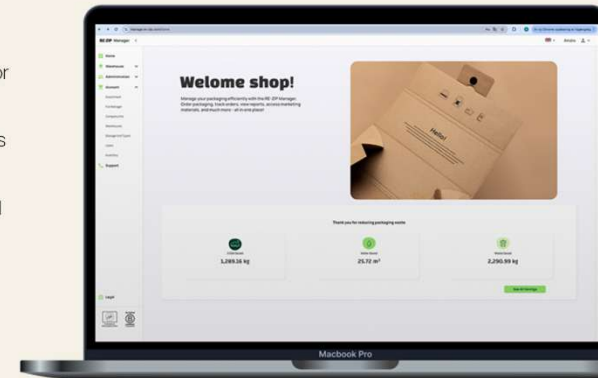
The Web-App

The RE-ZIP web-app makes returning reusable packaging easy and convenient. It helps customers locate nearby Drop Points, where they can return their used packaging hassle-free. As soon as the packaging is returned, the app provides a voucher as a reward.



The Manager

The RE-ZIP Manager is our SaaS platform for integrating reuse into already existing businesses. It has three different interfaces tailored for webshops, partners and Drop Points. Here, users gain access to essential tools for ordering packaging, tracking orders, generating detailed reporting and accessing marketing materials and more – all in one place. This makes it easy to integrate reuse into daily operations.



Board of Directors

The Board of Directors plays a crucial role in ensuring that RE-ZIP operates in a socially and environmentally responsible manner. We are proud to have a strong and dedicated team, where each member contributes with valuable skills and perspectives.

In addition to their standard responsibilities, the BOD Rules of Procedure also detail obligations to ensure that social and environmental performance is integrated into management decision making over time, aligning with the Company's mission and articles of association. Furthermore, they ensure that management considers all stakeholders in its decision-making processes, including:

- Employees, subsidiaries and suppliers
- Partners, customers (webshops), and consumers (end-users)
- Local communities and society in general where subsidiaries and suppliers operate
- Local and global environment
- The company's short as well as long term interest.



Martin Møller
Board Member (Chair)



Brian Gøbel
Director SCM, Matas



Rünno Allikivi
Venture Partner, EIFO



Astrid Haug
Owner, Astrid Haug



Morten Koefoed
Partner, PI Ventures



Mariana Gonzalez
Collateral Good Ventures



Piotr Pietrzak
Tangent Line Ventures

RE^oZIP

Highlights & initiatives



Recognized as a Rising Star at the EU LIFE Awards

In 2025, the EU-funded LIFE RE-ZIP project was awarded the Rising Star Recognition at the prestigious LIFE Awards, highlighting RE-ZIP as one of Europe's most impactful circular economy innovators.

The award celebrates projects that make a remarkable contribution to the EU's circular economy and environmental policy priorities, demonstrating that scalable reuse systems can deliver measurable climate and waste reductions in real-world logistics.

The recognition underscores the progress of the LIFE project – which runs until end 2026 – in establishing a pan-European infrastructure for reusable packaging by integrating return logistics with existing parcel networks and Drop Points.

"Being recognised as a Rising Star at the LIFE Awards confirms that reuse is no longer a niche concept – it is becoming infrastructure. This recognition validates our approach: designing scalable, data-driven reuse systems that work within existing logistics networks and deliver measurable environmental impact." - Bo Bach Boddum, CEO, RE-ZIP

The Rising Star Recognition confirms that reusable packaging is not just conceptual – it is operational, scalable and impactful, aligning with key EU goals such as the Circular Economy Action Plan, the European Green Deal and climate mitigation strategies.

Read the full article from the EU here: https://cinea.ec.europa.eu/news-events/news/life-re-zip-rising-star-circular-economy-2025-08-08_en



Benelux: Commercial Deployment in Reusable E-commerce Packaging

In 2025, RE-ZIP marked a commercial milestone by enabling one of the first operational reuse packaging deployments in the Benelux region.

BergHOFF Belgium became one of the first companies in the Benelux to ship orders using RE-ZIP's reusable packaging solution, transitioning from pilot trials to full-scale, real-world operations.

This deployment – in collaboration with partner RAJAPACK Belgium – demonstrates how RE-ZIP's system can be integrated into existing logistics and fulfilment flows, making it possible to reuse shipping packaging again and again while significantly reducing packaging waste, CO₂ emissions, and reliance on virgin materials.

By bringing reusable packaging into everyday commercial use in a major retail market, this initiative highlights the practical scalability of circular solutions across borders, sectors, and logistics networks – a pivotal step toward meeting upcoming regulatory requirements around Extended Producer Responsibility and sustainable supply chains.

The case drew media attention – see footage from local network station here:

<https://www.tvl.be/nieuws/berghoff-is-eerste-in-benelux-met-herbruikbare-verzenddozen-178013>



Customer Testimonials: Demonstrating Reuse at Scale

In 2025, RE-ZIP continued to document real-world implementation through customer testimonials featuring brands such as EverBean, ELSK, and Surisuri. These testimonials provide insight into how reusable packaging is being integrated into everyday commercial operations across diverse sectors – from apparel and lifestyle to specialty goods and food products.

Across these collaborations, a common pattern emerges: reuse works when it is simple, aligned with brand values, and seamlessly integrated into existing fulfilment processes. Rather than requiring new logistics infrastructure or complex behavioural change, reusable packaging can be implemented within established shipping flows and supported by clear customer communication and accessible return mechanisms.

The testimonials also highlight how reuse strengthens the relationship between brand and customer. By offering a visible and practical circular solution, companies enable their customers to actively participate in reducing packaging waste. This creates engagement beyond the product itself and reinforces credibility in sustainability commitments.

Importantly, these stories demonstrate that reusable packaging is not limited to pilot projects or niche applications. It is being adopted by growth-oriented brands that demand operational reliability, cost transparency, and measurable environmental impact.

The full testimonials are publicly available on RE-ZIP's website and can be viewed on our YouTube channel. Visit <https://re-zip.com/testimonials/> or <https://www.youtube.com/@RE-ZIP>



Expansion Beyond E-commerce

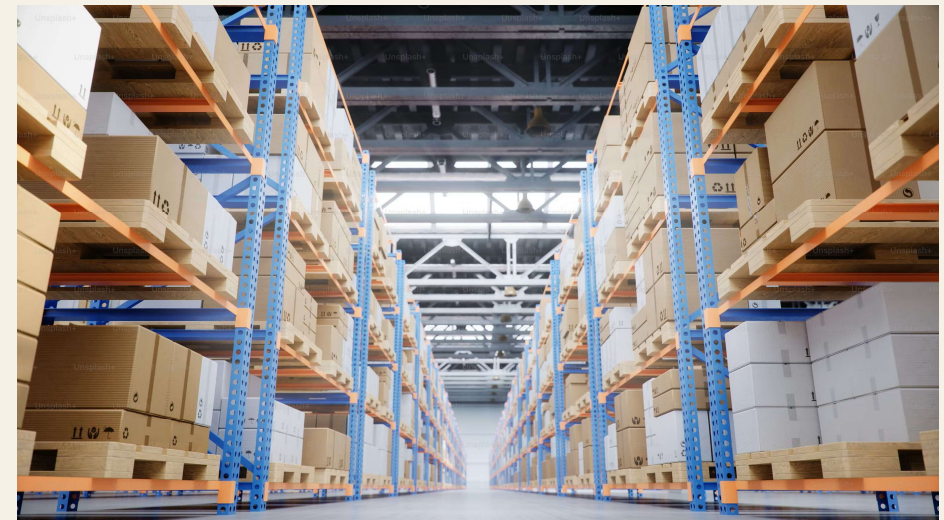
In 2025, RE-ZIP expanded its reuse model beyond traditional e-commerce flows to include B2B distribution and internal logistics systems. While parcel shipments remain a key application area, packaging volumes in wholesale, retail replenishment, and internal transport loops represent a significantly larger share of total packaging flows across Europe.

Driven in part by the expansion of Extended Producer Responsibility (EPR) requirements, businesses are increasingly seeking solutions that reduce packaging waste not only in consumer deliveries but throughout their entire value chain. RE-ZIP's system is designed to operate across both open-loop and closed-loop environments.

In B2B and internal logistics, reusable packaging can circulate multiple times within structured supply chains, enabling higher rotation rates and improved environmental performance.

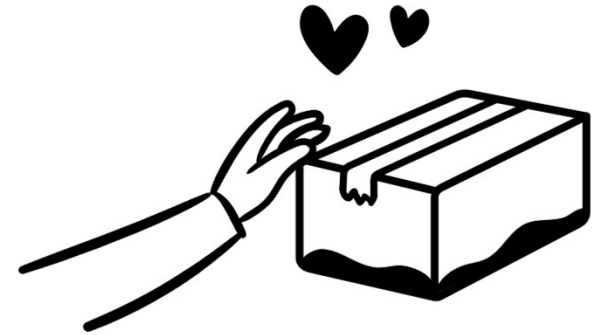
"Reuse cannot be limited to parcel deliveries. The real environmental impact lies in scaling circular solutions across B2B flows and internal logistics, where packaging volumes are significantly larger. In 2025, we took important steps toward making reuse infrastructure work across the entire value chain – not just the last mile." – Bo Bach Boddum, CEO, RE-ZIP

By extending reuse into professional logistics environments, RE-ZIP strengthens the business case for scalable circular infrastructure – demonstrating that reuse is not limited to last-mile delivery, but applicable across the full packaging lifecycle.



RE•ZIP

Sustainability policies



B Corp

Our commitment to sustainability and social responsibility has always been at the forefront of our mission. To ensure that our practices align with this commitment throughout our value chain, we have chosen one of the highest social and environmental criteria: becoming a certified B Corp.

In 2023 We completed our certification process with a score of 124.5, well above the minimum 80 points required. We are proud to be a member of the global B Corp movement, fighting for a better tomorrow for people and the planet. Our certification represents our commitment to using business as a force for good and operating at high standards of social and environmental responsibility.

Certified B Corporations are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. B Corps are accelerating a global culture shift to redefine success in business and build a more inclusive and sustainable economy.

We are proud to fulfil the many requirements needed to achieve the globally recognised certification, considering our team, clients, suppliers, community, and the environment in everything we do.

B Corp is all about continuous improvement, and we are committed to growing and evolving as a responsible business. In 2025, we have begun our recertification process—our first review since becoming a certified B Corp. This will be an opportunity to assess our progress, identify areas where we can do even better, and strengthen our commitment to using business as a force for good.

We look forward to building on our achievements, setting new goals, and continuously pushing ourselves to have an even greater positive impact on people and the planet.



Sustainable development goals

RE-ZIP is dedicated to contributing to the United Nations' Sustainable Development Goals (SDGs). We prioritise all 17 SDGs, and we work with them to the greatest extent feasible. Nonetheless, we have opted to concentrate our efforts on two specific goals that hold particular significance for us. These goals resonate closely with our values, and we believe we can achieve the most substantial positive influence in the world by directing our focus toward them.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



At RE-ZIP, we rethink packaging by utilizing existing infrastructure and smart technologies to minimise environmental impact. Rather than disposing of packaging, we collect it via established channels like mailboxes and post offices, facilitating a circular system of reuse. By making circular shipping accessible and cost-effective, RE-ZIP empowers businesses of all sizes to contribute to a sustainable future.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Consumption in the world is increasing day by day. From the start, RE-ZIP's primary purpose has been to decrease the environmental footprint of e-commerce by reducing disposable products. This is expressed by the fact that RE-ZIP has created an alternative to single-use packaging, where the packaging does not have to go through a CO₂-heavy process to be recycled, but instead the RE-ZIP packaging is reused again and again until it has done its job and is recycled.



FSC

At RE-ZIP we are not only dedicated to saving packaging from the bin but also to promoting responsible resource usage. We believe that a crucial part of this is promoting responsible forest management, which is why we are pleased to offer FSC-certified packaging to our customers.

The FSC certification is an important part of our efforts to ensure the protection of forests and the communities that depend on them. FSC, an international, non-governmental organization founded in 1994, is dedicated to promoting responsible management of the world's forests.

FSC's certification system enables businesses and consumers to choose wood, paper, and other forest products made with materials that support responsible forestry. We take pride in our contribution to preserving our natural resources, and we will continue to strive for more responsible production. Please ask for our FSC-certified products.



RE-ZIP

2025 in numbers



Key environmental figures

RE-ZIP emission timeline in tonnes CO₂e

	2022	2023	2024	2025
Scope				
Scope 1	0	0	0	0
Scope 2	0,6	1,72	2,04	5,90
Scope 3	32	186	106	98

Savings compared to single-use packaging

	2022	2023	2024	2025
Category				
CO ₂ e (tonnes)	2,02	6,56	2,57	5,45
Waste (tonnes)	2,70	10,50	5,43	5,34
Water (m ³)	0,03	0,11	0,05	0,03
Reuse quality rate*	95%	96%	95%	94%

As more people turn to reusable packaging, RE-ZIP has grown over the years. This growth has led to an increase in our CO₂e footprint. The emissions should be understood in the context of our impact figures presented beneath.

We use [Valified](#) for calculating our CO₂e emissions.

The decrease in Scope 3 emissions from 2023 to 2024 is primarily due to fewer orders from China in 2024.

Scope 1: Direct emissions derived from company owned vehicles or own production facilities.

Scope 2: Indirect emissions. E.g., electricity for running the coffee machine and district heating for keeping our employees warm and cozy.

Scope 3: Any emissions originating from sources beyond our operations, yet for which we still bear the responsibility, which include purchasing our reusable packaging from our suppliers.

Savings are calculated by comparing the CO₂e emissions, waste and water usage derived from a RE-ZIP loop relative to a single-use packaging scenario where the packaging ends up being recycled.

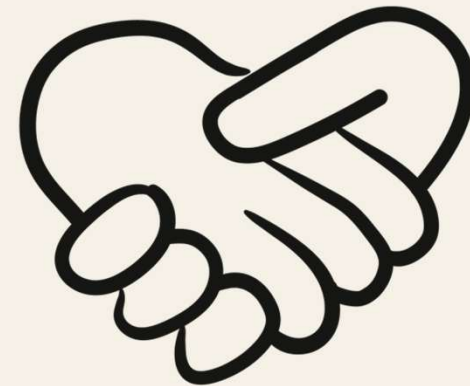
*The reuse quality rate reflects the durability of the RE-ZIP packaging, i.e., how many of the returned packaging bags and boxes makes it through the quality assurance process ready for another circulation.

Key Social and Governance figures

	Unit	2025	2024
Social			
Full-time Workforce	FTE	11	12
Proportion of women among full-time employees	%	38	46
Unadjusted gender wage gap*	%	36	34
Governance			
Number of women on the board of directors		2	2
Number of men on the board of directors		5	5
Attendance at board meetings	%	98	92

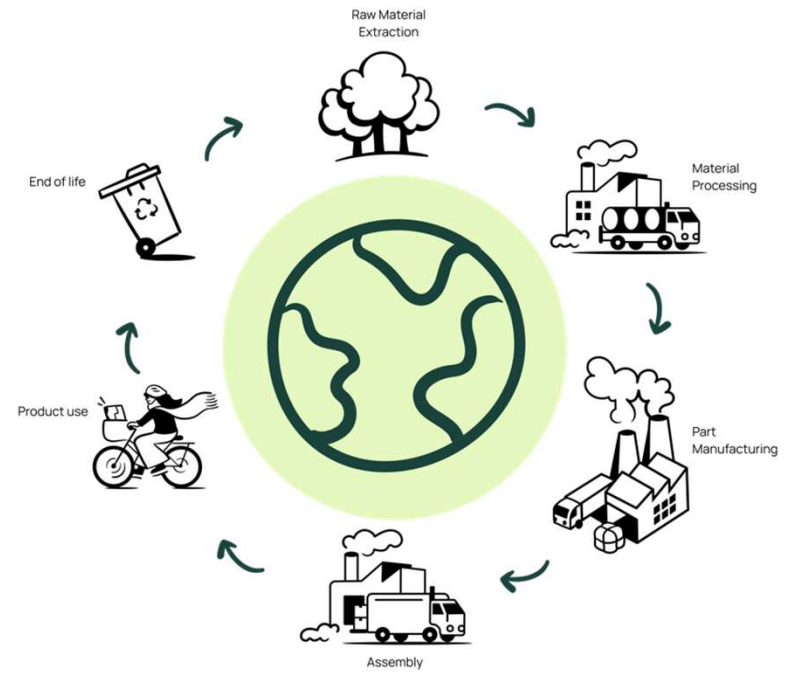
*The "unadjusted gender wage gap" measures the overall difference in average earnings between men and women across the company, expressed as a ratio, without adjusting for factors such as role and seniority. This metric stands at 34%, indicating that men earn on average 34% more than women.

This gap is due to the higher concentration of men in senior management and director roles rather than a gap in pay for similar roles across genders. This figure is utilised to provide a baseline representation of earnings disparities and to help management identify areas for further analysis and action in achieving gender parity.



RE^oZIP

Value chain, goals and achievements

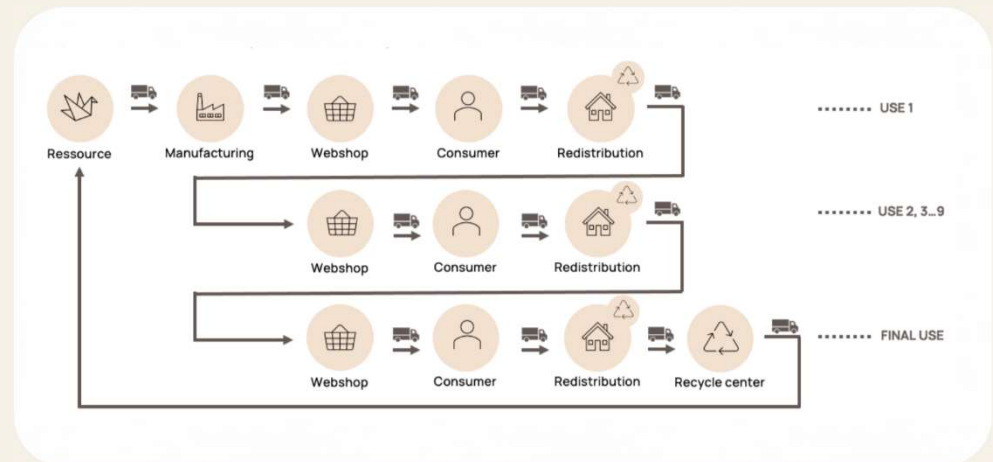


From production to end of life

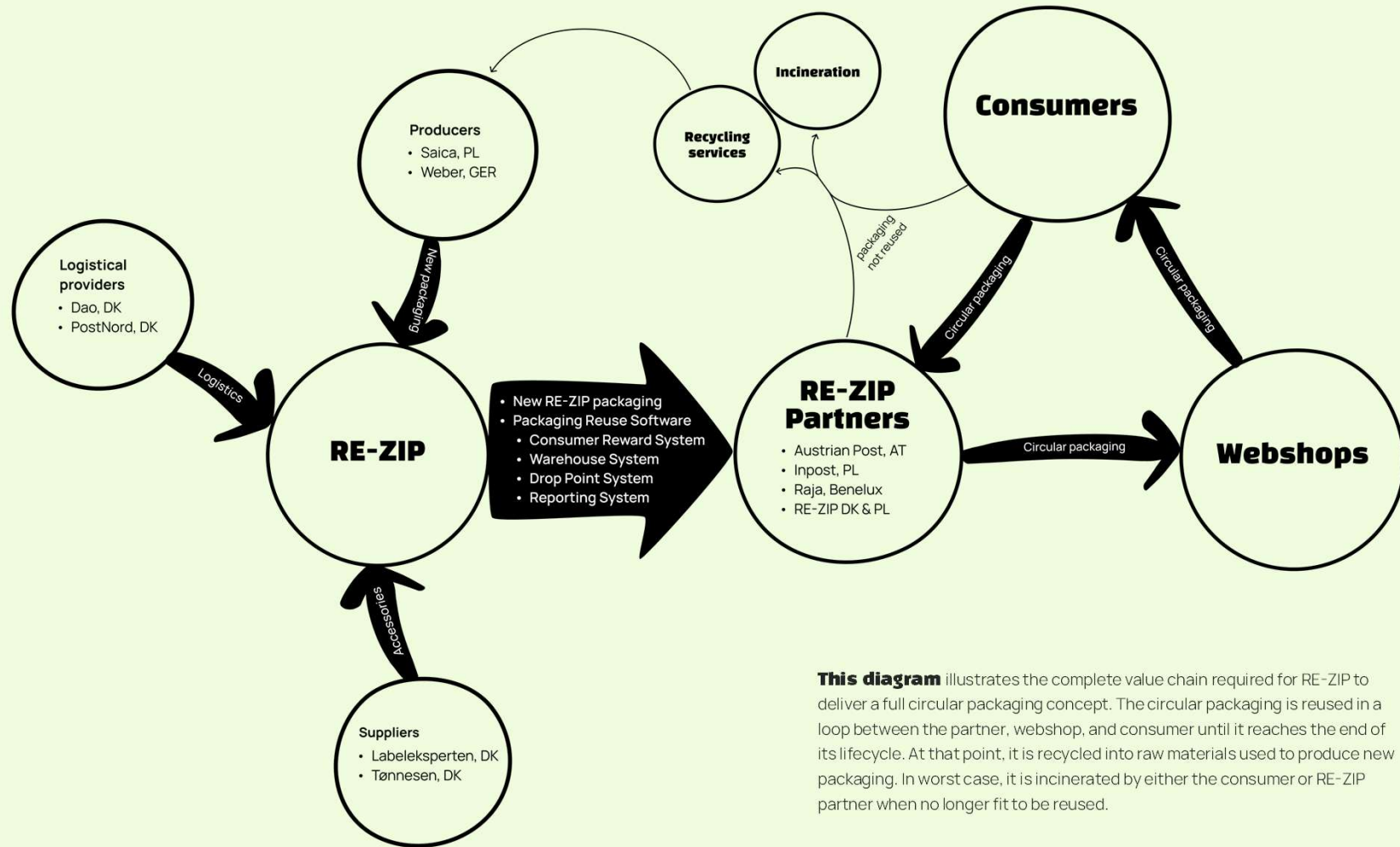
Our circular packaging journey starts with sourcing materials for our different packaging options, each with its own production process.

Once made, the packaging heads to the RE-ZIP Distributor for storage. When a webshop places an order, it's quickly shipped out and eventually makes its way to the consumer.

After use, consumers drop off the packaging at a designated Drop Point. From there, it's collected and sent to a RE-ZIP Hub, where it gets sorted and prepped for reuse—keeping the cycle going. When the packaging reaches the end of its lifespan and can no longer be reused, the goal is for it to be recycled, so its materials can be repurposed instead of going to waste. This way, we strive to minimise resource consumption and keep our packaging in circulation for as long as possible.



Value chain of RE-ZIP packaging



This diagram illustrates the complete value chain required for RE-ZIP to deliver a full circular packaging concept. The circular packaging is reused in a loop between the partner, webshop, and consumer until it reaches the end of its lifecycle. At that point, it is recycled into raw materials used to produce new packaging. In worst case, it is incinerated by either the consumer or RE-ZIP partner when no longer fit to be reused.

Goals and achievements in 2025

What we did:

Environmental

In 2025, we successfully achieved our objective of increasing the share of products with recognised environmental certifications, reaching 100% FSC certified packaging across our portfolio. This milestone strengthens our commitment to responsible sourcing and enhances transparency in our supply chain as we continue to grow.

Social

In 2025, we implemented several initiatives to strengthen employee wellbeing and workplace culture. The introduction of "Colleague to Go" was well received and contributed to a more informal and supportive dialogue among employees. We also increased employee involvement in key processes, including structured testing of software developments, which has improved collaboration across teams. While these initiatives have had a positive impact, it remains unclear to what extent our feedback culture has improved, highlighting the need for more systematic measurement going forward.

Governance

In 2025, we initiated the formal process of obtaining the Danish D-seal (D-mærket) certification, reinforcing our commitment to digital responsibility, data ethics, and robust IT governance. The certification process includes a comprehensive review of our data management practices, information security procedures, internal controls, and organisational awareness related to digital responsibility. By aligning with the D-seal framework, we aim to ensure structured and documented compliance across our digital systems and data flows. The process was formally launched in 2025, and we expect certification to be completed in the first half of 2026. This initiative reflects our continued focus on strengthening governance foundations as our data-enabled reuse infrastructure scales across markets.



2025 environmental objective: Increase the share of products sold with a recognised environmental certification.

Goal: At least 75% of our packaging sold must be FSC certified.

Achievement: 100% of our packaging sold was FSC certified



2025 social objective: Strengthen employee well-being by addressing key areas identified in the 2024 employee survey.

Goal: Implement and evaluate initiatives to improve workplace culture and satisfaction.

Achievement: Several initiatives to strengthen employee wellbeing and collaboration cross teams have been initiated



2025 governance objective: Enhance our digital responsibility and data ethics practices

Goal: Obtain D-seal (D-mærket) certification

Achievement: In 2025 the process to obtain the Danish D-seal certification was initiated with completion expected in the first half of 2026.

Goals in 2026

Environmental

Trusting that important regulatory details will be cemented in EU member states, we hope that many barriers will be removed for business shifting to reusable packaging in 2026. As a result, we aim to see reductions in both CO2 emissions, water usage and waste generation, and our goal is to double the results from 2025.

Social

In 2026, we will prioritise employee wellbeing as a key enabler of sustainable growth. In 2025, we established systematic tracking of sick leave, which indicated a higher-than-desired level of absenteeism. Based on this baseline, we are committed to reducing sick leave through targeted initiatives and strengthened follow-up. We will also implement regular wellbeing surveys and closely monitor employee engagement to support a healthy, resilient, and high-performing organisation during a period of significant growth.

Governance

In 2026, we will focus on maintaining and strengthening our governance practices through the B Corp recertification process. We view recertification as an opportunity to enhance transparency, accountability, and responsible business conduct, while identifying areas for continuous improvement as we grow.

E

2026 environmental objective: Replacing more single use packaging with reusable alternatives, and thereby reducing emissions, consumption and water generation

Goal: Double the avoidance of CO2 emissions, water usage and waste generation compared to year 2025.

S

2026 social objective: Strengthening employee wellbeing through reduced absenteeism and systematic monitoring of engagement during a period of significant growth.

Goal: Reduce sick leave compared to 2025 baseline and implement regular wellbeing surveys to ensure continuous monitoring and improvement of employee wellbeing.

G

2026 governance objective: Maintaining and strengthening our governance practices through successful B Corp recertification, ensuring continued alignment with high standards of transparency, accountability, and responsible business conduct.

Goal: Achieve B Corp recertification in 2026 and implement any identified improvements to further enhance governance, ethics, and stakeholder engagement.

Thank you

We welcome view on our ESG efforts and feedback on this report from all stakeholders.

Please send your feedback to info@re-zip.com

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