

# CSR report 2025

Taster Wine A/S

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Our CSR reporting forms an integral part of the management review in the Annual Report for the period 1 January – 31 December 2025. It provides a clear and transparent insight into our work with corporate social responsibility, enabling everyone from customers and suppliers to authorities, employees, and business partners, to follow how we take responsibility in practice.

The report has been prepared in accordance with section 99a of the Danish Financial Statements Act.

# TASTER WINE A/S

RINGAGER 6, 2605 BRØNDBY

## GROUPS FOUR UNITS



## BUSINESS PROFILE



Taster Wine is one of Denmark’s largest privately owned groups within wine and spirits, with activities spanning the entire value chain – from sourcing and production to distribution and export. The Group imports quality products from all over the world, both bottled and in bulk, and supplies all key customer segments in the Northern European market as well as international markets.

The company operates one of Northern Europe’s most modern bottling facilities, with in-house production and bottling of wine, fortified wine, fruit wine, aromatized wine-based products, liqueurs and spirits in both bottles and bag-in-box. Production capacity is supported by more than 3.5 million liters of tank capacity and a finished goods warehouse of approximately 5 million bottles. Taster Wine is operated with a strong focus on quality and food safety, as well as responsible management of the company’s environmental, social and governance matters.

The Group complies with applicable legislation and industry standards and operates in accordance with a Code of Conduct based on the ILO conventions and the UN Global Compact.

The company is family-owned and family-run, supporting long-term ownership and a stable governance structure with the integration of ethical and sustainability considerations into business operations.

# CSR POLICY

Taster Wine takes active responsibility for its impact on society and operates in accordance with the UN Global Compact and its associated CSR principles.

As part of this work, we have identified six key focus areas where we prioritise our efforts and continuously work on improvements.

Taster Wine's six focus areas:

- Environmental and climate impact
- Social conditions
- Employee relations
- Human rights
- Anti-corruption and bribery
- Supplier relations

## ENVIRONMENTAL AND CLIMATE IMPACT

### Policy for the area

The Company's activities do not have a significant environmental impact that is considered to cause inconvenience to others. Nevertheless, we aim to reduce our energy and resource consumption as much as possible.

We continuously work to optimize our production facilities to ensure modern, efficient and flexible operations. All investments in new production technology or optimization of existing production facilities are made with due consideration to resource efficiency and overall environmental impact.



# ENVIRONMENTAL AND CLIMATE IMPACT

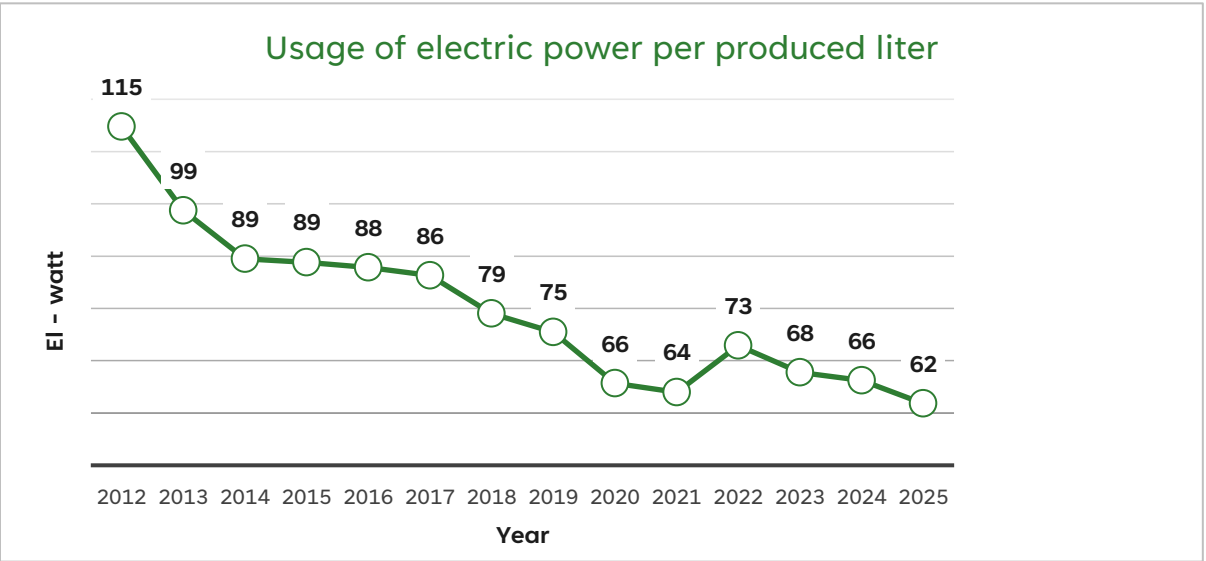


## Electricity consumption

Taster Wine has entered into an agreement ensuring that all electricity used at our bottling facility is certified “green” electricity from renewable energy sources. Through this, Taster Wine supports the UN Sustainable Development Goal No. 7, Affordable and Clean Energy.

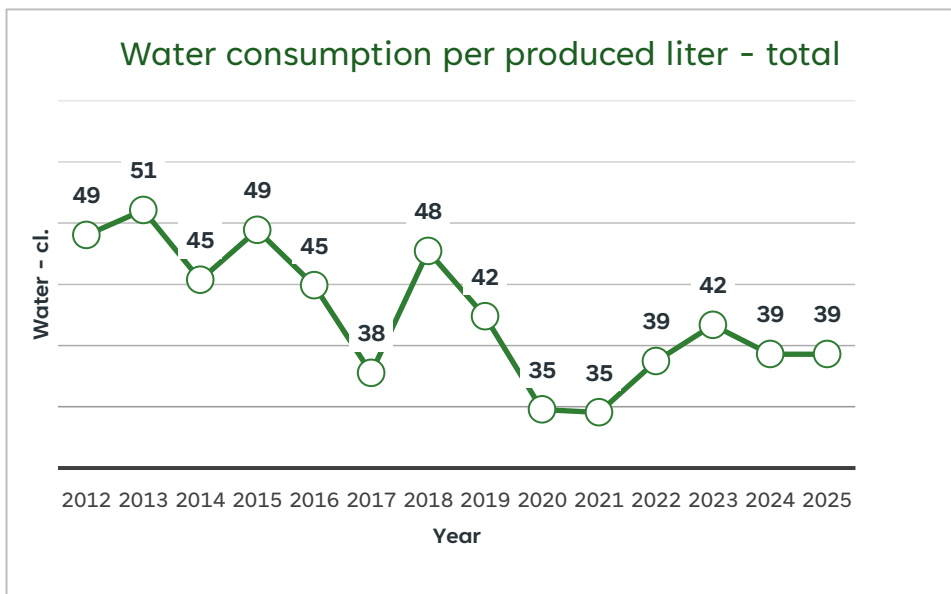
The reduction in electricity consumption in 2025 is the result of a constant focus on improving production efficiency and the ongoing replacement of electricity-consuming installations with more energy-efficient solutions.

Energy consumption per unit is naturally affected by the number of units produced, the size of production batches, and similar factors. The measured electricity consumption also includes electricity used for handling goods imported in bottles and therefore does not relate solely to in-house bottling.



The calculation has been made at the company in Brøndby – Ringager no.6 & 8.

# ENVIRONMENTAL AND CLIMATE IMPACT



*The calculation is made at our production facilities in Brøndby.*

## Consumption of Cleaning Chemicals

In recent years, we have worked to optimize our cleaning processes and to replace and reduce the use of cleaning chemicals to minimize our environmental impact.

## Water Consumption

We continuously work to optimize and improve the efficiency of our cleaning, production, and bottling processes, which has led to a reduction in water consumption over time. The calculations are based on total water consumption, adjusted for employees' sanitary water use in accordance with data from the Danish Environmental Protection Agency.

Despite increased production volumes, overall water consumption has remained unchanged, reflecting a stronger focus on efficiency improvements within our production processes.

# ENVIRONMENTAL AND CLIMATE IMPACT

## Waste

The company's waste, including recyclable waste (glass, plastic, cardboard, paper, and wood), is sorted in accordance with Danish environmental regulations and is recovered or disposed of at approved waste reception facilities. Hazardous waste is labeled, stored, and handled in accordance with regulatory requirements and delivered to environmentally approved treatment facilities.

## Bottles

In 2025, we increased our focus on reducing the weight of our glass packaging. Optimization is carried out continuously where possible, without compromising food safety or product quality.

## Plastic

Continuous efforts are being made to reduce the use of black plastic in our production, as this is not recyclable. The transition to a new type of tap for Bag-in-Box packaging resulted in a 23% reduction in plastic use for the tap in 2024. In 2025, black plastic handles for our Bag-in-Box were fully phased out, alongside a complete transition to the new tap solution introduced in 2024.

By the end of 2025, we transitioned from Bag-in-Box bags with metallic barriers to EVOH Bag-in-Box bags, which offer improved recyclability. EVOH bags consist solely of laminated plastic layers, meaning that multiple different materials are no longer combined within the packaging.



# ENVIRONMENTAL AND CLIMATE IMPACT

## CO<sub>2</sub> Impact

Taster Wine sources wine and spirits from around the world in bulk, bottled, and Bag-in-Box formats. We are aware of the CO<sub>2</sub> emissions associated with the transportation of wine and spirits. For several years, we have seen increasing growth in the purchase of bulk wine, which we intend to continue and actively promote, as this helps reduce the environmental impact of transportation. Bulk wine is transported in 24,000-liter flexi-tanks and is subsequently bottled or filled into Bag-in-Box packaging at our bottling facility in Brøndby.

Compared to the CO<sub>2</sub> impact per liter of equivalent wine bottled at origin and transported by container ship, the CO<sub>2</sub> impact from transportation can be reduced by approximately 25–30% per liter of wine when purchasing in bulk. The actual reduction varies depending on the country of origin and the extent of land-based transport.

Read more about our bulk wine sourcing on our website: <https://www.taster-wine.com/produktion/co2-venlig-bulk-vin> .





## ENVIRONMENTAL AND CLIMATE IMPACT

### **Material Risks Related to Environmental and Climate Impact**

Management has not identified any areas in which the company could significantly worsen its impact on the environment or climate, including situations where accidents could lead to material environmental or climate-related harm.

### **Der Grüne Punkt**

Taster Wine Vertriebs GmbH participates in the recycling system Der Grüne Punkt, thereby contributing to climate protection and the circular economy.

### **Achieved Results**

Management is very satisfied that the continued focus on environmental and climate-related initiatives has had a positive impact on overall resource consumption, as presented in the preceding sections. This has resulted in a beneficial contribution to environmental and climate performance.

At the same time, it is our assessment that by maintaining a strong focus on this area, we will be able to further reduce energy consumption and actively contribute to resource reduction throughout the entire value chain, as also described in the following section, “Future”.

## SOCIAL CONDITIONS



Focus on Local Engagement and Partnerships

### Policy for the Area

Taster Wine's management philosophy is based on professional and respectful relationships with the company's stakeholders, as well as agreements and collaborations founded on internationally recognized standards.

### Openness and Engagement

For many years, Taster Wine has maintained a partnership with Brøndby IF as part of its commitment to strong local engagement. The partnership is highly valued due to Brøndby IF's importance for children and young people in the local community, as well as the positive experiences it creates for both employees and customers.

In addition, we support the Danish Cancer Society (Kræftens Bekæmpelse) and Save the Orangutan, which works to protect orangutans and their habitats in Borneo.



Supporting One of the World's Most Endangered Species

## SOCIAL CONDITIONS

### **Code of Conduct**

At Taster Wine, we source our raw materials and finished goods from both large and small suppliers around the world. For us, it is essential to maintain strong and constructive cooperation with all our suppliers to enhance quality and food safety, while also ensuring responsible and well-managed CSR conditions throughout the entire value chain.

We continuously work to improve and strengthen this collaboration, and each year we conduct a supplier evaluation to monitor supplier performance and ensure positive development among suppliers where higher standards are required. All raw material and finished goods suppliers are subject to defined guidelines that must be complied with, including the completion of our Code of Conduct with signature.

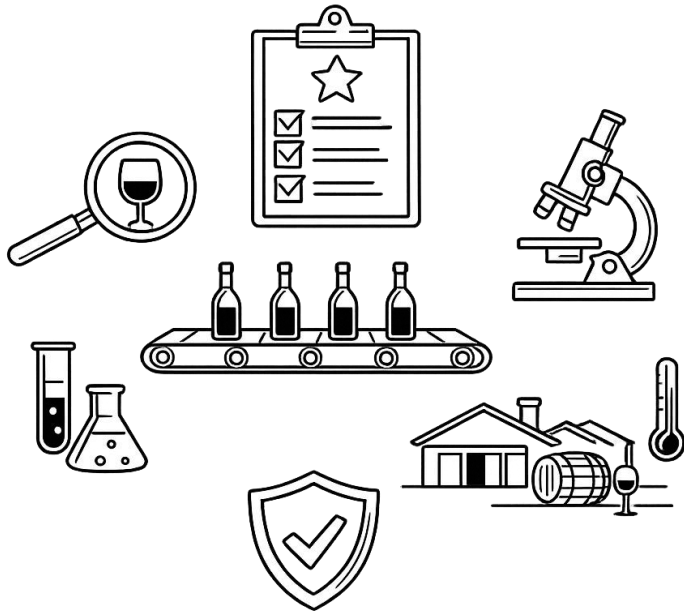
Through this process, we obtain confirmation that our suppliers operate in accordance with the same CSR principles and guidelines as Taster Wine.



# SOCIAL CONDITIONS

## IFS Food Certificeret – Higher Level

99,43 %



### Food Safety

As a supplier of wine and spirits products, product quality and food safety are critical business factors. It is therefore one of Taster Wine's key objectives to meet the highest standards within quality and food safety, ensuring consistently high quality throughout the entire value chain—from raw materials to finished products.

We systematically conduct site inspections and internal audits to ensure both a robust quality management system and a high level of hygiene. We continuously strive to meet new requirements and expectations through ongoing quality improvements and optimization of our production facilities.

## EMPLOYEE RELATIONS

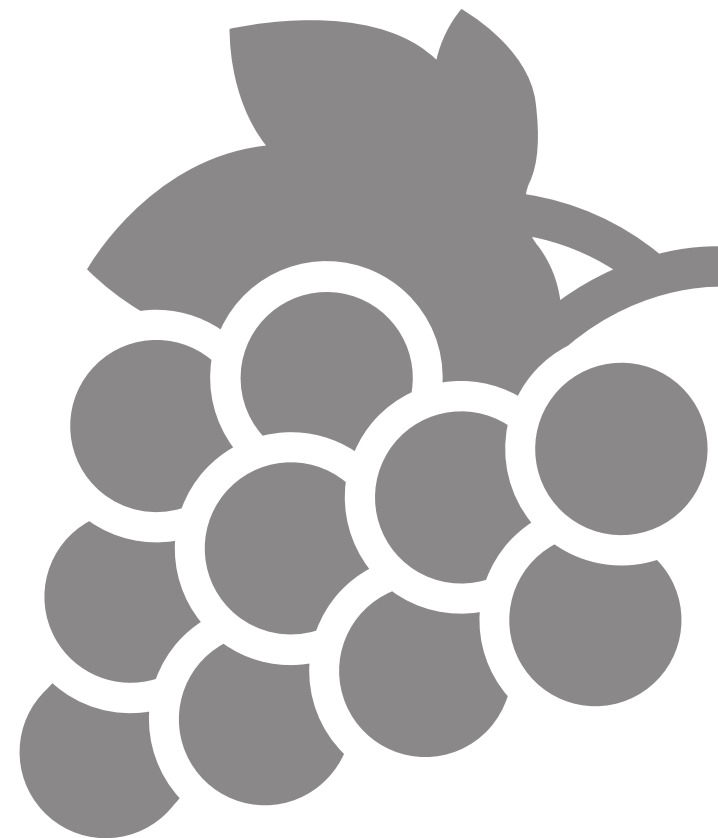
### **Policy for the Area**

Taster Wine aims to be an attractive workplace with a positive and inclusive working environment that can attract, retaining, and developing the talents necessary to ensure the company's continued development. We ensure that production at all stages is planned and organized in a manner that is fully responsible in terms of health and safety, and that any potentially hazardous work processes are eliminated.

Our employees should come to work with the assurance that they will not be injured—whether due to accidents, physically demanding work, or long-term exposure to noise or chemicals.

We offer salary and employment conditions in accordance with applicable collective bargaining agreements.

Taster Wine also has an active employee association that contributes to strengthening social cohesion across the organization.



## EMPLOYEE RELATIONS



### Integration

We believe in an inclusive labor market, and we recognize that companies play a crucial role in successful integration in Denmark. We employ people with a wide range of ethnic backgrounds, and this diversity within our workforce contributes to a positive and inclusive working environment.

### Working Environment

Taster Wine works continuously to improve the working environment for all employees. To maintain a strong focus on this area, a cooperation committee and a health and safety committee have been established. Workplace assessments are carried out at least every three years or as needed. When purchasing machinery and designing premises and buildings, focus is placed on reducing physical strain on employees and minimizing repetitive and monotonous work processes.

In addition, issues highlighted by employees through workplace assessments are reviewed, along with the annual safety review conducted within the company.

To prevent workplace accidents, all work is planned and organized in a manner that is fully responsible in terms of health and safety. Workplace safety, as well as quality and food safety, are integrated into the on-the-job training of all new employees.

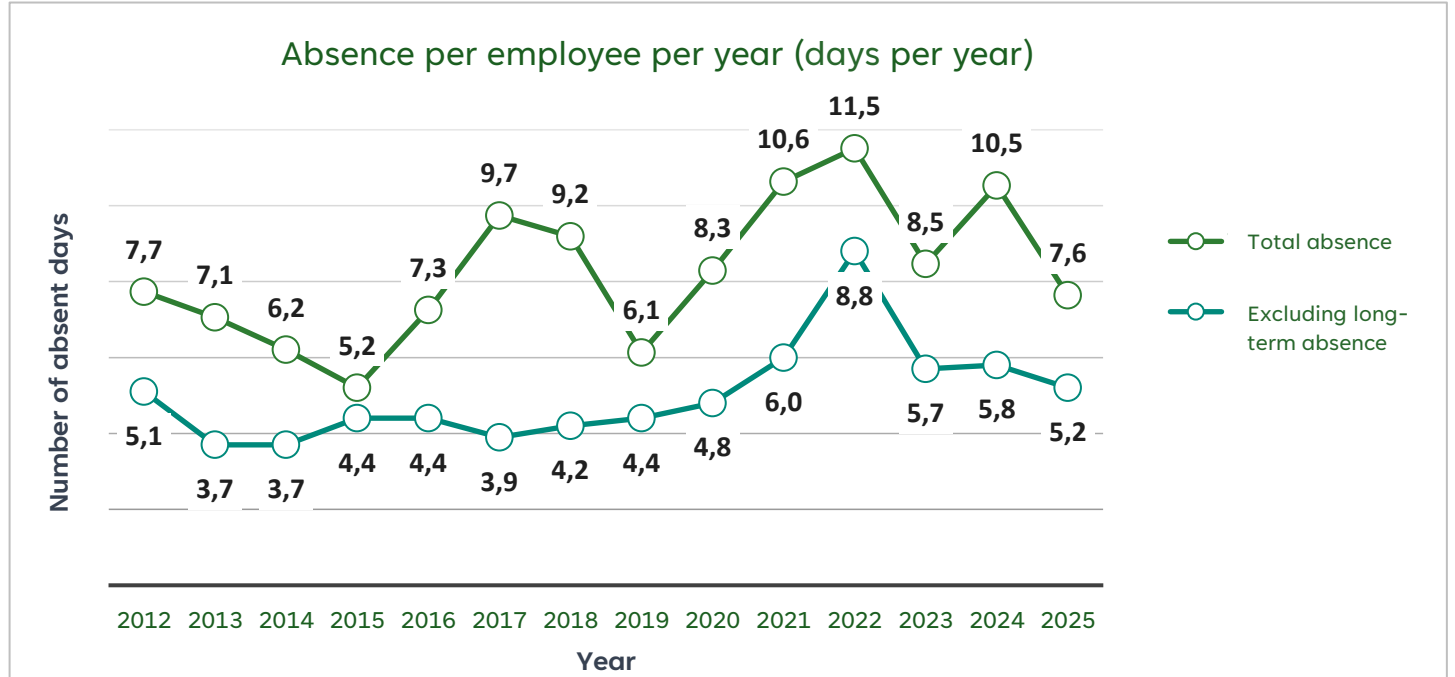
In 2025, Taster Wine recorded 0 reported work-related accidents and 0 reported near-by incidents.

# EMPLOYEE RELATIONS

In 2025, sickness absence per employee amounted to 5.2 working days, excluding long-term absence, which is close to the company's target of a maximum of 5 days.

Total sickness absence amounted to 7.6 working days per employee, representing a decrease compared to 2024, but still above the target of 6 days.

In the coming year, we will continue our targeted efforts to ensure and strengthen a positive working environment and further reduce sickness absence.





## EMPLOYEE RELATIONS

A positive working environment is a key priority at Taster Wine, and we believe that there is always room for improvement. For us, it is essential to listen to the input provided by our employees through workplace assessments, as well as the feedback we receive throughout the year from:

- Cooperation committee meetings
- Health and safety committee meetings
- Ad hoc employee meetings
- Regular production meetings

One indicator of a positive working environment is our average employee tenure of 12.2 years.

### **Material Risks Related to Employee Conditions**

Management has not identified any areas in which accidents could significantly worsen the company's impact on employee conditions.

### **Achieved Results**

Management is very satisfied that the company's focus on employee conditions has resulted in the positive outcomes presented in the preceding sections.

At the same time, it is our assessment that by maintaining a strong focus on this area, we will be able to further reduce workplace accidents and sickness absence.

# EMPLOYEE RELATIONS

	2024	2025
Number of members in the top management	4	4
Underrepresented gender, percentage in the top management	25%	25%
Number of people at other management levels	10	10
Underrepresented gender at other management levels (percentage)	10%	10%

*Gender composition in management*

## Policy on the Underrepresented Gender

As of 2025, the underrepresented gender accounts for 25% of Taster Wine’s highest governing body, and the company is therefore not subject to the statutory requirement to set a target for the gender composition of the highest management body. However, the Board of Directors has adopted an internal policy aimed at increasing the share of the underrepresented gender at other management levels, including executive management and managers with personnel responsibility who report to executive management.

Taster Wine seeks to create an open and inclusive workplace with equal career opportunities for women and men.

In 2024, a target was established to increase the share of the underrepresented gender in other management positions from 10% to 25% by 2028. This target is supported through fair and structured recruitment processes, a focus on flexible working arrangements, and ongoing dialogue regarding well-being, development, and career objectives. Taster Wine acknowledges the current underrepresentation and will continue to work in a focused manner to increase diversity at management level.

## GOVERNANCE AND BUSINESS CONDUCT

We are aware of our responsibilities to society. We are members of Confederation of Danish Industry (DI) and Danish Chamber of Commerce (Dansk Erhverv). In addition, Taster Wine is represented on the board of the industry association VSOD (Wine & Spirits Organization in Denmark). VSOD works to improve framework conditions for the industry in Denmark, with a particular focus on, among other areas:

### **Responsible Alcohol Culture**

VSOD actively participates in public debate when issues relating to alcohol consumption in Denmark—particularly among young people—are discussed.

### **Marketing Act**

VSOD is represented on the Alcohol Advertising Board (AlkoholReklameNævnet). The Board's role is to assess complaints relating to the marketing of alcoholic beverages in Denmark.

### **Apprenticeships and Internships**

Taster Wine A/S recognizes the responsibility that comes with being part of the labor market. We are therefore open to offering internship placements for students or others who wish to complete their internship period within a private company such as ours. We also establish apprenticeship positions that provide engaging and structured training programs within defined areas of work. We continuously adjust the number of apprenticeship positions in line with the company's overall growth.

## GOVERNANCE AND BUSINESS CONDUCT

### Policy on Human Rights

Taster Wine works to ensure that we neither directly nor indirectly violate internationally recognized human rights. We promote respect for human rights within our own operations and among our suppliers through our Code of Conduct.

### Material Risks

Management has not identified any material risks of negative impacts on human rights.

### Achieved Results

In our assessment, our focus on this area has had a positive effect on our surroundings, although this effect is not measurable.



# GOVERNANCE AND BUSINESS CONDUCT



## **Policy on Anti-Corruption and Bribery**

The company maintains a strict zero-tolerance policy towards all forms of corruption and bribery. We operate according to high ethical standards and always act in a manner that does not give rise to any suspicion of corrupt behavior. It is essential to us that neither our actions nor our decisions can be perceived as attempts to offer or receive bribes from our stakeholders or the wider public.







## **Material Risks Related to Anti-Corruption and Bribery**

Management has not identified any areas in which the company could unintentionally have a material negative impact with regard to corruption or bribery. All employees are informed about the company's policy in this area, ensuring a shared understanding of our values and expectations for conduct.

## **Achieved Results**

Management is not aware of any incidents during the year that could give rise to suspicion of corruption or bribery. This is considered a satisfactory result.

## RESULTS 2025

FOCUS	TARGETS 2025	RESULTS 2025	Status
Certification	IFS Food - Higher Level $\geq$ 95 %	99,43 %	
Energy	Energy consumption $\leq$ 75 watt per produced liter	62 watt per produced liter	
Water	Water consumption $\leq$ 40 cl per produced liter	39 cl per produced liter	
Sickness absence (ex. Long-term)	$\leq$ 5 days per employee	5,2 days	
Sickness absence (total)	$\leq$ 6 days per employee	7,6 days	
Work safety	0 work-related accidents 0 near-by incidents	0 work-related accidents 0 near-by incidents	

# FUTURE

Our work with CSR extends far into the future and serves as an important guiding principle in our daily operations, our culture, and our corporate identity. Our objectives will be followed through via our CSR initiatives, which ensure progress and tangible results. We will continuously expand and adapt our CSR efforts in line with developments and changes within the area.

*In 2025, we initiated the transition towards more ESG-focused data and are well underway in the process of developing our climate accounts, covering Scope 1, Scope 2, and Scope 3 emissions.*

## Targets 2026

Maintain our IFS certification at Higher Level  $\geq 95\%$

Maintain our energy consumption per produced liter to max 75 watt

Maintain our water consumption per produced liter to max 40 cl.

Total days of absence (ex long-term) to max 5 days in average per full tie employee/year.

