BOXON

Sustainability Report

2023

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Management approach
- Materiality
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Reader's guide for this report

The aim of this sustainability report is to give a clear understanding of Boxon Group AB's sustainability engagement and the result of our efforts in the past year. After an introduction, we will give detailed information about how we work with sustainability in three strategic focus areas: Sustainable packaging, Climate neutral, and Fair & Equal. The report is written in reference to Global Reporting Initiative (GRI). We have a final section with a GRI Index and GRI Appendix with more detailed information.

Report content and topic boundaries
This report refers to the activities of Boxon Group AB, where the operations and figures of all majority-owned subsidiaries are included in the scope of this document, except for Boxon Thailand. The reason for the exclusion of Boxon Thailand is that this subsidiary was registered in September 2023 but had no trade, no employees, and no place of business. In 2023, Båfi Pac AB changed its name to Boxess i Värnamo AB. As Boxon owns 61.5% in Boxess, CO_2e has been calculated based on ownership shares.

Statement on COP

This report represents Boxon Group AB's Communication on Progress with reference to 2023. Boxon's Communication on Progress on the ten principles of the UN Global Compact can be found in the GRI Appendix.

Statement on statutory reporting

Reporting period, frequency and contact point
Reporting period: January 20230101 to December 20231231
Reporting frequency: Annual
Reporting standard: This report is written in reference to Global Reporting Initiative (GRI)

External examination
This report is subject to examination by the Boxon Group appointed company Auditor from Mazars Sweden. The corresponding Auditor's report is attached at the end of this document.

Contact point
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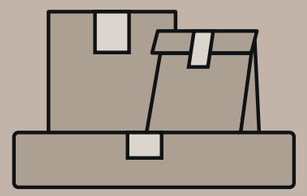
Boxon in brief

About us

We are a packaging partner who adds value to our customers through innovative and sustainable solutions.



Our Promise

Protector of things

Established

1932

8 countries

Sweden
Germany
France
Denmark
Norway
Finland
China
Thailand

Boxon Group Turnover 1 733 592 KSEK

233
employees (FTE)

10 000 customers
1 500 std articles
400 deliveries per day
246 suppliers
19 distribution centers

Our offer is based on four elements;
Packaging Solutions
Labels & Traceability
Machines & Equipment
Services.

Timeline

The history of Boxon

• 1930-1940

Olof Andersson sells his box manufacturing company Ramlösa Lådfabrik to Arvid Jonasson. Ernst Johansson joins as a partner.

• 1950-1960

Ernst Johansson becomes the sole owner in 1956. At the dawn of the 1960s, Helsingborgs Emballage has a turnover of approximately SEK 1 million. Ten years later the company is making ten times that amount.

• 1965

Corrugated cardboard starts to enter the market and the company starts wholeselling craft paper, paper bags, paper towels and twine.

• 1969

Ernst Johansson hands over the CEO position to his son Ingemar Yllfors.

• 1989-1995

The company moves to new premises at Grustagsgatan in Helsingborg.
In 1995, the company introduces a new business area organization and is established in Germany.

• 1997-1998

Ingmar Yllfors retires and his son Anders takes over the CEO position. In 1998 the company gets its new name and identity "Boxon".

• 2000-

Boxon expands in several cities in the Nordics and in 2011 Boxon is established in China. In 2014, the company launches a webshop for more digitally oriented customers.

• 2023

Boxon, now 91 years old, faces the future stronger than ever and continues to grow. The most recent addition of markets is Thailand.

Sustainability Highlights 2023

We take sustainability very seriously. It is the guiding principle of our business, and we place the same high demands on ourselves as we do on our suppliers. Why? Because a thorough sustainability agenda has a positive impact on employees, customers, and our planet. Simple as that.

Majority of sales come from more sustainable packaging

Today 55% of our sales come from packaging products with FSC certification, products with at least 30% recycled material and products that meet our criteria as sustainable products. (page 21)

Ranked 98th percentile and top 2% in sustainability

GOLD | Top 5%
ecovadis
Sustainability Rating
FEB 2024

Boxon has been awarded Gold in sustainability management by independent sustainability rating provider EcoVadis. The sustainability rating of 77 puts Boxon in the 98th percentile and we are acknowledged to be among the top 2% companies globally. (page 34)

Customers care about sustainability

In 2023, Boxon welcomed Elkjøp as a new customer. One critical selection criteria for Elkjøp is that Boxon is Ecovadis rated, which is a clear proof point that we as a company manage sustainability in a holistic way and take responsibility for people and planet (page 34).

Approved Science Based CO2e Targets

We are proud to be one of the first packaging companies to have approved CO2e targets from Science Based Target initiative (SBTi), which means we are committed to NetZero with a clearly defined path to reduce greenhouse gas emissions in line with the Paris Agreement. (page 33)

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

24% reduction of absolute CO2e emissions

Boxon has reduced our absolute CO2e emissions compared to 2019 with 24%, although we have increased turnover with approximately 35% since 2019. (page 25)

80% of Boxons sites are FSC certified

In April, our operations in Germany and France became FSC certified. This means that 80% of Boxon's sites are FSC chain of custody certified. (page 35)

Boxon 90 years -
Boxon XC Falkenberg, Sweden, May 2023

Product Carbon Footprint on 90% of articles

We implemented full traceability of each article's footprint – Product Carbon Footprint – according to "cradle to grave", meaning that we account CO2e emissions throughout the product life cycle, verified by MyClimate. (page 28)

myclimate
shape our future

Customer scorecard with sustainability KPI's

We have taken a big step to make it easier for our customers to monitor their sustainability performance through our scorecard presenting total share of recycled materials, FSC articles, sustainable products and CO2e consolidation for all products. (page 20)

Sustainability at Boxon

In 2023, we have focused on raising awareness of sustainability across the company and integrating responsibility into every function. By working together, we can make a huge difference. (page 37)

CEO and CSO Statement

Act now and pave the way for another 90 years.

2023 was another year of global challenges. We all experienced the effects of inflation and higher living costs, conflicts, and climate change. In times like these, we try to be both realists and optimists, letting the Boxon values and spirit lead the way. The Boxon spirit was embodied in May 2023, when 250 dedicated colleagues met in Sweden to celebrate Boxon's 91 years in business. We would like to thank all our colleagues, suppliers and partners for your support and hard work in paving the way to where we are today.

Our circularity agenda, which includes using more renewable and recycled materials, is key to reducing our carbon footprint. As we summarise 2023, we are delighted that renewable and recycled materials account for 76% of the total materials purchased. With our broad material portfolio and our network of innovative suppliers, we will continue to drive this agenda in 2024.

Boxon has again been named one of the most sustainable companies in the world by EcoVadis, placed in the top two percent of ranked companies, which is one important reason why many of our customers choose our packaging solutions. Sustainability verification through third-party assessments is crucial for us as we adapt to green development, and as it provides a benchmark and guidance on how we can further improve performance.

Another important achievement during the year was the approval by Science Based Targets of our climate targets in line with the 1.5°C target. Our new targets mean a 50% reduction in greenhouse gas emissions from Boxon's operations by 2030 and a drive towards net zero in our value chain by 2045. We are excited to be on track, with an absolute greenhouse gas reduction of 24% compared to our 2019 base year.

We also continue our work to ensure we are ready for the Corporate Sustainability Reporting Directive (CSRD) 2025 and the new packaging rules of the EU Green Deal. As we are expanding in China and have a newly established company in Thailand, we are following green technology developments in Asia with great interest. China's clean energy investment boom in 2023 is promising, but the carbon intensity of its economy remains high.

Our work continues, we are optimistic, and sustainability is an integral part of our business. The collective effort of all Boxon employees and partners has made us ready for an interesting 2024, and our vision – to be the most innovative and sustainable packaging company with the best customer experience – will continue to guide us for the next 90 years. At least!

Fredrik Ståhl
Chief Executive Officer
Boxon Group

Ann-Sofie Gunnarsson
Chief Sustainability Offficer
Boxon Group

Our vision, mission and promise

If Boxon were a body, this would be our beating heart. These are the four forces that drive us in our quest for excellence and positive impact

Rooted in Values
Our values are the cornerstones of our company and the compass that guides us on our journey. They lead us towards responsible decisions that benefit both people and our planet.

Mission: Building Lasting Partnerships
Our mission is simple but profound: to be more than just a supplier of packaging. We are here to build lasting partnerships by offering innovative and sustainable solutions.

Vision: Pioneering Tomorrow
We dare to dream big and aspire to lead the change in the packaging industry. Our vision is to set new standards for innovation and sustainability, delivering unparalleled customer satisfaction with every interaction.

Promise: Guardians of Sustainability
Our promise is to be the Protector of things, which is not only about protecting through packaging, but also about how we safeguard the future in the most sustainable way for people and the planet.

Trends in the packaging industry

Yes, you read that right. Trends. The packaging industry is high tech, and ever evolving. And in this trendy business, Boxon is one of the pioneers.

Need for more durability, circularity, and minimalistic design

Increased demand for sustainability is driving the transition to a carbon-neutral society and a circular economy. Initiatives such as the EU Green Deal, the EU's goal to reduce carbon emissions by 55% by 2030 and a global commitment to replace single-use plastics have made reusable, renewable and recyclable products increasingly attractive. Another trend is minimalist design with the ambition to reduce the number of materials used, simply through smart design.

Smart packaging with technological innovation

Technological developments have opened the door to smarter packaging solutions. In addition, RFID technology, sensors and QR codes can be used to create interactive packaging that gives consumers more information about the product, its origin and use. In addition, smart packaging can be used to improve the traceability and safety of products. This not only gives a more engaging shopping experience, but also allows companies to optimize their logistics and prevent counterfeiting.

Increased focus on people and accessibility

There is a greater focus on accessibility, meaning that the packaging should be easy to safe and easy to handle for all people involved including the end-customers. Appropriate packaging performs many important health and safety functions as well as it can increase efficiency in the packaging logistics.

Forests as valuable resources

Forests are a valuable resource, not only for the virgin fibre used in paper and packaging, but also for many other products. Forests are also a resource for biodiversity and carbon capture. As the demand for forest raw materials increases, it is important to purchase FSC-certified material and use this valuable resource as wisely and efficiently as possible and continue to promote recycled materials, end-of-life recycling, and reuse.

How Boxon meets these trends

Never before has the choice of packaging been so crucial as it is now, as awareness of sustainability and its impact on our planet reaches new heights Boxon responds to all these trends with more sustainable packaging, developed with both people and planet in mind.

Sustainability at Boxon

Statement & ambition

Don't get us wrong, we're immensely proud of what we're achieving with our sustainability work. But don't confuse our pride with satisfaction. We're only getting started.

Boxon Group is committed to the 17 Sustainable Development Goals outlined in Agenda 2030 and we are a signatory to the UN Global Compact.

This means that we are committed to the ten principles and that our business meets basic responsibilities in four areas: human rights, labour rights, environment, and anti-corruption. In addition, we are determined to do our part to reach the Paris Agreement and limit global warming to 1.5°C, compared to pre-industrial levels. By integrating these commitments into strategies, policies, and procedures, Boxon not only upholds the fundamental responsibility towards people and the planet, but also creates the conditions for long-term success together with employees, suppliers, partners and customers.

Boxon's vision is to be the most innovative and sustainable packaging company with the best customer experience. Our sustainability ambition is to become circular, climate neutral and inclusive throughout the value chain. This ambition describes our long-term sustainability agenda and commitments for all Boxon Group companies. It also aims to inspire action and achieve positive change in the packaging industry.

Our sustainability ambition is based on our materiality analysis. These topics are considered as the most important sustainability issues in the view of our stakeholders and in terms of the ability for Boxon to have an impact on them.

Topics identified as most material for Boxon and our stakeholders:

- Greenhouse gas emissions
- Sustainability performance of products and solutions
- Product design and life cycle management
- Sustainable supply chain
- Workforce diversity & inclusion

These material topics have formed the basis of Boxon's three sustainability cornerstones.

Sustainable packaging solutions
Through more sustainable and circular packing, Boxon inspires and supports our customers in their sustainability transformation. (page 16)

Climate neutral
Boxon is becoming climate neutral by developing and offering circular packaging solutions, and by reducing greenhouse gas emission through close co-operation with our suppliers and customers. (page 24)

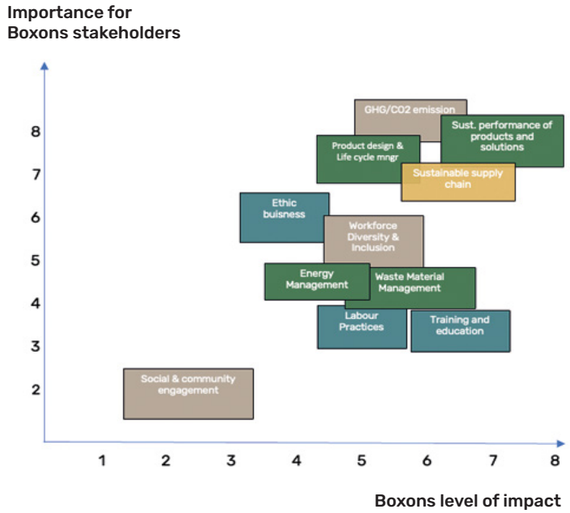
Fair & Equal
Boxon is a responsible company, and we actively demonstrate commitment to diversity, equality, and inclusion throughout the value chain. (page 32)

Materiality- and stakeholder analysis

Relentless work and analyses bring us closer to the company we want to be. For you. For us. For the world. Forever.

Key tools for our sustainability work are the stakeholder and materiality analyses, which help us identify the most important sustainability focus areas for our business. In identifying material issues, benchmark criteria from SASB Materiality finder and EcoVadis have been particularly useful sources.

Boxon Materiality Matrix



Sustainability ambition and goals

But what do we want with all this, you might think. Well, for instance we want to make the world a better place. So why not start where we can make a difference, at work.

Boxon's vision is to be the most innovative and sustainable packaging company with the best customer experience. One key strategic pillar in Boxon strategy is sustainability, where our sustainability ambition is to become circular, climate neutral and inclusive throughout the value chain.

Our sustainability goals

- **Decrease CO2e emissions by 50% until 2030**
  Boxon Group is committed to reach net zero emissions of greenhouse gases by 2045. We have approved Science Based Targets of absolute CO_2e reduction with 50% in 2030, compared to 2019 levels.
  **scope 1, 2 and 3 upstream*

- **Increase the sales of packaging solutions based on recycled material** with 30% until 2025, compared to 2022 levels.

- **Continue to demonstrate commitment to diversity, equality & inclusion** throughout the value chain

Our ambition is to become circular, climate neutral and inclusive throughout the value chain.

Commitment to Agenda 2030 and chosen SDGs

Boxon is committed to the 17 SDG's and Agenda 2030. During the materiality analysis, it became clear that Boxon has a significant impact on several goals. We have chosen to focus on the SDG's that are important to our business and where Boxon can have a significant impact.

SDG 13 Climate action: Boxon will reduce its CO_2e and become climate neutral in line with our approved science-based targets. Our industry is material and logistics intensive, with significant waste and emissions throughout the value chain. The strategic sustainability cornerstone "Climate Neutral" emphasises the importance of circular systems for products and raw materials, renewable energy in Boxon's and suppliers' operations, and fossil-free transportation.

KPI's: CO_2e scope 1 ,2 and 3 upstream, share waste to incineration, share renewable energy, share fossil free transportation

SDG 12 Responsible consumption and production: Boxon wants to offer circular packaging and solutions that are renewable, reusable, recycled and recyclable. We collaborate with suppliers with the same ambition. This is a major focus of the strategic area "Sustainable packaging solutions". We also have a responsibility to ensure that human rights and good business ethics are fulfilled throughout our value chain. This is covered in the strategic area "Fair & Equal".

KPI's: Share articles and sales Sustainable products, Recycled Material and FSC certified articles, share suppliers signed Code of Conduct, share suppliers audited. Through SDG12, we are also having an indirect impact on SDG 8 Decent work and economic growth

SDG 15 Life on Land: The majority of our products are made from fibre-based and wood materials. Boxon's ambition is to mobilise around sustainable forestry together with our suppliers and customers. This is covered by the strategic areas "Sustainable Packaging Solutions" and "Fair & Equal".

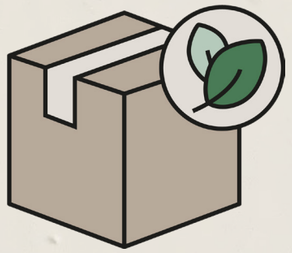
KPI's: Share & Sales FSC certified articles, Share FSC certified suppliers

SDG 5 Gender Equality: Boxon wants to actively promote Diversity, Equality, and Inclusion (DEI) throughout the value chain. This is a prerequisite for sustainable growth and business development, and for attracting new talent. We work proactively on the DEI agenda in our own operations and in our supply chain. This is part of the strategic area "Fair & Equal".

Indicators: Share female / male employees, managers, management team and board, Share age employees. Through SDG 5, we also have an indirect impact on SDG 10 Reduced inequality

Sustainable packaging solutions

Through more sustainable and circular packaging, we inspire and support our customers in their sustainability efforts.



Our goal is to increase the sales of packaging solutions based on recycled material with 30% by 2025.

Key targets

- **Share sales 2024:**
  Sustainable products 55%, articles with min 30% recycled material 65%, FSC certified articles 75%
- **Our packaging** must fulfil at least one of the following criteria:
  - Reuseable
  - Renewable and/or recycled material
  - Recyclable

Key progress 2023

- **Share sales Sustainable products*:** 44,7% (SDG 12) (**definition on page 21*)
- **Share sales articles** with min 30% recycled material: 57,3% (SDG 12)
- **Share sales FSC certified articles:** 62% (SDG 15)

To reach our goals, we are working with the three sustainability cornerstones!

Sustainable packaging solutions - main activities in 2023

The shift to more sustainable packaging is likely to increase and respond to the demands for sustainable use of the limited resources available on our planet. We want our packaging solutions to be fully circular, with the ambition to keep materials and products in circulation for as long as possible.

55 % of sales of sales comes from more sustainable packaging

In early 2023, Boxon decided to set clear sales goals on more sustainable packaging solutions. We are very happy that we reached our sales goals with a good margin for articles with FSC certification, articles with at least 30% recycled material and articles that fulfill our criteria as sustainable products. These articles stands for 55% of our sales, which clearly shows an increased customer demand for more sustainable and circular packaging.

Boxon Circular packaging principles*

Through circular packaging we can reduce material consumption, we develop for reuse, and we use materials that are possible to keep in circulation - meaning materials that are renewable, recycled and recyclable. Circular packaging is essential to respect the environment, fulfil consumer expectations and comply with laws and regulations. We focus on **three areas** of circularity:

Reduced material - Packaging that does not fulfil an important function is removed directly and materials can be reduced through smart solutions.

Reuseable packaging - The packaging is designed to be used several times by refilling or returning it.

Circular materials - Use renewable and/or recycled materials and ensure that all packaging is recyclable.

**Based on Ellen Macarthur Foundations guide for circular economy as inspiration*

The past year, we have focused on utilizing these circular packaging principles when developing products. We would like to highlight a few examples as these products support our ambition to become fully circular.

Reduced material

65% less material with paper cushioning

The **Airwave Paperwave Bio** is one of our newest products in the cushioning family and is receiving a lot of interest from customers looking for an alternative to plastic cushioning. This is **a plastic-free, FSC-certified cover made from 80% regrowing and renewable resources.** Thanks to the super thin potato starch, we can reduce material use by up to 65% compared to other paper-based voidfill and of course it is recyclable.

Reusable packaging

Reusable Corrugated pallet support

The idea for the corrugated pallet support came from our customers' need to protect longer items during transport while optimising transport efficiency. The result was the corrugated pallet support, which is a reusable product up to six times, and a product that provides 50% better utilisation of the transport space. In addition, the product is FSC certified and made from 86% recycled and recyclable materials.

"Corrugated pallet support is an innovative product made of durable material that solves a problem that many customers have when transporting large products" says Tina Lien Nygård, Category Manager at Boxon.

Tina Lien Nygård

Circulation of materials

Packaging tape from recycled PET

In 2023 we launched a tape made of **70% post-consumer recycled PET**, which in turn leads to **65% CO2e decrease** per product.

Closed material loop with FrameTray

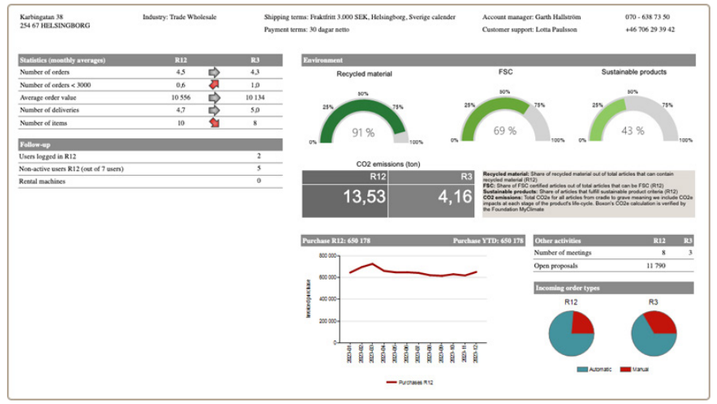
The FrameTray system is an innovative packaging solution from our sister company Boxon Tech. It's a closed loop ensuring 100% plastic material recovery.

In 2023, approximately 5000 tonnes of plastics were recovered and used for new FrameTray's. This solution is mainly used for automotive customers however the solution can by used by other segments as well.

New Customer Scorecard with sustainability performance

This is a simple tool enabling our customers to follow up their packaging KPI's and choose more sustainable packaging solutions. It's also a great starting point for Boxon when analysing and discussing our customers packaging needs. In the scorecard, the customer can follow their packaging connected to:

- **Share recycled material**
- **Share articles that are FSC certified**
- **Share articles that are qualified as Sustainable products** *(definition on page 21)*
- **CO2 emission cradle to grave, consolidated for all purchased products.** *(Read more about CO2e per product on page 28)*



Packaging material overview 2023

Total sourced materials in 2023: 41006 tons

Paper/corrugated 51%
62 % recycled

Wood 23%

Plastics 24%
8 % Recycled

Steel 0,5%

Other materials 1,3%

Criteria for sustainable products

- **Corrugated & paper** - FSC certified
- **Plastic** – minimum 80% recycled material and/ or bio-based raw material
- **Wood** - FSC or PEFC certified
- **Labels** – paper FSC certified, plastics from bio-based raw material, textile from recycled polyester

Certifications and Standards

- FSC
- Quality ISO 9001
- Environment ISO 14001
- Product Carbon Footprint ISO 14067
- Compliance Reach/Rohs/FIBC

ISO 9001:2015
ISO 14001:2015

Vårdväskan

Customer case

Vårdväskan – less virgin plastics and materials

Vårdväskan is a healthcare product provider, aiming to enhance sustainability while streamlining packaging processes.

Seeking a solution in line with their environmental goals, they turned to Boxon. The implementation of Boxon's FSC-certified corrugated box reduced material use by 30%, which meant a significant annual reduction in both weight and environmental impact.

In addition, Vårdväskan switched from an e-commerce plastic bag made of 100% virgin material to a bag made of 95% recycled material. This transition not only contributed to a significant reduction in the consumption of virgin material but also resulted in a considerable reduction in CO2 emissions. In addition to the environmental benefits, the new packaging improved operational efficiency and saved valuable labour time each year. Vårdväskan can now proudly showcase its commitment to sustainability through packaging that is in line with the company's ethical principles.

"Our cooperation with Vårdväskan is developing and solution-oriented. We work closely together to optimize the packaging for their business".

Jasmin Rönn, Account Manager -Boxon.

Customer case

Reusable Packaging Solution for Mitsui Chemicals Europe GmbH

Mitsui Chemicals Europe GmbH, a global conglomerate, pioneers in innovation and sustainable solutions across diverse industries, exemplifying excellence and commitment to societal progress.

The company faced the dilemma of using expensive OKTABINA that were destroyed after a single use, resulting in significant material waste and environmental impact.

Boxon proposed a more sustainable alternative that was tailored to Mitsui's needs. By switching from OKTABINER to a reusable bag, Mitsui reduced material use by 72%, saved 21 tons of new plastic each year and achieved a remarkable 70% reduction in CO2 emissions. The new solution is designed for six reuses, with the potential for more, and is in line with Mitsui's commitment to sustainability while ensuring operational efficiency and cost savings.

Customer case

Lear's Eco-Friendly Packaging Revolution

Lear Investment Co. LTD China, a global automotive technology leader, sought to enhance packing efficiency and reduce plastic usage.

With the help of Boxon, they replaced polyethylene foam with corrugated paper, reducing plastic consumption by 47.5 tons per year. This resulted in a remarkable annual reduction of CO2e for materials by 62%. Lear Yangzhou also optimized packaging efficiency, reducing container usage from 5 to 3.5 between Shanghai and Gent. This streamlined logistics led to a 30% reduction in CO2e for transportation, aligning Lear with its sustainability goals.
.

Climate neutral

Boxon is becoming climate neutral by developing and offering circular packaging solutions and by reducing our greenhouse gas emissions through close cooperation with our suppliers and customers.

Our goal is to decrease CO2e emissions by 50% until 2030
Boxon Group is committed to Science Based Targets and to reach net zero emissions of greenhouse gases (GHG) by 2045 with absolute CO_2e reduction of scope 1, 2 and 3 upstream with 50% in 2030,

Key targets

- **Decrease CO2e** by emissions scope 1, 2 and 3 upstream with 30% 2025, compared to 2019 levels.
- **20% annual reduction** of waste to incineration.

Key progress 2023

- **1513 t CO2e scope 1, 2 and 3** upstream emissions for Boxon Group, which is a 24% reduction vs base year 2019 (SDG 13)
- **79% renewable energy** in kwh (SDG 13)
- **29% reduction of solid waste** to incineration 2023 vs 2022 (SDG 12)

Climate neutral - main activities 2023

Combating climate change is a key focus area for Boxon and we are committed to the Paris Agreement with the goal of limiting global warming to 1.5°C, compared to pre-industrial levels.

Science Based Target initiative (STBi)

In 2023, Boxon received approved greenhouse gas (GHG) targets through the Science Based Target initiative (STBi). SBTi's Corporate NetZero Standard is the world's first framework for setting net zero emissions targets in line with climate science.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

24% in absolute CO2e reductions for Boxon Group

Boxon has reduced our absolute CO2e emissions compared to 2019 by 24%, even though our turnover has increased by approximately 35% since 2019. Our reductions have been possible thanks to increased internal commitments and investments.
The most significant changes come from actively choosing renewable energy, installing solar panels, energy efficiency improvements e.g., LED lighting, 65% electric and hybrid company cars, and waste sorting in our offices and warehouses.

36 000 kwh green solar electricity

Our solar panels at our head office in Helsingborg have been up and running since spring 2023. We have produced 336 000 kwh green electricity and reduced our CO2 emissions with 150 tons, which is equivalent to planting about 3000 trees*.

CO2e footprint from business travel and commuting

Travel to customers and business partners has increased again after COVID-19, although many Boxon employees are travelling consciously by train, electric cars, or carpooling. The main reason for the increase compared to 2022 is that 250 Boxon employees travelled to Sweden and participated in our celebration of 90 years as Boxon.

**Source: plantmore.com. 20 trees absorb 1 tons of CO2, with the assumption that the lifetime for the tree is 50 years.*

Total emission

Boxon Group Carbon Footprint 2019 to 2023 - SE, AS, A/S, FI, DE, FR, CN, Boxess	2019 t CO_2e	2022 t CO_2e	2023 t CO_2e		Decrease % CO2e 2023 vs 2019
Total t CO_2e	1998	1638	1513	⇨	24%
Energy	476	383	295	⇨	38%
Employee commuting	338	307	301	⇨	11%
Business travel and over-night stays	488	332	470	⇨	4%
Transport	455	540	374	⇨	18%
Food and Beverages	39	21	22	⇨	44%
Materials	67	38	38	⇨	43%
Waste and recycling	135	17	13	⇨	90%

Agneta Nilsson, Boxon, Helsingborg Sweden

Commuting with bike

A growing trend at Boxon is that many more employees are commuting to work by bike. **Agneta Nilsson** is one of many cyclists and probably the only Boxon employee with a zero CO2e commuting footprint.

Agneta joined Boxon 27 years ago. Since she started, Agneta has cycled 49 000 km between home and work. That's the equivalent of one lap around the world plus 9000 kilometers. Impressive!

Climate impact from our products

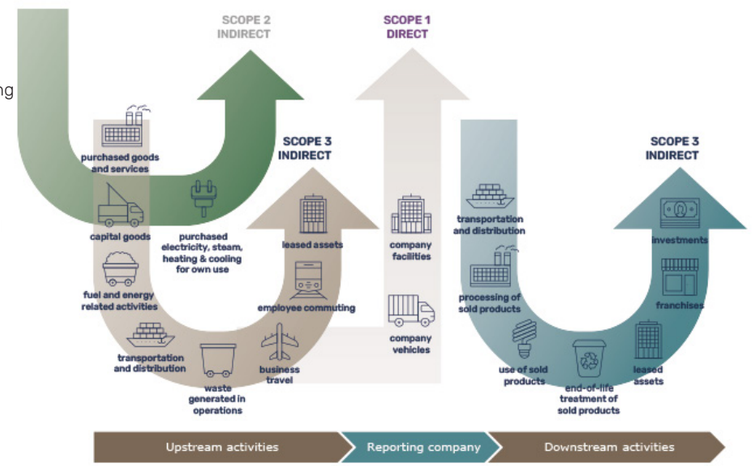
In 2023, we started to map the CO2e emissions in scope 3 downstream, meaning we are mapping all emissions connected to material, production and transportation of our products. This mapping will continue throughout 2024. Once finalised, we will establish the baseline for scope 3 emissions. This, in turn, will lead to goals and actions aimed at reducing CO2e emissions from our products and transportation.

GHG EMISSON SCOPES

Scope 1
DIRECT EMISSIONS
Emissions operations that are owned or controlled by the reporting company.

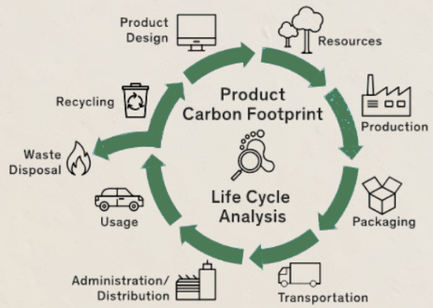
Scope 2
INDIRECT EMISSIONS
Indirect emissions from purchased utilities

Scope 3
VALUE CHAIN EMISSIONS
All other emissions from a company's value chain



Product carbon footprint – cradle to grave

In 2023, we introduced full traceability for each item, the Product Carbon Footprint. This includes all emissions during a product's entire life cycle "from cradle to grave", caused by raw materials, production, transport, use and end of life, which means recycling or disposal. The calculation and emission factors have been verified by the MyClimate Foundation and is carried out based on the ISO 14067 standards for life cycle assessment.



Cradle to grave and Life cycle phases for calculating a product carbon footprint (diagram by Myclimate)

Climate Protection projects and resource recovery

For several years, Boxon EMEA has offered our customers to contribute to climate protection projects that support the use of renewable energy, methane reduction and energy efficiency activities. In 2023, BigBags customers contributed to reduced amount of CO2: 948 tonnes through climate protection projects in Madagascar. The reduced amount of CO2 is equal to the CO2e emissions of BigBags that these customers bought.

Another environmental service is the recycling of BigBags. In 2023, 12,7 tons of BigBags were recovered directly from customers for reuse or recycling.

Back to Green Island with Efficient and Solar Stoves in Madagascar

Customer case

Vitamin Well - driving Sustainability through Collaborative Innovation

Vitamin Well wanted a sustainable supplier that meets strict standards for carbon emissions throughout the product's life cycle and with production in Sweden.

Vitamin Well chose to work with Boxon as its main supplier because of its strong commitment to sustainability, which is externally verified by the EcoVadis Gold rating. Other important proof points are that Boxon measures the carbon footprint from production to disposal (cradle to grave) and that we offer 100% recycled FSC-certified corrugated paper for transport packaging. To increase efficiency and reduce environmental impact, production has been centralised in southern Sweden, resulting in a remarkable 32.8% reduction in transport-related CO2 emissions.

Lina Wingren, Shopper Marketing Manager at Vitamin Well:

"We continuously map and decrease our CO2 footprint per sold product. We can only do this through close collaboration with partners like Boxon. Together, we have already implemented several activities that have decreased our footprint, and I look forward to continuing our collaboration to reach even further in the coming years."

Gustaf Carlsten, Account Manager at Boxon, remarked:

"It's very exciting to work with a customer who has ambitious sustainability goals. They have clear and high sustainability demands on us as business partner, aligning perfectly with our people and planet agenda. This collaborative effort shows the power of businesses uniting to drive positive change and environmental responsibility."

-> CO2 = -32,8%
Earlier:
Gävle to Kjula: 190km to Skillingaryd: 326km
Distance: 516km
Now:
Olsfors to HBG: 222km HBG to Skillingaryd: 137km
Distance: 359km
516-359=157(615/157=32,8%)

-32,8%

Customer case

Sustainable Packaging at VOLA A/S

VOLA faced inefficiencies with their conventional packaging

VOLA stands out as a leader in beautiful bathroom fixtures, blending Danish design flair with functionality. VOLA faced inefficiencies with their conventional packaging, resulting in manual processes. By replacing the old-fashioned boxes VOLA has achieved multiple benefits.

With an innovative approach Boxon challenged VOLA to reimagine their packaging methods, emphasizing indirect savings and sustainability. Boxon crafted a smart, tailored packaging solution. Thinner cardboard and optimized design, accompanied by a shift to renewable paper void fill instead of using plastic fill in the boxes helps VOLA reducing their environmental footprint.

With this optimized solution, VOLA has reduced their CO2 footprint by 30% isolated for these corrugated boxes.

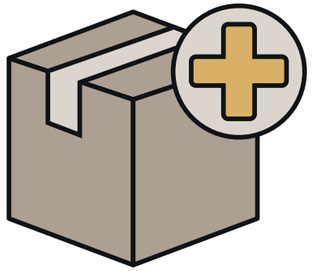
Not only for the environment this has an impact. The packaging also enhanced better ergonomic, and saves VOLA approximately 50 seconds per shipment in this new packaging process.

"Boxon's innovative packaging not only benefits our planet but also enhances the handling efficiency. It's a win-win for sustainability and productivity."

René Nikolaj Andersen, Account Manager -Boxon.

Fair & Equal

Boxon is a responsible company, and we actively demostrate commitment to Diversity, Equality, and Inclusion throughout the value chain.

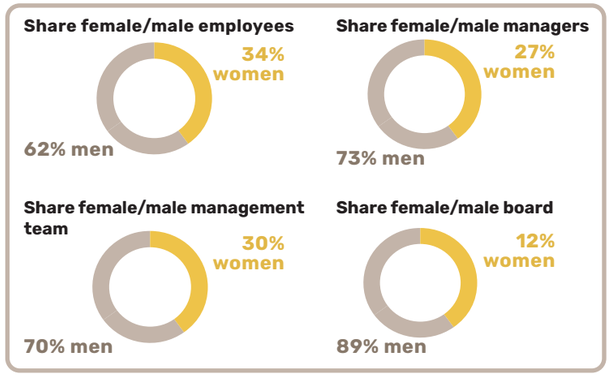


Key targets

- All employees have a living wage within Boxon Group
- Zero tolerance towards violation against our Labour & Human Rights policy
- All employees and suppliers act according to our Code of Conduct
- All Boxon sites are FSC certified
- All suppliers delivering fiber-based products are FSC certified.

Key progress

Gender balance



Resposible business

- 100% of Boxon employees have living wage
- 80% of Boxon's sites are FSC certified
- 69% suppliers delivering fiber-based products, are FSC certified and 57% of those are approved to Boxon FSC chain of custody.
- 100% of our suppliers have signed Boxon Supplier Code of Conduct & Requirements

Fair & Equal - main activities in 2023

Our commitment to diversity, equality and inclusion means that Boxon actively supports fair treatment and full participation of all people, in our company and throughout the value chain.

It also means that we take responsibility for doing responsible and ethical business. This includes efforts to secure responsible recruitment practices, stable and predictable work, securing living wage in our operations and supply chain and in creating safe, secure, and empowering workplaces.

We are a signatory of the UN Global Compact and we are committed to ILO Declaration on Fundamental Principles and Rights at Work. The UN Global Compact 10 principles are the foundation for our own operations as well as for our suppliers.

Our ambition is to fully contribute to fair and equal business in our own operations and in our value chain by respecting and promoting human rights. Fair & Equal is the cornerstone of sustainability where Boxon actively works with labour and human rights, ethics, sustainable supply chain. We develop and monitor a framework for sustainability measurement, governance, and policies. All to manage risks and opportunities related to sustainability issues, within and close to our business operations and value chain.

Diversity, Equality and Inclusion (DEI)

Boxon actively works to welcome and support all dimensions of diversity in our operations and our aim is to create inclusive work environments. In the 2023 Development talks we included DEI questions related to inclusion and equal opportunities for all. The aim is to encourage an informal and safe dialogue between the co-worker and manager.

Ranked 98th percentile and top 2% in sustainability by EcoVadis

For the third year, Boxon Group received a sustainability management rating from EcoVadis, the world's largest and most trusted provider of corporate sustainability ratings. Boxon was evaluated in Labour and Human rights, Environment, Ethics and Sustainable supply chain. We received Gold and with a score of 77, we are acknowledged to be in the 98th percentile and top 2% of all 125 000 evaluated companies from over 200 industries and 175 countries.

GOLD | Top 5%
ecovadis
Sustainability Rating
FEB 2024

Sustainability – essential for new customers

In 2023, Boxon welcomed Elkjøp as a new customer. One critical selection criterion for Elkjøp is that Boxon is EcoVadis rated, which is a clear proof that we as a company handle sustainability in a holistic way and take responsibility for people and planet.

"Elkjøp has an ambitious sustainability strategy. Part of it is also working with all our suppliers towards a Net zero and circular economy. EcoVadis is great for this purpose"

Camilla Skjelsbæk Gramstad,
Head of Sustainability

Freedom of association and collective bargaining

Throughout our value chain, we support and act to ensure freedom of association and collective bargaining. All Boxon companies in Sweden and Finland have signed collective agreements, covering 66% of all employees. All other Boxon companies adhere to the collective agreements in their countries, which include areas such as living wage, parental leave, development possibilities, health & safety. Freedom of association is also a requirement for our suppliers and is monitored on an annual basis.

80% of Boxons sites are FSC certified

In April, our sites in Germany and France became FSC certified. This means that 80% of Boxon's sites in the Nordics, EMEA and China are FSC certified according to custody of chain, and thus can offer our customers FSC certified products. In 2024 we will continue the FSC certification, with the ambition that all existing Boxon sites shall be FSC certified by the end of 2025. 77% of Boxon employees have undergone FSC training, as most functions participate in the handling of FSC articles.

Boxon Germany is rated 4.6 stars out of 5 possible stars as an employer at the independent rating platform Kununu and receives the Top company reward. Only 5 % of all employers receive this award.

kununu.com

91 years of responsible business

Corporate responsibility has been the foundation of our business since Boxon was founded in 1932.Our ambition has always been to create a safe and respectful working environment, to be aware of resource utilisation and to have healthy business relationships.

In May 2023, all Boxon, Boxon Tech and Boxes & Labels employees from 10 countries gathered in Falkenberg to celebrate the fact that our company has been doing responsible packaging for the past 91 years. It was a great celebration together with 250 Boxon employees.

Boxon XC

Social engagement and community involvement

35 500
EUROS donated to people who need it most

Boxon makes annual contributions to organisations working with the world's sustainability challenges. Below you find the organisations we supported in 2023.

Every three minutes, a child is born with a cleft lip or cleft palate. Most of these children's families are unable to receive the surgery. **Operation Smile's** expertise treats cleft lip and cleft palate and deliver safe surgery to people where it is needed most.

Gold sponsor of the nonprofit organisation **Team Rynkeby.** The project raise money for children with cancer and their families through an annual bicycle event across Europe.

OV Helsingborg and Helsingborgs IF organise sports camps every year, with the aim of encouraging children from different local communities and with different abilities to come together through sport. Together they have reached more than seven thousand children.

On the World Cleanup Day 16th September

On the World Cleanup Day 16th September, Boxon co-workers joined hands with millions of people around the world with the same purpose – to stop waste and protect nature and animals. Together we collected almost 400 kg of waste and many happy smiles along the way.

Cleanup Day, Helsingborg Sweden, September 2023

Sustainability training and development

Our ambition is to integrate sustainability throughout the company. In 2023, we have focused on raising knowledge among all 233 employees about our sustainability commitments, progress, and our Code of Conduct.

180 employees have conducted an anti-corruption training and FSC training.

We also had customized sustainability trainings and workshops for approximate 100 co-workers in sales, product concept solutions procurement, supply and logistics, as key stakeholders in offering and developing more sustainable packaging solutions.

92 % of Boxon employees had a performance review with their manager in 2023, which is documented in our development talk in our HR system, Heartpace, ensuring integrity and consistency. The talks identify the need for training linked to the individual development plan. In 2023, Boxon has continued to develop our learning platform, Boxon Academy, which is available to all employees within the Group.

Co-workers testimonial

Andrea Bjørnstad Jahnsen

A job with a larger purpose

Andrea Bjørnstad Jahnsen
Account Manager
Boxon Norway

I joined Boxon in June 2019 and work in Sales, building strong relationships with our customers and handling our product assortment. What I love about working at Boxon is the constant development and challenges, along with the positive relationships I have with both customers and colleagues.

Outside of work, I'm a proud mother of two girls, aged 2 and 5, and happily married to Mr. T since 2019. A big believer in spreading joy, I think we should all do more of one simple thing: SMILE.

In my role, the challenges involve helping customers add value for their own customers, meeting expectations, and staying updated on industry regulations. Understanding our customers' needs and finding solutions through cooperation is key. Our offer is more than just a product; it's a comprehensive solution that makes a difference.

Why the packaging industry?
There will always be a need for packaging, and being part of a company focused on innovation through sustainable solutions feels like being part of the future. It's inspiring to work for a company that aims to take a leading role in this crucial aspect of the industry.

My journey within Boxon began in customer support, but over time, I wanted more direct contact with customers and more responsibility. The opportunity for change came, and I transitioned into the role of an Account Manager. This role not only offers more responsibility but also the flexibility I need to balance work and personal life effectively.

"I am motivated by building relations, getting to know my customers and their needs, and striving to provide solutions that are innovative, sustainable, and suitable for each specific case," says Andrea. She continues:

Personal development is important to me, and Boxon provides the opportunity for it. In the midst of life's hustle, I value the freedom and opportunity this role gives me to deliver my best in both work and personal life."

Supplier case - Doxa

Doxa increases tracability with certified Post-Consumer Recycled plastics

Doxa Plastics is an important supplier of plastic stretch film to Boxon. The demand for sustainable industrial packaging made from recycled plastic is growing, and the applications are becoming more advanced and versatile. Boxon and Doxa have been working together since 2002, testing new products and innovative solutions over the years.

Doxa supplies our stretch film, REUSE, which contains 30% recycled plastic (PCR). Ensuring the origin of PCR can be a challenge, but we feel confident buying from Doxa as they are now a licensee for Plastic Second Life.

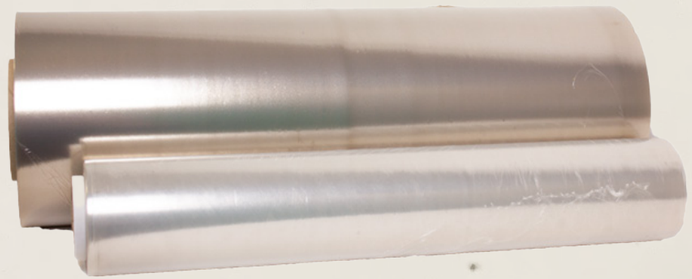
Certification in line with the Plastic Second Life Standard (PSV) is important for all organisations involved in plastic recycling, whether it's pre- or post-consumer recycled plastics. This certification directly contributes to sustainable development and benefits society. We are excited to continue our collaboration with Doxa and aim to launch stretch film with an even higher percentage of recycled material in the future.

"We aspire to work with recycled materials and emphasize the criticality of collaboration for the best results."

Mathias Olsson,
Strategic Sourcing Manager
-Boxon

PCR Power 30% Machine stretch film

PCR Power 30% Hand stretch film



Supply Chain

We are committed to providing and supporting decent and meaningful jobs throughout the value chain. This also means taking a holistic approach to living wage, labour rights, ethical business practices and gender equality at work.

All Boxon suppliers have signed our Supplier Code of Conduct. This includes the basics of the ten principles of the UN Global Compact with the aim of protecting labour and human rights, promoting a positive impact on the environment, securing children's rights and ensuring sound business practices.
Through annual compliance processes and audits, we ensure that products, services, materials and components come from responsible sources. It is an approach that covers all suppliers throughout our value chain.

In 2023, we put more emphasis on strengthening the dialogue with our suppliers in the context of decarbonisation, by identifying more sustainable materials and responsible sourcing of raw materials. We have worked closely with suppliers to establish reporting of CO_2e from production, the share of recycled material per product, and to secure an FSC chain of custody to Boxon for our main paper, cardboard and wood suppliers.

Suppliers screened using environmental and social criteria

As an integral part of our compliance process, all new suppliers are screened against environmental and social criteria and sign our Supplier Code of Conduct & Requirements. Our existing suppliers are audited every two years against environmental and social criteria - either through physical onsite or through onlineaudits . In 2023 146 suppliers was audited:121 out of 245 active suppliers were followed up through an online audit and 25 suppliers were audited on-site. 84% of these suppliers have established environmental and labour practices and a human rights policy.

Suppliers

In 2023, 146 suppliers were monitored in a through an onsite and/or online audit , with the following results.

Suppliers audited by 3rd party	**41%**
Suppliers that have a Labour and Human Rights policy	**84%**
Suppliers that have an Environmental policy	**84%**
Suppliers that have ISO 14001	**38%**
Suppliers that have EMAS	**2%**
FSC certified suppliers delivering fiber-based products	**69%**
FSC certified Nordic suppliers approved towards BOXON Chain of Custody	**57%**
Suppliers compliant with REACH	**86%**
Suppliers compliant with ROHS	**80%**

"We believe sustainable sourcing is a competitive advantage for our company. Through a close collaboration with our material and logistic partners, we can together accelerate the transition towards a climate neutral offer and more sustainable solutions.",
says Patrick Fernandes, VP Procurement & Supply

Sourcing regions

Nordics	**50%**
East, Central and South Europe	**35%**
Asia	**15%**

Facts & Figures

Boxon Group in December 2023 (GRI 2, 2-30, 404-1, 405-1, 406, 407-1)

Companies	Region	Turn-over (MSEK)	FTE	Male/ female rep	Male/ female mgrs.	Male/ female Executive/ Boxon Global mgr. (GMT)	Male/ female rep Boad	ISO 9001 & ISO 14001	FSC % site	Eco Vadis	Ethics & Anticor-ruption training (ware-house & pro-duction excl.)	Col-lective agree-ments	De-velop-ment talk	Co-worker survey parti-cipation
Boxon Group AB	Sweden	1	5	3/2	3/2	2/2	8/1 Boxon Group Board covers all Boxon companies	Yes	N/A	Gold	4	Yes	92% avarage	88% avarage
Boxon AB	Sweden	754	109	66/43	11/4	3/1	2/0 also covered in Boxon Group Board	Yes	5 of 5 sites = 100%	Gold	96	Yes	92% avarage	88% avarage
Boxon AS	Norway	123	13	9/4	1/0	0/0	4/1 also covered in Boxon Group Board	Yes	1 of 1 sites = 100%	Gold	9	No	98% avarage	88% avarage
Boxon A/S	Denmark	124	10	7/3	1/0	0/0	3/1 also covered in Boxon Group Board	Yes	2 of 2 sites = 100%	Gold	9	No	98% avarage	88% avarage
Boxon OY	Finland	169	34	25/9	5/1	0/0	5/0	Yes ISO9001 No ISO14001 in June - 23)	0 of 2 sites = 0%	Gold	12	Yes	92% avaragre	88% avarage
Boxon GmbH	Germany	240	22	13/9	4/0	1/0	N/A Boxon Group Board	Yes	2 of 2 sites = 100%	Gold	19	No	92% avarage	88% avarage
Boxon SARL	France	45	3	2/1	0/1	0/0	N/A Boxon Group Board	Yes	1 of 1 sites = 100%	Gold	3	No	92% avarage	88% avarage
Boxon Shanghai	China	178	31	15/16	4/3	1/0	N/A Boxon Group Board	Yes	1 of 1 sites = 100%	Gold	25	No	92% average	88% avarage
Boxon Thailand	Thaiand	-	-	-	-	0/0	2/0 - also covered in Boxon Board Group	N/A	N/A	N/A	-	-	-	-
Boxess i Värnamo AB	Sweden	99	6	5/1	1/0	0/0	5/0	No	0 of 1 sites = 0%	Gold	6	Yes	100%	N/A - too few emp-lyees
Boxon Group	**Sweden**	**1734 MSEK**	**233**	**145/88 M 62% F 38%**	**30/11 M 73% F 27%**	**7/3 M 70% F 30%**	**Boxon Group Board M: 87,5% F: 12,5%** **Avarage all Boards: M: 91% F: 9%**	**ISO 9001 Yes 88% No 12% ISO 14001 Yes 78% No 22%**	**80%**	**100%**	**183 empl. 79% of co-wor-kers excl. wh/prod** **100% of Boxon Board members**	**66%**	**95&**	**88%**

Boxon Group Key Indicators Labour & Human Rights and Ethics
Zero no/0% of work-related accidents and/or diseases recorded.
Zero no/0% reported work-related injuries
Zero Lost time injury (LTI) frequency rate
Zero Lost time injury (LTI) severity rate
Zero no%/0% reported incidents of discrimination
Zero no%/0% reported violations of human rights
233no/100% of employees, temporary employees and contracts workers in Boxon Group have living wage and follows respective countries collective agreements as a minimun.
Zero no/0 % of reported and confirmed Whistle Blower cases

UN Global Compact & Communication on Progress

Organisations that have endorsed the Global Compact must produce an annual COP (Communication On Progress), detailing how they meet the ten principles. In the index below you find the page references to all relevant information.

UN Global Compact principle		Page
Human Rights		
1	Businesses should support and respect the protection of internationally procla-imed human rights	13-14, 15, 32-24, 40, 44 & GRI Appendix
2	Businesses should make sure that they are not complicit in human rights abuses.	
Labour		
3	Businesses should uphold the freedom of association and the effective recog-nition of the right to collective bargaining.	13-15, 32-24, 40, 44 & GRI Appendix
4	Businesses should work to eliminate all forms of forced and compulsory labour.	
5	Businesses should work to abolish child labour.	
6	Businesses should work to eliminate discrimination in respect of employment and occupation.	
Environment		
7	Businesses should support a precautionary approach to environmental challenges	13-15, 16-21, 24-29, 34 & GRI Appendix
8	Businesses should undertake initiatives to promote greater environmental responsibility	
9	Businesses should encourage the development and diffusion of environmen-tally friendly technologies	
Anti-Corruption		
10	Businesses should work against corruption in all its forms, including extortion and bribery	13-15, 32-34, 37, 44 &GRI Appendix

Definitions

Circular economy
The core of a circular economy is to re-think the traditional, linear way of production-use-waste, so a drastic reduction on the environment and the climate can take place. The aim is to create a material loop where ultimately "waste" is eliminated with a mindset to design, reduce, reuse and recycle as much as possible.

Circularity
The practice of encouraging reuse and recycling to ensure that products and services contribute to a circular economy.

CO_2
Carbon dioxide, a gas formed during all carbon combustion processes, such as fossil fuel combustion.

CO_2e (-eq)
Carbon dioxide equivalent, a measure used to compare the emissions from various greenhouse gases on the basis of their global warming potential, by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential. For example, methane is a greenhouse gas with 25 times the global warming potential than carbon dioxide. Hence, 1 kg methane has the same climate impact as 25 kg of CO, meaning 1 kg methane equals 25 kg CO -eq.

Carbon footprint
A carbon footprint is the total greenhouse gas emissions caused by an individual, event, organization, service, place or product, expressed as carbon dioxide equivalent (CO_2-eq.).

EcoVadis
EcoVadis is an organization that performs assessments of a company's sustainability performance in the areas of environment, ethics, labour and human rights and sustainable procurement. Currently, over 75 000 companies are being assessed by EcoVadis, and the top 1% are rewarded with platinum status.

PCR
Post-Consumer Recycles, meaning recycled after it has been used for its intended purpose by the customer. When it has completed its purpose, these plastics are recycled through traditional curbside or collection recycling.

PE
Polyethylene, a polymer primarily used for packaging such as plastic bags, plastic films, and containers including bottles.

SDG
Seventeen Sustainable Development Goals to abolish extreme poverty, fight inequality and injustice and protect our planet, adopted by UN in 2015 under the umbrella of Agenda 2030.

Global Compact and CoP
A UN initiative in the area of corporate social responsibility. Participating organizations agree to adhere to ten principles in the areas of human rights, labor conditions, the environment and anti-corruption. Companies applying the Global Compact framework must report an annual Communication on Progress (CoP) on the ten principles. Boxon interpretation of the Global Compact is reflected in Code of Conduct. You can find Boxon CoP on page 43.

Greenhouse gas emissions (scope 1, 2 and 3)
Greenhouse gas emissions are all those emissions from human or natural activities that affect the greenhouse effect of the Earth's atmosphere. High levels of greenhouse gases present in our atmosphere are causing global warming. Greenhouse gas emissions from companies are divided into three scopes. Scope 1 accounts for direct emissions generated by the organization, e.g., fuels combusted at production sites, emissions from company-controlled vehicles and emissions from ozone-depleting substances.

Scope 2 includes the indirect emissions from purchased energy, including electricity, steam and district heating. Scope 3 contains the results of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly impact in its value chain.

GRI
The Global Reporting Initiative's sustainability reporting standards (GRI Standards) are the first and most widely adopted global standards for sustainability reporting.

ISO
International Organization of Standardization, developing and publishing many international standards, e.g., quality management standard (ISO 9001) and environmental management standard (ISO 14001).

KPI
Key Performance Indicator, a term describing the measures taken to follow up on progress on company targets.

GRI - index

General Disclosures 2021 | Topic standards 2016

	Disclosure	Page	Omission
GRI Standard	**The organization, reporting practices, activities, and workers**		
GRI 2-1 to 2-8	2-1 Organizational details	4, 44 & GRI Appendix	
	2-2 Entities included in the organization's sustainability reporting	3, 44, & GRI Appendix	
	2-3 Reporting period, frequency and contact points	3, & GRI Appendix	
	2-4 Restatements of information	3, & GRI Appendix	
	2-5 External assurance	3, & GRI Appendix	
	2-6 Activities, value chain and other business relationships	4, & GRI Appendix	
	2-7, 2-8 Employees and other workers	4, 44, & GRI Appendix	
GRI Standard	**Governance**		
GRI 2-8 to 2-14	2-8, 2-11, 2-14 Governance structure	GRI Appendix	
GRI Standard	**Strategy and policies**		
GRI 2-22 to 2-28	2-22 Statement from CEO/CSO, Strategy & commitments	8, 9, 12-14	
	2-23 Policy commitments	13, 15, 25, 33 & GRI Appendix	
	2-26 Mechanism for seeking advice and raisin concerns	44, & GRI Appendix	
	2-27 Compliance with laws and regulations	GRI Appendix	
	2-28 Membership associations	GRI Appendix	
GRI Standard	**Stakeholder engagement**		
GRI 2-29 to 3-1	2-29 Approaches to stakeholder engagement	GRI Appendix	
	2-30 Collective bargaining agreements	34, 44, & GRI Appendix	
	3-1 Identification and selecting stakeholders	GRI Appendix	
	3-1 Stakeholder analysis	GRI Appendix	
GRI Standard	**Material topics**		
GRI 3-1 to 3-3	3-1 Process to determine material topics	12, 13, & GRI Appendix	
	3-1 Risk analysis	GRI Appendix	

	Disclosure	Page	Omission
Labour & Human Rights	**Human Rights & Labour practices**		
Own disclosure	Development talk and employee survey Living wage Living wage mapping and benchmark Working conditions measures	33, 44, & GRI Appendix 32, 44, & GRI Appendix GRI Appendix GRI Appendix GRI Appendix	
GRI 402-1, 403-1 to 403-10	402-1 Minimum notice period	GRI Appendix	
	403- Critical Incident of Risk & Accident/Safety Management	GRI Appendix	
	403-1 Occupational health and safety system	GRI Appendix	
	403-2 Hazard identification, risks, incidents investigation	GRI Appendix	
	403-3 Occupational health and safety services	GRI Appendix	
	403-4 Worker participation on health and safety	GRI Appendix	
	403-5 Worker training on occupational health and safety	37, & GRI Appendix	
	403-6 Promotion of worker health	GRI Appendix	
	403-7 Mitigation health & safety	GRI Appendix	
	403-8 Workers covered by health and safety	GRI Appendix	
	403-9 Work-related injuries, ill health	44, & GRI Appendix	
	403-10 Work-related ill health	44, & GRI Appendix	
Labour & Human Rights	**Freedom of association, child labour, forced labour**		
GRI 07-1 to 409-1	407-1 Operations & Suppliers freedom of association	13, 32-34, 40-41, & GRI Appendix	
	408-1 Operations & Suppliers risk for child labour	13, 32-34, 40-41, & GRI Appendix	
	409-1 Operations & Suppliers risk for forced labour	13, 32-34, 40-41, & GRI Appendix	
Labour & Human Rights	**Workforce diversity, inclusion, training and education**		
GRI 102-41	102-41 Collective bargaining agreements	34, 44, & GRI Appendix	405-2 Confidentiality Boxon measure yearly but it's not public information
GRI 404-1 to 406-1	405-1 Diversity of governance bodies and employees	34, 44, & GRI Appendix	404-1 Information incomplete No system for measurement
	405-2 Ratio basic salary and remuneration male/female	GRI Appendix	
	406-1 Incidents of discrimination	44, & GRI Appendix	
	404-1 Trainings & Average hours of training employees/ year	37, 44, & GRI Appendix	
Environment	**Sustainability performance of products and solutions**		
Own disclosure	Sustainabe product use of eco-friendly or biobased material	16-21 , & GRI Appendix	
	Life cycle analysis & Product Carbon Footprint	18-19, 28, & GRI Appendix	
	Total Cost Analysis	GRI Appendix	

	Disclosure	Page	Omission
Environment	**GHG Emissions**		
GRI 305-1 to 305-3	General overview	GRI Appendix	
	305-1, 302-2, 302-3 CO_2e Scope 1 2,3	24, 26-26, & GRI Appendix	305-4 Information incomplete – Not part of information from MyClimate
	305-4 GHG emissions intensity	GRI Appendix	
	305-5 Reduction of GHG emissions	24, 25-27, 29, & GRI Appendix	
Environment	**Energy management**		
GRI 302-1 to 302-5	302-1, 302-1 Energy consumption	25-26	
	302-3 Energy intensity	GRI Appendix	
	302-4 Reduction of energy consumption	25-26	302-5 Information unavailable Boxon is not measuring as we do not have production of products
	302-5 Reduction in energy requirements of products/ services	GRI Appendix	
Environment	**Waste materials management**		
GRI 301-1 to 301-3	301-1 Materials used	20, & GRI Appendix	
	301-2 Recycled input materials	18-19, & GRI Appendix	
	301-3 Reclaimed products	18-19, & GRI Appendix	
	306-1 Waste generation	27, & GRI Appendix	
	306-3 Waste Generated	27, & GRI Appendix	
	306-4 Waste diverted	GRI Appendix	
	306-5 Waste to disposal	GRI Appendix	
Environment	**Water management**		
GRI 303-1 to 303-4	303-1 Interaction with water as a shared resource	GRI Appendix	
	303-2, 303-3, 303-4 Water use – standard and process	64 GRI Appendix	303-1-303-4 Not applicable Boxon does not have production, water only for domestic use
	305-5 Water consumption	GRI Appendix	
Ethics	**Anti-corruption and anti-bribery**		
GRI 205-1 to 205-3	205-1 Operations assessed related to corruption	32-33, & GRI Appendix	
	205-2 Communication and training	37, 44, & GRI Appendix	
	205-3 Confirmed incidents & actions taken	44, & GRI Appendix	
Ethics	**Information security**		
410	Audits of control to prevent information security breaches	GRI Appendix	
	Confirmed Information security breaches	GRI Appendix	
	Records retention schedule	GRI Appendix	

	Disclosure	Page	Omission
Ethics	**Product labelling and instructions**		
417-1 to 417-3	417-1 Requirements	GRI Appendix	
	417-2 Incidents of non-compliance products	GRI Appendix	
	417-3 Incidents non-compliance marketing	GRI Appendix	
Own discloser	Products recalls and incidents	GRI Appendix	
Ethics	**Customer health & safety management**		
416-1 to 416-2	416-2 Incidents of non-compliance	GRI Appendix	
	416-2 Incidents of non-compliance	GRI Appendix	
Ethics	**Local communities and social engagement**		
413-1, 413-2	Operations with local community and impact assessment	36-37, & GRI Appendix	
Supply chain	**Supply chain Environment**		
308-1 to 308-2	308-1 New suppliers screened towards environmental criteria	32-33, 40-41, & GRI Appendix	
	308-2 Existing suppliers evaluated towards environment & actions	32-33, 40-41, & GRI Appendix	
Supply chain	**Supply chain Social**		
414-1 to 414-2	414-1 New suppliers screened towards social criteria	32-33, 40-41, & GRI Appendix	
	414-2 Existing suppliers evaluated towards social, and actions taken	32-33, 40-41, & GRI Appendix	
Supply chain	**Supplier evaluation 2023**		
Own disclosure	Supplier geographical overview	GRI Appendix	
	Supplier onsite CSR/Sustainability audit	GRI Appendix	
	FSC Chain of Custody	32, 40-41, & GRI Appendix	
	Supplier online CSR/Sustainability audit		

About the GRI Appendix

This is Boxon Group Sustainability Report, written in reference to GRI Standards. Boxon Group Sustainability Report is issued on a yearly basis. The statutory Sustainability Report 2023 covers our operations and sustainability work for the calendar year 2023. The report fulfills Swedish law and with an external examination by 3rd party Marzars Sweden. Omissions or incomplete data are commented on directly in the GRI index.

Reporting principles

The report focuses on performance 2023, but some historical data may be included for the purpose of comparison. To ensure correct reference to Global Reporting Initiative (GRI), additional data not reported in the main text can be found in the appendix. Boxon use the ESG platform MyClimate to collect data, which is also verified and summarized by 3rd party MyClimate. The carbon footprint is based on the internationally recognised standard ‚The GHG Protocol: A Corporate Accounting and Reporting Standard' and includes the climate-relevant greenhouse gases that are calculated according to the equity share approach.

Changes in reporting

The business impact has been measured through a materiality analysis and the GRI Standards have been used as a framework for planning, structuring, and presenting the results. During 2023, the materiality analysis was reviewed and for which material topics, targets and KPIs were adjusted accordingly.

Boxon has selected and reports on the disclosure(s) that most adequately reflect our impacts on the material topics and for which group targets have been made. The material topics are connected to:

GRI 403 - Human Rights & Labour practices
GRI 404 – Workforce diversity and inclusion
GRI 405 – Training and education
GRI 305 – GHG Emissions
GRI 302 – Energy Management

GRI 302 – Materials
GRI 306 – Waste
GRI 303 – Water
GRI 205 – Anti corruption & anti bribery
GRI 417 – Product labelling and instructions
GRI 416 – Customer health and safety
GRI 413 – Local communities and social engagement
GRI 308 – Supply chain Environmental
GRI 414 – Supply chain Social

Boxon has also included its own disclosures "**Sustainability performance of products and solutions", "Product Design and Life Cycle Management", "Carbon emission BigBags" and "Supplier evaluation 2022"** to allow for reporting on our Group target to increase the amount of offered products with a lower climate impact and responsible sourcing.

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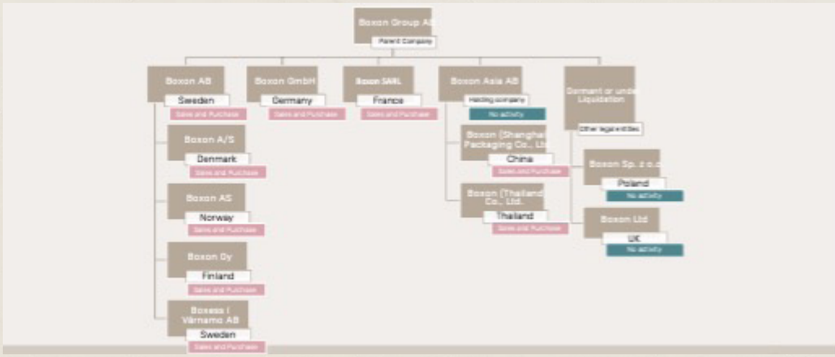
GRI - facts in following topics

In this GRI appendix, we give detailed information about Management approach, Materiality incl stakeholder- and risks analysis, Labour & Human Rights, Environment, Ethics and Supply chain

Management approach incl governance, policy and memberships

GRI	Organisation & Governance
2-8, 2-11, 2-14	Boxon Group is having subsidiaries in eight countries with legal entities which includes Sweden (Boxon AB, Boxess AB), Germany (Boxon GmbH), France (Boxon SARL), Denmark (Boxon A/S), Norway (Boxon AS), Finland (Boxon OY), China (Boxon Shanghai) and Thailand (Boxon Thailand). Boxon Thailand was registered in September but has no turnover nor any employees during 2023. The entire Group operates 10 distribution centers with a total warehouse space of almost 40 000 square meters with a permanent stock of 3 000 articles to 12 000 active customers. Boxon serves the eight markets with legal entities, but also other markets such as, central Europe, Benelux, the US, India, and others. The total group turnover in 2023 was 1 734 MSEK. Boxon Group AB has the head office in Helsingborg, Sweden and in 2023 the Boxon group had 233 FTE's. • The main assortment range offered includes: • Corrugated packaging • Plastic packaging • Wood packaging • Labelling • Machines for packaging and printing • Wide range of services  *Boxon Group legal and business structure*

Management Structure

The Boxon Group is organised by markets - Nordics, EMEA and Asia.
Each market has full responsibility for their own market as well as selling the complete offer. The management is organised into one management group for the total operation and each function have a global responsibility, except for Sales that is organised per market.

Board of Directors (BoD)

- Financial follow-up
- Decision about the Strategy and follow-up
- Decisions about investments, acquisitions
- Major organisational changes
- Follow-up on management

Board of Directors (BoD)

- Leading the Bcxon group
- Strategy execution and follow up
- Operations
- Organistation al questions and changes
- Preparing for Board of Directors decisions
- General follow-ups

Board of Directors (BoD)

- Sales Strategy follow up
- Business and Sales developmemt
- Knowledge sharing

Board of Directors (BoD)

- Decisions on price changes
- Decisions on price structure
- PB per market (Nordic, EMEA, Asia)

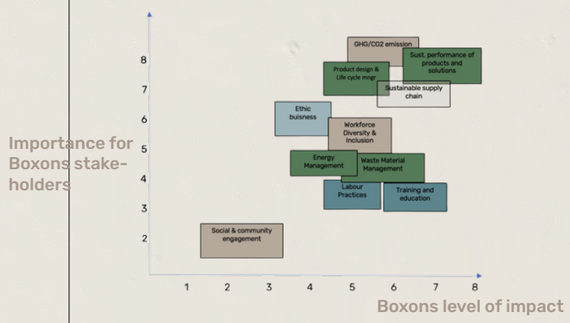
Management structure Nordics, EMEA and Asia

For projects that require cross-functional resources and funding, our organisation is supplemented with a project organisation, in case of major changes or projects. Decisions on the use of available funds to meet the company's business concept, policies, and objectives, are made by the management team and documented in the budget process. Decisions on the start of a strategic project are made by the management team. Decisions on the project launch for limited changes are made by sales manager/function manager. Changes that concern only one region or function are considered an activity and a part of the normal workflow, so it is not defined as a project.

The Chief Sustainability Officer (CSO) is the management's representative in Environmental Social and Governance (ESG) matters. The CSO should ensure that the ESG system is respected and continuously valued. Internal and external audits account for the operational quality of the system. The CSO and Quality manager should ensure that quality and environmental systems comply with the requirements of ISO 9001: 2015 and 14001: 2015, and those quality- and environmental audits are carried out on a regular basis.

2-23 Policy commitments	Boxon is committed to the Ten Principles of the UN Global Compact as well as the International Labour Organisation (ILO). In 2022, Boxon Group implemented a new Code of Conduct, which is based on our core values V.E.T.A - Win together, Simplicity, Transparency, Responsibility. This is an overall policy that sets the principles, standards, and the moral and ethical expectations for us all as employees and for our business partners. The Code of Conduct provides a clear outline of expected behavior, and instructions on what is and isn't considered good practices by the company. The Code of Conduct is a policy that shall be used internally as well as externally, and it's summarized in four areas: Environment, Human and Labour Rights, Ethics and Supply chain. We have one document covering the essentials in how we as a company takes responsibility for people, planet, and society and this is integrated in everything we do.
2-26 Mechanisms for seeking advice and raising concerns	Boxon is committed to conducting business with honesty and integrity. We expect our entire workforce to adhere to high standards. Any suspicion of misconduct should be reported as soon as possible. This principle applies to all employees, managers, consultants, contractors, interns, casual workers, and agency workers. Aurelius promotes a culture of transparency where people feel confident to report concerns related to misconduct. Whistleblowing is the disclosure of wrongdoing or threats relating to our business activities. This encompasses bribery, fraud, money laundering and terrorist financing as well as other criminal activities, lapses in judgement, health and safety risks and any breach of legal or professional obligations. It also includes violations of human rights, environmental offences, tax offences, breaches of antitrust and competition laws, breaches of product safety and regulatory requirements, and significant breaches of data protection. Out whistleblowing is available on all Boxon websites and it's open to use for employees, temporary employees, contract workers, customers, suppliers, suppliers' employees or any other stakeholder who wants to report an incident. Whistle blower is handled by a 3rd independent party. No of reported cases of business ethics related to violation through internal and external whistle blower procedure, public available on Boxon websites: **Zero cases reported in 2023**
2-28 Membership associations	We interact with and support external business associations, to get access to the latest developments within sustainability but also to formally commit to common standards. The association plays a major role in the public dialogue between industry representatives, politics and society. They take a proactive position on sustainability topics within the packaging sector in Germany. 1. Nordic Bioplastic Association The goal of the Nordic Bioplastic Association is to be a Nordic collaborative platform that represents companies in the Nordic region in activities related to the development of bioplastics 2. FKG – the Scandinavian Automotive Supplier Association FKG represents their members interests towards politicians, industry organizations and media in Sweden and globally. 3. European Flexible Intermediate Bulk Container Association Boxon is committed to the EFIBCA Code of Conduct and the EFIBCA-Q Quality Promise. EFIBCA has a special focus on the FIBC industry, implementing ethical principles and fair competitive behavior. 4. Gesamtverband Kunststoffverarbeitende Industrie e.V.

Materiality incl stakeholder & risk analysis

GRI	Process to determine material topics & matrix
RI 3-1, 3-2, 3-3 Material topics, Material matrix	Central tools for our sustainability work are the stakeholder- and materiality analyses. They help us map and identify the most important focus areas within sustainability for our business. In 2023, a review of the stakeholder analysis led to an adjustment as we saw an increased interest in active work on sustainability issues related to climate, circularity and recyclability. The materiality analysis for Boxon is performed by the Global Management Team (GMT) based on stakeholder input. In the process of identifying material topics, benchmark criteria from SASB Materiality finder and EcoVadis have been especially useful sources. We selected two industries "Packaging and Containers" respective "Manufacturer of Corrugated and Paper board" and we prioritised relevant benchmark criteria. Out of 27 identified relevant sustainability topics, 10 topics were of importance for stakeholders and Boxon level of impact, and thereby material for our organization and for our stake- holders. In the matrix below, our material sustainability topics are mapped out in accordance with the analysis performed by the GMT. The materiality analysis is the foundation for our group sustainability targets and needed KPIs. Our material sustainability topics are also the ones we choose to report on in accordance with the GRI. A full report of the selected GRIs can be found in the GRI Index. **Boxon Materiality Matrix**  1. GHG/CO2 Emissions GHG Scope 1-3, covering both direct and indirect emissions 2. Sustainable performance of products Including use of raw material, recyclability, and reusability 3. Product design and Life cycle Review of a product from raw material to end of life. 4. Sustainable supply chain Responsible sourcing, human rights- and environmental performance 5. Ethic business Anti-corruption and anti-bribery 6. Workforce Diversity & Inclusion Gender equality, inclusion, and diversity 7. Waste management Minimize waste in our operations 8. Energy management Energy efficiency and renewable energy 9. Labour practices Practices that affect employment 10. Training & education Individual development for co-workers, meeting organizational need 11. Social & community engagement Contribution to children and youths in vulnerable situations

GRI	Stakeholder analysis
2-29	Boxon annually reviews and updates our stakeholder analysis. Selected functions at Boxon that cover different aspects and interests of the company are invited to a workshop to share their experience, knowledge and understanding about the stakeholders included in Boxon's stakeholder analysis. Interviews with different stakeholders have been performed during 2023, who also provided to additional valuable expectations and requirements. Boxon Group has identified the stakeholders below that have a significant interest or impact.

GRI	Direct Stakeholders	Dialogue form	Questions & focus
3-1	Our Employees	Workplace meetings, management meetings, monthly group meetings, internal training, Boxipedia info, employee surveys, incident follow-up, performance reviews, materiality analysis	Sustainable business & products, Code of Conduct, business ethics questions, performance, work environment & safety, cooperation, diversity.
3-1	Our Customers	Meetings, workshops, daily contact, seminars, customer surveys, Trustpilot, external interaction platforms, performance follow up, materiality analysis	Sustainable business & sustainable products, Code of Conduct, economy, environmental issues (e.g. carbon dioxide emissions, life cycle analyses, products
3-1	Our Suppliers	Procurement, supplier evaluations, materiality analysis, discussion meetings.	Code of Conduct, requirements responsible sourcing /sustainable raw material/recycled raw material/labor & human rights, costs, reduced environmental impact, safety in the workplace.
3-1	Our Owners	Annual Report including Annual Review and Sustainability Report, questionnaires from analysts & ratings, website, materiality analysis	Sustainable economic value development, strategies, challenges, risk management, climate change, environmental impact, labor practices, , ethics, human rights.
3-1	The Labour Union	Labour meetings & negotiations	Labour rights, Equality and Inclusion, Health & safety
3-1	Our Lenders	Personal meetings, financial communication.	Economic value development sustainable in the long term

GRI	Direct Stakeholders	Dialogue form	Questions & focus
3-1	The media	Ongoing contacts with CEO, marketing officer and sustainability officer, interviews/questionnaires for network, social media	Strategies, industry & customer requirements focus on sustainability, environmental impact, energy, ethics, sustainable products, innovation & trends
3-1	Universities and other type of higher education	Ongoing contacts with colleges and universities, study	Sustainable business & sustainable products, Code of Conduct, economy, environmental issues (e.g. carbon dioxide emissions, life cycle analyses, products
3-1	External auditors and Certification bodies	Audits, social issues in working groups for standard audits.	Legislation and criteria of the standard in question.
3-1	Industry organizations	Working groups, inquiries, information meetings, development work, policy issues.	Legislation, energy and climate, standardization, circular economy, waste directive, industry targets, policies and strategies.
3-1	NGO's	Network, forums, interactive platforms, reporting tools, workshops/accelerators	Official Commitments, Environment & Human rights issues, transparency & sharing knowledge

GRI	Risk analysis	Risk management
3-1	**Climate change** None of Boxon's operations have been identified to be at the risk of extreme weather conditions. There is a risk that suppliers will operate in areas with risk of extreme weather conditions, or that such conditions will affect the transportation of materials. Another risk for Boxon regarding extreme weather conditions is the change of need and use of Boxon products and specific material.	Ongoing contacts with CEO, marketing officer and sustainability officer, interviews/questionnaires for network, social media
3-1	**Greenwashing** In the field of sustainability there is a risk of greenwashing to convince partners of better performance and results. This can be hard to see through for customers and partners. As Boxon is working hard to be honest and give facts, there is a risk of losing business to competitors with lower ethical standards in the field of sustainability.	Boxon works hard to use facts in sustainability, and as far as possible to be able to prove the facts given. Therefore, Boxon often use certificates to prove raw material origin, or to use third party review of carbon footprint assessment. Boxon supports training of customers/partners in the field of sustainability, so they will be able to compare in a correct manner the sustainability performance of Boxon.

GRI	Risk analysis	Risk management
3-1	**Safe and labour** The process in the warehouses can be dangerous for warehouse employees if instructions and procedures are not complied with. Also, work-related risks exist for all employees, for example related to travel, well-being, etc.	Health and safety are top priority for Boxon. Action to improve the working environment is ongoing at all sites and knowledge is shared within Boxon group. Boxon's concern for its employees to improve their well-being is described in this Sustainability Report, under the chapter Fair & Equal
3-1	**Increasing environmental/regulatory demands** Due to the on-going discussions in society about single use plastics and waste for packaging there is a risk that regulatory requirements will increase in the future. Changes in regulatory and/or legal demands in different countries may cause an unfavorable market situation for Boxon compared with competitors and/orc competing products.	Boxon closely monitors changes and updates in legislation at an early stage and responds accordingly. In addition, Boxon has increased capacity on regulatory knowledge through external expertise over the years, to stay well informed about upcoming changes and to participate in selected associations. Boxon also proactively adapts its products, for example removing PVC in the products.
3-1	**Dependency to transportation** All our products are being transported to the users and there is a risk that we are not optimising the way of transport enough, and by that increasing the Co2 emissions	By increasing the optimization of logistic flows, we can minimize the risks. In the future, changes in the logistic sector for more environmental-friendly power sources will improve the impact dramatically
3-1	**Price increase – raw material** Increasing prices of the raw material has an impact on Boxon profitability. The price of the raw material depends on world market prices and supply, which can vary greatly.	Boxon has created a sourcing and business model that follows and acts on market price variations.
3-1	**Supply** Boxon depends on timely and correct delivery of packaging solutions from customers. Delays in production causes limitations in delivery to customers.	Group sourcing has a group-wide strategy for sourcing and close cooperation with the supplier has kept the supply chain stable. Sourcing support and supply planners s continuously monitor the supply chain. Boxon works with dual sourcing when needed, limiting the dependency of a single supplier.
3-1	**Unethical business behavior** In business, there is a risk of unethical, unfair or even corrupt situations arising. This would harm the reputation of Boxon and have a financial impact.	The Core Values, Code of Conduct incl the Ethics policy all work to avoid any unethical behavior in Boxon business. A Whistleblowing function was implemented in 2022 to enable anonymous reporting of unethical behavior.

Labour & Human rights

In this section we present how Boxon Group is working with topics connected to Labour & Human rights, that has been selected based on our Materiality analysis. These are topics that are important for Boxon stakeholders and where Boxon can have an impact.

GRI	Human Rights & Labour practices	
General 403-8, 403-9, 403-10	Boxon is a global HR-organization where we have common systems and tools. Therefore, our data connected to this area is compiled from our systems. Topics, issues and incidents within Health and Safety are handled and documented in our HR council, where HR managers meets every quarter. Root cause analysis is done for all reported incidents. Regarding employee contracts, more than 98% have permanent positions. We have less than 2% temporary contracts and external consultants/staff.	98 % permanent positions 2 % temporary positions and external consultants/contract workers
102-41 Collective bargaining agreements	Employees covered by collective bargaining is 66%, which covers employees in Sweden and Finland When there is no collective agreement, we are following local laws and local collective agreements in each country except for China where we apply Scandinavian standard for collective agreements. This is applicable for 34% of employees (as the other 66% have collective agreement). The collective agreements in Sweden and Finland, covers following social measures: - Collective agreement on Employees health & safety - Collective agreement on Training and career management - Collective agreement on diversity/harassment and discrimination - Collective agreement on working conditions. - Collective agreement on employee representative body.	66 % of employees covered by collective agreements
Own disclosure Living wage	All Boxon employees, permanent and temporary, and contract workers have minimum living wage. Boxon employees and temporary employees' salaries are benchmarked towards respective country's collective agreements, this relates to both the companies covered by collective agreements (66% of Boxon employees) and the other companies that follow each countries collective agreements.	100% of Boxon employees, temporary employees and contract workers have minimum living wage.
Own disclosure Living wage mapping and benchmark	1. Internal employees paid below living wage. 2. Average wage gap for employees paid below living wage against living wage benchmark. 3. Internal employees and contract workers covered by living wage benchmarking analysis, which means we are paid above living wage levels 4. Internal employees and contract workers paid below living wage.	1. 0% 2. 0% (everyone has above living wage) 3. 100% 4. 0%

GRI	Human Rights & Labour practices	
Own disclosure Working conditions measures	1. Compensation for extra or atypical working hours: Additional compensation to employees for overtime and all other forms of hours worked in excess of the normal hours for each employee are covered first of all in the individual working contracts and then in the collective agreements. For those companies where we do not have collective agreements, we have compensation that follows the collective agreements in their respective market 2. Flexible organization of work: The main workplaces in Boxon are our various offices and warehouses. It is in these places we spend most of our working time but sometimes it is necessary/suitable to work remotely, which then can be decided with respective manager. This is the main global policy, and each country decides on the working arrangements that are most suitable for them. The working arrangements are continuously revised, depending on needs and market situation. 3. Family friendly programs e.g. parental leave: Parental leave benefits are set according to the collective agreements in each country, and we always strive to support the wishes for parental leave.	1. 100% of employees incl temporary employees 2. The policy relates to all employees but some employees/positions have demands on physical presence such as, for example warehouse operators, service technicians and production co-workers. For temporary employees it depends on the assignment. 3. 100% of employees, incl temporary employees
402-1 Minimum notice periods regarding operational changes	The minimum number of weeks' notice typically provided to employees is set according to national laws and collective agreements. For our offices and countries with collective bargaining agreements the notice period is defined in collective agreements. We define it in the same way for the offices and countries that do not have collective agreements. Workers who are not employees but whose work and/or workplace is controlled by the organization, have their agreement with their employer, which have signed Boxon Code of Conduct.	For all employees with permanent and temporary contract.
Own disclosure Development talk and employee survey	Once per year, all Boxon permanent employees and temporary employees that have worked min 12 months have a development talk with their manager. Besides the yearly development talks regular follow-up talks are held with their manager following the development talk. The development talk demonstrates how the employee can plan for personal development with support from the manager. All Boxon co-workers also have the possibility to participate in the anonymous co-worker survey once a year, which is done through our HR system Heartpace.	95% of employees had their development talk in 2023 and in that process the individual development plan is set. 88% no of employees participated in our anonymous employee survey 2023.
403-1 Occupational health & safety system	An occupational health and safety system is implemented in all Boxon companies, according to each country's laws, regulations, and legal requirements. 100%/All Boxon employees and temporary employees are covered in these processes. Boxon (Shanghai) Packaging Co Ltd is certified; ISO 45001:2018 (valid until 2024-07-27) but the rest of our companies are not certified by 3rd party,	The health and safety systems (see above) are valid for 100% employees, permanent and temporary in Boxon Group. Boxon (Shanghai) Packaging Co Ltd is certified; ISO 45001:2018
403-2 Hazard identification, risk assessment and incident investigation	All companies/units within Boxon Group facilitate yearly risk assessments according to the national laws and regulations.	All employees, permanent and temporary in Boxon Group, are included in risk assessments.

GRI	Human Rights & Labour practices	
403-3 Occupational health services	In Germany, France, China, FInland and Sweden we have voluntary health checkups made by occupational health services and these partners are also available for different kind of health care services in between the checkups. In Denmark and Norway, we don´t have this voluntary health checkups and by that not the same cooperation ongoing process regarding health care but when any needs regarding working life occur, we offer our employees' health service care. All employees health related information are private and confidential.	90% of our employees are covered with our agreements with partners allowing us to have continuously ongoing health service and when special need occurs, we use the same partners as with our proactive work within health and safety.
403-4 Worker participation consultation and communication on occupational health and safety	Local Boxon representatives for occupational health and safety, proactively identifies topics and involves co-workers. They report according to national laws and regulations. We have Health & Safety committee in Finland and in Sweden, Helsingborg, Sweden (these sites are our workplaces that are big enough to have Health & Safety committee instead on only local representatives). The H&S committee and local representatives are handling worker participation consultation and health and safety topics. The representatives in the committees, incl the local representative, are elected by the co-workers, however Boxon welcomes every co-worker who wants to participate in these committees.	100% of Boxon Group employees are represented by either local health and safety representative or Health and Safety committee, elected by the co-workers.
403-5 Worker training on occupational health and safety	**Regular health & safety trainings for all Boxon operations regarding First aid/ CPR, Fire training/eduction and ergonomical trainings:** CPR, physical trainings sessions using defibrillator and manage airway obstruction. Nordics; Helsingborg 2022-06-01—02, Kjula 2022-10-26, Bromma 2022-11- 25 ASIA; Shanghai 2022-11-10 First Aider = First Aid training valid for 2 years EMEA; Bremen 2022-06-02, Krefeld 2023-04-27 First Aid training 4 hours in Lempäälä, Finland 2023-01-19 – 12 employees Annual safety instruction in the area of office workplaces and home offices EMEA; Teams meeting 2022-06-24 Fire training; both theoretical and physically using fire extinguisher Nordics; Helsingborg2022-05-12+2022-05-17, Kjula 2022-11-10 EMEA; for "Brandschutzhelfer" in Bremen and Krefeld 2022-07-27 Fire training; both theoretical and using fire extinguisher incl. emergency rescue drill and fire drill ASIA; Shanghai 2022-11-10 Physiotherapist trainings/ergonomics training "Sustainable Working life" in Helsingborg – 49 participants – 2023-09-27+2023-09-29 Denmark – 10 participants – June 2023	100% employees incl temporary employees, are covered in trainings over the years. Some trainings are specific for nominated employees (in some roles) and some trainings are targeting all employees.
403-6 Promotion of workers health	In Germany, France, China, FInland and Sweden we have voluntary health checkups made by occupational health services and these partners are also available for different kind of health care services in between the checkups. In Denmark and Norway, we don´t have this voluntary health checkups and by that not the same cooperation ongoing process regarding health care but when any needs regarding working life occur, we offer our employees' health service care.	90 % of employees are covered by health care processes by external partners and have access to voluntary health checkups.

GRI	Human Rights & Labour practices	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by Business relationships	We work actively with our customers in providing equipment's, services, training within packaging and how they can mitigate health & safety risks and impact. We offer, for example, packaging machines that enables more automated packaging which prevents customers co-workers' health, we analyze customers distribution flows and provides with equipment that are safe and efficient for customers co-workers. We also offer detailed instructions for how to handle our products, both customers and other stakeholder in our value chain. All available in instructions, connected to relevant products.	
403-8 Workers covered by an occupational health & safety management system	100% of all employees, temporary employees and contract workers are covered by Boxons Health & Safety process and procedures. Everyone gets an introduction to our Health & Satefy system and is offered participation in relevant trainings. Boxon Shanghai Boxon (Shanghai) Packaging Co Ltd is certified; ISO 45001:2018 (valid until 2024-07-27). The rest of the Boxon companies has not been audited or certified by an external party.	100% of all employees, temporary employees and contract workers are covered
403-9, 403-10 Work-related injuries	Boxon treats all employees in the same way, no matter if an employee has a permanent or temporary position. All have the same working conditions and rights. All work-related injuries and work related ill health are reported and act upon for Boxon employees, temporary employees and contract workers	
403-9, 403-10 All employees + Workers that are not permanent employee (work is controlled by Boxon)	The summary for 2023 regarding work related injuries and work-related ill health: 1. Zero number and rate of fatalities as a result of work-related injury and ill health; 2. Zero number and rate of high-consequence work-related injuries (excluding fatalities) and ill health 3. Zero number and rate of recordable work-related injuries and ill health 4. Zero number of main typers of work-related injury and ill health 5. LTIFR of zero - Lost time injury (LTI) frequency rate 6. LTI severity rate of zero - Lost time injury (LTI) severity rate	1. Zero number/0% 2. Zero number/0% 3. Zero number/0% 4. Zero number/0% 5. LTIFR of zero 6. LTI severity rate of zero
403-9, 403-10 All employees Workers that are not employees - work is controlled by Boxon	The number of hours worked. The number of hours worked for workers that are not employees is less than 1% of no of total hours. Boxon does not have a working environment with work-related hazards that pose a risk of high-consequence injuries. The highest risk area is the warehouses, and here detailed procedures for handling goods have been implemented. Boxon has also implemented a Health & Safety plan, with trainings and controls.	440.406 hours 85% of employees work in an office area. 12 % of employees work in warehouse. 3% of employees work in production
403-10 Work-related hazards	The number of work-related ill health caused by work conditions or practices are 0% for 2023. Work-related hazards that pose a risk of ill health are included in our risk analyses procedures.	Zero cases/0% (As zero cases of work-related ill health)
406-1 Incidents of discrimination	The handling of incidents of discrimination is described in Standard Operation Procedure Health & Safety. Employees can report internally to either manager, managers manager, HR managers or local Health and Safety representative. The employee decides depending on the incident to which representative the employee is reporting. Incidents are reported and handled confidentially with support from HR managers. We also have a Whistle blower procedure where the incidents are handled by a 3rd party to ensure integrity and impartiality. Root causes analysis is done for all reported incidents. Total number of incidents of discrimination during the reporting period.	Zero number of incidents of discrimination/0% of incidents

GRI	Freedom of association, child labour, forced labour	
407-1 Operations and suppliers in which the right to freedom of association and collective bar- gaining may be at risk	1. No risk in Boxon operations or with the supply chain. 66 % of Boxon employees are included in collective agreements and the remaining part have agreements that follow local laws and collative agreements. Freedom of association and collective bargaining is a prerequisite and clearly stated in Boxon Code of Conduct, which is mandatory to follow for owners, managers, employees, and suppliers. 2. All suppliers need to formally commit by signing our Code of Conduct, where freedom of association is mandatory. Every year, all suppliers are assessed and audited in this topic, among others.	1. No risk for Boxon employees 2. Boxon suppliers' signs CoC and are assessed on the topics
408-1 Operations and suppliers at significant risk for incidents of child labour	1. We have zero tolerance for child labour which is written in the Boxon Code of Conduct, for employees and suppliers. Boxon operations and offices are not situated in risk areas or in a business with this risk as we operate in the Nordics, France, Germany and China. Boxon has employee contracts for all employees and can thereby do an age verification of candidates before hiring. 2. All suppliers need to formally commit by signing our Code of Conduct and they sign on our zero tolerance to child labour. All suppliers have contracts for all employees and can thereby do an age verification of candidates before hiring. The risk for child labour is very small as we only have suppliers in an industrial set-up and there is not possibility for homeworkers. 50% of our supplier base is in the Nordics, 35% in other part of Europe and are following EU laws and regulations. A minor part, 15% of our suppliers are based in Asia. Less than 10% of suppliers in moderate risk areas. All suppliers sign that they follow UN Global Compact 10 principles and ILO. These commitments are also the criteria when assessing the suppliers, which we do at least every second year. Both online audits and physical onsite audits.	1. Zero tolerance to child labour in Boxon operations. Minimum employee age 18 years and all Boxon employees and contract workers have a contract. 2. Zero tolerance to child labour. All Boxon suppliers have contracts with their employees and are audited at least every second year. Less than 10% of suppliers are in moderate risk areas.
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	1. We have zero tolerance to forced/compulsory labour which is written in Boxon Code of Conduct, for employees and suppliers. Boxon operations and offices are not situated in risky areas or in a business with this risk. Boxon has employee contracts for all employees and can thereby monitor zero tolerance. 2. All suppliers need to formally commit by signing our Code of Conduct. All suppliers have contracts for all employees and do a verification of candidates before hiring. The risk for forced labour is very small as we only have suppliers in an industrial set-up and there is not possibility for homeworkers. 50% of our supplier base is in the Nordics, 35% in other part of Europe and are following EU laws and regulations. A minor part, 15% of our suppliers are based in Asia. Less than 10% of suppliers in moderate risk areas. All suppliers sign that they follow UN Global Compact 10 principles and ILO. These commitments are also the criteria when assessing the suppliers, which we do at least every second year. Both online audits and physical onsite audits.	1. Zero tolerance of forced or compulsory labour at Boxon operations. All Boxon employees and contract workers have a contract. 2. Zero tolerance to forced or compulsory labour at suppliers. All Boxon suppliers have contracts with their employees and are audited at least every second year. Less than 10% of suppliers in moderate risk areas.
GRI	**Critical Incident Risk Management – specific Accident & Safety Management**	
403 Critical Incident Risk Management – specific Accident & Safety Management	All companies/units within Boxon Group facilitate yearly risk assessments according to the national laws and regulations. Boxon (Shanghai) Packaging Co Ltd is certified; ISO 45001:2018 (valid until 2024-07-27) but the rest of our companies are not certified by 3rd party,	100% of all Boxon employees and companies are covered in risk management & assessments.

GRI	Training and education	
404-1 Average hours of training	Boxon measure average hours of training that is connected to Environment Social and Governance, including Health & Safety. Other training courses are not measured, as it's part of an employee's continuous competence development. Each employee has development talks with their manager, which was 92% coverage in 2023. In the development talk it is decided what type of development is needed for each employee. It might be a need of a mentor, job switching, workshops, trainings, educations etc.	In total 22 hours of training sessions. 7,5 hours average training per employee
401-1 Trainings	Trainings in topics related to ESG – Environment, Social (Labour & Human Rights), Governance (Ethics) Boxon is continuously providing skill training for employees to strengthen their knowledge and skills for work capabilities and career development. This is agreed in the yearly development talk between manager and co-worker, and many training courses are available through Boxon Academy. The purpose of training connected ESG is to increase awareness and ensure that we fulfill compliance in all aspects of Environment, Labour & Human rights, Ethics and Supply chain. During 2023, following trainings have been performed: **Environment** 1. GHG accounting and reporting. 2023-01-09 Target group: ESG country responsible 2. FSC Chain of Custody. 2023-01-19 and 3 shorter session Target group: Sales, procurement, supply & logistics, business operations, PCS, Marketing 3. Energy efficiency & waste sorting. 2023-04-03 Target group: All employees 4. Sustainable products, circularity, waste & sorting 2023-03-20, 04-14, 04-28, 05-05, 05-22, 06-01, 06-13, 06-26 Target group: Sales, Procurement, PCS, Warehouse managers. **Social** 5. Buyers at Boxon trained in Sustainable procurement including responsible sourcing, environmental requirements, child labor, forced labour, human trafficking, and business ethics in 2023-12-28. Target group. Sourcing managers, Supply leaders, Logistic leaders 6. Training gender equality, diversity, and inclusion 2023-02-08. Target group: All managers 7. Health & Safety & Ergonomics, se GRI 403-5 Target group: All employees **Governance** 8. Awareness Boxon Code of Conduct 2023-09-29 and each employee reads the Code of Conduct before their Development talk. Target group: All employees 9. Business Ethics in person training and workshop 2023-09-29 Target group. All employees except employees in warehouse and production 10. Anti-corruption training in person training and workshop 2023-09-29. Target group. All employees except employees in warehouse and production	Skills training identified and discussed with all employees in their development talk. In 2023, 95 % employees had a development talk. All employees participate in ESG training; however some roles have in dept trainings. 1. 9 employees 2. 180 employees 3. 187 employees (80%) 4. 72 employees 5. 12 employees 6. 30 employees 7. 233 employees (100%) 8. 233 employees (100%) 9. 183 employees 10. 183 employees

GRI	Workforce diversity and inclusion	
405-1	Boxon has a transparent recruitment process, clearly and formally communicated to all candidates. We have a recruitment process that all managers at Boxon companies follows, where we emphasize that together with the country HR manager, the recruiting manager shall have an open, transparent, and merit-based recruitment process which ensures equal opportunities to the job applicants. We often use established external recruitment agencies to ensure quality and fair requirements.	11 no of recruitments in 2023
405-1 Diversity of governance bodies and employees	Boxon monitors and report gender balance at all companies. Detailed gender overview per company and country – see Boxon Facts and Figures page page 42 in Sustainability report.	Total employees = male 62%/ female 38%, Management= male 73%/female 27%, Executive management (GMT) = male 70%/female 30%, Board = male 87%/female 13%
405-1 Age groups	Age groups: 1. Under 30 years old 2. 30-50 years old 3. Over 50 years old	1. Male under 30 = 4%, 2. Male 30-50 = 33%, 3. Male over 50 = 26% 1. Female under 30 = 4% 2. Female 30-50 = 22% 3. Female over 50 = 12%
405-1 Diversity	We do not measure other indicators of diversity (such as minority or vulnerable groups) due to legal restrictions (due to integrity and confidentiality).	Not measured due to legal restrictions, except gender and age balance, se above.
405-2 Ratio of basic salary and remuneration	We measure yearly ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. Salary revision is done yearly and we have a profit-sharing system in place for all permanent employees after 6 months employment Communication of our profit-sharing system is done through our internal communication in Sharepoint.	Measured every year – not public information. Yearly salary revision for all employees. Profit sharing for all employees after 6 months employment

Environment

In this section we present how Boxon Group is working with topics connected to Environment, that has been selected based on our Materiality analysis. This is topics that are important for Boxon stakeholders and where Boxon can have an impact.

GRI	Sustainability performance of products and solutions	
Own disclosure Sustainable products and use of ecofriendly or biobased input materials	The Boxon product offer consists of a large variety of different materials which respond to our customers' needs. Boxon works actively to develop and promote environmentally friendly initiatives with the ambition that our responsible lifecycle management of products is highly valued by our customers. Below is a summary if 2023 movements and the product materials we work with:	

Movements 2023

Share no articles out of total no of articles (machines, services excluded)	Standard	Customi
Share no articles "Sustainable products"	34,50%	45,40%
Share no articles FSC certified	61,40%	69,20%
Share no articles with 30-100% reycled material	50,20%	39,60%

Sustainable products	Total new sustainable products in 2023
New Standard vs new Customized	138 vs 5750
Paper & Corrugated	845
Plastic	35
Wood	1
Labels	619

No Articles that does not fulfill sustainable products criteria today but could be moved with an alternative	2164
No of articles that NEVER can fulfill sustainable product criteria	150

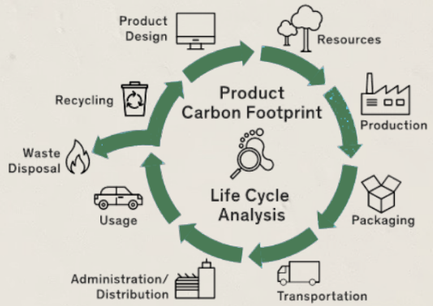
Use of ecofriendly or biobased input materials

Paper and potato starch (PaperWave Void Fill)
- Made of > 80% regrowing resources
- Super thin potato strach blend sealent layer
- FSC certified 100% recycled paper
- Recyclable by repulping

FSC certified fiber-based paper and corrugated
- Renewable
- Recyclable
- Responsible forestry

Recycled material
- Recycled plastics (post-consumer recycled and post-industrial recycled)
- Recycled and renewable fiber-based paper and corrugated
- Recyclable

FSC or PEFC certified wood
- Renewable
- Reusable
- Recyclable
- Responsible forestry

GRI	LiFe Cycle Analysis and Product Carbon Footprint	
Own disclosure Life Cycle analysis and product Carbon Footprint – cradle to grave	Boxon's commitment to Science Based Target initiatives is engaging us to work with Life Cycle Assessment (LCA) and Product Carbon Footprint to reduce material usage and our GHG emissions for our company and across the entire value chain. A full LCA and Product Carbon Footprint includes all the material usage and emissions along the entire life cycle of a product, caused by raw materials and production, transport & logistics, assembly, (use-phase) and end-of-life (recycling/disposal). In Boxon LCA & Product Carbon Footprint, we have included all these factors and the assessment has been carried out by the Foundation MyClimate. Their assessment is based on the ISO standards for Life-cycle Assessment and Product Carbon Footprints 14040/14044/14067. The system boundaries are therefore set from "cradle-to-grave".  Life cycle phases for performing a Life Cycle Assessment and for calculating a product carbon footprint (diagram by myclimate) Boxon is implementing this model and approach as an integrated part of the work done by our different functions, i.e., Construction & Design, Procurement. Logistics etc. Our Life cycle approach includes innovation, development and optimization of new sustainable products and solutions for our customers.	Total share articles where we present CO2e emissions cradle to grave/article: 90%
Own disclosure, 301, 306	In 2023, Boxon implemented a model for product design & product assessments – Holistic Design with Total Cost Analysis, which has given savings in material usage and CO2e. 	Reduction due to efficient packaging design: **Kg** 8735 kg reduced material usage **CO2** 8550 CO2e (reduction)

GRI	GHG Emission	
General overview GHG Boxon Group	**Boxon Group Carbon Footprint2023 - SE, AS, A/S, FI, DE, FR, CN, Boxess** / **2023 t CO2e** **Total emissions - *t CO2e total*** **1513** Energy 295 Employee Commuting 301 Business Travel and Overnight Stays (incl fuel cons company owned vehicles) 470 Transport 374 Food and Beverages 22 Materials 38 Waste and Recycling 13 **Total CO2e for Boxon Group** The carbon footprint is based on the internationally recognised standard 'The GHG Protocol: A Corporate Accounting and Reporting Standard' and includes the climate-relevant greenhouse gases that are calculated according to the equity share approach. The GHG accounting is performed by the 3rd party MyClimate- myclimate.org	**CO2e Boxon Group 2023** **1513 t CO2e**
305-1, 305-2, 305-3 Direct (scope 1), indirect (scope 2) and other indi-rect (scope 3) GHG emissions	Scope 1, 3 and 3: Greenhouse gas emissions divided into three scopes according to the GHG Protocol Standard. GHG emissions in metric tons of CO2 equivalent. Scope 2 is based on Gross location-based energy indirect. In scope 3 we have included all other indirect emissions resulting from the production of raw materials, products or services used by the company and from business travels in vehicles not owned by the company. **SE, AS, A/S, FI, DE, FR, CN, Boxess** / **2019 t CO2e** / **2023 t CO2e** / **Decrease CO2e 2023 vs 2019** Scope 1 359 318 11% Scope 2 252 91 64% Scope 3 1387 1105 20% Total CO2e **1998** **1513** 24%	**CO2e/Boxon Group 2023:** **Scope 1: 318 t CO2e** **Scope 2: 91 t CO2 e** **Scope 3: 1513 t CO2e**
	All gases are included in the calculations, according to the "GHG Protocol" standard. The emission values are stated in [CO2e], which means that the gases (CH4, N2O, HFCs, PFCs, SF6, NF3 or all) are calculated into equivalents of CO2. **Boxon Group Carbon Footprint 2019 to 2023 - SE, AS, A/S, FI, DE, FR, CN, Boxess** / **2019 t CO2e** / **2022 t CO2e** / **2023 t CO2e** / **Decrease % CO2e 2023 vs 2019** / **Decrease/Increase % CO2e 2023 vs 2022** / **Decrease tCO2e 2023 vs 2019** / **Decrease/Increase tCO2e 2023 vs 2022** Total emissions - *t CO2e total* 1998 1638 1513 24% 8% 485 125	All greenhouse gases are included in CO2e Biogenic CO2 emissions in metric tons of CO2 is not measured.

GRI	GHG Emission	
305-1, 305-2, 305-3	Boxon choose 2019 as the base year, as this was the year when CO2e was mapped and measured for the whole group. **Boxon Group Scope 1, 2 3 t CO2e - SE, AS, A/S, FI, DE, FR, CN, Boxess** / **2019 t CO2e** **Scope 1** **359** **Scope 2** **252** **Scope 3** **1387** **1998**	**Base year 2019:** **1998 tCO2e** **Scope 1: 359 t CO2e** **Scope 2: 252 tCO2e** **Scope 3: 1387 tCO2e**
305-1, 305-2, 305-3	The carbon footprint is based on the standard 'The GHG Protocol and includes the climate-relevant greenhouse gases that are calculated according to the equity share approach. The data for the calculations is taken from ecoinvent 3.6 and the IPCC 2013 methodology (GWP 100a). Consolidation approach: The climate-relevant greenhouse gases are calculated according to the equity share approach. Boxon is reporting through the 3rd party carbon accounting platform MyClimate, which is also summarising our carbon footprint report(s). myclimate.org	Ecoinvent 3.6 IPCC 2013 methodology (GWP 100a) Equity share approach Carbon accounting platform MyClimate
Disclosure 305-4 GHG emissions intensity	GHG emissions intensity ratio for Boxon Group is calculated on no of FTE's: Boxon Group 2023: 1513 t CO2e divided with 233 FTE. Our target is to decrease CO2e per FTE with 8 percent by 2025	GHG emissions intensity is 6,47 t CO2e per FTE Our target is to decrease CO2e/ FTE with 8% by 2025
Disclosure 305-5 Reduction of GHG emissions	**Boxon Group Carbon Footprint 2019 to 2023 - SE, AS, A/S, FI, DE, FR, CN, Boxess** / **2019 t CO2e** / **2022 t CO2e** / **2023 t CO2e** / **Decrease % CO2e 2023 vs 2019** **Total emissions - *t CO2e total*** **1998** **1638** **1513** **24%** Energy 476 383 295 38% Employee Commuting 338 307 301 11% Business Travel and Overnight Stays 488 332 470 4% Transport 455 540 374 18% Food and Beverages 39 21 22 44% Materials 67 38 38 43% Waste and Recycling 135 17 13 90% Above GHG emissions (CO2e) are reduced between base year 2019 to 2022 as a direct result of reduction initiatives. **Scope 1** • Energy efficiency activities that has been implemented in our Swedish warehouses after 3rd party energy audits • Switched to electric company cars • Overall changes in behaviour. We have emphasized in our Code of Conduct to always consider climate impact. **Scope 2** • Switch to renewable energy in Sweden **Scope 3** • Decreased business travel with flights and less overnights stays due to new travel policy where we emphasis conscious travel All Gases are included in the calculation; whether CO2, CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all. The data for the calculations is taken from ecoinvent 3.6 and the IPCC 2013 methodology (GWP 100a).	**2023 vs base year 2019: 485 t CO2e (or 24%) in reduction/ decrease**

GRI	GHG Emission	
GRI 305-5 Reduction of GHG emissions	In 2023, Boxon teamed up again with Myclimate for climate protection projects in Madagaskar, as an climte offset for theBig Bag's carbon footprint . The result is a service offered to Boxon customers, where they can invest in climate protection project to an equal amount CO2e emission caused by their BigBags carbon emissions. The climate protection projects contribution achieved the following emission reductions and the following ecological and socio-economic benefits in the climate protection project:	Climate projection projects/carbon offset Reduced amount of CO2: 948 tonnes

Boxon GmbH

In 2023, your contribution achieved the following emission reductions and the following ecological and socio-economic benefits in the climate protection project

Back to the Green Island with Efficient and Solar Stoves in Madagascar

Reduced amount of CO_2 (in tonnes)	948
Installed cook stoves	95
Reduced amount of CO_2 per cook stove per year (in tonnes)	2
Saved wood (in tonnes)	1 140
Forest area protected for this (in hectares)	5.7
People benefiting from these cook stoves	532
Jobs generated in the project in total	>265

Data source: average values of verification reports

GRI	Energy management	
302-1, 302-2 Energy consumption within the organization	Energy consumption 2023:	Energy consumption 2023: • Fuel consumption:0 (zero) l • Electricity consumption: 1 987 174 kwh • Heating consumption: 1 084 295 kwh (of which district heating based on renewable sources is 487 284 kwh/487 mwh) • Total energy consumption Boxon Group: 3 071 468 kwh • Energy sold from own produced energy via solarcells: 162 989 kwh
302-3 Energy intensity		Energy intensity: 78/m2
302-4 Reduction of energy consumption		Energy consumption: Increased between 2023 and 2022 2022 36 513 kwh (1 %) (3 071 468 kwh -3 034 955 kwh) Energy intensity increase 2023 vs 2023: 1/m2 (78-77)

Electricity Boxon Group

Companies	2022 surface m²	2023 surface m²	Electricity conventional kwh Year 2022	Electricity conventional kwh Year 2023	Electricity renewable kwh Year 2022	Electricity renewable kwh Year 2023	Total electricity kwh Boxon Group Year 2022	Total electricity kwh Boxon Group Year 2023
Boxon AB, AS, A/S, FI, GmbH, SARL, CN, Boxess	39338	39356	1003683	35078	955944	1952096	1959627	1987174
Total Boxon Group	39338	39356	1003683	35078	955944	1952096	1959627	1987174

Heating Boxon Group

Companies	2022 surface m²	2023 surface m²	Heating conventional kwh Year 2022	Heating conventional kwh Year 2023	Heating renewable kwh Year 2022	Heating renewable kwh Year 2023	Total heating kwh Boxon Group Year 2022	Total heating kwh Boxon Group Year 2023
Boxon AB, AS, A/S, FI, GmbH, SARL, CN, Boxess	39338	39356	638 801	595 011	436 527	489 284	1 075 328	1 084 295
Total Boxon Group	39338	39356	638801	595011	436527	489284	1075328	1084295

The data has been collected from Boxon systems, where we check contracts and invoices to control energy type and kwh used. The data is reported through the 3rd party carbon accounting platform My Climate, which is also summarizing our energy used in l/kwh for each company and for the whole Group.

Renewable energy 2023:

Companies	2022 surface m²	2023 surface m²	Total kwh renewable energy Boxon Group 2022	Total kwh renewable energy Boxon Group 2023	Total % renewable energy Boxon Group 2022	Total % renewable energy Boxon Group 2023	Increase % renewable energy 2023 vs 2022
Boxon AB, AS, A/S, FI, GmbH, SARL, CN, Boxess	39338	39356	1392471	2441380	46	79	75%
Total Boxon Group	39338	39356	1392471	2441380	46	79	

Renewable energy 2023:
- Total kwh renewable energy: 2 441 380 kwh
- Total % renewable energy of total energy used: 79%
- Increase renewable energy vs 2022: 75%

Companies	2022 surface m²	2023 surface m²	Total energy kwh Boxon Group 2022	Total energy kwh Boxon Group 2023	Energy/m2 Boxon Group 2022	Energy/m2 Boxon Group 2023
Boxon AB, AS, A/S, FI, GmbH, SARL, CN, Boxess	39338	39356	3034955	3071468	77	78
Total Boxon Group	39338	39356	3034955	3071468	77	78

Energy intensity ratios define energy consumption in the context of an organization-specific metric. We define energy according to 39356 m2 (3071468 kwh/39356 m2)
Boxon does not have any sites or operations outside the organisation that contributes significantly to the organization's total anticipated energy consumption.

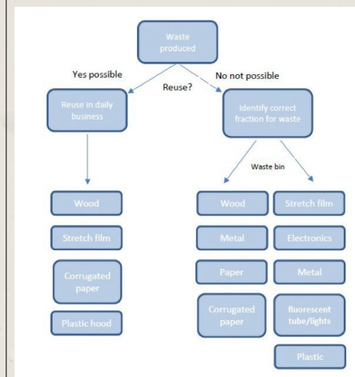
Companies	2022 surface m²	2023 surface m²	Total energy kwh Boxon Group 2022	Total energy kwh Boxon Group 2023	Energy/m2 Boxon Group 2022	Energy/m2 Boxon Group 2023	Increase total energy usage % 2023 vs 2022
Boxon AB, AS, A/S, FI, GmbH, SARL, CN, Boxess	39338	39356	3034955	3071468	77	78	1%
Total Boxon Group	39338	39356	3034955	3071468	77	78	1%

In 2023, the energy usage increased mainly for two reasons.
- It was a cold November/December 2023
- More employees in the office as 2023 has been "normal business"
- Decreased awareness of energy savings

In 2022 we saw effects from energy efficiency activities implemented in our Swedish warehouses after 3rd party energy audits and overall changes in behaviourm as e.g., decreased heating and always switching off electric equipment's, due to extremely high energy prices in 2022. We compare reduction vs 2022 as this is the first year after the pandemic with where people came back to the office.
The data has been collected from Boxon systems, where we check contracts and invoices to control energy type and kwh used. The data is reported through the 3rd party carbon accounting platform My Climate, which is also summarizing our energy used in l/kwh for each company and for the whole Group.

GRI	Energy management	
302-5 Reductions in energy requirements of products and services	Boxon is not measuring reductions in energy requirements of sold products and services achieved during the reporting period.	Not measured

GRI	Waste material management	
General – data collection	The data has been collected from Boxon systems, where we check contracts and invoices to control the input. We also get continuously reports our 3rd party companies we hire to collect waste and recycling, who in turn are controlled by country laws and regulations. The data is reported through the 3rd party carbon accounting platform My Climate, which is also summarising the data for Boxon Group and per company.	
301-1 Materials used by weight	**Material sourced for sold products** **Non-renewable material Plastics virgin** Steel Other **Renewable material** Paper/corrugated Wood	**Total used material:** 41 006 t **Non-renewable** (26 %) 9975 t (of which 718 t is recycled plastics) 222 t 552 t **Renewable** (74%) 20900 t 9357 t
301-2, 301-3 Recycled & reclaimed input materials used	**301-2, 301-3** **Recycled & reclaimed input materials used** 	**Reused/reclaimed materials used: 5100 t**
301-3 Reclaimed products and their packaging materials	Boxon has a return service for the product category BigBag/RIGK. This mean that Boxon has agreement with a service provider that collects the BigBags we have sold on the market and ensures that these are returned into the system again. 0,31 % of sold RIGK kg are returned and recycled through this service. The returning company RIGK in Germany provides us with the information of returned BigBags in kg.	KG RIGK in 2023: 12,700.37 kg KG all RIGK SOLD in 2023: 4.133.578,54 kg Recovered material in % of total kg sold: 0.31 %

GRI	Waste material management	
306-1, 306-2 Waste generation and significant waste-related impacts Waste management	We have the ambition to reach zero waste, meaning 100% recycling or recovery. To manage waste and circular system is done through clear routines for waste & recycling management, for each office and warehouse. We have agreements with different local 3rd partners that collects and reports. In this way we can measure and follow up waste to disposal and recycled material. We have KPI's for waste, which is followed up quarterly in Boxon management reviews. *Below process map indicates the way to handle the produced waste in the organisation. Aim and goal is to reuse as much as possible during operations. As mentioned above, always indentify if there is a possibility to use products before its handled as waste.*  .	
306-3, 306-4, 306-5 Waste generated Waste diverted (Reuse, recycling) Waste directed to disposal	**Waste & Recycling** Companies: Boxon AB, AS, A/S, FI, GmbH, SARL Total (t) 2022: 212.0; 212.0; 212.0; 212.0 Total (t) 2023: 264.3; 264.3; 264.3; 264.3 Sold waste to incineration (Reuse use % 2023 vs): 29.4; 29.4; 29.4; 29.4 Waste Solid Waste to Incineration (t) 2022: 29.7; 29.7; 29.7; 29.7 Waste Solid Waste to Incineration (t) 2023: 21.0; 21.0; 21.0; 21.0 Recyclin Electronic Waste (t) 2022: 0.3; 0.3; 0.3; 0.3 Recyclin Electronic Waste (t) 2023: 0.1; 0.1; 0.1; 0.1 Recyclinq General Recycling Material (t) 2022: 182.0; 182.0; 182.0; 182.0 Recyclinq General Recycling Material (t) 2023: 242.2; 242.2; 242.2; 242.2 Hazardouz waste (t) 2023 R4 recycled: 0.2; 0.2; 0.2; 0.2 Hazardouz waste (t) 2023 R9 recycled: 0.8; 0.8; 0.8; 0.8 Hazardouz waste (t) 2023 R1 incineration at: 0.; 0.; 0.; 0. Total waste diverted from disposal (including hazardous): 243,3 t - Recycling electronics: 0,1 t - Recycling general recycling material: 242,2 t - Hazardous waste diverted from disposal (recycled R4+R9): 1 t Total waste directed to disposal (incl hazardous R1): 21 t -Non-hazardous waste to disposal (incineration with energy recovery): 21 t -Hazardous waste to disposal (R1 with energy recovery): 0 t	Total waste generated 264,5 tons Hazardous waste is 1 ton and 0,4% of total waste Total waste diverted from disposal (including hazardous): 243,3 t Total waste directed to disposal (incl hazardous R1): 21 t

GRI	Water management	
303-1 Interactions with water as a shared resource	Boxon has no significant water impact in our operations and our usage of water is for domestic use only. Our main operations are situated in geographical areas where water is not a sacred resource. As we work with paper and corrugated, water is an important resource down the tiers, especially when the pulp is produced. As a distributor of packaging solutions, which is Boxon's main business area, we have limitations in how to influence water usage in our supply chain. However, in our policies and requirements towards suppliers, we emphasize the importance of water management and we follow up this topic with our suppliers every year (see further down - Supply chain/ supplier evaluation) . In markets where water-stress is a risk, we preferable order packaging material with recycled fibre-based material inputs.	
303-1, 303-2, 303-3, 303-4	An overview of water use across the organization's value chain; A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined. Not relevant as Boxon only use waste for domestic use.	Not measured – not relevant
303-5 Water consumption	Water share according to Boxon Group owner shares **Water Boxon Group** Reduction of water consumption due to installation of low-flow appliances	Total water consumption 2023: 657 m3

Companies	Water m3 Year 2022	Year 2023
Boxon AB, AS, A/S, FI, GmbH, SARL, CN, Boxess	672	657
Total Boxon Group	672	657

Ethics

In this section we present how Boxon Group is working with topics connected to ethics, that has been selected based on our Materiality analysis. This is topics that are important for Boxon stakeholders and where Boxon can have an impact

GRI	Anti-corruption & anti-bribery	
205-1 Operations assessed for risks related to corruption	Every year in Q2, the total number and percentage of operations are assessed for risks related to corruption. Significant risks related to corruption are identified through the risk assessment, which is described in Standard Operations Procedure Anticorruption and Anti-corruption risk assessment.	Corruption risk assessment performed on 100% of Boxon companies Q2 2023
205-2 Communication and Training about anticorruption policies and procedures	All employees, managers and board members within Boxon Group have got the communication about Boxon anticorruption policies and procedures. It has been communicated directly in person teams and online on-demand training is available for all co-workers on Boxon Academy/Boxipedia Formal Training for all Boxon employees and Board (except 35 warehouse co-workers and production co-workers) we performed in Q2-Q3 2023.	Anticorruption training 2023 Boxon Board members: 8 of 8=100% Boxon Employees incl managers and excl employees in warehouse/ production: 183 of 233=79%
205-2 Communication and Training about anticorruption policies and procedures	All suppliers have signed our Supplier Code of Conduct & Requirements, where ethics, anticorruption & antibribery are central parts. Boxon communicates anticorruption, and antibribery policy/procedures before our suppliers sign with Boxon. All suppliers are yearly formally audited on anticorruption and anti-bribery through online or onsite audits, according to Standard Operations Procedure for Third party assessments	Communication and audits corruption Suppliers: 100%
205-3 Confirmed incidents of corruption & actions taken	Zero incidents of confirmed incidents of corruption • Zero incidents where employees were dismissed or disciplined. • Zero incidents where business partners terminated or not renewed due to violations related to corruption. • Zero incidents of Public legal cases	0% corruption incidents

GRI	Information Security	
410 Audits of controls to prevent information security breaches	Regular monitoring of the effectiveness of the information security control system performed through internal testing and formal external auditing. Our partners, that manage our main IT systems, monitor this through different applications and also make sure applications as well as hardware have the latest updates to prevent any security hole. Once a year we have a run through where an extensive security analysis is done, where Boxon and its partner walk through the result and make necessary improvements.	1 time per year an external partner makes an formal audit of our information and IT-systems.
410 Confirmed information security incidents	Report about our security practice-related impacts. We have zero information security incidents.	0% confirmed information security incidents

GRI	Information Security	
410 Records retention schedule	Implementation of records retention schedule. Schedule indicating the length of time each type of third-party data must be retained for. Business relations Personal data will only be stored as long as there is a need to keep it in order to fulfil the purposes for which the data was collected in accordance with Boxons privacy policy https://www.boxon.com/privacy-policy/. Personal data will be deleted if the purpose of collection has been achieved. Certain personal data will, for the purpose of complying with applicable accounting legislation, be stored for seven years, counted from the end of the calendar year in which the financial year to which the information relates to ended. Contact information regarding company representatives is stored for as long as we consider the information to be necessary to maintain the relationship with the company. Deletion shall take place when we become aware that the information is no longer adequate or relevant for the purpose, or at the request of the contact person. We have used appropriate technical and organisational security measures to protect personal data against unauthorised access, alteration, deletion and other unlawful processing. The security measures taken are adequate to protect the personal data against unauthorised processing. These measures include, for example, new password rules, firewalls, automatic timeouts etc. Employees When an employee ends his/her employment a process starts where the different kind of records with personal data is destroyed. Some documents are destroyed/deleted within 3 months after end of employment and some documents are stored up to 10 years depending on different laws and regulations. All employees have access to information regarding which type of documents is deleted or kept for certain reasons.	

GRI	Product labelling and instructions	
417-1 Requirements for product and service information and labelling	The sourcing of the product components and content are specified on every customer unique offer and on standard products (offer specifications and product sheets). A 16-point datasheet is provided by the manufacturer and shared with customers for all materials requiring it by law. Product information and products data sheets are available on demand for all our customized products and in our web shop for all standard products. On these pages specification about recyclability and disposal are specified and we mark products with labeling about how to recycle the product. We also provide with safety instruction for customers in how to handle the products, e.g., safety instructions for BigBags. Sourcing of services from Boxon is not producing a risk environmental or social impact. They consist of installation and service for packaging machines with clear procedures and safety instructions.	100% packaging categories covered
417-2 Incidents of non-compliance concerning product and service information and labeling	Boxon Group has zero incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	0%

GRI	Product labelling and instructions	
Disclosure 417-3 Incidents of non-compliance concerning marketing communications	Boxon Group had zero incidents of non-compliance marketing communication reported.	0%
Own disclosure Recalls and incidents	Boxon does not have any product recalls nor any customer health and safety incidents in 2023.	0% product recalls 0% customer health & safety incidents

GRI	Customer health & safety management	
416-1 Assessment of the health and safety impacts of product and service categories	Boxon Group customer health & safety management is part of our requirements for our suppliers of packaging products and it is part of our own requirements and procedures for services.	100% packaging categories covered
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Boxon Group had zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period.	0%

GRI	Local communities and social engagement	
413-1 Operations with local community engagement, impact assessments, and development	Boxon social engagement is grounded in Boxon Group Code of Conduct. We have clearly defined that our main target group is children and youths in vulnerable situations or from vulnerable communities. The community activities that we support, are connected to inclusion and wellbeing for children and youths. We also donate to humanitarian support in areas that face extreme and challenging situations. Social impact assessments and reach are performed by the organizations we support. The reach of 7700 children has been assessed by OV Helsingborg and HIF Helsingborg. The organizations we donate to are: Operation Smile, Team Rynkeby, OV Helsingborg, HIF Helsinborg.	Donation: 35 000 Euro
413-2 Operations with significant actual and potential negative impacts on local communities	Boxon operations has no significant actual and potential negative impact on local communities.	No operations with impact on local communities

Supply chain

In this section we present how Boxon Group is working with topics connected to Supply chain, that has been selected based on our Materiality analysis. This is topics that are important for Boxon stakeholders and where Boxon can have an impact.

GRI	Supply chain Environmental	
308-1 New suppliers that were screened using environmental criteria	According to our Procurement Policy and we screen all our new suppliers on environmental criteria and all new suppliers needs to sign our Supplier Code of Conduct & Requirements, where we have specified our environmental criteria	100%
308-2 Negative environmental impacts in the supply chain and actions taken	In 2023, in total 146 suppliers were CSR/Sustainability audited: 121 out of 245 active suppliers were followed up through an online CSR audit 25 suppliers (10%) were CSR audited on-site, covering environmental criteria and impact.	In total 146 suppliers CSR audited in 2023 = 60% of all active suppliers
308-2 Negative environmental impacts in the supply chain and actions taken	None of our suppliers are identified as having significant actual and potential negative environmental impacts. As a result, we have no supplier's improvement actions, or we did not terminate any relationships due to this topic.	0% negative environmental incidents 0% actions taken
308-2 Negative Environmental impacts in the supply chain can actions taken	Risks defined in our supply chain for materials such as PE or PP plastics, as risks for pollution on land and water when not recycled. Our main criteria four all packaging solutions is that they are recyclable. Environmental impacts for materials as paper and corrugated, is that it's water and energy intense production down the tiers. We reduce risks by following up water and energy usage in our supply chain. Majority of suppliers down the tiers have closed water system in production of pulp and are in a transition to renewable energy.	No significant negative environmental impact
GRI	**Supply chain Social**	
414-1 New suppliers that were screened using social criteria	According to our Procurement Policy and we screen all our new suppliers using social criteria and all new suppliers needs to sign our Supplier Code of Conduct & Requirements, where we have specific requirements and criteria for social criteria – human and labour rights.	100%
414-2 Negative social impacts in the supply chain and actions taken	In 2023, in total 146 suppliers were CSR/Sustainability audited. 121 out of 245 active suppliers were followed up through an online CSR audit and 25 suppliers were CSR audited on-site, covering social criteria and impact	In total 146 suppliers CSR audited in 2023 = 60% of all active suppliers
414-2 Negative social impacts in the supply chain and actions taken	None of our suppliers are identified as having significant actual and potential negative social impacts. As a result, we did not give any suppliers improvement actions, or we did not terminate any relationships due to this topic.	0% negative social incidents 0% actions taken

GRI	Supply chain Social	
414-2 Negative social impacts in the supply chain can actions taken	Risk child labor, see GRI 408-1 and risk Forced labour, see GRI 409-1 . All suppliers sign Boxon Code of Conduct & Requirements where one of the main targets and statement is zero child labour/forced labour and zero tolerance of child labour/forced labour and freedom of association. The risk for child labour/forced labour is very small as we only have suppliers in an industrial set-up and there is not possibility for homeworkers. 50% of our supplier base is in Nordics, 35% in other part of Europe and are following EU laws and regulations. A minor part, 15% of our suppliers are based in Asia. To reduce risk for negative social impacts , all suppliers shall have written contracts with age control, with their employees. They also sign that they follow UN Global Compact 10 principles and ILO. These commitments are also the criteria when assessing the suppliers, which we do at least every second year. Both online audits and onsite audits.	No significant negative environmental impact

GRI	Supplier evaluation	
Own disclosure Supplier geographical overview	Sourcing per region based on purchasing value - Nordics, Europe, Asia	Nordics: 50% Europe: 35% Asia: 15%
Own disclosure Supplier onsite CSR/ Sustainability audit	121 out of 245 on-site supplier CSR/Sustainability audits covering following topics: 1. Environmental policy, Labour and Human Rights and Ethics policy 2. Practices and standard operations procedures that covers that the polices are followed in practice 3. Check points where suppliers are asked to show e.g., employee contracts, training records and material, waste storing facilities etc The suppliers we prioritize for on-site audits are suppliers in moderate risk regions as Asia and Turkey, and strategic or preferred suppliers, where we purchase min 500.000 Euro per year.	Result onsite CSR / Sustainability audits 2023: 10% of suppliers divided on following regions: Nordics: 6 Europe: 99 Asia: 10
Own disclosure FSC Chain of Custody	Boxon is working focused on increasing the share of suppliers that are compliant with Boxon chain of Custody and to increase share of FSC certified material sourced. 1. No & share of FSC certified suppliers in BOXON Chain of Custody (out of total FSC certified suppliers) 2. Share of FSC certified material out of total sourced fiber-based material (please note – this is from all suppliers and not only the suppliers approved in Boxon FSC chain of custody)	Result 2023 FSC Nordics + EMEA (exclusion FI as not certified) 1. 47 out of 84 FSC certified suppliers (in total 107 suppliers of fiberbased material) 2. 86% (based on kg) Result 2023 FSC China 1. 3 out of 3 FSC certified suppliers (in total 20 suppliers of fiberbased material) 2. 0,89% (based on purchase value)
Own disclosure Supplier online CSR/ Sustainability audit	Suppliers are made aware of Boxon's expectations in the screening process and through the Supplier Code of Conduct. The level of compliance with Boxon's sustainability expectations is being evaluated during the normal on-site audits and in the annual Sustainability online audit, and measures are taken if needed. 2023 CSR/Sustainability online audit: 1. Share Suppliers (121 out of 245) did an online audit 2. Share Suppliers that have a CSR - Labour and Human Rights policy 3. Share supplier that have an CSR - Environmental policy incl water policy 4. Share supplier that have ISO 14001 5. Share supplier that have Other 6. Share supplier that have EMAS 7. Share suppliers with FSC certification Nordic, EMEA. China (87 out of 127 suppliers that can be FSC certified) 8. Share suppliers compliant with REACH 9. Share suppliers compliant with ROHS	Result 2023 CSR/Sustainability online audit: 1. 49% 2. 84% 3. 84% 4. 38% 5. 17% 6. 2% 7. 69% 8. 86% 9. 80%

mazars

Auditor's report on the statutory sustainability report

To the General Meeting of the shareholders of Boxon Group AB
Corporate identity number 556166-5000

Engagement and responsibility
It is the Board of Directors who is responsible for the statutory sustainability report for the year 2023 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit
Our examination has been conducted in accordance with FAR's auditing standard RevR 12 *The auditor's opinion regarding the statutory sustainability report*. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that examination has provided us with sufficient basis for our opinion.

Opinion
A statutory sustainability report has been prepared.

Helsingborg on April 5, 2024
Mazars AB

Annika Larsson
Authorized Public Accountant

PRAXITY™
Empowering Business Globally

Boxon Group

Sustainability Report

2023

IMPRINT

Sustainability Report & Communication on Progress
2023, published in April 2024.

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