



Boxon Group

Sustainability Report

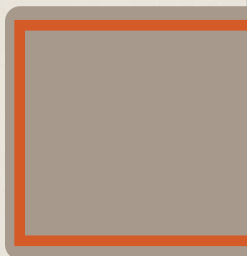
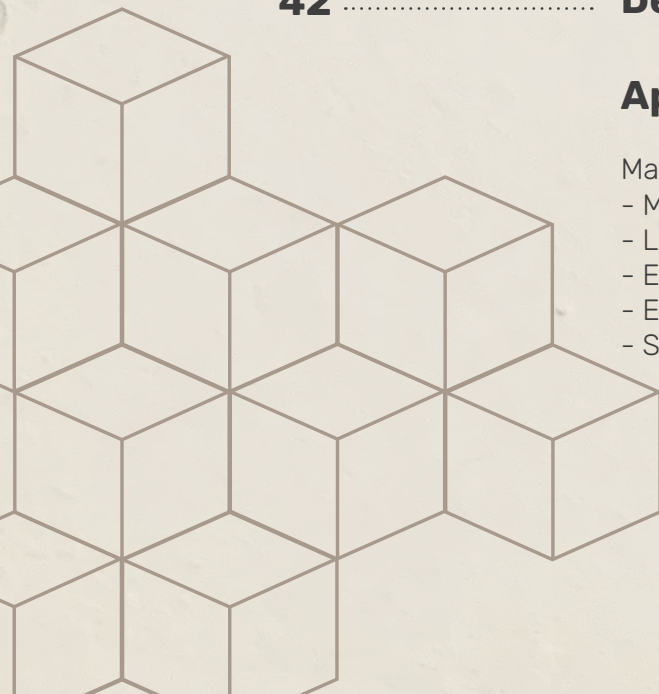
2022

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Reader guide for this report

The aim of this sustainability report is to give a clear understanding of Boxons 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, Circular & Climate neutral and Fair & Equal. This sustainability 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.

Statement on report content and topic boundaries

The report relates to the activities of Boxon Group AB, where all majority-owned subsidiaries' activities and figures are included in the scope of the present document. During 2022, Boxon Group acquired additional shares in the former associated company Boxon Oy Finland, which as of July 1, 2022, is a wholly owned subsidiary. As this company has not been part of Boxon Group for a full reporting year, GRI 300 is excluded.

We have also acquired 49,5% of Boxes & Labels International AB in 2021, which means that this entity is included for the first time in the report. As Boxon owns 61,5% in Båfi Pac AB and 49,5% in Boxes & Labels International AB, the CO₂e from these has been calculated based on owner-shares.

Statement on COP



This report represents the Communication on Progress for Boxon Group AB with reference to 2022. Boxon's Communication on Progress on the ten principles of the UN Global Compact can be found in the Appendix.

Statement on statutory reporting + GRI

Reporting period, frequency and contact point
 Reporting period: January 20220101 to December 20221231
 Reporting frequency: annual

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

Chief Sustainability Officer (CSO)
 Ann-Sofie Gunnarsson
 ann-sofie.gunnarsson@boxon.com

Boxon in brief

established

1932

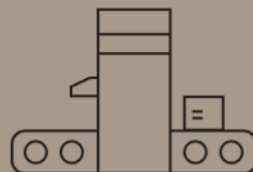
305

employees



Our Promise

Protector of things



countries

7

- Sweden
- Germany
- France
- Denmark
- Norway
- Finland
- China



Boxon Group Turnover 1 892 193 KSEK

About us

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



Our offer...

- is based on four elements; Packaging Solutions, Labels & Traceability, Machines & Equipment and Services.

12000

 customers

3000

 articles

500

 deliveries per day

10

 distribution centers

245

 suppliers

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.

• 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.

• 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.

• 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".

• 1965

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

• 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.

• 1969

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

• 2022

Boxon turns ninety and faces the future stronger than ever.

Sustainability Highlights 2022

Committed to Science Based Targets

With science-based targets we can accelerate our efforts and contribute to a low carbon economy. Our absolute CO₂e targets for 2030 and net zero target for 2040 has been approved by the Science Based Target Initiative. (page 14)

100% circular and renewable with Eco-fill

One of Boxon's co-workers figured out how to reuse old cardboard packaging material for new packaging filling - and Eco-fill was born. Eco-fill, and other type of paper packaging filling, makes it possible to switch from foam packaging chips or bubble plastic. (page 18)



Eco-fill by Boxon

Environmental traceability

We show share of recycled material, FSC certification, CO₂e per product and if the products fulfils the criteria for more sustainable product. (page 18)

Installation of solar cells

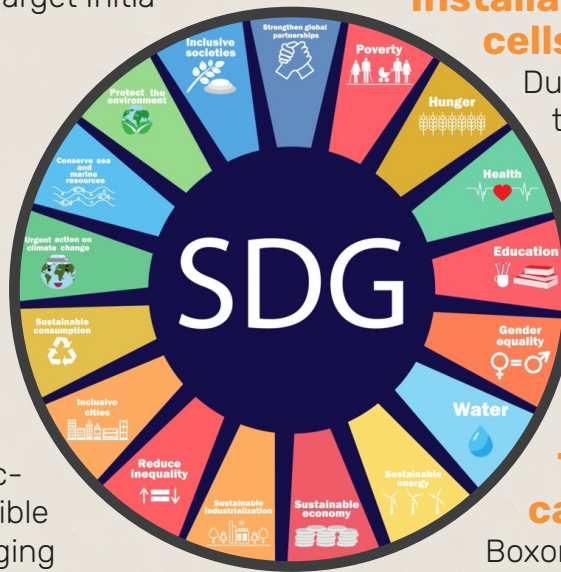
During the autumn, Boxon took the first step towards producing our own renewable energy by installing 2413 square meters solar cells on our warehouse in Helsingborg, which is estimated to reduce CO₂e from energy with 8-12%. (page 23)

Transition to electric cars

Boxon has taken a decision to switch all company cars to electric- or hybrid cars. At the end of 2022, 36% of all vehicles had been changed. In early spring this rate will reach 60%. (page 23)

Rated top 5% in sustainability management by EcoVadis

Boxon has been awarded Gold by independent sustainability rating provider EcoVadis. This means we are acknowledged to be among the top 5% companies globally in sustainability management. EcoVadis annually



More sustainable products (page 17)



At Boxon we have an ambition to make it easy for our customers to choose more sustainable packaging solution. Therefore we have introduced an assortment of more sustainable products,



- Products made of min 80% postconsumers recycled plastics (PCR)
- FSC certified renewable materials
- Easily accessible in our webshop



evaluates 100,000 companies from over 200 industries and 175 countries. (page 29)

Accelerate Target Gender Equality

Gender equality is a business priority for Boxon and in 2022 we participated in the UN Global Compact accelerator for Target Gender Equality. This has supported us in defining the long-term agenda for gender balance. (page 30)

Intention agreement for Carbon Capture Storage

Boxon is excited about the signed intention agreement with Öresundskraft for Carbon Capture Storage (CCS), in the planned CCS facility in Helsingborg, Sweden. CCS is considered as complement to other emission-reducing initiatives.



CEO and CSO Statement

Steady progress towards our long-term commitments

2022 was a year of both challenges and important actions in meeting our long-term sustainability agenda. We continued to feel the effects of the pandemic, but still made great efforts in supporting our customers with sustainable packaging solutions – all while decreasing our CO₂e with 21%. We would like to thank all colleagues, customers, suppliers and partners for their great support and work. As the year is summarized, Boxon Group sales turnover were up 29 % from 2021, surpassing previous highs.

The year has truly been an eventful one for our company. A new sustainability strategy was developed, with three cornerstones: **Sustainable packaging solutions, Climate & Circular, and Fair & Equal**. Our long-term sustainability agenda will be amplified through these cornerstones, and this will be the foundation for Boxon Group roadmap towards reaching our 2030 targets.

Initiatives and achievements

2022 has also seen several important sustainability initiatives and achievements. You can read about them throughout this report. The most important one is our decision to act against climate change and commit to setting science-based targets and to reach Net Zero by 2040.

Top 5% in sustainability

As a testament to all our efforts during the year, Boxon was rated among the top 5% of global companies in sustainability management by EcoVadis, the world’s most trusted provider of business sustainability ratings. But we will not stop here.

We continuously revise our plans and raise our level of ambition where possible. Boxon rely on our culture of entrepreneurship and learn as we go – alone or together with customers and partners. There is no time to waste in waiting for the perfect solution.

The collective effort of all Boxon co-workers and partners have set us up for an interesting 2023 – one that is full of opportunities!



Pia Jeppsson
Chief Executive Officer
and Chief Financial Officer
Boxon Group



Ann-Sofie Gunnarsson
Chief Sustainability Officer
Boxon Group

Our vision, mission and promise

Our vision is to be the most innovative and sustainable packaging company with the best customer experience. The sustainability strategy is grounded on this vision and sustainability is integrated in all strategic focus areas as growth, customer experience, people and

innovation. Our promise is to be the Protector of things, which is not only about protecting through packaging, but also about how we can do this in the most sustainable way for people and the planet.

Our strategy

Innovation

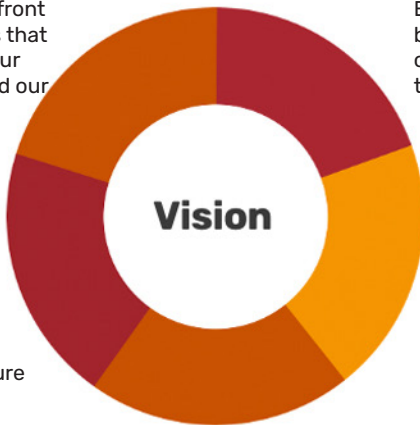
Be at the forefront with solutions that add value to our customers and our organisation.

Growth

Expand local and global business with our complete offer with focus on international customers.

People

Keep building on our values to create a dynamic and inclusive culture where people can grow.



Customer experience

Offer an optimized packaging solution, through a secure and intelligent supply chain.

Sustainability

Become circular, climate neutral and inclusive throughout the value chain.

Our promise

Protector of things

Our vision

To be the most innovative and sustainable packaging company with the best customer experience.

Our mission

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



Trend Section

Trends and challenges in the packaging industry



From waste to circular solutions

The packaging industry is facing a serious challenge of waste. During the COVID-19 pandemic - where people had to stay home - packaging from online shopping increased immensely, and the habit seem to be here to stay.

Hence, innovations around circular packaging and systems for closed material loops has accelerated and will be critical for the industry going forward. Within the EU, many companies are preparing for a Plastic Packaging Tax on all plastic packaging that does not contain at least 30% post consumer recycled content. The EU Circular Economy Action Plan sets a binding landfill target to a maximum 10% of municipal waste by 2035, meaning there is a high focus on developing packaging that is reusable and recyclable.

Demand for smart and sustainable packaging

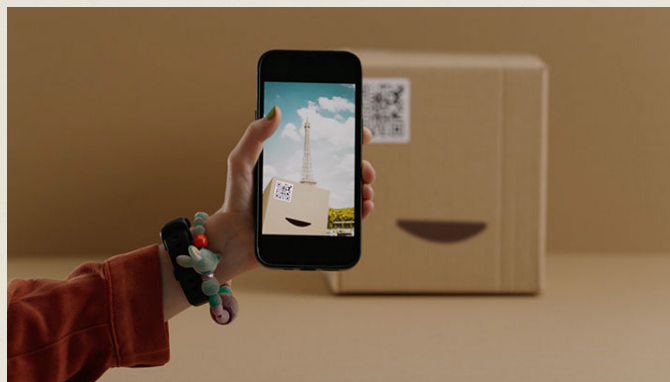
The packaging industry is adopting to sustainable solutions by making packaging more consumer- brand-, and environmentally

friendly. Packaging also becomes smarter, connected, and interactive through QR-codes and the internet of things (IoT).

This gives sustainability advantages in products and materials. Increasing consumer awareness encourages companies to adopt circular packaging solutions by using biobased, renewable and recyclable materials. At the same time, the deployment of 3D-printing and robotic packaging simplifies packaging processes and reduces costs for the packaging industry. This means that facility locations closely connected to customers, raw material and infrastructure will be even more critical factors for packaging suppliers in the future.

Traceability throughout the value chain

Another trend within the industry is the increased demand for traceability and responsible sourcing. Raw materials must be produced mindfully with respect for biodiversity, responsible forestry and water management,





labour practise and employee health and safety. This makes it even more important for the industry to follow established, third-party standards and certifications, such as the Ten Principles of the UN Global Compact, the ILO convention and FSC. All to ensure responsible sourcing throughout the value chain.

Turning challenges into opportunities

At Boxon, we embrace new trends and opportunities, and we always want to be at the forefront within packaging solutions. Reducing material usage and optimizing for logistics is part of our DNA, and we have designed for recyclability for years. We are an industry leader in sustainable, smart, and optimised packaging design. In this report, we present some of the advances we made during 2022 in answering the described shifts in our market. This is how Boxon turns challenges into opportunities.





Sustainable packaging solutions

Through more sustainable packing, Boxon inspires and supports our customers in their transformation.

Circular and climate neutral

Boxon becomes circular and climate neutral by developing more sustainable packaging solutions, applying sustainable material inputs and improve resource recovery – while growing our business.

Fair & Equal

Boxon is responsible and inclusive, throughout the value chain.

Sustainability at Boxon

Statement and ambition

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

Additionally, we are determined to do our part in reaching the Paris Agreement – limiting global warming to 1.5°C, compared to pre-industrial levels.

By integrating these commitments into strategies, policies and procedures, Boxon is not only upholding the basic responsibilities to people and the planet, but also setting the stage for long-term success together with employees, suppliers, partners and customers.

Boxon will be circular, climate neutral and inclusive throughout the value chain.

The Boxon sustainability strategy describes our long-term sustainability agenda, ambition, and commitments for all companies within Boxon Group. The purpose of our strategy is to inspire action and achieve positive changes in the packaging industry. It also enables us in setting strategic goals and targets and guides us in making the right decisions for progress.

The strategy is based on our materiality analysis and the most material topics, that has been identified in this process. These topics are considered 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.

Material Topics identified as most important for Boxon and our business operations are:

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

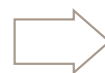
These material topics have formed the basis of Boxons three **sustainability focus areas**:



Sustainable packaging solutions



Circular and climate neutral



Fair & Equal

Sustainability Objectives

REACH Net-Zero

Boxon Group is committed to Science Based Targets and to reach net zero emissions of greenhouse gases by 2040 with absolute CO₂e reduction with 50% in 2030, and with 30% in 2025, compared to 2019 years level. *

INCREASE

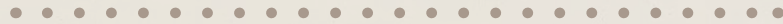
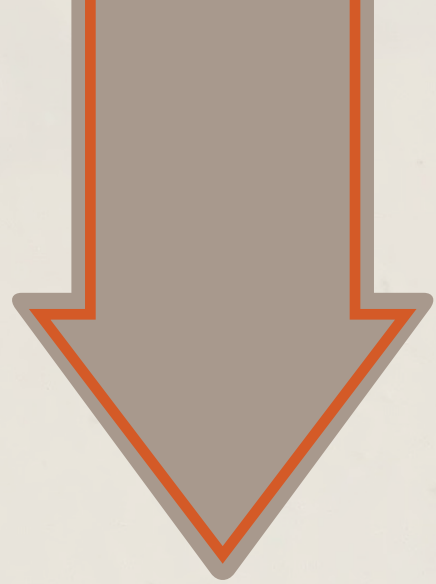
packaging solutions based on recycled material with 30% by 2025. **

STAY

innovative by continuing to introduce new packaging solutions with a climate neutral footprint.

**2040 – scope 1, 2 and 3, 2030 – scope 1, 2 and scope 3 connected to business operations (carbon footprint mapping by My Climate)*

***min 30% recycled material, share of total art no – baseline 2022*



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 numerous goals. We have chosen to focus on the SDG's that are important for our business as well as where Boxon can have a significant impact.



SDG 13 Climate action: Boxon will decrease our CO₂e and become climate neutral in accordance with our Science Based Targets. Our industry is material and logistic intense, with significant emissions throughout the value chain. The strategic focus area "Circular and Climate neutral" emphasize in the importance of circular systems for products and raw material, renewable energy at Boxon and suppliers' operations, and climate neutral logistics.

KPI's: CO₂e scope 1 ,2 and 3, CO₂e/product, Reduction Waste



SDG 12 Responsible consumption and production: Boxon wants to offer packaging solutions that are recyclable, reusable and renewable. 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 art based on recycled material, Share sustainable articles, Share suppliers signed Supplier Code of Conduct. Reported no of incidents



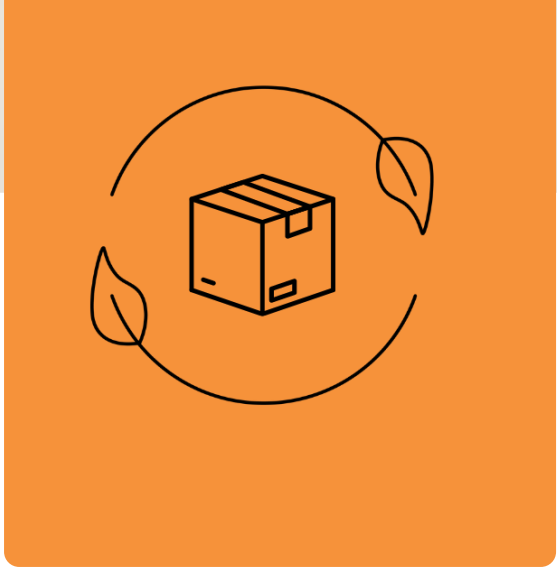
SDG 15 Life on Land: The majority of our products are made of fibre-based, wooden material. Boxons ambition is to mobilize around sustainable forest management along with our suppliers and customers. This is covered in the strategic area "Fair & Equal".

KPI's: Share & Sales art based on FSC, Share FSC certified suppliers



SDG 5 Gender Equality: Boxon wants to ensure gender balance and diversity at all levels of the company. This is a pre-requisite for sustainable growth and business development, and to attract new talents to join us. We work proactively and the whole Equality, Inclusin and Diversity (EDI) agendan in our own operations, and in our supply chain. This is covered in the strategic area "Fair & Equal"

KPI's: Gender balance among co-workers and managers



KEY TARGETS

- INCREASE packaging solutions based on recycled material with 30% by 2025 **
- Only FSC certified material for fiberbased packaging material

Key Progress		Outcome 2022	
	SDG 12 Responsible consumption and production <i>KPI's: Share & Sales art based on recycled material, Share & Sales sustainable articles,</i>	More sustainable products	⇒ 5000
		Articles based on post consumer recycled (PCR) material***	⇒ 35%
	SDG 15 Life on Land <i>KPI's: Share & Sales art based on FSC</i>	FSC certified articles	⇒ 42%

**total no of articles, 30%-100% recycled material
 ***30%-100% recycled material

Sustainable packaging solutions

A crucial aspect of delivering any product is packaging. Our business is to protect our customers products through sustainable packaging solutions, designed to meet their needs. At the same time, our packaging solutions must answer current and future demands for sustainable use of the limited resources available on our planet.

Our view is that sustainable packaging should be renewable, reusable or recyclable - to ensure that packaging materials are recovered at end of life.

Main activities in 2022

More sustainable products

During the year, Boxon progressed with our work to define a common sustainability criteria on a product level, to map our existing assortment and to launch new articles fulfilling this criteria. We have defined the criteria based on external benchmarking and high sustainability standards.

Criteria for more 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.

In 2022, we launched several sustainable products. We would like to highlight a few as these products support our longterm sustainability ambition.

REBORN stretch film

Stretch film, 100% CO₂e neutral and made from tall oil, that effectively protect products from moisture and dust, securing the goods during transport and storage.



BUBBLE PAPER & ECO-FILL

Filling material that is 100% renewable and recyclable. Both Bubble paper and Eco-fill are more sustainable alternatives for small and medium sized products. Eco-fill has additional sustainability benefits as old cardboard boxes are reused and produced locally with a shredder from Boxon.

BIG BAGS from recycled PET

Made of 100% post-consumer recycled PET. Boxon is Europe's only supplier of BigBags made of 100% recycled material, where we convert PET bottles from Indonesia into new BigBags. In 2022, we also launched BigBag/FIBC rPP made by 30% post-consumer recycled plastics, available in our web shop beginning of 2023.



Award winning LM-box

LM-Box

Our award-winning e-commerce box, LM-box, is made of 100% recyclable material. It can easily be reused for returns and is optimized for transports

with correct size to be delivered directly to your customer's mail box.

Sustainability measurements on product level

This year, major efforts have been done to define and collect input to sustainability measurements on a product level, such as share of recycled material, FSC certification and CO₂e.

Packing materials

During the year, Boxon has focused on reducing and improving basic materials in our packaging solutions. From a sustainability point of view, it is critical that we design for recycling and that we adapt packaging material to the Nordic and European recycling system.

We have introduced new materials, such as grass paper and bio-based

Packaging material overview 2022

Paper/Corrugated	38,22 %
Wood	11,30 %
Plastics (incl. post consumer recycled)	42,16 %
Other	11,30 %

polyethylene, produced from renewable raw material. Due to upcoming legal requirements on plastics, we also focused on securing minimum of 30% PCR (post-consumer recycled) in all products, a shift that will continue in 2023. One major change was Boxon banning PVC in all our products, such as tapes and labels.

FSC certification for Boxon Nordics and China

Boxon Sweden, Denmark, Norway and China became FSC certified in the early 2022. As a first step we secured FSC certification towards our 23 main suppliers. Today, 42% of our fiberbased articles are FSC certified and our

ambition is to have more than 70% articles FSC certified by the end of 2023.

We expect Boxon Germany and France to be certified in March 2023.

Certifications and Standards

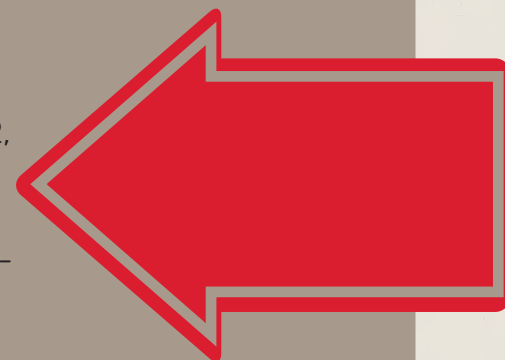


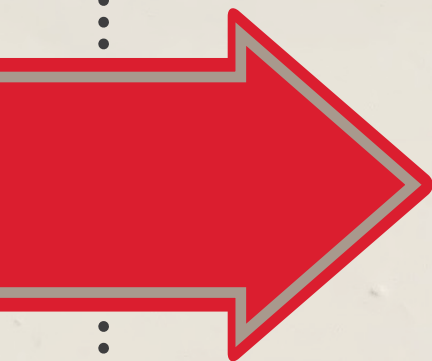
Resonate

E-commerce bag in paper or in 100% recycled plastics?

E-commerce bag in paper or in 100% recycled plastics? In 2022, we launched a new e-commerce offer and our customers have now two good options: E-commerce bag made of FSC-certified paper or E-commerce bag made of 100% post-consumer recycled plastics.

But which is better? Both have their pros and cons. Paper is renewable and plastic is lightweight. Therefore, we need to start from the packaging need. Will the packaging be kept in a dry or moist environment? Possibilities for recycling? Is there a risk that the bag ends up in nature? Boxon can guide to the best packaging solution.





Customer case

Less plastic and waste for String Furniture

The String shelf is an example of classic Swedish design, dating back to 1949. The product is a true example of sustainability – it’s durable, has timeless design and materials that will last for generations.

As sustainability runs as a red thread within String Furniture, they wanted to investigate how to reduce plastics and waste. String Furniture decided to switch to lightweighting REUSE stretch film, based on post-consumer recycled plastics, which led to 53% less virgin plastics and 52% reduced cost. They also wanted to produce their filling material locally, by reusing old cardboard packaging. String Furniture went for a shredder from Boxon, which has reduced their paper waste so far with approximate 60%. Simply, a WIN-WIN solution.

STRING FURNITURE

“In 2022 we aimed to reduce plastics and waste in our warehouses. Together with Boxon, who have been awesome in their efforts to present alternatives, we found out that we could reduce the usage of plastics with a huge amount. And still save money!”

Boxon also supplied us with a shredder that cut and make cushioning out of waste cardboard. This led to a significant decrease of waste, and we save money from not having to buy new cardboard cushioning. Five stars to Boxon!”

Erik Eriksson Teamleader Warehouse
String Furniture

Customer case

Smart packaging reduced CO₂e with 40%

A new smart packaging solution from Boxon, helped a global customer within the automotive industry to increase the filling rate in a container with 93%. It also reduced costs for the company with 10 MSEK (app 1 MEURO) per year.

Let's visualise this with an example. With this new packaging solution the customer can reduce from 5 containers to 3 containers between Shanghai to Antwerp.

Due to less containers, the customer can decrease CO₂e for logistics with 40%.



Steven Jiang
Packaging engineer, Boxon Group

"The customer wanted to increase logistics efficiency and reduce costs, which was both challenging and exciting. By optimizing the filling rate throughout the supply chain, I developed this new packaging solution for link arm which is one of my favourite designs in my career. This is also a great example of how smart design can have a positive impact with decreased CO₂."

Steven Jiang, Packaging engineer at Boxon.







Packaging solution



KEY TARGETS

- Reach Net Zero:

Boxon Group is committed to Science Based Targets and to reach net zero emissions of greenhouse gases by 2040 with absolute CO₂e reduction with 50% in 2030, and with 30% until 2025, compared to 2019 years level. *

	Key Progress		Outcome 2022
	SDG 12 Responsible consumption and production	Plastics closed material loop	 4200 t
	SDG 13 Climate action KPI's: KPI's: CO ₂ e scope 1,2 and 3, CO ₂ e/product,	CO ₂ e reduction scope 1,2 and 3, compared to 2019	 -21%

* 2040 – scope 1, 2 and 3, 2030 – scope 1, 2 and scope 3 connected to business operations (carbon footprint mapping by My Climate)

Climate & Circular

Combating climate change is a key focus area for Boxon and we are committed to the Paris Agreement with the goal to limit global warming to 1.5°C, compared to pre-industrial levels. In 2022, Boxon signed the Science Based Target initiative (SBTi).

The SBTi's Corporate Net-Zero Standard is the world's first framework for corporate net-zero target setting in line with climate science. This enables us to set targets and use methods that are validated by a 3rd party. We believe it's crucial to apply established methods to enable better transparency and collaboration with our stakeholders.

Another focus area is circularity, where the ambition is to keep materials, products, and services in circulation for as long as possible. In our operations and packaging solutions, we focus on three areas within circularity – Reduce, Reuse and Recycle.

Main activities in 2022

GHG emissions/CO₂e

In 2022 Boxon has focused on how we can continue to decrease our CO₂e while coming back to a more normal, post-pandemic business. We have decreased total CO₂e due to more renewable energy, conscious business through a hybride workplace with less commuting and by travelling with electric cars and train.

Energy management

Being conscious about our energy use is vital. In 2022, CO₂e from energy decreased with 33% vs 2021 due to renewable energy and an overall awareness about energy usage. We already now see results from energy audits and programs in our warehouses Helsingborg and Kjula, which will continue during 2023. We also signed a contract to install 2413 m² solar cells at our site in Helsingborg, which will be installed beginning of 2023. The estimated reduction of CO₂e is 8-12% and the solar cells will generate approximately 446 880 kWh per year.

Waste management

We want to minimize waste in our operations and during 2022 we reduced CO₂e from waste with 27% vs 2021. One main contributor is the recycling facilities in our Swedish warehouses and offices, along with waste management training for co-workers. Our long term ambition is to have zero waste from our operations and we will continue to implement recycling facilities for all sites within Boxon.

CO₂e product calculator

A CO₂e product calculator has been developed and verified by 3rd party MyClimate, which is one of the main tools in mapping emissions connected to our products. We have implemented the CO₂e calculation on selected products and we will cover 85% of our turnover in the beginning of 2023.



Recovery service for Big Bags

Our recovery service for collecting and recycling BigBags is an appreciated service. 21% of sold Big Bags are turned back into the recovery and recycling

system, and our ambition is to scale this type of services to more products and customers.

Life Cycle Management - from cradle to grave

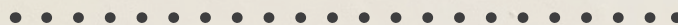
Boxon is developing a new model for Life Cycle Management, where we review a product from raw material to end of life. It is an integrated part in work done by different functions, i.e., Construction & Design, Procurement, Logistics etc. For more information, see the Appendix.

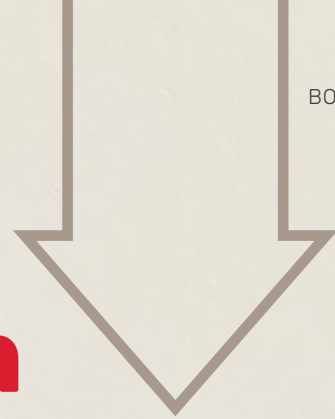
Smart design reduced CO₂ with 38%

Boxon's core competence is to reduce material and increase filling rate in logistics through smart design. With the new packaging mentioned below, we have as an approximation reduced material with 35%, decreased CO₂e with 38%, while the costs have decreased with 40%.



Old and new packaging solution





Total emission

	2019 t CO ₂ e	2022 t CO ₂ e	Development
Total t CO₂e	1889	1492	➡ -21%
Purchased electricity	246	127	➡ -48%
Heating and cooling	203	143	➡ -30%
Employee commuting	319	330	➡ 3%
Business travel and stays	892	749	➡ -16%
Waste and recycling	129	73	➡ -43%

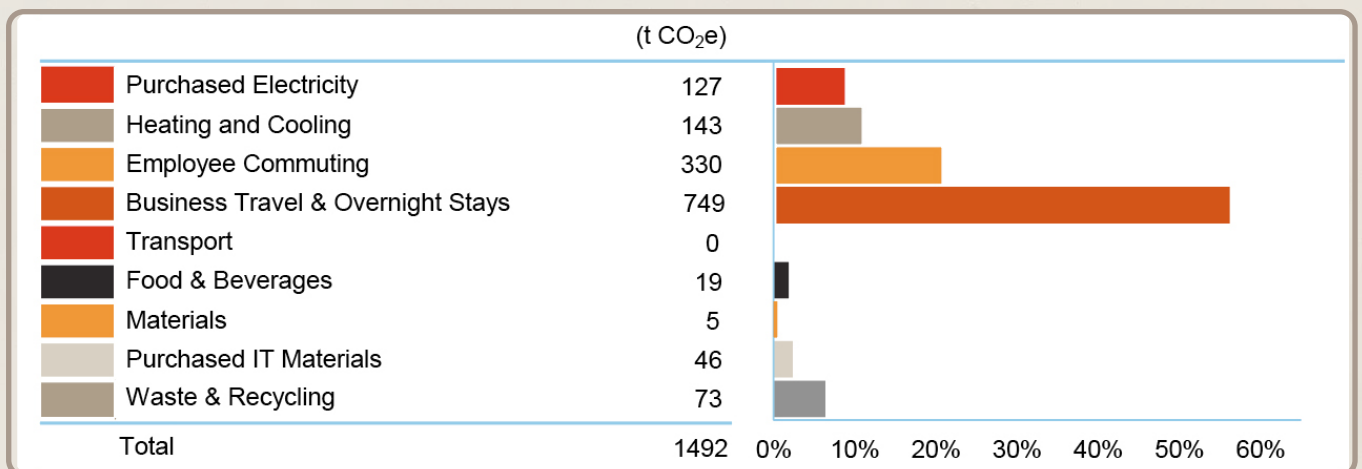


Table: CO₂e gas emissions splitted by categories

Customer case

Boxon Tech

4200 000 kg in a closed loop

The FrameTray system is one of Boxon’s most successful and innovative packaging solution. Boxon Tech has used it for more than 10 years for various automotive brands in their global supply chains. This solution has not only opened for financial, logistical, and environmental efficiencies but also developed a closed loop of material recovery, ensuring 100% plastic re-use throughout the entire supply chain. The FrameTray is an optimized injection moulded tray system designed specifically for each component, enabling the delivery of a leaner packaging solution.

Today there is a fast switch towards developing trays for the many electrification- and vehicle parts. One example is our new recycling hub in Türkiye, where various automotive parts will be shipped in our trays. In 2022, Boxon Tech in total reused approximately 4000 tonnes of plastic material into new frame trays.



Tobias Rasmusson

“We have a very exiting journey ahead of us with an increased demand from our global customers. The uniqueness with this concept is that we support our customers to reuse all packaging material in a closed loop, at the same time as we reduce transportation cost significant. Of course, this also reduce CO₂e, both due to efficient transport utilisation and reusage of material.”

Tobias Rasmusson, General Manager at Boxon Tech AB.



The closed material loop

1. FrameTray™ Manufacture

Production of customized trays to meet sub-suppliers ongoing demand



2. Automotive sub-supplier

The sub-supplier loads the trays with automotive spare-parts with an average 40-50% better pack density



4200 000 kg plastic material was reused in a closed loop during 2022



3. Vehicle & Engine Plants OEM

Components are used in automotive assembling line and empty packaging is sent to local tray recycling centre

4. FrameTray Recycling Hubs








Trays are shred down to plastic chips close to plants, and transported back to FrameTray manufacture with 90% better volume utilization





KEY TARGETS

- Leverage a top 1-5 % in EcoVadis sustainability management rating
- All our suppliers have signed Boxon Group Supplier Code of Conduct & Requirements
- All suppliers of fibre-based packaging are FSC certified

Key Progress		Outcome 2022
 <p>SDG 12 Responsible consumption and production</p>	<p>Suppliers signed Boxon Code of Conduct & Requirements</p> 	<p>100%</p>
 <p>SDG 15 Life on Land <i>KPI's: Share FSC suppliers</i></p>	<p>FSC certified suppliers - Boxon chain of custody</p> 	<p>22%</p>
 <p>SDG 5 Gender equality <i>KPI's: Gender balance among co-workers/managers</i></p>	<p>Gender balance co-workers Boxon Group</p>  <p>66% men 34% women</p>	<p>Gender balance managers Boxon Group</p>  <p>73% men 27% women</p>

Fair and Equal

To take responsibility, be inclusive and do ethical business is of strategic importance for Boxon. This includes efforts to secure responsible recruitment practices, stable and predictable work, and creating safe, secure, and empowering workplaces.

We are committed to the Ten Principles of the UN Global Compact as well as the International Labour Organisation. Our ambition is to play our full part in contributing to fair and equal business in our own operations and in our value chain by respecting and promoting human rights. Fair & Equal is the focus area within sustainability where Boxon actively work with labour- and human rights, ethics, sustainable supply chain and to set up a sustainability framework and policies. All to manage risks and opportunities around sustainability issues within and close to our business operations.

Main activities in 2022

External validation

For the second year, Boxon Group has been evaluated in sustainability by EcoVadis, a global sustainability ratings provider. Boxon was evaluated in labour and human rights, environment and sustainable supply chain.

We received Gold, placing us in the top 5% of 100 000 evaluated companies from over 200 industries and 175 countries.



Ethical business

During the year, the new Boxon Group Code of Conduct, was implemented. We provided training for co-workers and suppliers in Code of Conduct including anti-corruption and anti-bribery. It's mandatory for all suppliers to commit to and sign our Supplier Code of Conduct & Requirements and all suppliers are evaluated.

In 2022, zero incidents of corruption have been registered.

Boxon also implemented a whistleblower procedure, provided by a 3rd party. This ensures that co-workers, suppliers, suppliers' employees, customers and other stakeholders can pass on information anonymously, enabling Boxon to detect compliance violations.

Human Rights & Labour practice

Across our value chain, we support and act to secure freedom of association and collective bargaining. All Boxon companies in Sweden and Finland have signed collective agreements, which includes 73% of all co-workers. All other Boxon companies follow the collective agreements in their countries. Freedom of association is also a requirement for our suppliers, followed up on a yearly basis.

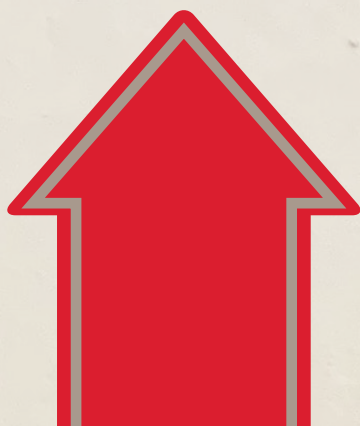
Training and education

98% of Boxon co-workers had development talks with their manager in 2022. This is documented in our HR system Heartpace, which ensures privacy and consistency. In the development talk, the need for training and education connected to the individual development plan is identified, and the manager is responsible that the

training takes place. In 2022, Boxon has continued to develop our online learning platform, Boxon Academy, which is accessible to all co-workers within the Group.

Target gender equality, diversity and inclusion

During the year we have had focus on gender equality, inclusion, and diversity. We will continue to work for gender balance at all levels and we are actively working on a diversity and inclusion plan. Our ambition is that Boxon as a workplace shall mirror society as a whole. In 2022, we participate in UN Global Compact Accelerator for Target Gender Equality which was a great support when defining the long-term agenda for gender balance and to set short term goals.



Social engagement and community activities

55000

EUROS donated

7000

children reached

Boxon makes yearly contributions to organizations working on some of the world's many sustainability challenges.

UNICEF – 5000 euro in donations to children in need of humanitarian assistance.

Gold sponsor of the non-profit organisation **Team Rynkeby**. The project raise money for children with cancer and their families through a yearly bicycle event across Europe.

OV Helsingborg and Helsingborg IF arrange sport camps every year, with the purpose to encourage children from different local communities and with different abilities, to come together through sport. They have together reached out to more than 7000 children.

Statement on war in Ukraine

We wanted to do something to support the people in Ukraine. In March 2022, we were able to donate more than 10 000 € to the International Red Cross foundation.



TEAM RYNKEBY



Coworkers

Tina -

A job with a larger purpose



Tina Jin
Technical Supervisor
Boxon China

"I have worked at Boxon in China since 2017. I like the job as it provides a sense of enjoyment and satisfaction, such as working as a team, learning new skills, especially working on challenging projects.

At the same time, it allows for work that is meaningful and contributes to a larger purpose, such as we help each other and we are making a difference. Also, the job provides flexibility in terms of work hours or location, which allows for a better work-life balance."

Johan -

Important to follow up gender balance



Johan Johnsson
Sales Manager
Sweden North

"I represented Boxon in the UN Global Compact accelerator program – Target Gender Equality. My biggest learning is that the most important step is to set targets and start measuring. It's crucial to follow our progress and to be able to change direction if the result is not in line with our ambition. This is something we immediately started to discuss internally and we are right now defining our long-term targets for gender balance within Boxon Group".

Supply Chain

The objective of our Supplier Code of Conduct & Requirements is to protect labour- and human rights, promote a positive impact on the environment, secure children's rights, and ensure sound business practices.

Through yearly compliance processes and audits, we secure responsibly sourced products, services, materials and components. It is a working method that includes suppliers throughout our value chain.

During 2022, we placed more emphasis on strengthening the dialogue with our suppliers in connection to the reduction of carbon emissions, by identifying more sustainable material inputs and responsible sourcing of raw materials. We have worked closely with the suppliers establishing reporting of CO₂e from production, share of recycled material per product and to secure an FSC chain of custody to Boxon for our main suppliers of paper and cardboard. This work has provided critical input to our newly developed CO₂e product calculator.









Suppliers screened using environmental and social criteria

As an integrated part in our compliance process, all new suppliers are screened on environmental and social criteria, and they sign our Supplier Code of Conduct & Requirements. Our existing suppliers are screened on environmental and social criteria every second year – either through physical audits or through online self-assessment. In 2022, 121 of 245 active suppliers were followed up through an online assessment. 84% of these suppliers have established environmental & labour practices and a policy for human rights.



Suppliers

In 2022, 121 suppliers were followed up through a yearly assessment, with the result below.

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		60%
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



**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 2022 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 different and substantially less 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 March 23, 2023

Mazars AB

A handwritten signature in blue ink, appearing to read 'Annika Larsson', is positioned above the printed name.

Annika Larsson

Authorized Public Accountant



Facts & Figures

Boxon Group in December 2022 (GRI 2, 2-30, 404-1, 405-1, 406, 407-1)

Companies	Region	Turnover (MSEK)	Employee full time equivalent.	Male/female rep	Male/female mgrs.	Male/female Executive/Boxon Global mgr. (GMT)	Male/female rep Board	ISO 9001 & 14001	FSC	EcoVadis	Collective agreements	Development talk	Co-worker survey participation	Included in sustainability reporting
Boxon Group AB	Sweden		5	3/2	3/2	2/2 - GMT	5/2	Yes	Yes	Gold	Yes	98% average	88% average	Yes
Boxon AB	Sweden	784000	114	69/45	10/4	3/1 - GMT	N/A Boxon Board	Yes	Yes	Gold	Yes	98% average	88% average	Yes
Boxon AS	Norway	121000	12	7/5	1/0	GMT rep Nordics from Boxon AB	N/A Boxon Board	Yes	Yes	Gold	No	98% average	88% average	Yes
Boxon A/S	Denmark	120000	10	7/3	1/0	GMT rep Nordics from Boxon AB	N/A Boxon Board	Yes	Yes	Gold	No	98% average	88% average	Yes
Boxon OY	Finland	103 000	32	24/9	5/0	GMT rep Nordics from Boxon Group	5/0 Male 100% Female 0%	No (ISO in June - 23)	No	Not included	Yes	Not included	Not included	Yes, with exception GRI 300. Acquired June 2022.
Boxon GmbH	Germany	242 000	24	13/11	4/0	1/0 - GMT	N/A Boxon Board	Yes	No (FSC in March - 23)	Gold	No	98% average	88% average	Yes
Boxon SARL	France	50 000	3	2/1	0/1	GMT rep EMEA from Boxon GmbH	N/A Boxon Board	Yes	No (FSC in March - 23)	Gold	No	98% average	88% average	Yes
Boxon Shanghai	China	166 000	32	18/14	4/3	1/0 - GMT	N/A Boxon Board	Yes	Yes	Gold	No	98% average	88% average	Yes
Bäfi Pac AB	Sweden	101 000	6	5/1	1/0	1(CEO)/0	4/1	No	No	Not included	Yes	Not included	Not included	Yes Boxon owns 61.5%
Boxon Tech AB (Alpy Group 20230101)	Sweden	160 000	5	2/3	1/0	1(CEO)/0	2/0	No	No	Gold	Yes	98% average	88% average	Yes. Included in Boxon AB for GRI 300, as they share some facilities
Boxes & Labels Int AB (Alpy Group 20230101)	Sweden	44 000	62	51/11	3/2	1(CEO)/0	5/0	Yes	Yes	Not included	Yes	Not included	Not included	Yes Boxon owns 49.5%
Boxon Group	Sweden	1892 000	305	201/105 Male 66% Female 34%	33/12 Male 73% Female 27%	10/3 Male 77% Female 23%	21/3 Male 88% Female 12%	Yes 73% No 27% of comp	Yes 54% No 45% of comp	Gold 73% of comp 27% not included	73% coworkers incl in collective agreements	98% coworkers 3 companies not included	88% coworkers 3 companies not included	All - with some exceptions
Boxon Group excl Boxon Tech Boxes & Labels	Sweden	1687 000	238	148/91 Male 61% Female 39%	29/10 Male 74% Female 26%	7/3 Male 70% Female 30%	2/5 Male 71% Female 29%	Yes 78% No 22% of comp	Yes 55% No 45% of comp	Gold 78% of comp 22% not included	66% coworkers incl in collective agreements	98% coworkers 2 companies not incl	88% coworkers 2 companies not included	All - with some exceptions

Boxon Group

Zero work-related accidents and/or diseases recorded.
 Zero reported work-related injuries
 Zero reported incidents of discrimination
 Zero reported violations of human rights
 Zero reported incidents of anticorruption
 - neither internally, nor in the context of any of our supplier relationships.

Most of the work performed at Boxon is performed by employed employees. During holidays and/or when vacancies arise, its employees normally stand in for the missing employee. Consequently, temporary workers are not normally employed. Reporting period January 20220101

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 proclaimed human rights	3, 13, 15, 29-30, 36 Appendix p 11-14, 26
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 recognition of the right to collective bargaining.	3, 13, 15, 29-30, 36 Appendix p 11-14, 26
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	3, 13-26 Appendix p 15-22, 26-29
8	Businesses should undertake initiatives to promote greater environmental responsibility	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption		
10	Businesses should work against corruption in all its forms, including extortion and bribery	3, 15, 29-30, 33-34, 36 Appendix 23, 26

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, Appendix p 2, 8	
	2-2 Entities included in the organization's sustainability reporting	3, Appendix p 2, 8	
	2-3 Reporting period, frequency and contact points	3, Appendix p 3	
	2-4 Restatements of information	3, Appendix p 3	
	2-5 External assurance	3, Appendix p 3	
	2-6 Activities, value chain and other business relationships	4, Appendix p 8	
	2-7, 2-8 Employees and other workers	4, Appendix p 2	
GRI Standard	Governance		
GRI 2-8 to 2-14	2-8, 2-11, 2-14 Governance structure	Appendix p 8-9	
GRI Standard	Strategy and policies		
GRI 2-22 to 2-28	2-22 Statement from CEO/CSO, Strategy & commitments	8, 12-15	
	2-23 Policy commitments	13,15,29, Appendix 9	
	2-27 Compliance with laws and regulations	Appendix p 3	
	2-28 Membership associations	Appendix p 9	
GRI Standard	Stakeholder engagement		
GRI 2-29 to 3-1	2-29 Approaches to stakeholder engagement	Appendix p 9-10	
	2-30 Collective bargaining agreements	30, Appendix p 13	
	3-1 Identification and selecting stakeholders	Appendix p 10	
	3-1 Stakeholder analysis	Appendix p 10	
GRI Standard	Material topics		
GRI 3-1 to 3-3	3-1 Process to determine material topics	13, Appendix p 9	
	3-1 Risk analysis	Appendix p 10-11	
	3-2 List of material topics	Appendix p 9-10	
	3-3 Management of material topics	17-19, 22-25, 28-30, 33-34	

	Disclosure	Page	Omission	
Labour & Human Rights	Human Rights & Labour practices			
GRI 402-1, 403-1 to 403-10	402-1 Minimum notice period	Appendix p 11		
	403- Critical Incident of Risk Management	Appendix p 13		
	403-1 Occupational health and safety system	Appendix p 11		
	403-2 Hazard identification, risks, incidents investigation	Appendix p 11		
	403-3 Occupational health and safety services	Appendix p 11	403-3 Not applicable. Depending on healthcare system in each country, it optional for respective market	
	403-4 Worker participation on health and safety	Appendix p11		
	403-5 Worker training on occupational health and safety	Appendix p 12		
	403-6 Promotion of worker health	Appendix p 12		
	403-7 Mitigation health & safety	Appendix p 12		
	403-8 Workers covered by health and safety	Appendix p 12		
	403-9 Work-related injuries	Appendix p 2, 12		
	403-10 Work-related ill health	Appendix p 2, 12		
Labour & Human Rights	Freedom of association, child labour, forced labour			
GRI 07-1 to 409-1	407-1 Operations & Suppliers freedom of association	13, 28, 29, 30, 33, Appendix p 13		
	408-1 Operations & Suppliers risk for child labour	13, 28, 29, 33, Appendix p 13		
	409-1 Operations & Suppliers risk for forced labour	13, 28, 29, 33, Appendix p 13		
Labour & Human Rights	Workforce diversity, inclusion, training and education			
GRI 404-1 to 406-1	405-1 Diversity of governance bodies and employees	28, 30 Appendix p 2, 13	405-2 Confidentiality Boxon measure yearly but it's not public information 404-1 Information incomplete No system for measurement	
	405-2 Ratio basic salary and remuneration male/female	Appendix 13		
	406-1 Incidents of discrimination	Appendix p 12		
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GRI 305-1 to 305-3	305-1, 302-2, 302-3 CO ₂ e Scope 1,2,3	22-23, 25, Appendix 25-26		
	305-4 GHG emissions intensity	Appendix p 15	305-4 Information incomplete – Not part of information from MyClimate	

	Disclosure	Page	Omission
	305-5 Reduction of GHG emissions	22-25, Appendix p 15	
Own disclosure	Climate compensation Big Bags	Appendix p 15	
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GRI 302-1 to 302-5	302-1, 302-1 Energy consumption	25, Appendix p 15	
	302-3 Energy intensity	Appendix p 15	
	302-4 Reduction of energy consumption	23, 25 Appendix p 15	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	Appendix 16	
Environment	Waste materials management		
GRI 301-1 to 301-3	301-1 Materials used	(18), Appendix p 16 (13-14)	
	301-2 Recycled input materials	16-18), 22, Appendix 16	
	301-3 Reclaimed products	24, Appendix p 16	
	306-1 Waste generation	24, Appendix p 16	
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	306-4 Waste diverted	Appendix p 17	
	306-5 Waste to disposal	Appendix p 17	
Environment	Water management		
GRI 303-1 to 303-4	303-1 Interaction with water as a shared resource	Appendix p 17	
	303-2, 303-3, 303-4 Water use – standard and process	Appendix p 17	303-1-303-4 Not applicable Boxon does not have production, water only for domestic use
	305-5 Water consumption	Appendix p 17	
Ethics	Anti-corruption and anti-bribery		
GRI 205-1 to 205-3	205-1 Operations assessed related to corruption	28-29, 33, Appendix p 17	
	205-2 Communication and training	29-30, Appendix p 17	
	205-3 Confirmed incidents & actions taken	29, Appendix p 17	
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	417-2 Incidents of non-compliance products	Appendix 18	
	417-3 Incidents non-compliance marketing	Appendix 18	

	Disclosure	Page	Omission
Ethics	Customer health & safety management		
416-1 to 416-2	416-2 Incidents of non-compliance	Appendix 18	
	416-2 Incidents of non-compliance	Appendix 18	
Ethics	Local communities and social engagement		
413-1, 413-2	Operations with local community and impact assessment	31, Appendix 18-19	
Supply chain	Supply chain Environment		
308-1 to 308-2	308-1 New suppliers screened towards environmental criteria	33-34 Appendix p 19	
	308-2 Existing suppliers evaluated towards environment & actions	33-34, Appendix p 19	
Supply chain	Supply chain Social		
414-1 to 414-2	414-1 New suppliers screened towards social criteria	33-34, Appendix p 19	
	414-2 Existing suppliers evaluated towards social, and actions taken	33-34, Appendix p 19	
Supply chain	Supplier evaluation 2022		
Own disclosure	Screening of suppliers	34, Appendix p 19	

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.

CO₂

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

CO₂e (-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 CO₂, meaning 1 kg methane equals 25 kg CO₂-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 (CO₂-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 37.

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.



BOXON AB

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Boxon Group Sustainability Report 2022

GRI Appendix



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 2022 covers our operations and sustainability work for the calendar year 2022. The report fulfills Swedish law and with an external examination by third party Marzars Sweden. Omissions or incomplete data are commented on directly in the GRI index.

Reporting principles

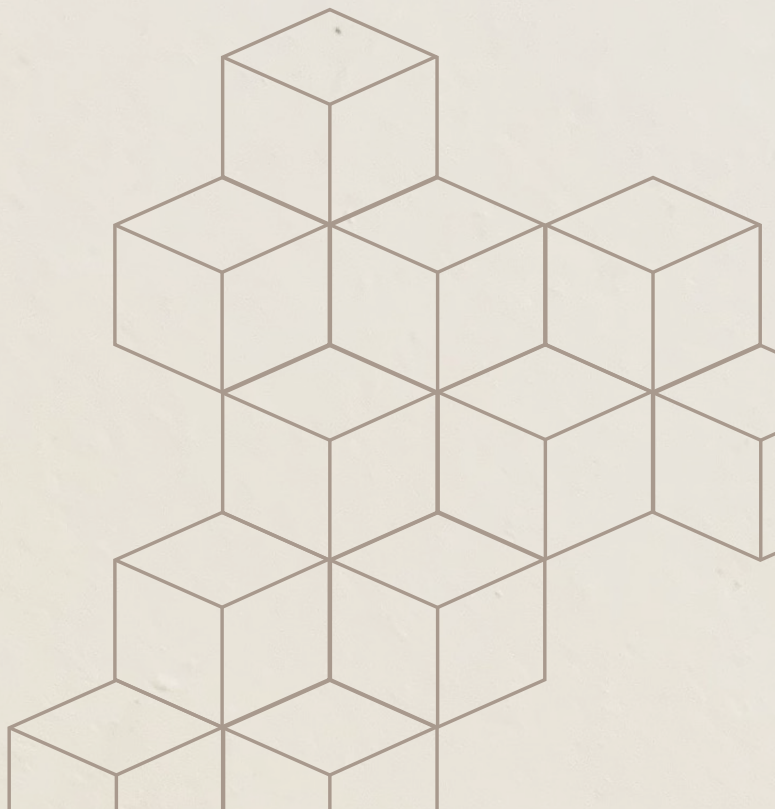
The report focuses on performance 2022, but some historical data may be included for the purpose of comparison. To ensure correct reference to Global Reporting Initiative (GRI), additional data not reported in the main text can be found in the appendix. Boxon use the ESG platform MyClimate to collect 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 2022, 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 disclosure **“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.

Contact Person:

If you have any questions regarding this report, please contact Ann-Sofie Gunnarsson, Chief Sustainability Officer at Boxon Group ann-sofie.gunnarsson@boxon.com

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	<p>Boxon Group is established in seven countries with legal entities which includes Sweden (Boxon AB, Boxon Tech AB, Boxes & Labels Int. AB), Germany (Boxon GmbH), France (Boxon SARL), Denmark (Boxon A/S), Norway (Boxon AS), Finland (Boxon OY) and China (Boxon Shanghai). In 2021, together with a partner, Boxon has established a new sub-group called Boxes & Labels International AB. The entire Group operates 10 distribution centres 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 seven markets with legal entities, but also other markets such as, central Europe, Benelux, the US, India, and others. The total group turnover in 2022 was 1 892 MSEK. Boxon Group AB has the headoffice in Helsingborg, Sweden.</p> <ul style="list-style-type: none"> • The main assortment range offered includes: • Corrugated packaging • Plastic packaging • Wood packaging • Labelling • Machines for packaging and printing • Wide range of services <div data-bbox="424 1277 1441 1719" style="border: 1px solid black; padding: 10px; margin-top: 10px;"> <pre> graph TD Root[Boxon Group AB Parent Company] --> Sweden1[Boxon AB Sweden] Root --> Germany[Boxon GmbH Germany] Root --> France[Boxon Sari France] Root --> Holding1[Boxes & Labels Int AB Holding company/Sweden] Root --> Holding2[Boxon Development AB Holding company/Sweden] Root --> Sweden2[Boxon Tech AB Sweden] Root --> Liquidation[Dormant or under Liquidation Other legal entities] Sweden1 --> Denmark[Boxon A/S Denmark] Sweden1 --> Norway[Boxon AS Norway] Sweden1 --> Finland[Boxon Oy Finland] Sweden1 --> Bffi[Bffi Pac AB Sweden] Holding1 --> Bords[Boxes & Labels Bords AB Sweden] Holding1 --> Olstors[Boxes & Labels Olstors AB Sweden] Holding2 --> Shanghai[Boxon Shanghai Ltd., China China] Liquidation --> SpZoo[Boxon Sp Zoo Polen] Liquidation --> Ltd[Boxon Ltd UK] </pre> </div> <p><i>Boxon Group legal structure – country domicile</i></p>

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.

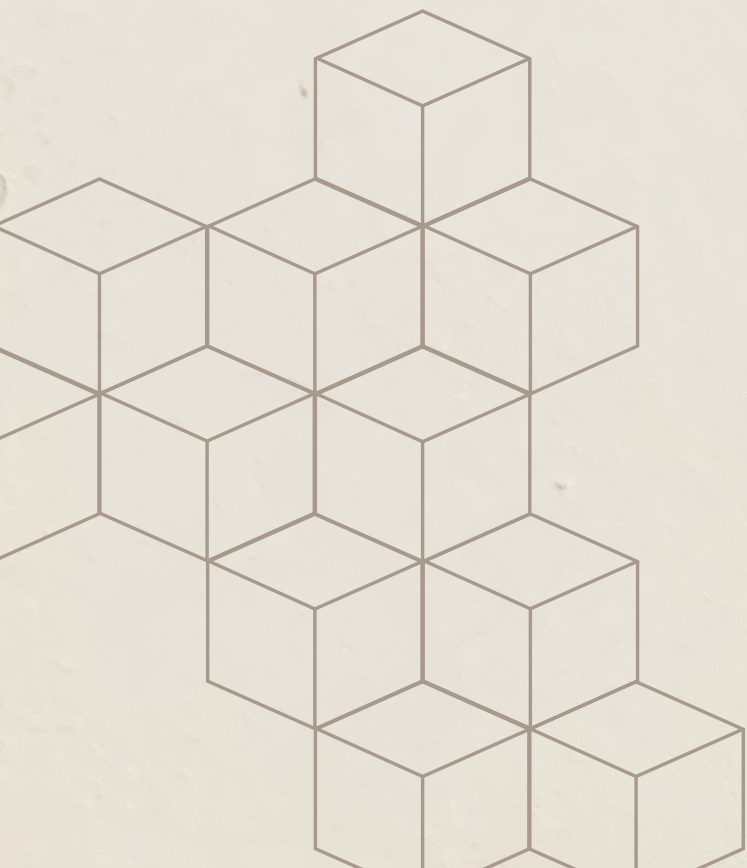


Management structure Nordics, EMEA and Asia

For projects that requires 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 is the management’s representative in quality and environmental matters. She should ensure that the environmental system is respected and continuously valued. Internal environmental audits account for the operational quality of the system. The 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.

<p>2-23 Policy commitments</p>	<p>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 with a clear outline of expected behaviour, and instructions on what is and isn't considered good practices by the company.</p> <p>The Code of Conduct is a policy that shall be used internal as well as external, 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.</p>
<p>2-28 Membership associations</p>	<p>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.</p> <ol style="list-style-type: none"> 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
<p>RI 3-1, 3-2, 3-3 Material topics, Material matrix</p>	<p>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 2022, 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.</p> <p>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 SSAB 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 was of importance for stakeholders and Boxon level of impact, and thereby material for our organization and for our stakeholders.</p> <p>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.</p> <div data-bbox="427 782 1023 1238" data-label="Figure"> </div> <ol style="list-style-type: none"> 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 Re-view 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, knowl-edge and understanding about the stakeholders included in Boxon’s stakeholder analysis. Inter-views with different stakeholders have been performed during 2022, 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 mee-tings, 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, semi-nars, 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, materi-ality analysis, discussion meetings.	Code of Conduct, requirements responsi-ble sourcing /sustainable raw material/recy-cled 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 communica-tion.	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	<p>Climate change</p> <p>None of Boxon's operations have been identified to be in the risk of extreme weather conditions. There is a risk that suppliers 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.</p>	Ongoing contacts with CEO, marketing officer and sustainability officer, interviews/questionnaires for network, social media
3-1	<p>Greenwashing</p> <p>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.</p> <p>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.</p>	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.
3-1	<p>Safety and labour</p> <p>The process in the warehouses can be dangerous for warehouse employees if instructions and procedures are not complied with.</p> <p>Also, work-related risks exist for all employees, for example related to travel, well-being, etc.</p>	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	<p>Safe and labour</p> <p>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.</p>	<p>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</p>
3-1	<p>Increasing environmental/regulatory demands</p> <p>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/or competing products.</p>	<p>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.</p>
3-1	<p>Dependency to transportation</p> <p>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</p>	<p>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</p>
3-1	<p>Price increase - raw material</p> <p>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.</p>	<p>Boxon has created a sourcing and business model that follows and acts on market price variations.</p>
3-1	<p>Supply</p> <p>Boxon depends on timely and correct delivery of packaging solutions from customers. Delays in production causes limitations in delivery to customers.</p>	<p>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 continuously monitor the supply chain. Boxon works with dual sourcing when needed, limiting the dependency of a single supplier.</p>
3-1	<p>Unethical business behavior</p> <p>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.</p>	<p>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.</p>

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. This is 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	<p>Boxon has 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 causes analysis is done for all reported incidents.</p> <p>Regarding employee contracts, more than 98% has permanent positions. We have very few temporary contracts and external consultants/staff.</p>	
402-1 Minimum notice periods regarding operational changes	<p>Minimum number of weeks' notice typically provided to employees is according to national laws and collective agreements.</p> <p>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 does not have collective agreements.</p>	<p>For employees with permanent and temporary contract.</p> <p>Workers who are not employees but whose work and/or workplace is controlled by the organization, have their agreement with their employer, which needs to follow Boxon Code of Conduct.</p>
403-1	<p>An occupational health and safety system is implemented in all Boxon companies, according to each countries laws, regulations, and legal requirements. The systems are not certified by 3rd party, i.e no certified management systems</p>	<p>The health and safety systems (see above) are valid for all employees, permanent and temporary in Boxon Group.</p>
403-2 Hazard identification, risk assessment, and incident investigation	<p>All companies/units within Boxon Group facilitate yearly risk assessments according to the national laws and regulations.</p>	<p>All employees, permanent and temporary in Boxon Group, are included in risk assessments.</p>
403-3 Occupational health services	<p>In Germany, France, China and Sweden we have voluntary health checkups made by occupational health services. In Denmark and Norway, we don't have this.</p>	
403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Local Boxon representatives for occupational health and safety, proactively identifies topics and involves co-workers. They report according to national laws and regulations. On sites where we have more than 50 employees, we have a Health & Safety committee. They meet every quarter and are handling topics as above. The representatives are elected by the co-workers, however Boxon welcome every co-worker who wants to participate in this committee.</p>	

GRI	Human Rights & Labour practices	
<p>403-5 Worker training on occupational health and safety</p>	<p>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</p> <p>First Aider = First Aid training valid for 2 years EMEA; Bremen 2022-06-02, Krefeld 2021-11-18</p> <p>Annual safety instruction in the area of office workplaces and home offices EMEA; Teams meeting 2022-06-24</p> <p>Fire training; both theoretical and physically using fire extinguisher Nordics; Helsingborg 2022-05-12+2022-05-17, Kjula 2022-11-10 EMEA; for "Brandschutzhelfer" in Bremen and Krefeld 2022-07-27</p> <p>Fire training; both theoretical and using fire extinguisher incl. emergency rescue drill and fire drill ASIA; Shanghai 2022-11-10</p>	
<p>403-6 Promotion of worker health</p>	<p>Boxon promotes worker health in different ways depending on countries. This is set according to national tax laws and regulations. Also depending on common customs, where we take input from co-workers wishes and practices specific for the different countries where we act.</p>	
<p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>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.</p>	
<p>403-8 Workers covered by an occupational health and safety management system</p>	<p>305 employees and 100% of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system. External workers is not measured</p>	<p>100% 305 employees</p>
<p>403-8</p>	<p>Boxon has not been audited or certified by an external party.</p>	<p>0 employees, 0%</p>
<p>403-9, 403-10 Work-related injuries</p>	<p>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.</p>	
<p>403-9, 403-10 All employees Workers that are not employees - work is controlled by Boxon</p>	<p>Zero number and rate of fatalities as a result of work-related injury;</p>	<p>0%</p>

GRI	Human Rights & Labour practices	
403-9, 403-10 All employees Workers that are not employees - work is controlled by Boxon	Zero number and rate of high-consequence work-related injuries (excluding fatalities);	0%
403-9, 403-10 All employees Workers that are not employees - work is controlled by Boxon	Zero number and rate of recordable work-related injuries	0%
403-9, 403-10 All employees Workers that are not employees - work is controlled by Boxon	Zero main types of work-related injury	N/A as zero injuries
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.	510.122 hours
403-9	Boxon do not have a working environment with work-related hazards that pose a risk of high-consequence injuries. The highest risk area are the warehouses, and here detailed procedures for handling goods have been implemented. Boxon has also implemented a Health & Safety plan, with trainings and controls.	
403-10 Work-related hazards	Work-related hazards that pose a risk of ill health	0% (As zero cases of work related health)
406-1 Incidents of discrimination	Employees can report to manager, managers manager, HR managers or local Health and Safety representative. We have also implemented a Whistle blower procedure where the incidents are handled by a 3rd party. Root causes analysis is done for all reported incidents.	
406-1 Incidents of discrimination	Total number of incidents of discrimination during the reporting period.	0%

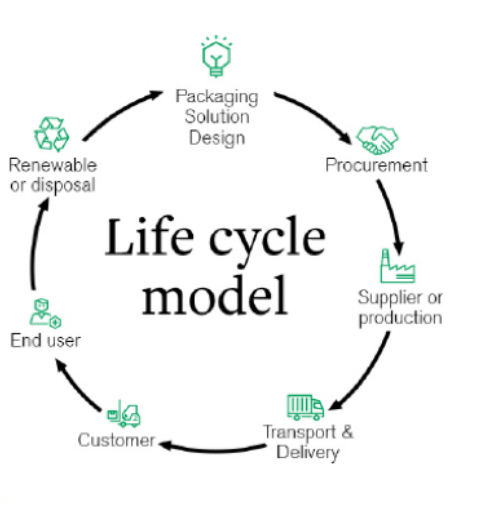

GRI		
Freedom of association, child labour, forced labour		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>No risk in Boxon operations or with the supply chain. Freedom of association and collective bargaining is a prerequisite in Boxon Code of Conduct, for employees and supplier. 73% of total employees in Boxon Group are covered by a collective agreement. When there is no collective agreement, we are following local laws and regulations in each country except for China where we apply Scandinavian standard. And even if we don't have a written collective agreement we always follow the collective agreements in each country.</p> <p>All suppliers need to formally commit by signing our Code of Conduct. Every year, all suppliers are assessed and audited in this topic, among others.</p>	73 % of employees are covered by a collective agreement
408-1 Operations and suppliers at significant risk for incidents of child labour	<p>We have zero tolerance to child labour which is written in 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. Boxon has employee contract for all and can thereby monitor this topic.</p> <p>All suppliers need to formally commit by signing our Code of Conduct. Every year, all suppliers are assessed and audited in this topic, among others. Moderate risk in India, China and Bangladesh where we do a limited share of our sourcing <10%. To reduce the risk we perform physical audits by our procurement and quality teams on a regular basis (at least every second year).</p>	Zero tolerance
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p>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 risk areas or in a business with this risk. Boxon has employee contract for all and can thereby monitor this topic.</p> <p>All suppliers need to formally commit by signing our Code of Conduct. Every year, all suppliers are assessed and audited in this topic, among others. Moderate risk India, China and Bangladesh where we do a limited share of our sourcing <10%. To reduce the risk we perform physical audits by our procurement and quality teams on a regular basis (at least every second year).</p>	Zero tolerance
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. No specific Accident & Safety management in addition to that.	
GRI		
Workforce diversity and inclusion		
404-1 Average hours of training	Boxon do not measure average hours of training that the organization's employees have undertaken during the reporting period, by gender and employment category. Each employee has development talks with their manager, which was 98% coverage in 2022. In the development talk it is decided what type of development that is needed for each employee. It might be a need of a mentor, job switching, workshops, trainings etc. Therefore it is difficult to define the hours that can be considered as "training".	Not measured
GRI		
Training and education		
405-1 Diversity of governance bodies and employees	Detailed gender overview per company – see Boxon Facts and Figures page 36 in Sustainability report	Total employees =male 66%/ Female 34%, Management=male 73%/female 27%

GRI	Workforce diversity and inclusion	
405-1 Age groups	Age group: under 30 years old, 30-50 years old, over 50 years old	Male under 30 = 5%, Male 30-50 = 31%, Male over 50 = 24% Female under 30 = 5%, Female 30-50
405-1 Diversity	We do not measure other indicators of diversity (such as minority or Vulnerable groups) due to legal restrictions.	Not measured due to legal restrictions
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.	Measured every year – not public information

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	<ol style="list-style-type: none"> 1. Articles fitting our criteria for “More sustainable products” (FSC, biobased or min 80% recycled post-consumer plastic as material inputs) 2. Share of total articles (standard + customised) with FSC certification 3. Share of total articles (standard + customised) based on 30%-100% post-consumer recycled (PCR) material <p>During the year Boxon have focused on our basic materials, such as corrugated, paper, recycled plastic, wood and labels in paper and plastic. In 2002 we introduced new materials as grass paper.</p> <p>In the offer of machines, we have a various range that contribute to sustainability, e.g., machines that stretch film to minimize use and at the same time maintain load stability, machines that adapt size of paper void fill to a minimum and machines that bundle instead of using shrink film, which means less material and usage of plastic. Machine service is another way of working with sustainability, by service the machines we save a the world’s assets and add value to customer in terms of costs</p> <p>Boxon Label Cloud is a cloud solution where users can perform their printing wherever they are in the world. With this service, companies that are located in several locations in the world, or have subcontractors in another location, can easily use the same system for printing. This ensures that all users have access to the same layouts, which enables local production and decreased logistics.</p>	

GRI	Product design and life cycle management	
<p>Own disclosure</p>	<p>Life cycle assessment is a method to help assess the environmental aspects associated with a product over its life cycle.</p> <p>The most important points for implementation are:</p> <ul style="list-style-type: none"> • Analysis of the contribution of the life cycle stages to the overall environmental load, usually with the aim to prioritize improvements on products or processes. • Comparison between products for internal use. • Base for decisions on solutions and assortment presented to the market.  <p>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.</p>	
<p>Own disclosure, 301, 306</p>	<p>In 2022, Boxon implemented a model for product design & product assessments – Holistic Design with Total Cost Analysis, which has given savings in material usage and CO2e.</p> 	<p>Reduction due to efficient packaging design:</p> <p>Kg 8735 kg reduced material usage</p> <p>CO2 --8550 CO2e (reduction)</p>

GRI	GHG Emission																																																								
<p>General overview GHG Boxon Group</p>	<table border="1"> <thead> <tr> <th data-bbox="312 288 612 355">Indicator</th> <th data-bbox="612 288 756 355">Boxon Group</th> <th data-bbox="756 288 874 355">Boxon AB/AS, A/S, GmbH, SARL, CH, Tech</th> <th data-bbox="874 288 986 355">Báfi 61,5% ownershares</th> <th data-bbox="986 288 1106 355">Boxes & Labels 49,9% ownershares</th> </tr> </thead> <tbody> <tr> <td>Purchased Electricity</td> <td>127,07 t CO₂e</td> <td>103,87 t CO₂e</td> <td>0,20 t CO₂e</td> <td>23,00 t CO₂e</td> </tr> <tr> <td>Heating and Cooling</td> <td>142,74 t CO₂e</td> <td>129,64 t CO₂e</td> <td>3,40 t CO₂e</td> <td>9,70 t CO₂e</td> </tr> <tr> <td>Employee Commuting</td> <td>330,41 t CO₂e</td> <td>251,91 t CO₂e</td> <td>1,40 t CO₂e</td> <td>77,10 t CO₂e</td> </tr> <tr> <td>Business Travel & Overnight Stays (incl fuel company owned vehicles)</td> <td>748,69 t CO₂e</td> <td>693,19 t CO₂e</td> <td>23,60 t CO₂e</td> <td>31,90 t CO₂e</td> </tr> <tr> <td>Transport</td> <td>0,17 t CO₂e</td> <td>0,17 t CO₂e</td> <td>0,00 t CO₂e</td> <td>0,00 t CO₂e</td> </tr> <tr> <td>Food and Beverages</td> <td>19,03 t CO₂e</td> <td>17,43 t CO₂e</td> <td>0,50 t CO₂e</td> <td>1,10 t CO₂e</td> </tr> <tr> <td>Materials</td> <td>5,09 t CO₂e</td> <td>4,09 t CO₂e</td> <td>0,10 t CO₂e</td> <td>0,90 t CO₂e</td> </tr> <tr> <td>Purchased IT Materials</td> <td>45,70 t CO₂e</td> <td>29,00 t CO₂e</td> <td>1,50 t CO₂e</td> <td>15,20 t CO₂e</td> </tr> <tr> <td>Waste and Recycling</td> <td>73,16 t CO₂e</td> <td>12,56 t CO₂e</td> <td>0,10 t CO₂e</td> <td>60,50 t CO₂e</td> </tr> <tr> <td>Total t CO₂e</td> <td>1 491,80 t CO₂e</td> <td>1 241,70 t CO₂e</td> <td>30,70 t CO₂e</td> <td>219,40 t CO₂e</td> </tr> </tbody> </table> <p>Total CO₂e for Boxon Group and divided by company 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.</p>	Indicator	Boxon Group	Boxon AB/AS, A/S, GmbH, SARL, CH, Tech	Báfi 61,5% ownershares	Boxes & Labels 49,9% ownershares	Purchased Electricity	127,07 t CO ₂ e	103,87 t CO ₂ e	0,20 t CO ₂ e	23,00 t CO ₂ e	Heating and Cooling	142,74 t CO ₂ e	129,64 t CO ₂ e	3,40 t CO ₂ e	9,70 t CO ₂ e	Employee Commuting	330,41 t CO ₂ e	251,91 t CO ₂ e	1,40 t CO ₂ e	77,10 t CO ₂ e	Business Travel & Overnight Stays (incl fuel company owned vehicles)	748,69 t CO ₂ e	693,19 t CO ₂ e	23,60 t CO ₂ e	31,90 t CO ₂ e	Transport	0,17 t CO ₂ e	0,17 t CO ₂ e	0,00 t CO ₂ e	0,00 t CO ₂ e	Food and Beverages	19,03 t CO ₂ e	17,43 t CO ₂ e	0,50 t CO ₂ e	1,10 t CO ₂ e	Materials	5,09 t CO ₂ e	4,09 t CO ₂ e	0,10 t CO ₂ e	0,90 t CO ₂ e	Purchased IT Materials	45,70 t CO ₂ e	29,00 t CO ₂ e	1,50 t CO ₂ e	15,20 t CO ₂ e	Waste and Recycling	73,16 t CO ₂ e	12,56 t CO ₂ e	0,10 t CO ₂ e	60,50 t CO ₂ e	Total t CO₂e	1 491,80 t CO₂e	1 241,70 t CO₂e	30,70 t CO₂e	219,40 t CO₂e	<p>CO₂e Boxon Group 2022 1491,8 t CO₂e</p>
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<p>305-1, 305-2, 305-3 Direct (scope 1), indirect (scope 2) and other indirect (scope 3) GHG emissions</p>	<p>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.</p> <table border="1"> <thead> <tr> <th data-bbox="312 1105 612 1152"></th> <th data-bbox="612 1105 756 1152">Boxon Group</th> <th data-bbox="756 1105 874 1152">Boxon AB/AS, GmbH, SARL, CH, Tech</th> <th data-bbox="874 1105 986 1152">Báfi</th> <th data-bbox="986 1105 1106 1152">Boxes & Labels</th> </tr> </thead> <tbody> <tr> <td>Scope 1 t CO₂e</td> <td>274,80 t CO₂e</td> <td>234,30 t CO₂e</td> <td>15,20 t CO₂e</td> <td>25,30 t CO₂e</td> </tr> <tr> <td>Scope 2 t CO₂e</td> <td>125,80 t CO₂e</td> <td>116,20 t CO₂e</td> <td>0,10 t CO₂e</td> <td>9,50 t CO₂e</td> </tr> <tr> <td>Scope 3 t CO₂e</td> <td>1 091,20 t CO₂e</td> <td>891,20 t CO₂e</td> <td>15,40 t CO₂e</td> <td>184,60 t CO₂e</td> </tr> <tr> <td>Total t CO₂e</td> <td>1 491,80 t CO₂e</td> <td>1 241,70 t CO₂e</td> <td>30,70 t CO₂e</td> <td>219,40 t CO₂e</td> </tr> </tbody> </table>		Boxon Group	Boxon AB/AS, GmbH, SARL, CH, Tech	Báfi	Boxes & Labels	Scope 1 t CO ₂ e	274,80 t CO ₂ e	234,30 t CO ₂ e	15,20 t CO ₂ e	25,30 t CO ₂ e	Scope 2 t CO ₂ e	125,80 t CO ₂ e	116,20 t CO ₂ e	0,10 t CO ₂ e	9,50 t CO ₂ e	Scope 3 t CO ₂ e	1 091,20 t CO ₂ e	891,20 t CO ₂ e	15,40 t CO ₂ e	184,60 t CO ₂ e	Total t CO₂e	1 491,80 t CO₂e	1 241,70 t CO₂e	30,70 t CO₂e	219,40 t CO₂e	<p>CO₂e/Boxon Group Scope 1: 274,80 t CO₂e Scope 2: 125,80 t CO₂e Scope 3: 1091,20 t CO₂e</p>																														
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	<p>Boxon choose 2019 as the base year, as this was the year when CO2e was mapped and measured for the whole group.</p> <table border="1" data-bbox="308 329 868 594"> <thead> <tr> <th colspan="2" data-bbox="308 329 868 380">Scope 1, 2 and 3 baseyear 2019</th> </tr> <tr> <th colspan="2" data-bbox="308 380 868 421">Boxon Group</th> </tr> </thead> <tbody> <tr> <td data-bbox="308 421 868 461">Scope 1 t CO2e</td> <td data-bbox="308 421 868 461">339,60 t CO2e</td> </tr> <tr> <td data-bbox="308 461 868 502">Scope 2 t CO2</td> <td data-bbox="308 461 868 502">238,10 t CO2e</td> </tr> <tr> <td data-bbox="308 502 868 543">Scope 3 t CO2e</td> <td data-bbox="308 502 868 543">1 311,50 t CO2e</td> </tr> <tr> <td data-bbox="308 543 868 594">Total t CO2e</td> <td data-bbox="308 543 868 594">1 889,20 t CO2e</td> </tr> </tbody> </table>	Scope 1, 2 and 3 baseyear 2019		Boxon Group		Scope 1 t CO2e	339,60 t CO2e	Scope 2 t CO2	238,10 t CO2e	Scope 3 t CO2e	1 311,50 t CO2e	Total t CO2e	1 889,20 t CO2e	<p>Base year 2019: 1889,2 t CO2e</p> <p>Scope 1: 339,6 t CO2e Scope 2: 238,10 tCO2e Scope 3: 1311,5 tCO2e</p>		
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<p>Disclosure 305-4 GHG emissions intensity</p>	<p>GHG emissions intensity ratio for the organization.</p>	<p>Not measured</p>														
<p>Disclosure 305-5 Reduction of GHG emissions</p>	<table border="1" data-bbox="308 1058 1102 1160"> <thead> <tr> <th data-bbox="308 1058 448 1109"></th> <th data-bbox="448 1058 604 1109">Baseyear 2019 Boxon Group Standard</th> <th data-bbox="604 1058 761 1109">Year 2021 Boxon Group Standard</th> <th data-bbox="761 1058 917 1109">Year 2022 Boxon Group Standard</th> <th data-bbox="917 1058 978 1109">Reduction t CO2e 2019</th> <th data-bbox="978 1058 1038 1109">CO2e 2022 vs 2019</th> <th data-bbox="1038 1058 1102 1109">CO2e 2022 vs 2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="308 1109 448 1160">Total emissions t CO2e total</td> <td data-bbox="448 1109 604 1160">1 889,21 t CO2e</td> <td data-bbox="604 1109 761 1160">1 250,55 t CO2e</td> <td data-bbox="761 1109 917 1160">1 491,80 t CO2e</td> <td data-bbox="917 1109 978 1160">-397,42</td> <td data-bbox="978 1109 1038 1160">-21%</td> <td data-bbox="1038 1109 1102 1160">19%</td> </tr> </tbody> </table> <p>Above GHG emissions (CO2e) are reduced between base year 2019 to 2022 as a direct result of reduction initiatives.</p> <p>Scope 1</p> <ul data-bbox="308 1263 1102 1391" style="list-style-type: none"> • 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. <p>Scope 2</p> <ul data-bbox="308 1412 746 1443" style="list-style-type: none"> • Switch to renewable energy in Sweden <p>Scope 3</p> <ul data-bbox="308 1463 1066 1514" style="list-style-type: none"> • Decreased business travel with flights and less overnights stays due to new travel policy where we emphasis conscious travel <p>All Gases are included in the calculation; whether CO2, CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.</p> <p>The data for the calculations is taken from ecoinvent 3.6 and the IPCC 2013 methodology (GWP 100a).</p>		Baseyear 2019 Boxon Group Standard	Year 2021 Boxon Group Standard	Year 2022 Boxon Group Standard	Reduction t CO2e 2019	CO2e 2022 vs 2019	CO2e 2022 vs 2021	Total emissions t CO2e total	1 889,21 t CO2e	1 250,55 t CO2e	1 491,80 t CO2e	-397,42	-21%	19%	<p>2022 vs base year 2019 -397,42 t CO2e (or 21%) in reduction</p>
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<p>Own disclosure 305</p>	<p>In 2022, Boxon teamed up again with myclimate for compensating for the Big Bag's carbon footprint. The result is a service offered to Boxon customers, where they can compensate for the entire emissions caused by their FIBC by supporting a climate protection project in Tanzania.</p>	<p>CO2 Offset in kg 475670 kg</p>														

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<p>302-3 Energy intensity</p>	<p>Energy intensity ratios define energy consumption in the context of an organization-specific metric. We define energy according to 39195 m2 (2651887 kwh/39195 m2) Boxon does not have any sites or operations outside the organisation that contributes significantly to the organization's total anticipated energy consumption.</p>	<p>Energy intensity/m2 67,4/m2</p>																																																																																																																				
<p>302-4 Reduction of energy consumption</p>	<p>Energy reduction 2021 vs 2022 according to owner shares</p> <table border="1"> <thead> <tr> <th rowspan="2">Companies</th> <th colspan="2">2021 surface</th> <th colspan="2">2022 surface m²</th> <th colspan="2">Total energy kwh</th> <th colspan="2">Energy/m2</th> </tr> <tr> <th>2021 surface</th> <th>2022 surface m²</th> <th>Boxon Group 2021</th> <th>Boxon Group 2022</th> <th>Boxon Group 2021</th> <th>Boxon Group 2022</th> <th>Boxon Group 2021</th> <th>Boxon Group 2022</th> </tr> </thead> <tbody> <tr> <td>Boxon AB, AS, A/S, GmbH, SARL, CH, Tech</td> <td>n/a</td> <td>32388</td> <td>33221</td> <td>2248196</td> <td>2105641</td> <td>69</td> <td>63</td> </tr> <tr> <td>Båfi</td> <td>n/a</td> <td>194</td> <td>194</td> <td>n/a</td> <td>21035</td> <td>n/a</td> <td>108</td> </tr> <tr> <td>Boxes & Labels</td> <td>n/a</td> <td>3356</td> <td>5 780</td> <td>619448</td> <td>515211</td> <td>185</td> <td>89</td> </tr> <tr> <td>Total Boxon Group</td> <td></td> <td>35744</td> <td>39195</td> <td>2867644</td> <td>2641887</td> <td>74</td> <td>67</td> </tr> </tbody> </table> <p>Energy efficiency activities that have been implemented in our Swedish warehouses after 3rd party energy audits. Overall changes in behaviour as e.g., decreased heating and always switching off electric equipment's. We have included electricity, natural gas, wood chips and district heating in the calculation. We choose 2021 as a base year for measuring reduction of energy consumption, as we have done energy efficiency activities during 2021 and 2022. It's remarkable that we have decreased energy, as 2021 was a pandemic year with very few people in 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 summarising our energy used in l/kwh for each company and for the whole Group.</p>	Companies	2021 surface		2022 surface m ²		Total energy kwh		Energy/m2		2021 surface	2022 surface m ²	Boxon Group 2021	Boxon Group 2022	Boxon Group 2021	Boxon Group 2022	Boxon Group 2021	Boxon Group 2022	Boxon AB, AS, A/S, GmbH, SARL, CH, Tech	n/a	32388	33221	2248196	2105641	69	63	Båfi	n/a	194	194	n/a	21035	n/a	108	Boxes & Labels	n/a	3356	5 780	619448	515211	185	89	Total Boxon Group		35744	39195	2867644	2641887	74	67	<p>Energy reduction 2022 vs 2021 -225756 kwh (2641887-2867644) Energy intensity reduction 2022 vs 2021 -7/m2 (67-74)</p>																																																																			
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<p>302-5 Reductions in energy requirements of products and services</p>	<p>Boxon is not measuring reductions in energy requirements of sold products and services achieved during the reporting period.</p>	<p>Not measured</p>																																																																																																																				

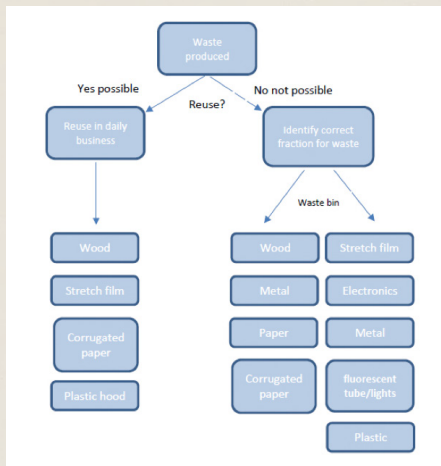
GRI	Waste material management	
General - data collection	<p>The data has been collected from Boxon systems, where we check contracts and invoices to control the input. We also get continuously reports our 3rd party companies we hire to collect waste and recycling, who in turn are controlled by country laws and regulations.</p> <p>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.</p>	
301-1 Materials used by weight	<p>Non-renewable material Plastics Other</p> <p>Renewable material Paper/corrugated Wood</p>	<p>Non-renewable 22071 t 1400 t</p> <p>Renewable 24169 t 13524 t</p>
301-2 Recycled input materials used	<p>Boxon are working with closed loop of plastic material input</p> <p>Frame Tray system is an innovative packaging solution used within the automotive sector, which not only opens financial, logistical and environmental efficiencies but also falls into a 'controlled packaging recycle system' ensuring 100% plastic re-use through a closed loop throughout the entire supply chain. The Frame tray is an optimized injection molded tray system designed specifically for each component giving the potential to deliver a leaner packaging solution. In 2022, 4200 t plastic material was reused.</p> <div data-bbox="316 983 970 1371" data-label="Diagram"> </div>	<p>Recycled materials used: 4200 t</p>
301-3 Reclaimed products and their packaging materials	<p>Boxon has a return service for the product category BigBag. This mean the 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. 20% of sold kg are returned and recycled through this service. The returning company RIGK in Germany provides us with the information of returned BigBags in kg.</p>	<p>Return service BigBag (bulk) 20% reclaimed of total sold kg 15291 reclaimed kg</p>

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

Companies	Waste Solid Waste to Incineration (t)	Recycling Electronic Waste (t)		Recycling General Recycling Material (t)		Hazardous waste (t) 2022		Hazardous				
		2021	2022	2021	2022	2021	2022	R4 recycled	R9 recycled	R1 Incineration	Total R1 hazardous waste 2022 (t)	% hazardous of total waste 2022
Boxon AB, AS, A/S, GmbH, SARL, CH, Tech	36,2	16,1	24,0	0,4	0,3	23,7	12,0	0,0	0,0	0,0	0,0	0,0
B&B	0,2	n/a	0,2	n/a	0,0	n/a	0,0	0,0	0,0	0,0	0,0	0,0
Boxes & Labels	275,6	179,3	114,6	0,3	0,1	18,5	159,9	0,1	0,6	0,4	1,1	0,0
Total Boxon Group (t)	312,0	195,4	138,7	0,7	0,4	42,3	171,9	0,1	0,6	0,4	1,1	0,3%

Hazardous waste is 0,3% of total waste

Total waste diverted from disposal (including hazardous):
173 t

Recycling electronics: 0,4 t
Recycling general recycling material: 171,9 t
Hazardous waste diverted from disposal (recycled R4+R9): 0,7 t

Total waste directed to disposal (incl hazardous R1):
139,1 t

Non-hazardous waste to disposal (incineration with energy recovery): 138,7
Hazardous waste to disposal (R1 with energy recovery): 0,4 t

Total waste generated
312 tonnes

GRI	Water management																									
303-1 Interactions with water as a shared resource	<p>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.</p> <p>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.</p>																									
303-1, 303-2, 303-3, 303-4	<p>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, including:</p>																									
303-5 Water consumption	<p>Water share according to Boxon Group owner shares</p> <table border="1" data-bbox="312 805 1086 962"> <thead> <tr> <th colspan="4" data-bbox="312 805 1086 829">Water m3</th> </tr> <tr> <th data-bbox="312 833 660 856">Companies</th> <th colspan="2" data-bbox="663 833 804 856">Year 2021</th> <th data-bbox="807 833 1086 856">Year 2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="312 860 660 883">Boxon AB, AS, A/S, GmbH, SARL, CH, Tech</td> <td data-bbox="663 860 804 883"></td> <td data-bbox="807 860 935 883">786</td> <td data-bbox="938 860 1086 883">420</td> </tr> <tr> <td data-bbox="312 887 660 909">Bäfi, Tech</td> <td data-bbox="663 887 804 909"></td> <td data-bbox="807 887 935 909">n/a</td> <td data-bbox="938 887 1086 909">23</td> </tr> <tr> <td data-bbox="312 913 660 936">Boxes & Labels</td> <td data-bbox="663 913 804 936"></td> <td data-bbox="807 913 935 936">89</td> <td data-bbox="938 913 1086 936">164</td> </tr> <tr> <td data-bbox="312 940 660 962">Total Boxon Group</td> <td data-bbox="663 940 804 962"></td> <td data-bbox="807 940 935 962">875</td> <td data-bbox="938 940 1086 962">607</td> </tr> </tbody> </table> <p>Total water consumption 2022: 607 m3</p>		Water m3				Companies	Year 2021		Year 2022	Boxon AB, AS, A/S, GmbH, SARL, CH, Tech		786	420	Bäfi, Tech		n/a	23	Boxes & Labels		89	164	Total Boxon Group		875	607
Water m3																										
Companies	Year 2021		Year 2022																							
Boxon AB, AS, A/S, GmbH, SARL, CH, Tech		786	420																							
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Boxes & Labels		89	164																							
Total Boxon Group		875	607																							

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, total number and percentage of operations are assessed for risks related to corruption. Significant risks related to corruption are identified through the risk assessment.	
205-2 Communication about anti-corruption policies and procedures	All employees, managers and board members within Boxon Group has got the communication about Boxon anticorruption policies and procedures. It has been communicated directly in person teams meetings 15th August 2022 to each company CEO and country director/manager, it has been communicated in August 2022 Group info which also was recorded and published on our intranet Boxipedia and online on-demand training is available for all co-workers on Boxon Academy/Boxipedia	Employees 100% Managers 100% Executive managers 100% Board 100%
205-2 Communication about anti-corruption policies and procedures	All suppliers have signed our Supplier Code of Conduct & Requirements, where ethics, anticorruption & antibribery are central parts. Boxon communicates anti-corruption, and anti-bribery policy/procedures before our suppliers sign with Boxon. All suppliers are yearly assessed on anti-corruption and anti-bribery.	Suppliers 100%
205-2 Training about anti-corruption policies and procedures	Training for all Boxon Board members was performed in 2021. Next training is planned to quarter 2 in 2023.	Board members in 2022: 0% Board members in 2021: 100% in 2021 – Sweden (all board members are active in Sweden)
205-2 Training about anti-corruption policies and procedures	Training for all employees incl managers was performed in 2021. Next training is planned to quarter 2 in 2023.	All employees incl managers in 2022: 0% All employees incl managers in 2021: 82% in 2021 – Nordic (SE, DK, NO) EMEA (DE+FR), Asia (CH
205-3 Confirmed incidents of corruption & actions taken	Zero incidents of confirmed incidents of corruption <ul style="list-style-type: none"> 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%

GRI	Product labelling and instructions	
<p>417-1 Requirements for product and service information and labelling</p>	<p>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.</p> <p>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.</p> <p>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.</p>	<p>100% packaging categories covered</p>
<p>417-2 Incidents of non-compliance concerning product and service information and labeling</p>	<p>Boxon Group has zero incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling</p>	<p>0%</p>
<p>Disclosure 417-3 Incidents of non-compliance concerning marketing communications</p>	<p>Boxon Group had zero incidents of non-compliance marketing communication reported.</p>	<p>0%</p>

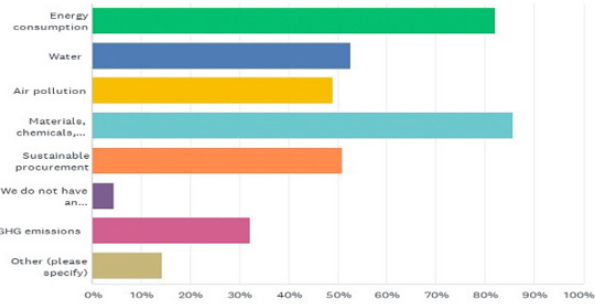
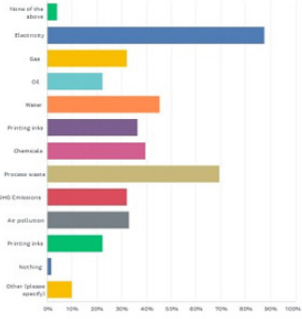
GRI	Customer health & safety management	
<p>416-1 Assessment of the health and safety impacts of product and service categories</p>	<p>Boxon Group customer health & safety management is part of our requirements for our suppliers of packaging products and it is part of our own requirements and procedures for services.</p>	<p>100% packaging categories covered</p>
<p>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>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.</p>	<p>0%</p>

GRI	Local communities and social engagement	
<p>413-1 Operations with local community engagement, impact assessments, and development</p>	<p>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.</p> <p>Social impact assessments and reach are performed by the organisations we support. The reach of children has been assessed by OV Helsingborg and HIF Helsingborg.</p> <p>International Red Cross Foundation We at Boxon wanted to do something to support the people in Ukraine and we challenged our employees to make a donation. Regardless of the donated amount, all funds collected were doubled by the Boxon Group. In March 2022, we donated 10 000 € to, which will put these funds directly in Ukraine.</p> <p>UNICEF In December 2022, Boxon donated 5000 Euros to UNICEF’s important work for children in need of humanitarian assistance.</p> <p>Team Rynkeby Boxon is a Gold sponsor of the Non-profit organisation Team Rynkeby, a European charity project raising money for children with cancer and their families. This year, Team Rynkeby gathered 2026 bikers from 9 countries, and together they raised more than 100 million euro.</p> <p>OV Helsingborg We are a proud contributor to “Handball school for all” in Helsingborg, and their active work to arrange handball sport camps with the purpose to encourage children from different local areas and with different abilities, to interact and to make new friends. They have reached out to more than 4000 children.</p> <p>HIF Helsingborg Boxon is also contributing to HIF Sustainability network (Helsingborg’s IF). The purpose with this network is to encourage children to play football – especially children from areas where the civil society is less strong. HIF Sustainability network has reached out to 3700 children, they have a mentorship program for young adults, and activities with the purpose to increase interaction and to fight against involuntary loneliness.</p>	<p>Reach community engagement & inclusion: 7700 children</p> <p>Donation: 610 000 SEK</p>
<p>413-2 Operations with significant actual and potential negative impacts on local communities</p>	<p>Boxon operations has no significant actual and potential negative impact on local communities.</p>	

Supply chain

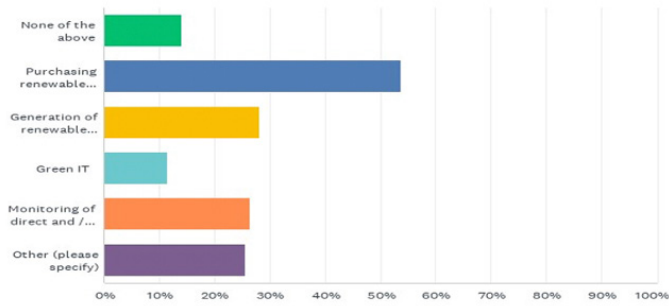
In this section we present how Boxon Group is working with topics connected to Supply chain, that has been selected based on our Materiality analysis. This is topics that are important for Boxon stakeholders and where Boxon can have an impact.

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 using environmental Criteria and all new suppliers needs to sign our Supplier Code of Conduct & Requirements, where we have specific requirements and criteria for environment	100%
308-2 Negative environmental impacts in the supply chain and actions taken	All 245 active suppliers are evaluated min every second year. We have a staggered revision program, where we measure all suppliers every second year. In 2022, 121 active suppliers were evaluated through an online assessment for environmental impacts.	121 suppliers evaluated in 2022
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 suppliers improvement actions, or we did not terminate any relationships due to this topic.	0%
308-2 Negative environmental impacts in the supply chain and actions taken	Risks defined in our supply chain for materials such as PVC or PE or PP plastics, as risks for pollution on land and water when not recycled. There we work actively to find other alternatives to substitute, to reduce recycle or reuse these materials.	
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	All 245 active suppliers are evaluated min every second year. We have a staggered revision program In 2022, 121 active suppliers were evaluated through an online assessment for social impacts.	121 suppliers evaluated in 2022
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 environmental impacts. As a result, we did not give any suppliers improvement actions, or we did not terminate any relationships due to this topic.	0%
414-2 Negative social impacts in the supply chain and actions taken	Risk child labor, see GRI 408-1. This is a moderate risk in India, China and Bangladesh where we do have a limited share of our sourcing <10%. To reduce the risk, we perform physical audits by our procurement and quality teams on a regular basis (at least every second year).	

GRI	Supplier evolution																																															
Own disclosure	<p>Suppliers are made aware of Boxon’s expectations in the screening process and through the Supplier Code of Conduct.</p> <p>The level of compliance with Boxon’s sustainability expectations is being evaluated during the normally on-site audits and in the annual Sustainability Questionnaire, and measures are taken if needed.</p> <p>Online self-assessment – 121 audited suppliers</p> <ol style="list-style-type: none"> 1. External audited 2. Suppliers that have a Labour and Human Rights policy 3. Share supplier that have an environmental policy 4. Share supplier that have ISO 14001 5. Share supplier that have Other 6. Share supplier that have EMAS 7. Share FSC certified suppliers (suppliers FSC out of total no of suppliers that 8. Share FSC certified suppliers BOXON COC 9. Share suppliers compliant with REACH 10. Share suppliers compliant with ROHS 	<ul style="list-style-type: none"> - 41% - 84% - 84% - 38% - 17% - 2% - 60% - 21% - 86% - 80% 																																														
Own Disclosure	<p>Supplier evaluation 2022</p> <div data-bbox="347 793 1091 1651"> <p>F4: * What aspects does your environmental policy cover? (Multiple selection possible)</p> <p>Beantwortet: 112 Übersprungen: 83</p>  <table border="1"> <caption>Data for F4: * What aspects does your environmental policy cover?</caption> <thead> <tr> <th>Aspect</th> <th>Percentage</th> </tr> </thead> <tbody> <tr><td>Energy consumption</td><td>85%</td></tr> <tr><td>Water</td><td>55%</td></tr> <tr><td>Air pollution</td><td>50%</td></tr> <tr><td>Materials, chemicals,...</td><td>88%</td></tr> <tr><td>Sustainable procurement</td><td>52%</td></tr> <tr><td>We do not have an...</td><td>5%</td></tr> <tr><td>GHG emissions</td><td>32%</td></tr> <tr><td>Other (please specify)</td><td>12%</td></tr> </tbody> </table> <p>F7: In your company, are there means implemented to reduce the usage / occurrence / consumption of (multiple selection possible):</p> <p>Beantwortet: 121 Übersprungen: 74</p>  <table border="1"> <caption>Data for F7: In your company, are there means implemented to reduce the usage / occurrence / consumption of?</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr><td>None of the above</td><td>5%</td></tr> <tr><td>Electricity</td><td>85%</td></tr> <tr><td>Gas</td><td>35%</td></tr> <tr><td>Oil</td><td>25%</td></tr> <tr><td>Water</td><td>45%</td></tr> <tr><td>Printing ink</td><td>38%</td></tr> <tr><td>Chemicals</td><td>40%</td></tr> <tr><td>Process waste</td><td>65%</td></tr> <tr><td>GHG Emissions</td><td>35%</td></tr> <tr><td>Air pollution</td><td>35%</td></tr> <tr><td>Printing ink</td><td>25%</td></tr> <tr><td>Nothing</td><td>2%</td></tr> <tr><td>Other (please specify)</td><td>10%</td></tr> </tbody> </table> </div>		Aspect	Percentage	Energy consumption	85%	Water	55%	Air pollution	50%	Materials, chemicals,...	88%	Sustainable procurement	52%	We do not have an...	5%	GHG emissions	32%	Other (please specify)	12%	Category	Percentage	None of the above	5%	Electricity	85%	Gas	35%	Oil	25%	Water	45%	Printing ink	38%	Chemicals	40%	Process waste	65%	GHG Emissions	35%	Air pollution	35%	Printing ink	25%	Nothing	2%	Other (please specify)	10%
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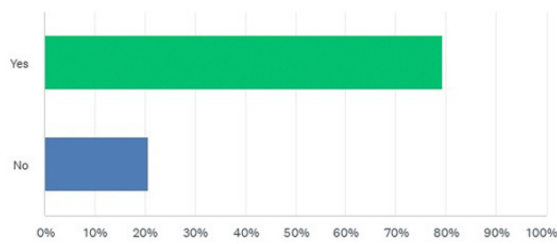
F8: What measures are in place to reduce energy consumption and / or greenhouse gas emissions (e.g. using solar energy, etc .)? (Multiple selection possible)

Beantwortet: 121 Übersprungen: 74



F11: Are environmental aspects considered in your product planning & product design?

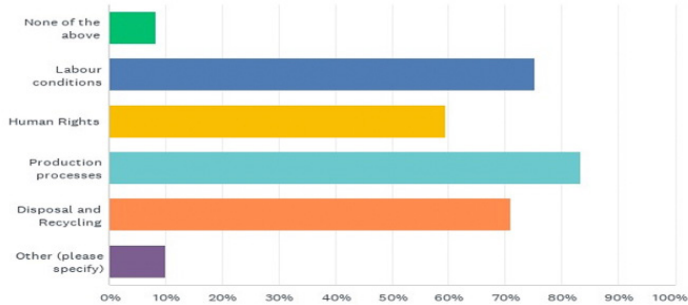
Beantwortet: 121 Übersprungen: 74

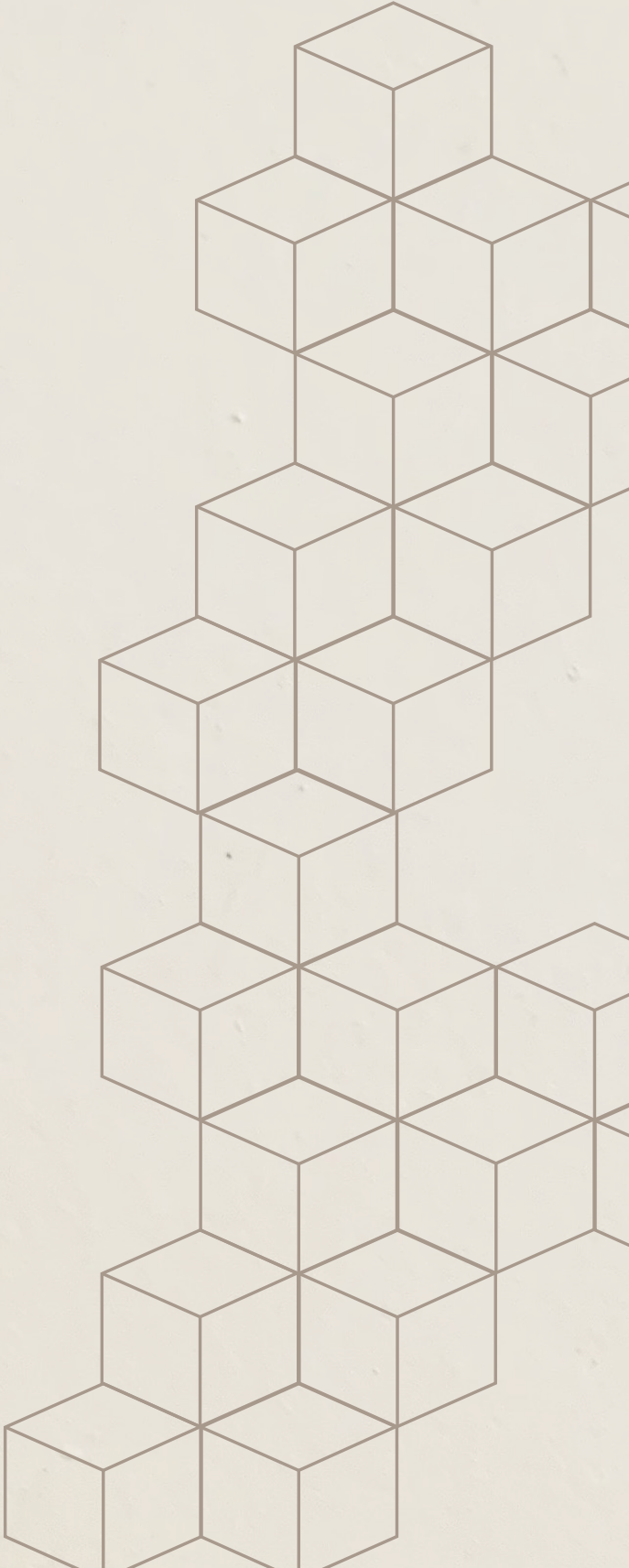


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F29: In your company, which of the following aspects are regularly inspected and assessed? (Multiple selection possible)

Beantwortet: 121 Übersprungen: 74







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