

Sustainability Report 2024

GRI Appendix

Boxon Group



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 2024 covers our operations and sustainability work for the calendar year 2024. The report fulfills Swedish law and with an external examination by 3rd party Forvis Marzars Sweden. Omissions or incomplete data are commented on directly in the GRI index.

Reporting principles

The report focuses on performance 2024, 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 2024, 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:

Economic:

GRI 205: Anti-corruption 2016

Environmental:

GRI 301: Materials 2016

GRI 302: Energy 2016

GRI 303: Water and Effluents 2018

GRI 305: Emissions 2016

GRI 306: Waste 2020

GRI 308: Supplier Environmental Assessment 2016

Social:

GRI 403: Occupational Health and Safety 2018

GRI 404: Training and Education 2016y

GRI 405: Diversity and Equal Opportunity 2016

GRI 413: Local Communities 2016

GRI 414: Supplier Social Assessment 2016

GRI 416: Customer Health and Safety 2016

GRI 417: Marketing and Labeling 2016

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

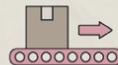
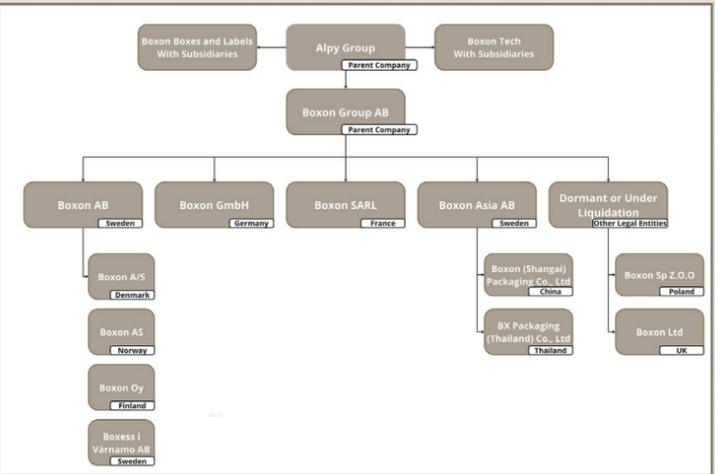
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GRI - facts in following topics

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

Management approach incl governance, policy and memberships

GRI	Organisation & Governance
2-8, 2-11, 2-14	<p>Boxon Group is having subsidiaries in eight countries with legal entities which includes Sweden (Boxon AB, Boxess AB), Germany (Boxon GmbH), France (Boxon SARL), Denmark (Boxon A/S), Norway (Boxon AS), Finland (Boxon OY), China (Boxon Shanghai) and Thailand (Boxon Thailand).</p> <p>The entire Group operates 10 distribution centres with a total warehouse space of almost 40 000 square meters with a permanent stock of 1 600 standard articles to 10 000 active customers. Boxon serves the eight markets with legal entities, but also other markets such as, central Europe, Benelux, the US, India, and others. The total group turnover in 2024 was 1569 MSEK. Boxon Group AB has the head office in Helsingborg, Sweden and in 2024 the Boxon group had 211 FTE's.</p> <p>Our offer:</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  <p>Packaging</p> <ul style="list-style-type: none"> Product packaging Transport packaging Big Bags </div> <div style="text-align: center;">  <p>Label & Traceability</p> <ul style="list-style-type: none"> Product labels Transport labels Print & Apply Traceability RFID </div> <div style="text-align: center;">  <p>Machine & Equipment</p> <ul style="list-style-type: none"> Stand alone solutions Semi automatic solutions Fully automatic solutions </div> <div style="text-align: center;">  <p>Services</p> <ul style="list-style-type: none"> Warehousing Design & Construction Global label system Technical service Packing instructions </div> </div> <div style="margin-top: 20px;">  </div> <p><i>Boxon Group legal and business structure</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 has a global responsibility, except for Sales that is organised per market.

Board of Directors (BoD)

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

Global Management Team (GMT)

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

Global Sales Team (GST)

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

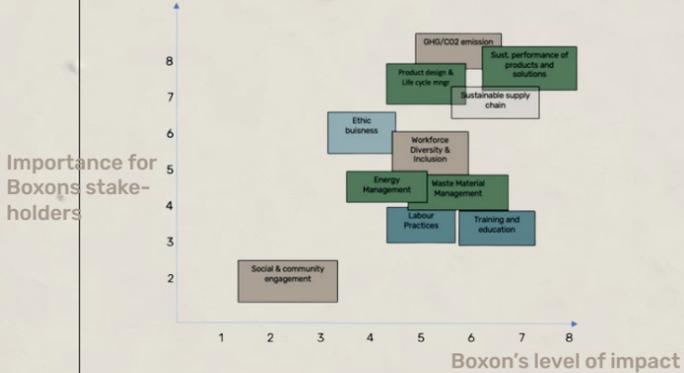
Management structure Nordics, EMEA and Asia

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

The Chief Sustainability Officer (CSO) is the management representative in Environmental Social and Governance (ESG) matters. The CSO should ensure that the ESG system is respected and continuously valued. Internal and external audits account for the operational quality of the system. The CSO and 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).</p> <p>In 2024, Alpy Group implemented a new Code of Conduct, which is the common foundation for Boxon Group, Boxon Tech Group and Boxes & Labels International. This is an overall policy that sets the principles, standards, and the moral and ethical expectations for us all as employees and for our business partners. The Code of Conduct provides a clear outline of expected 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 internally as well as externally, and it's summarized in four areas: Environment, Human and Labour Rights, Ethics and Supply chain.</p>
<p>2-26 Mechanisms for seeking advice and raising concerns</p>	<p>Boxon is committed to conducting business with honesty and integrity. We expect our entire workforce to adhere to high standards. Any suspicion of misconduct should be reported as soon as possible. This principle applies to all employees, managers, consultants, contractors, interns, casual workers, and agency workers. Boxon promotes a culture of transparency where people feel confident reporting concerns related to misconduct.</p> <p>Whistleblowing is the disclosure of wrongdoing or threats relating to our business activities. This encompasses bribery, fraud, money laundering and terrorist financing as well as other criminal activities, lapses in judgement, health and safety risks and any breach of legal or professional obligations. It also includes violations of human rights, environmental offences, tax offences, breaches of antitrust and competition laws, breaches of product safety and regulatory requirements, and significant breaches of data protection.</p> <p>Our whistleblowing is available on all Boxon websites and it's open to use for employees, temporary employees, contract workers, customers, suppliers, suppliers' employees or any other stakeholder who wants to report an incident. Whistle blower is handled by a 3rd independent party.</p> <p>Number of reported cases of business ethics related to violation through internal and external whistle blower procedure, publicly available on Boxon websites: Zero whistleblowing cases reported in 2024.</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 organisations and media in Sweden and globally. 3. IK - Industrievereinigung Kunststoffverpackungen e.V: IK is the German Association for Plastics Packaging and Films, representing the interests of manufacturers in areas such as sustainability, innovation, and regulatory affairs at both national and EU levels. 4. GKV - Gesamtverband Kunststoffverarbeitende Industrie GKV is the umbrella organisation for the German plastics processing industry, advocating for its members on economic, environmental, and technical matters while promoting sustainable development and innovation in the sector.

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 2024, 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 SASB. Materiality finder and EcoVadis have been especially useful sources. We selected two industries "Packaging and Containers" respective "Manufacturer of Corrugated and Paper board", and we prioritized relevant benchmark criteria. Out of 27 identified relevant sustainability topics, 10 topics were of importance for stakeholders and Boxon level of impact, and thereby material for our organisation 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 according with the GRI. A full report of the selected GRIs can be found in the GRI Index.</p> <div data-bbox="1951 778 2427 822" style="text-align: center;"> <h3>Boxon Materiality Matrix</h3> </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 Review of a product from raw material to end-of-life. 4. Sustainable supply chain Responsible sourcing, human rights- and environmental performance 5. Ethic business Anti-corruption and anti-bribery 6. Workforce Diversity & Inclusion Gender equality, inclusion, and diversity 7. Waste management Minimize waste in our operations. 8. Energy management Energy efficiency and renewable energy 9. Labour practices Practices that affect employment 10. Training & education Individual development for co-workers, meeting organisational needs. 11. Social & community engagement Contribution to children and youths in vulnerable situations

GRI	Stakeholder analysis
2-29	Boxon annually reviews and updates our stakeholder analysis. Selected functions at Boxon that cover different aspects and interests of the company are invited to a workshop to share their experience, knowledge and understanding about the stakeholders included in Boxon's stakeholder analysis. Interviews with different stakeholders have been performed during 2024, who also provided additional valuable expectations and requirements. Boxon Group has identified the stakeholders below that have a significant interest or impact. In 2024 we also performed interviews as a basis for Alpy Group Double Materiality analysis.

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

GRI	Direct Stakeholders	Dialogue form	Questions & focus
3-1	The media	Ongoing contacts with CEO, marketing officer and sustainability officer, interviews/questionnaires for network, social media	Strategies, industry & customer requirements focus on sustainability, environmental impact, energy, ethics, sustainable products, innovation & trends
3-1	Universities and other type of higher education	Ongoing contacts with colleges and universities, study	Sustainable business & sustainable products, Code of Conduct, economy, environmental issues (e.g. carbon dioxide emissions, life cycle analyses, products
3-1	External auditors and Certification bodies	Audits, social issues in working groups for standard audits.	Legislation and criteria of the standard in question.
3-1	Industry organisations	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 at risk of extreme weather conditions. There is a risk that suppliers will operate in areas with risk of extreme weather conditions, or that such conditions will affect the transportation of materials. Another risk for Boxon regarding extreme weather conditions is the change of need and use of Boxon products and specific material.</p>	Ongoing contacts with suppliers, Boxons procurement organisation 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. 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 uses 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>Safe 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>	<p>Health and safety are top priorities for Boxon.</p> <p>Action to improve the working environment is ongoing at all sites and knowledge is shared within Boxon group.</p> <p>Boxon's concern for its employees to improve their well-being is described in this Sustainability Report, under the chapter Fair & Equal</p>

GRI	Risk analysis	Risk management
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.</p> <p>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.</p> <p>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.</p> <p>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 suppliers. 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 behaviour</p> <p>In business, there is a risk of unethical, unfair or even corrupt situations arising. This would harm 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 behaviour in Boxon business.</p> <p>A Whistleblowing function was implemented in 2022 to enable anonymous reporting of unethical behaviour.</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. These are topics that are important for Boxon stakeholders and where Boxon can have an impact.

GRI	Human Rights & Labour practices	
General 403-8, 403-9, 403-10	<p>Boxon operates a global HR organisation with common systems and tools, ensuring centralized data compilation.</p> <p>Health & Safety Management: Issues and incidents are handled and documented within the HR Council, where HR managers meet quarterly.</p> <p>A root cause analysis is conducted for all reported incidents.</p> <p>Employment Contracts: 98% of employees hold permanent positions. Less than 2% are on temporary contracts or engaged as external consultants/staff.</p>	<p>98% permanent positions</p> <p>2% temporary positions and external consultants/contract workers</p>
102-41 Collective bargaining agreements	<p>64% of employees (Sweden & Finland) are covered by collective bargaining agreements.</p> <p>For the remaining 36%, Boxon follows local laws and collective agreements in each country, except in China, where a Scandinavian standard for collective agreements is applied.</p> <p>Social Measures Covered in Sweden & Finland Agreements:</p> <ul style="list-style-type: none"> - Health & Safety - Training & Career Management - Diversity, Harassment & Discrimination - Working Conditions - Employee Representative Body 	<p>64 % of employees covered by collective agreements</p>
Own disclosure Living wage	<p>All Boxon employees (permanent, temporary, and contract workers) receive at least a minimum living wage.</p> <p>Salaries for Boxon employees and temporary staff are benchmarked against each country's collective agreements, ensuring fair compensation. This applies to both companies covered by collective agreements (66%) and those that follow local collective agreements.</p> <p>Boxon defines its living wage scope based on the ILO framework: ILO Living Wage Explanation.</p>	<p>100 % of Boxon employees, temporary employees and contract workers have minimum living wage.</p>
Own disclosure Living wage mapping and benchmark	<ol style="list-style-type: none"> 1. Number of internal employees paid below the living wage (based on ILO standards). 2. Average wage gap for employees is below the living wage compared to the benchmark. 3. Share of internal employees and contract workers covered by the living wage benchmarking analysis, ensuring they are paid above living wage levels. 4. Number of internal employees and contract workers paid below the living wage. 	<ol style="list-style-type: none"> 1. 0% 2. 0% (everyone has above living wage) 3. 100% 4. 0%

GRI	Human Rights & Labour practices	
Own disclosure Working conditions measures	<p>1. Compensation for Extra or Atypical Working Hours</p> <ul style="list-style-type: none"> - Overtime and additional working hours are compensated as outlined in individual employment contracts and collective agreements. - In countries without collective agreements, compensation aligns with the respective market's collective agreements. <p>2. Flexible Work Arrangements</p> <ul style="list-style-type: none"> - Boxon's primary workplaces are offices and warehouses, where most working hours are spent. - Remote work is possible when suitable and is decided by each employee's manager. - Work arrangements are determined at the country's level and are continuously revised based on business needs and market conditions. <p>3. Family-Friendly Policies (e.g., Parental Leave)</p> <ul style="list-style-type: none"> - Parental leave benefits follow collective agreements in each country. - Boxon aims to support employees' parental leave requests whenever possible. 	<p>1. Coverage:</p> <p>The policy applies to 100% of employees, including temporary staff.</p> <p>2. Physical Presence Requirements:</p> <p>The policy applies to all employees, but some roles require physical presence, such as warehouse operators, service technicians, and production workers.</p> <ul style="list-style-type: none"> - For temporary employees, presence requirements depend on the specific assignment. <p>3. Full Employee Coverage:</p> <p>100% of employees, including temporary staff, are included in the policy.</p>
402-1 Minimum notice periods regarding operational changes	<p>Notice Period:</p> <p>The minimum notice period provided to employees is determined by national laws and collective agreements.</p> <p>For countries and offices with collective bargaining agreements, the notice period is defined within those agreements.</p> <p>In locations without collective agreements, the notice period is aligned with the same standards as the collective agreements.</p> <p>Non-Employee Workers:</p> <p>Workers who are not direct employees but whose work or workplace is controlled by Boxon are governed by agreements with their employer, who must also sign the Boxon Code of Conduct.</p>	<p>For all employees with permanent and temporary contract.</p>
Own disclosure Development talk and employee survey	<p>Annual Development Talks:</p> <p>All permanent employees and temporary employees with at least 12 months of service have a development talk with their manager once a year.</p> <p>Regular follow-up talks are held with the manager throughout the year to track progress.</p> <p>The development talk helps employees plan for personal development, with support from their manager.</p> <p>Employee Feedback & Engagement:</p> <p>All Boxon employees are invited to participate in an anonymous co-worker survey once a year, conducted through our HR system, Heartpace. Starting in 2024, quarterly pulse surveys have been conducted to measure eNPS.</p>	<p>86% of employees had their development talk in 2024 and in that process the individual development plan is set.</p> <p>90% of employees participated in our anonymous employee survey 2024.</p>

GRI	Human Rights & Labour practices	
403-1 Occupational health & safety system	<p>System Implementation:</p> <p>An occupational health and safety system is implemented across all Boxon companies, in accordance with each country's laws, regulations, and legal requirements.</p> <p>100% of Boxon employees and temporary employees are covered by these processes.</p> <p>Certification:</p> <p>Boxon (Shanghai) Packaging Co Ltd is ISO 45001:2018 certified (valid until July 27, 2027).</p> <p>The other Boxon companies are not certified by a third party.</p>	<p>The health and safety systems (see above) are valid for 100% employees, permanent and temporary in Boxon Group.</p> <p>Boxon (Shanghai) Packaging Co Ltd is certified; ISO 45001:2018</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 permanent and temporary employees in Boxon Group are included in risk assessments.</p>
403-3 Occupational health services	<p>Countries Offering Voluntary Health Checkups:</p> <p>In Germany, France, China, Thailand, Finland, and Sweden, voluntary health checkups are provided by occupational health services. These partners also offer various healthcare services in between checkups.</p> <p>Countries Without Voluntary Health Checkups:</p> <p>In Denmark and Norway, voluntary health checkups are not offered, and there is no ongoing cooperation for healthcare services. However, when health-related needs arise in relation to working life, health service care is made available to employees.</p> <p>Confidentiality:</p> <p>All employees' health-related information is treated as private and confidential.</p>	<p>Health Service Coverage:</p> <p>90% of our employees are covered by our agreements with partners, which provide ongoing health services.</p> <p>When special health needs arise, we continue to work with the same partners involved in our proactive health and safety efforts.</p>
403-4 Worker participation consultation and communication on occupational health and safety	<p>Local Representatives:</p> <p>Local Boxon representatives for occupational health and safety proactively identify issues and involve co-workers in addressing them. They report in accordance with national laws and regulations.</p> <p>Health & Safety Committees:</p> <p>Boxon has Health & Safety committees in Finland and Sweden (including Helsingborg, Sweden), where these workplaces are large enough to require committees rather than just local representatives.</p> <p>The committees, along with the local representatives, handle worker participation consultations and health and safety topics.</p> <p>Committee Participation:</p> <p>Representatives in the committees, including local representatives, are elected by co-workers.</p> <p>Boxon encourages all co-workers who wish to participate to join the committees.</p>	<p>100% of Boxon Group employees are represented by either the local health and safety representative or Health and Safety committee, elected by the co-workers.</p>

GRI	Human Rights & Labour practices	
403-5 Worker training on occupational health and safety	<p>Regular health & safety training for all Boxon operations regarding First aid/ CPR, Fire training/education and ergonomical training: CPR, physical trainings sessions using defibrillator and managing airway obstruction.</p> <p>Nordics; Helsingborg, 30 employees 2024-11-27/28, Kjula, 7 employees 2025-02-18, ASIA; Shanghai 2024-11-20</p> <p>First Aider = 4 employees First Aid training valid for 2 years EMEA; Bremen 2024-09-21, Krefeld 2023-04-27 First Aid training 4 hours in Lempäälä, Finland 2023-01-19 – 12 employees Annual safety instruction in office workplaces and home offices EMEA, 24 employees; Teams meeting and at site Bremen 2024-10-14, Krefeld 2024-11-07</p> <p>Fire training; both theoretical and physically using fire extinguisher Nordics; Helsingborg 33 employees 2024-05-16/17, Kjula, 7 employees 2025-02-06 EMEA; for "Brands- chutzhelfer", 6 employees in Bremen 2024-10-14 and Krefeld 2024-11-07 Fire training; both theoretical and using fire extinguisher incl. emergency res- cue drill and fire drill ASIA; Shanghai 2024-11-13</p> <p>Physiotherapist trainings/ergonomics training "Sustainable Working life" in Helsingborg – 49 participants – 2023-09-27+2023-09-29 Denmark – 10 participants – June 2023</p>	<p>100% of employees (including temporary employees) are covered in Health & Safety trainings over the years.</p> <p>Some training courses are specific for nominated employees (in some roles) and some training courses are targeting all employees.</p>
403-6 Promotion of workers health	<p>Countries Offering Voluntary Health Checkups: In Germany, France, China, Finland, and Sweden, voluntary health checkups are provided by occupational health services. These partners are also available to offer various healthcare services between checkups.</p> <p>Countries Without Voluntary Health Checkups: In Denmark and Norway, voluntary health checkups are not offered, and there is no ongoing healthcare cooperation. However, when health-related needs arise in the working environment, health service care is provided to employees.</p>	<p>90 % of employees are covered by health care processes by external partners and have access to voluntary health checkups.</p>
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by Business relationships	<p>Proactive Collaboration: We actively work with our customers by providing equipment, services, and training to help mitigate health and safety risks in packaging.</p> <p>Examples of Support: We offer packaging machines that enable more automated packaging, reducing health risks for our customers' employees. We analyse customers' distribution flows and provide safe and efficient equipment to ensure the well-being of their co-workers. We provide detailed instructions for handling our products, ensuring that both customers and other stakeholders in our value chain can follow proper safety protocols.</p> <p>Availability: All relevant instructions are made available and are connected to the corresponding products.</p>	

GRI	Human Rights & Labour practices	
403-8 Workers covered by an occupational health & safety management system	<p>Coverage: 100% of all employees, temporary employees, and contract workers are covered by Boxon's Health & Safety processes and procedures.</p> <p>Every employee receives an introduction to our Health & Safety system and is offered the opportunity to participate in relevant training sessions. Certification: Boxon (Shanghai) Packaging Co Ltd is ISO 45001:2018 certified (valid until July 27, 2027). The other Boxon companies have not been audited or certified by an external party.</p>	<p>100% of all employees, temporary employees and contract workers are covered</p>
403-9, 403-10 Work-related injuries	<p>Equal Treatment: Boxon treats all employees equally, regardless of whether they have a permanent or temporary position. All employees, regardless of their employment type, have the same working conditions and rights.</p> <p>Health & Safety Reporting: All work-related injuries and work-related ill health are reported and addressed for Boxon employees, temporary employees, and contract workers.</p>	
403-9, 403-10 All employees + Workers that are not permanent employee (work is controlled by Boxon)	<p>Summary of Work-Related Injuries and Ill Health (2024):</p> <ol style="list-style-type: none"> 1. Fatalities: Zero number and rate of fatalities due to work-related injury and ill health. 2. High-Consequence Injuries: Zero number and rate (excluding fatalities). 3. Recordable Injuries: Zero number and rate of recordable work-related injuries and ill health. 4. Types of Injuries/Ill Health: No reported cases. 5. LTIFR (Lost Time Injury Frequency Rate): Zero. 6. LTI Severity Rate: Zero. 	<ol style="list-style-type: none"> 1. Zero number/0% 2. Zero number/0% 3. Zero number/0% 4. Zero number/0% 5. LTIFR of zero 6. LTI severity rate of zero
403-9, 403-10 Workers that are not employees - but the work is controlled by Boxon	<p>Number of Hours Worked: The number of hours worked by workers who are not employees accounts for less than 1% of total hours.</p> <p>Work-Related Hazards: Boxon's working environment does not present hazards with a high risk of severe injuries. The highest-risk areas are warehouses and machine service, where detailed procedures for handling goods are in place. A Health & Safety plan has been implemented, including regular training and controls, to mitigate risks.</p>	<p>374.098 hours</p> <p>85% of employees work in an office area. 12 % of employees work in warehouse. 3% of employees work in production</p>
403-10 Work-related hazards	<p>Work-Related Ill Health: In 2024, 0% of work-related ill health cases were caused by work conditions or practices. Potential work-related hazards that could pose a risk to health are identified and addressed through our risk analysis procedures.</p>	<p>Zero cases/0%</p> <p>(As zero cases of work-related ill health)</p>

GRI	Human Rights & Labour practices	
406-1 Incidents of discrimination	<p>Handling of Incidents of Discrimination: The process for handling incidents of discrimination is outlined in the Standard Operating Procedure for Health & Safety.</p> <p>Employees can report incidents internally to their manager, their manager's manager, the HR manager, or the local Health & Safety representative. The choice of whom to report to depends on the employee's preference and the nature of the incident.</p> <p>All reports are handled confidentially, with support from HR managers. Boxon also has a Whistleblower Procedure, where incidents are managed by a 3rd party to ensure integrity and impartiality.</p> <p>A root cause analysis is conducted for all reported incidents. Total number of incidents of discrimination during the reporting period: 0.</p>	Zero number of incidents of discrimination/0% of incidents

GRI	Freedom of association, child labour, forced labour	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Risk Management in Operations and Supply Chain: Boxon operations and the supply chain have no identified risk regarding freedom of association and collective bargaining.</p> <p>64% of Boxon employees are included in collective agreements, while the remaining employees have agreements that align with local laws and collective agreements.</p> <p>Freedom of association and collective bargaining are clearly stated in Boxon's Code of Conduct, which is mandatory for owners, managers, employees, and suppliers to follow.</p> <p>Supplier Commitment: All suppliers must formally commit by signing Boxon's Code of Conduct, which includes mandatory adherence to freedom of association.</p> <p>Every year, all suppliers are assessed and audited on this topic, among others.</p>	<p>1. No risk for Boxon employees</p> <p>2. Boxon suppliers' signs CoC and are assessed on the topics</p>
408-1 Operations and suppliers at significant risk for incidents of child labour	<p>Internal Policies & Operations: Boxon maintains zero tolerance for child labour, as outlined in the Boxon Code of Conduct for both employees and suppliers. Boxon's operations and offices are not situated in risk areas and are based in regions such as the Nordics, France, Germany, and China, where the risk of child labour is minimal. All Boxon employees are employed under formal contracts, which allow for age verification before hiring.</p> <p>Supplier Commitment: All suppliers must formally commit by signing Boxon's Code of Conduct, which includes a zero tolerance for child labour clause. Suppliers are required to have contracts for all their employees, enabling them to conduct age verification before hiring. The risk of child labour is considered very low, as Boxon's suppliers are primarily in an industrial setup with no opportunity for homeworkers. 48% of Boxon's suppliers are based in the Nordics, 37% in other parts of Europe, all of which adhere to EU laws and regulations. A minor portion, 15%, of suppliers are based in Asia, with less than 10% in moderate risk areas.</p> <p>All suppliers sign a commitment to the UN Global Compact 10 Principles and ILO standards. These commitments are part of the criteria used to assess suppliers during biennial evaluations, including online and on-site audits, where labour and human rights are specifically covered.</p>	<p>1. Zero tolerance to child labour in Boxon operations. Minimum employees aged 18 years and all Boxon employees and contract workers have a contract.</p> <p>2. Zero tolerance to child labour. All Boxon suppliers have contracts with their employees and are audited at least every second year. Less than 10% of suppliers are in moderate risk areas.</p>

GRI	Freedom of association, child labour, forced labour	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p>Internal Policies & Operations: Boxon has a zero-tolerance policy for forced/compulsory labour, as stated in the Boxon Code of Conduct for both employees and suppliers. Boxon's operations and offices are in regions that do not present risks related to forced labour. All Boxon employees have formal contracts, enabling Boxon to enforce and monitor its zero-tolerance policy.</p> <p>Supplier Commitment: All suppliers must formally commit by signing Boxon's Code of Conduct, which includes a zero tolerance for forced labour clause. Suppliers must have contracts for all their employees and perform candidate verification before hiring. The risk of forced labour is minimal, as Boxon's suppliers operate in industrial settings with no possibility for homeworkers.</p> <p>48% of Boxon's suppliers are in the Nordics, 37% in other parts of Europe, all of which follow EU laws and regulations. A small proportion, 15%, of suppliers are based in Asia, with less than 10% in moderate risk areas.</p> <p>All suppliers commit to the UN Global Compact 10 Principles and ILO standards. These commitments are part of the criteria when assessing suppliers, which is done at least every second year through online audits and on-site physical audits, where labour and human rights are specifically covered.</p>	<p>1. Zero tolerance of forced or compulsory labour at Boxon operations. All Boxon employees and contract workers have a contract.</p> <p>2. Zero tolerance to forced or compulsory labour at suppliers. All Boxon suppliers have contracts with their employees and are audited at least every second year. Less than 10% of suppliers in moderate risk areas.</p>
GRI	Critical Incident Risk Management – specific Accident & Safety Management	
403 Critical Incident Risk Management – specific Accident & Safety Management	<p>All companies and units within the Boxon Group conduct annual risk assessments in compliance with national laws and regulations.</p> <p>- Boxon (Shanghai) Packaging Co Ltd is ISO 45001:2018 certified (valid until 2027-07-27).</p> <p>- However, the remaining Boxon companies are not certified by a third party.</p>	100% of all Boxon employees and companies are covered in risk management & assessments.

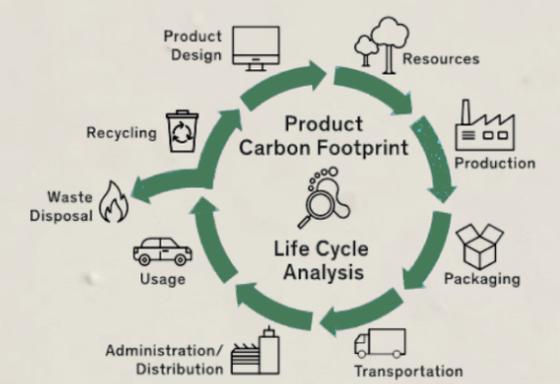
GRI	Training and education	
404-1 Average hours of training	<p>Boxon tracks the average hours of training related to Environment, Social, and Governance (ESG) topics. Other training courses are not specifically measured, as they form part of an employee's continuous development.</p> <p>Each employee participates in annual development talks with their manager, with 86% coverage in 2024.</p> <p>During the development talks, decisions are made about the type of development needed for each employee, such as mentoring, job switching, workshops, training, or formal education.</p>	<p>In total 600 hours of training sessions in ESG, and 3 h average training per employee (total 211 employees): Code of Conduct 1 h – 167 employees</p> <p>Sustainability competence dev. (mod 1 + 2.1) 2,5 h – 100 employees</p> <p>Sustainability competence dev (mod 2.2 + 3.1) 1,5 - 60 employees Sales & Procurement</p> <p>Sustainability competence dev (mod 3.2) 2 h – 40 employees Sales</p>
401-1 Trainings	<p>Trainings in topics related to ESG – Environment, Social (Labour & Human Rights), Governance (Ethics)</p> <p>Boxon is continuously providing skill training for employees to strengthen their knowledge and skills for work capabilities and career development. This is agreed in the yearly development talk between manager and co-worker, and many training courses are available through Boxon Academy. The purpose of training connected ESG is to increase awareness and ensure that we fulfill compliance in all aspects of Environment, Labour & Human rights, Ethics and Supply chain. During 2023 and 2024, following trainings have been performed:</p> <p>Code of Conduct & Business Ethics 1. Code of Conduct training & practices – training and workshops 20240930-20241220 Environmental goals, ambition and practices Labour & Human rights goals, ambition and practices Business Ethics goals, ambition and practices Supply chain and responsible sourcing goals, ambition and practices</p> <p>2. Anti-corruption training in person training and workshop 2023-09-29. Target group. All employees except employees in warehouse and production</p> <p>Environment 3. GHG accounting and reporting. 2024-12-09 Target group: ESG country responsible7</p> <p>4. FSC Chain of Custody. 2024-01-19 and 3 shorter sessions Target group: Sales, procurement, supply & logistics, business operations, PCS, Marketing</p> <p>5. Energy efficiency & waste sorting. 2023-04-03</p> <p>6. Sustainability objectives and strategy, Sustainable products, circularity, packaging optimization: 20240320, 20240411, 20240614, 20241011, 20241122 Target group: Sales, Portfolio & Supplier team, Supply & Logistics co-workers.</p> <p>Social 7. Buyers at Boxon trained in Sustainable procurement including responsible sourcing, environmental requirements, child labour, forced labour, human trafficking, and business ethics in 2023-12-28. Target group. Sourcing managers, Supply leaders, Logistic leaders</p> <p>8. Training gender equality, diversity, and inclusion 2023-02-08. Target group: All managers</p> <p>9. Health & Safety & Ergonomics, se GRI 403-5 Target group: All employees</p>	<p>Skills training identified and discussed with all employees in their development talk.</p> <p>In 2024, 86 % of employees had a development talk.</p> <p>All employees participate in ESG training; Some roles had in dept training in 2023 and 2024</p> <p>1. 167 employees</p> <p>2. 183 employees</p> <p>3. 10 employees</p> <p>4. 180 employees</p> <p>5. 187 employees (80%)</p> <p>6. 65 out of 84 employees (77%)</p> <p>7. 12 of 12 (100%) buyers within Procurement</p> <p>8. 30 of 30 managers (100%)</p>

GRI	Workforce diversity and inclusion	
405-1	<p>Boxon follows a transparent and formal recruitment process, clearly communicated to all candidates.</p> <p>All managers at Boxon adhere to a standard recruitment procedure, emphasizing a merit-based approach that ensures equal opportunities for all applicants.</p> <p>The recruiting manager works together with the country HR manager to guarantee the process is open and transparent.</p> <p>We also collaborate with established external recruitment agencies to ensure the quality of the process and fairness in meeting the job requirements.</p>	<p>14 recruitments in 2024 within Boxon Group</p>
405-1 Diversity of governance bodies and employees	<p>Boxon monitors and report gender balance at all companies. Detailed gender overview per company and country – see Boxon Facts and Figures page on 16 in Sustainability report.</p>	<p>Total employees = male 63%/ female 37%, Management= male 66%/female 34%, Executive management (GMT) = male 60%/female 40%, Board = male 75%/female 25%</p>
405-1 Age groups	<p>Age groups: 1. Under 30 years old 2. 30-50 years old 3. Over 50 years old</p>	<p>1. Male under 30 = 3%, 2. Male 30-50 = 36%, 3. Male over 50 = 24% 1. Female under 30 = 5% 2. Female 30-50 = 22% 3. Female over 50 = 10%</p>
405-1 Diversity	<p>We do not measure other indicators of diversity (such as minority or vulnerable groups) due to legal restrictions (due to integrity and confidentiality).</p>	<p>Not measured due to legal restrictions, except gender and age balance, se above.</p>
405-2 Ratio of basic salary and remuneration	<p>Gender Pay Ratio: We measure the yearly ratio of basic salary and remuneration between women and men across each employee category and significant locations of operation.</p> <p>Salary Revision: Salary revisions are conducted annually, ensuring fair compensation across the organisation.</p> <p>Profit-Sharing: A profit-sharing system is in place for all permanent employees after 6 months of employment.</p> <p>Communication: The details of our profit-sharing system are communicated internally via SharePoint.</p>	<p>Measured every year – not public information.</p> <p>Yearly salary revision for all employees.</p> <p>Profit sharing for all employees after 6 months employment</p>

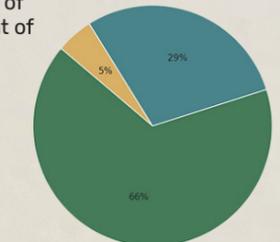
Environment

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	Boxon offers a wide range of materials tailored to meet the needs of our customers. We are committed to developing and promoting environmentally friendly initiatives, aiming to ensure that our responsible lifecycle management of products is highly valued by our customers. Below is a summary of the key movements and materials we worked with in 2024:																																											
Sustainable products and use of ecofriendly or biobased input materials.	<table border="1"> <thead> <tr> <th colspan="3">Movements 2024</th> </tr> <tr> <th>Share Number of Articles out of total number of articles (Machines & Services Excluded)</th> <th>Standard</th> <th>Customized</th> </tr> </thead> <tbody> <tr> <td>Share number of articles labeled as sustainable products</td> <td>42,20%</td> <td>56,70%</td> </tr> <tr> <td>Share number of articles labeled as FSC certified</td> <td>69,90%</td> <td>83,10%</td> </tr> <tr> <td>Share number of articles with 30%-100% recycled material</td> <td>52,60%</td> <td>51,30%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Sustainable Products</th> <th>Total New Sustainable Products in 2024</th> </tr> </thead> <tbody> <tr> <td>New Standard vs New Customized</td> <td>67 / 1701</td> </tr> <tr> <td>Paper and Corrugated</td> <td>1310</td> </tr> <tr> <td>Plastics</td> <td>56</td> </tr> <tr> <td>Wood</td> <td>21</td> </tr> <tr> <td>Labels</td> <td>562</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Number of Art. and their Sustainability Criteria</th> </tr> </thead> <tbody> <tr> <td>Art. that can become Sustainable</td> <td>1310</td> </tr> <tr> <td>Art. that can never be sustainable</td> <td>148</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Use of Eco-friendly or Biobased Input Materials</th> </tr> </thead> <tbody> <tr> <td>Paper and Potato Starch (PaperWave Void Fill)</td> <td> <ul style="list-style-type: none"> - Made of > 80% regrowing materials - Super thin potato starch blend sealant layer - FSC certified 100% recycled paper - Recyclable by repulping </td> </tr> <tr> <td>FSC Certified Fiber-based Paper and Corrugated</td> <td>Recyclable</td> </tr> <tr> <td>Recycled Material</td> <td> <ul style="list-style-type: none"> - Recycled Plastics PCR and PIR - Recycled and Renewable / fiber based paper and corrugated - Recyclable </td> </tr> <tr> <td>FSC or PEFC Certified Wood</td> <td> <ul style="list-style-type: none"> - Renewable - Reusable - Recyclable - Responsible forestry </td> </tr> </tbody> </table>	Movements 2024			Share Number of Articles out of total number of articles (Machines & Services Excluded)	Standard	Customized	Share number of articles labeled as sustainable products	42,20%	56,70%	Share number of articles labeled as FSC certified	69,90%	83,10%	Share number of articles with 30%-100% recycled material	52,60%	51,30%	Sustainable Products	Total New Sustainable Products in 2024	New Standard vs New Customized	67 / 1701	Paper and Corrugated	1310	Plastics	56	Wood	21	Labels	562	Number of Art. and their Sustainability Criteria		Art. that can become Sustainable	1310	Art. that can never be sustainable	148	Use of Eco-friendly or Biobased Input Materials		Paper and Potato Starch (PaperWave Void Fill)	<ul style="list-style-type: none"> - Made of > 80% regrowing materials - Super thin potato starch blend sealant layer - FSC certified 100% recycled paper - Recyclable by repulping 	FSC Certified Fiber-based Paper and Corrugated	Recyclable	Recycled Material	<ul style="list-style-type: none"> - Recycled Plastics PCR and PIR - Recycled and Renewable / fiber based paper and corrugated - Recyclable 	FSC or PEFC Certified Wood	<ul style="list-style-type: none"> - Renewable - Reusable - Recyclable - Responsible forestry
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GRI	LiFe Cycle Analysis and Product Carbon Footprint
Own disclosure	<p>Boxon's commitment to Science-Based Target initiatives drives us to engage with Life Cycle Assessment (LCA) and Product Carbon Footprint (PCF) methodologies to reduce material usage and greenhouse gas (GHG) emissions across our company and supply chain.</p> <p>A comprehensive LCA and PCF encompass all material usage and emissions throughout the entire life cycle of a product, including raw materials, production, transport & logistics, assembly, use-phase, and end-of-life (recycling or disposal). For Boxon's LCA & PCF, we have included all these factors, with the assessment carried out by the MyClimate Foundation. Their evaluation adheres to ISO standards for Life Cycle Assessment and Product Carbon Footprints (ISO 14040/14044/14067). Consequently, the system boundaries are set from "cradle-to-grave."</p>  <p>Life cycle phases for performing a Life Cycle Assessment and for calculating a product carbon footprint (diagram by MyClimate) Boxon is implementing this model and approach as an integrated part of the work done by our different functions, i.e., Construction & Design, Procurement, Logistics etc. Our Life cycle approach includes innovation, development and optimization of new sustainable products and solutions for our customers.</p>
Own disclosure, 301, 306	<p>In 2023, Boxon implemented the Holistic Design with Total Cost Analysis model for product design and assessments, resulting in material savings and CO₂e reductions. This model enables customers to evaluate how different packaging solutions impact material usage and carbon footprint, helping them make more sustainable choices.</p> 

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<p>General overview GHG Boxon Group</p> <table border="1"> <thead> <tr> <th>Category / Country</th> <th>Boxon Group 2024 tCO2e</th> </tr> </thead> <tbody> <tr> <td>Total emissions - tCO2e</td> <td>1335</td> </tr> </tbody> </table> <p>Total CO2e for Boxon Group Boxon's carbon footprint is calculated according to the internationally recognized "GHG Protocol: A Corporate Accounting and Reporting Standard," which includes climate-relevant greenhouse gases assessed using the equity share approach. The GHG accounting is performed by the third-party organisation MyClimate (myclimate.org).</p> <p>Since 2019, Boxon has reported a portion of its Scope 3 emissions, as outlined above. In 2024, Boxon established a baseline for the full Scope 3, measuring CO2e emissions from:</p> <ul style="list-style-type: none"> -Purchased goods -Upstream transportation & logistics from suppliers delivering goods -Downstream transportation & logistics from Boxon warehouses to customers -End-of-life treatment of sold products 	Category / Country	Boxon Group 2024 tCO2e	Total emissions - tCO2e	1335	<p>CO2e Boxon Group 2024 1335 t CO2e</p> <p>Excluding categories in scope 3: - Purchased goods - Upstream transportation & logistics from suppliers delivering goods - Downstream transportation & logistics from Boxon warehouses to customers - End of life treatment sold products</p>																	
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<p>305-1, 305-2, 305-3</p> <p>Direct (scope 1), indirect (scope 2) and other indirect (scope 3) GHG emissions</p>	<p>The greenhouse gas (GHG) emissions are categorized into three scopes according to the GHG Protocol Standard, measured in metric tons of CO2 equivalent:</p> <p>Scope 1: Direct GHG emissions from owned or controlled sources by the company.</p> <p>Scope 2: Indirect emissions from the generation of purchased electricity consumed by the company. Scope 2 is calculated based on a gross location-based energy indirect approach.</p> <p>Scope 3: All other indirect emissions that result from products or services used by the company, as well as emissions from business travel in vehicles not owned by the company.</p> <p>For Scope 3, please refer to the "General Overview GHG Boxon Group" for specific exclusions from the scope.</p> <table border="1"> <thead> <tr> <th>Boxon Group Scopes 1, 2, and 3</th> <th>Boxon Group 2019 tCO2e</th> <th>Boxon Group 2024 tCO2e</th> <th>Decrease tCO2e % 2024 vs 2019</th> </tr> </thead> <tbody> <tr> <td>Total tCO2e</td> <td>1998</td> <td>1335</td> <td>-33%</td> </tr> <tr> <td>Scope 1</td> <td>359</td> <td>280</td> <td>-22%</td> </tr> <tr> <td>Scope 2</td> <td>252</td> <td>80</td> <td>-68%</td> </tr> <tr> <td>Scope 3</td> <td>1387</td> <td>974</td> <td>-30%</td> </tr> </tbody> </table>	Boxon Group Scopes 1, 2, and 3	Boxon Group 2019 tCO2e	Boxon Group 2024 tCO2e	Decrease tCO2e % 2024 vs 2019	Total tCO2e	1998	1335	-33%	Scope 1	359	280	-22%	Scope 2	252	80	-68%	Scope 3	1387	974	-30%	<p>CO2e/Boxon Group 2024: Scope 1: 280 t CO2e Scope 2: 80 t CO2 e Scope 3: 974 t CO2e</p>
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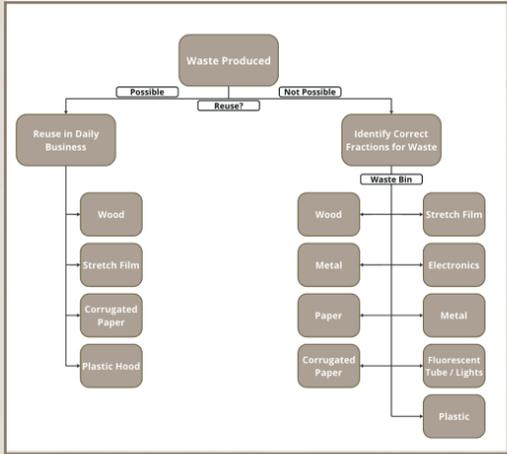
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	<p>All gases are included in the calculations according to the "GHG Protocol" standard. The emission values are reported in CO2e (carbon dioxide equivalents), meaning that greenhouse gases such as CH4 (methane), N2O (nitrous oxide), HFCs (hydrofluorocarbons), PFCs (perfluorocarbons), SF6 (sulfur hexafluoride), and NF3 (nitrogen trifluoride) are all converted into their CO2 equivalent to give a comprehensive measure of climate impact.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Tons CO2e</th> <th>CO2e % 2024 vs 2019</th> <th>CO2e % 2024 vs 2022</th> <th>CO2e % 2024 vs 2023</th> <th>tCO2e 2024 vs 2019</th> <th>tCO2e 2024 vs 2022</th> <th>tCO2e 2024 vs 2023</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>1 998</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>2022</td> <td>1 638</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>2023</td> <td>1 513</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>2024</td> <td>1 335</td> <td>-33%</td> <td>-19%</td> <td>-12%</td> <td>663</td> <td>303</td> <td>178</td> </tr> </tbody> </table>	Year	Tons CO2e	CO2e % 2024 vs 2019	CO2e % 2024 vs 2022	CO2e % 2024 vs 2023	tCO2e 2024 vs 2019	tCO2e 2024 vs 2022	tCO2e 2024 vs 2023	2019	1 998							2022	1 638							2023	1 513							2024	1 335	-33%	-19%	-12%	663	303	178	<p>All greenhouse gases are included in CO2e</p> <p>Biogenic CO2 emissions in metric tons of CO2 is not measured.</p>
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305-3	<p>During 2024, Boxon defined the baseline for the full scope 3 in our entire value chain, meaning we have added several categories as upstream purchase of products, end of life treatment of sold products, upstream/downstream transportation & distribution. When mapping our full value chain, the result is that 99,7 % of our CO2e emission comes from scope 3.</p> <p>Total Scope 3 upstream and downstream: 143 582 t CO2e (99,7 of total CO2e emissions)</p> <ul style="list-style-type: none"> -95 000 t CO2e (66 %) is attributed to purchased goods Rubber & Plastics alone accounts for around 70% of CO2e emissions from Purchased goods. -5,939 t CO2e (5%) is attributed to distribution and logistics 2,179 t CO2e Upstream 3,760 t CO2e Downstream -41 700 t CO2e (29%) is attributed to end of life treatment of sold product Rubber and Plastics alone stands for 96% of CO2e emissions from End of life treatment of sold products 	<p>Scope 3 all categories base year 2023: 143 582 t CO2e</p> <p>On top of what we have measured in scope 3 2019-2023, we have now added Purchased of goods, Upstream / downstream distribution & logistics and End of life treatment.</p> <p>Scope 3 baseline has been accounted for by 3rd party MyClimate, according to Greenhouse gas protocol. The measurement of the total amount of carbon dioxide (CO2) emissions caused directly and indirectly by an activity or generated over the life stages of a product.</p> <p>Mass accounting has been used for calculating Purchased goods and End of life treatment sold products. Spent based screening has been used for distribution and logistics as this only stands for 5%. All other categories in scope 3 is calculated based on mass accounting.</p>																																								

GRI	GHG Emission																																																																																																																																																	
305-1, 305-2, 305-3	<p>The carbon footprint is based on the standard 'The GHG Protocol and includes the climate-relevant greenhouse gases that are calculated according to the equity share approach. The data for the calculations is taken from ecoinvent 3.6, 3.8 and 3.9 following the IPCC 2021 methodology (GWP 100a).</p> <p>Consolidation approach: The climate-relevant greenhouse gases are calculated according to the equity share approach.</p> <p>Boxon is reporting through the 3rd party carbon accounting platform MyClimate, which is also summarising our carbon footprint report(s). myclimate.org</p>	<p>Ecoinvent 3.6, 3.8, 3.9</p> <p>IPCC 2021 methodology (GWP 100a)</p> <p>Equity shares approach Carbon accounting platform MyClimate</p>																																																																																																																																																
Disclosure 305-4 GHG emissions intensity	<p>GHG Emissions Intensity Ratio:</p> <p>Boxon Group 2024: 1,335 t CO2e / 211 FTE.</p> <p>Target: Decrease CO2e per FTE by 8% by the end of 2025.</p>	<p>GHG emissions intensity is 6,33 t CO2e per FTE</p> <p>Our target is to decrease CO2e/FTE with 8% by end of 2025</p>																																																																																																																																																
Disclosure 305-5 Reduction of GHG emissions	<table border="1"> <thead> <tr> <th>Boxon Group Carbon Footprint Years 2020 and 2021 are discarded (COVID)</th> <th>2019 tCO2e</th> <th>2022 tCO2e</th> <th>2023 tCO2e</th> <th>2024 tCO2e</th> <th>Increase CO2e % 2019 vs 2024</th> <th>Increase CO2e % 2023 vs 2024</th> <th>Increase CO2e % 2022 vs 2024</th> </tr> </thead> <tbody> <tr> <td>Total emissions: tCO2e total</td> <td>1966</td> <td>1836</td> <td>1513</td> <td>1335</td> <td>-24%</td> <td>-21%</td> <td>-32%</td> </tr> <tr> <td>Energy</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Electricity</td> <td>476</td> <td>383</td> <td>295</td> <td>332</td> <td>-30%</td> <td>-13%</td> <td>13%</td> </tr> <tr> <td>- Heating and cooling</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Mobility</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Commuting</td> <td>826</td> <td>638</td> <td>771</td> <td>614</td> <td>-26%</td> <td>-4%</td> <td>-20%</td> </tr> <tr> <td>- Business Travels and Overnight Stays</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Transport</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Fuel consumption company owned vehicles</td> <td>455</td> <td>540</td> <td>374</td> <td>321</td> <td>-29%</td> <td>-41%</td> <td>-14%</td> </tr> <tr> <td>- Transport third party</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Food and Beverages</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Materials</td> <td>39</td> <td>21</td> <td>22</td> <td>21</td> <td>-46%</td> <td>-2%</td> <td>-6%</td> </tr> <tr> <td>- Office Material</td> <td>67</td> <td>38</td> <td>38</td> <td>33</td> <td>-51%</td> <td>-14%</td> <td>-13%</td> </tr> <tr> <td>- Tapwater</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Waste and Recycling</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Recycling Waste</td> <td>135</td> <td>17</td> <td>13</td> <td>14</td> <td>-89%</td> <td>-16%</td> <td>10%</td> </tr> <tr> <td>- Waste Water</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Above GHG emissions (CO2e) are reduced between base year 2019 to 2024 as a direct result of reduction initiatives.</p> <p>Scope 1</p> <ul style="list-style-type: none"> -Energy efficiency activities that have 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 always consider climate impact. <p>Scope 2</p> <ul style="list-style-type: none"> -Switch to renewable energy in whole Nordics and install our own solar panels on our head office and warehouse in Helsingborg. <p>Scope 3</p> <ul style="list-style-type: none"> -Decreased business travel with flights and less overnight 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, 3.8 and 3.9 following the IPCC 2013 methodology (GWP 100a). Please see what we have excluded in scope 3 under General overview GHG Boxon Group.</p>	Boxon Group Carbon Footprint Years 2020 and 2021 are discarded (COVID)	2019 tCO2e	2022 tCO2e	2023 tCO2e	2024 tCO2e	Increase CO2e % 2019 vs 2024	Increase CO2e % 2023 vs 2024	Increase CO2e % 2022 vs 2024	Total emissions: tCO2e total	1966	1836	1513	1335	-24%	-21%	-32%	Energy								- Electricity	476	383	295	332	-30%	-13%	13%	- Heating and cooling								Mobility								- Commuting	826	638	771	614	-26%	-4%	-20%	- Business Travels and Overnight Stays								Transport								- Fuel consumption company owned vehicles	455	540	374	321	-29%	-41%	-14%	- Transport third party								Food and Beverages								- Materials	39	21	22	21	-46%	-2%	-6%	- Office Material	67	38	38	33	-51%	-14%	-13%	- Tapwater								Waste and Recycling								- Recycling Waste	135	17	13	14	-89%	-16%	10%	- Waste Water								<p>2024 vs base year 2019: 663 t CO2e (33%) in reduction/ decrease</p>
Boxon Group Carbon Footprint Years 2020 and 2021 are discarded (COVID)	2019 tCO2e	2022 tCO2e	2023 tCO2e	2024 tCO2e	Increase CO2e % 2019 vs 2024	Increase CO2e % 2023 vs 2024	Increase CO2e % 2022 vs 2024																																																																																																																																											
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GRI	GHG Emission															
Disclosure 305-5 Reduction of GHG emissions	<p>In 2024, Boxon partnered once again with MyClimate to support climate protection projects in Madagascar, offsetting the carbon footprint of its Big Bags. This initiative offers Boxon customers the opportunity to invest in the same amount of CO2e emission reductions caused by their Big Bags' carbon emissions. The contributions to the climate protection project have resulted in the following emission reductions and provide the following ecological and socio-economic benefits:</p> <div data-bbox="1846 475 2303 1116" data-label="Complex-Block"> <p style="text-align: center;">SDG Impact Report</p> <p style="text-align: center;">Boxon GmbH</p> <p style="text-align: center;"><small>Your contribution for 2024 achieved the following emission reductions and the following ecological and socio-economic benefits in the climate protection project</small></p> <p style="text-align: center;">Back to the Green Island with Efficient and Solar Stoves in Madagascar</p>  <table border="1"> <tbody> <tr> <td>Reduced amount of CO₂ (in tonnes)</td> <td>1 177</td> </tr> <tr> <td>Installed cook stoves</td> <td>117</td> </tr> <tr> <td>Reduced amount of CO₂ per cook stove per year (in tonnes)</td> <td>2</td> </tr> <tr> <td>Saved wood (in tonnes)</td> <td>1 404</td> </tr> <tr> <td>Forest area protected for this (in hectares)</td> <td>7</td> </tr> <tr> <td>People benefiting from these cook stoves</td> <td>655</td> </tr> <tr> <td>Jobs generated in the project in total</td> <td>>265</td> </tr> </tbody> </table> <p><small>Data source: average values of verification reports</small></p> </div>	Reduced amount of CO ₂ (in tonnes)	1 177	Installed cook stoves	117	Reduced amount of CO ₂ per cook stove per year (in tonnes)	2	Saved wood (in tonnes)	1 404	Forest area protected for this (in hectares)	7	People benefiting from these cook stoves	655	Jobs generated in the project in total	>265	<p>Climate projection projects/carbon offset</p> <p>Reduced amount of CO2: 1,177.44 (t)</p> <p>CO₂ Reduction: 229 tonnes compared to 2023</p> <p>Installed Stoves: 22 units</p> <p>Wood Saved: 264 tonnes</p> <p>Protected Forest Area: Increased by 1.3 hectares</p> <p>New Beneficiaries: 123 people</p>
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302-1, 302-2 Energy consumption within the organisation	<p>Energy consumption 2024:</p> <table border="1"> <thead> <tr> <th colspan="8">Electricity Boxon Group</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Surface m²</th> <th colspan="2">Electricity Renewable KWh</th> <th colspan="2">Electricity Conventional KWh</th> <th colspan="2">Total Electricity KWh</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>39 356</td> <td>43 424</td> <td>1 952 096</td> <td>1 922 482</td> <td>35 078</td> <td>46 651</td> <td>1 987 174</td> <td>1 969 133</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="8">Heating Boxon Group</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Surface m²</th> <th colspan="2">Heating Renewable KWh</th> <th colspan="2">Heating Conventional KWh</th> <th colspan="2">Total Heating KWh</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>39 356</td> <td>43 424</td> <td>489 284</td> <td>578 502</td> <td>595 011</td> <td>805 591</td> <td>1 084 295</td> <td>1 184 093</td> </tr> </tbody> </table> <p>The data is collected from Boxon Group systems, where contracts and invoices are reviewed to track energy types and kWh usage. This information is then reported through the third-party carbon accounting platform, MyClimate. MyClimate summarizes the energy usage in kWh for each company and for the entire group, providing an overview of our energy consumption.</p> <p>Renewable energy 2024:</p> <table border="1"> <thead> <tr> <th colspan="7">Renewable Energy</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Surface m²</th> <th colspan="2">Total Energy KWh</th> <th colspan="2">Total Renewable Energy KWh</th> <th rowspan="2">Increase/Decrease Renewable Energy % 2023 vs 2024</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>39 356</td> <td>43 424</td> <td>3 071 468</td> <td>3 153 225</td> <td>2 441 380</td> <td>2 500 984</td> <td>2%</td> </tr> </tbody> </table>	Electricity Boxon Group								Companies	Surface m²		Electricity Renewable KWh		Electricity Conventional KWh		Total Electricity KWh		2023	2024	2023	2024	2023	2024	2023	2024	Total Boxon Group	39 356	43 424	1 952 096	1 922 482	35 078	46 651	1 987 174	1 969 133	Heating Boxon Group								Companies	Surface m²		Heating Renewable KWh		Heating Conventional KWh		Total Heating KWh		2023	2024	2023	2024	2023	2024	2023	2024	Total Boxon Group	39 356	43 424	489 284	578 502	595 011	805 591	1 084 295	1 184 093	Renewable Energy							Companies	Surface m²		Total Energy KWh		Total Renewable Energy KWh		Increase/Decrease Renewable Energy % 2023 vs 2024	2023	2024	2023	2024	2023	2024	Total Boxon Group	39 356	43 424	3 071 468	3 153 225	2 441 380	2 500 984	2%	<p>Energy consumption 2024:</p> <ul style="list-style-type: none"> - Fuel consumption: "0" litres - Electricity consumption: 1,969,133 kwh - Heating consumption: 1,184,093 kwh (of which district heating based on renewable sources is 578,502 kwh/578 mwh) - Total energy consumption Boxon Group: 3,153,225 kwh - Energy sold from own produced energy via solar cells: 182,501 kwh <p>Renewable energy 2024:</p> <ul style="list-style-type: none"> - Total kwh renewable energy: 2,500,984 kwh - Total % renewable energy of total energy used: 79% - Increase renewable energy vs 2023: 2 %
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GRI	Energy management	
302-5 Reductions in energy requirements of products and services	<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>Data Collection and Reporting Data source: Boxon systems (contracts and invoices) to verify inputs. Waste and recycling: Continuous reports from 3rd party companies, controlled by country laws and regulations. Reporting: Data is summarized by the 3rd party carbon accounting platform MyClimate, both for Boxon Group and per company.</p>	
301-1 Materials used by weight	<p>Total Material sourced</p> <p>Products Non-renewable material -Sourced Plastics: 21% - 10,663 tons -Sourced Basic and Fabricated Metals:0.2% - 118 tons -Other materials / Machinery: 1.4% - 701 tons</p> <p>Renewable material -Paper/corrugated: 54.9% - 27,906 tons -Wood: 22.5% - 11,432tons</p>	<p>Total sourced material: 50,819 t</p> <p>Non-renewable (22.6%)</p> <p>Renewable (77.4%)</p>
301-2, 301-3 Recycled & reclaimed input materials used	<p>301-2, 301-3 Recycled & reclaimed input materials used</p>	<p>Reused/reclaimed materials used: 6600t</p>
301-3 Reclaimed products and their packaging materials	<p>BigBag Return Service: Boxon has a return service for BigBags through an agreement with RIGK in Germany.</p> <p>RIGK collects sold BigBags and ensures they are returned and recycled. 0.20% of RIGK kg sold are returned and recycled through this service. RIGK provides Boxon with data on returned BigBags in kg.</p>	<p>KG recovered via RIGK in 2024: 7,466.2 kg</p> <p>KG all FIBC SOLD in 2024: 3,684,050.98 kg</p> <p>Recovered material in % of total kg sold: 0.20 %</p>

GRI	Waste material management
<p>306-1, 306-2</p> <p>Waste generation and significant waste-related impacts</p> <p>Waste management</p>	<p>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 collect reports.</p> <p>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.</p> <p><i>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 identify if there is a possibility to use products before they handled as waste.</i></p> 

GRI	Waste material management																																																																	
<p>306-3, 306-4,</p> <p>306-5</p> <p>Waste generated</p> <p>Waste diverted (Reuse, recycling)</p> <p>Waste directed to disposal</p>	<table border="1" data-bbox="1867 288 2641 413"> <caption>Waste & Recycling 2024</caption> <thead> <tr> <th rowspan="2">Companies</th> <th rowspan="2">Total waste (t)</th> <th rowspan="2">Directed to Disposal (t)</th> <th rowspan="2">Reverted from Disposal (t)</th> <th colspan="2">Solid Waste to Incineration (t)</th> <th colspan="2">Electronic Waste (t)</th> <th colspan="2">General Recycling Material (t)</th> <th rowspan="2">Solid Waste to Incineration Increase (t)</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>88,52</td> <td>4,43</td> <td>84,10</td> <td>21</td> <td>26</td> <td>0,1</td> <td>1</td> <td>243</td> <td>61</td> <td>2023 vs 2024</td> </tr> </tbody> </table> <table border="1" data-bbox="1867 449 2641 606"> <caption>Waste 2024</caption> <thead> <tr> <th rowspan="3">Companies</th> <th colspan="10">Hazardous Waste (t)</th> <th rowspan="2">Total Hazardous Waste (t)</th> <th rowspan="2">Hazardous Waste % of Total Waste</th> </tr> <tr> <th>R1</th> <th>R2</th> <th>R3</th> <th>R4</th> <th>R5</th> <th>R6</th> <th>R11</th> <th>R12</th> <th>D1-D12</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>0,9</td> <td>-</td> <td>-</td> <td>-</td> <td>0,994</td> <td>-</td> <td>-</td> <td>-</td> <td>0,2</td> <td>-</td> <td>2,1</td> <td>2,36%</td> </tr> </tbody> </table> <p>Total Waste Diverted from Disposal (including hazardous): 89 (t). Solid waste to incineration calculation by MyClimate: 26 (t) Code provided by waste partner: R1 – Energy Recovery - Diverted</p> <p>Recycling electronic waste calculation by MyClimate: 1 (t) Code provided by waste partner: R3-R4-R5 – Material Recovery - Diverted</p> <p>General recycling material calculation by MyClimate: 61 (t) Code provided by waste partner: R3-R4-R5-R11 – Material recovery and others - Diverted Hazardous waste recycled calculation by MyClimate: 0.994 (t) Code provided by waste partner: R4-R5-R6 – Material Recovery - Diverted Hazardous waste incinerated calculation by MyClimate: 1.9 (t) Code provided by waste partner: R1 – Energy Recovery - Diverted</p> <p>MyClimate's current setup does not differentiate between R and D codes, assuming only R codes. In markets with weaker regulations than the EU (e.g., Boxon Asia), it is not feasible to assume 100% waste recovery. Therefore, a 5% margin of error was applied to the waste disposal figures in each country. As a result, the total waste considered is 89 metric tons, with 4.4 metric tons assigned to D codes.</p> <p>The same 5% margin of error applies to hazardous waste directed to disposal. This is due to the nature of our waste, which mainly consists of lightbulbs, a few combustible fuels, and small batteries, reflecting the minimal amount of hazardous waste generated in our operations.</p> <p>Since hazardous waste is primarily generated in Sweden's warehouses, detailed R codes are provided only for this fraction of waste. This allows for more precise assignments to R1, R2, R3, etc., compared to other waste streams, which are reported more generally as solid waste to incineration, general recycling material, and electronic waste, as seen in the image above.</p>	Companies	Total waste (t)	Directed to Disposal (t)	Reverted from Disposal (t)	Solid Waste to Incineration (t)		Electronic Waste (t)		General Recycling Material (t)		Solid Waste to Incineration Increase (t)	2023	2024	2023	2024	2023	2024	Total Boxon Group	88,52	4,43	84,10	21	26	0,1	1	243	61	2023 vs 2024	Companies	Hazardous Waste (t)										Total Hazardous Waste (t)	Hazardous Waste % of Total Waste	R1	R2	R3	R4	R5	R6	R11	R12	D1-D12	2024	Total Boxon Group	0,9	-	-	-	0,994	-	-	-	0,2	-	2,1	2,36%	<p>Total waste generated: 89 (t) Hazardous waste: 2.1 (t) or 2.36% of total waste</p> <p>Total waste diverted from disposal: 84.10 (t)</p> <p>Total waste directed to disposal: 4.43 (t)</p> <p>Solid Waste to Incineration: 26 (t) Electronic Waste: 1 (t) General Recycling Material: 61 (t)</p> <p>Solid Waste to Incineration: R1 Electronic Waste: R4 to R6 General Recycling Material: R3 to R5</p>
Companies	Total waste (t)					Directed to Disposal (t)	Reverted from Disposal (t)	Solid Waste to Incineration (t)		Electronic Waste (t)			General Recycling Material (t)		Solid Waste to Incineration Increase (t)																																																			
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GRI	Water management												
303-1 Interactions with water as a shared resource & water assessment	<p>Boxon owned sites: Boxon has no significant water impact in our operations and our usage of water is for domestic use only. Boxon group has performed a water assessment</p> <p>Boxon suppliers: 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 October 2024, Boxon Group performed a water stress assessment connected to our existing suppliers.</p> <ul style="list-style-type: none"> - 48% of our suppliers are in the Nordics in low or low-medium water-risk areas and offices. - 37% of our suppliers are based in Europe, where the majority have their locations in low-medium water risk areas. Suppliers in Spain, Polen, Romania and Turkey have locations in areas with mid to high water risk. - 15% of our suppliers are base in Asia, where our suppliers in India have locations in extremely high-water risk areas, our suppliers in China, Thailand, Vietnam and Taiwan have locations in everything from high water risk areas to medium water risk areas. <p>In markets where water-stress is a risk (mid - high), we preferable order packaging material with recycled fibre-based material inputs or these suppliers are working with producing BigBags PP/PE products</p>												
303-1, 303-2, 303-3, 303-4	An overview of water uses across the organisation's value chain; A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined. Not relevant as Boxon only uses waste for domestic use.	Not measured - not relevant											
303-5 Water consumption	<p>Water shares according to Boxon Group owner shares</p> <table border="1"> <thead> <tr> <th colspan="3">Water Consumption Boxon Group</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Water m3</th> </tr> <tr> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>657</td> <td>927</td> </tr> </tbody> </table> <p>The increase in water consumption is due to several factors:</p> <ul style="list-style-type: none"> - Thailand's inclusion in "Asia" alongside China. - Changes in Sweden's home office policy (2024), leading to more employees working on-site. - Integration of more Boxon Tech personnel into the office. - A possible impact from the warehouse sprinkler system, as a recent inspection required some water level changes in the tank. - Possible increase due to some façade washing. 	Water Consumption Boxon Group			Companies	Water m3		2023	2024	Total Boxon Group	657	927	Total water consumption 2024: 927 m3
Water Consumption Boxon Group													
Companies	Water m3												
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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	Each year in Q2, Boxon conducts a comprehensive assessment of all operations to evaluate risks related to corruption. The total number and percentage of operations assessed are documented as part of this process. Significant corruption risks are identified through this annual risk assessment, which follows the guidelines outlined in the Standard Operating Procedure (SOP) for Anti-corruption and Anti-corruption Risk Assessment.	Corruption risk assessment performed on 100% of Boxon companies Q2 2023
205-2 Communication and Training about anticorruption policies and procedures	<p>All employees, managers, and board members within Boxon Group have received communication about Boxon's anti-corruption policies and procedures. This communication was delivered directly in person, through Teams meetings, and via on-demand online training, available to all co-workers on Boxon Academy/Boxipedia.</p> <p>A formal anti-corruption training for all Boxon employees and board members (excluding 35 warehouse and production co-workers) was conducted during Q2-Q3 2023.</p>	<p>Anticorruption training 2023 Boxon Board members: 8 of 8=100%</p> <p>Boxon Employees incl managers and excl employees in warehouse/ production: 183 of 233=79%</p>
205-2 Communication and Training about anticorruption policies and procedures	<p>All strategic and preferred suppliers have signed Boxon's Supplier Code of Conduct & Requirements, which highlights ethics, anti-corruption, and anti-bribery as central components.</p> <p>Before entering into agreements with Boxon, suppliers are informed of our anti-corruption and anti-bribery policies and procedures. Annual formal audits on anti-corruption and anti-bribery are conducted for all suppliers, either through online or onsite audits, in accordance with the Standard Operations Procedure for Third-Party Assessments.</p>	Communication and audits corruption Suppliers: 100%
205-3 Confirmed incidents of corruption & actions taken	<p>Zero incidents of confirmed incidents of corruption</p> <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% corruption incidents

GRI	Information Security	
410 Audits of controls to prevent information security breaches	Regular monitoring of the effectiveness of Boxon's information security control system is performed through internal testing and formal external auditing. Our IT partners, who manage our main systems, ensure continuous monitoring through various applications. They also guarantee that both software and hardware have the latest updates to prevent potential security vulnerabilities. Once a year, an extensive security analysis is conducted, where Boxon and its IT partner review the results and implement necessary improvements.	Once per year an external partner makes an formal audit of our information and IT-systems.
410 Confirmed information security incidents	<p>Report about our security practice-related impacts.</p> <p>Zero information security incidents during 2024.</p>	0% confirmed information security incidents

GRI Information Security		
410 Records retention schedule	<p>Implementation of records retention schedule. Schedule indicating the length of time each type of third-party data must be retained for.</p> <p>Business relations Personal data will only be stored as long as there is a need to keep it in order to fulfil the purposes for which the data was collected in accordance with Boxons privacy policy https://www.boxon.com/privacy-policy/. Personal data will be deleted if the purpose of collection has been achieved.</p> <p>Certain personal data will, for the purpose of complying with applicable accounting legislation, be stored for seven years, counted from the end of the calendar year in which the financial year to which the information relates to ended. Contact information regarding company representatives is stored for as long as we consider the information to be necessary to maintain the relationship with the company. Deletion shall take place when we become aware that the information is no longer adequate or relevant for the purpose, or at the request of the contact person.</p> <p>We have used appropriate technical and organisational security measures to protect personal data against unauthorized access, alteration, deletion and other unlawful processing. The security measures taken are adequate to protect the personal data against unauthorized processing. These measures include, for example, new password rules, firewalls, automatic timeouts etc.</p> <p>Employees When an employee ends his/her employment a process starts where the kinds of records with personal data are destroyed. Some documents are destroyed/deleted within 3 months after the end of employment and some documents are stored up to 10 years depending on different laws and regulations. All employees have access to information regarding which type of documents is deleted or kept for certain reasons.</p>	
GRI Product labelling and instructions		
417-1 Requirements for product and service information and labelling	<p>Sourcing and Product Information: The sourcing of product components and content is specified in every customer's unique offer and on standard products through offer specifications and product sheets.</p> <p>For materials requiring legal compliance, a 16-point data sheet is provided by the manufacturer and shared with customers.</p> <p>Product Documentation: Product information and datasheets are available on demand for all customized products and in the web shop for standard products. These pages include clear specifications about recyclability and disposal, with product labeling that guides customers on how to recycle the product properly. For specific products, such as BigBags, we provide safety instructions to ensure proper handling.</p> <p>Sourcing Services: Boxon's sourcing services, which include installation and service for packaging machines, do not pose a significant environmental or social risk. These services follow clear procedures and safety instructions, ensuring responsible and secure operations.</p>	100% packaging categories covered
417-2 Incidents of non-compliance concerning product and service information and labeling	Boxon Group has zero incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling.	0 Incidents

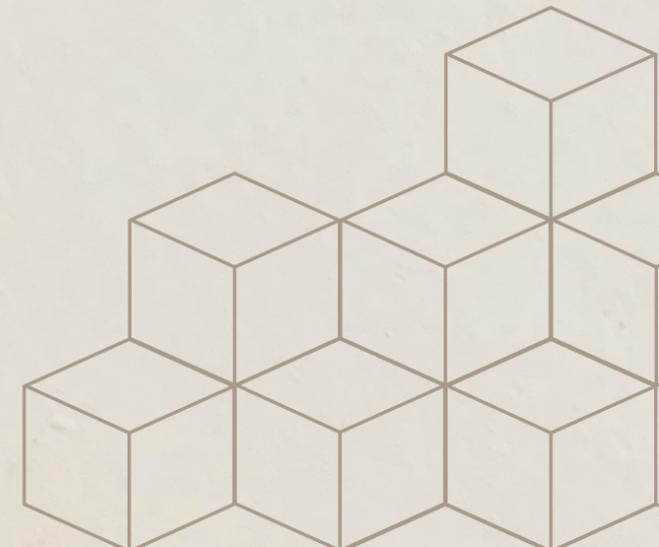
GRI Product labelling and instructions		
Disclosure 417-3 Incidents of non-compliance concerning marketing communications	Boxon Group had zero incidents of non-compliance marketing communication reported in 2024.	0 incidents
Own disclosure Recalls and incidents	Boxon does not have any product recalls nor any customer health and safety incidents in 2024.	0 incidents on product recalls 0 customer health & safety incidents
GRI Customer health & safety management		
416-1 Assessment of the health and safety impacts of product and service categories	Boxon Group customer health & safety management is part of our requirements for our suppliers of packaging products and it is part of our own requirements and procedures for services.	100% packaging categories covered
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Boxon Group had zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period.	0%
GRI Local communities and social engagement		
413-1 Operations with local community engagement, impact assessments, and development	<p>Boxon's Social Engagement: Boxon's social engagement is firmly grounded in the Boxon Group Code of Conduct. Our primary target group for social responsibility efforts is children and youths in vulnerable situations or from vulnerable communities.</p> <p>Community Support: The community activities we support are specifically connected to inclusion and wellbeing for children and youths. In addition, we provide humanitarian support to areas facing extreme and challenging situations.</p> <p>Impact Assessment: Social impact assessments and measurements of reach are conducted by the organisations we support, ensuring transparency and effectiveness. Organisations donated to in 2024: Red Cross, Unicef and OV Helsingborg.</p>	Donation: 15500 Euro
413-2 Operations with significant actual and potential negative impacts on local communities	Boxon operations have no significant actual and potential negative impact on local communities.	No operations with impact on local communities

Supply chain

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

GRI	Supply chain Environmental	
308-1 New suppliers that were screened using environmental criteria	Supplier Environmental Screening: According to our Procurement Policy, all new suppliers are screened on environmental criteria as part of the onboarding process. Additionally, all new suppliers are required to sign our Supplier Code of Conduct & Requirements, which clearly specifies our environmental expectations and criteria.	100
308-2 Negative environmental impacts in the supply chain and actions taken	Supplier CSR/Sustainability Audits 2024: In 2024, a total of 180 suppliers were CSR/Sustainability audited on environmental impacts. - 156 out of 295 suppliers (53%) completed an online supplier assessment, which covered environmental criteria and impact. - 27 suppliers (15%) underwent an on-site CSR/Sustainability audit, also covering environmental criteria and impact. These audits are applicable not only to environmental aspects but also to the social aspects of the supply chain, as the audit form broadly covers all relevant areas.	In total, 180 suppliers CSR audited on environmental impact in 2024 or, 61% of all suppliers
308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Environmental Impact Assessment 2024: 0% of our suppliers were identified as having significant actual or potential negative environmental impacts. As a result, no supplier improvement actions were required, and no supplier relationships were terminated due to environmental concerns.	0 negative environmental incidents 0 actions taken
308-2 Negative Environmental impacts in the supply chain can actions taken	Boxon Group's updated materiality analysis now spans our entire value chain, extending beyond tier 1 suppliers to assess environmental impacts. The following ESRS topics are identified as material: - Climate Change: 99% of our emissions come from Scope 3. To address this, we are committed to SBTi, implementing our climate mitigation plan, and monitoring energy use throughout our supply chain. - Circular Economy: Risks arise from unrecycled PE and PP materials, which contribute to downstream waste pollution. As packaging waste is a key impact, we are actively navigating the PPWR and engaging with responsible suppliers. - Biodiversity: We prioritize responsible sourcing by adhering to FSC standards and preparing for EUDR compliance to ensure sustainable practices in our supply chain. - Water Consumption: With high water usage in the paper industry, we track supplier efforts to implement closed water systems, promoting efficiency.	Significant environmental impacts identified: No specific environmental incidents identified in the supply chain. However, the potential impacts in the supply chain are always considered. Updated materiality is on development with CSRD Requirements and entire value chain considerations.
GRI	Supply chain Social	
414-1 New suppliers that were screened using social criteria	In line with our Procurement Policy, we screen all new suppliers using social criteria. Additionally, all new suppliers are required to sign our Supplier Code of Conduct & Requirements, which outlines specific criteria and requirements related to human and labour rights.	100%

GRI	Supply chain Social	
414-2 Negative social impacts in the supply chain and actions taken	In 2024, a total of 180 suppliers were audited for CSR/Sustainability on social criteria and impacts. - 156 out of 295 suppliers completed an online supplier assessment covering social criteria and impacts. - 27 suppliers (15%) underwent on-site CSR/Sustainability audits, also focusing on social criteria and impacts. - No suppliers were identified as having significant actual or potential negative social impacts. As a result, we did not issue improvement actions or terminate any supplier relationships based on this topic.	In total 180 suppliers CSR audited in 2024 on social impact = 61% of all suppliers 0 % negative social incidents 0 % actions taken
414-2 Negative social impacts in the supply chain can actions taken	Boxon assesses the risk of child labour (GRI 408-1) and forced labour (GRI 409-1) across its supplier base Supplier Commitments: 250 suppliers from Boxon Group have signed the Alpy Group Code of Conduct & Requirements. 5 out of 9 strategic suppliers from Boxon Tech have signed the Alpy Group Code of Conduct 11 out of 30 strategic suppliers from Boxon Boxes and Labels have signed the Alpy Group Code of Conduct This Code enforces zero tolerance for child and forced labour and upholds freedom of association. Risk Level: The risk of child and forced labour is very low, as all suppliers operate within an industrial setting, eliminating the possibility of home-based work. Supplier Distribution: 48% in the Nordics 37% in other parts of Europe (complying with EU laws and regulations) 15% in Asia Risk Mitigation Measures: All suppliers must have written contracts that include age verification for employees. Suppliers commit to the UN Global Compact's 10 Principles and ILO standards. Boxon conducts supplier assessments at least every two years, using both online and on-site audits.	No significant negative environmental impact



GRI	Supplier evaluation	
Own disclosure Supplier geographical overview	Sourcing per region based on purchasing value - Nordics, Europe, Asia	Nordics: 48% Europe: 37% Asia: 15%
Own disclosure Supplier onsite CSR/ Sustainability audit	<p>In 2024, 27 on-site supplier audits were conducted, covering the following areas: Policies: Environmental, Labour & Human Rights, and Ethics policies.</p> <p>Implementation: Review of practices and standard operating procedures to ensure policy compliance.</p> <p>Verification: Inspection of employee contracts, training records, waste storage facilities, and other key documents.</p> <p>Audit Prioritization: We focus on suppliers in high- and moderate-risk regions, such as Asia and Turkey, as well as strategic suppliers with annual purchases exceeding €500,000.</p>	<p>Result onsite CSR / Sustainability audits 2024:</p> <p>The suppliers are divided on following regions:</p> <p>Europe including Nordics: 14</p> <p>Asia: 13</p>
Own disclosure FSC® Chain of Custody	<p>Boxon is actively working to increase the share of suppliers that comply with the Boxon FSC® Chain of Custody and to source more FSC®-certified material.</p> <p>Key metrics</p> <p>FSC®-Certified Suppliers – Number and percentage of fiber-based material suppliers that are FSC®-certified within Boxon’s Chain of Custody.</p> <p>FSC®-Certified Material Share – Percentage of total sourced fiber-based material that is FSC®-certified (including suppliers both inside and outside Boxon’s FSC® Chain of Custody).</p>	<p>Result 2024 FSC® Nordics + (excl FI as not certified) + EMEA</p> <p>48 FSC® certified suppliers out of 60 suppliers of fiber-based material</p> <p>90 % (based on value)</p> <p>Result 2024 FSC® China</p> <p>45.5% of our suppliers of fiber-based materials (5 out of 11) are FSC® certified.</p> <p>1.06% (based on purchase value)</p>
Own disclosure Supplier online CSR/ Sustainability audit	<p>Boxon ensures suppliers understand their sustainability expectations through the screening process and the Supplier Code of Conduct. Compliance is evaluated via on-site audits and the annual Sustainability online audit, with corrective actions taken when necessary.</p> <p>2024 CSR/Sustainability Online Audit – Key Metrics:</p> <ol style="list-style-type: none"> Supplier Participation: 156 out of 295 suppliers completed the online audit. Labour & Human Rights Policy: Share of suppliers with a CSR policy covering labour and human rights. Environmental Policy: Share of suppliers with a CSR environmental policy, including a water policy. Certifications: Share of suppliers with ISO 14001 or equivalent. FSC® Certification: 75 out of 116 eligible suppliers hold FSC® certification (Nordic, EMEA, China). Regulatory Compliance: Share of suppliers compliant with REACH Regulatory Compliance: Share of suppliers compliant with RoHS 	<p>Result 2024 CSR/Sustainability online audit:</p> <ol style="list-style-type: none"> 53% 69% 66% 67% 65% 60% 55%



Auditor's report on the statutory sustainability report

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

Engagement and responsibility

It is the Board of Directors who is responsible for the statutory sustainability report for the year 2024 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

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

Opinion

A statutory sustainability report has been prepared.

Helsingborg on March 25, 2025
Forvis Mazars AB


Annika Larsson
Authorized Public Accountant



IMPRINT

**Sustainability Report & Communication on Progress 2024,
published in April 2025.**

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