

BOXON GROUP



SUSTAINABILITY REPORT 2025





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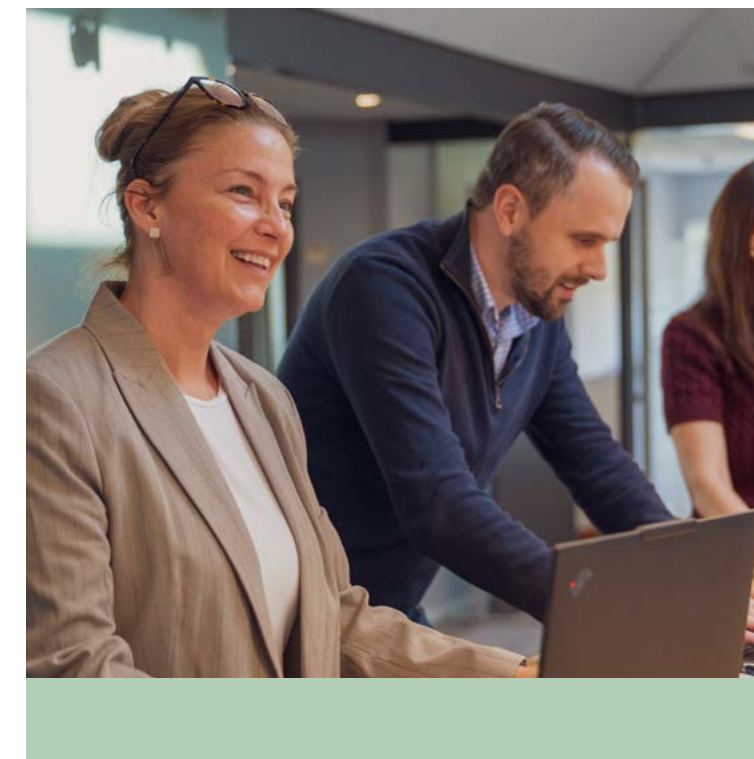
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ABOUT THIS REPORT

This sustainability report from Boxon Group covers our activities and results for 2025. Its purpose is to give a transparent account of our work and progress.

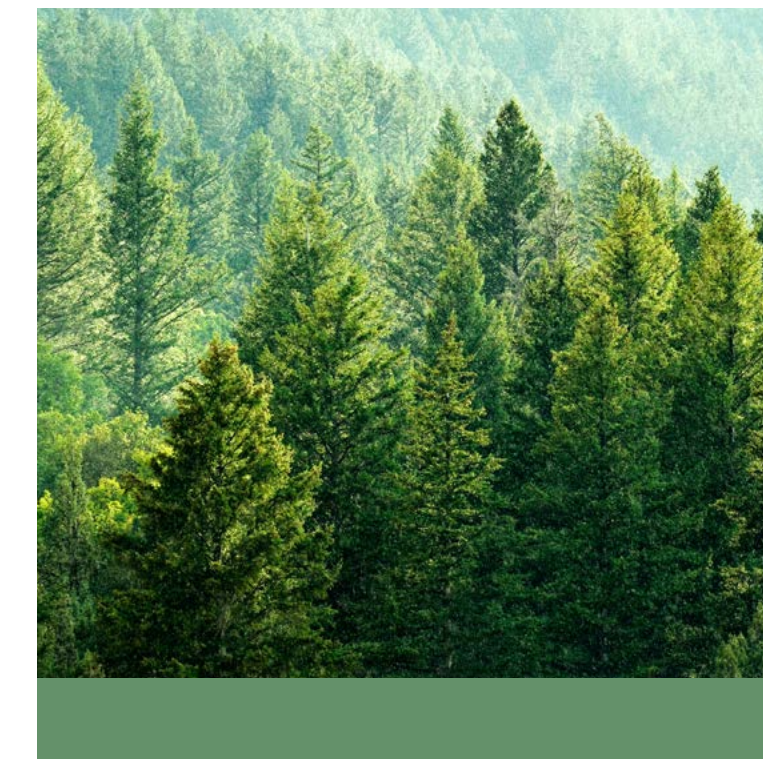
The report is structured around three focus areas: **Fair & Equal**, **Climate Neutral** and **Sustainable Packaging Solutions**.

The report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. At the end, a GRI index and appendix provide more detailed information.



FAIR & EQUAL

Initiatives related to people, ethics, and equality.



CLIMATE NEUTRAL

Actions to reduce greenhouse gas emissions.



SUSTAINABLE PACKAGING SOLUTIONS

Development and supply of packaging with lower environmental impact

READER'S GUIDE

Report content and boundaries

This report covers Boxon Group's activities in 2025 and includes all majority-owned subsidiaries.

The CO₂e emissions from Boxon Thailand Co., Ltd., are minimal, as the office has two employees and rented space in a shared facility. These emissions are included in Boxon Shanghai Packaging Co., Ltd. reporting, which we present together as "Asia."

For Boxess i Värnamo AB, where Boxon owns 71,1%, CO₂e emissions are reported in proportion to our ownership share.

STATEMENT ON COMMUNICATION ON PROGRESS - UN GLOBAL COMPACT

This report also serves as Boxon Group's Communication on Progress for 2025. Our alignment with the ten principles of the UN Global Compact is described in the GRI Appendix.



REPORTING PERIOD

01.01.2025
12.31.2025

REPORTING FREQUENCY

Annual

REPORTING STANDARD

This report is written in reference to Global Reporting Initiative (GRI)

EXTERNAL EXAMINATION

This report has been reviewed by the appointed auditor of Boxon Group, Forvis Mazars Sweden. The corresponding auditor's statement is included at the end of this document.

CONTACT POINT

Chief Executive Officer (CEO)
Linus Lemark
linus.lemark@boxon.com

BOXON IN BRIEF

ESTABLISHED

1932



FIND OUT MORE ABOUT OUR HISTORY ON THE NEXT PAGE!

EMPLOYEES FTE

205

BOXON GROUP
TURNOVER

1500 MSEK

- 9 000** Active Customers
- 1 700** Standard Articles
- 14 000** Customized Articles
- 250** Deliveries per Day
- 239** Suppliers
- 12** Distribution Centers

COUNTRIES



Sweden, Germany, France, Denmark, Norway, Finland, China, Thailand

ABOUT US

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

OUR OFFER IS BASED ON FOUR ELEMENTS

- Packaging solutions
- Labels & Traceability
- Machines & Equipment
- Services

THE HISTORY OF
BOXON BEGINS HERE:

1930-1940

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

1965

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

1989-1995

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

2000-

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

1950-1960

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

1969

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

1997-1998

Ingemar Yllfors retires, and his son Anders takes over the CEO position. In 1998 the company gets its new name and identity - **Boxon**.

2024-

Boxon, now 92 years old, faces the future stronger than ever and continues to grow. The most recent addition of markets is Thailand.

SUSTAINABILITY HIGHLIGHTS & RESULTS 2025

SUSTAINABLE PACKAGING SOLUTIONS

42% Sustainable products sales across the entire group

81% of sales certified as FSC (of what can be categorized as FSC)

88% of all products can be calculated with Product Carbon Footprint

CLIMATE NEUTRAL

39% climate footprint reduction compared to base year 2019

87% renewable energy usage within own operations

17,5% reduction in CO₂ within employee commuting

FAIR AND EQUAL

Gender balance all employees **62%** ^{MEN} **38%** ^{WOMEN}

Gender balance all managers **63%** ^{MEN} **37%** ^{WOMEN}

82% of all suppliers have signed Boxon Supplier Code of Conduct

PACKAGING AND PACKAGING WASTE REGULATION (PPWR)

In 2025, preparation focused on readiness for the first implementation phase in 2026, including assessments related to PFAS, heavy metals, Declarations of Conformity (DoC), reusable claims, and structured supplier dialogue to clarify compliance roles and responsibilities.

EUROPEAN UNION DEFORESTATION REGULATION (EUDR)

Efforts continued to strengthen supply chain mapping, supplier engagement, and documentation processes to ensure traceability and compliance for relevant fibre-based materials.



CEO AND CSO STATEMENT

2025 has continued to be a year of transition for the packaging industry. Regulatory developments, customer expectations, and market conditions are evolving quickly, and sustainability is increasingly embedded in everyday business decisions rather than treated as a separate agenda.

A key area of focus during the year has been regulatory preparedness. We have continued our work on the EU Packaging and Packaging Waste Regulation (PPWR), reviewing our product portfolio with regard to recyclability, recycled content, reuse potential, and labelling requirements. While the EU Deforestation-Free Regulation (EUDR) has been delayed, we have chosen to maintain our preparation efforts. Traceability, documentation readiness, and close dialogue with suppliers remain important to us, regardless of regulatory timelines.

Customer-oriented sustainability remains central to how we operate. Throughout 2025, we have seen increasing customer engagement around product carbon footprint data, recycled

content, and packaging choices that support their own sustainability and Scope 3 objectives. This reinforces the importance of offering clear information, practical tools, and packaging solutions that balance performance, cost, and environmental considerations.

Our sustainability work continues to be guided by four long-term goals: reducing greenhouse gas emissions, increasing circular packaging solutions, moving towards zero waste in our operations, and strengthening diversity, equality, and inclusion across our organisation and value chain. These goals provide direction for our priorities and help ensure that sustainability efforts are integrated into business planning and daily operations.

We are aware that packaging relies on natural resources and that our activities have an environmental footprint. Our responsibility lies in working systematically to reduce impacts where possible, to improve transparency, and to collaborate with suppliers and customers who share similar expectations and values.

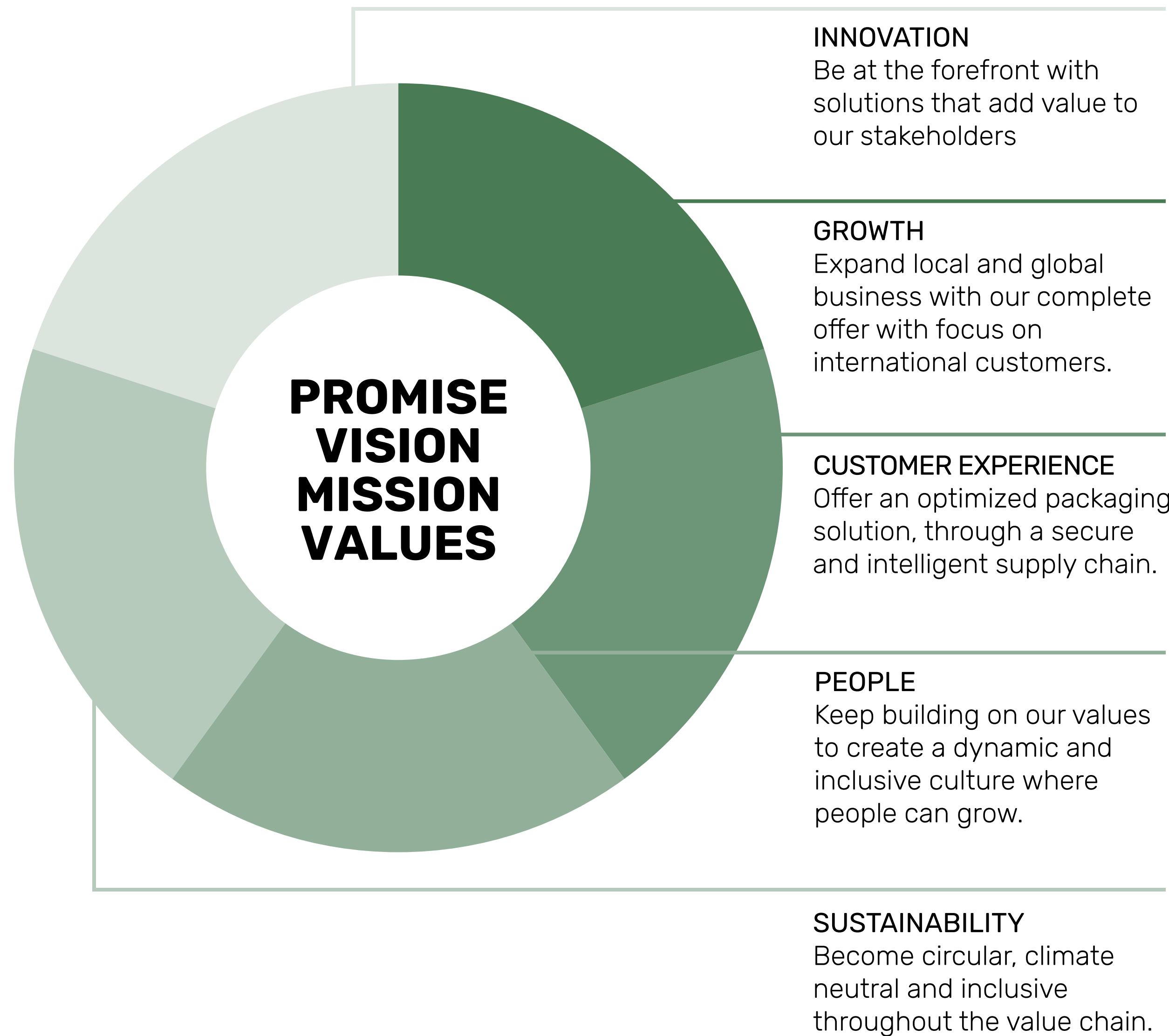
We would like to thank our employees, customers, and partners for their continued engagement and constructive dialogue during the year. Sustainability progress is built step by step, and we remain committed to moving forward with a clear focus on improvement, accountability, and long-term value creation.



CEO - Boxon Group
Linus Lemark



CSO - Boxon Group
Henrik Linder



OUR PROMISE:
Protector of things.

Our promise means protecting what matters – products, people, and resources. It defines how we design packaging and how we take responsibility for its impact.

OUR VISION:

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

We work to improve the packaging industry by combining innovation with responsibility, always aiming to give our customers reliable and effective solutions.

OUR MISSION:

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

OUR VALUES:

- Win Together
- Simplicity
- Transparency
- Responsibility

TRENDS IN THE PACKAGING INDUSTRY

RECYCLABILITY BY DESIGN

Across the packaging market, recyclability is increasingly treated as a design requirement rather than an end-of-life consideration. Packaging solutions are being developed to ensure they can be effectively collected, sorted, and recycled in existing systems. This trend favours mono-material structures and the careful selection of inks, labels, and adhesives that do not interfere with recycling processes.

To support this shift, recyclability assessments are increasingly used both for new product development and for identifying existing packaging with lower recycling performance that may require redesign.

VERIFIED AND TRACEABLE RECYCLED CONTENT

The use of recycled material is increasingly linked to verification and traceability requirements. Customers and regulators are placing greater emphasis on the ability to demonstrate recycled content through supplier documentation and consistent reporting practices.

As a result, packaging suppliers are moving toward setting realistic recycled-content targets by product family and reporting on both the share of products meeting defined recycled-content thresholds and the total volume of recycled material used.

MATERIAL TRANSITION: FROM PLASTIC TO FIBRE

Another clear development observed in the market is a shift from plastic-based packaging toward fibre-based alternatives, particularly in applications where paper solutions can meet functional requirements.

This trend is largely driven by changing end-consumer preferences, with increased attention to recyclability, material origin, and perceived environmental impact. Brand owners play a key role in translating these expectations into packaging requirements, which are then communicated throughout the value chain.

As a result, packaging suppliers are increasingly expected to support material transitions that

align with customer and brand strategies, while still ensuring performance, compliance, and efficient logistics.

REGULATORY READINESS UNDER PPWR

New EU packaging regulations under the Packaging and Packaging Waste Regulation (PPWR) are expected to introduce clearer requirements for packaging design, labelling, and information to end users.

In preparation, Boxon is reviewing its packaging assortment product by product, using a structured checklist covering key PPWR-related aspects such as recyclability, recycled content, potential reuse options, and sorting instructions. This work also supports future updates to packaging labels to ensure that information provided to customers and end users is clear and consistent.

This approach aims to improve regulatory readiness while supporting customers in meeting upcoming packaging requirements.

OUR CHALLENGES

NAVIGATING EVOLVING PACKAGING REGULATIONS

The upcoming EU Regulations (PPWR and EUDR) introduces a wide range of new requirements that are evolving rapidly. This creates challenges related to documentation, data management, and coordination across our supply chain, as well as clear communication with customers and suppliers. Keeping pace with regulatory developments while ensuring consistent interpretation and application requires ongoing effort. To address this, Boxon relies on internal packaging expertise and continuous dialogue with reliable external sources to support compliance and informed decision-making.

MANAGING PACKAGING WASTE AND CUSTOMER EXPECTATIONS

Packaging waste remains a challenge for both our customers and the wider environment. Customers increasingly raise questions about

how to manage packaging waste once products are delivered and how these materials could be better integrated into circular systems. While Boxon continues to work toward increasing the share of products that are reusable, recyclable, renewable, or contain recycled content, progress must be balanced against cost pressure, market competition, and functional requirements. Advancing this transition while remaining commercially competitive is an ongoing challenge.

ADDRESSING SCOPE 3 EMISSIONS

As a distributor that does not manufacture its own products, Boxon's greenhouse gas emissions are largely concentrated in Scope 3, particularly upstream in the supply chain. An estimated mapping of Scope 3 Emissions was completed in 2024, providing a clearer understanding of where the most significant impacts occur. Defining effective reduction strategies across these

categories is complex, and progress depends on collaboration with suppliers and customers. While current efforts focus on a defined set of priority categories, the long-term ambition is to address all relevant Scope 3 categories by 2030 to ensure a more complete and balanced emissions profile.

DEPENDENCE ON NATURAL RESOURCES

Boxon's business relies on materials such as wood-based fibres and plastics derived from fossil resources. This means that our activities inevitably have an impact on nature. While we do not position ourselves as a company that protects or restores natural ecosystems, we recognise our responsibility to manage these impacts. Our approach focuses on working with suppliers that demonstrate transparency, responsible sourcing practices, and alignment with our values, as a way to mitigate environmental impacts where direct control is limited.

SUSTAINABILITY AT BOXON

STATEMENT & AMBITION

We are proud of the progress we have made so far, but we do not see it as an endpoint. Sustainability is not something we “complete” – it is something we continuously work on. What we have achieved gives us confidence, but it also makes clear how much more there is to do. This is only the start, and we remain committed to taking the next steps, year by year.

We remain a participant in the UN Global Compact and support the UN Sustainable Development Goals. We also support the aims of the Paris Agreement and focus on emission cuts we control.

For customers, this means clearer designs that can be recycled, more verified recycled content, less wasted space in shipping, labels ready for new EU rules, and claim documentation you can check. For employees and suppliers, it means clear roles, simple rules, and shared results. We will report what works, what doesn't, and what we'll try next.

BOXON GROUP MATERIALITY MATRIX



MATERIALITY ANALYSIS

MATERIALITY MATRIX 2025

In 2025, we updated our materiality matrix to align more closely with our GRI appendix (see page 57). All GRI topics are now explicitly reflected in the matrix. Broad, high-level categories that we previously used, such as Labour Practices, have been broken down into more structured topics—for example, worker health and safety, supplier social performance, and people skills and development.

This refinement allows us to identify and report on material issues in a more structured way, and to benchmark performance at a more granular level using frameworks such as SASB and EcoVadis.

OUR SUSTAINABILITY GOALS

1. CUT CO₂E EMISSIONS 50% BY 2030

We are committed to net-zero by 2045 and have science-based targets to reduce absolute CO₂e emissions 50% by 2030 vs. 2019.

KPI: year-end % reduction vs. 2019 for Scope 1 & 2 (market-based) and Scope 3 (Categories 1–3, 5–7). We will also show year-on-year change.

2. 99% CIRCULAR SOLUTIONS BY 2030

By 2030, 99% of sales will come from packaging that meets at least one of these criteria: reusable, renewable, contains recycled content, or recyclable (per recognised industry criteria).

KPI: % of sales from qualifying solutions. We'll disclose the definition used and the share by criterion (reusable / renewable / recycled content / recyclable).

3. ZERO WASTE IN OPERATIONS BY 2030

Our sites will send no waste to landfill or incineration by 2030 (with any legally required exceptions disclosed).

KPI: % of total waste diverted; tonnes to landfill, incineration (incl. energy recovery), and recycling/other recovery.

4. CONTINUOUS DIVERSITY, EQUALITY, AND INCLUSION

We are committed to diversity, equality, and inclusion throughout our entire value chain.

KPI's: % female/male employees, managers, and board members % of suppliers FSC®-certified and signed Code of Conduct (CoC)

OUR AMBITION

We aim to make Boxon's packaging circular, climate-neutral, and inclusive across our value chain.

WHY IT MATTERS

We focus on where we can make the biggest difference: how we design, source, make, and deliver packaging for our customers.

OUR DIRECTION

Our vision is to be a trusted packaging partner—innovative, sustainable, and easy to work with. Sustainability is a core pillar of our strategy. In practice, this means designing for recyclability, increasing verified recycled content, right-sizing transport packs, preparing for upcoming EU packaging rules, and keeping clear evidence behind our claims.

OUR FOCUS ON THE SDGs 2025

We support the UN Sustainable Development Goals and focus on the goals where Boxon has the most influence, based on our materiality work. For 2025 we prioritise SDG 13 Climate Action, SDG 12 Responsible Consumption & Production, SDG 15 Life on Land, and SDG 5 Gender Equality.



SDG 13: CLIMATE ACTION

We aim to cut absolute CO₂e emissions in line with our approved science-based targets (-50% by 2030 vs. 2019; net-zero by 2045). Our biggest levers are energy use, purchased materials, and transport.

HOW WE CONTRIBUTE: switch to renewable electricity, improve energy efficiency, redesign packaging to use less material, and optimise logistics with suppliers and customers.

KPIs:
 % reduction vs. 2019 for Scope 1 & 2 (market-based) and Scope 3 (Cat. 1-3, 5-7)
 % of electricity from renewable sources
 % of waste sent to incineration (reported alongside landfill and recycling)



SDG 12: RESPONSIBLE CONSUMPTION & PRODUCTION

We design and supply packaging that is reusable, renewable, includes recycled content, or is designed for recycling—working with suppliers who share this ambition and ensuring good business ethics in the chain.

HOW WE CONTRIBUTE: “recyclability by design,” verified recycled content, right-sized transport packs, and supplier requirements on environment and ethics.

KPIs:
 % of sales from circular solutions (definition in appendix)
 % of articles with recycled content and % of fibre articles that are FSC®-certified
 % of spend with suppliers who signed our Code of Conduct and
 % of key suppliers audited
 Indirect links: SDG 8 (Decent Work) via supplier practices.



SDG 15: LIFE ON LAND

Much of our range is fibre-based. We support responsible forestry through certified sourcing and customer choices that favour credible schemes.

HOW WE CONTRIBUTE: Increase FSC®-certified share and work with suppliers to expand certified volumes.

KPIs:
 % and sales share of FSC®-certified fibre products
 % of fibre suppliers with valid FSC® certification



SDG 5: GENDER EQUALITY

A diverse, fair, and inclusive workplace helps us attract and develop talent and make better decisions—within Boxon and across our value chain.

HOW WE CONTRIBUTE: Set clear goals for representation, fair processes for hiring and promotion, and transparent reporting.

KPIs:
 Gender split among all employees, people managers, management team, and board
 Age distribution (reported as share by age band)
 Indirect link: SDG 10 (Reduced Inequalities)

ECOVADIS 2025

Boxon's sustainability performance continues to be evaluated by EcoVadis, an independent global provider of corporate sustainability ratings. In 2025, Boxon Group received a Gold award, marking the 4th consecutive year of achieving a top-level recognition.

EcoVadis assessed Boxon in four areas:

- Labour and Human Rights
- Environment
- Ethics
- Sustainable Procurement

Boxon achieved an overall score of 82 points, placing the company in the 97th percentile and among the top 5% of all companies assessed globally. Compared with the previous year, Boxon improved its overall score, reflecting continued progress across environmental, social, and governance performance. However, EcoVadis assessment thresholds evolved in 2025 as the rated universe expanded and performance expectations increased, resulting in more stringent criteria for top medal levels.

EcoVadis currently assesses over 150,000 companies worldwide, across 250+ industries and 150+ countries, and Boxon's 2025 result confirms its strong sustainability performance relative to a growing and increasingly competitive peer group.



BOXON SUSTAINABILITY CORNERSTONES

Our material topics disclosed on the Materiality Matrix form the foundation of Boxon's Sustainability strategy resulting in three selected cornerstones:



FAIR & EQUAL - OUR FOUNDATION

Boxon is a responsible company, actively demonstrating its commitment to diversity, equality, and inclusion throughout the value chain. (see page 17).



CLIMATE NEUTRAL - OUR FUTURE

Boxon is working towards climate neutrality by developing and offering circular packaging solutions and reducing greenhouse gas emissions through close cooperation with suppliers and customers. (see page 23).



SUSTAINABLE PACKAGING SOLUTIONS - OUR ENABLER

By promoting more sustainable and circular packaging, Boxon inspires and supports customers in their sustainability transformation. (see page 29).

FAIR & EQUAL

OUR FOUNDATION

Fair and Equal is the foundation of how we work. We aim for a workplace that is safe, respectful, and open to all and we expect the same from our partners.

Our updated materiality matrix confirms that fair and equal remains a key cornerstone for Boxon. Several topics were identified as highly relevant by both internal and external stakeholders, reflecting the importance of this area in our value chain.

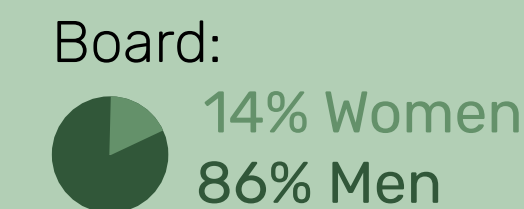
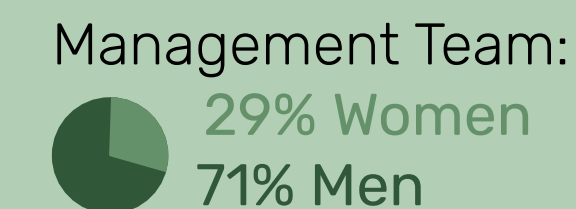
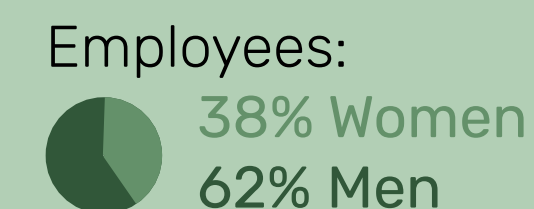
KEY TARGETS 2028:

- LIVING WAGE FOR EVERYONE**
 We pay every employee at least a living wage, aligned with International Labour Organisation (ILO) guidance
- ZERO TOLERANCE ON LABOUR AND HUMAN RIGHTS BREACHES**
- CODE OF CONDUCT FOR ALL:**
 All Employees and Suppliers Follow our Code of Conduct
- FSC® AT EVERY SITE:**
 All Boxon sites to be FSC® certified
- FSC® IN OUR FIBRE SUPPLY:**
 All suppliers of fibre-based products will hold a FSC® certification

KEY PROGRESS 2025:

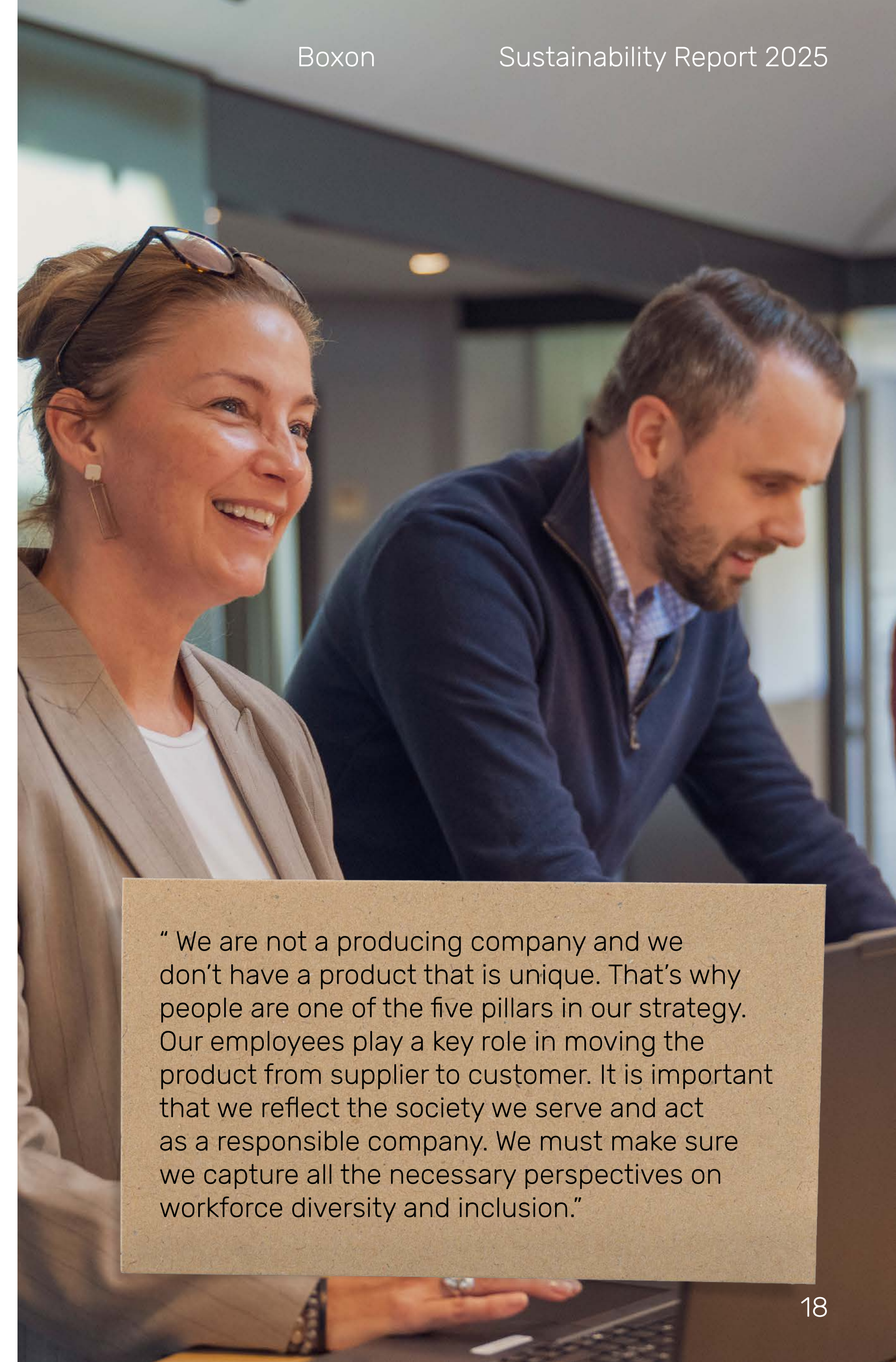
- LIVING WAGE FOR EVERYONE**
 Employees at/above living wage (ILO-aligned): 100%
- ZERO TOLERANCE ON LABOUR AND HUMAN RIGHTS BREACHES**
 Reported concerns regarding labour and human rights breaches (grievance channels): 0%
 Disciplinary actions/terminations after investigation: 0%
- CODE OF CONDUCT FOR ALL:**
 - All Employees Follow our Code of Conduct.
 - 82% of all Suppliers have signed our Code of Conduct.

GENDER BALANCE:



MATERIALITY - FAIR AND EQUAL

MATERIAL TOPIC	TOPICS REPRESENTED WITHIN GRI	WHY IS THIS MATERIAL	TIME-FRAME	IRO
Workforce, Diversity & Inclusion	GRI 401 – Employment GRI 405 – Diversity and Equal Opportunities GRI 406 – Non-Discrimination	Boxon relies on a diverse and skilled workforce across several countries. Equal opportunities and an inclusive culture support employee engagement and strengthen Boxon’s role as a responsible employer.	Short - Term Medium - Term Long - Term	Impact Risk
Labour Practices	GRI 402 – Labour – Management Relations GRI 403 – Occupational Health and Safety GRI 404 – Training and Education	Labour practices are material due to Boxon’s warehouse, logistics, and technical operations, where safe conditions and fair employment practices are essential. Strong routines and training reduce risks and support stable, compliant operations.	Short - Term Medium - Term Long - Term	Impact Risk
Social Community & Engagement	GRI 413 – Local Communities	Boxon operates in many communities and aims to contribute positively to them. Supporting initiatives for children and youth aligns with Boxon’s values and strengthens local relationships.	Short - Term Medium - Term Long - Term	Impact Opportunity



“ We are not a producing company and we don’t have a product that is unique. That’s why people are one of the five pillars in our strategy. Our employees play a key role in moving the product from supplier to customer. It is important that we reflect the society we serve and act as a responsible company. We must make sure we capture all the necessary perspectives on workforce diversity and inclusion.”

FAIR AND EQUAL IN 2025

Boxon remains a participant in the UN Global Compact and follow the ILO Fundamental Principles and Rights at Work. The same standards apply to our suppliers through our Code of Conduct.

Each year we ensure:

- Ensuring responsible recruitment practices
- Providing stable and predictable work
- Securing living wages across our operations and supply chain
- Creating safe, secure, and empowering workplaces

Boxon remains committed to the UN Agenda 2030 and the 17 Sustainable Development Goals. Despite continued global challenges in achieving the SDGs, they remain an important reference

point for aligning corporate sustainability efforts with broader societal priorities.

During 2025, Boxon reported for the first time within the Forward Faster framework, marking an important step in translating commitments into structured reporting and measurable follow-up.

Participation in Forward Faster provides Boxon with a clearer structure for prioritising actions, tracking progress, and increasing transparency in areas such as climate, circularity, decent work, and responsible business practices. The first reporting cycle has also helped identify areas where further progress is needed, supporting continuous improvement in the years ahead.

To support responsible business conduct and transparency across our supply chain, Boxon integrates supplier requirements and third-party certifications into its broader sustainability and DEI roadmap. The indicators below reflect supplier commitment to our Code of Conduct

and the level of FSC® certification across our operations and fibre-based supply chain.

SUPPLIER CODE OF CONDUCT SIGN-OFF

Total Suppliers: **239**

(Information Taken from Position Green)

Strategic suppliers: **96,3 %**

Preferred suppliers: **76,9 %**

Approved suppliers: **82,5 %**

FSC® CERTIFICATION ACROSS BOXON

Boxon Group sites certified to

FSC® Chain of Custody: **85,7 %**

Suppliers delivering fibre-based

products that are FSC® certified: **58,5%**

DIVERSITY EQUALITY INCLUSION (DEI)

Gender balance is one of the indicators we use to track progress on diversity, equity and inclusion. We monitor representation across teams, management and the board, and we review hiring, promotions and pay-equity patterns to spot gaps. In 2025, DEI remains a standing topic in our annual development talks. The lesson from last year was simple: regular, open conversations improve understanding and lead to practical changes—inside Boxon and in how we work with partners. We'll keep the dialogue going and report clear, comparable metrics each year.

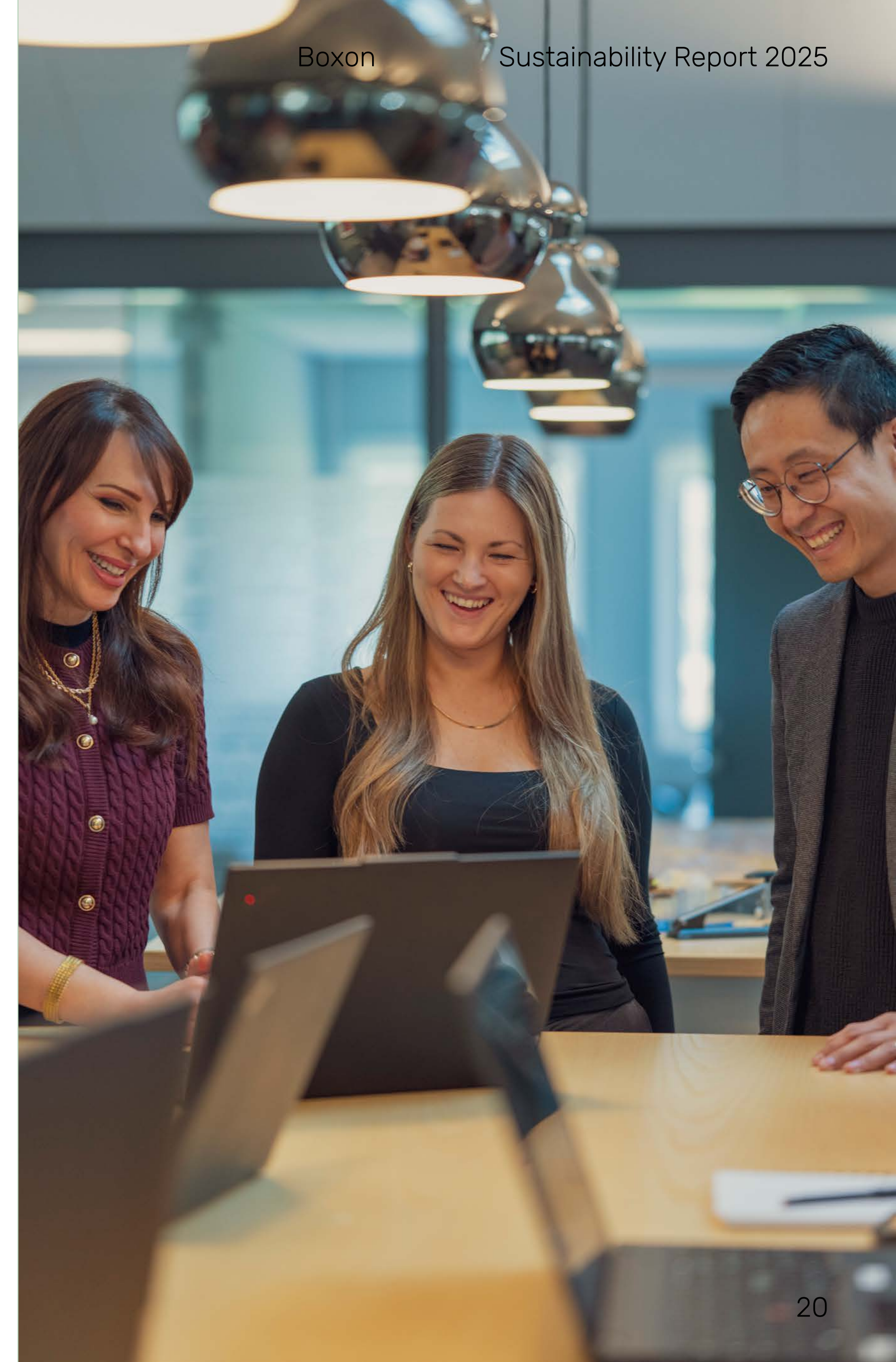
In December 2025, Boxon appointed a new Chief People & Culture Officer. This role strengthens our governance of diversity, equality, and inclusion and supports our long-term commitment to a fair and inclusive workplace. The CPCO will lead Boxon's people strategy, develop group-wide initiatives, and ensure alignment with our sustainability goals in the 'Fair & Equal' cornerstone. Although the role was introduced late in the reporting year, it will play a key part in advancing our DEI work from 2026 onward.

SIGNATORY OF THE WOMEN'S EMPOWERMENT PRINCIPLES (WEPS)

Boxon signed the UN Women's Empowerment Principles (WEPs) in 2024. In 2025, the principles continued to guide our work on gender equality and inclusive practices, with further integration planned for 2026.

SOCIAL ENGAGEMENT AND COMMUNITY ACTIVITIES

During 2025, Boxon supported several initiatives and organisations with monetary support within the areas of health, research, sports, community engagement and children's rights. The support was conducted both on a strategic basis as well as for instance replacing employee Christmas presents to support that benefited UNICEF.





PEOPLE SKILLS & DEVELOPMENT

EDUCATION BLOCKS

Sustainability department and sales join forces to once again increase competence level. Educational blocks of EUDR and PPWR for sales people makes a huge difference and provides confidence to our employees to talk about upcoming challenges.

SUSTAINABILITY & SALES

In 2025 we moved sustainability from the back pages to the front of the customer conversation. Our Sustainability Team met with the Sales teams to introduce practical tools, the Environmental Report and the Customer Scorecard, that help translate impact data into concrete choices on packaging, materials, and design. Together we

planned dedicated Sustainability Blocks for all sales staff, complementing Boxon Academy's existing modules, scheduled for rollout in 2026. The goal is simple: every account manager can quantify impact, compare options, and guide customers toward lower footprint solutions without sacrificing performance or cost.

WHY THIS MATTERS

Customers increasingly ask for evidence, not promises. Equipping sales with impact data turns price only discussions into value discussions focused on performance, risk, and carbon emissions.

WHAT'S NEXT 2026?

The ambition is to continue to focus on competence activities and trainings with the objective to further connect added value through Sustainability within every customer dialogue.

SUPPLIER STORY

VOLVO AWARD
**Boxon Recognised with Volvo Car’s
“Sustainability Long-Term Partnership Award”**

From 26 to 28 November 2025, the Volvo Car APAC Supply Chain Sustainability Tech Show was held at Volvo Car Asia Pacific Headquarters in Shanghai. During the event, Boxon received the “Sustainability Long-Term Partnership Award”, recognising a long-standing collaboration focused on

sustainability, efficiency and supply chain development.

Since its launch in 2020, the Tech Show has served as a platform for Volvo Car to engage with partners and strengthen collaboration across its supply chain.

A LONG-TERM PARTNERSHIP

The collaboration between Volvo Car and Boxon began in 2018, initially supporting SKD (Semi Knocked Down) vehicle export projects with tailored packaging solutions. It has since expanded to include packaging materials and services across multiple production sites.

Through joint development and continuous optimisation, the partnership has contributed to logistics efficiency improvements, including cost reductions exceeding 30%. Boxon has also supported the implementation of Volvo Car’s global

packaging standards, enabling consistent solutions in Europe and China.

In the aftermarket segment, Boxon has supported localised spare-parts packaging programmes since 2015, ensuring efficient and reliable global delivery.

SUPPORTING SUSTAINABILITY

Sustainability is central to Volvo Car’s strategy, and the collaboration supports this through packaging solutions focused on efficiency, standardisation and circularity, while maintaining operational performance.

LOOKING AHEAD

The award reflects a shared commitment to long-term collaboration and continuous improvement. Both parties aim to further develop packaging solutions that contribute to a more resource-efficient and low-carbon automotive value chain.

CLIMATE NEUTRAL

OUR FUTURE

In 2025, Boxon continues its work to reduce greenhouse gas emissions and to offer packaging solutions with lower environmental impact. Our approach is based on collaboration across the value chain – with suppliers, customers, and partners – and on developing solutions that can contribute to circularity.

Our updated materiality matrix confirms that climate neutrality remains a key cornerstone for Boxon. Several topics were identified as highly relevant by both internal and external stakeholders, reflecting the scale of climate impact within our value chain.

KEY FUTURE TARGETS:

- EMISSIONS REDUCTION**
 We continue to reduce emissions across Scope 1, 2 and 3 (categories 1–3 and 5–7) in line with our climate roadmap. The next target is set for 2026, aiming for a 42 percent reduction compared with the baseline year 2019.
- ENERGY**
 We are increasing the share of renewable energy in our operations, with the goal of keeping energy related emissions as low as possible.
- MOBILITY**
 We are working to limit emissions from commuting, business travel, company cars, and third party transport. Awareness programs and practical measures help us keep mobility related emissions as low as possible.
- WASTE AND RECYCLING**
 We are strengthening waste management practices to reduce incineration and increase recycling. Our long term commitment is zero waste to incineration by 2030.

KEY PROGRESS 2025:

EMISSIONS REDUCTION

Progress in 2025 compared with baseline year 2019: **-39%**

ENERGY

Share of renewable energy in operations: **87%**
 Change compared with 2024: **+ 8%**

MOBILITY

Emissions from commuting, business travel, company cars and third party transport: **894 tonnes CO₂e**
 Change compared with 2024: **-10%**

WASTE AND RECYCLING

Share of waste sent to recycling: **75,69%**
 Waste to incineration: **0,69 tonnes CO₂e**

MATERIALITY - CLIMATE NEUTRAL

MATERIAL TOPIC	TOPICS REPRESENTED WITHIN GRI	WHY IS THIS MATERIAL	TIME-FRAME	IRO
GHG / CO ₂ Emissions	GRI 305 – Emissions	GHG emissions are material as they represent the climate impact of Boxon’s operations and value chain. Understanding emissions supports risk management, regulatory readiness, and informed decisions related to sourcing, logistics, and products.	Short - Term Medium - Term Long - Term	Impact Risk
Sustainable Performance of Products and Solutions	GRI 308 – Supplier Environmental Assessment	This topic is material because product sustainability directly affects customer value, competitiveness, and regulatory compliance. Customers increasingly expect packaging solutions that support circularity and reduced environmental impact.	Short - Term Medium - Term	Impact Risk
Product Design & Lifecycle Management	GRI 301 – Materials	Product design and lifecycle management are material as early design decisions determine material use, recyclability, transport efficiency, and end-of-life outcomes, influencing both environmental performance and business efficiency.	Medium – Term Long - Term	Impact Opportunity
Energy Management	GRI 302 – Energy	Energy management is material due to its impact on operational costs, emissions, and regulatory compliance. Efficient energy use helps reduce climate-related risks in Boxon’s own operations.	Short - Term Medium - Term	Impact Risk
Waste Material Management	GRI 303 – Water and Effluents GRI 306 – Waste	Waste and water material management is material as it affects environmental performance, compliance, and resource efficiency. Effective waste handling supports recycling, reduces disposal costs, and improves operational efficiency, while water management reduces overconsumption and preserves this natural resource.	Short - Term Medium - Term Long - Term	Impact Risk



CLIMATE NEUTRAL IN 2025

SCIENCE BASED TARGETS INITIATIVE (SBTi)

EMISSIONS REDUCTION 2025

In 2025, we reduced our CO₂e emissions by 39 percent across Scope 1, 2, and Scope 3 (categories 1–3 and 5–7) compared with our 2019 baseline. This progress is in line with the targets validated by the Science Based Targets initiative (SBTi).

The SBTi Corporate Net Zero Standard provides the framework we follow when setting targets. It ensures that our reductions are measured against climate science and that our long-term ambition remains consistent with global decarbonization pathways.

WORLD CLEANUP DAY

On September 20, Boxon employees from Sweden, Denmark, Norway, Germany, France, China, and Thailand joined millions of people worldwide in a shared mission: Collect waste from inadequate disposal to minimize impact towards environment and wildlife.



407 073 KWH OF GREEN SOLAR ELECTRICITY

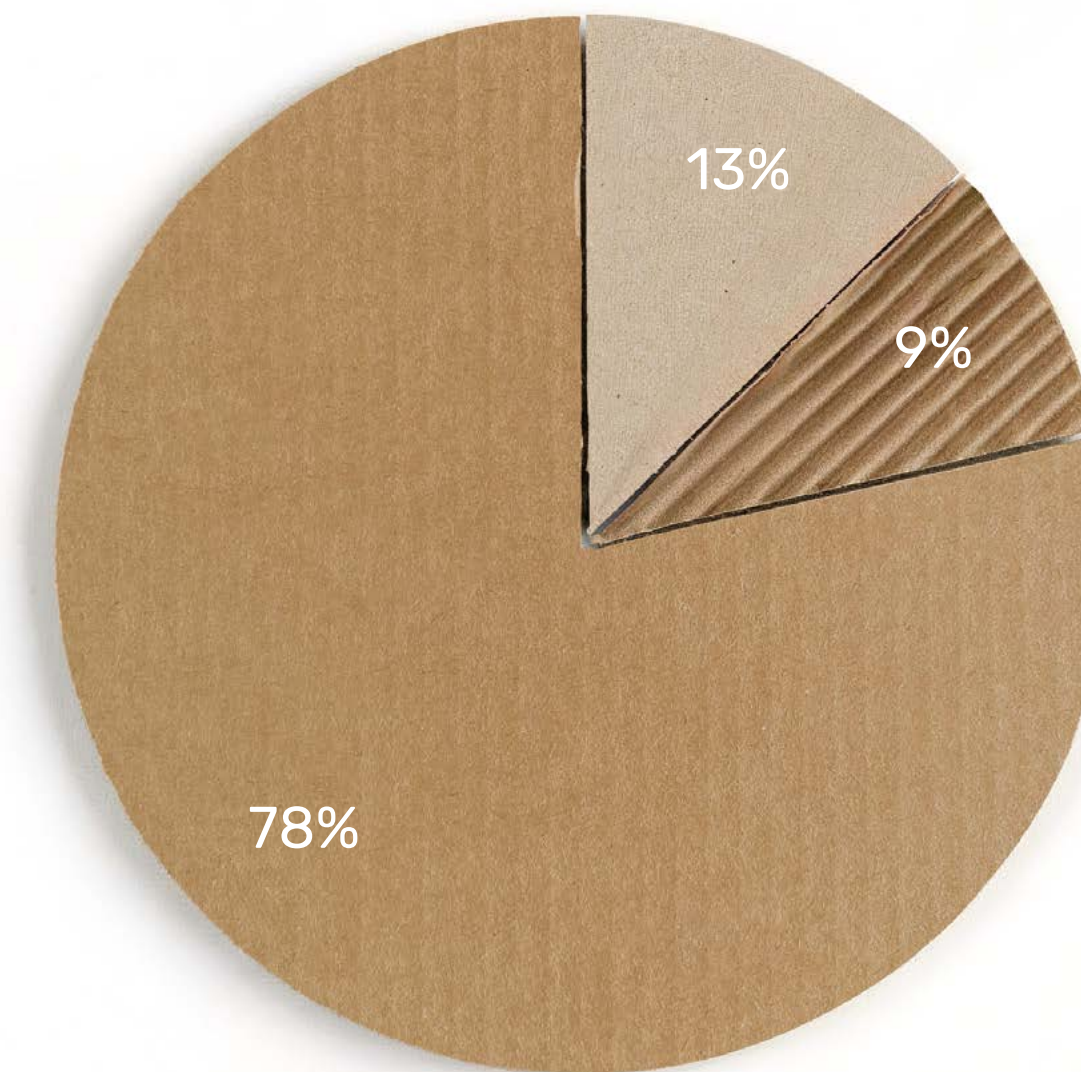
In 2025, the solar panels at Boxon's head office in Helsingborg generated 407,073 kWh of renewable electricity, avoiding 162,8 tonnes of CO₂ emissions using 0,4 kg CO₂ per kWh as Sweden grid emission factor.

This saving corresponds to the annual absorption of about 7400 trees, assuming an average absorption of 22 kg CO₂ per tree per year.

Across the Boxon Group, we continue to increase the share of certified renewable electricity in our operations. Expanding renewable sources step by step remains an important part of our plan to lower emissions in line with our climate targets.

OUR CARBON FOOTPRINT

BOXON GROUP CARBON FOOTPRINT 2019 - 2025	2019 t CO ₂ e	2023 t CO ₂ e	2024 t CO ₂ e	2025 t CO ₂ e	CO ₂ REDUCTION 2019 VS 2025
TOTAL EMISSIONS - TCO₂E TOTAL	1998	1513	1335	1216	- 39%
Energy - Electricity - Heating and cooling	476	295	332	314	- 33%
Mobility - Commuting - Business Travels and Overnight Stays	826	771	614	617	- 25%
Transport - Fuel consumption company owned vehicles - Transport third party	455	374	321	227	- 50%
Food and Beverages	39	22	21	23	- 41%
Materials - Office Material - Tapwater	67	38	33	32	- 52%
Waste and Recycling - Recycling Waste - Waste Water	135	13	14	1	- 99%



Boxon Group GHG Emissions	2025 t CO ₂ e	Unit
Total CO ₂	1216	t CO ₂ e
Scope 1	157	t CO ₂ e
Scope 2	106	t CO ₂ e
Scope 3 (Cat. 1-3 and 5-7)	953	t CO ₂ e

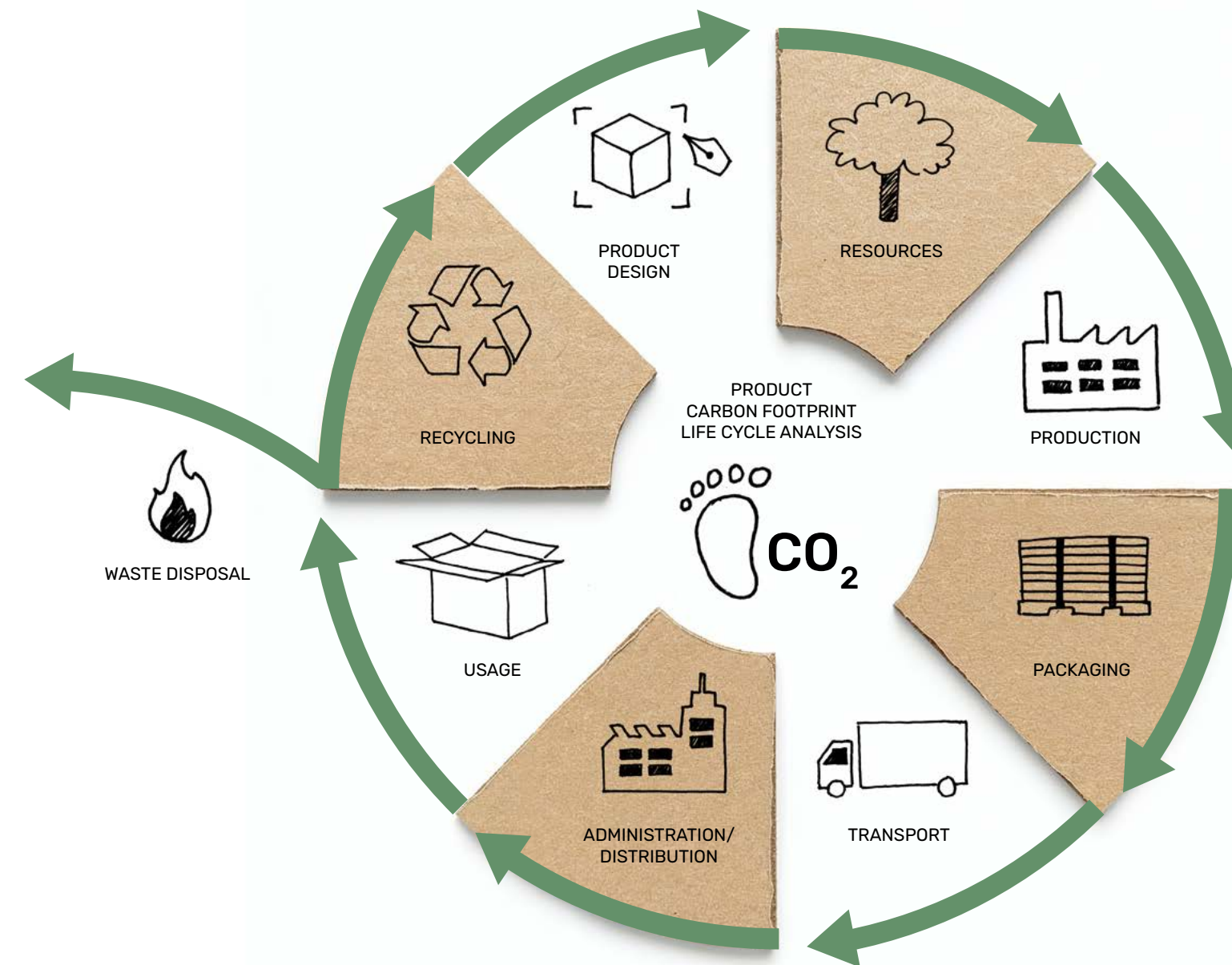
BOXON GROUP TOTAL CO₂ EMISSIONS - YEAR 2025 DIVIDED BY SCOPES:

For more details please read our GRI appendix (GRI 305 - Emissions).

PRODUCT CARBON FOOTPRINT

In 2025, we can calculate the Product Carbon Footprint (PCF) from cradle to grave for 88 percent of our sales. This builds on our long-standing focus on FSC®-certified products and transparent sustainability reporting.

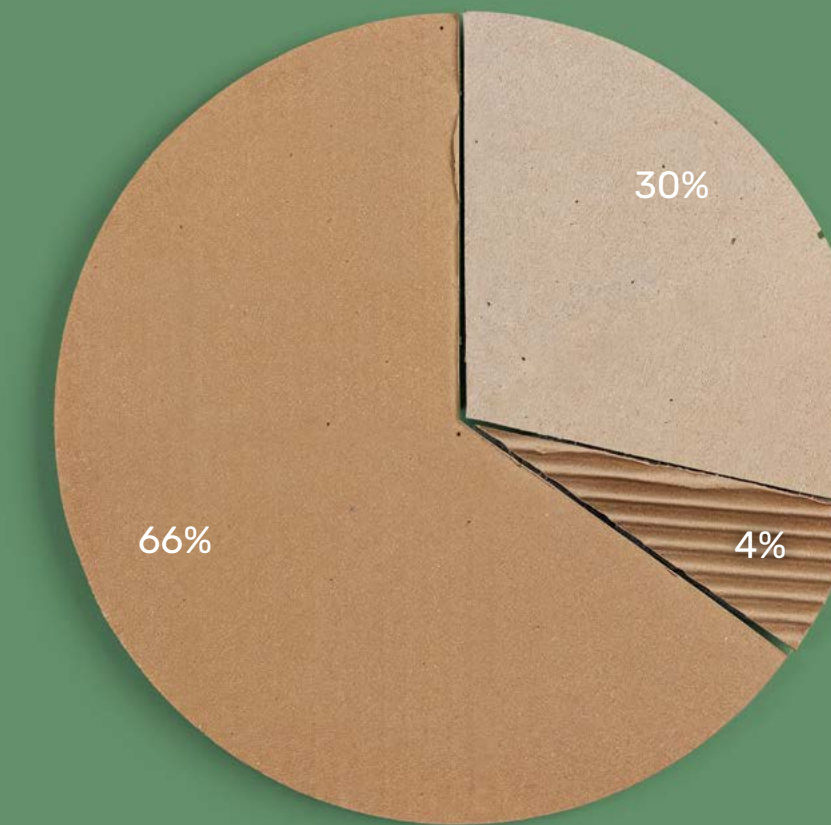
Our cradle to grave method follows the ISO 14067 standard, covering emissions from raw material extraction to end of life. All calculations and emission factors are reviewed and verified by the MyClimate Foundation, ensuring accuracy and credibility in our reporting.



CLIMATE PROTECTION PROJECTS AND RESOURCE RECOVERY

For several years, Boxon EMEA has offered customers the opportunity to support climate protection projects that support renewable energy use, methane reduction, and energy efficiency initiatives.

In 2025, Big Bag customers contributed to a CO₂e reduction of 869,26 tonnes through climate protection projects in Madagascar—equivalent to the total CO₂e emissions generated by the sold BigBags.



Upstream Purchases of Goods	94 658,25	66%
End-of-life Treatment of Sold Goods	5 939,27	30%
Upstream & Downstream Transportation & Distribution	43 351,48	4%

CLIMATE IMPACT FROM OUR PRODUCTS

Following our estimated calculation of Scope 3 emissions done in 2024, we identified that upstream purchases of goods account for about 66 percent, end of life treatment of sold goods about 30 percent, and upstream and downstream transport and distribution about 4 percent.

CUSTOMER CASES

INREGO

A comprehensive solution improving sustainability across the supply chain

Inrego is a Swedish company with over 30 years of experience in circular IT. By reusing, refurbishing and reselling pre-owned IT equipment, they help customers manage IT efficiently while reducing climate impact. Each year, Inrego gives new life to more than 400,000 products, contributing to lower electronic waste and reduced CO₂ emissions.

EFFICIENT LOGISTICS AND SUSTAINABLE PACKAGING

Boxon and Inrego have collaborated for more than 10 years, sharing a strong focus on sustainability. In 2024, Inrego chose to consolidate its packaging supply with Boxon to streamline logistics and meet higher sustainability ambitions.

Together, we developed a centralized packaging assortment tailored to Inrego's operations, focusing on:

- FSC-certified corrugated packaging

- Materials with recycled content
- CO₂-calculated products
- Optimized logistics to reduce transport volumes

CUSTOMIZED AND CIRCULAR SOLUTIONS

Inrego selected Boxon for our sustainability performance and ability to deliver customized packaging solutions. The collaboration provides:

- Environmental transparency per product
- Circular and sustainable packaging solutions
- Streamlined logistics and material flows

Through clear labelling in Boxon's webshop, Inrego can easily identify products containing recycled material and view each product's carbon footprint when placing orders.

"Being able to see the CO₂ value directly in the ordering system and knowing the material is sustainable makes a significant difference. It gives us transparency all the way to our customers."

– Inrego



CONTINUING THE PARTNERSHIP

The collaboration continues to evolve with a shared ambition to strengthen circularity and further optimize packaging and logistics solutions.

"Our collaboration is continuously strengthened through clear dialogue and shared goals,"
says Gustaf Carlsten,
Account Manager at Boxon.

SUSTAINABLE PACKAGING SOLUTIONS

OUR ENABLER

In 2025, Boxon continues to develop its packaging offering with a focus on reducing environmental impact while maintaining performance and simplicity. This includes optimised design, efficient logistics solutions, and increased use of recycled materials where appropriate.

Through long-term collaborations with suppliers and customers, and by providing practical sustainability tools, we support informed decision-making and help create value across the entire packaging flow.

Our updated materiality matrix confirms that Sustainable Packaging Solutions remains a key cornerstone for Boxon. Several topics were identified as highly relevant by both internal and external stakeholders, reflecting the scale of climate impact within our value chain.

KEY TARGETS 2026:

- Share of sales from sustainable products: 60%
- FSC® certified articles: 90%

KEY PROGRESS 2025:

- Share of sales from sustainable products: 42% (SDG 12)
- Share of FSC® certified articles 83%

CRITERIA FOR SUSTAINABLE PRODUCTS:

- Corrugated & paper - FSC® certified
- Plastic - minimum 50% recycled material and/ or bio-based raw material
- Wood - FSC® or PEFC certified
- Labels - paper FSC® certified, plastics from bio-based raw material, textile from recycled polyester



MATERIALITY - SUSTAINABLE PACKAGING SOLUTIONS

MATERIAL TOPIC	TOPICS REPRESENTED WITHIN GRI	WHY IS THIS MATERIAL	TIME-FRAME	IRO
Sustainable Supply Chain	GRI 301 – Materials GRI 308 – Supplier Environmental Assessment GRI 416 – Customer Health and Safety	Sustainable packaging solutions depend on responsible sourcing, material traceability, and supplier compliance. Managing sustainability across the supply chain enables Boxon to meet regulatory requirements and customer expectations.	Short - Term Medium - Term Long - Term	Impact Risk Opportunity
Ethical Business	GRI 205 – Anti-Corruption	Credible sustainable packaging solutions require transparent and ethical business practices. Clear standards on conduct and compliance help ensure reliable product information, responsible sourcing, and long-term trust with customers and suppliers.	Short - Term Medium - Term Long - Term	Impact Risk
Training and Education	GRI 404 – Training and Education	Delivering sustainable packaging solutions requires informed employees. Training and education ensure that teams understand materials, regulations, and sustainability criteria and can support customers with accurate guidance.	Short - Term Medium - Term Long - Term	Impact Opportunity

BOXON CIRCULAR PACKAGING PRINCIPLES

In 2025, Boxon continued to apply the Circular Packaging Principles. These principles guide us when we develop products and when we support customers in making packaging choices.

REDUCE MATERIAL

Packaging that does not serve a clear function is removed. Materials are reduced by using smarter design solutions.

REUSABLE PACKAGING

Packaging is designed so it can be used several times, for example through refilling or return systems.

CIRCULAR MATERIALS

We use renewable and recycled materials and work to ensure that all packaging can be recycled.

SUSTAINABLE PACKAGING SOLUTIONS - 2025

During 2025, Boxon continued to increase the share of recycled content across several packaging product ranges. These changes were implemented as part of a structured review of existing assortments, focusing on material composition and recyclability.

KEY DEVELOPMENTS DURING THE YEAR INCLUDED:

- An increase in recycled content in the AirCap (bubble wrap) range from 30% to 50%, implemented during 2025.
- An increase to a minimum of 30% recycled content in selected ESD (antistatic) products, completed during the fourth quarter.
- Updates to the VCI (corrosion protection) range, increasing recycled content to at least 30% in applicable products and ensuring full recyclability, completed during the fourth quarter.
- Ongoing work to increase recycled content to a minimum of 30% across additional plastic products, including hoods, top sheets, foil, tubes, and shrink wrap.

These assortment changes contribute to Boxon's circularity objectives and support

customers seeking packaging solutions with higher recycled material content.

In 2025, changes in national packaging regulations influenced product and material choices in specific markets. From the 1st of October, new packaging fees were introduced in Denmark, prompting a review of selected e-commerce packaging solutions.

As part of this work, Boxon adjusted its assortment of plastic e-commerce bags by moving from black to grey material, which improves sorting and recyclability in existing recycling systems. In parallel, efforts continued to reduce mixed-material packaging, including a shift from padded bags combining plastic and paper to paper-only alternatives where suitable.

These changes aim to support regulatory compliance and improve end-of-life handling of packaging for customers in affected markets.

SUSTAINABLE PACKAGING MADE PRACTICAL

Packaging choices affect material use, transport efficiency, and waste. To make those choices easier, we highlight solutions that are designed to reduce material use and emissions while maintaining performance and reliability.

Below are examples of packaging solutions that support these goals without compromising functionality.



- A fibre-based solution focused on resource efficiency.
- Made from 100% recycled material and FSC®-certified fibres.
- Lower resource intensity compared to virgin fibre alternatives.
- Supports reduced waste and efficient use across a wide range of applications.



- Designed to reduce material use through higher stretch performance.
- High pre-stretch capability allows less film to be used per load.
- Reduced material consumption supports lower CO₂ emissions per wrapped pallet.
- Compatible with automated wrapping systems, including Robopac S7 PVS, to support consistent and efficient application.



OUR SUSTAINABILITY TOOLS

In 2025, we continued to expand the use of our Sustainability Scorecard and our Environmental Report.

The overview of both Scorecard and Report helps customers see the environmental performance of each packaging article and identify where the largest impacts occur. It also makes it easier to compare different products and to follow progress over time.

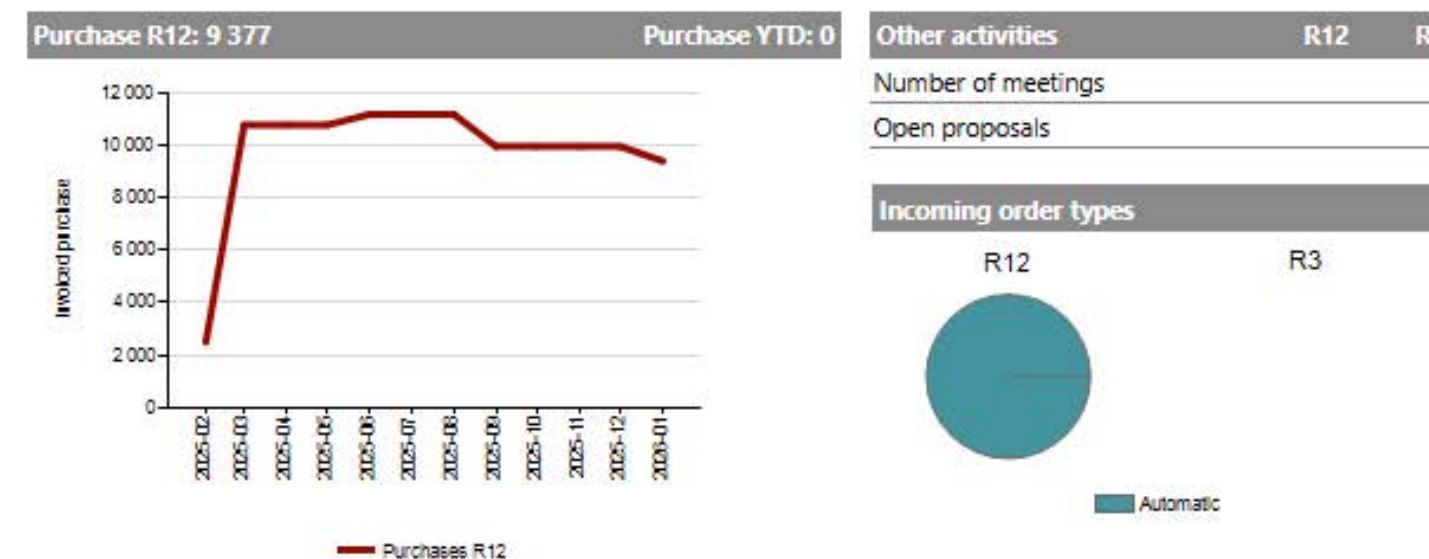
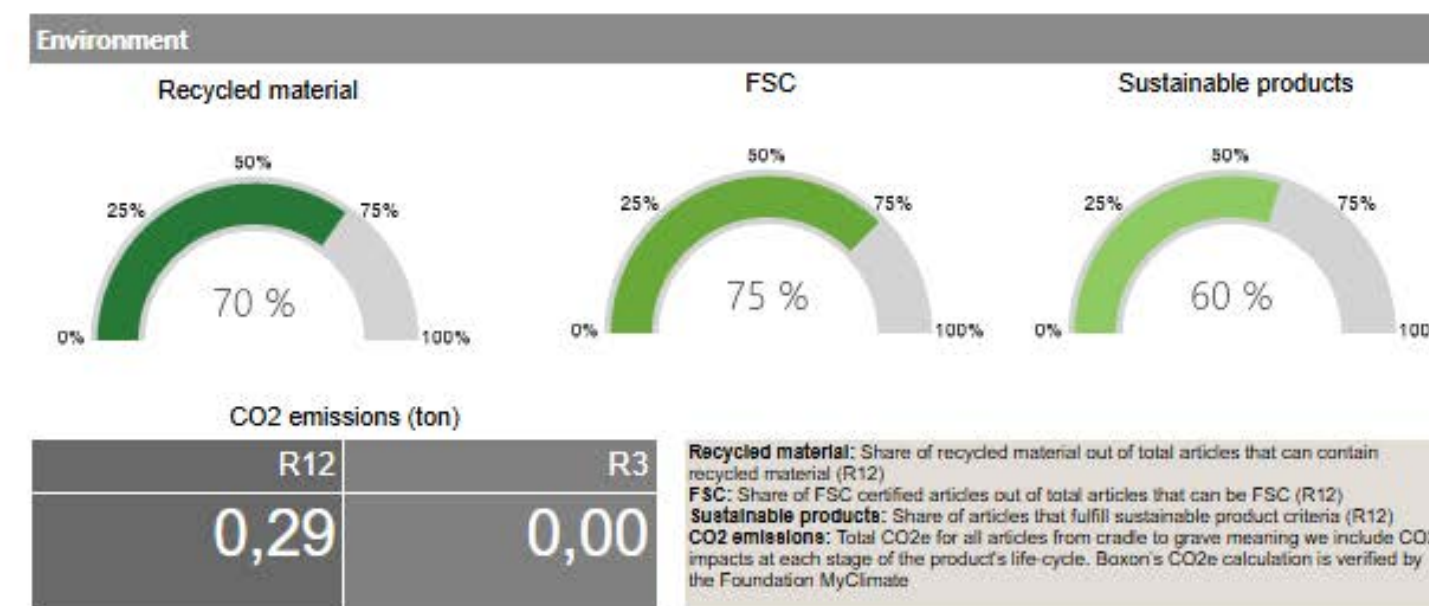
See examples of the scorecard and the environmental report on the following two pages.

OUR SUSTAINABILITY TOOLS

SUSTAINABILITY SCORECARD

Statistics (monthly averages)	R12	R3
Number of orders	0,2	0,0
Number of orders < 3000	0,1	0,0
Average order value	4 562	0
Number of deliveries	0,2	0,0
Number of items	0	0

Follow-up	R12	R3
Users logged in R12	1	
Non-active users R12 (out of 3 users)	2	
Forecast older than 3 months (number of items)	0	
Rental machines	0	



THE VALUE TO OUR CUSTOMERS:

Boxon's Sustainability Scorecard provides customers with clear insights into the environmental performance of their packaging solutions. The tool supports informed decision-making by making sustainability data transparent and easy to track over time. Through regular reviews with their account manager, customers can better understand the impact of their packaging choices and identify opportunities for improvement.

THE SCORECARD SHOWS:

- The share of FSC® certified and recycled materials currently in use, combined into the percentage of sustainable articles.
- The CO₂ footprint linked to packaging decisions.
- Performance results presented on both a quarterly (R3) and yearly (R12) basis.

OUR SUSTAINABILITY TOOLS

ENVIRONMENTAL REPORT

ENVIRONMENTAL REPORT 2025
CUSTOMER XXX

Prod. hier. level 1		Customer Material	Material		Net weight	Sustainable products	FSC	Recycled matrix %	Emission	Billing quantity	Sales stat Curr (SEK)	CO ₂ per mat (G)	CO ₂ Net Weight (KG)	Net Weight (KG)	RIGK (SEK)	CO ₂ Climate protection compensation (SEK)	Environm. charge (SEK)	Spot tax plasticbags	
Result											925 516	10 223,9	16 249,3	0,00	0,00	0,00	0,00		
10 000	Corrugated	Result											563 011	8 236,6	11 033,7	0,00	0,00	0,00	0,00
10 000	Corrugated	1502	125310	Cardboard box 585x385x520/300 mm 7 mm	1,129KG	Paper and corrugated	FSC Mix 70%	74	0100/125310	45 PC	1261	835	37,6	50,8	0,00	0,00	0,00	0,00	
10 000	Corrugated	9900401206	146149	Box 0427-S 215x135x28mm ATLAS COPCO	0,099KG	#	NFC	65	0100/146149	12 000 PC	75 441	75	900,0	1 188,0	0,00	0,00	0,00	0,00	
10 000	Corrugated	9900406200	142386	Box 0427-S 115x100x66mm ATLAS COPCO	0,080KG	Paper and corrugated	FSC Mix 70%	55	0100/142386	450 PC	1197	59	26,6	36,0	0,00	0,00	0,00	0,00	
10 000	Corrugated	9900406200	142377	Box 0427-S 690x145x90mm ATLAS COPCO	0,560KG	Paper and corrugated	FSC Mix 70%	66	0100/142377	420 PC	31 643	414	173,9	235,2	0,00	0,00	0,00	0,00	
10 000	Corrugated	9900950029	142368	Box 0427-S 100x50x50mm ATLAS COPCO	0,035KG	Paper and corrugated	FSC Mix 70%	100	0100/142368	18 585 PC	64427	26	483,2	650,5	0,00	0,00	0,00	0,00	
10 000	Corrugated	9900950049	142341	Box 0427-S 244x200x95mm ATLAS COPCO	0,208KG	Paper and corrugated	FSC Mix Credit	90	0100/142341	900 PC	4338	157	141,3	187,2	0,00	0,00	0,00	0,00	

THE VALUE TO OUR CUSTOMERS:

Boxon’s Environmental Report provides customers with detailed product-level environmental data linked to their packaging purchases. By connecting material information with emissions data and purchased volumes, the tool enables customers to track performance, identify improvement opportunities, and support their own sustainability reporting.

THE REPORT SHOWS:

- Product-level information, including material type, FSC® certification, and share of recycled content.
- Net weight and billing quantity, enabling emissions to be linked directly to purchased volumes.
- CO₂ emissions per product and in total, expressed both in grams per unit and kilograms per year.
- Indicators for recyclability and environmental charges, supporting more informed packaging choices.

CERTIFICATIONS AND STANDARDS



The mark of responsible forestry



ISO 9001
ISO 14001



PACKAGING MATERIAL OVERVIEW 2025

TOTAL SOURCED MATERIAL IN 2025:	49 203,77 tonnes
Non renewable:	70,27 %
renewable:	29,73 %
SOURCED CORRUGATED/PAPER:	52,30% - 25734,85 tonnes
SOURCED PLASTICS:	27,22 % - 13393,37 tonnes
SOURCED WOOD:	17,96 % - 8839,27 tonnes
SOURCED OTHER MATERIALS:	2,24 % - 1101,81 tonnes
SOURCED BASIC AND FABRICATED METALS:	0,27 % - 134,47 tonnes
TOTAL RECYCLED RUBBER / PLASTIC:	2,86 % - 1407,54 tonnes
TOTAL RECYCLED CORRUGATED / PAPER:	38,16 % - 18774,02 tonnes



All Percentages / Numbers are based on the total overall volume.

STRENGTHENING SUPPLY CHAIN TRACEABILITY

AND PREPARING FOR FUTURE REGULATIONS

In 2025, a key focus area was to strengthen collaboration within procurement and across the supply chain. This work lays the foundation for continued development in 2026 and supports Boxon’s ambition to remain a reliable and competitive partner for both suppliers and customers.

Although the EU Deforestation Regulation (EUDR) has been postponed, Boxon continues its preparatory work. Maintaining readiness is considered important to ensure compliance when the regulation enters into force and to support customers with transparent and traceable sourcing practices.

The upcoming Packaging and Packaging Waste Regulation (PPWR) is also monitored closely, as it is expected to affect the packaging sector and Boxon’s business in several ways. During 2025, initial preparations focused on understanding future requirements, including documentation needs such as Declarations of Conformity, labelling considerations, clarification of producer responsibilities, and chemical compliance. Further implementation activities are planned from 2026 onward.

Through long-term partnerships with key suppliers, Boxon is well positioned to manage evolving regulatory requirements.

Boxon engages suppliers through a structured, biannual survey and assessment process. The latest survey was conducted in 2024, and by the end of 2025, Boxon had signed agreements with 295 suppliers, including 16% of strategic suppliers, supporting long-term collaboration and supplier development.



OVERVIEW OF SOURCING CATEGORIES

NUMBER OF SUPPLIERS

- Approved: 54% - 115
- Preferred 33% - 88
- Strategic 13% - 36

SHARE OF PURCHASES

- Approved: 13%
- Preferred 22%
- Strategic 65%

SUPPLY CHAIN TRACEABILITY PRACTICES

Responsible sourcing remains a priority for Boxon. The company works closely with strategic and preferred suppliers to support the development of circular products, transparent working conditions, and responsible business practices.

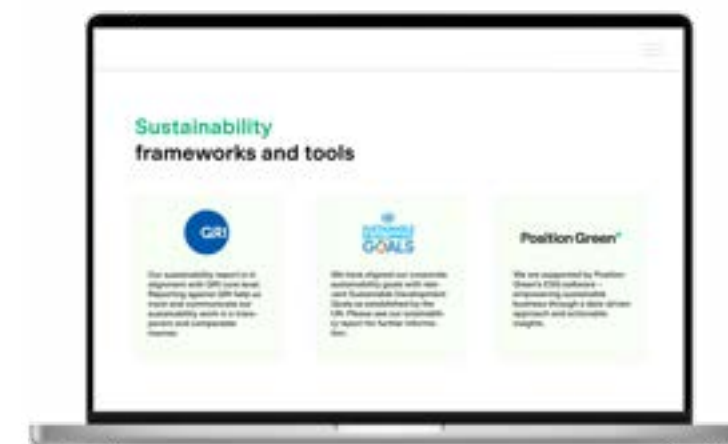
As part of its biannual supplier assessment cycle, Boxon uses an online supplier assessment platform as a central tool for supplier dialogue and follow-up. The most recent assessment was conducted in 2024, covering environmental, social, and ethical topics, and the results continue to inform supplier engagement and improvement actions during 2025.

The supplier assessment will remain an active part of Boxon’s responsible sourcing approach in 2026, enabling ongoing monitoring, dialogue, and improvement together with suppliers.

STRATEGIC SUPPLIERS	RESPONSE RATE
Boxon Nordics - EMEA	89%
Boxon Finland	50%
Boxon China	100%

PREFERRED SUPPLIERS	RESPONSE RATE
Boxon Nordics - EMEA	64%
Boxon Finland	45%
Boxon China	100%

Position Green



RESPONSIBLE SOURCING AND CERTIFICATION COVERAGE

To support responsible sourcing and transparency across our supply chain, Boxon works with defined supplier requirements and third-party certifications. The indicators below provide an overview of supplier commitment to our Code of Conduct and the coverage of FSC® certification across our operations and fibre-based supply chain.

SUPPLIER CODE OF CONDUCT SIGN-OFF

Strategic suppliers: **96,3 %**
 Preferred suppliers: **76,9 %**
 Approved suppliers: **82,5 %**

FSC® CERTIFICATION ACROSS BOXON

Boxon Group sites certified to FSC® Chain of Custody: **85,7 %**
 Suppliers delivering fibre-based products that are FSC® certified: **58,9 %**

HUMAN RIGHTS RISK ASSESSMENT IN OUR SUPPLY CHAIN

Boxon conducts regular human rights risk assessments across its supply chain. Suppliers are categorised into four risk levels – low, low-medium, medium-high, and high – based on the ITUC Global Rights Index and additional contextual factors.

All strategic suppliers are subject to on-site Code of Conduct evaluations at least every two years. Suppliers located in medium-high and high-risk regions are prioritised for on-site audits on the same cycle.

In 2025, Boxon conducted on-site audits for 23 suppliers. These audits contained compliance with labour and human rights requirements, ethical business practices, and working conditions.

Compliance with Boxon’s sustainability expectations is monitored through a combination of regular on-site audits and a biannual online sustainability assessment. The online assessment is conducted every two years, with the most recent assessment completed in 2024. Together, these processes are used to evaluate supplier performance across environmental, social, and ethical criteria. Where gaps or non-compliance are identified, corrective actions are defined and followed up in dialogue with the supplier.

SUSTAINABILITY ONLINE AUDIT RESPONSE RATE

Share of suppliers who completed the online audit 53 %

Share of suppliers with a CSR policy covering Labour and Human Rights 69 %

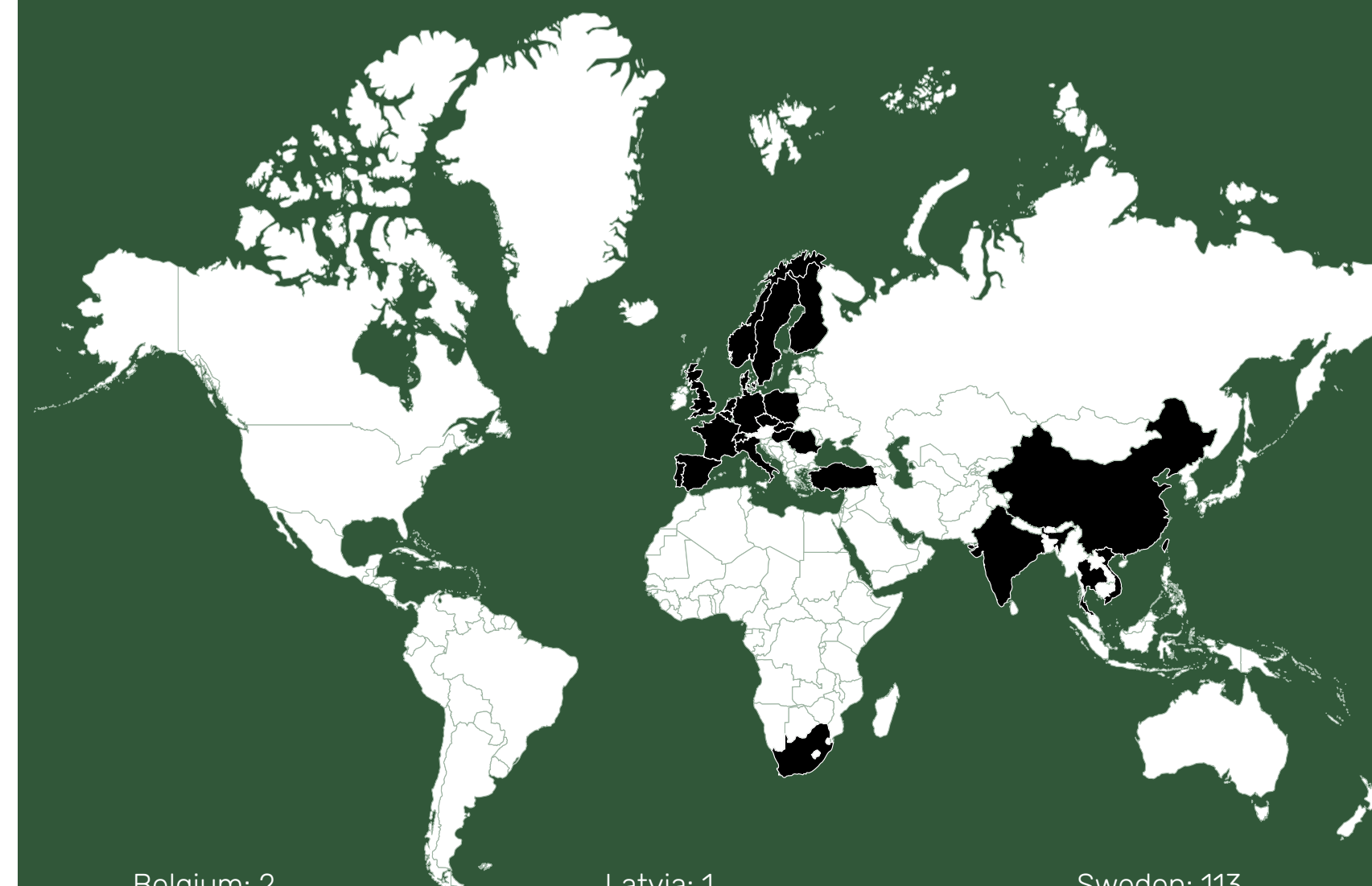
Share of suppliers with a CSR environmental policy, including a water policy 66 %

Share of suppliers with ISO 14001 or another certified environmental management system 67 %

Share of eligible suppliers holding FSC® certification (Nordic, EMEA, China) 65 %

Share of suppliers compliant with REACH 60 %

Share of suppliers compliant with RoHS 55 %



Belgium: 2
China: 17
Czech Republic: 2
Denmark: 21
Estonia: 5
Finland: 29
France: 4
Germany: 36
Hungary: 1
India: 7
Italy: 13

Latvia: 1
Lithuania: 3
Netherlands: 11
Norway: 13
Poland: 24
Portugal: 1
Romania: 1
San Marino: 1
Slovakia: 1
South Africa: 1
Spain: 2

Sweden: 113
Switzerland: 1
Taiwan: 1
Thailand: 1
Turkey: 6
United Kingdom: 3
Vietnam: 1

SOURCING REGIONS:

56,5%
Nordics

37,4%
East, Central and South Europe:

6,1%
Asia

CUSTOMER CASES

PREPARING FOR PPWR: PILOT OF 100% RECYCLED BIG BAGS

Responding to evolving regulatory and sustainability expectations.

Across industrial supply chains, regulatory and customer expectations are evolving. Upcoming requirements under the EU Packaging and Packaging Waste Regulation (PPWR), together with corporate sustainability targets, are increasing the focus on recycled content, documentation and material traceability – while operational reliability remains essential.

Recycled materials are becoming more important, but also more complex to secure and apply in demanding applications. In this context, Boxon is exploring practical ways to prepare for future requirements.

PILOT INITIATIVE

As part of this preparation, Boxon is currently piloting a 100% recycled PET FIBC big bag. The purpose of the pilot is to better understand how recycled materials can be integrated into big bag applications while maintaining performance, safety and handling characteristics.

This initiative focuses on learning and evaluation rather than the introduction of a finalised product.

FOCUS AREAS

Through the pilot, we are gaining insights into:

- Performance of recycled PET in real logistics environments
- Durability, UV resistance and abrasion compared to conventional materials
- Documentation and traceability needs relevant to regulated supply chains
- Supply availability and lead-time stability for recycled materials

The aim is to support future compliance without requiring changes to existing handling routines.

LOOKING AHEAD

This pilot forms part of Boxon's broader effort to prepare for PPWR-related developments and future recycled-content expectations. We see this as a collaborative learning process and look forward to continuing the dialogue with customers as regulatory requirements and technical guidance become clearer.



FACTS & FIGURES

COMPANIES	REGION	TURNOVER (MSEK)	FTE (#)	MALE / FEMALE DISTRIBUTION	MALE / FEMALE MANAGERS	MALE / FEMALE GLOBAL MANAGEMENT TEAM	MALE / FEMALE REP BOARD	ISO 9001 ISO 14001	FSC PER SITE	ECOVADIS	COLLECTIVE AGREEMENTS	DEVELOPMENT TALKS	CO-WORKER SURVEY PARTICIPATION
Boxon Group	Sweden	6	5	3/2	3/2	3/1	6/1	Yes	N/A	Gold	Yes	N/A	N/A
Boxon AB	Sweden	617	98	63/35	8/4	1/1	2/0	Yes	5 of 5 site(s) 100%	Gold	Yes	N/A	N/A
Boxon AS	Norway	129	11	8/3	1/0	0/0	2/1	Yes	1 of 1 site(s) 100%	Gold	No	N/A	N/A
Boxon A/S	Denmark	108	9	6/3	1/0	0/0	3/0	Yes	2 of 2 site(s) 100%	Gold	No	N/A	N/A
Boxon OY	Finland	155	24	15/9	3/1	0/0	4/0	Yes	0 of 2 site(s) 0%	Gold	Yes	N/A	N/A
Boxon GmbH	Germany	216	20	11/9	2/1	1/0	N/A - Boxon Group Board	Yes	5 of 5 site(s) 100%	Gold	No	N/A	N/A
Boxon SARL	France	39	3	2/1	0/1	0/0	N/A - Boxon Group Board	Yes	2 of 2 site(s) 100%	Gold	No	N/A	N/A
Boxon Shanghai Packaging Co., Ltd.	China	129	26	12/14	3/4	0/0	N/A - Boxon Group Board	Yes	1 of 1 site(s) 100%	Gold	No	N/A	N/A
Boxon Thailand Co., Ltd.	Thailand	1	2	1/1	0/0	0/0	2/0	No	0 of 1 site(s) 0%	Gold	No	N/A	N/A
Boxess i Värnamo AB	Sweden	100	7	6/1	1/0	0/0	5/0	No	1 of 1 site(s) 100%	Gold	Yes	N/A	N/A
Boxon Group (All companies)	Sweden	1 500	205	127/78	22/13	5/2	6/1	8/10	17/20	Gold	67%	58%	84% participation

N/A: Development talks and co-worker survey participation are considered on a company level only

UN GLOBAL COMPACT PRINCIPLES (COP)

UN GLOBAL COMPACT PRINCIPLE		PAGES
HUMAN RIGHTS		
1	Businesses should support and respect the protection of internationally proclaimed human rights	17, 54, 74
2	Businesses should make sure that they are not complicit in human rights abuses.	38, 68, 78
LABOUR		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	55, 70, 71, 75
4	Businesses should work to eliminate all forms of forced and compulsory labour.	38, 76
5	Businesses should work to abolish child labour.	38, 76
6	Businesses should work to eliminate discrimination in respect of employment and occupation.	20, 55, 75
ENVIRONMENT		
7	Businesses should support a precautionary approach to environmental challenges	11, 12, 13, 14
8	Businesses should undertake initiatives to promote greater environmental responsibility	23, 25
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	26, 27
ANTI-CORRUPTION		
10	Businesses should work against corruption in all its forms, including extortion and bribery	58, 74

DEFINITIONS

CIRCULAR ECONOMY

A circular economy rethinks the traditional linear production–use–waste model to reduce environmental and climate impacts. It aims to create closed material loops where waste is minimized through better design, reduction, reuse, and recycling.

CIRCULARITY

The practice of promoting reuse, repair and recycling to ensure that products and services support and contribute to a circular economy.

CO₂

Carbon dioxide, a greenhouse gas formed during carbon combustion processes, such as the burning of fossil fuels and biomass.

CO₂E (-EQ)

Carbon dioxide equivalent (CO₂e) is a measure used to compare greenhouse gases based on their global warming potential (GWP), converting them into the equivalent amount of CO₂. For example, 1 kg of methane equals about 25 kg CO₂e.

CARBON FOOTPRINT

The total greenhouse gas emissions caused directly and indirectly by an individual, event, organisation, service, place or product, expressed as carbon dioxide equivalents (CO₂e).

ECOVADIS

EcoVadis is a global provider of sustainability ratings that assesses companies in the areas of environment, ethics, labour and human rights, and sustainable procurement. Top-performing companies receive medal ratings such as gold and platinum.

PCR

Post-Consumer Recycled material, meaning materials that have been used for their intended purpose by consumers and then collected, sorted and recycled through traditional curbside or collection systems.

PE

Polyethylene, a widely used polymer primarily applied in packaging such as plastic bags, films and containers, including bottles.

SDG

The seventeen Sustainable Development Goals adopted by the United Nations in 2015 under Agenda 2030, aiming to end poverty, reduce inequality, and protect the planet.

GLOBAL COMPACT AND COP

A United Nations initiative promoting corporate social responsibility. Participating organisations commit to ten principles covering human rights, labour, environment and anti-corruption, and must publish an annual Communication on

Progress (CoP). Boxon's interpretation of these principles is reflected in its Code of Conduct.

GREENHOUSE GAS EMISSIONS (SCOPE 1, 2 AND 3)

Greenhouse gas emissions contribute to the greenhouse effect and global warming. Company emissions are divided into three scopes: Scope 1 covers direct emissions from owned or controlled sources; Scope 2 covers indirect emissions from purchased energy; Scope 3 includes all other indirect emissions across the value chain.

GRI

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

ISO

International Organisation for Standardisation, an independent body that develops and publishes international standards, such as ISO 9001 for quality management and ISO 14001 for environmental management.

KPI

Key Performance Indicator, a measurable value used to track and evaluate progress toward strategic or operational company targets.

GRI INDEX

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2-2	Entities included in the organisation's sustainability reporting	Page 52	
2-3	REPORTING PERIOD, FREQUENCY AND CONTACT POINTS	Page 52	
2-4	Restatements of information	Page 52	
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GRI 302-3 GRI 302-4	Energy Intensity and Reduction of Energy Consumption	Page 61	
GRI 302-5	Reduction in Energy Requirements of Products and Services	Page 61	Boxon Group is unable to measure as there is no production units
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GRI 303-2 GRI 303-3 GRI 303-4	As of today Boxon Group finds the measurements and disclosures for GRI 303-2, 303-3 and 303-4 non relevant.	Page 62	Boxon Group uses water only for domestic use.
GRI 303-5	Water Consumption	Page 62	
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GRI STANDARD	DISCLOSURE	PAGE	OMISSION
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