



Sustainability Report 2021

Boxon Group AB





Adding value beyond the box

Boxon Group AB
Sustainability Report & Communication on Progress 2021

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“To develop the world’s most intelligent, sustainable value-creating packaging concept.”



To our stakeholders

Boxon is a global player within the packaging industry, serving customers all over the world.

At the same time, we are present on the local market where climate change has an impact on our daily lives. Today, in these critical and escalating times for the environment, real actions are needed. Boxon is committed to - and is taking concrete steps to adapt both our operations as well as developing and marketing a more sustainable product assortment and services. Working with logistic aspects is one area where we can improve, in cooperation with our customers. In other areas such as social responsibility and anti-corruption, we recognise our responsibility to be in the forefront of improving way of life and way of working.

We are facing a global challenge, but also an opportunity. Consequently, Boxon Group has committed to The Ten Principles of the UN Global Compact.

In our CSR statement, we have set clear goals that we aim to achieve by 2025. We are integrating environmental aspects in all critical parts of our supply chain and helping our customers to optimise their own supply chains and packaging flows, in a way that reduces their Co2 footprint significantly.

We are now taking actions to be able to support our customers with relevant data on carbon dioxide, for products as well as for transports. We are working close to our suppliers, evaluate their actions and decisions, and by that emphasising the importance of our interactions with our partners. We continue to work on our specific Life Cycle approach, and all possibilities are explored in order to create more sustainable packaging concepts - from production, to end of life or recycling.

And, most of all, we focus on the people who make this possible – their safety, health and well-being is our priority.

Our way of working derives from our vision - “To develop the world's most intelligent, sustainable value-creating packaging concept”.

Christer Rapp
Chief Executive Officer

About this Report

This report represents the Communication on Progress for Boxon Group AB with reference to 2021. The report relates to the activities of Boxon Group AB where all majority-owned subsidiaries' activities and figures are included in the scope of the present document.

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

Reporting frequency: annual

Publication of previous report: March 2021

Report content and topic boundaries

2021 was Boxon's second year of developing and enhancing more actions in order to realise the CSR strategy that has been adopted by the management and board of directors. The CSR statement applies to all entities within the company, and our formulated internal sustainability goals regarding 2025, should be driven and implemented in our strategy through concrete actions.

The report covers facts and numbers for all wholly majority owned subsidiaries with exception of Specialwell J&J AB that came into the Boxon Group during the second part of 2021. Also, the daughter company Båfi pac AB is not included in the report due to operational independence and with substantial minority shareholding. In Boxon Oy, Boxon Group is a minority shareholder, and Boxon Oy is therefore also not included in this report.

Boxon has implemented sustainable and innovative packaging solutions for years, as this is one of our core business activities. Bringing this ongoing work together with new, defined areas of sustainability improvements up on a Group level, has been an important task in defining a common sustainability strategy.

Boxon's role and responsibility within the scope of its business activities was subject of detailed research, which included the evaluation of various stakeholder groups and their different interests. In this context, the impact of Boxon's business activities and different options for action were examined. As a result, a CSR statement was adopted, summarizing Boxon's convictions, commitments, and goals concerning Corporate Social Responsibility. This way, a framework was set for the implementation and further development of the strategy at group level, involving the contribution of all departments in 2021.

As a frame for our yearly report, we have decided to follow the appropriately selected GRI standards in our reporting. A selected group of stakeholders has participated in creating the knowledge base for this Sustainability report. Boxon is still at the beginning of implementing a systematic CSR strategy for all functions and decision makings, and therefore the reporting scope is limited in some of the GRI areas but is continuously expanding since our last report. The Boxon Group has implemented the tool and systems provided by *myclimate* which are now being used for collecting, calculating and measuring data on our carbon footprint.

CSR Statement & objectives

Corporate Social Responsibility refers to the social responsibility of companies in the context of sustainable economic activities related to their core business. Companies are responsible for the people and the environment in the direct and indirect sphere of their activities, including social, environmental, and economic aspects.

Stakeholders have a legitimate interest, especially when it comes to international production, transports, and the use of resources.

Boxon Group is a packaging company with presence in Europe and Asia with the aim to expand our business globally. As a global Packaging Company, we are aware of the importance of our role as a company and the impact that our business has on the development of a more sustainable future.

Boxon Group has signed- and is committed to The Ten Principles of the UN Global Compact. We invite all our stakeholders in this mission – employees, suppliers, partners and customers.

Boxon is yearly assessed and rated by *Ecovadis* on our sustainability work progress. In 2021, the assessment of the entire Boxon Group was carried out for the very first time. Boxon Group was awarded a silver medal in recognition of our sustainability achievement!



DECREASE

our total carbon footprint as a company by 30 %



INCREASE

the share of packaging solutions based on recycled material by 30 %



STAY

innovative by introducing new packaging solutions with a climate neutral footprint

These goals refer to the period 2019 to 2025 and shall be achieved through the systematic implementation of the Company CSR Strategy and the associated implementation of appropriate measures.

The Boxon Group in 2021

Boxon Group was founded in 1932 and the company headquarter is located in Helsingborg, Sweden. The formal legal name is Boxon Group AB, which is the parent company of all activities.

Boxon Group is established in seven countries with legal entities which includes Sweden (Boxon AB, Boxon Tech AB, Boxes & Labels Int. AB), Germany (Boxon GmbH), France (Boxon SARL), Denmark (Boxon A/S), Norway (Boxon AS), Finland (Boxon OY) and China (Boxon Shanghai). In 2021, together with a partner, Boxon has established a new sub-group called Boxes & Labels International AB. The entire Group operates 11 distribution centres with a total warehouse space of 35 000 square meters with a permanent stock of 3 500 articles to 12 000 active customers.

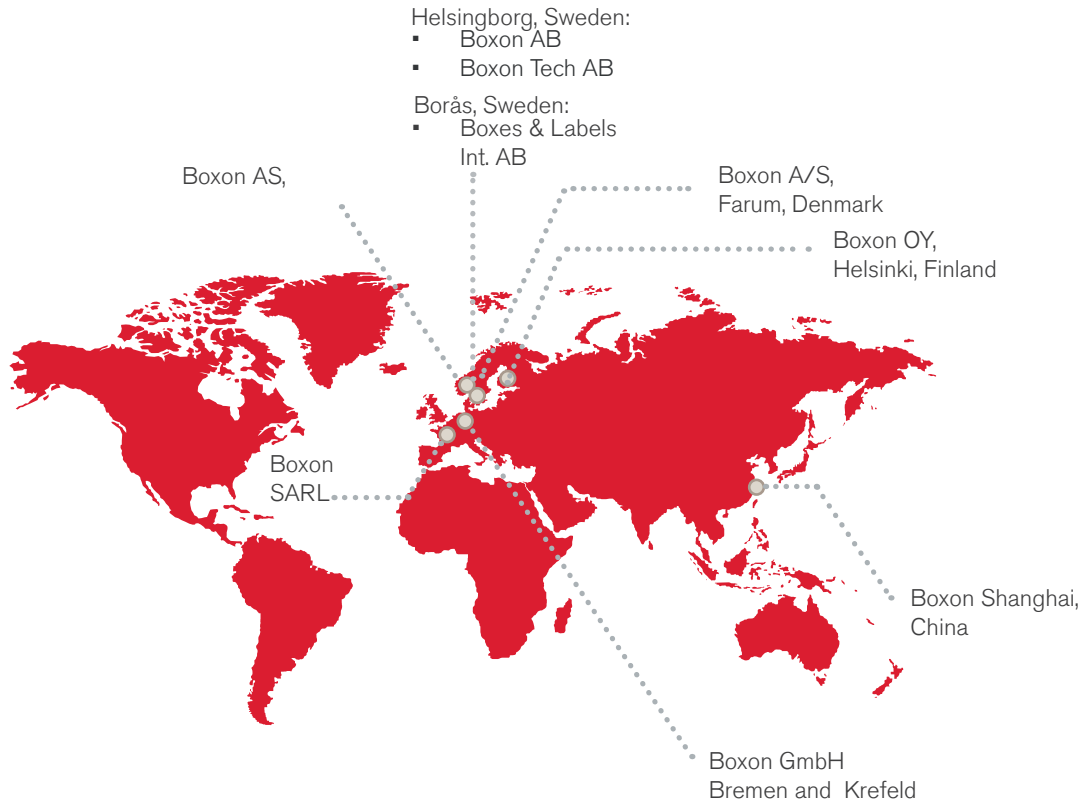
Boxon serves the seven markets with legal entities, but also other markets such as, central Europe, Benelux, the US, India, and others. The total group turnover in 2021 was 140 million Euros.

The main assortment range offered includes:

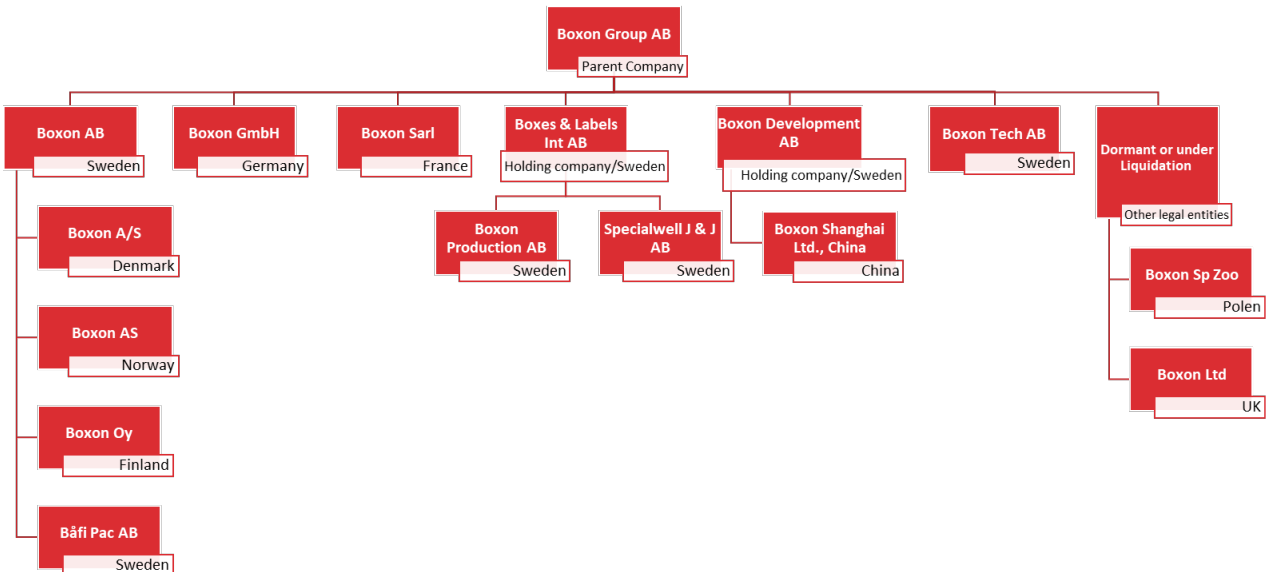
- Corrugated packaging
- Plastic packaging
- Wood packaging
- Labelling
- Machines for packaging and printing.

In addition, Boxon provides a wide range of services including warehousing service, technical service, software solutions and printing solutions.





Boxon Group is a privately held company which includes eleven operational entities in seven different countries (see above). All legal entities have the legal structure as “limited liability companies.” The legal entities and structure are as follows:



BOXON GROUP KEY CSR FACTORS

Sales 2021	Boxon Group AB	Boxon AB	Bäifpac AB	Boxon A/S DK	Boxon AS NO	Boxon Production AB	Boxon SARL	Boxon GmbH	Boxon Tech AB	Boxon Shanghai	Boxon Group
Total reported external sales KSEK	1 000	665 000	84 000	90 000	104 000	1 000	41 000	204 000	132 000	125 000	1 447 000

Certified Management System	Boxon Group AB	Boxon AB	Bäifpac AB	Boxon A/S DK	Boxon AS NO	Boxon Production AB	Boxon SARL	Boxon GmbH	Boxon Tech AB	Boxon Shanghai	Boxon Group
ISO 9001 certified	YES	YES	NO	YES	YES	YES	YES	YES	NO	YES	
ISO 14001 certified	YES	YES	NO	YES	YES	YES	YES	YES	NO	YES	
ISO certified share in % of sales	100%	100%	0%	100%	100%	100%	100%	100%	0%	100%	91%

Labor & Human rights	Boxon Group AB	Boxon AB	Bäifpac AB	Boxon A/S DK	Boxon AS NO	Boxon Production AB	Boxon SARL	Boxon GmbH	Boxon Tech AB	Boxon Shanghai	Boxon Group
Number of employees	6	101	5	10	12	26	4	25	4	32	225
Number of reported accidents	0	0	0	0	0	0	0	0	0	0	0
Collective agreements *)	YES	YES	YES	NO	NO	YES	NO	NO	YES	NO	
Collective agreements share in % of employees	n.a.	100%	100%	0%	0%	100%	0%	0%	100%	0%	60%

*) When no collective agreement, we are following local laws and regulations in each country except for China where we apply Scandinavian standard.

Ethics	Boxon Group AB	Boxon AB	Bäifpac AB	Boxon A/S DK	Boxon AS NO	Boxon Production AB	Boxon SARL	Boxon GmbH	Boxon Tech AB	Boxon Shanghai	Boxon Group
Number of employees anticorruption training	6	85	5	7	7	12	3	25	4	30	184
% share of total number of employees	100%	84%	100%	70%	58%	46%	75%	100%	100%	100%	82%
Ongoing legal actions	0	0	0	0	0	0	0	2	0	0	2

Environment	Boxon Group AB	Boxon AB	Bäifpac AB	Boxon A/S DK	Boxon AS NO	Boxon Production AB	Boxon SARL	Boxon GmbH	Boxon Tech AB	Boxon Shanghai	Boxon Group
CO2 measures and reporting via myclimate	YES	YES	NO	YES	YES	YES	YES	YES	YES	YES	
FSC certification	n.a.	Ongoing	No	Ongoing	Ongoing	YES	No	No	n.a.	No	

Management Structure

The Boxon Group is organised by markets - Nordics, EMEA and Asia.

Each market has full responsibility for their own market as well as selling the complete offer.

The management is organised into one management group for the total operation and each function have a global responsibility, except for Sales that is organised per market.

Board of Directors (BoD)

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

Group 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 Counsel Teams (GCT)

- Global synchronising
- Utilising global strength
- Lead the functions
- Ways of working between market areas and within the functions
- Clarifying dotted lines

Pricing Board (PB)

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

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

The Quality- and Environmental Manager is the management's representative in quality and environmental matters. He or she should ensure that the quality and environmental system is respected and continuously valued. Internal quality- and environmental audits account for the operational quality of the system.

The management's representative 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.

Key impacts, risks, and opportunities

Precautionary Principle

For handling any risks concerning the environment or human health, both in operational planning and when introducing new products and services, the company applies the following principles:

- **All decisions are made by the General Management Team (GMT)** when it comes to operational planning and major changes in our way of working. Then all functions and markets in the company are represented.
- **Follow-ups covering quality and environmental factors** are carried out by the management four times a year.
- **A comprehensive business review**, chaired by the CEO, is done 2-3 times per year for each market. The purpose of this business review is to improve the overall operational excellence in all relevant areas.
- On a more detailed or operational level, **any major decisions on products or services are decided by a Business Board, Pricing Board or a Sales Counsel**, depending on the questions at hand. The members are picked based on their qualifications within a specific responsibility and/or knowledge on a specific subject.

Our ideology

Ideology is an important foundation for creating a sustainable culture internally and externally at Boxon. We are passionate by nature and have a culture that is about winning together, taking responsibility, understanding and helping. A basic prerequisite for us is to describe why we exist, what we believe in and how we can offer a higher value to our customers and the society in general.

Our Pyramid consists of four parts and illustrates our ideology.



Our Mission

Our mission gives us a common understanding of why we exist and what our targets are.

Our Vision

Our vision reminds us about where we are heading and of our long-term ambitions and targets. It helps us to get an overall perspective, see the bigger picture, as well as the day-to-day details.

Our Promise

Our promise is the core of everything we do and how we would like to be perceived.

This is something we must hold on to at all costs! Our promise also communicates the essence of what we do: we add and deliver value to our customers.

Core values - VETA

Boxon's core values are central for the entire Group. They are about what we believe in and stand for. The core values tell us who we are, where we are going and ensure that we navigate in the right direction so we can both further develop our culture, and communicate with continuity.

- **Win Together**
- **Simplicity**
- **Transparency**
- **Responsibility**

In 2021, every function and market had quarterly workshops where the focus was to understand- and work with each statement. The result was shared on our internal communication channel, Yammer, where other functions could comment and share their knowledge.

In addition, during every month of 2021, we highlighted an employee that embodied VETA to set an example for the whole company.



Win together

We focus on results, a positive team spirit and creating a winning partnership. Innovation, passion and courage are our most important tools for success. Genuine commitment is always a winner.



Simplicity

We make things easier for the world around us by being flexible and getting it right from day one. Our secret is our curiosity about the challenges our customers face. A deep understanding leads to sustainable solutions.



Transparency

We listen; we communicate clearly and are up-front about our expectations. Transparency is a hallmark of our business. It allows us to develop on an individual level – together!



Responsibility

We take overall responsibility, actively contribute to set targets and keep our promises. We care about each other and our customers. Each promise binds us all together!

Innovation

For 2022, innovation is in one of two key initiatives for the Group.

Boxon Innovation Team is a group of people with a combined knowledge and experience in the field of packaging, labelling and customized solutions.

The Innovation Team creates drawings and animations, design and label samples, prototypes and specially manufactured injection moulded trays, system integrated solutions and cloud-based outsourcing. Through our collective competence, we take the solution one step further regardless if we are located in the Nordic region, EMEA, or Asia. The Boxon Innovation Team is our way of driving our development forward, with the best interests for the end customer in mind, and with sustainability as a key aspect when doing so. The life cycle approach is an integrated part of our innovation work.

External initiatives and memberships of associations

FKG – the Scandinavian Automotive Supplier Association

FKG has almost 400 members and all members have one thing in common – they are customers or suppliers to the automotive industry. The objective for FKG is to represent their members interests', politicians, industry, organisations and media in Sweden and the rest of the world.

EFIBCA

As a long-time member, Boxon is committed to the EFIBCA Code of Conduct. The EFIBCA-Q Quality Promise and EFIBCA Code of Conduct have been developed with a special focus on the particularities of the FIBC industry and promote the implementation of ethical principles and the application of an adequate and fair competitive behaviour. The German Association of Plastic Converters acts as the umbrella organization of the entire plastics processing industry in Germany. This is only applicable to Boxon GmbH.

Nordic Bioplastic Association

Nordic Bioplastic Association's goal is to be a Nordic platform and the representative of companies in the Nordic region active in the development of bioplastics. The association will promote and simplify market and technology development for the materials group.

The activity covers all parts of the life cycle of bioplastics, from A to Z. The aim is also to inform politicians and authorities through information about the possibilities and merits of materials, and to help them create a framework for the progress of bioplastics in the market.

Boxon AB is an active member since 2018.

Gesamtverband Kunststoffverarbeitende Industrie e.V.

The association plays a major role in the public dialogue of the industry with politics and society and takes a proactive position on sustainability topics within the sector in Germany.

Awards

ScanStar Award 2021

A total of 14 awards have been won by Nordic packaging designers, manufacturers, and users in this year's ScanStar packaging competition.

A wide range of excellent packaging solutions were presented at the ScanStar competition which covered the packaging industry broadly: logistics solutions, food and beverage packaging, gift packaging and displays from both large and small companies in the sector. Although the competition welcomes all packaging materials to participate, the packaging solutions that participated this year, were fibre-based.

In 2021 Boxon won an award for our LM Box (less material). The LM box is designed in such an intelligent way, that it minimizes waste in every part of the production through its capacity to be adjusted in both size and construction. The box is made from recycled material, is easy to fold, and very rigid in its construction. It offers good communication possibilities with its customers. It is also very user-friendly with its easy opening and recycling.

Ecovadis

Last year, Ecovadis made its first audit of the entire Boxon Group. The assessment process was both complex and extensive, given the fact that Boxon Group is represented in seven different countries.

This first year, Boxon was awarded **Silver status by Ecovadis** for our CSR activities in 2021.

The assessment focused on 21 sustainability criteria that were grouped into four themes: Environment, Labour & Human Rights, Ethics and Sustainable Procurement. These criteria are based on international sustainability standards such as The Ten Principles of the UN Global Compact, the International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI) standards, the ISO 26000 standard, etc. The objective of the Ecovadis methodology is to measure the quality of a company's sustainability management system through its policies, actions and results.

In the past, Boxon Germany has been awarded Gold status for three consecutive years. The Gold status represents the second highest recognition level issued in the assessment.

Our goal in 2022 is now to improve our work on Group level to reach the Gold level for the next assessment by end of 2022 for the entire Boxon Group.



Management approach

In the 2021 business strategy review, special attention was given by GMT to sustainability and the sustainability activity plan was updated. In addition to Boxon Group's two overall business objectives, CSR was defined as a key initiative and this initiative entailed several concrete actions and trainings. The initiative will continue in 2022, and it is clear to the Management and The Board of Directors that Sustainability is our top priority.

A dialogue with our stakeholders, i.e., owners, banks, customers, suppliers, employees, and authorities, are central in developing and improving our sustainability work.

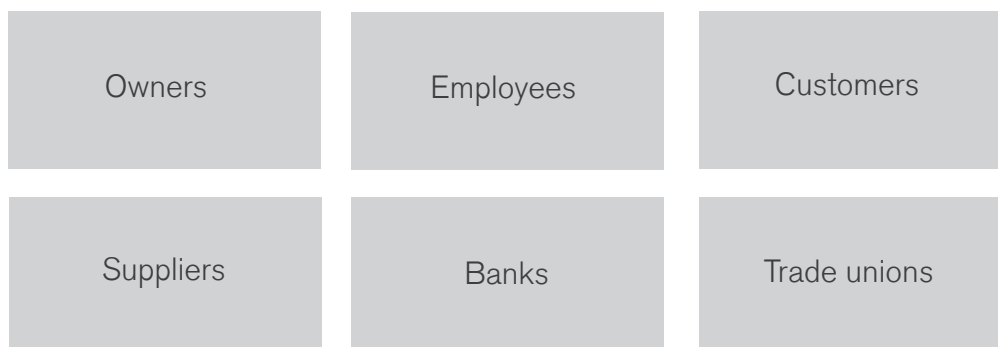
A materiality analysis and a risk analysis for the group was executed in 2021 and was reviewed by representatives from GMT.

Based on the materiality analysis, risk analysis as well as a stakeholder analysis, group sustainability targets and KPIs have been put in place, and follow-up procedures have been established in 2021. These are now part of the business strategy review that takes place on a regular basis for the markets and central functions to be able to align specific targets. The sustainability KPIs are followed up by the Chief Sustainability Officer and reported directly to the CEO.



Stakeholder dialogue

Boxon Group has identified the following stakeholders that have a significant interest or impact on Boxon Group.



Stakeholder analysis

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 that were performed during the sustainability strategy review in 2021 completed the stakeholder analysis, as well as providing some additional valuable expectations and requirements.

Stakeholder	Expectations & requirements	Execution
Owners	<p>Maximise enterprise value by execution of the agreed strategy.</p> <p>Excel in prioritised sustainability areas, making a difference and doing so better and faster than the competition.</p> <p>Continue to build a good company in all aspects.</p>	<p>Strong focus on long-term sustainable growth, profitability and cash-flow. This should be achieved through:</p> <ul style="list-style-type: none"> - Continuous follow-ups and set sustainability KPIs. - Business which is conducted in an ethical and fair manner. - Following applicable legislations. - Sustainable basic requirements in place. - Sustainable product development.
Employees	<p>Employee satisfaction, including health and safety, well-being, financial compensation for work, personal development. Fair treatment and the possibility to influence and make a difference. A great place to work!</p>	<p>An annual Employee survey is conducted and followed up by a dialogue on a functional level.</p> <p>A summary is put together by the HR-manager which is presented to the GMT. The CEO reports the summary to the Board of Directors.</p> <p>In 2021, "Competence" was one of our key objectives and Boxon Academy continues to develop. Boxon has focused on raising the competence among the employees to increase their development, and to improve employability.</p> <p>On an individual level, a yearly development talk is conducted where every employee is encouraged to give his personal feedback and opinion on the company and our operations.</p>

Stakeholder	Expectations & requirements	Execution
Customers	<p>High-quality products and on-time delivery, in addition to being proactive and promote innovation of products and solutions.</p> <p>Providing support to consumers using Boxons products and solutions.</p> <p>An increased interest in sustainability, asking Boxon to provide support in this.</p>	<p>Trustpilot has been implemented in Nordics and EMEA for customers to give feedback through this tool.</p> <p>For a structured dialogue, we are performing surveys, asking selected customers to answer to several key questions.</p> <p>In addition, we ask our Account Managers to have an open and frequent dialogue with our customers which is documented in our CRM.</p>
Suppliers	<p>Business that is conducted in an ethical and fair manner.</p> <p>Profitable growth to maintain/increase long-term business partnerships.</p> <p>Input on future sustainable product development.</p>	<p>The main supplier dialogue is carried out through continuous follow-up meetings where our cooperation is always a subject on the agenda.</p> <p>We ask our suppliers annually to sign our Supplier Code of Conduct with the purpose that both parties ensure a common understanding of the basic principles of our business relations.</p> <p>At the beginning of each year, we ask our Suppliers to do a self-assessment based on our Supplier Code of Conduct and performance.</p>
Banks	<p>To generate interest and security of the investment.</p> <p>Long-term sustainable business model, especially on the supplier side considering high risks countries.</p> <p>Targets anchored in UN SDGs and with focus on CO₂-eq. emissions.</p>	<p>Boxon meets with our banks at least every quarter.</p> <p>In the meetings, a wide range of topics is discussed, including CSR questions. Boxon is represented by its executive management.</p>
Trade Unions	<p>To establish a collective agreement where this is applicable.</p> <p>To ensure employee satisfaction, including health and safety.</p> <p>Fair treatment and the possibility to influence.</p>	<p>Boxon has collective agreements in place in countries where it is common practice, and Boxon applies these standards in all markets.</p> <p>We make the best effort to have a clear and correct dialogue with respective trade union.</p>

Customer survey

Customer satisfaction is both a crucial- and strategic goal for Boxon.

All our co-workers are essential in the commitment to aim for a high level of customer satisfaction.

Boxon continuously measures the customer satisfaction, and we measure it by applying the following three methods:

- Yearly customer survey conducted by telephone interviews
- Yearly Net Promoter score (NPS)
- Continuous satisfaction (Trustpilot)

Yearly customer survey

The survey is conducted by phone and is done once per year in all our markets. We randomly select approximately 1000 customers from our CRM systems, and use an external professional survey company to carry out all interviews by phone. In total, we ask our customers ten questions, covering everything from service level, perception of brand, how innovative we are, the user experience online, competence level and quality of products and services. Our aim is to keep the same kind of questions so that we can measure our development over time and identify areas of improvements.

In 2021 our overall score was 4,2 of 5 in all our markets. 307 customers participated in the survey in 2021.

Customer Survey Summary	2021	2019	2018
Number of customers	307	307	154
Number of countries	6	6	3
Satisfaction index (5 max)	4,20	4,17	4,22

Net promoter score (NPS)

In our yearly survey conducted by phone we ask our customer how likely it is that they would recommend us to a friend or colleague. This method is commonly used and allows us to compare ourselves by markets but also against competitors.



307 customers participated in this survey, and we got an overall Net Promoter Score of 21,5.

Trustpilot

To be able to follow our customers satisfaction in a more continuous way, Boxon has since 2021 introduced Trustpilot in all our markets except Asia. Trustpilot helps Boxon to get instant feedback and to improve ourselves.

Over 480 000 businesses are rated on Trustpilot worldwide. The tool provides a possibility for a continuous dialogue with our customers and by that a base for evaluation and improvement in our daily operations.

Our overall score is 4,1 based on 412 reviews. All our customer reviews on Trustpilot are transparent and in our processes, it is clearly stated that we answer all reviews.



*All Trustpilot results refer to the 24th of February 2022.

Risk analysis

Boxon are exposed to various types of risks that could have a significant impact on whether we reach our business objectives or not.

Through transparency, awareness of our biggest risks, and with the help of a contingency plan, we are better prepared to handle accidents, incidents and other matters. Our contingency plan is reviewed once a year by the GMT.

Boxon has defined and categorised our different risk areas, and a detailed risk assessment including preventive actions, is carried out.



Analysis of our environmental- and social risks and opportunities

We have identified potential risk factors as well as potential opportunities, where Boxon as a company can improve our actions in order to enhance our environmental impact and our impact on the society. As far as we are concerned, our products, services and activities have no significant or direct impact on the biodiversity in the areas in which we operate.

Key areas	Potential risk	Potential opportunities	Environmental impact	Social impact
Products	Products with mixed material have an increased risk of not being recycled after being used.	Innovative technologies together with innovative materials make it possible to develop packaging solutions that can be recycled, reused, or provide a more sustainable footprint.	Our products could have a negative impact on the environment if not recycled or reused.	Our products are considered to have limited social impact.
Transports	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 Co 2 emissions.	By increasing the optimisation of logistic flows, we can minimise the risks. In the future, changes in the logistic sector for more environmental-friendly power sources will change the impact dramatically for the better.	All transports as of today have a direct impact on the environment.	Our transport has an overall negative impact on the society through CO2 emission and by that the general health conditions.

Key areas	Potential risk	Potential opportunities	Environmental impact	Social impact
Travelling	Unnecessary travelling has a clear negative impact.	By using digital meetings to a higher degree, we can both increase the efficiency and limit the negative impact.	Most traveling as of today have a direct impact on the environment.	Our travelling has an overall negative impact on the society thru CO 2 emission and by that the general health conditions.
Production of labels	Products manufactured of mixed material or plastics increase the risk of non-recycling.	By using new FSC-certified materials and recycled materials we can produce labels with lower impact on the environment.	A risk for an environmental impact could occur if the product is not recycled or is produced in mixed materials.	Label production is considered to have limited social impact.
External Supply	By buying products from manufacturers, we could be exposed to certain risk since we are not in full control of their process and way of working.	By increasing the optimization of logistic flows, we can minimise the risks. In the future, changes in the logistic sector for more environmental-friendly power sources will change the impact dramatically for the better.	By collaborating actively with our Supplier Code of Conduct and frequent supplier dialogues, we can limit the potential risks.	Labour conditions, the enforcement of human and workers' rights can have an impact on the social perspective.

Based on the above analysis, Boxon has decided to focus on:

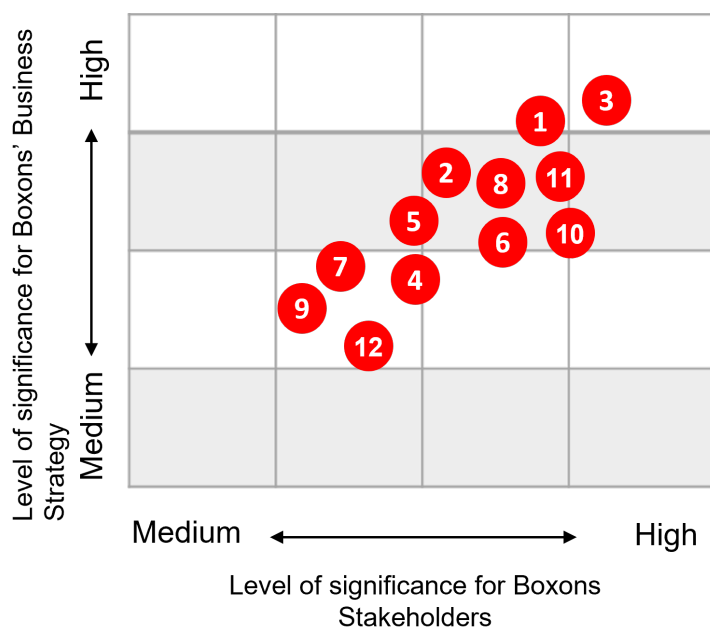
- Continuing to develop sustainable packaging solutions based on our set definitions and with the goal to minimize the climate impact.
- Reconstructing our logistic set-up and operations in order to optimize our transport flows.
- Improving our capability and tools to be able to conduct digital meetings on all occasions by using the latest technology.
- Collaborating actively with our suppliers using our tools such as Supplier Code of Conduct, Audits, and frequent dialogues

The above focus points are broken down to more detailed activity plans per functions where the General Management Team (GMT) have the ultimate responsibility for implementation and follow up.

Materiality assessment

In the materiality assessment, innovative and sustainable products, customer satisfaction, sustainability requirements, as well as the climate change were identified as topics of the highest importance.

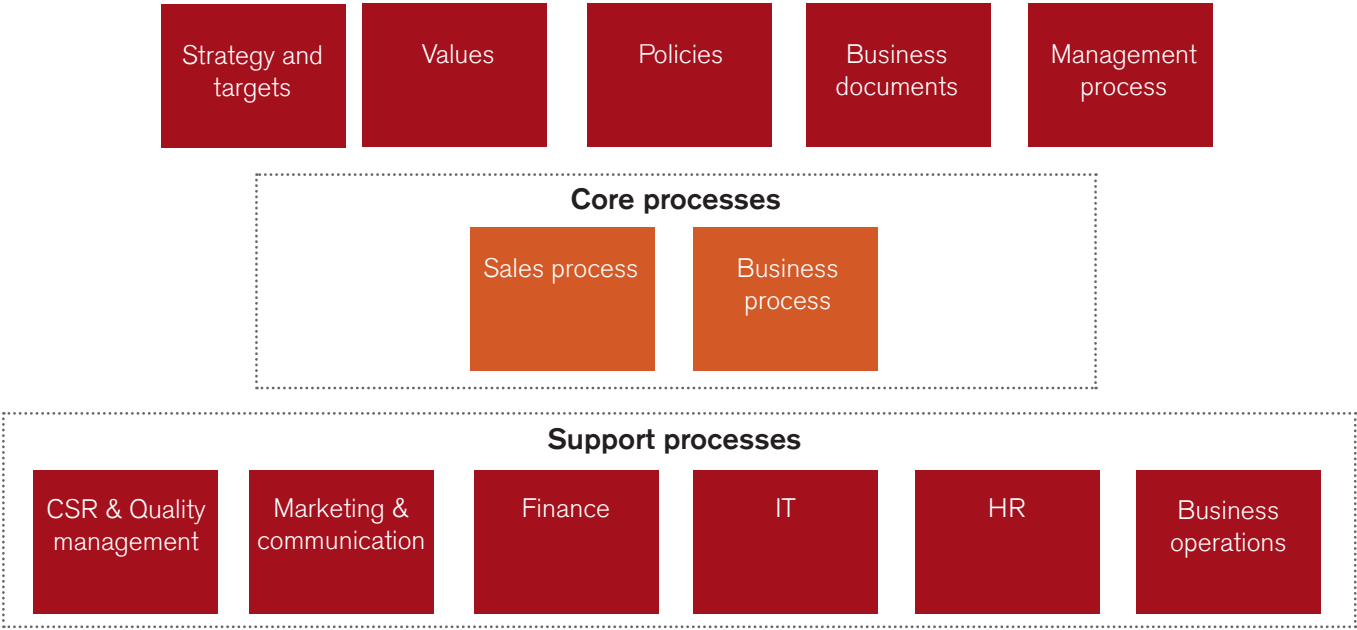
The materiality analysis is performed by the GMT, based on sustainability reporting standards (GRI, Global Reporting Initiative) together with input from stakeholders, sales organisations, and central functions.



1. Innovative sustainable products
2. Sustainability requirements from customers
3. Customer satisfaction
4. Climate change
5. Sustainability requirements from owners
6. Health and safety
7. Employer branding
8. Diversity, human rights
9. Engagement in society
10. Sound business ethics
11. Supply of materials and services
12. Environmental impact of transport

Quality and Management system

In early 2021, we initiated a project to update and improve our Quality and Management system which was implemented in the nordic markets in early 2022. The roll-out for all remaining markets is planned as well.



The above illustrated Quality and Management system is based on and meets the ISO 9001 and 14001 standards. Boxon Nordics, Boxon EMEA and Boxon Asia are ISO 9001 and ISO 14001 certified.

Anti-Corruption

Transparency is one of our core values at Boxon. In addition to the way we work and communicate with one another internally, transparency also stands for the kind of business relationship we strive to have with our business partners. Transparency creates trust, and we believe it is the most important foundation in every business relationship. All partners agree to act fairly, unselfishly, and transparently, including being unrestrictedly in compliance with all applicable laws.

Corruption undermines trust in the integrity and functionality of any type of business relation. Boxon firmly rejects any form of corruption, and it is one of our highest principles that corrupt behaviour is not given any space in our business activities.

As an international operating company, we take corruption very seriously. Corruption can take various forms, both on a global and on a local level. In this context, Boxon follows a zero-tolerance policy, which applies at all locations without exception. It applies equally to our business partners and suppliers as well as to ourselves.

Partners and suppliers must implement governance rules in their organization to comply with applicable laws and regulations. Both employees and business partners are obliged to inform Boxon of any kind of situation which potentially could become a conflict of interest. Blind spots should be identified and clarified immediately.

In early 2021, Boxon implemented an updated **Anti-Corruption policy** as well as an updated **Supplier Code of Conduct**. All employees went through Anti-corruption policy training, and employees working with suppliers had training on how to apply- and work according to our Supplier Code of Conduct.

The **Anti-Corruption policy** as well as the **Supplier Code of Conduct** is accessible on www.boxon.com

In 2021, no complaints or case of corruption was reported.

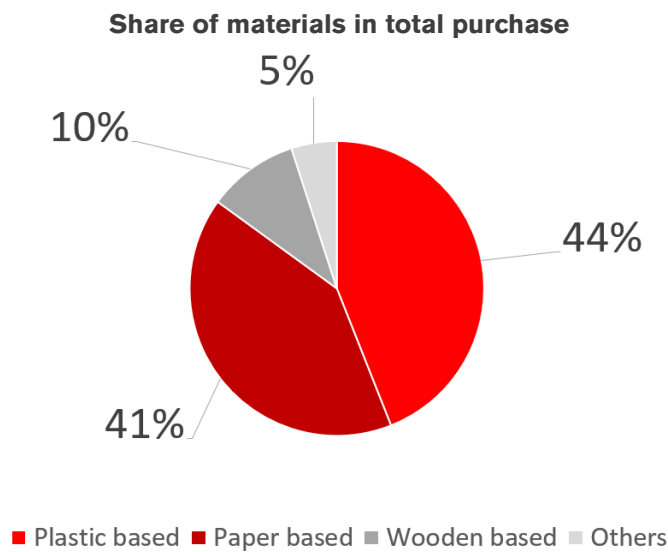
However, if any case of corruption would be brought to our attention, we will act in accordance with our principles. Reports on bribery or corruption in any of our business relationships will be thoroughly examined and effectively lead to the termination of our collaboration in the case that the reported matter is either confirmed or the distrust cannot be proven a mistake.

Sourcing and Supply Chain

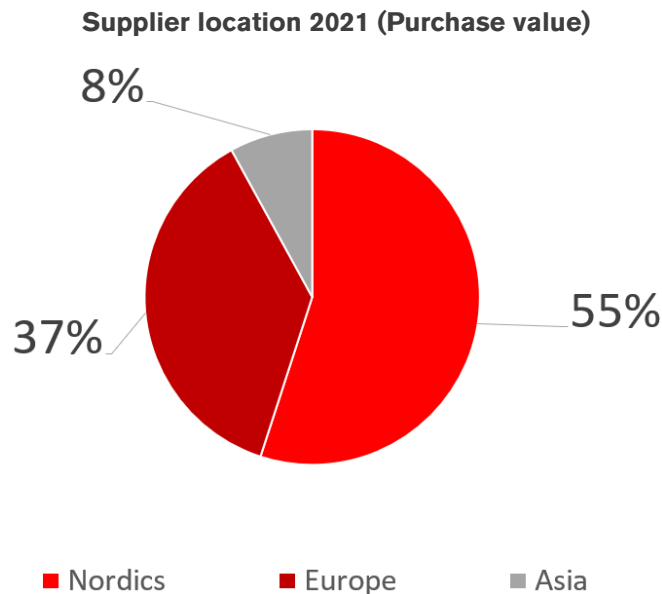
Only a rigorous and well-controlled sourcing and supply chain, can allow us to stand for our mission. We strive to identify- and engage the most suitable producers in order to develop and manufacture the best solutions, as well as bringing them all the way to our customers in the most efficient and sustainable way. In every step of this process, our CSR policy is affecting our decisions.

Supplier Structure

To diversify our offer and match the needs of our customers in the best way possible, we have developed a large supplier portfolio covering a wide range of materials.



We monitor a portfolio of 250 manufacturers and forwarders closely. During the past years - accelerated by the consequences of the pandemic - we have re-centered our portfolio close to our core markets mostly in Scandinavia and the rest of Europe.



410325 2
42G1 28
32.500 KGS
71.650 LBS
3.640 KGS
8.030 LBS
28.860 KGS
63.620 LBS
67.7 CU.M.
2.390 CUFT

FLORENS
www.florens.com

42G1
MAX. GROSS TARE 32.500 KG
71.650 LB
3.720 KG
8.200 LB
MAX. CARGO CU. CAP. 28.780 KG
63.450 LB
67.7 CU.M.
2.390 CUFT.



DRYU 427959 7
42G1
MAX. GROSS TARE 32.500 KGS
71.650 LBS
3.640 KGS
8.030 LBS
NET 28.860 KGS
63.620 LBS
CU. CAP. 67.7 CU.M.
2.390 CUFT.

9 23 0
MAX. GROSS WGT. 30.480 KGS
67.200 LBS
TARE WGT. 3.740 KGS
8.250 LBS
MAX. CARGO WGT. 26.740 KGS
58.950 LBS

ONE
OCEAN NETWORK EXPRESS

TLLU 615773 4
42G1
MAX. GROSS TARE 32.500 KGS
71.650 LBS
3.570 KGS
7.870 LBS
NET 28.930 KGS
63.780 LBS
CU. CAP. 67.7 CU.M.
2.390 CUFT.



MOFU 074 3747
42G1
MAX. GROSS WGT. 30.480 KGS
67.200 LBS
TARE WGT. 3.750 KGS
8.270 LBS
MAX. CARGO WGT. 26.730 KGS
58.930 LBS

454459 3
42G1
32.500 KGS
71.650 LBS
3.660 KGS
8.070 LBS
28.840 KGS
63.580 LBS
67.7 CU.M.
2.390 CUFT.

K LINE

KKFU 186356 0
42G0
MAX. G.W. TARE 32.500 KGS
71.650 LBS
3.770 KGS
8.310 LBS
MAX. C.W. 28.730 KGS
63.340 LBS
CU. CAP. 67.7 CU.M.
2.390 CUFT.



NYKU 8466 74 0
42G1
MAX. GROSS WGT. 30.480 KGS
67.200 LBS
TARE WGT. 3.800 KGS
8.380 LBS
MAX. CARGO WGT. 26.680 KGS
58.820 LBS
2.6m
8'6"

7562
42G1
MAX. GROSS WGT. 32.500 KGS
71.650 LBS
TARE WGT. 3.570 KGS
7.870 LBS
MAX. CARGO WGT. 28.930 KGS
63.780 LBS



NYKU 8340 63 9
42G1
MAX. GROSS WGT. 30.480 KGS
67.200 LBS
TARE WGT. 3.800 KGS
8.380 LBS
MAX. CARGO WGT. 26.680 KGS
58.820 LBS
2.6m
8'6"



KKFU 113818 4
42G1
MAX. GROSS TARE 30.480 KGS
67.200 LBS
3.670 KGS
8.090 LBS
PAYLOAD 26.810 KGS
59.110 LBS
CUB. CAP. 67.6 CU.M.
2.369 CUFT.

ONE
OCEAN NETWORK EXP

As an example, we have moved a large share of our production of our FIBC assortment from India to Turkey. We have also relocated a large share of our corrugated board from Poland to Sweden, as well as the production of pallets from Latvia to Sweden.

By sourcing closer to our markets, we have reduced the logistic flows significantly, improved lead-times, and reduced our carbon footprint.

Approximately 35% of our sales is generated from our standard product range (circa 2 500 items) allowing a better optimization of production and transport for an overall improved sustainability. The other remaining 65% of our sales are customer-unique solutions, where larger batches and direct deliveries are encouraged since they have less impact on the environment. Boxon even facilitates warehouse services to maximize load optimization and reduce transport.

Transport plays a very large role in our business. Therefore, we have the same demands when selecting our forwarders as for material suppliers.

Supplier Selection

The selection of our partners responds to strict standards described in our supplier selection process.

Boxon selects suppliers based on their capacity to fulfill the following criteria:

- A competitive position on the markets where Boxon are represented
- A high level of quality, consistency and reliability
- Continuous improvements in regard to our environmental impact
- Cost efficiency in products, services and flow
- The ability to be creative and innovative, related to products, processes and services
- Their commitment to our Supplier Code of Conduct

Which means that:

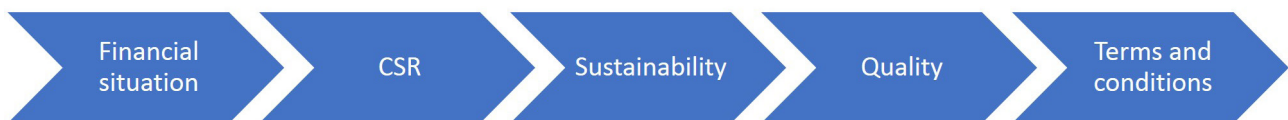
- We work with suppliers that improve our competitiveness
- We have access to the suppliers' competence and knowledge
- We work with suppliers that can improve our shared processes and reduce our costs
- We choose suppliers that provide goods and services that meet our environmental criteria
- We choose suppliers that have efficient management systems when it comes to waste, quality, environment and ethics
- We adapt the collaboration with our suppliers based on the nature of the goods and services that they supply
- We interact with our suppliers on a regular basis

Risk Management

The pandemic has revealed the limits of sourcing overseas in low labor cost countries. Extremely long lead times and disruptions in service levels as well as higher costs for transportation have increased the risks and reinforced the advantages of local sourcing. Boxon has focused on shortening the supply chain to reduce risks.

In the selection process, we evaluate the potential risk of doing business with each supplier and what appropriate measures we need to take to reduce the risk.

Based on the importance of the supplier or material and the potential risk, we may adapt our sourcing strategy and investigate alternative suppliers.



Supplier follow-up

All Suppliers are evaluated on a monthly basis according to fixed KPIs:

- Sales development
- Purchase development
- Delivery performance
- Price discrepancies
- Sustainability
- Claims

Parameters such as business flow, supportive cooperation and reliability are also considered in the evaluation.

This follow-up can generate instant corrective actions. Follow-ups are also done via regular meetings according to an agreed frequency. The frequency is set according to the complexity and importance of the supplier and reflected in the supplier classification.

Supplier classification

Boxon has implemented a supplier classification, in order to optimize the business relation with our suppliers.

The criteria cover all aspects of our cooperation - from level of engagement in the support of our commercial activities, to the compliance with our CSR policy. When evaluated, the suppliers can be downgraded or promoted to the next level of the classification.

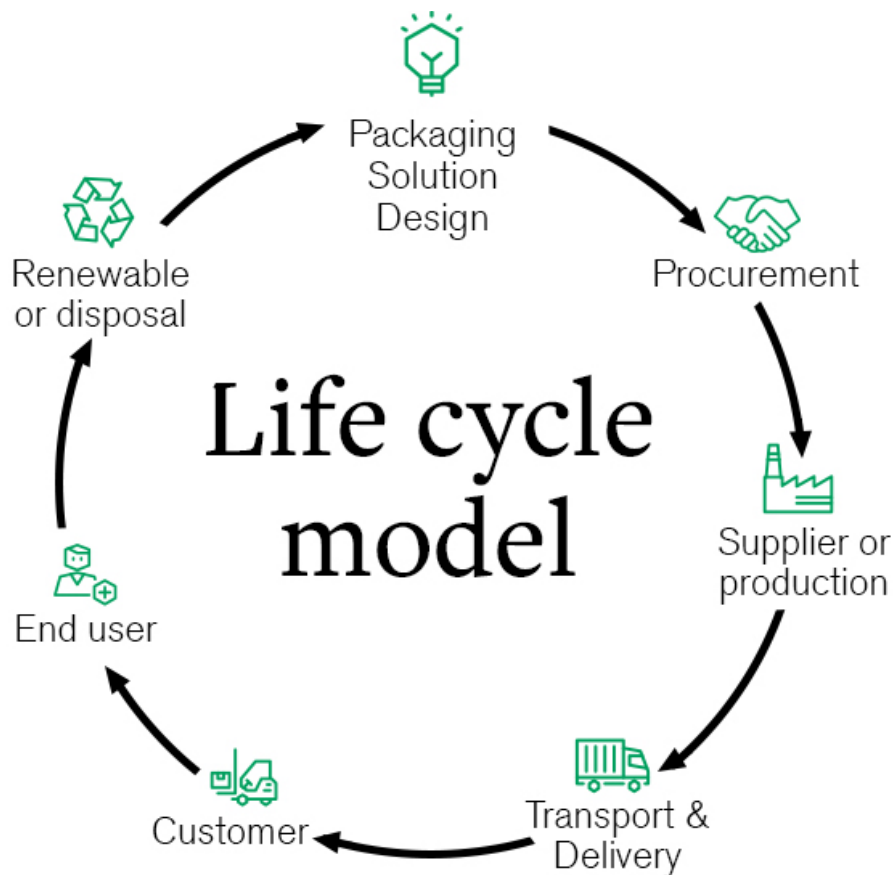
The classification levels are:

- S. Strategic
- P. Preferred
- A. Approved/Tactical

Life cycle model

Life cycle assessment is a method to help assess the environmental aspects associated with a product over its life cycle. The most important points for implementation are:

- Analysis of the contribution of the life cycle stages to the overall environmental load, usually with the aim to prioritize improvements on products or processes
- Comparison between products for internal use
- Base for decisions on solutions and assortment presented to the market



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.



UN Sustainable Development Goals



In September 2015, all 193 Member States of the United Nations adopted a plan for the next fifteen years to end extreme poverty, protect our planet, and fight inequality and injustice. At the heart of “Agenda 2030” are the seventeen SDGs (Sustainable UN Sustainable Development Goals Development Goals). The SDGs provide a clear and useful framework for meeting global challenges and have made a considerable impact in society. At the same time, they serve to inspire innovation and business opportunities in the area of sustainability.



In January 2020, Boxon sent a letter to the UN Secretary-General committing Boxon Group AB to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. Boxon also committed to implement those principles, making the UN Global Compact and its principles a part of Boxons’ strategy and culture.

Boxon has a particular impact on several of the SDGs and has chosen to focus on the following objectives:

SDG	Objectives	Boxons status and comments
	<p>To install Solar panels on our warehouses to produce local energy.</p> <p>Replace the fossil fuel-based company cars with EV.</p>	<p>We have started a project in Helsingborg where the goal is to produce up to 500 MWh electricity per year from the sun. The plan is for it to be operational by late 2022.</p> <p>A new company car policy has been implemented, and the first EV been delivered.</p>
	<p>Boxon employees are covered by a collective agreement (or similar). This, together with cooperation with trade unions/work councils, ensures our employees’ rights.</p> <p>Boxon promotes a safe working environment. The vision is always zero accidents.</p>	<p>Today 63 % of Boxon's workforce is covered by a collective agreement.</p> <p>For all other personnel, similar agreements are applied. All production sites work continuously to improve the working environment, as well as prevent accidents.</p>

SDG	Objectives	Boxons status and comments
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Boxon is working on reducing raw material and increase use of recycled material and bio-based materials in products and solutions.</p>	<p>In 2021, Boxon launched its sustainable product portfolio, described on page 52. KPIs for the following sustainable product offering were established for 2022 going forward. These are described on page 52.</p>
 <p>13 CLIMATE ACTION</p>	<p>Boxon will decrease its impact on the climate by reducing its CO2 emission by 30% by 2025 from company operations.</p> <p>By helping customers select product alternatives with lower carbon footprints.</p>	<p>Starting in 2019, Boxon collected data for Scope 1, Scope 2 and Scope 3 (products and transports excluded) CO2-eq. emissions (carbon dioxide equivalents), see page 60.</p> <p>Model for Scope 3 - products and transportation will be created in 2022.</p>



Social responsibility

Principle 1: *Businesses should support and respect the protection of internationally proclaimed human rights;*

Principle 2: *make sure that they are not complicit in human rights abuses;*

Principle 3: *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;*

Principle 4: *the elimination of all forms of forced and compulsory labor;*

Principle 5: *the effective abolition of child labor;*

Principle 6: *the elimination of discrimination in respect of employment and occupation.*

At Boxon we strive to offer all employees a great workplace where they can develop professionally and contribute with their experience, expertise and ideas. It is important to provide a safe space where we treat each other with mutual respect, and everyone is offered equal opportunities.

Together, we are responsible for our results towards our customers, but also for how we act towards each other. We can only be successful if we integrate responsibility and the drive to win together, into our work.

This is one of our core values that we live by and promote. We offer our employees a workplace where human- and labour rights are respected, and we expect the same from our business partners and suppliers.

Human rights at Boxon

Boxon share values based on the Ten Principles of the UN Global Compact as well as the International Labour Organisation, which are summarized in the international standard SA8000 by Social Accountability International.

These regulations include:

- The health and safety of all employees
- Regulated working hours, wages and salaries
- The absolute ban on child- and forced labour
- The freedom of association and the right to collective bargaining
- Any form of discrimination and physical discipline

At all Boxon sites, compliance with universal human rights is required and implemented. With our commitment to the Ten Principles of the UN Global Compact and our CSR Statement, we set the premises for these principles within our company. They are part of every business relationship as well as of every employment in the company. Boxon commits to respect the human rights of all employees and all those directly affected by our business activities.

Boxon offers all employees a safe and healthy work environment and equal opportunities regardless of age, skin colour, gender, nationality, religion, sexual orientation or ethnicity.

In 2021, a new, updated policy for Human Rights were introduced to all companies and operations within the Boxon Group. The policy is available on www.boxon.com/csr.

In 2021, **no complaints regarding violations of human rights were reported** – neither internally, nor in the context of any of our supplier relationships.

Employees

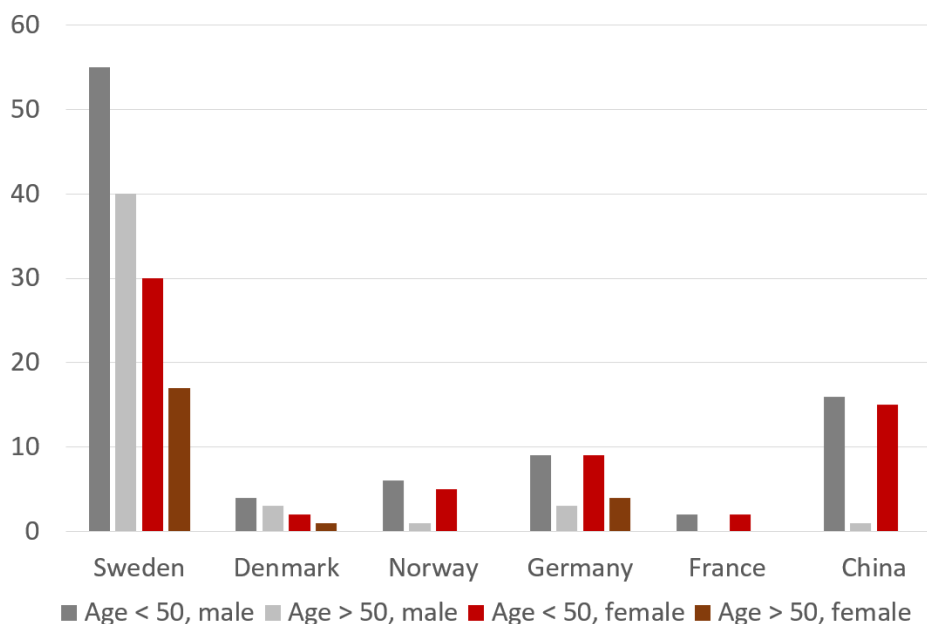
In 2021, Boxon had the equivalent of 225 full-time employees:

- The majority of employees were permanently employed
- New employees are usually start with a 6-month probationary employment
- The majority of employees are based in Sweden, with a total of 63%.
- 62 % of all employees are male, 38 % female.
- The percentage of employees covered by a collective agreement are illustrated in the table below

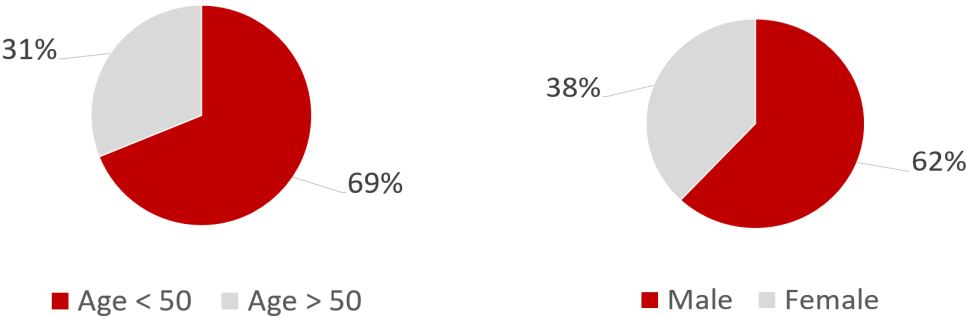
The objective is that all work should be performed by Boxon's own employees. During vacations and, or when vacancies arise, our own employees normally cover the work of the employee who is missing. Temporary workers are usually not employed, nor hired.

Country	Number of employee	Collective agreements	Share in percentage	Comments
Sweden	142	Yes	100%	
Germany	25	No	0%	Following local labour laws and regulations
France	4	No	0%	Following local labour laws and regulations
Denmark	10	No	0%	Following local labour laws and regulations
Norway	12	No	0%	Following local labour laws and regulations
China	32	No	0%	Applying Scandinavian model

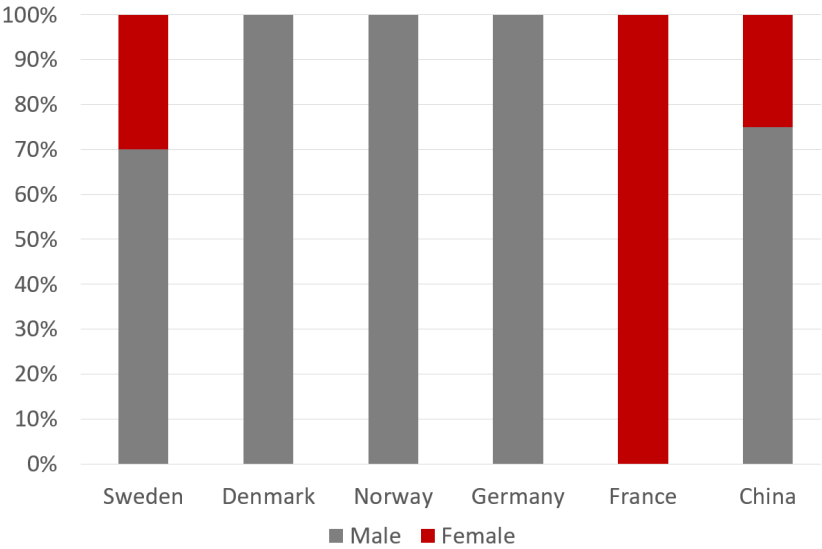
Employees by age and gender / country



Employees by age and gender overall



Manager positions by country and gender



Employee survey

At least once a year, Boxon conducts an anonymous survey among all employees and managers, in which the following areas are evaluated:

- Communication
- Structure/goals
- Relationships/Culture
- Leadership/Employeeeeship
- Competence/Development

We work with the result in each function to determine relevant development areas for each group/function. The result provides a basis for the identification of improvement areas and the development of appropriate actions. Each manager is responsible of implementing improvement within their teams.

Summary	2021	2020	2019
Number of employees	225	215	223
Response rate	88%	82%	74%
Satsifaction index (4 max)	3,52	3,27	3,22

Competence & training

At Boxon, every employee should continuously be able to develop on a professional basis. Apart from the annual development talks, the opportunity is given to have evaluations with the line manager on a regular basis. In addition, feedback is given in both directions, and we especially encourage our employee to evaluate their managers. The professional competence development takes place throughout the year through different trainings and further education. To ensure even more efficiency here, Boxon Academy, which offers employees skills development in a wide variety of areas, was launched in 2020.

Training and education program

We have an extended training program under the name of **Boxon Academy**.

The program, which is published on an internal website called Boxipedia, covers the distinct functions and main areas for knowledge building. An annual follow-up and re-evaluation of the program take place in the month of August.

During 2021 we performed multiple trainings and educational sessions via Teams. Each session was recorded and then published on Boxipedia and therefore available to all employees at any time. In addition to this general program, we have individual plans for the development of each employee which is documented during the annual performance talks.

Actions taken to improve employability

Boxon continuously works on the knowledge development of our employees, both on an individual level and on a functional level.

One of the key parts is the annual performance talks, which cover areas such as self-development in relation to the skills required in the job description. We also discuss and mutually agree on what areas the employee would be interested in- or need to develop/educate him or herself on (i.e., better understanding of our offer, enhanced IT system skills, assortment education and of course areas that are role-specific). We also offer time to our employees to attend different trainings in Boxon Academy. Boxon encourages internal recruitments to widen our competence- and knowledge level.

Health and Safety

Our overall goal is to provide a good work environment for all Boxon employees. Therefore, we follow a strict occupational safety policy and take measures for safe production- and occupational health through recurring quality management audits. Following the applicable laws and legislation is a bare minimum demand, and in many cases Boxon has even higher ambitions to improve social responsibility.

In 2021 we had:

- No work-related accidents and/or diseases recorded.
- No injuries, occupational diseases or work-related fatalities recorded.

Training on occupational safety and health protection

Nordics

An emergency rescue drill took place during autumn of 2021 in all nordic Boxon locations.

In 2021, Covid-19 restricted us from having any general on-site trainings, and they have been postponed until spring of 2022 when a fire training including how to use a CPR defibrillator and how to obstruct airways, is planned. The last time these physical trainings were performed was during 2019, due to Covid-19 restrictions.

EMEA

An annual safety instruction training has taken place in office workplaces and in home offices via a Microsoft Teams meeting on 2021-08-16.

In 2021, Covid-19 restricted us from having any general on-site trainings, and they have been postponed until spring of 2022 when a fire training including how to use a CPR defibrillator and how to obstruct airways, is planned. The last time these physical trainings were performed was during 2019, due to Covid-19 restrictions.

Asia

Emergency rescue knowledge and a fire drill was carried out by China National Broadcast on 2021-05-19. On 2021-06-18, a fire training and a fire drill was organized by the property landlord. CPR training, defibrillator training and airway obstruction training has been organised by the property owner in 2021-11-18.

Measures taken against cases of discrimination

We have yet not encountered any case of discrimination though we have policies and routines on how to handle it as per our **Human Rights policy**.

Human Rights Suppliers

To ensure that all standards relating to human rights are guaranteed on the supplier side, we rely on a system of various mechanisms. The basis is our Supplier Code of Conduct, in which we clearly state our compliance with the requirements stated in SA8000, the ILO conventions, and the Universal Human Rights Declaration.

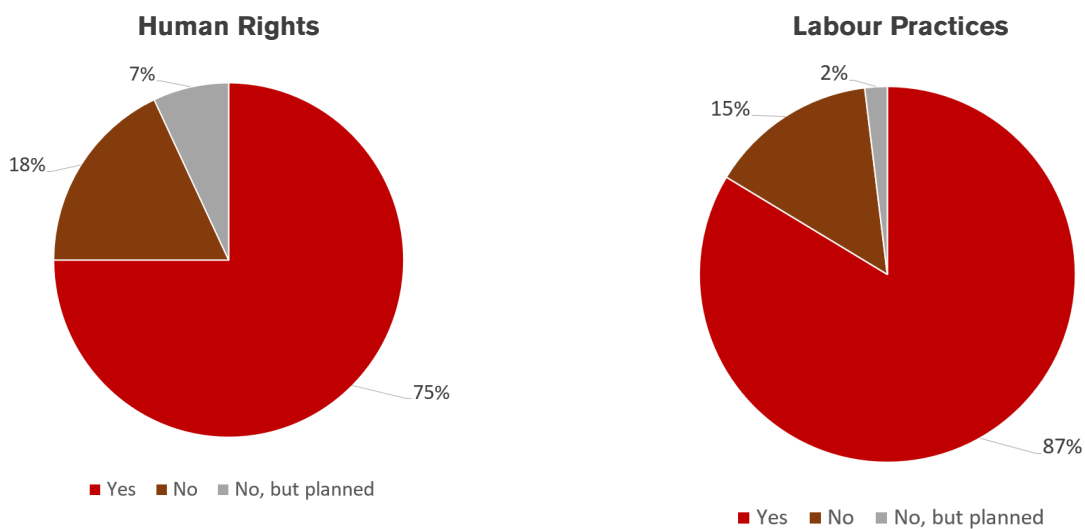
Every supplier is required to sign Boxon's Supplier Code of Conduct along with all other business agreements. As a follow-up mechanism to our Supplier Code of Conduct, and with the purpose to keep our supplier profiles up to date, we conduct an annual supplier questionnaire that we send to all suppliers and logistic partners.

As part of this survey, the suppliers are asked to account for their company's principles, actions and KPIs in regard to human rights, labour and the environment, and selected certifications are requested and/or required. In addition to this, Boxon makes annual visits with the suppliers, following a precise annual schedule. A close dialogue with our suppliers is an essential part of our everyday operations.

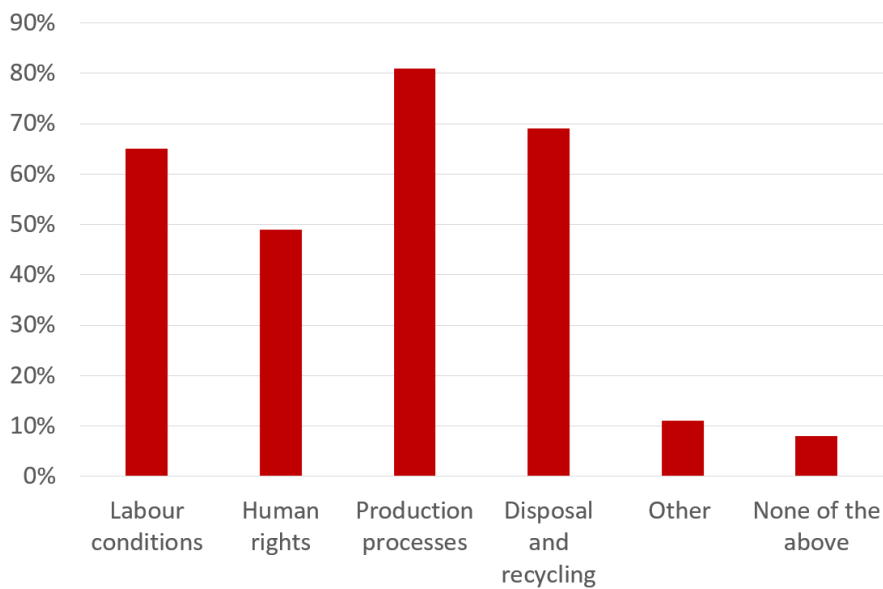
In 2021, 33 % of our suppliers took part of our web-based supplier questionnaire. A vast majority of the suppliers confirm that they have a policy on labour practices and on human rights, and most of them state that they regularly review labour conditions and human rights, as well as production-, disposal- and recycling processes, products, and others as part of their own assessments.

Various factors, such as the current human rights situation of the production country of a supplier, may be a reason for further verification of the supplier's production site. External auditors regularly perform independent reports in accordance with international standards. If areas of improvement are identified, the supplier is required to correct them within an appropriate period. If the issues are not resolved, or new ones are discovered along with a strong reason to believe that the company in question cannot guarantee human rights and occupational safety, the business relationship will be terminated immediately.

Suppliers with a policy on labor practices and human rights



Regularly assessed areas (suppliers)



Community engagement

Our commitment is to support and help people in the communities that we are operating in.

Team Rynkeby

Boxon Group is proud to sponsor Team Rynkeby in their fight against severe deceases for children. The majority of the raised money is donated to Barncancerfonden (Childhood Cancer Foundation). In 2021, Team Rynkeby raised 684 MSEK. Boxon is a proud gold sponsor and contributed with 25 000 SEK in 2021.

Read more here: <https://www.team-rynkeby.com/>



Helsingborgs IF

Helsingborgs IF is a Swedish football club that was founded in 1907. In 2021, Boxon decided to help Helsingborgs IF in their sustainability work by signing a three-year agreement, agreeing to sponsor the club with 750 000 SEK. Helsingborgs IF has now hired a sustainability officer and works actively to create a better society. Their slogan is “Stronger together” and their focus is on the following areas: Health, Environment, Inclusion, Cooperation and Employment.

Some of the initiatives they are driving to achieve this are:

- Arranging spontaneous football practices in exposed areas of Helsingborg to encourage children to exercise, but also to make sure that they have good role models.
- Visiting schools together with the Swedish Diabetic Foundation's project "Beat Diabetes" to help prevent diabetes for kids.
- Working actively together with the municipality to prevent exclusion. This network helps people who experience a hard time getting into the labour market.

Regarding environmental goals, the club has clearly stated that they are focusing on the following UN Global Compact goals:

- # 3. Good health and well-being
- # 5. Gender Equality
- # 8. Decent work and economic growth
- # 11. Sustainable cities and communities
- # 17. Partnerships for the goals.

Boxon is a member of the Helsingborgs IF Sustainability board, and are actively working together with the club to help them reach their sustainability goals.

Read more here: <http://www.hif.se/hallbarhet/>

Olympic Viking

In 2021, Boxon signed a three-year sponsor contract with the handball club Olympic Viking. The contract is worth 300 000 SEK. This investment is related to their project “Handball school for all children – against exclusion for integration”. The project started in 2016, and currently more than 250 children in exposed parts of the Helsingborg municipality are participating in the handball school and 100 children are supported with extra homework tutoring.

Read more here: www.ovbollochskola.se

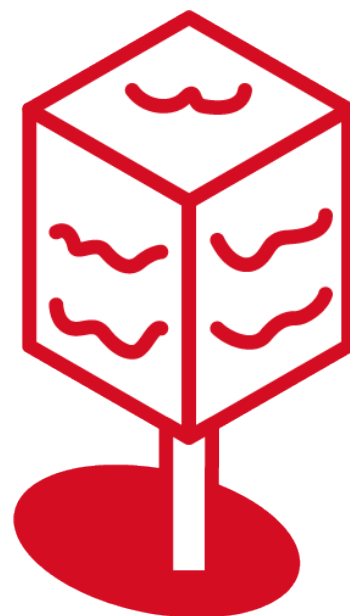
Other community engagement

Three years ago, Boxon made the decision to give an annual contribution to UNICEF instead of buying Christmas gifts for customers. In 2021, we contributed with 25 000 SEK.

In addition to these engagements, we also encourage our employees in Sweden to apply for sponsorship to support their children's- or other related parties' associations. Every year, a minimum of five employee applications are selected and approved to receive 5 000 SEK for their local associations. Usually the associations are sports clubs, and the money is used for buying equipment or to pay for training camps.



Environmental responsibility



Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility;

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

In 2019, we created an ambitious CSR strategy plan. Our objectives were to decrease our CO₂ emissions and increase our number of products based on recycled material as well as introducing new innovative products with a sustainable footprint. In order to achieve this, we involved the whole company.

Today, for the third consecutive year, we measure our company carbon footprint in all Boxon locations, which serves as a basis for improving our greenhouse gas balance. This valuable data helps us to drive improvement, inspire to new actions of innovation, as well as set specific goals for every year leading up to 2025 - the year we expect to have reached our objectives.

Our environmental management system has passed the ISO14001 certification and is evaluated on a regular basis. This environmental policy has been updated in 2021 and is accessible on www.boxon.com/csr

In addition, activities are also based on the Sustainable Development Goals set by the United Nations and The Ten Principles of the UN Global Compact that we are committed to. A summary of our priorities and actions are described under the Management Approach section in this report.

The activity plan for 2022 includes the following decided key steps:

- In late 2021, Boxon had started the process of FSC certification in the Nordics. We expect to become FSC certified for our three main product groups: paper; corrugated paper and wood by April 2022.
- By the end of 2022, we will be able to track Co₂ emissions per article in order to have a bigger impact on our customer's decisions regarding their choice of products as well as the delivery to our customers.

This way, we will truly work together with our customers by helping them choose the most environmental-friendly alternatives so that we can reduce Co₂ emissions together.

Products and services

The Boxon product offer consists of a large variety of different materials which respond to our customer's needs. Boxon works actively to develop and promote environmentally friendly initiatives with the ambition that our responsible lifecycle management of products is highly valued by our customers. In 2021, we started to see great results from our initiatives, and we kept on developing new solutions and services that have a positive impact on the environmental balance of our customer's products. These add up to other environmentally friendly products and materials from our existing product range. This way, we help contribute to reduce CO₂ emissions and improve the life cycle of packaging.

Within the selected product groups, we grow on more sustainable products and options. The following products and materials are part of our portfolio in 2021:

Recycled LDPE (PCR & PIR)

Constant improvements and customer demands drive our plastic-based assortment forward. Recycled LDPE is the base for the majority part of our plastic assortment. Depending on the usage of the customer, we mainly offer both PCR (Post-Consumer Recycled material) and PIR (Post-Industrial Recycled material) when PCR is not applicable. By using recycled LDPE, we reduce Co₂ emissions and improve the life cycle of packaging, and at the same time closely follow the request at least 30% of recycled material in our products. One fundamental change is to use more transparent plastic and decrease black or coloured plastic, as well as switching to alternatives that are requested by recyclers, review material choices when choosing labels on plastics, and reduce the percentage of print on the packaging.

It is key to reduce the environmental impact of used plastic seen from a life cycle perspective, including an increased share of recycled and bio-based plastic raw material as well as the design for material recycling or reusable. This also includes considering the impact of the raw material composition on material recyclability to a much higher degree (mixed materials, additives, etc.) and reducing climate impact from the combustion of plastics.

Some of the new products that is in progress and will be promoted during 2022 are:

- Plastic straps (PET) based on PET bottles collected from our oceans
- A higher percentage of recycled material in our PP straps
- E-commerce bags with up to 95% recycled material

Bio-based material

Tall Oil materials have the same properties as LDPE and Green PE and are made from renewable raw materials based on wood products. Since it is plastic, it can be recycled with LDPE, LLDPE, and Green PE. In our assortment we also have products like stretch film (Reborn) and top sheets, and the aim is to use it more like a concept since the rapid evolution of other bio-based materials is constantly moving forward.

Green PE has the same properties as LDPE and the same appearance. The one difference is that it is made from renewable raw materials such as sugar cane, corn or cellulose.

Polyhydroxyalkanoate (pha) is a common bio-based plastic that is currently used in, for example, packaging. It is produced through an industrial fermentation process where certain bacteria are fed with sugar or fat from sources such as beets, sugar cane, corn or vegetable oil. The problem is that these sources must be grown on agricultural land that could otherwise have been used for food production. By replacing them with various undesirable by-products such as used cooking oil, or molasses coming from sugar production, agricultural land can instead be used for food production.

Paper

Our range of paper-based products has substantially grown in the past year. New paper alternatives to traditional plastic-based products such as e-commerce bags, plastic strapping, packaging list envelopes, cushioning products, envelopes are made from FSC certified materials, but also products with a high content of the recycled paper.

Our goal is to develop our standard assortment of corrugated paper boxes where we have fewer standard sizes when the difference is small, and at the same time choose the optimal grade of paper and preferable recycled paper in our products.

We also continue to increase the content of the recycled paper and/or FSC certified material within our corrugated paper range.

Wood

Boxon Asia has improved their flow of specific pallets made of wood by sourcing raw material from a local supplier instead of imported raw wood. The outcome has left us with a more sustainable footprint.

Labels

Boxon continuously works on replacing existing paper, plastic, and textile with more sustainable options like FSC certified material (paper), bio-based material (plastic) and recycled polyester material (textile). A sustainable alternative is always offered to our customers and in some cases, it is the only option.

Our new blister packaging solution reduces plastic consumption by an average of 70% compared to the corresponding size of the traditional blister. The blister is made from BIO-PET which contains 30% plant-based raw material. Blister cards are made of renewable cardboard. The entire packaging is 100% recyclable.

PET Big Bags

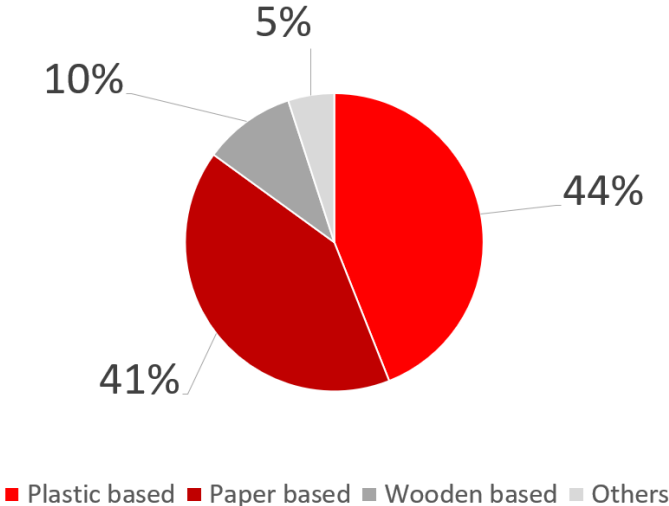
Boxon is the first European packaging company to offer Big Bags made entirely from used and recycled PET bottles. This increases FIBC's recycling input to almost 100%. The recycling of the used PET bottles contributes to the prevention of marine litter in our oceans.

Big Bags – Recycled material

In 2022, we will start a project with PP where every bag should be made from no less than 30% recycled material. Smaller trials start in 2022.

Raw material

The **packaging products and solutions** we offer to our customers are predominantly based on three different materials: paper-based, plastic-based and wood-based. We also work with other materials, but the more as complement to our main product groups.



In our production of labels, specific materials are used as followed:

Raw material for label production	Volume	Unit	Whereof FSC Certified	Unit	%
Paper material	4 175 912	Sqm	4 146 344	Sqm	99,3 %
Plastic	868 494	Sqm			
Total raw material	5 044 406	Sqm			

Other materials	Volume	Unit
Lubricants	26	Kg
Ink	2 547	Kg
Material for packaging purpose	27 400	Kg

Sustainable product definition and development

Boxon is working with many different products and product solutions. Some solutions come with a combination of different materials, and that is why Boxon needs to define what we mean by sustainable products, based on our own specific criteria. The definition identifies and describes what we mean by sustainable products - both internally and to our customers. By setting a clear definition, clear communication is facilitated as well as measuring our performance on a product level. It is important from both an environmental- and a business perspective to be able to offer our customers a sustainable product.

We base our definition on three important aspects:

- A. **Economy** - encourage businesses to make investments that promote long-term growth without harming the environment or society.
- B. **Society** - encourage companies to improve themselves by complying with human rights and environmental laws.
- C. **Environment** - encourage companies to manage our natural resources correctly and minimize their environmental impact.

Sustainable products provide environmental, social, and economic benefits throughout the life cycle.

Boxon has defined sustainable products within four product categories during 2021.

Sustainable products in corrugated paper and other paper material

We require that our suppliers are certified according to FSC. Products shall be marked according to FSC and marked with the recyclable logotype.

Sustainable products based on plastic material

We require that these products are made from at least 80% recycled material or come from climate neutral sources.

Sustainable products in wood material

We require that our suppliers are certified according to FSC or PEFC and are compliant with the standards IPPC / ISPM 15 / KD.

Sustainable products in label material

- (Paper) we require that our suppliers are certified according to FSC
- (Plastic) we require that the product is made from climate neutral sources.
- (Textile) we require that the product is made from recycled polyester material only.

In our standard product assortment, we have defined approximately three hundred products which meet these criteria:

Category	Number of products
Corrugated and paper based	195
Products based on plastic	46
Wood based products	5
Products in label material	35

The majority of Boxons' product assortment is custom-made products, designed and developed for our customer's needs. This part of the product assortment includes thousands of products where the majority meets the four criteria. One of Boxon's additional goals in 2022 is to define and tag sustainable products in the custom-made product assortment.

Boxon works on an everyday basis with maximizing the sustainability applications by for example optimizing the thickness of the material by using extra strong raw material in order to make it possible to use the product. To make the products recyclable and/or returnable is a priority.

As a tool for strengthening the sustainability perspective throughout the whole chain – from “Design to End of life” - we have implemented the life cycle model as working method in Boxon (Compare page 32).

Working process

This process is driven by the Boxon PCS function (Category Managers) together with Procurement, in close dialogue with main suppliers and partners.

New sustainable product solutions

Boxon needs to launch more products that are climate neutral/sustainable, and therefore we have set an actual target on the number of articles being launched during 2022.

The target is to launch 200 climate-neutral/sustainable articles during 2022 with the following criteria:

- New sustainable products (e.g., “bubbles based on recycled paper vs. traditional plastic-based bubbles)
- New sustainable products (e.g., “bubbles based on recycled paper vs. traditional plastic-based bubbles)
- Improved existing products which are more sustainable (e.g., plastic products with a lot more recycled material share, no less than 80%)

Eliminate non-sustainable products

Boxon also needs to stop offering products with a clear negative impact on the environment. This must be done as a “business decision” both from an economical point of view as well as from a sustainability point of view.

- Our target is to initiate and run 10 activities in 2022 to stop offering products with a negative footprint, or to include a program for mandatory climate compensation for products still being sold.

Share of recycled material in our products

In 2022 we will gather information about the share of recycled material in all our products to be able to reach our objectives by 2025 and, if possible, even exceed those targets. The share of recycled material will be introduced as a part of the information we share with our customers, both publicly and internally via our Customer Scorecard.

The share of recycled material will also be assessed together with our suppliers to be able to increase the share and improve our common performance.

In the backlight of the regulations of the European Community, we foresee that to be able to supply packaging material to Europe we need to offer products that contains at least 30% of recycled material.

Our work on improving our sustainable products will go on until the end of 2022. The first step during 2021 was to work with our standard range where we have approximately 2 500 articles.

The next step is to go through all other articles in our offer, such as customized or specially manufactured. That will add another 15 000 articles, all to increase the knowledge of our customers, improve our products as well as solutions in order to have a more sustainable approach.

Closed loop in plastic

In 2021, Boxon started a pilot project for stretch film to develop a closed loop flow between customer, manufacturer and recycling plant.

The main challenge was to find a customer with high enough volumes to ensure that the impact of carbon footprint for handling and transportation would not be and a flow that could match our vision, taking into consideration the impact of carbon footprint for handling and transport but also the financial perspective where we need to balance pricing to be interested in all parties.

We also needed to find a customer that had sustainability and environment high up on their agenda to get the correct focus that all parties could benefit from.

Our goal is to finalize this pilot in 2022 and ensure that it works in a satisfying way, before we put it out on the market or offer it to potential new customers.

Label Liner Recycling

Two of our largest material suppliers offer a service where they pick up the label liner and then recycle it. When our customers sign up for this service, they help reduce the tons of label waste that goes to landfills every year.

Boxon offers this service to our customers for several reasons. It is cost-efficient, transparent, it will bring the customers closer to their sustainability goals and requirements and will enable them to keep track of the waste they recycle as well as decreasing their CO2 footprint. On top of this, it supports a circular economy. Our goal is to sign at least one or two major customers to this service during 2022.

Communication sustainable products

To communicate our purposes clearly, we have decided to use a symbol (the green leaf) with which we tag products that meet our sustainability criteria.



The symbol is used on Boxon's internal digital platform to keep the organisation informed about our sustainable assortments and products. On our external web platform, including the web shop, we use the same symbol which makes it easy for our customer to find- and make sustainable choices.

Training and education

Internally, we have conducted a first basic training on sustainable assortment and products. This includes points such as:

- How to avoid unnecessary usage
- How to avoid overconsumption of products and material in order to obtain a certain function in a product.
- How a product can be re-used several times during its lifetime and should be shared by as many people possible.

Climate neutral products and CO2 Compensation

Boxon has since 2018 been a long-time partner *myclimate* in order to get support in calculating the carbon footprint of their products. The proposal came from Boxon GmbH, located in Germany and it concerned the product group of FBIC. Historically, FIBC, or Big Bags, were the core product in Boxon's portfolio in EMEA. It is made mainly out of polypropylene and produced predominantly in Asia, for example in specialized production sites in India, Vietnam or Turkey. The product itself can be very specific and must correspond to highest hygiene or security standards, as it is used for example by the food or the chemical industry. Besides a solid standard portfolio, Boxon is specialized in producing tailor made packaging products for their clients, which also applies to Big Bags.

Big Bags can differ in size, weight and in specific characteristics, such as discharge capacity, clean room production or shape stability. The raw materials, the production process and the transportation of the products constitute a carbon footprint, that is caused by the product itself. With the help of *myclimate*, Boxon could calculate an average footprint of 7,1 kg CO₂ per Big Bag with an average weight of 1,5 kg. Depending on the real weight, it is possible to calculate the product carbon footprint (PCF) for each Big Bag, including the tailor-made products.

Value adding and climate protection

Boxon decided to share the information about the product carbon footprint with their customers, as the packaging is a substantial part of an end products footprint. The Big Bag's PCF is a highly valued information for many Boxon customers, as it contributes to the calculation of their own products and their company's greenhouse gas balance. In order to take it one step further, Boxon again teamed up with *myclimate* for compensating for the Big Bag's carbon footprint. The result is a service offered to Boxon customers, where they can compensate for the entire emissions caused by their FIBC by supporting a climate protection project in Tanzania.

The project enables the implementation of solar systems in households, schools and small businesses in rural areas in Tanzania. The electricity generated by solar energy replaces the previously frequently used kerosene. Kerosene causes CO₂ emissions that are eliminated through the use of solar energy. In addition, Kerosene has often caused respiratory and eye diseases that no longer occur. With the help of the Solar panels, devices such as cell phones and notebooks can be charged. With training in the installation of solar systems, the project also contributes to the development of new professional training opportunities and jobs.

The Big Bags become climate neutral, as the emissions have been offset by supporting the climate protection project in Tanzania.



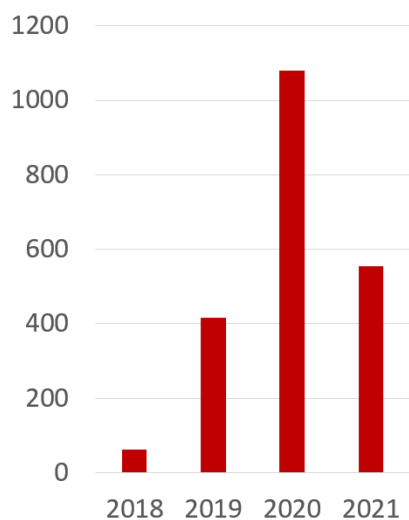
The service program in numbers

From the beginning of the service offer, we can observe a growing amount of offset carbon dioxide. In 2021, Boxon customers compensated for 554 tons of carbon dioxide. Compared to 2020, the amount was decreased by 46,58 %. The increase from 2018 to 2021 is 5 242 %.

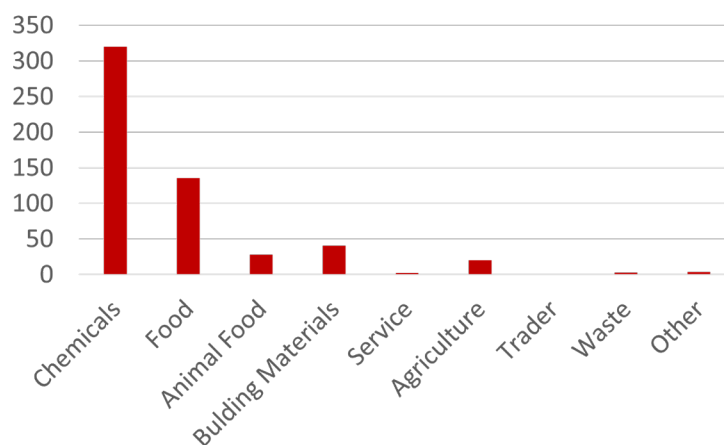
With a large number of customers who are loyal to the program, and new customers who agrees to compensate for every order, this sustainability offer has proven to be a success for our customers.

In 2021, the highest share of customers who use the service was found in the chemical sector (58 %), followed by the food sector (25 %).

CO2 offset by sector in 2021 (tons)



CO2 offset by sector in 2021 (tons)



Suppliers follow up

The packaging sector has a specific responsibility for the environmental impact of their products. More specifically, sector-specific categories of material such as forestry and the manufacture of plastic products, are particularly concerned. That is why the origin of the products, the raw materials, the additives and the further processing are of great importance. In context to this, when selecting our suppliers, we ensure responsible handling of the mentioned areas. Boxon expects its suppliers to have a proper and efficient environmental policy in place as well as complying with existing legislations and regulations that concerns the protection of the environment. Where applicable, suppliers should support a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility, and encourage the distribution of environmentally friendly technologies that implement substantial lifecycle practices. Suppliers should strive to implement recognized quality management systems and guidelines that complies with ISO 14001 or equivalent.

Boxon requirements

- Supplier Code of Conduct – Suppliers must accept and sign Boxon's Supplier Code of Conduct
- Environmental policy – Suppliers must have an environmental policy statement in place.
- Lawful- and correct handling of chemical and hazardous materials – Suppliers must handle chemical and hazardous materials in a responsible, sustainable and safe way. This includes handling, movement, storage, recycling/ reuse and disposal.
- Minimize waste, maximize recycling – Suppliers must monitor, control and treat wastewater and solid waste generated from operations, industrial processes and sanitation facilities as required prior to discharge or disposal. This includes modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.
- Minimize air emissions – Suppliers must work actively to minimize air emissions. Volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals and combustion of by-products generated from operations, are to be characterized, monitored, controlled, and treated as required prior to discharge.
- Reduce greenhouse gas emission - Suppliers must strive to reduce greenhouse gas emissions caused by its business operations, and primarily carbon dioxide (CO₂) emissions. Information about CO₂ management shall be provided to Boxon on request.
- Energy management – Suppliers must apply energy management with a focus on minimizing the waste of energy in all their business operations.

In line with our supplier classification process, we follow up- and keep a continuous dialogue with our suppliers regarding the above requirements. This includes, but is not limited to:

- Signing Boxon's Supplier Code of Conduct
- Supplier visits, audits, and evaluations
- Participating in Boxons' annually conducted supplier questionnaire

Supplier questionnaire 2021

To follow up on our supplier's own measures in order to reduce emissions, energy consumption, policies, sustainability strategies and certifications, we conducted a web-based questionnaire and invited all our suppliers to participate. A total of 43 % participated (vs. 40 % in 2019).

Environmental policy

The results of this year's questionnaire show, that 85 % of the participating suppliers have an environmental policy. 55 % of the respondents work with a certified environmental management system.

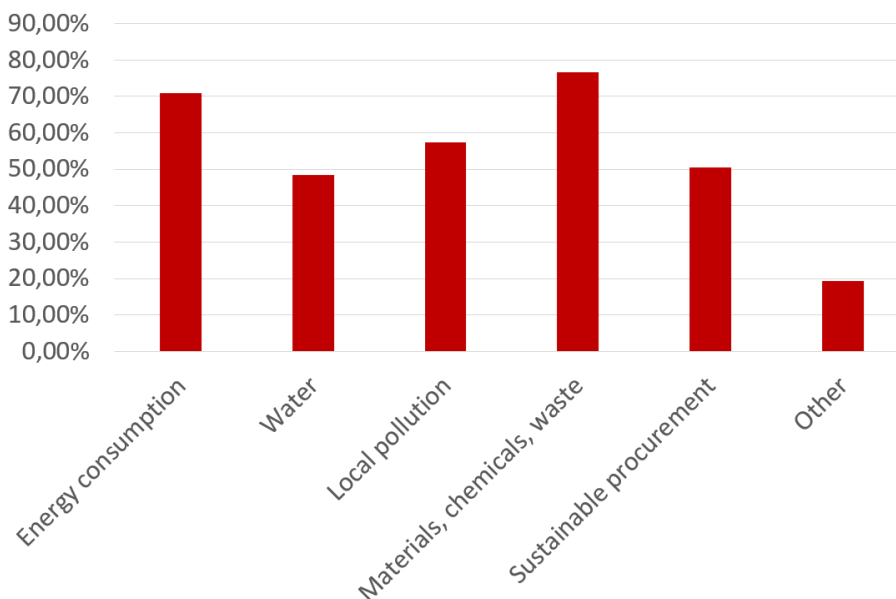
Does your company have an environmental policy? Does your company have a environmental management system?



Suppliers are made aware of Boxon's expectations in the screening process and through the Supplier Code of Conduct.

The level of compliance with Boxon's sustainability expectations is being evaluated during the normally on-site audits and in the annual Sustainability Questionnaire, and measures are taken if needed.

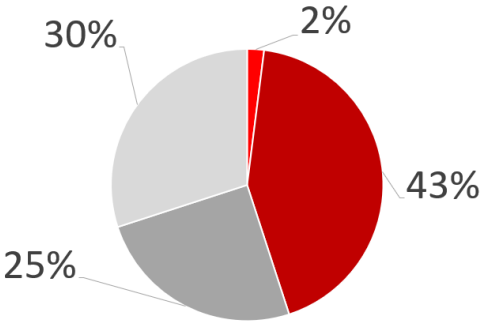
Consequently, a large majority of our suppliers share our approach and work actively with topics such as energy and water consumption, pollution, materials or sustainable procurement.



Regular assessment of environmental aspects

Approximately 70% of the respondent's state that the environmental aspects within their company are regularly assessed, and 43% of this work is done by an external auditor.

Suppliers with documentation on assessed areas (external or internal audit)

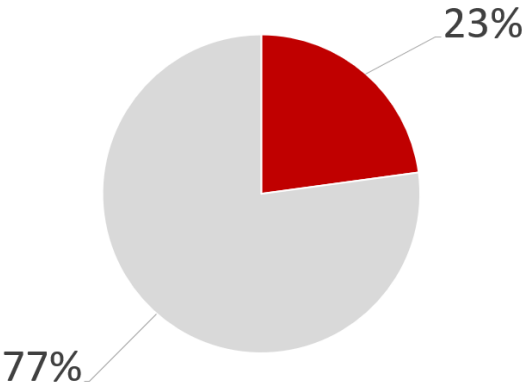


- Yes, by an external and internal auditor / organisation
- Yes, by an external auditor / organisation
- Yes, by an internal auditor
- No

FSC certified suppliers

At the end of 2021, Boxon started the process of FSC certification in the Nordics and in Asia. We expect to become FSC certified for our main product groups: paper; corrugated paper and wood by April 2022. Hence, in our questionnaire, we asked our suppliers whether they were certified or not.

Are you certified according to FSC (Forest Stewardship Council)?

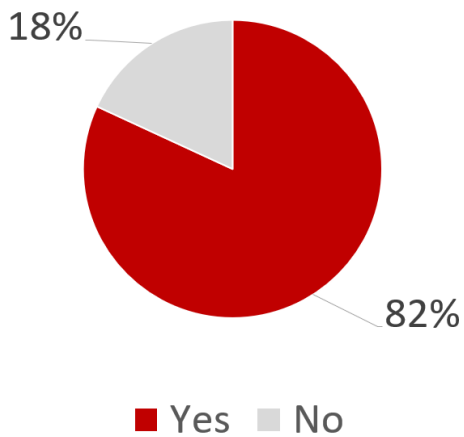


- Yes
- No

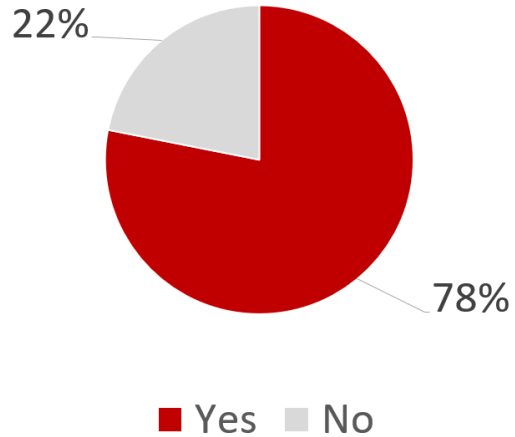
REACH and RoHS compliance

It is important for Boxon that our suppliers comply with REACH and RoHS directives and that approximately 80% of our respondents can verify this. Based on the answers, specific actions are taken with individual suppliers to ensure the compliance.

Does your company comply with REACH, EU directive no 1907/2006?



Does your company comply with RoHS, EU directive 2011/65/EU ("RoHS 2")?



Greenhouse gas emissions

CO₂ data is collected from all Boxon locations to calculate our CO₂ footprint per company, per market and on consolidated Group level. This is the third consecutive year that we calculate our Company Carbon Footprint (CCF).

The calculation is done with the help of our partner *myclimate*, a Swiss non-profit organization that advises companies and organisations to calculate and optimize their carbon footprint. *myclimate* is a long-term partner of Boxon, and for the past four years, we have been monitoring our Product Carbon Footprint (PCF) for FIBC (Big Bags) for Boxon GmbH in Germany.

Our goal by the end of 2022 is to be able to track CO₂ emissions per article for the whole Boxon Group, in order to have an even bigger impact on our customer's decisions regarding their choice of products, as well as the delivery to our customers.

Greenhouse gas balance 2020 and 2021

In 2021, our operations continued to be affected by the pandemic, but not to the same extent as in 2020. Our reference year is 2019 and those figures constitute the basis for the achievement of our goals in terms of CO₂ reduction and were subjected to a plausibility check and verified by *myclimate*.

Method

The greenhouse gas balance is based on the internationally recognized standard Green House Gas (GHG) Protocol Corporate Value Chain Accounting and Reporting. The collected figures cover the following areas: energy, mobility, transport, food and beverages, material as well as waste and recycling and are displayed as CO₂ equivalents (=CO₂e). A CO₂ equivalent is measurement unit that is used to standardise the climate effects of various greenhouse gases. In addition to carbon dioxide, there are other greenhouse gases as well, for example methane. However, these gases remain in the atmosphere for different periods of time and do not contribute to global warming to the same extent as CO₂. To have a comparable unit for the different greenhouse gases, the Intergovernmental Panel on Climate Change (IPCC) has defined the Global Warming Potential-Index, which puts the global warming effect of a specific greenhouse gas in relation to CO₂. This way, greenhouse gases can be calculated as CO₂ equivalents. In our greenhouse gas balance, all relevant greenhouse gases (carbon dioxide, methane, nitrogen dioxide, hydrofluorocarbon, perfluorocarbons and sulfur hexafluoride) are considered according to IPCC 2007.

Greenhouse Gas Balance - Boxon Group

The GHG Protocol Corporate Standard classifies a company's GHG emissions into three 'scopes':

- Scope 1 – Emissions are direct emissions from owned or controlled sources.
- Scope 2 – Emissions are indirect emissions from the generation of purchased energy.
- Scope 3 – Emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

Boxons' reporting of scope 3 **does not include products and transportation of products**, and both inbound and outbound transports are excluded in our numbers.

As stated earlier, our goal is to be able to track CO₂ emissions per article (PCF) for our product assortment for the entire Boxon Group, starting in 2022. This will also include CO₂ emission impact from inbound and outbound transportation.

Boxon's total carbon footprint in total and for Scope 1-3 for 2021, is presented in the table below.

Carbon footprint	Total	Scope 1	Scope 2	Scope 3
Total emissions (tons CO₂e)	1 250,55 t CO₂e	252,70 t CO₂e	213,51 t CO₂e	784,34 t CO₂e
Energy	405,17 t CO ₂ e	69,43 t CO ₂ e	213,51 t CO ₂ e	122,23 t CO ₂ e
Mobility	395,14 t CO ₂ e	0,00 t CO ₂ e	0,00 t CO ₂ e	395,14 t CO ₂ e
Transport	298,92 t CO ₂ e	183,27 t CO ₂ e	0,00 t CO ₂ e	115,65 t CO ₂ e
Food and Beverages	22,24 t CO ₂ e	0,00 t CO ₂ e	0,00 t CO ₂ e	22,24 t CO ₂ e
Material	29,21 t CO ₂ e	0,00 t CO ₂ e	0,00 t CO ₂ e	29,21 t CO ₂ e
Waste and recycling	99,86 t CO ₂ e	0,00 t CO ₂ e	0,00 t CO ₂ e	99,86 t CO ₂ e

Greenhouse gas emissions development

Our total carbon footprint as a company in 2021 is 33 % lower compared to 2019.

A large part of this is explained by the Covid-19 pandemic which had a significant impact on the company operations for both 2020 and 2021. Compared to 2020, business trips and commuting to office locations increased in 2021 due to a higher degree of normality.

As Boxon returns to normal operations in 2022, it will be a challenge to reach our goal to reduce our CO₂ emissions by 30% by 2025.

Carbon footprint	2019	2020	2021	Development (2021 vs 2019)
Total emissions (tons CO₂e)	1 889,21 t CO₂e	1 266,88 t CO₂e	1 250,55 t CO₂e	-34 %
Energy	449,81 t CO ₂ e	408,87 t CO ₂ e	405,17 t CO ₂ e	-10 %
Mobility	780,82 t CO ₂ e	365,64 t CO ₂ e	395,14 t CO ₂ e	-49 %
Transport	430,23 t CO ₂ e	227,74 t CO ₂ e	298,92 t CO ₂ e	-31 %
Food and Beverages	36,91 t CO ₂ e	23,78 t CO ₂ e	22,24 t CO ₂ e	-40 %
Material	62,96 t CO ₂ e	139,65 t CO ₂ e	29,21 t CO ₂ e	-54 %
Waste and recycling	128,49 t CO ₂ e	100,95 t CO ₂ e	99,86 t CO ₂ e	-22 %

Energy and Water consumption

At Boxon, energy is mainly used for the heating of warehouse- and office buildings. However, for our production unit for labels, the energy is also used in the production process. Production of labelling products are more energy intensive compared to warehousing. Energy consumption reviews are regularly conducted to facilitate improvement since it is required by legislation in the different nations.

Purchased electricity is the main source of energy in all Boxon sites, and in the location in Helsingborg, the heating is the main source of energy usage. Boxon does not produce any energy to sell, all electricity consumed is purchased on the open market.

Energy and water consumption is recorded for each site and is followed-up on a group level.

The table below shows the energy consumption per location in 2021 compared to 2020. The different Boxon locations fulfils different functions, which together with the total square meters and the number of employees, result in the corresponding consumption figures. It should be taken into considered that we operate warehouses in Norway, Sweden and China, and that the Swedish Production sites are shown separately from the other locations.

Location	Total Surface m ²	Electricity (kwh)		Heating (kwh)		Water m ³	
		2020	2021	2020	2021	2020	2021
Sweden Office & Warehouse	29 200	1 292 996	1 360 110	413 766	521 836	221	386,4 Okay thanks
Sweden Production	3 356	589 982	619 448	-	-	152,5	180,2
Denmark	190	4 700	5 147	38 532	37 984	22,5	23,5
Norway Office & Warehouse	1 991	194 300	244 508	-	-	3,13	55,7
Germany	710	7 255	11 185	81 590	38 440	72,93	92
France	38	945	1 305	5 950	5 949	8	10
China Office & Warehouse	598	62 455	21 731	-	-	201	218

Waste and waste handling

Hazardous waste only occurs in our production of labels in Borås. Detailed numbers are shown below. We have not recorded any leakage of harmful substances.

Waste Recycled		
R/D Code	Description	Weight
R13	Plastics	430 kg
R3	Paper	13 197 kg
R3	Corrugated	2 575 kg
Waste with energy recovery		
R1		173 300 kg
Hazardous waste		
R4	Recycled office electronics	345 kg
R9	Recycled waste oil	1 377 kg
R1	With energy recovery	822 kg
TOTAL		
Waste		195 502 kg
		99 % of total waste
Hazardous waste		2 544 kg
		1 % of total waste



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Imprint

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Visual sources

- p. 1 Photo by Carloine Sada, Unsplash
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- p. 7 Photo by Aaron Burden, Unsplash
- p. 10 - 11 Photo by Michael Olson, Unsplash

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 2021 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

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

Opinion

A statutory sustainability report has been prepared.

Helsingborg on March 22, 2022
Mazars AB

Annika Larsson
Authorized Public Accountant