



Boxon Group

Sustainability Report

2022

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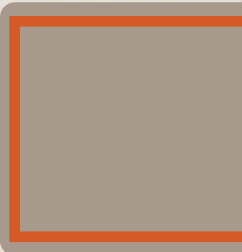
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Reader guide for this report

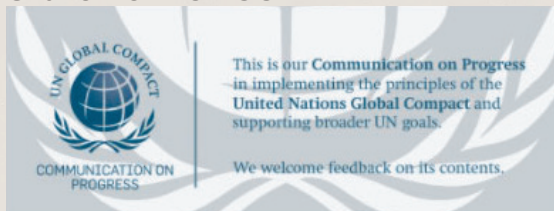
The aim of this sustainability report is to give a clear understanding of Boxons sustainability engagement and the result of our efforts in the past year. After an introduction, we will give detailed information about how we work with sustainability in three strategic focus areas: Sustainable packaging,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

Statement on report content and topic boundaries

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

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

Statement on COP



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

Statement on statutory reporting + GRI

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

External examination

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

Contact point

Chief Sustainability Officer (CSO)
Ann-Sofie Gunnarsson
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Boxon in brief

established

1932



countries

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

305

employees



Our Promise

Protector of things

7



Boxon Group Turnover 1 892 193 KSEK

About us

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



Our offer...

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

12000

 customers

3000

 articles

500

 deliveries per day

10

 distribution centers

245

 suppliers

Timeline

The history of Boxon

• 1930-1940

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

• 1989-1995

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

• 1950-1960

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

• 1997-1998

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

• 1965

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

• 2000-

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

• 1969

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

• 2022

Boxon turns ninety and faces the future stronger than ever.

Sustainability Highlights 2022

Committed to Science Based Targets

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

100% circular and renewable with Eco-fill

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



Eco-fill by Boxon

Environmental traceability

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

Installation of solar cells

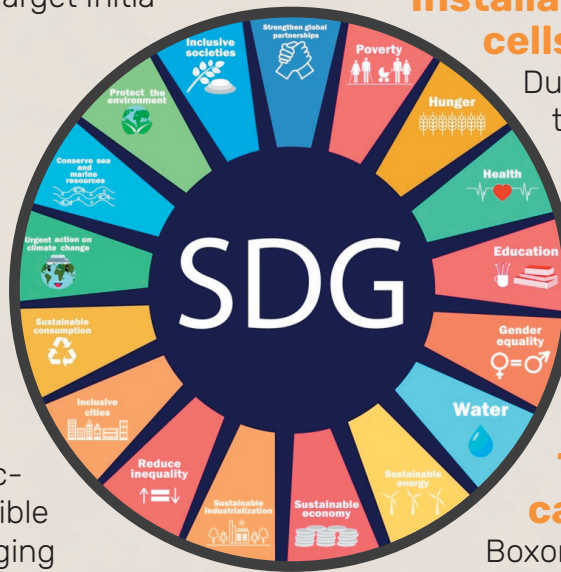
During the autumn, Boxon took the first step towards producing our own renewable energy by installing 2413 square meters solar cells on our warehouse in Helsingborg, which is estimated to reduce CO₂e from energy with 8-12%. (page 23)

Transition to electric cars

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

Rated top 5% in sustainability management by EcoVadis

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



More sustainable products (page 17)



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



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



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

Accelerate Target Gender Equality

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

Intention agreement for Carbon Capture Storage

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



CEO and CSO Statement

Steady progress towards our long-term commitments

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

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

Initiatives and achievements

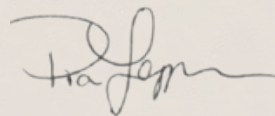
2022 has also seen several important sustainability initiatives and achievements. You can read about them throughout this report. The most important one is our decision to act against climate change and commit to setting science-based targets and to reach Net Zero by 2040.

Top 5% in sustainability

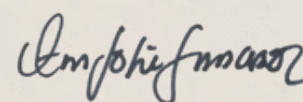
As a testament to all our efforts during the year, Boxon was rated among the top 5% of global companies in sustainability management by EcoVadis, the world’s most trusted provider of business sustainability ratings. But we will not stop here.

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

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



Pia Jeppsson
Chief Executive Officer
and Chief Financial Officer
Boxon Group



Ann-Sofie Gunnarsson
Chief Sustainability Officer
Boxon Group

Our vision, mission and promise

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

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

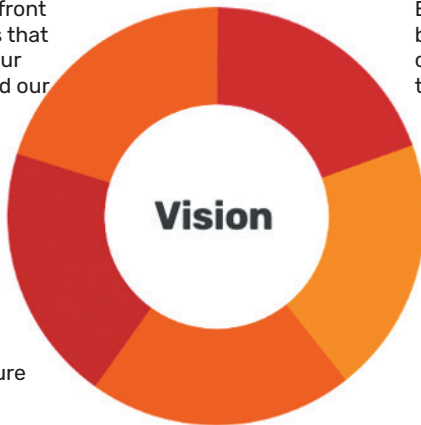
Our strategy

Innovation

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

People

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



Growth

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

Customer experience

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

Sustainability

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

Our promise

Protector of things

Our vision

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

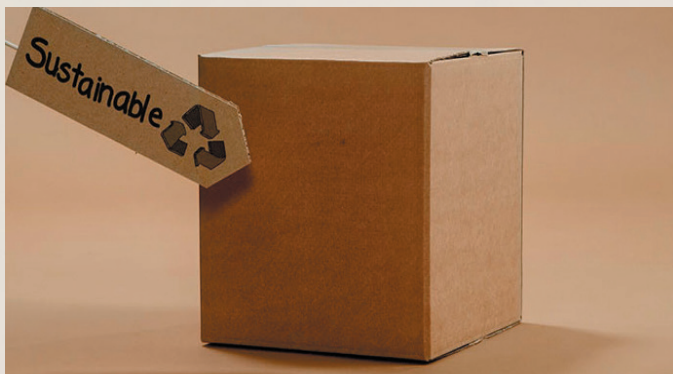
Our mission

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



Trend Section

Trends and challenges in the packaging industry



From waste to circular solutions

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

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

Demand for smart and sustainable packaging

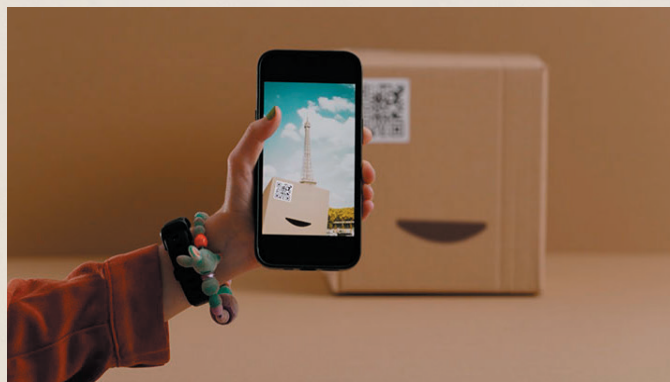
The packaging industry is adopting to sustainable solutions by making packaging more consumer- brand-, and environmentally

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

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

Traceability throughout the value chain

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





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

Turning challenges into opportunities

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





Sustainable packaging solutions

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

Circular and climate neutral

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

Fair & Equal

Boxon is responsible and inclusive, throughout the value chain.

Sustainability at Boxon

Statement and ambition

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

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

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

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

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

The strategy is based on our materiality analysis and the most material topics, that has been identified in this process. These topics are considered the most important sustainability issues in the view of our stakeholders and in terms of the ability for Boxon to have an impact on them.

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

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

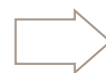
These material topics have formed the basis of Boxons three **sustainability focus areas**:



Sustainable packaging solutions



Circular and climate neutral



Fair & Equal

Sustainability Objectives

REACH Net-Zero

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

INCREASE

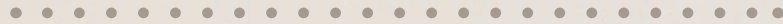
packaging solutions based on recycled material with 30% by 2025. **

STAY

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

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

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



Commitment to Agenda 2030 and chosen SDGs

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



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

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



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

KPI's: Share art based on recycled material, Share sustainable articles, Share suppliers signed Supplier Code of Conduct. Reported no of incidents



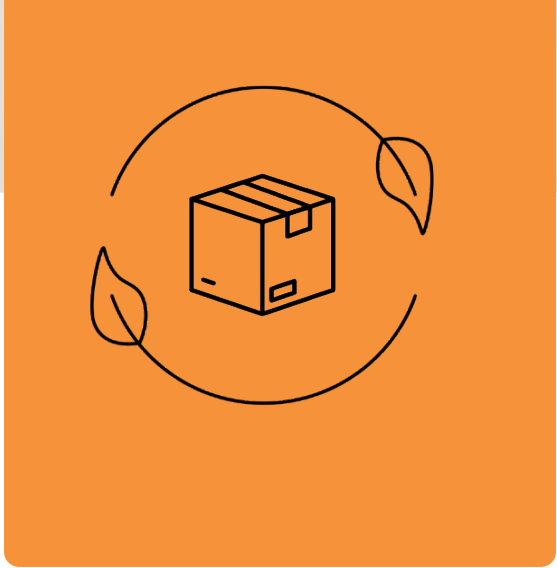
SDG 15 Life on Land: The majority of our products are made of fibre-based, wooden material. Boxons ambition is to mobilize around sustainable forest management along with our suppliers and customers. This is covered in the strategic area "Fair & Equal".

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




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

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



KEY TARGETS

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

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

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

Sustainable packaging solutions

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

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

Main activities in 2022

More sustainable products

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

Criteria for more sustainable products

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

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

REBORN stretch film

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



BUBBLE PAPER & ECO-FILL

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

BIG BAGS from recycled PET

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



Award winning LM-box

LM-Box

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

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

Sustainability measurements on product level

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

Packing materials

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

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



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

FSC certification for Boxon Nordics and China

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

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

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

Certifications and Standards

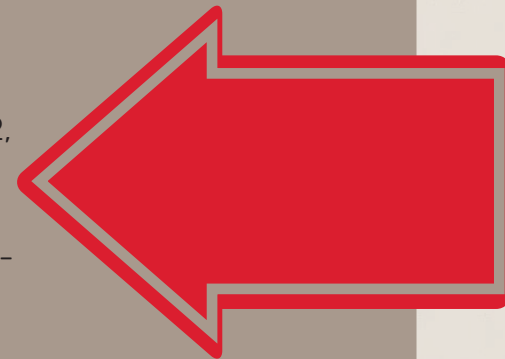


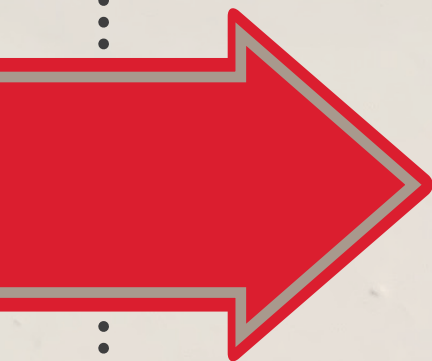
Resonate

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

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

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





Customer case

Less plastic and waste for String Furniture

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

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

STRING FURNITURE

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

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

Erik Eriksson Teamleader Warehouse
String Furniture

Customer case

Smart packaging reduced CO₂e with 40%



Steven Jiang
Packaging engineer, Boxon Group

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

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

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

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

Steven Jiang, Packaging engineer at Boxon.







Packaging solution



KEY TARGETS

- Reach Net Zero:

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

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

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

Climate & Circular

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

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

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

Main activities in 2022

GHG emissions/CO₂e

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

Energy management

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

Waste management

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

CO₂e product calculator

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



Recovery service for Big Bags

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

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

Life Cycle Management - from cradle to grave

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

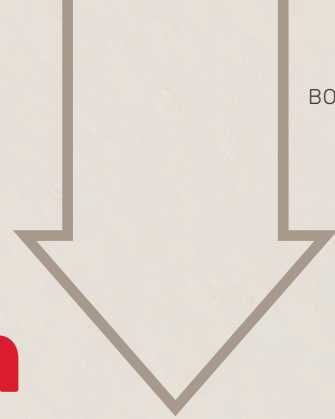
Smart design reduced CO₂ with 38%

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



Old and new packaging solution





Total emission

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

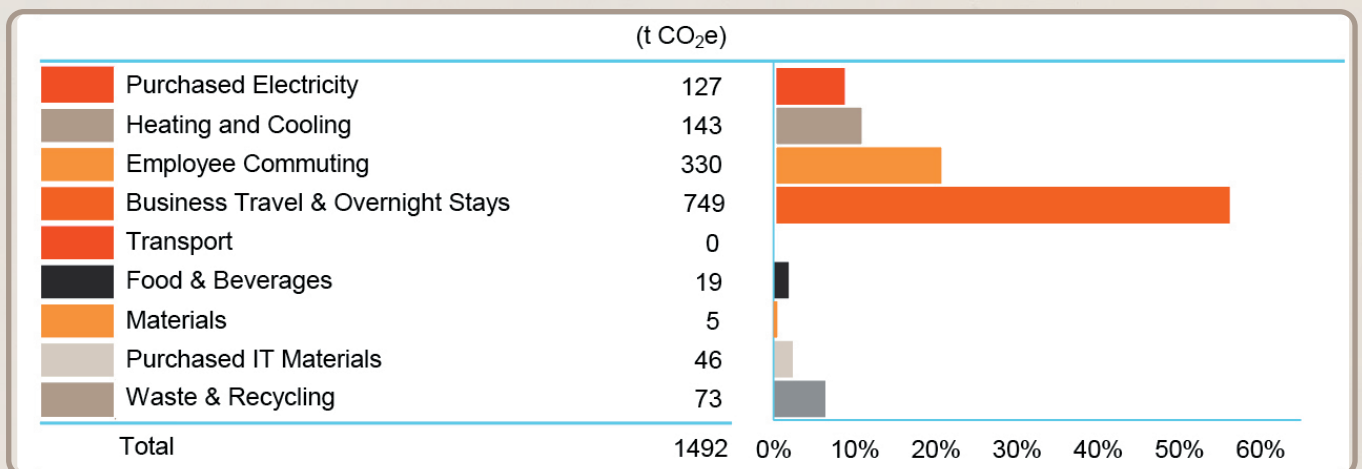


Table: CO₂e gas emissions splitted by categories

Customer case

Boxon Tech

4200 000 kg in a closed loop

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

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



Tobias Rasmusson

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

Tobias Rasmusson, General Manager at Boxon Tech AB.



The closed material loop

1. FrameTray™ Manufacture

Production of customized trays to meet sub-suppliers ongoing demand



2. Automotive sub-supplier

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



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



4. FrameTray Recycling Hubs

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



3. Vehicle & Engine Plants OEM








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





KEY TARGETS

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

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

Fair and Equal

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

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

Main activities in 2022

External validation

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

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



Ethical business

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

In 2022, zero incidents of corruption have been registered.

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

Human Rights & Labour practice

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

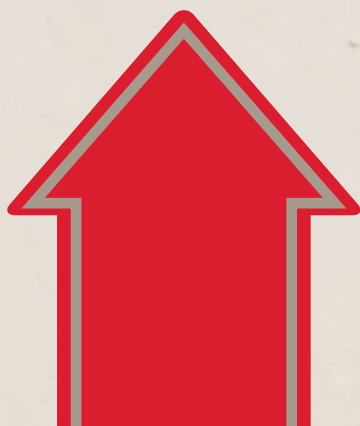
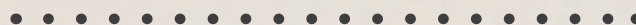
Training and education

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

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

Target gender equality, diversity and inclusion

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



Social engagement and community activities

55000

EUROS donated

7000

children reached

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

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

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

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

Statement on war in Ukraine

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



TEAM RYNKEBY

Coworkers

Tina -

A job with a larger purpose



Tina Jin
Technical Supervisor
Boxon China

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

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

Johan -

Important to follow up gender balance



Johan Johnsson
Sales Manager
Sweden North

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

Supply Chain

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

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

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









Suppliers screened using environmental and social criteria

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



Suppliers

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

Suppliers audited by 3rd party		41%
Suppliers that have a Labour and Human Rights policy		84%
Suppliers that have an Environmental policy		84%
Suppliers that have ISO 14001		38%
Suppliers that have EMAS		2%
FSC certified suppliers		60%
Suppliers compliant with REACH		86%
Suppliers compliant with ROHS		80%

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



Facts & Figures

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

Companies	Region	Turnover (MSEK)	Employee full time equivalent.	Male/female rep	Male/female mgrs.	Male/female Executive/Boxon Global mgr. (GMT)	Male/female rep Board	ISO 9001 & 14001	FSC	EcoVadis	Collective agreements	Development talk	Co-worker survey participation	Included in sustainability reporting
Boxon Group AB	Sweden		5	3/2	3/2	2/2 - GMT	5/2	Yes	Yes	Gold	Yes	98% average	88% average	Yes
Boxon AB	Sweden	784000	114	69/45	10/4	3/1 - GMT	N/A Boxon Board	Yes	Yes	Gold	Yes	98% average	88% average	Yes
Boxon AS	Norway	121000	12	7/5	1/0	GMT rep Nordics from Boxon AB	N/A Boxon Board	Yes	Yes	Gold	No	98% average	88% average	Yes
Boxon A/S	Denmark	120000	10	7/3	1/0	GMT rep Nordics from Boxon AB	N/A Boxon Board	Yes	Yes	Gold	No	98% average	88% average	Yes
Boxon OY	Finland	103 000	32	24/9	5/0	GMT rep Nordics from Boxon Group	5/0 Male 100% Female 0%	No (ISO in June - 23)	No	Not included	Yes	Not included	Not included	Yes, with exception GRI 300. Acquired June 2022.
Boxon GmbH	Germany	242 000	24	13/11	4/0	1/0 - GMT	N/A Boxon Board	Yes	No (FSC in March - 23)	Gold	No	98% average	88% average	Yes
Boxon SARL	France	50 000	3	2/1	0/1	GMT rep EMEA from Boxon GmbH	N/A Boxon Board	Yes	No (FSC in March - 23)	Gold	No	98% average	88% average	Yes
Boxon Shanghai	China	166 000	32	18/14	4/3	1/0 - GMT	N/A Boxon Board	Yes	Yes	Gold	No	98% average	88% average	Yes
Bäfi Pac AB	Sweden	101 000	6	5/1	1/0	1 (CEO)/0	4/1	No	No	Not included	Yes	Not included	Not included	Yes Boxon owns 61,5%
Boxon Tech AB (Alpy Group 20230101)	Sweden	160 000	5	2/3	1/0	1 (CEO)/0	2/0	No	No	Gold	Yes	98% average	88% average	Yes. Included in Boxon AB for GRI 300, as they share some facilities
Boxes & Labels Int AB (Alpy Group 20230101)	Sweden	44 000	62	51/11	3/2	1 (CEO)/0	5/0	Yes	Yes	Not included	Yes	Not included	Not included	Yes Boxon owns 49,5%
Boxon Group	Sweden	1 892 000	305	201/105 Male 66% Female 34%	33/12 Male 73% Female 27%	10/3 Male 77% Female 23%	21/3 Male 88% Female 12%	Yes 73% No 27% of comp	Yes 54% No 45% of comp	Gold 73% of comp 27% not included	73% coworkers incl in collective agreements	98% coworkers 3 companies not included	88% coworkers 3 companies not included	All - with some exceptions
Boxon Group excl Boxon Tech Boxes & Labels	Sweden	1 687 000	238	148/91 Male 61% Female 39%	29/10 Male 74% Female 26%	7/3 Male 70% Female 30%	2/5 Male 71% Female 29%	Yes 78% No 22% of comp	Yes 55% No 45% of comp	Gold 78% of comp 22% not included	66% coworkers incl in collective agreements	98% coworkers 2 companies not incl	88% coworkers 2 companies not included	All - with some exceptions

Boxon Group

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

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

UN Global Compact & Communication on Progress

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

UN Global Compact principle		Page
Human Rights		
1	Businesses should support and respect the protection of internationally proclaimed human rights	3, 13, 15, 29-30, 36 Appendix p 11-14, 26
2	Businesses should make sure that they are not complicit in human rights abuses.	
Labour		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	3, 13, 15, 29-30, 36 Appendix p 11-14, 26
4	Businesses should work to eliminate all forms of forced and compulsory labour.	
5	Businesses should work to abolish child labour.	
6	Businesses should work to eliminate discrimination in respect of employment and occupation.	
Environment		
7	Businesses should support a precautionary approach to environmental challenges	3, 13-26 Appendix p 15-22, 26-29
8	Businesses should undertake initiatives to promote greater environmental responsibility	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption		
10	Businesses should work against corruption in all its forms, including extortion and bribery	3, 15, 29-30, 33-34, 36 Appendix 23, 26

Definitions

Circular economy

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

Circularity

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

CO₂

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

CO₂e (-eq)

Carbon dioxide equivalent, a measure used to compare the emissions from various greenhouse gases on the basis of their global warming potential, by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential. For example, methane is a greenhouse gas with 25 times the global warming potential than carbon dioxide. Hence, 1 kg methane has the

same climate impact as 25 kg of CO₂, meaning 1 kg methane equals 25 kg CO₂-eq.

Carbon footprint

A carbon footprint is the total greenhouse gas emissions caused by an individual, event, organization, service, place or product, expressed as carbon dioxide equivalent (CO₂-eq.).

EcoVadis

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

PCR

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

PE

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

SDG

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

Global Compact and CoP

A UN initiative in the area of corporate social responsibility. Participating organizations agree to adhere to ten principles in the areas of human rights, labor conditions, the environment and anti-corruption. Companies applying the Global Compact framework must report an annual Communication on Progress (CoP) on the ten principles. Boxon interpretation of the Global Compact is reflected in Code of Conduct. You can find Boxon CoP on page 37.

Greenhouse gas emissions (scope 1, 2 and 3)

Greenhouse gas emissions are all those emissions from human or natural activities that affect the greenhouse effect of the Earth's atmosphere. High levels of greenhouse gases present in our atmosphere are causing global warming. Greenhouse gas emissions

from companies are divided into three scopes. Scope 1 accounts for direct emissions generated by the organization, e.g., fuels combusted at production sites, emissions from company-controlled vehicles and emissions from ozone-depleting substances. Scope 2 includes the indirect emissions from purchased energy, including electricity, steam and district heating. Scope 3 contains the results of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly impact in its value chain.

GRI

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

ISO

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

KPI

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

GRI - index

General Disclosures 2021 | Topic standards 2016

	Disclosure	Page	Omission
GRI Standard	The organization, reporting practices, activities, and workers		
GRI 2-1 to 2-8	2-1 Organizational details	4, Appendix p 2, 8	
	2-2 Entities included in the organization's sustainability reporting	3, Appendix p 2, 8	
	2-3 Reporting period, frequency and contact points	3, Appendix p 3	
	2-4 Restatements of information	3, Appendix p 3	
	2-5 External assurance	3, Appendix p 3	
	2-6 Activities, value chain and other business relationships	4, Appendix p 8	
	2-7, 2-8 Employees and other workers	4, Appendix p 2	
GRI Standard	Governance		
GRI 2-8 to 2-14	2-8, 2-11, 2-14 Governance structure	Appendix p 8-9	
GRI Standard	Strategy and policies		
GRI 2-22 to 2-28	2-22 Statement from CEO/CSO, Strategy & commitments	8, 12-15	
	2-23 Policy commitments	13,15,29, Appendix 9	
	2-27 Compliance with laws and regulations	Appendix p 3	
	2-28 Membership associations	Appendix p 9	
GRI Standard	Stakeholder engagement		
GRI 2-29 to 3-1	2-29 Approaches to stakeholder engagement	Appendix p 9-10	
	2-30 Collective bargaining agreements	30, Appendix p 13	
	3-1 Identification and selecting stakeholders	Appendix p 10	
	3-1 Stakeholder analysis	Appendix p 10	
GRI Standard	Material topics		
GRI 3-1 to 3-3	3-1 Process to determine material topics	13, Appendix p 9	
	3-1 Risk analysis	Appendix p 10-11	
	3-2 List of material topics	Appendix p 9-10	
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GRI 402-1, 403-1 to 403-10	402-1 Minimum notice period	Appendix p 11		
	403- Critical Incident of Risk Management	Appendix p 13		
	403-1 Occupational health and safety system	Appendix p 11		
	403-2 Hazard identification, risks, incidents investigation	Appendix p 11		
	403-3 Occupational health and safety services	Appendix p 11	403-3 Not applicable. Depending on healthcare system in each country, it optional for respective market	
	403-4 Worker participation on health and safety	Appendix p11		
	403-5 Worker training on occupational health and safety	Appendix p 12		
	403-6 Promotion of worker health	Appendix p 12		
	403-7 Mitigation health & safety	Appendix p 12		
	403-8 Workers covered by health and safety	Appendix p 12		
	403-9 Work-related injuries	Appendix p 2, 12		
403-10 Work-related ill health	Appendix p 2, 12			
Labour & Human Rights	Freedom of association, child labour, forced labour			
GRI 07-1 to 409-1	407-1 Operations & Suppliers freedom of association	13, 28, 29, 30, 33, Appendix p 13		
	408-1 Operations & Suppliers risk for child labour	13, 28, 29, 33, Appendix p 13		
	409-1 Operations & Suppliers risk for forced labour	13, 28, 29, 33, Appendix p 13		
Labour & Human Rights	Workforce diversity, inclusion, training and education			
GRI 404-1 to 406-1	405-1 Diversity of governance bodies and employees	28, 30 Appendix p 2, 13	405-2 Confidentiality Boxon measure yearly but it's not public information 404-1 Information incomplete No system for measurement	
	405-2 Ratio basic salary and remuneration male/female	Appendix 13		
	406-1 Incidents of discrimination	Appendix p 12		
	404-1 Average hours of training employees/year	Appendix p 13		
Environment	Sustainability performance of products and solutions			
Own disclosure	Key performance indicators products	6-7, 16-19, Appendix p 12		
	Product design and life cycle management	24, Appendix p 14		
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Environment	GHG Emissions			
GRI 305-1 to 305-3	305-1, 302-2, 302-3 CO ₂ e Scope 1,2,3	22-23, 25, Appendix 25-26		
	305-4 GHG emissions intensity	Appendix p 15	305-4 Information incomplete – Not part of information from MyClimate	

	Disclosure	Page	Omission
	305-5 Reduction of GHG emissions	22-25, Appendix p 15	
Own disclosure	Climate compensation Big Bags	Appendix p 15	
Environment	Energy management		
GRI 302-1 to 302-5	302-1, 302-1 Energy consumption	25, Appendix p 15	
	302-3 Energy intensity	Appendix p 15	
	302-4 Reduction of energy consumption	23, 25 Appendix p 15	302-5 Information unavailable Boxon is not measuring as we do not have production of products
	302-5 Reduction in energy requirements of products/ services	Appendix 16	
Environment	Waste materials management		
GRI 301-1 to 301-3	301-1 Materials used	(18), Appendix p 16 (13-14)	
	301-2 Recycled input materials	16-18), 22, Appendix 16	
	301-3 Reclaimed products	24, Appendix p 16	
	306-1 Waste generation	24, Appendix p 16	
	306-3 Waste Generated	25, Appendix p 17	
	306-4 Waste diverted	Appendix p 17	
	306-5 Waste to disposal	Appendix p 17	
Environment	Water management		
GRI 303-1 to 303-4	303-1 Interaction with water as a shared resource	Appendix p 17	
	303-2, 303-3, 303-4 Water use – standard and process	Appendix p 17	303-1-303-4 Not applicable Boxon does not have production, water only for domestic use
	305-5 Water consumption	Appendix p 17	
Ethics	Anti-corruption and anti-bribery		
GRI 205-1 to 205-3	205-1 Operations assessed related to corruption	28-29, 33, Appendix p 17	
	205-2 Communication and training	29-30, Appendix p 17	
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Ethics	Product labelling and instructions		
417-1 to 417-3	417-1 Requirements	Appendix 18	
	417-2 Incidents of non-compliance products	Appendix 18	
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	416-2 Incidents of non-compliance	Appendix 18	
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308-1 to 308-2	308-1 New suppliers screened towards environmental criteria	33-34 Appendix p 19	
	308-2 Existing suppliers evaluated towards environment & actions	33-34, Appendix p 19	
Supply chain	Supply chain Social		
414-1 to 414-2	414-1 New suppliers screened towards social criteria	33-34, Appendix p 19	
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Supply chain	Supplier evaluation 2022		
Own disclosure	Screening of suppliers	34, Appendix p 19	



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

Engagement and responsibility

It is the Board of Directors who is responsible for the statutory sustainability report for the year 2022 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

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

Opinion

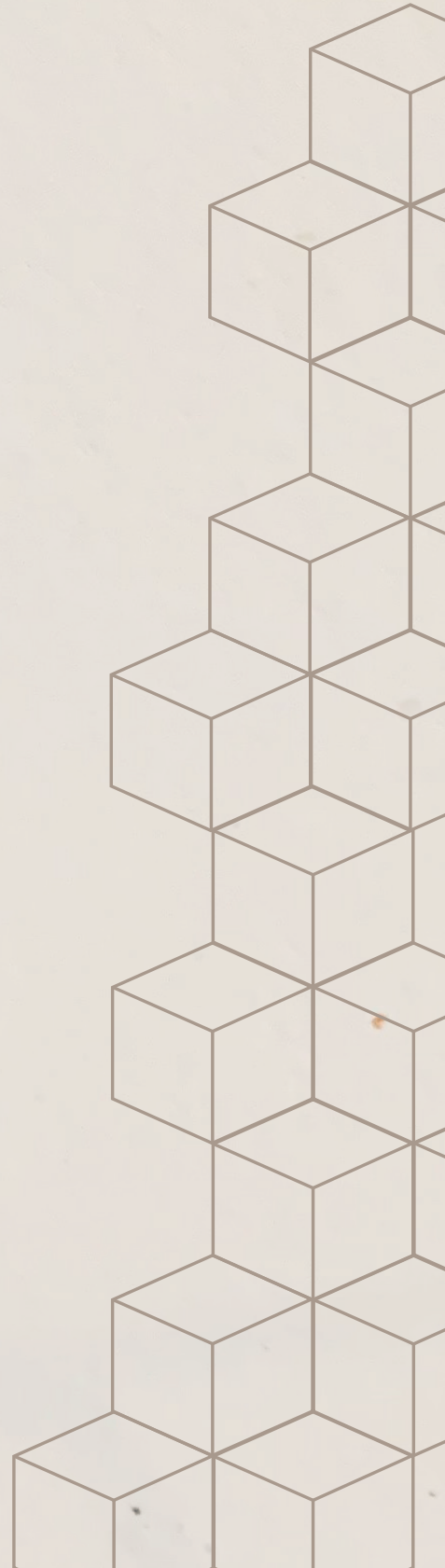
A statutory sustainability report has been prepared.

Helsingborg on March 23, 2023
Mazars AB

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

Annika Larsson
Authorized Public Accountant





Sustainable



IMPRINT

Sustainability Report & Communication on Progress
2022, published in March 2023.

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