

BOXON GROUP



# SUSTAINABILITY REPORT 2025





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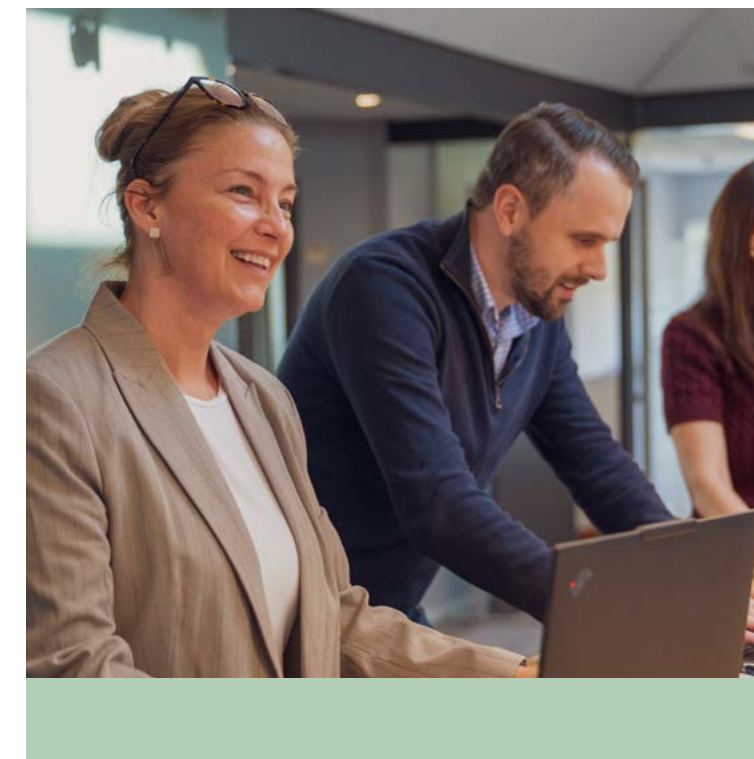
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# ABOUT THIS REPORT

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

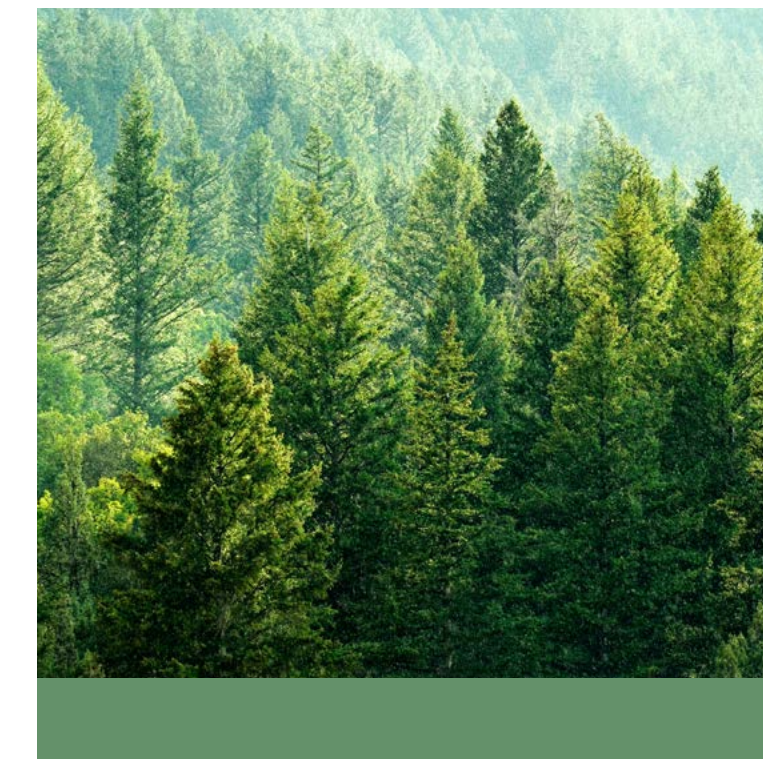
The report is structured around three focus areas: **Fair & Equal**, **Climate Neutral** and **Sustainable Packaging Solutions**.

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



## FAIR & EQUAL

Initiatives related to people, ethics, and equality.



## CLIMATE NEUTRAL

Actions to reduce greenhouse gas emissions.



## SUSTAINABLE PACKAGING SOLUTIONS

Development and supply of packaging with lower environmental impact

# READER'S GUIDE

## Report content and boundaries

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

The CO<sub>2</sub>e emissions from Boxon Thailand Co., Ltd., are minimal, as the office has two employees and rented space in a shared facility. These emissions are included in Boxon Shanghai Packaging Co., Ltd. reporting, which we present together as "Asia."

For Boxess i Värnamo AB, where Boxon owns 71,1%, CO<sub>2</sub>e emissions are reported in proportion to our ownership share.

## STATEMENT ON COMMUNICATION ON PROGRESS - UN GLOBAL COMPACT

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



## REPORTING PERIOD

01.01.2025  
12.31.2025

## REPORTING FREQUENCY

Annual

## REPORTING STANDARD

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

## EXTERNAL EXAMINATION

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

## CONTACT POINT

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

# BOXON IN BRIEF

ESTABLISHED

1932



FIND OUT MORE ABOUT OUR HISTORY ON THE NEXT PAGE!

EMPLOYEES FTE

205

BOXON GROUP  
TURNOVER

1500 MSEK

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

COUNTRIES



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

ABOUT US

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

OUR OFFER IS BASED ON FOUR ELEMENTS

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

THE HISTORY OF  
BOXON BEGINS HERE:

## 1930-1940

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

## 1965

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

## 1989-1995

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

## 2000-

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

## 1950-1960

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

## 1969

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

## 1997-1998

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

## 2024-

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

# SUSTAINABILITY HIGHLIGHTS & RESULTS 2025

## SUSTAINABLE PACKAGING SOLUTIONS

**42%** Sustainable products sales across the entire group

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

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

## CLIMATE NEUTRAL

**39%** climate footprint reduction compared to base year 2019

**87%** renewable energy usage within own operations

**17,5%** reduction in CO<sub>2</sub> within employee commuting

## FAIR AND EQUAL

Gender balance all employees **62%** <sup>MEN</sup> **38%** <sup>WOMEN</sup>

Gender balance all managers **63%** <sup>MEN</sup> **37%** <sup>WOMEN</sup>

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

## PACKAGING AND PACKAGING WASTE REGULATION (PPWR)

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

## EUROPEAN UNION DEFORESTATION REGULATION (EUDR)

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



# CEO AND CSO STATEMENT

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

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

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

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

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

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

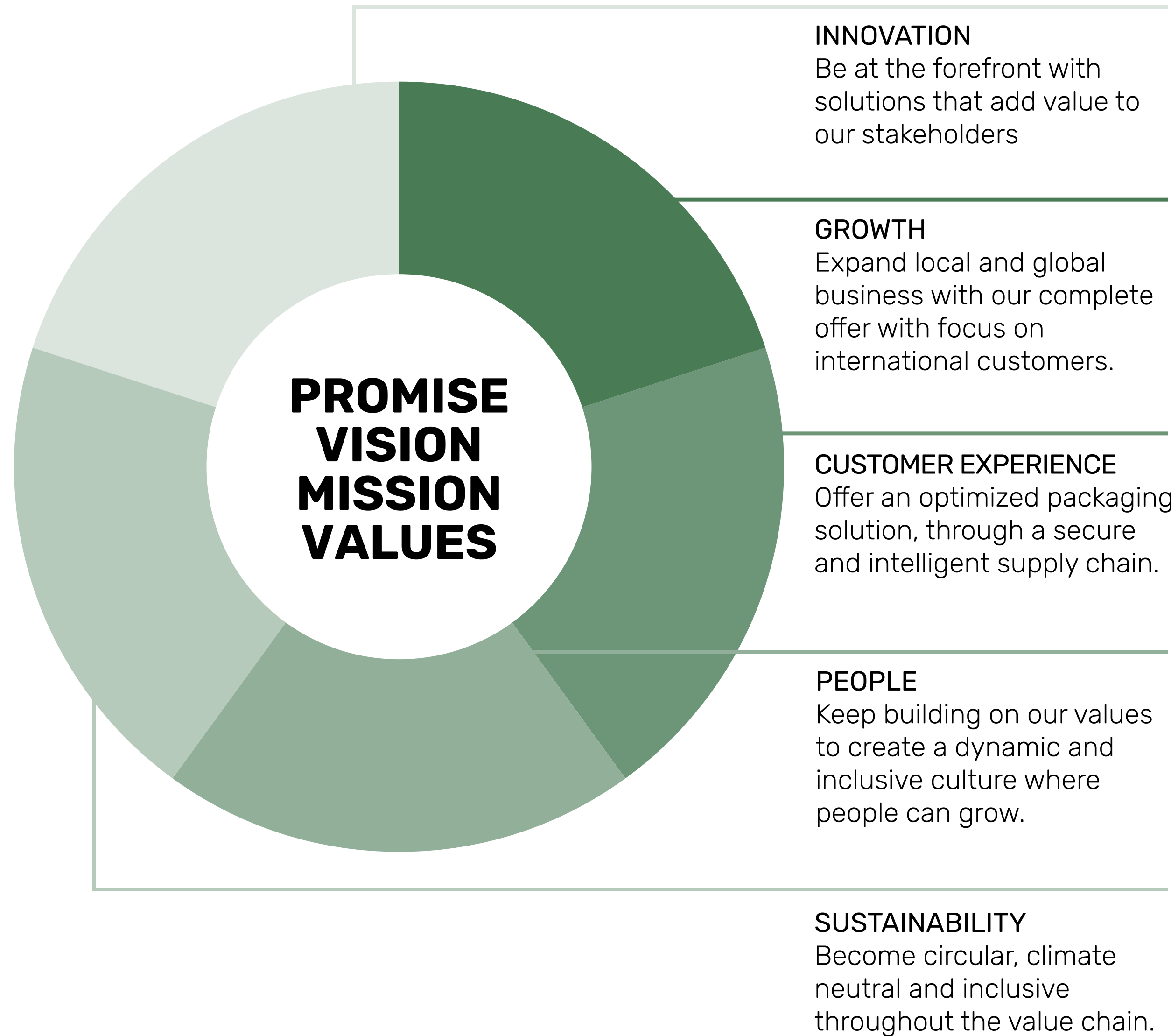
We would like to thank our employees, customers, and partners for their continued engagement and constructive dialogue during the year. Sustainability progress is built step by step, and we remain committed to moving forward with a clear focus on improvement, accountability, and long-term value creation.



**CEO - Boxon Group**  
Linus Lemark



**CSO - Boxon Group**  
Henrik Linder



**OUR PROMISE:**  
Protector of things.

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

**OUR VISION:**

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

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

**OUR MISSION:**

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

**OUR VALUES:**

- Win Together
- Simplicity
- Transparency
- Responsibility

# TRENDS IN THE PACKAGING INDUSTRY

## RECYCLABILITY BY DESIGN

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

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

## VERIFIED AND TRACEABLE RECYCLED CONTENT

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

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

## MATERIAL TRANSITION: FROM PLASTIC TO FIBRE

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

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

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

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

## REGULATORY READINESS UNDER PPWR

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

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

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

# OUR CHALLENGES

## NAVIGATING EVOLVING PACKAGING REGULATIONS

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

## MANAGING PACKAGING WASTE AND CUSTOMER EXPECTATIONS

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

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

## ADDRESSING SCOPE 3 EMISSIONS

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

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

## DEPENDENCE ON NATURAL RESOURCES

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

# SUSTAINABILITY AT BOXON

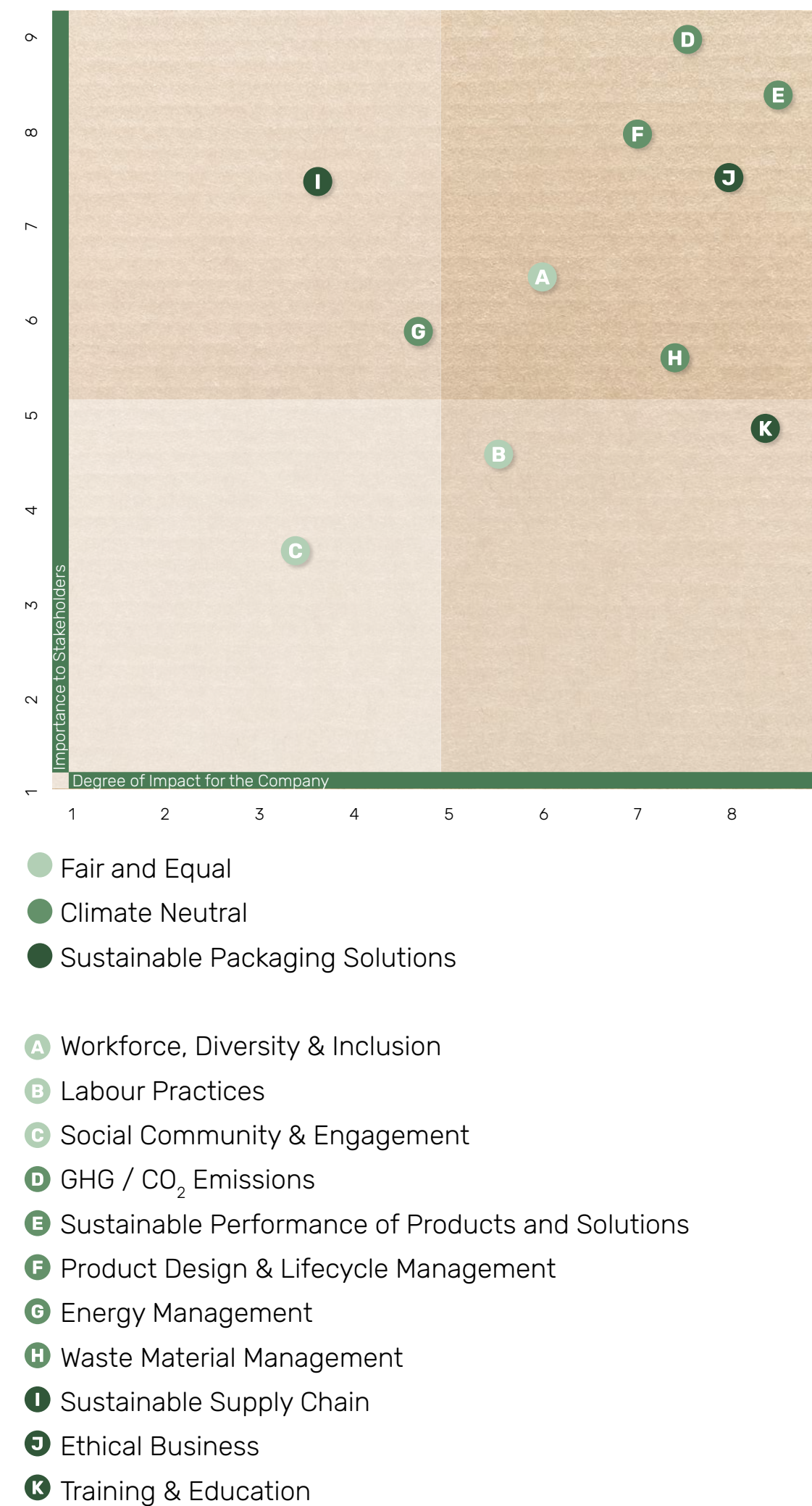
## STATEMENT & AMBITION

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

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

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

BOXON GROUP MATERIALITY MATRIX



# MATERIALITY ANALYSIS

## MATERIALITY MATRIX 2025

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

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

# OUR SUSTAINABILITY GOALS

## 1. CUT CO<sub>2</sub>E EMISSIONS 50% BY 2030

We are committed to net-zero by 2045 and have science-based targets to reduce absolute CO<sub>2</sub>e emissions 50% by 2030 vs. 2019.

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

## 2. 99% CIRCULAR SOLUTIONS BY 2030

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

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

## 3. ZERO WASTE IN OPERATIONS BY 2030

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

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

## 4. CONTINUOUS DIVERSITY, EQUALITY, AND INCLUSION

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

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

### OUR AMBITION

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

### WHY IT MATTERS

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

### OUR DIRECTION

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

# OUR FOCUS ON THE SDGs 2025

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



## SDG 13: CLIMATE ACTION

We aim to cut absolute CO<sub>2</sub>e emissions in line with our approved science-based targets (-50% by 2030 vs. 2019; net-zero by 2045). Our biggest levers are energy use, purchased materials, and transport.

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

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



## SDG 12: RESPONSIBLE CONSUMPTION & PRODUCTION

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

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

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



## SDG 15: LIFE ON LAND

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

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

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



## SDG 5: GENDER EQUALITY

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

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

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

# ECOVADIS 2025

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

EcoVadis assessed Boxon in four areas:

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

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

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



# BOXON SUSTAINABILITY CORNERSTONES

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



## FAIR & EQUAL - OUR FOUNDATION

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



## CLIMATE NEUTRAL - OUR FUTURE

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



## SUSTAINABLE PACKAGING SOLUTIONS - OUR ENABLER

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

# FAIR & EQUAL

## OUR FOUNDATION

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

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

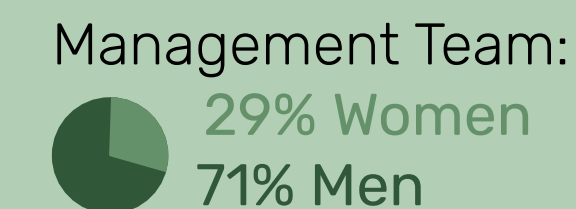
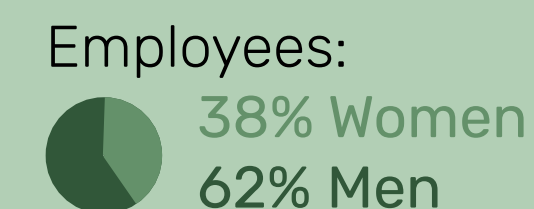
### KEY TARGETS 2028:

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

### KEY PROGRESS 2025:

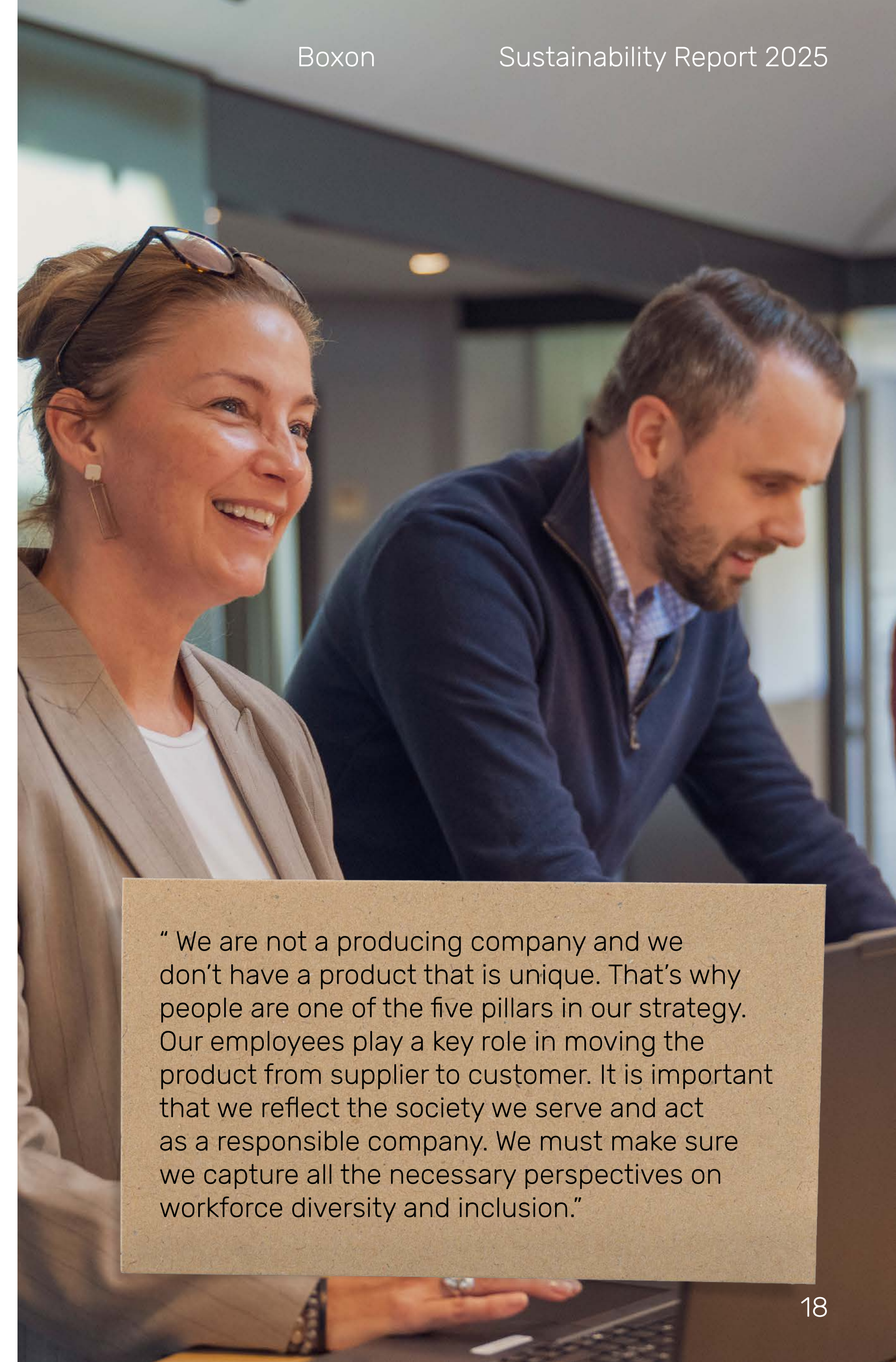
- LIVING WAGE FOR EVERYONE**  
 Employees at/above living wage (ILO-aligned): 100%
- ZERO TOLERANCE ON LABOUR AND HUMAN RIGHTS BREACHES**  
 Reported concerns regarding labour and human rights breaches (grievance channels): 0%  
 Disciplinary actions/terminations after investigation: 0%
- CODE OF CONDUCT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

### GENDER BALANCE:



# MATERIALITY - FAIR AND EQUAL

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



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

# FAIR AND EQUAL IN 2025

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

Each year we ensure:

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

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

point for aligning corporate sustainability efforts with broader societal priorities.

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

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

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

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

## SUPPLIER CODE OF CONDUCT SIGN-OFF

Total Suppliers: **239**

(Information Taken from Position Green)

Strategic suppliers: **96,3 %**

Preferred suppliers: **76,9 %**

Approved suppliers: **82,5 %**

## FSC® CERTIFICATION ACROSS BOXON

Boxon Group sites certified to

FSC® Chain of Custody: **85,7 %**

Suppliers delivering fibre-based

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

## DIVERSITY EQUALITY INCLUSION (DEI)

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

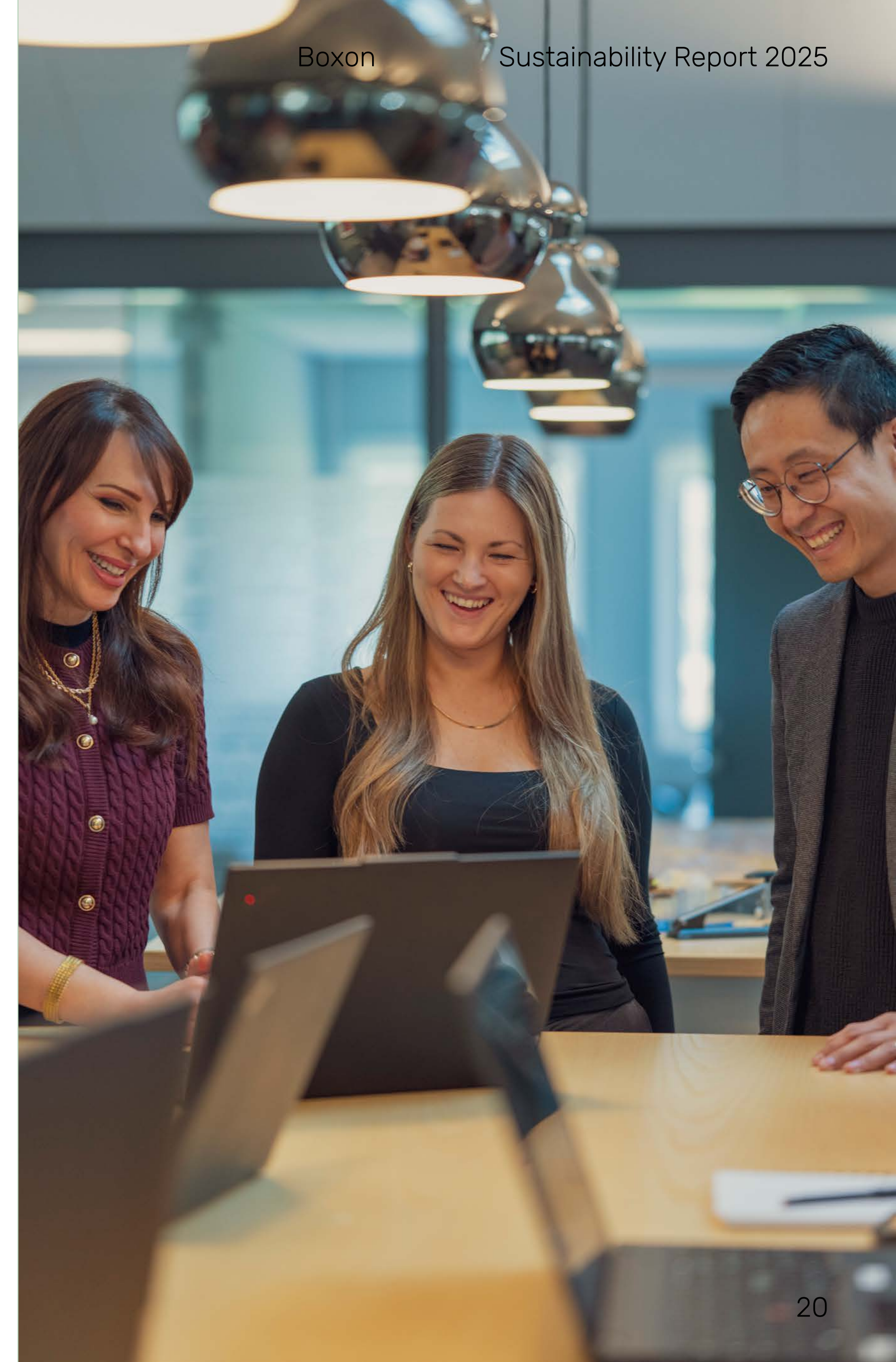
In December 2025, Boxon appointed a new Chief People & Culture Officer. This role strengthens our governance of diversity, equality, and inclusion and supports our long-term commitment to a fair and inclusive workplace. The CPCO will lead Boxon's people strategy, develop group-wide initiatives, and ensure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

## SIGNATORY OF THE WOMEN'S EMPOWERMENT PRINCIPLES (WEPS)

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

## SOCIAL ENGAGEMENT AND COMMUNITY ACTIVITIES

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





# PEOPLE SKILLS & DEVELOPMENT

## EDUCATION BLOCKS

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

## SUSTAINABILITY & SALES

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

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

## WHY THIS MATTERS

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

## WHAT'S NEXT 2026?

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

## SUPPLIER STORY

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

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

sustainability, efficiency and supply chain development.

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

**A LONG-TERM PARTNERSHIP**

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

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

packaging standards, enabling consistent solutions in Europe and China.

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

**SUPPORTING SUSTAINABILITY**

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

**LOOKING AHEAD**

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

# CLIMATE NEUTRAL

## OUR FUTURE

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

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

## KEY FUTURE TARGETS:

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

## KEY PROGRESS 2025:

### EMISSIONS REDUCTION

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

### ENERGY

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

### MOBILITY

Emissions from commuting, business travel, company cars and third party transport: **894 tonnes CO<sub>2</sub>e**  
 Change compared with 2024: **-10%**

### WASTE AND RECYCLING

Share of waste sent to recycling: **75,69%**  
 Waste to incineration: **0,69 tonnes CO<sub>2</sub>e**

# MATERIALITY - CLIMATE NEUTRAL

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



## CLIMATE NEUTRAL IN 2025

# SCIENCE BASED TARGETS INITIATIVE (SBTi)

## EMISSIONS REDUCTION 2025

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

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

# WORLD CLEANUP DAY

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



# 407 073 KWH OF GREEN SOLAR ELECTRICITY

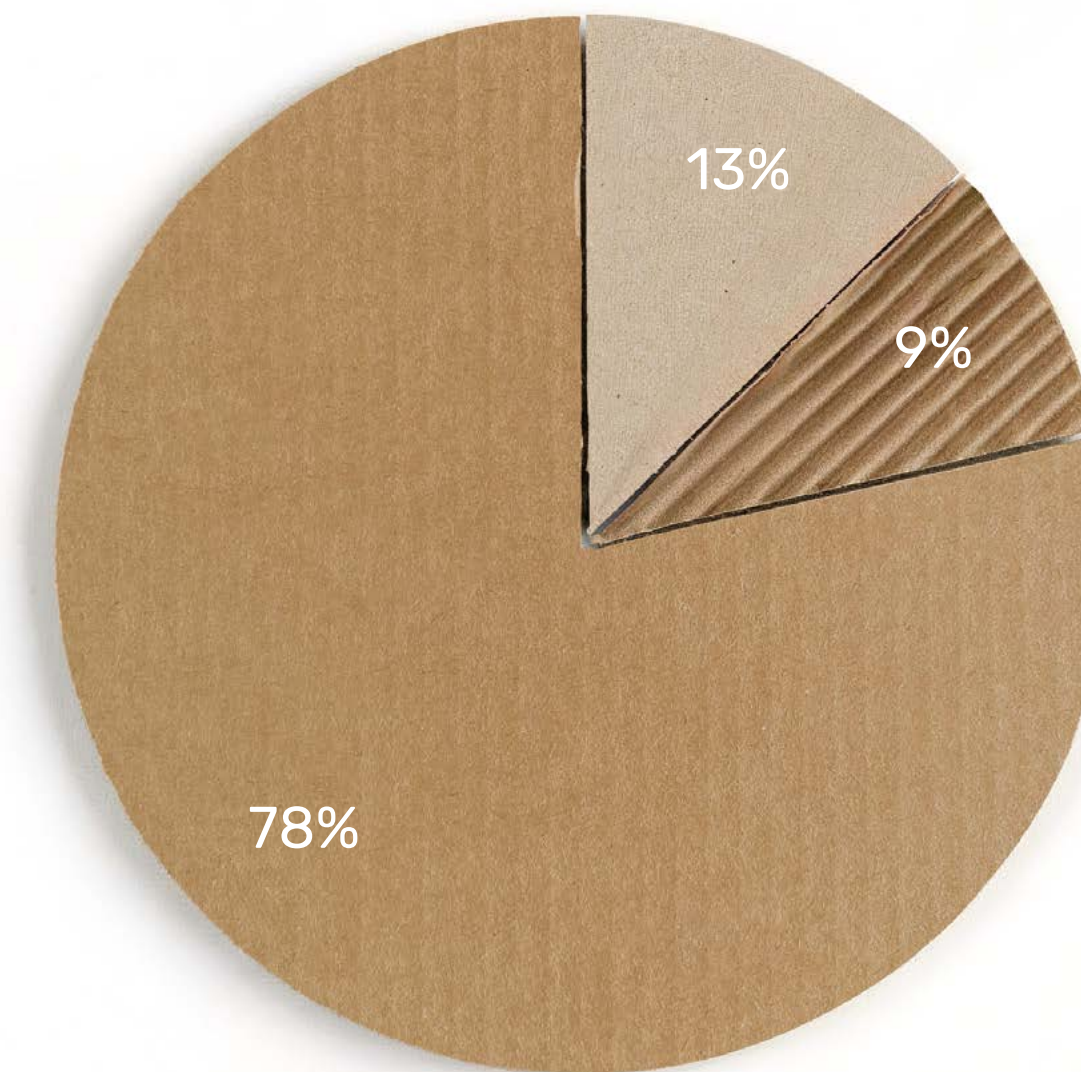
In 2025, the solar panels at Boxon's head office in Helsingborg generated 407,073 kWh of renewable electricity, avoiding 162,8 tonnes of CO<sub>2</sub> emissions using 0,4 kg CO<sub>2</sub> per kWh as Sweden grid emission factor.

This saving corresponds to the annual absorption of about 7400 trees, assuming an average absorption of 22 kg CO<sub>2</sub> per tree per year.

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

# OUR CARBON FOOTPRINT

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



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

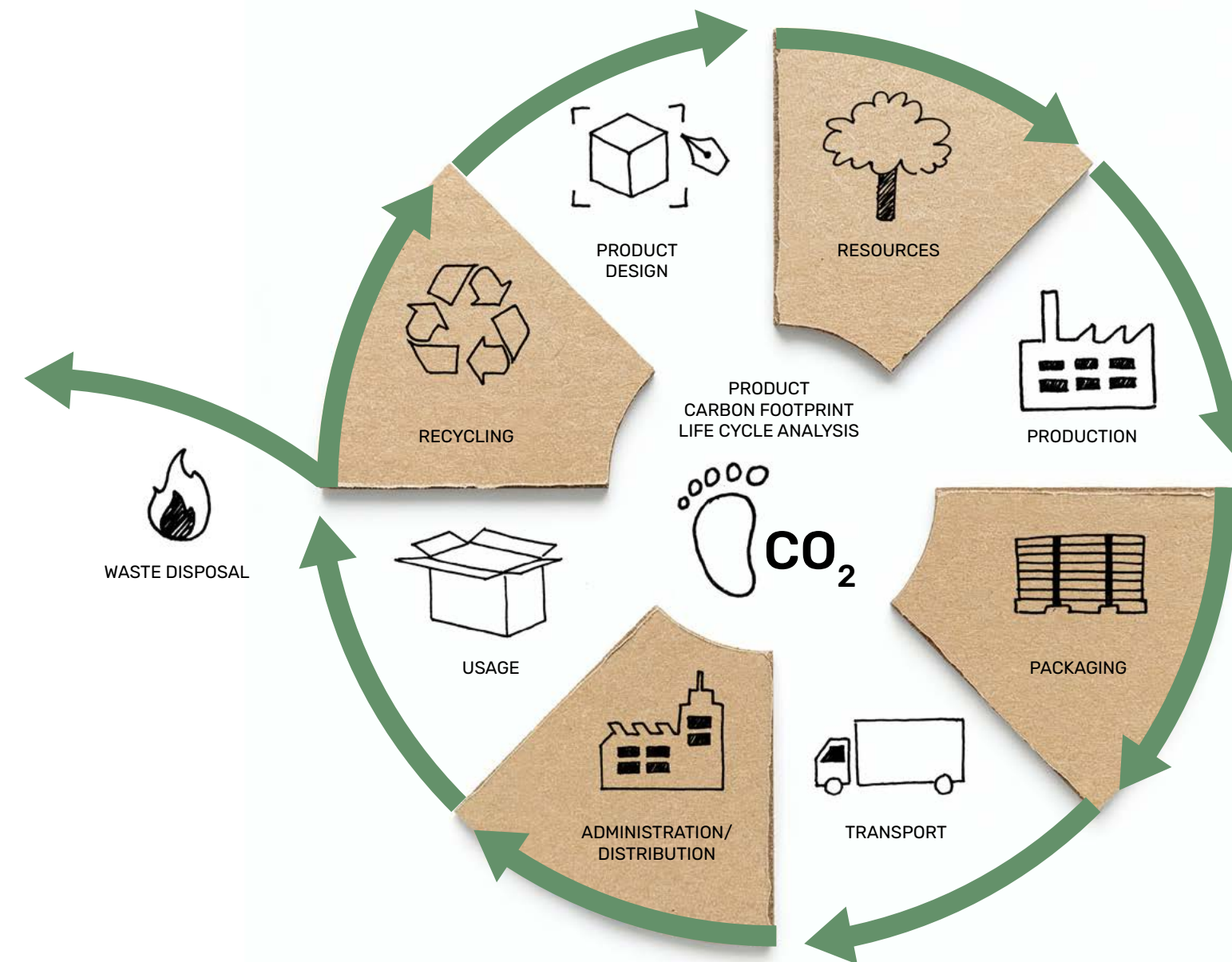
**BOXON GROUP TOTAL CO<sub>2</sub> EMISSIONS - YEAR 2025 DIVIDED BY SCOPES:**

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

# PRODUCT CARBON FOOTPRINT

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

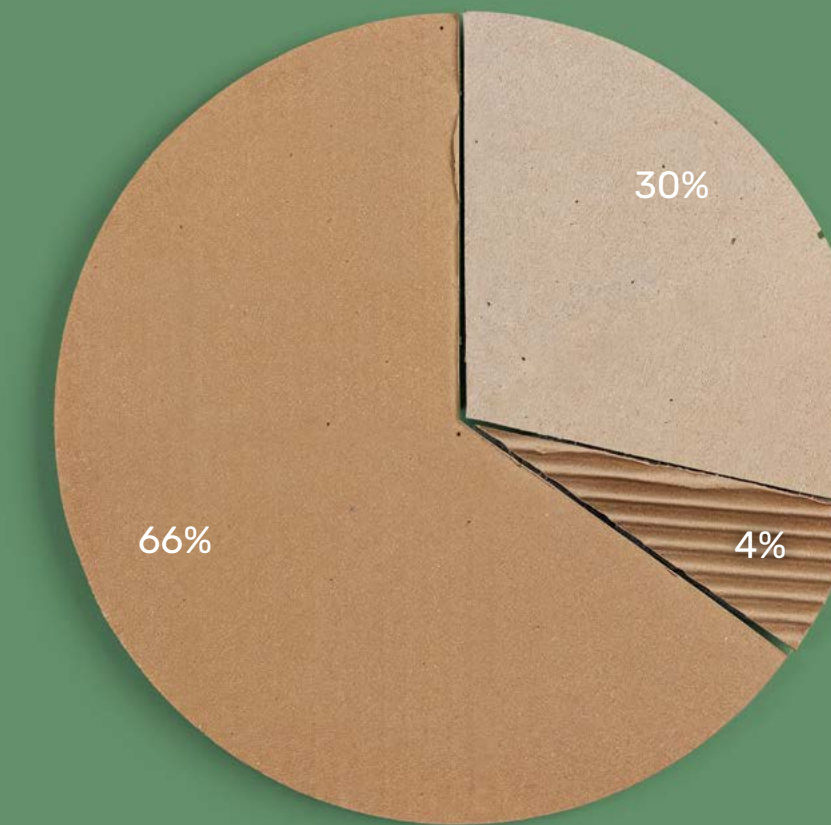
Our cradle to grave method follows the ISO 14067 standard, covering emissions from raw material extraction to end of life. All calculations and emission factors are reviewed and verified by the MyClimate Foundation, ensuring accuracy and credibility in our reporting.



## CLIMATE PROTECTION PROJECTS AND RESOURCE RECOVERY

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

In 2025, Big Bag customers contributed to a CO<sub>2</sub>e reduction of 869,26 tonnes through climate protection projects in Madagascar—equivalent to the total CO<sub>2</sub>e emissions generated by the sold BigBags.



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

# CLIMATE IMPACT FROM OUR PRODUCTS

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

## CUSTOMER CASES

# INREGO

### A comprehensive solution improving sustainability across the supply chain

Inrego is a Swedish company with over 30 years of experience in circular IT. By reusing, refurbishing and reselling pre-owned IT equipment, they help customers manage IT efficiently while reducing climate impact. Each year, Inrego gives new life to more than 400,000 products, contributing to lower electronic waste and reduced CO<sub>2</sub> emissions.

### EFFICIENT LOGISTICS AND SUSTAINABLE PACKAGING

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

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

- FSC-certified corrugated packaging

- Materials with recycled content
- CO<sub>2</sub>-calculated products
- Optimized logistics to reduce transport volumes

### CUSTOMIZED AND CIRCULAR SOLUTIONS

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

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

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

**"Being able to see the CO<sub>2</sub> value directly in the ordering system and knowing the material is sustainable makes a significant difference. It gives us transparency all the way to our customers."**

– Inrego



### CONTINUING THE PARTNERSHIP

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

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

# SUSTAINABLE PACKAGING SOLUTIONS

## OUR ENABLER

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

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

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

### KEY TARGETS 2026:

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

### KEY PROGRESS 2025:

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

### CRITERIA FOR SUSTAINABLE PRODUCTS:

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



# MATERIALITY - SUSTAINABLE PACKAGING SOLUTIONS

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

## BOXON CIRCULAR PACKAGING PRINCIPLES

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

### REDUCE MATERIAL

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

### REUSABLE PACKAGING

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

### CIRCULAR MATERIALS

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

# SUSTAINABLE PACKAGING SOLUTIONS - 2025

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

## KEY DEVELOPMENTS DURING THE YEAR INCLUDED:

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

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

customers seeking packaging solutions with higher recycled material content.

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

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

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

# SUSTAINABLE PACKAGING MADE PRACTICAL

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

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



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



- Designed to reduce material use through higher stretch performance.
- High pre-stretch capability allows less film to be used per load.
- Reduced material consumption supports lower CO<sub>2</sub> emissions per wrapped pallet.
- Compatible with automated wrapping systems, including Robopac S7 PVS, to support consistent and efficient application.



## OUR SUSTAINABILITY TOOLS

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

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

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

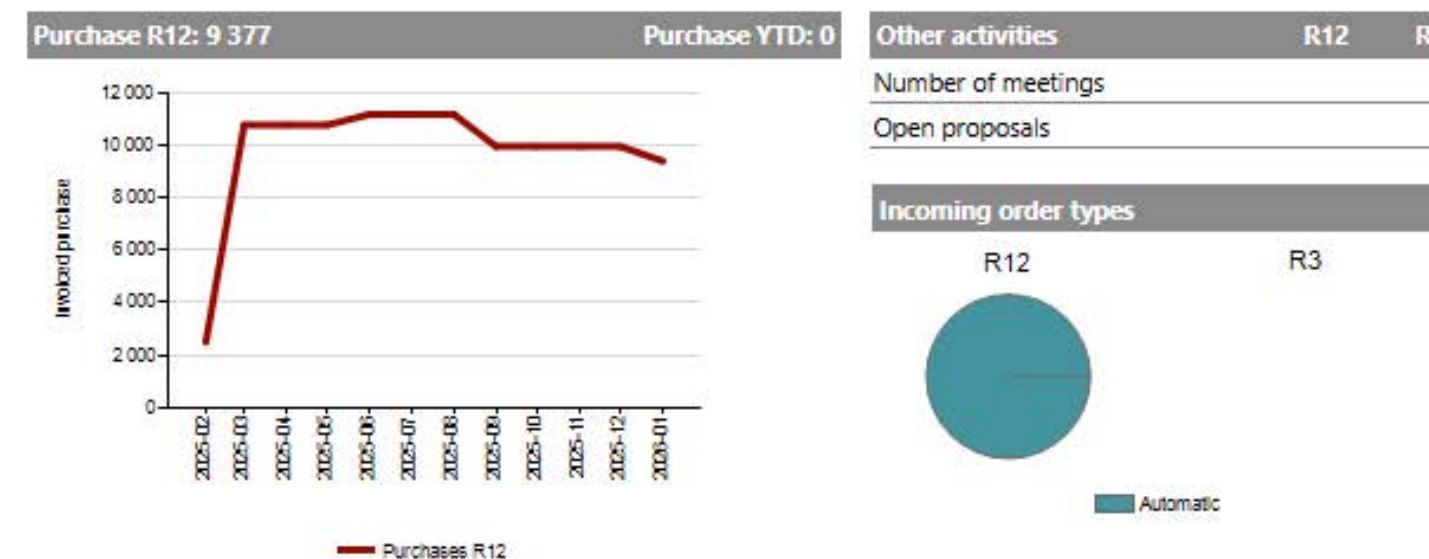
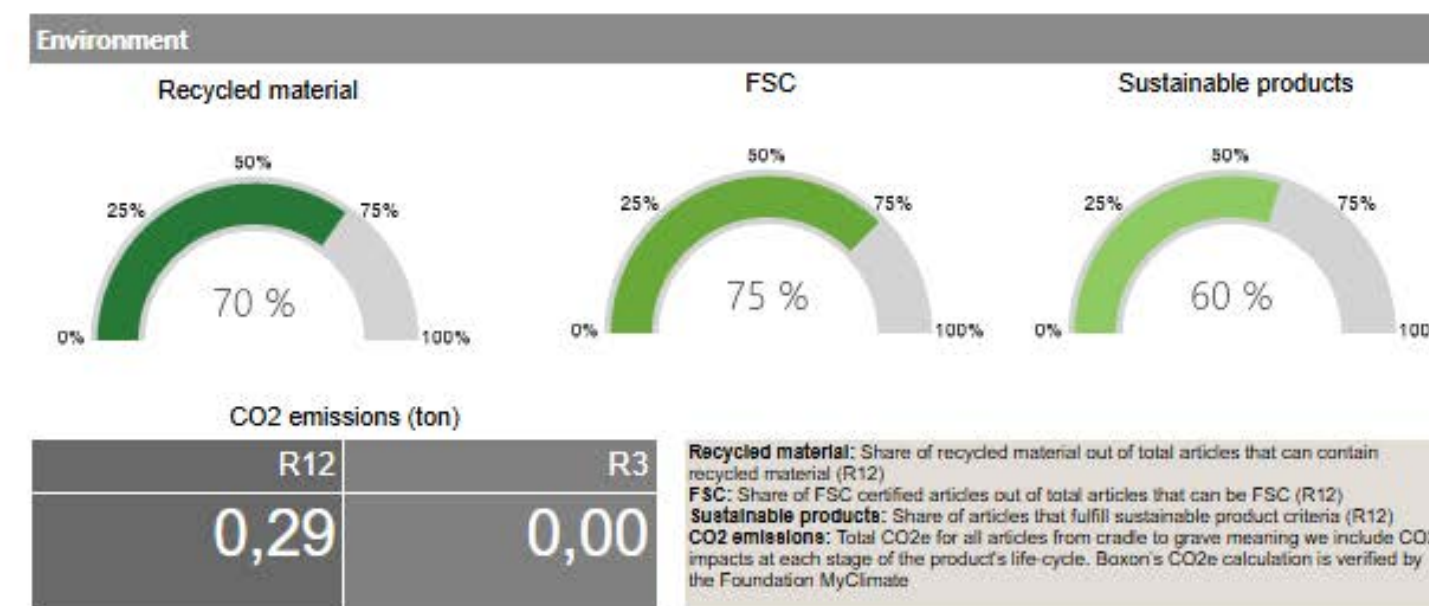
OUR SUSTAINABILITY TOOLS

# SUSTAINABILITY SCORECARD

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

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



**THE VALUE TO OUR CUSTOMERS:**

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

**THE SCORECARD SHOWS:**

- The share of FSC® certified and recycled materials currently in use, combined into the percentage of sustainable articles.
- The CO<sub>2</sub> footprint linked to packaging decisions.
- Performance results presented on both a quarterly (R3) and yearly (R12) basis.

OUR SUSTAINABILITY TOOLS

# ENVIRONMENTAL REPORT

ENVIRONMENTAL REPORT 2025  
CUSTOMER XXX

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

**THE VALUE TO OUR CUSTOMERS:**

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

**THE REPORT SHOWS:**

- Product-level information, including material type, FSC® certification, and share of recycled content.
- Net weight and billing quantity, enabling emissions to be linked directly to purchased volumes.
- CO<sub>2</sub> emissions per product and in total, expressed both in grams per unit and kilograms per year.
- Indicators for recyclability and environmental charges, supporting more informed packaging choices.

# CERTIFICATIONS AND STANDARDS



The mark of responsible forestry



ISO 9001  
ISO 14001



# PACKAGING MATERIAL OVERVIEW 2025

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



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

# STRENGTHENING SUPPLY CHAIN TRACEABILITY

## AND PREPARING FOR FUTURE REGULATIONS

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

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

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

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

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



## OVERVIEW OF SOURCING CATEGORIES

### NUMBER OF SUPPLIERS

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

### SHARE OF PURCHASES

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

# SUPPLY CHAIN TRACEABILITY PRACTICES

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

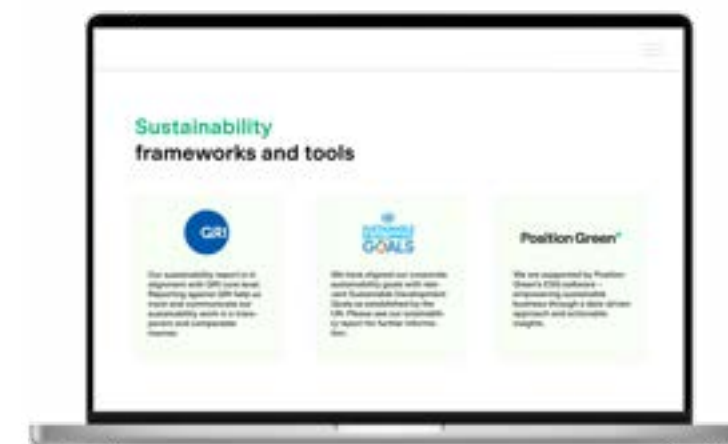
As part of its biannual supplier assessment cycle, Boxon uses an online supplier assessment platform as a central tool for supplier dialogue and follow-up. The most recent assessment was conducted in 2024, covering environmental, social, and ethical topics, and the results continue to inform supplier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

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

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

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

## Position Green



# RESPONSIBLE SOURCING AND CERTIFICATION COVERAGE

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

### SUPPLIER CODE OF CONDUCT SIGN-OFF

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

### FSC® CERTIFICATION ACROSS BOXON

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

### HUMAN RIGHTS RISK ASSESSMENT IN OUR SUPPLY CHAIN

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

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

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

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

### SUSTAINABILITY ONLINE AUDIT RESPONSE RATE

Share of suppliers who completed the online audit 53 %

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

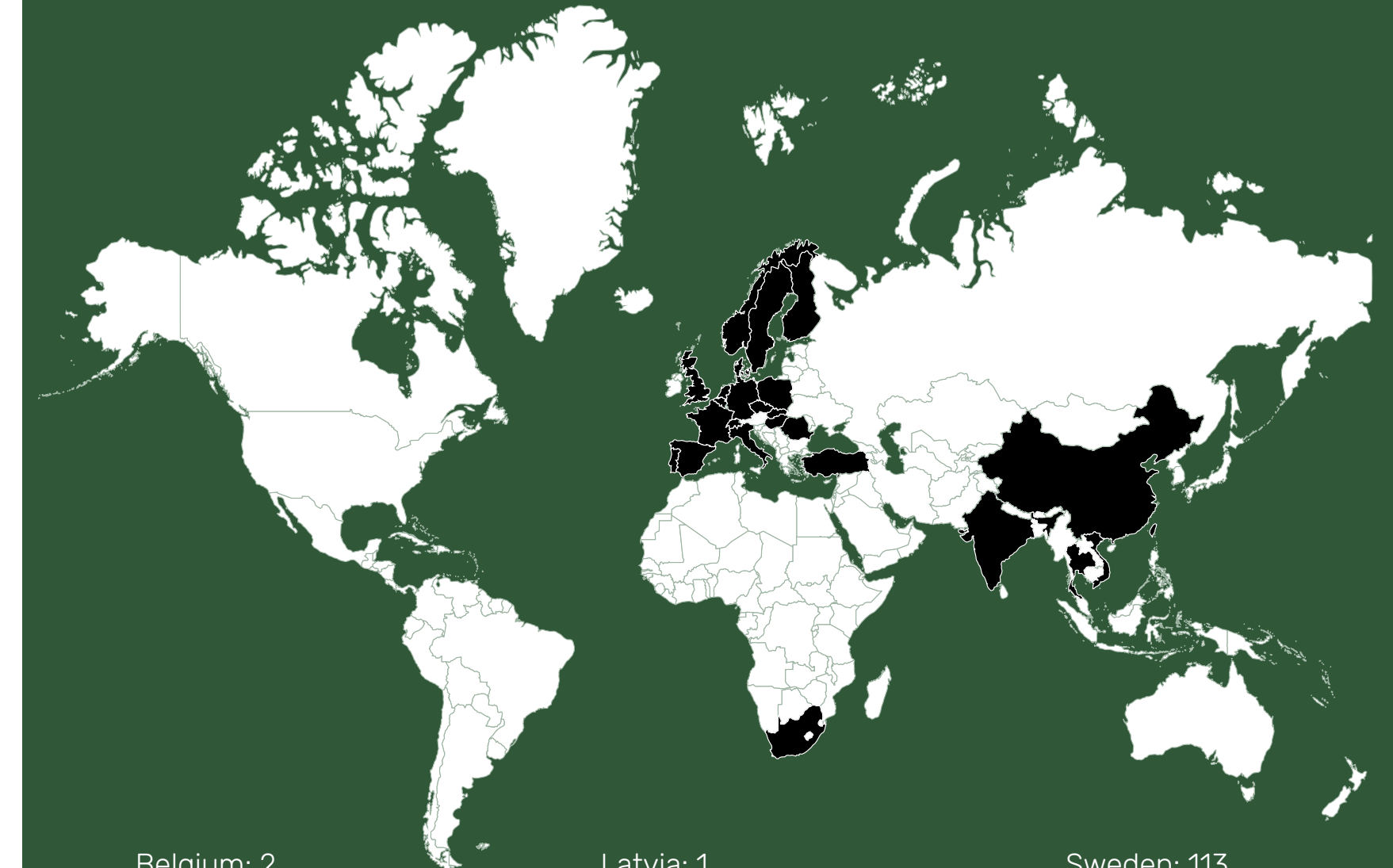
Share of suppliers with a CSR environmental policy, including a water policy 66 %

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

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

Share of suppliers compliant with REACH 60 %

Share of suppliers compliant with RoHS 55 %



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

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

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

#### SOURCING REGIONS:

**56,5%**

Nordics

**37,4%**

East, Central and South Europe:

**6,1%**

Asia

## CUSTOMER CASES

# PREPARING FOR PPWR: PILOT OF 100% RECYCLED BIG BAGS

Responding to evolving regulatory and sustainability expectations.

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

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

## PILOT INITIATIVE

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

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

## FOCUS AREAS

Through the pilot, we are gaining insights into:

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

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

## LOOKING AHEAD

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



# FACTS & FIGURES

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

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

# UN GLOBAL COMPACT PRINCIPLES (COP)

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

# DEFINITIONS

## CIRCULAR ECONOMY

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

## CIRCULARITY

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

## CO<sub>2</sub>

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

## CO<sub>2</sub>E (-EQ)

Carbon dioxide equivalent (CO<sub>2</sub>e) is a measure used to compare greenhouse gases based on their global warming potential (GWP), converting them into the equivalent amount of CO<sub>2</sub>. For example, 1 kg of methane equals about 25 kg CO<sub>2</sub>e.

## CARBON FOOTPRINT

The total greenhouse gas emissions caused directly and indirectly by an individual, event, organisation, service, place or product, expressed as carbon dioxide equivalents (CO<sub>2</sub>e).

## ECOVADIS

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

## PCR

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

## PE

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

## SDG

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

## GLOBAL COMPACT AND COP

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

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

## GREENHOUSE GAS EMISSIONS (SCOPE 1, 2 AND 3)

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

## GRI

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

## ISO

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

## KPI

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

# GRI INDEX

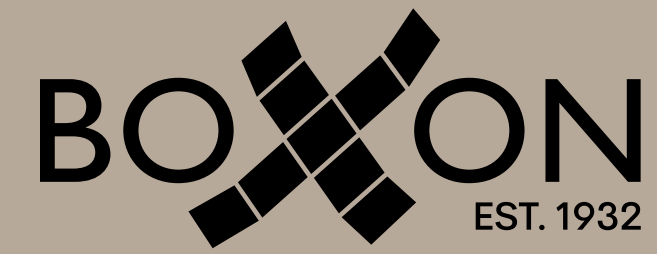
GRI STANDARD	DISCLOSURE	PAGE	OMISSION
<b>THE ORGANISATION, REPORTING PRACTICES, ACTIVITIES, AND WORKERS</b>			
2-1	Organisational details	Page 52	
2-2	Entities included in the organisation's sustainability reporting	Page 52	
2-3	<b>REPORTING PERIOD, FREQUENCY AND CONTACT POINTS</b>	Page 52	
2-4	Restatements of information	Page 52	
2-5	External Assurance	Page 52	
2-6	Activities, value chain and other business relationships	Page 52 and 53	
2-7 • 2-8	Employees and other workers	Page 52 and 53	
<b>GOVERNANCE</b>			
2-9 • 2-14	Governance and Oversight	Page 53	
2-15 • 2-21	Ethical conduct and accountability	Page 54	
<b>STRATEGY, POLICIES, AND RESPONSIBLE BUSINESS PRACTICES</b>			
2-22	Statement from CEO, Strategy & commitments	Page 54	
2-23	Policy commitments	Page 54	
2-26	Mechanism for seeking advice and raising concerns	Page 54	
2-27	Compliance with laws and regulations	Page 54	
2-28	Membership associations	Page 54	
2-29	Approach to Stakeholder Engagement	Page 54	
<b>STAKEHOLDER ENGAGEMENT</b>			
2-29	Approach to Stakeholder Engagement	Page 54 and 55	
2-30	Collective bargaining agreements	Page 55	
3-1	Identification and selecting stakeholders	Page 55 and 56	
3-1	Stakeholder analysis	Page 55, 56 and 57	

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
<b>MATERIAL TOPICS</b>			
3-1 • 3-3	Material Topics	Page 57	
3-1 • 3-3	Material Matrix	Page 57	
<b>ANTI-CORRUPTION AND ANTI-BRIBERY</b>			
GRI 205-1	Operations Assessed for Risks Related to Corruption	Page 58 and 59	
GRI 205-2	Communications and Training about Anti-corruption Policies and Procedures	Page 58 and 59	
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	Page 58 and 59	
<b>MATERIALS</b>			
GRI 301-1	Materials Used by Weight or Volume	Page 59 and 60	
GRI 301-2	Recycled Input Material Used	Page 59 and 60	
GRI 301-3	Reclaimed Products and Their Packaging Materials	Page 59 and 60	
<b>ENERGY</b>			
GRI 302-1 GRI 302-2	Energy Consumption Within the organisation	Page 61	
GRI 302-3 GRI 302-4	Energy Intensity and Reduction of Energy Consumption	Page 61	
GRI 302-5	Reduction in Energy Requirements of Products and Services	Page 61	Boxon Group is unable to measure as there is no production units
<b>WATER AND EFFLUENTS</b>			
GRI 303-1	Interactions with Water as a Shared Resource	Page 62	
GRI 303-2 GRI 303-3 GRI 303-4	As of today Boxon Group finds the measurements and disclosures for GRI 303-2, 303-3 and 303-4 non relevant.	Page 62	Boxon Group uses water only for domestic use.
GRI 303-5	Water Consumption	Page 62	
<b>EMISSIONS</b>			
GRI 305	GHG Boxon Group General Overview	Page 63, 64 and 65	
GRI 305-1	Direct Scope 1	Page 63, 64 and 65	
GRI 305-2	Indirect Scope 2	Page 63, 64 and 65	
GRI 305-3	Indirect Scope 3	Page 63, 64 and 65	Scope 3 categories included: 1-3 and 5-7

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
GRI 305-4	Emissions Intensity	Page 63, 64 and 65	
GRI 305-5	Reduction of GHG Emissions	Page 63, 64 and 65	
<b>WASTE MATERIAL MANAGEMENT</b>			
GRI 306-1	Waste Generation	Page 65, 66 and 67	
GRI 306-2	Significant Waste Related Impacts	Page 65, 66 and 67	
GRI 306-3	Waste generated	Page 65, 66 and 67	
GRI 306-4	Waste diverted from disposal	Page 65, 66 and 67	
GRI 306-5	Waste directed to disposal	Page 65, 66 and 67	
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
GRI 308-1	"Supplier Environmental Assessment	Page 68 and 69	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Page 68 and 69	
<b>EMPLOYMENT</b>			
GRI 401-1	New employee hires and employee turnover	Page 69	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 69	
<b>LABOUR AND MANAGEMENT RELATIONS</b>			
GRI 402-1	Minimum notice periods regarding operational changes	Page 70	
<b>OCCUPATIONAL HEALTH AND SAFETY (OHS)</b>			
GRI 403-1	Occupational health and safety management system	Page 70	
GRI 403-2	Hazard Identification, Risk Assessment and Incident Investigation	Page 70	
GRI 403-3	Occupational health services	Page 71	
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	Page 71	
GRI 403-5	Worker training on occupational health and safety	Page 71 and 72	
GRI 403-6	Promotion of workers health	Page 72	
GRI 403-7	"GRI 403-7 Prevention and Mitigation of OHS Impacts in the Value Chain"	Page 72	

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
GRI 403-8	Workers Covered by a OHS MS	Page 72	
GRI 403-9	Work-related Injuries	Page 72 and 73	
GRI 403-10	Work-related Ill Health	Page 72 and 73	
<b>TRAINING AND EDUCATION</b>			
GRI 404-1	Average hours of training per year per employee	Page 74	
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
GRI 405-1	Diversity of governance bodies and employees	Page 75	
GRI 405-2	Ratio of basic salary and remuneration of women to men	Page 75	Boxon Group does not share this information to the public
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 75	
<b>CHILD LABOR</b>			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	Page 76	
<b>FORCED OR COMPULSORY LABOUR</b>			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Page 76	
<b>SECURITY PRACTICES</b>			
GRI 410-1	Security personnel trained in human rights policies or procedures	Page 77	
<b>LOCAL COMMUNITIES</b>			
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Page 77	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Page 77	
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
GRI 414-1	New suppliers that were screened using social criteria	Page 78	
GRI 414-2	Negative social impacts in the supply chain and actions taken	Page 78	

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
<b>CUSTOMER HEALTH AND SAFETY</b>			
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Page 78 and 79	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 78 and 79	
<b>MARKETING AND LABELLING</b>			
GRI 417-1	Requirements for product and service information and labelling	Page 79	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	Page 79	
GRI 417-3	Incidents of non-compliance concerning marketing communications	Page 79	



Boxon Group

**SUSTAINABILITY REPORT 2025**

# **GRI APPENDIX**

# ABOUT THE GRI APPENDIX

This is the Boxon Group Sustainability Report for the calendar year 2025, prepared with reference to the GRI Standards. The report is published annually and describes our operations and sustainability work across the group.

In 2025, the GRI appendix has been reorganized in numerical order to improve clarity and alignment with the GRI 2021 Standards.

The statutory Sustainability Report for 2025 fulfills the requirements of Swedish law and has been externally reviewed by Forvis Mazars Sweden. Any omissions or incomplete data are noted directly in the GRI index.

## REPORTING PRINCIPLES

This report focuses on Boxon's performance during 2025, with some historical data included for comparison where relevant. To ensure correct reference to the Global Reporting Initiative (GRI), additional information not presented in the main text is available in the appendix.

Boxon uses the ESG carbon accounting platform provided by MyClimate to collect emission data. The data are verified and summarized by MyClimate as an external third party. The carbon footprint is calculated in accordance with the internationally recognized GHG Protocol: A Corporate Accounting and Reporting Standard and includes all climate-relevant greenhouse gases, measured according to the equity share approach.

## MATERIALITY AND REPORTING FRAMEWORK

The business impact has been assessed through a materiality analysis, using the GRI Standards as the framework for planning, structuring, and presenting results.

During 2025, the materiality analysis was reviewed, and adjustments were made to the identified material topics, related targets, and key performance indicators.

# REPORTED GRI STANDARDS

Boxon reports on the disclosures that best reflect our impacts within these topics and where group-level targets have been established.

Boxon has also added its own disclosures to report on the group target of increasing the share of products with lower climate impact and responsible sourcing.

## CONTACT PERSON:

If you have any questions regarding this report, please contact

**Linus Lemark,**  
CEO Boxon Group,  
linus.lemark@boxon.com

## ECONOMIC:

GRI 205: Anti-corruption 2016

## ENVIRONMENTAL:

GRI 301: Materials 2016

GRI 302: Energy 2016

GRI 303: Water and Effluents 2018

GRI 305: Emissions 2016

GRI 306: Waste 2020

GRI 308: Supplier Environmental Assessment 2016

## SOCIAL:

GRI 401 Employment

GRI 402: Labour/Management Relations

GRI 403: Occupational Health and Safety 2018

GRI 404: Training and Education 2016

GRI 405: Diversity and Equal Opportunity 2016

GRI 407: Freedom of Association and Collective Bargaining 2016

GRI 408: Child Labour 2016

GRI 409: Forced or Compulsory Labour

GRI 413: Local Communities 2016

GRI 414: Supplier Social Assessment 2016

GRI 416: Customer Health and Safety 2016

GRI 417: Marketing and Labelling 2016

# GRI APPENDIX

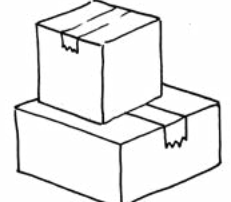
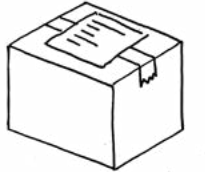
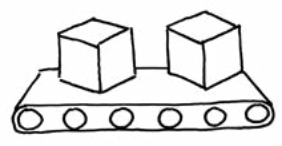

## WHERE THE SOURCE OF OUR CLAIMS IS EXPOSED

In the GRI Appendix, Boxon gives detailed information on the main report structure. In here you will find management approach, materiality, risk analysis, and, our three Sustainability Cornerstones (Fair and Equal, Climate Neutral, Sustainable Packaging Solutions). Additionally, more details about our operational agenda and our supply chain.

### MANAGEMENT APPROACH INCLUDING GOVERNANCE, POLICY AND MEMBERSHIPS

GRI	ORGANISATIONAL DETAILS
2-1 2-5	<p>Boxon Group (trading name: Boxon) is a privately owned limited liability company headquartered in Helsingborg, Sweden. The Group operates in eight countries: Sweden, Germany, France, Denmark, Norway, Finland, China, and Thailand, with additional sales in Central Europe, Benelux, the United States, and India. More details are available in the Boxon Group consolidated financial statements.</p> <p>As illustrated in the organisational structure below, Boxon Holding AB comprises three main companies: Boxon Group, Boxes and Labels, and Boxon Tech. This sustainability report covers only Boxon Group and its subsidiaries. Entities within Boxes and Labels and Boxon Tech are not included in the reporting scope.</p> <p><b>ORGANISATIONAL STRUCTURE</b></p> <pre> graph TD     BH[BOXON HOLDING AB] --&gt; BL[BOXES AND LABELS]     BH --&gt; BG[BOXON GROUP]     BH --&gt; BT[BOXON TECH]     BG --&gt; BA[BOXON AB]     BG --&gt; BGmbH[BOXON GmbH]     BG --&gt; BSARL[BOXON SARL]     BG --&gt; BASIA[BOXON ASIA AB]     BA --&gt; BAS[BOXON A/S]     BA --&gt; BAA[BOXON AS]     BA --&gt; BAO[BOXON OY]     BA --&gt; BIV[BOXESS I VÄRNAMO AB]     BASIA --&gt; BSH[BOXON SHANGHAI PACKAGING CO.LTD]     BASIA --&gt; BTH[BOXON THAILAND CO., LTD.]     </pre>

	<p>The report is published alongside the Boxon Group Annual Report. Questions about the sustainability report can be directed to Boxon Group’s Chief Sustainability Officer (CSO) at the head office in Helsingborg, Sweden.</p> <p>The Boxon Group Sustainability Report 2025 has been externally reviewed by Forvis Mazars Sweden using professional audit standards. This revision covers the statutory sustainability reporting required under Swedish law.</p> <p>The assurance provider operates independently from Boxon Group and performs the review in accordance with professional assurance standards. For the complete letter please check page 80.</p>
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GRI	OPERATIONS, VALUE CHAIN, AND PEOPLE
2-6 2-8	<p>Boxon Group operates in the private sector, within the packaging industry, supplying industrial and customer-specific packaging solutions, labelling systems, and automation services.</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  <p><b>PACKAGING</b></p> <ul style="list-style-type: none"> <li>• Product packaging</li> <li>• Transport Packaging</li> <li>• Big Bags</li> </ul> </div> <div style="text-align: center;">  <p><b>LABEL &amp; TRACEABILITY</b></p> <ul style="list-style-type: none"> <li>• Product labels</li> <li>• Transport labels</li> <li>• Print &amp; apply</li> <li>• Traceability</li> <li>• RFID</li> </ul> </div> <div style="text-align: center;">  <p><b>MACHINE &amp; EQUIPMENT</b></p> <ul style="list-style-type: none"> <li>• Stand alone solutions</li> <li>• Semi automatic solutions</li> <li>• Fully automatic solutions</li> </ul> </div> <div style="text-align: center;">  <p><b>SERVICES</b></p> <ul style="list-style-type: none"> <li>• Warehousing</li> <li>• Design &amp; construction</li> <li>• Global label system</li> <li>• Technical service</li> <li>• Packaging instructions</li> </ul> </div> </div> <p>For operation sites, customers, products and turnover please check page 5 and 6 Boxon in brief</p> <p>Boxon’s upstream activities involve suppliers of raw materials and finished packaging products made from plastic, paper, corrugated fibreboard, and composite materials. Suppliers include manufacturers, converters, and trading partners that deliver packaging components, equipment, and related services. The supply chain is international and primarily located in Nordics, East, Central and South Europe, and Asia.</p> <p>Downstream activities include customers and end users and the customer base consists mainly of B2B clients.</p>

In addition to its value chain partners, Boxon maintains other business relationships with industry associations, external consultants, and certification bodies (for example, FSC® and MyClimate). These relationships support product certification, emission data verification, and regulatory compliance.

For more information on MyClimate and FSC check pages 27 and 37 on the report, Climate Neutral and Sustainable Packaging Solutions sections.

Employees: Please refer to page 17 Fair and equal and page page 40 facts and figures

Employment contracts follow national legislation in each country of operation. Boxon employs staff on both permanent and temporary contracts, and most positions are full-time. Temporary employment is used primarily to manage short-term assignments, seasonal demand, or project work.

The total number of employees remained stable in 2025 compared with last year. Minor variations occurred due to local recruitment and restructuring linked to operational efficiency improvements.

In addition to its own employees, Boxon Group engages a limited number of external workers whose work is directed or controlled by the company. These include contractors, consultants, and agency personnel performing specific tasks such as logistics, warehousing, IT, and facility services.

Members of the Boxon Group Board of Directors are nominated and appointed by the company's owners in accordance with the company's Articles of Association and Swedish company law.

**CANDIDATES FOR THE BOARD ARE ASSESSED BASED ON:**

Professional experience in areas relevant to Boxon's operations.  
 Leadership and strategic competence to contribute to long-term decision-making.  
 Independence, meaning the ability to exercise judgment free from conflicts of interest or external influence.

Diversity, with consideration of gender, age, and international background.

The Board of Directors of Boxon Group has overall responsibility for monitoring the company's significant economic, environmental, and social impacts. The Board oversees the Group's sustainability strategy, performance, and risk management as part of its regular meetings and annual review processes. The Board also reviews Boxon's annual Sustainability Report before publication.

CEO with GMT are responsible for implementing the sustainability strategy and reporting on progress to the Board. The Chief Sustainability Officer (CSO) provides regular updates on key environmental and social topics, including progress toward climate targets, regulatory preparedness (e.g., EUDR and PPWR), and supply chain performance.

The CSO should ensure that the ESG system is respected and continuously valued. Internal and external audits account for the operational quality of the system. The CSO and the Quality manager should ensure that quality and environmental systems comply with the requirements of ISO 9001: 2015 and 14001: 2015, and those quality- and environmental audits are carried out on a regular basis.

GRI GOVERNANCE AND OVERSIGHT				
2-9 2-14	<b>MANAGEMENT STRUCTURE NORDICS, EMEA AND ASIA</b>			
	<table border="1"> <thead> <tr> <th>BOARD OF DIRECTORS (BOD)</th> <th>GLOBAL MANAGEMENT TEAM (GMT)</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> <li>• Financial follow-up</li> <li>• Decision about the Strategy and follow-up</li> <li>• Decisions about investments, acquisitions</li> <li>• Major organisational changes</li> <li>• Follow-up on management</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>• Leading the Boxon group</li> <li>• Strategy execution and follow up</li> <li>• Operations</li> <li>• Organisational al questions and changes</li> <li>• Preparing for Board of Directors decisions</li> <li>• General follow-ups</li> </ul> </td> </tr> </tbody> </table> <p>For detailed information across the board, gender and members please check page 40 facts and figures.</p>	BOARD OF DIRECTORS (BOD)	GLOBAL MANAGEMENT TEAM (GMT)	<ul style="list-style-type: none"> <li>• Financial follow-up</li> <li>• Decision about the Strategy and follow-up</li> <li>• Decisions about investments, acquisitions</li> <li>• Major organisational changes</li> <li>• Follow-up on management</li> </ul>
BOARD OF DIRECTORS (BOD)	GLOBAL MANAGEMENT TEAM (GMT)			
<ul style="list-style-type: none"> <li>• Financial follow-up</li> <li>• Decision about the Strategy and follow-up</li> <li>• Decisions about investments, acquisitions</li> <li>• Major organisational changes</li> <li>• Follow-up on management</li> </ul>	<ul style="list-style-type: none"> <li>• Leading the Boxon group</li> <li>• Strategy execution and follow up</li> <li>• Operations</li> <li>• Organisational al questions and changes</li> <li>• Preparing for Board of Directors decisions</li> <li>• General follow-ups</li> </ul>			

STRATEGIC PROJECTS	OPERATIONAL CHANGES	ESG OVERSIGHT
Approved and launched by the management team. Cross-functional and funded through the annual budget process.	Managed locally by the relevant sales or function manager. Considered part of the normal workflow.	Led by the Chief Sustainability Officer (CSO) and the Quality Manager. Regular internal and external audits ensure compliance with ISO 9001:2015 and ISO 14001:2015.

GRI ETHICAL CONDUCT AND ACCOUNTABILITY	
2-15 2-21	<p>Boxon Group prevents and manages conflicts of interest through the procedures outlined in its Code of Conduct and governance framework. The Code applies to all employees, managers, and Board members, and requires them to act with integrity, declare potential conflicts, and avoid situations that could affect objective decision-making.</p> <p>Reference: Boxon Code of Conduct, section [Business Ethics ► Conflicts of Interest, pp. 13–14]</p> <p>Critical concerns relating to Boxon’s operations, sustainability topics, or compliance matters are reported through established internal channels. The Chief Executive Officer (CEO) and Group Management Team are responsible for escalating relevant issues to the Board of Directors. Depending on the nature of the concern, matters may also reach the Board through:</p> <p>The Chief Sustainability Officer (CSO), for environmental and social topics; The Chief Financial Officer (CFO), for financial and compliance matters; or The Head of HR, for issues related to people and ethics.</p> <p>In addition, Boxon’s whistle-blowing mechanism, described in the Code of Conduct, enables employees and external stakeholders to report potential breaches or serious concerns anonymously.</p>

GRI STRATEGY, POLICIES, AND RESPONSIBLE BUSINESS PRACTICES	
2-22 2-29	<p>The organisation’s approach to sustainable development and its integration into Boxon’s business strategy are described in several sections of this report:</p> <p>CEO Statement, page 8 Our Vision, Mission and Promise, page 9 Sustainability as Part of Our Strategy, page 13 Sustainability Statement and Ambition, page 12 Sustainability Goals, page 13</p> <p>Together, these sections present Boxon’s short-, medium-, and long-term vision, strategic priorities, and progress toward its sustainability targets.</p> <p>Boxon Group’s policy commitments, ethical principles, and governance practices related to human rights, labour standards, the environment, and responsible business conduct are defined in the Boxon Holding AB Code of Conduct (Version 7, May 2025).</p>

<p>The Code of Conduct applies to all employees, managers, and business partners and outlines the company’s commitments to:</p> <p><b>GRI 2-23</b> Policy Commitments: alignment with the UN Global Compact, ILO Conventions, and the UN Sustainable Development Goals.</p> <p><b>GRI 2-24</b> Embedding Policy Commitments: training, communication, and follow-up processes to ensure the Code is integrated into daily operations.</p> <p><b>GRI 2-25</b> Processes to Remediate Negative Impacts: procedures for corrective actions, supplier follow-up, and contract termination in cases of non-compliance.</p> <p><b>GRI 2-26</b> Mechanisms for Seeking Advice and Raising Concerns: whistle-blowing channel and protection against retaliation for employees and external stakeholders.</p> <p><b>GRI 2-27</b> Compliance with Laws and Regulations: adherence to applicable laws and international standards across all markets.</p> <p><b>GRI 2-28</b> Membership Associations: participation in initiatives and networks such as the UN Global Compact, EcoVadis, and industry associations supporting responsible business practices.</p> <p>Additional Membership associations include:</p> <ol style="list-style-type: none"> <li><b>Nordic Bioplastic Association:</b> The goal of the Nordic Bioplastic Association is to be a Nordic collaborative platform that represents companies in the Nordic region in activities related to the development of bioplastics.</li> <li><b>FKG:</b> The Scandinavian Automotive Supplier Association FKG represents their members interests towards politicians, industry organisations and media in Sweden and globally.</li> <li><b>IK:</b> Industrievereinigung Kunststoffverpackungen e.V: IK is the German Association for Plastics Packaging and Films, representing the interests of manufacturers in areas such as sustainability, innovation, and regulatory affairs at both national and EU levels.</li> <li><b>GKV:</b> Gesamtverband Kunststoffverarbeitende Industrie GKV is the umbrella organisation for the German plastics processing industry, advocating for its members on economic, environmental, and technical matters while promoting sustainable development and innovation in the sector.</li> </ol>
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	<p>Boxon reviews and updates its stakeholder analysis each year. In 2025, representatives from key functions across the Group participated in a workshop to share insights and perspectives on stakeholders' expectations and how they influence Boxon's business.</p> <p>To complement internal discussions, interviews with selected stakeholders were carried out during the year, providing valuable input on expectations, priorities, and emerging sustainability requirements.</p> <p>Boxon Group has identified the stakeholder categories that have the most significant interest in, or influence on, the company's activities. The 2025 review also contributed to the ongoing Double Materiality analysis within Boxon Holding AB, forming part of our shared foundation for sustainability priorities.</p>
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GRI	COLLECTIVE BARGAINING AGREEMENTS
2-30	<p>67% of employees (Sweden &amp; Finland) are covered by collective bargaining agreements.</p> <p>For the remaining 33%, Boxon follows local laws and collective agreements in each country, except in China, where a Scandinavian standard for collective agreements is applied.</p> <p>Social Measures Covered in Sweden &amp; Finland Agreements:</p> <ul style="list-style-type: none"> <li>- Health &amp; Safety</li> <li>- Training &amp; Career Management</li> <li>- Diversity, Harassment &amp; Discrimination</li> <li>- Working Conditions</li> <li>- Employee Representative Body</li> </ul>

### STAKEHOLDER ANALYSIS

GRI	DIRECT STAKEHOLDERS	DIALOGUE FORM	QUESTION & FOCUS
3-1	Our Employees	Workplace meetings, management meetings, monthly group meetings, internal training, Boxipedia info, employee surveys, incident follow-up, performance reviews, materiality analysis.	Sustainable business & products, Code of Conduct, business ethics questions, performance, work environment & safety, cooperation, diversity.
3-1	Our Customers	Meetings, workshops, daily contact, seminars, customer surveys, Trustpilot, external interaction platforms, performance follow up, materiality analysis.	Sustainable business & sustainable products, Code of Conduct, economy, environmental issues (e.g. carbon dioxide emissions, life cycle analyses, products.
3-1	Our Suppliers	Procurement, supplier evaluations, materiality analysis, discussion meetings.	Code of Conduct, requirements responsible sourcing /sustainable raw material/recycled raw material/ labour & human rights, costs, reduced environmental impact, safety in the workplace.
3-1	Our Owners	Annual Report including Annual Review and Sustainability Report, questionnaires from analysts & ratings, website, materiality analysis.	Sustainable economic value development, strategies, challenges, risk management, climate change, environmental impact, labour practices, ethics, human rights.
3-1	The Labour Union	Labour meetings & negotiations.	Labour rights, Equality and Inclusion, Health & safety.
3-1	Our Lenders	Personal meetings, financial communication.	Economic value development sustainable in the long term.
3-1	The Media	Ongoing contacts with CEO, marketing officer and sustainability officer, interviews/ questionnaires for network, social media.	Strategies, industry & customer requirements focus on sustainability, environmental impact, energy, ethics, sustainable products, innovation & trends.

3-1	Universities / Higher Education Institutes	Ongoing contacts with colleges and universities.	Sustainable business & sustainable products, Code of Conduct, economy, environmental issues (e.g. carbon dioxide emissions, life cycle analyses, products).
3-1	External Auditors and Certification Bodies	Audits, social issues in working groups for standard audits.	Legislation and criteria of the standard in question.
3-1	Industry Organisations	Working groups, inquiries, information meetings, development work, policy issues.	Legislation, energy and climate, standardisation, circular economy, waste directive, industry targets, policies and strategies.
3-1	NGO's	Network, forums, interactive platforms, reporting tools, workshops/accelerators	Official Commitments, Environment & Human rights issues, transparency & sharing knowledge.

**RISK ANALYSIS**

GRI	TOPIC	RISK ANALYSIS	RISK MANAGEMENT
3-1	Climate Change	None of Boxon's operations have been identified to be at risk of extreme weather conditions. There is a risk that suppliers will operate in areas with risk of extreme weather conditions, or that such conditions will affect the transportation of materials. Another risk for Boxon regarding extreme weather conditions is the change of need and use of Boxon products and specific material.	Ongoing contacts with suppliers, Boxon's procurement organisation and sustainability officer, interviews/questionnaires for network, social media

3-1	Greenwashing	In the field of sustainability there is a risk of greenwashing to convince partners of better performance and results. This can be hard to see through for customers and partners. As Boxon is working hard to be honest and give facts, there is a risk of losing business to competitors with lower ethical standards in the field of sustainability	Boxon works hard to use facts in sustainability, and as far as possible to be able to prove the facts given. Therefore, Boxon often uses certificates to prove raw material origin, or to use third party review of carbon footprint assessment. Boxon supports training of customers/ partners in the field of sustainability, so they will be able to compare in a correct manner the sustainability performance of Boxon.
3-1	Health and Safety	The process in the warehouses can be dangerous for warehouse employees if instructions and procedures are not complied with. Also, work-related risks exist for all employees, for example related to travel, well-being, etc.	Health and safety are top priorities for Boxon. Action to improve the working environment is ongoing at all sites and knowledge is shared within Boxon group. Boxon's concern for its employees to improve their well-being is described in this Sustainability Report, under the chapter Fair & Equal
3-1	Increasing Environmental Regulatory Demands	Due to the on-going discussions in society about single use plastics and waste for packaging there is a risk that regulatory requirements will increase in the future. Changes in regulatory and/or legal demands in different countries may cause an unfavorable market situation for Boxon compared with competitors and/or competing products.	Boxon closely monitors changes and updates in legislation at an early stage and responds accordingly. In addition, Boxon has increased capacity on regulatory knowledge through external expertise over the years, to stay well informed about upcoming changes and to participate in selected associations. Boxon also proactively adapts its products, for example removing PVC in the products.
3-1	Transportation Dependency	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 <sub>2</sub> emissions.	By increasing the optimization of logistic flows, we can minimize the risks. In the future, changes in the logistic sector for more environmental-friendly power sources will improve the impact dramatically.

3-1	Raw Material Price Fluctuation	Increasing prices of the raw material has an impact on Boxon profitability. The price of the raw material depends on world market prices and supply, which can vary greatly.	Boxon has created a sourcing and business model that follows and acts on market price variations.
3-1	Supply / Sourcing of Products	Boxon depends on timely and correct delivery of packaging solutions from suppliers. Delays in production causes limitations in delivery to customers.	Group Sourcing has a group-wide strategy for sourcing and close cooperation with the supplier has kept the supply chain stable. Sourcing support and supply planners continuously monitor the supply chain. Boxon works with dual sourcing when needed, limiting the dependency of a single supplier.
3-1	Unethical Business Behaviour	In business, there is a risk of unethical, unfair or even corrupt situations arising. This would harm reputation of Boxon and have a financial impact.	The Core Values Code of Conduct incl the Ethics policy all work to avoid any unethical behaviour in Boxon business. A Whistleblowing function was implemented in 2022 to enable anonymous reporting of unethical behaviour

**MATERIALITY: STAKEHOLDERS AND RISK ANALYSIS**

GRI	PROCESS TO DETERMINE MATERIAL TOPICS & MATRIX
3-1 3-2 3-3	A key part of Boxon’s sustainability work is the ongoing analysis of our stakeholders and material topics. These analyses help us identify and prioritize the sustainability areas most relevant to our business and to those we work with.
Material Topics / Material Matrix	In 2025, we continued to refine our stakeholder analysis and noted a growing focus on topics such as climate impact, circularity, and recyclability. This feedback guided adjustments to our materiality assessment to ensure that our priorities reflect current expectations and our actual impacts.  The materiality analysis is carried out by the Global Management Team (GMT) based on stakeholder input and reference frameworks, including SASB’s Materiality Finder and EcoVadis criteria. For benchmarking, we use the industries Packaging and Containers and Manufacturers of Corrugated and Paperboard.

From an initial list of 27 relevant sustainability topics, 10 were assessed as material based on their importance to stakeholders and Boxon’s level of impact. These topics form the foundation of our Group sustainability targets and KPIs.

The results are presented in the materiality matrix below. The identified material topics also define the focus areas we report on in alignment with the GRI Standards, as detailed in our GRI Index.

**BOXON GROUP MATERIALITY MATRIX**



<ol style="list-style-type: none"> <li>1. Workforce, Diversity and Inclusion</li> <li>2. Labour Practices</li> <li>3. Social Community and Engagement</li> <li>4. GHG / CO<sub>2</sub> Emissions</li> <li>5. Sustainable Performance of Products and Solutions</li> <li>6. Product Design &amp; Lifecycle of Management</li> <li>7. Energy Management</li> <li>8. Waste Material Management</li> <li>9. Sustainable Supply Chain</li> <li>10. Ethical Business</li> <li>11. Training &amp; Education</li> </ol>
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<p>205-2</p> <p>Communications and Training about Anti-corruption Policies and Procedures</p>	<p>All employees, managers, and board members within Boxon Group receive regular communication about the company's anti-corruption policies and procedures. Information is shared through in-person sessions, Teams meetings, and online training available to all employees via Boxon Academy / Boxipedia. Training is part of the onboarding of every new employee and refresher trainings are performed every 2-3 years or sooner if there exist big policy changes.</p> <p>A formal anti-corruption training programme for all employees and board members (excluding 35 warehouse and production employees) was completed during Q2-Q3 2023.</p>	<p>Anti-corruption training for all employees, managers and board members in 2023.</p> <p><b>EMPLOYEES AND MANAGERS EXCLUDING WAREHOUSE / PRODUCTION:</b> 183 of 233 = 79%</p>	
<p>205-1</p> <p>Operations Assessed for Risks Related to Corruption</p>	<p>Each year during the second quarter, Boxon carries out a comprehensive risk assessment across all operations to identify and evaluate potential risks related to corruption. The assessment is conducted in line with the Standard Operating Procedure (SOP) for Anti-Corruption and Anti-Corruption Risk Assessment.</p> <p>The results include the total number and percentage of operations assessed, and any significant risks identified are documented and followed up within the Group's risk management framework.</p>	<p><b>CORRUPTION RISK ASSESSMENT:</b> 100% Performed in all Boxon companies</p> <p>All strategic and preferred suppliers have signed Boxon's Supplier Code of Conduct &amp; Requirements, which includes clear expectations on ethics, anti-corruption, and anti-bribery.</p> <p>Before any agreement is signed, suppliers are informed about Boxon's anti-corruption and anti-bribery principles and are required to confirm compliance with these standards.</p> <p>Each year, Boxon carries out formal third-party audits on anti-corruption and anti-bribery performance, conducted either online or on-site, in line with the Standard Operating Procedure for Third-Party Assessments.</p>	<p>Communication and regular audits are carried out with 100% of Boxon's Suppliers</p>

### ANTI-CORRUPTION AND ANTI-BRIBERY

GRI	CONTENT AND DISCLOSURES	
<p>205-1</p> <p>Operations Assessed for Risks Related to Corruption</p>	<p>Each year during the second quarter, Boxon carries out a comprehensive risk assessment across all operations to identify and evaluate potential risks related to corruption. The assessment is conducted in line with the Standard Operating Procedure (SOP) for Anti-Corruption and Anti-Corruption Risk Assessment.</p> <p>The results include the total number and percentage of operations assessed, and any significant risks identified are documented and followed up within the Group's risk management framework.</p>	<p><b>CORRUPTION RISK ASSESSMENT:</b> 100% Performed in all Boxon companies</p>

<p>205-3</p> <p>Confirmed Incidents of Corruption and Actions Taken</p>	<p><b>ANTI-CORRUPTION RESULTS 2025</b></p> <p>Zero confirmed incidents of corruption were reported during the year.                  Zero employees were dismissed or disciplined for corruption-related violations.                  Zero business relationships were terminated or not renewed due to breaches related to corruption.                  Zero public legal cases involving corruption were recorded in 2025.</p>	<p>0% of Corruption Incidents</p>
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<p>301-2</p> <p>Recycled Input Material Used</p>	<p>The share of recycled input material was calculated as the total recycled mass divided by the total net mass of sold products. Data were exported from the Power BI KPI page for 2025 (months 01-12). Negative or corrective entries were excluded to reflect actual product sales.</p> <p><b>RESULT:</b> 42 % of total material mass sold in 2025 contained recycled content.</p>
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**MATERIALS**

GRI	CONTENT AND DISCLOSURES
<p>301-1</p> <p>Materials Used by Weight or Volume</p>	<p>Boxon uses internal sustainability criteria to define renewable and non renewable materials. Renewable materials must come with a FSC or PEFC certification which in this particular case only applies for paper / corrugated and wood. Other materials are not considered renewable.</p> <p><b>PRODUCTS NON-RENEWABLE MATERIAL</b></p> <ul style="list-style-type: none"> <li>• Sourced Plastics: (27,22)% - (13393,37) tonnes</li> <li>• Sourced Basic and Fabricated Metals: (0,27)% - (134,47) tonnes</li> <li>• Other materials / Machinery: (2,24)% - (1101,81) tonnes</li> </ul> <p><b>RENEWABLE MATERIAL</b></p> <ul style="list-style-type: none"> <li>• Paper/corrugated: (48,39)% - (23812,03) tonnes</li> <li>• Wood: (3,53)% - (1736,43) tonnes</li> </ul> <p><b>TOTAL SOURCED MATERIAL:</b> (49 203,76) tonnes  <b>NON-RENEWABLE:</b> (14 629,65) tonnes - (29,73) %  <b>RENEWABLE:</b> (34 574,12) tonnes - (70,27) %</p>

<p>301-3</p> <p>Reclaimed Products and Their Packaging Materials</p>	<p>Boxon offers a return and recycling service for BigBags through its partnership with RIGK in Germany. Under this system, RIGK collects used BigBags from customers and ensures that the material is properly returned for recycling.</p> <p>In 2025, approximately 0,2% of the total BigBag volume sold through RIGK was collected and recycled via this service.</p> <p>RIGK provides Boxon with verified data on the quantity of returned BigBags in kilograms each year.</p> <p><b>WEIGHT RECOVERED VIA RIGK IN 2025:</b> 5,7 tonnes</p> <p><b>FIBC SOLD IN 2025:</b> 3,668 tonnes</p> <p><b>RECOVERED MATERIAL IN % OF TOTAL:</b> kg sold: 0,2 %</p>
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Own Disclosures

Boxon offers a broad range of packaging materials designed to meet different customer needs. Our work focuses on improving the lifecycle performance of our products and making material choices that reduce environmental impact.

The summary below highlights the main material developments and initiatives carried out during 2025.

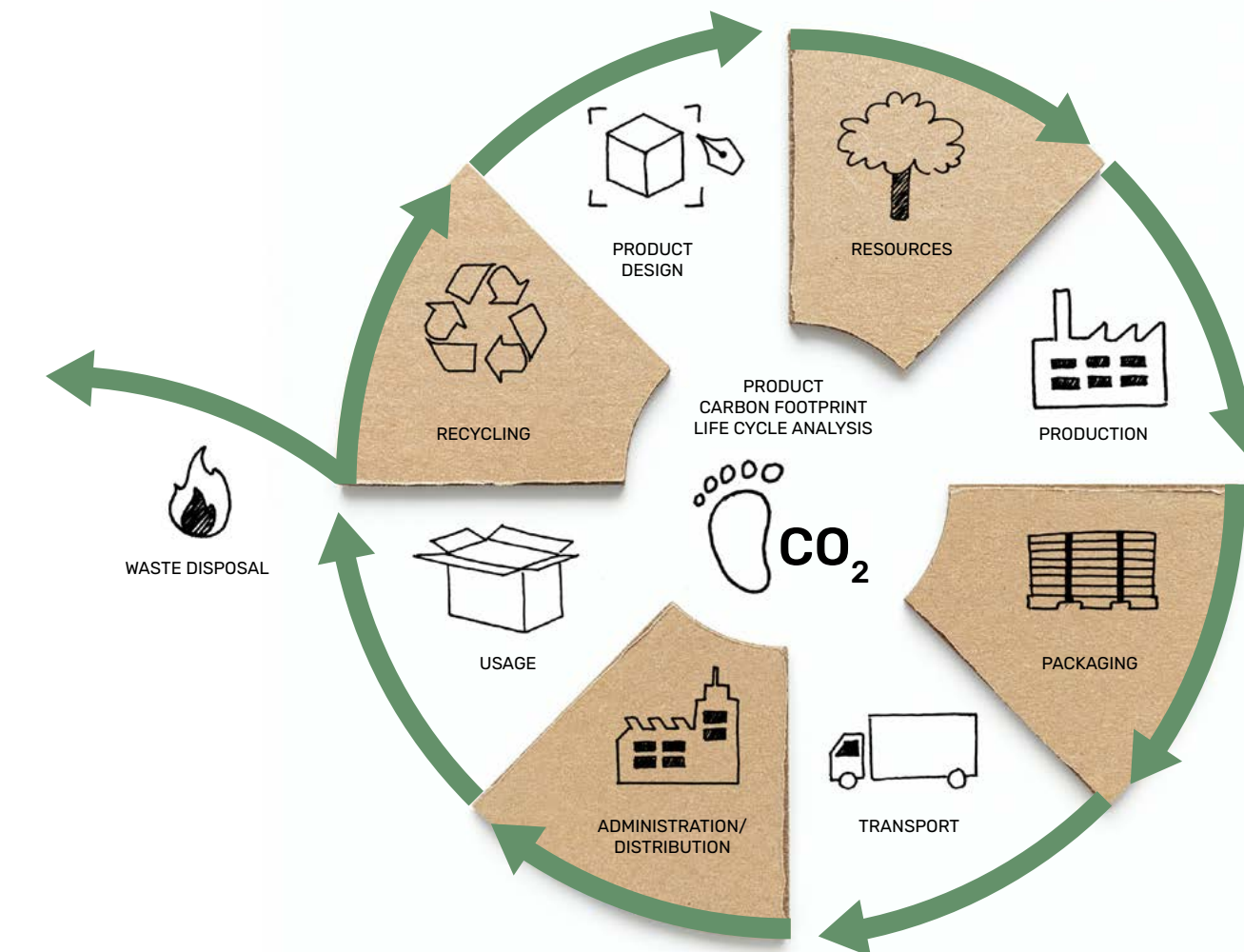
Movements 2025 - All Active Articles		
Total Active Articles - 2025 (Machines & Services Excluded)	Standard 1686	Customized 14089
<b>"Share Number of Articles out of total number of articles (Machines &amp; Services Excluded)"</b>		
Share number of articles labeled as sustainable products	40%	56%
Share number of articles labeled as FSC certified	66%	90%
Share number of articles with 30%-100% recycled material	48%	46%
<b>Sustainable Products</b>		
<b>Total New Sustainable Products in 2025</b>		
	Standard	Customized
New Standard vs New Customized	28	1724
Paper and Corrugated	8	1134
Plastics	12	33
Wood	8	14
Labels	0	543
<b>Number of Articles and their Sustainability Criteria</b>		
Articles that can become Sustainable	6789	
Articles that can never be sustainable	869	
<b>Number of Articles and their Sustainability Criteria (New Articles - 2025)</b>		
Articles that can become Sustainable	1374	
Articles that can never be sustainable	163	
<b>Use of Eco-friendly or Biobased Input Materials</b>		
Paper and Potato Starch (PaperWave Void Fill)	- Made of > 80% regrowing materials - Super thin potato starch blend sealant layer - FSC certified 100% recycled paper - Recyclable by repulping	
FSC Certified Fiber-based Paper and Corrugated	- Renewable - Recyclable - Responsible Forestry	
Recycled Material	- Recycled Plastics PCR and PIR - Recycled and Renewable / fiber based paper and corrugated - Recyclable	
FSC or PEFC Certified Wood	- Renewable - Reusable - Recyclable - Responsible forestry	

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Own Disclosures

Life Cycle Assessment (LCA) and Product Carbon Footprint (PCF)

Boxon continues to integrate Life Cycle Assessment (LCA) and Product Carbon Footprint (PCF) methodologies to support our Science Based Targets and to better understand material use and greenhouse gas emissions across our value chain.

Our LCA and PCF assessments cover the full life cycle of a product – from raw material extraction and manufacturing to transport, use, and end-of-life treatment. These assessments are carried out by the MyClimate Foundation and follow the internationally recognised ISO standards for LCA and carbon footprint calculations (ISO 14040/14044/14067). The system boundary for all evaluations is defined as cradle-to-grave.



This life cycle approach is being embedded across multiple Boxon functions, including Construction & Design, Procurement, and Logistics. It supports product development, improvement work, and the creation of more resource-efficient solutions for customers.

## ENERGY

GRI	CONTENT AND DISCLOSURES																																																																						
302-1 302-2  Energy Consumption Within the Organisation	<p>Energy data are collected from Boxon Group’s internal systems, where contract and invoice records are reviewed to track energy types and total kWh consumption. The data are reported to MyClimate, Boxon’s external carbon accounting partner, which consolidates and verifies the information.</p> <p>MyClimate provides a summary of total energy use in kWh for each company and for the Group as a whole, giving Boxon a consistent and transparent overview of its annual energy consumption.</p> <p><b>ENERGY CONSUMPTION 2025</b></p> <ul style="list-style-type: none"> <li>- Fuel Consumption: 0 litres</li> <li>- Conventional Electricity Consumption: (25 780) kWh</li> <li>- Conventional Heating Consumption: (324 526) kWh</li> <li>- Renewable Electricity Consumption: (1 878 269) kWh</li> <li>- Renewable Heating Consumption (610 893) kWh</li> <li>- Total Energy Consumption: (2 839 468) kWh</li> </ul> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th colspan="9" style="background-color: #808080; color: white;">ELECTRICITY BOXON GROUP</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Surface m²</th> <th colspan="2">Electricity Renewable KWh</th> <th colspan="2">Electricity Conventional KWh</th> <th colspan="2">Total Electricity KWh</th> </tr> <tr> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>43 424</td> <td>40 501</td> <td>1 922 482</td> <td>1 878 269</td> <td>46 651</td> <td>25 780</td> <td>1 969 133</td> <td>1 904 049</td> </tr> </tbody> </table> <p><b>HEATING CONSUMPTION 2025 SUMMARY TABLE:</b></p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th colspan="9" style="background-color: #808080; color: white;">HEATING BOXON GROUP</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Surface m²</th> <th colspan="2">Heating Renewable KWh</th> <th colspan="2">Heating Conventional KWh</th> <th colspan="2">Total Heating KWh</th> </tr> <tr> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>43 424</td> <td>40 501</td> <td>578 502</td> <td>610 893</td> <td>605 591</td> <td>324 526</td> <td>1 184 093</td> <td>935 419</td> </tr> </tbody> </table>	ELECTRICITY BOXON GROUP									Companies	Surface m²		Electricity Renewable KWh		Electricity Conventional KWh		Total Electricity KWh		2024	2025	2024	2025	2024	2025	2024	2025	Total Boxon Group	43 424	40 501	1 922 482	1 878 269	46 651	25 780	1 969 133	1 904 049	HEATING BOXON GROUP									Companies	Surface m²		Heating Renewable KWh		Heating Conventional KWh		Total Heating KWh		2024	2025	2024	2025	2024	2025	2024	2025	Total Boxon Group	43 424	40 501	578 502	610 893	605 591	324 526	1 184 093	935 419
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302-3 302-4  Energy Intensity and Reduction of Energy Consumption	<p><b>RENEWABLE ENERGY 2025:</b></p> <ul style="list-style-type: none"> <li>- Total Renewable Energy Consumption: (2 489 161,9) kWh</li> <li>- Total Renewable Energy Use: (87.7) %</li> <li>- Increase / Decrease of Renewable Energy vs 2024: (8.35) percentage points, equivalent to a 10.6% relative increase.</li> </ul> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th colspan="10" style="background-color: #808080; color: white;">RENEWABLE ENERGY</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Surface m²</th> <th colspan="2">Total Renewable Energy Electricity and Heating KWh</th> <th colspan="2">Total Energy KWh</th> <th>Increase/Decrease Renewable Energy %</th> <th colspan="2">Total % Renewable Energy</th> </tr> <tr> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024 vs 2025</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>43 424</td> <td>40 501</td> <td>2 500 984</td> <td>2 489 161,9</td> <td>3 153 225</td> <td>2 839 468</td> <td>8.35%</td> <td>79.32%</td> <td>87.7%</td> </tr> </tbody> </table> <p>Energy intensity expresses Boxon’s total energy consumption in relation to an organisation-specific metric. For Boxon, energy intensity is calculated by dividing total energy consumption (2 839 468 kWh) by the total surface area of facilities (40 078 m²).</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th colspan="8" style="background-color: #808080; color: white;">TOTAL ENERGY</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Surface m²</th> <th colspan="2">Total Energy KWh</th> <th colspan="2">Energy Intensity kWh/m²</th> <th>Decrease/Increase Total Energy Usage %</th> </tr> <tr> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024 vs 2025</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>43 424</td> <td>40 501</td> <td>3 153 225</td> <td>2 839 468</td> <td>73</td> <td>70</td> <td>-10%</td> </tr> </tbody> </table> <p>Energy Intensity 2025:                      - (71) kWh/m²</p> <p>Energy Reduction 2025 vs 2024:                      - (-10) % or -313 757 kWh</p>	RENEWABLE ENERGY										Companies	Surface m²		Total Renewable Energy Electricity and Heating KWh		Total Energy KWh		Increase/Decrease Renewable Energy %	Total % Renewable Energy		2024	2025	2024	2025	2024	2025	2024 vs 2025	2024	2025	Total Boxon Group	43 424	40 501	2 500 984	2 489 161,9	3 153 225	2 839 468	8.35%	79.32%	87.7%	TOTAL ENERGY								Companies	Surface m²		Total Energy KWh		Energy Intensity kWh/m²		Decrease/Increase Total Energy Usage %	2024	2025	2024	2025	2024	2025	2024 vs 2025	Total Boxon Group	43 424	40 501	3 153 225	2 839 468	73	70	-10%
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	2024	2025	2024	2025	2024	2025	2024 vs 2025																																																																
Total Boxon Group	43 424	40 501	3 153 225	2 839 468	73	70	-10%																																																																
302-5  Reduction in Energy Requirements of Products and Services	<p>Boxon Group is not measuring reductions in energy requirements of sold products and services achieved during the reporting period.</p>																																																																						

## WATER AND EFFLUENTS

GRI	CONTENT AND DISCLOSURES	
303-1  Interactions with Water as a Shared Resource	<p><b>BOXON-OWNED SITES</b> Boxon's operations have no significant direct impact on water resources. Water is used only for domestic purposes in offices and warehouses, such as sanitation and cleaning. In 2025, Boxon reviewed its internal water use as part of the Group's annual environmental assessment and confirmed that consumption levels remain low and stable across all locations.</p> <p><b>BOXON SUPPLIERS</b> As a distributor of packaging materials, Boxon's main water-related impacts occur upstream in the supply chain, particularly in paper and corrugated production, where water plays a key role in the pulp and manufacturing process.</p> <p>To better understand these impacts, Boxon conducts a supplier water-risk assessment using location data and water-stress indicators. The latest assessment, updated in 2025, showed the following:</p> <p>Supplier Distribution in Water Stress Risk Levels Low Risk: 49% Low-Medium Risk: 20% Medium Risk: 8% High Risk: 13% Extremely High Risk: 9%</p> <p>In the 2025 assessment we divided continentally our suppliers:</p> <ul style="list-style-type: none"> <li>• Africa, Asia, Central EU, Eastern EU, Western EU, Eurasia, Nordics, and UK.</li> <li>• Africa Sourcing Percentage is 0,4% where sourcing occurs in High risk areas</li> <li>• Asia Sourcing Percentage is 10,5% where sourcing occurs 3% in low risk areas, 70% in high risk areas and 27% in extremely high risk areas.</li> <li>• Central EU Sourcing Percentage is 20,4% where sourcing occurs 80% medium-high risk areas and 20% in high risk areas.</li> <li>• Eastern EU Sourcing Percentage is 13,3% where sourcing</li> </ul>	<p>Majority of sourcing in lower-risk regions: Over half of Boxon's sourcing is in the Nordics, primarily in low or low-medium water-risk areas.</p> <p>Higher-risk exposure concentrated in Asia and parts of Europe: A smaller share of sourcing occurs in medium to extremely high water-stress areas, mainly in Asia and selected EU regions.</p> <p>Risk-based sourcing approach: In medium- and high-risk water-stress regions, Boxon prioritises recycled fibre-based materials or products with lower water intensity, such as PP/PE BigBags.</p> <p>Supplier expectations and follow-up: Water management requirements are embedded in the Supplier Code of Conduct and monitored through the annual supplier evaluation process.</p>

303-1  Interactions with Water as a Shared Resource	<p>occurs 26% in low risk areas, 63% in low-medium risk areas, 8% in medium risk areas and 3% in high risk areas.</p> <ul style="list-style-type: none"> <li>• Western EU Sourcing Percentage is 3,5% where sourcing occurs 80% in medium risk areas and 20% in high risk areas.</li> <li>• Eurasia Sourcing Percentage is 0,4% where sourcing occurs 100% in low risk areas.</li> <li>• Nordics Sourcing Percentage is 51,2% where sourcing occurs 84% in low risk areas and 16% in low-medium risk areas.</li> <li>• UK Sourcing Percentage is 0,4% where sourcing occurs 100% in low-medium risk areas.</li> </ul> <p>In markets with medium to high water stress, Boxon prioritises sourcing recycled fibre-based materials or works with suppliers producing BigBags (PP/PE) that have limited water intensity in production.</p> <p>Water management expectations are included in Boxon's Supplier Code of Conduct &amp; Requirements, and performance on this topic is followed up as part of the annual supplier evaluation process.</p>												
303-2 303-3 303-4	As of today Boxon Group finds the measurements and disclosures for GRI 303-2, 303-3 and 303-4 non relevant as Boxon Group uses water only for domestic use.												
303-5  Water Consumption	<table border="1"> <thead> <tr> <th colspan="3">WATER CONSUMPTION BOXON GROUP</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="2">Water m<sup>3</sup></th> </tr> <tr> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>927</td> <td>1316</td> </tr> </tbody> </table>	WATER CONSUMPTION BOXON GROUP			Companies	Water m <sup>3</sup>		2024	2025	Total Boxon Group	927	1316	
WATER CONSUMPTION BOXON GROUP													
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	2024	2025											
Total Boxon Group	927	1316											

## EMISSIONS

GRI	CONTENT AND DISCLOSURES				
305 GHG Boxon Group General Overview	<p>Boxon’s carbon footprint is calculated in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard, covering all climate-relevant greenhouse gases using the equity share approach.</p> <p>The calculation is carried out by MyClimate, Boxon’s independent third-party carbon accounting partner, ensuring consistent and verified Group-wide reporting.</p> <table border="1"> <thead> <tr> <th>Company</th> <th>Boxon Group 2025 tCO2e</th> </tr> </thead> <tbody> <tr> <td>Total Emissions - tCO2e</td> <td>1216</td> </tr> </tbody> </table>	Company	Boxon Group 2025 tCO2e	Total Emissions - tCO2e	1216
Company	Boxon Group 2025 tCO2e				
Total Emissions - tCO2e	1216				
305 -1 305-2 305-3  Direct (Scope 1) Indirect (Scope 2) Indirect (Scope 3)	<p>Boxon reports greenhouse gas (GHG) emissions in accordance with the GHG Protocol Standard, expressed in metric tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e).</p> <p><b>SCOPE 1</b> Direct emissions from sources owned or controlled by Boxon (Entire Scope 1 Emissions are measured).</p> <p><b>SCOPE 2</b> Indirect emissions from purchased electricity used by the company, calculated using the location-based method (Entire Scope 2 Emissions are measured).</p> <p><b>SCOPE 3</b> Other indirect emissions arising from Boxon’s value chain. In here Boxon has specifically included categories 1-3 and 5-7</p> <p>Boxon Group states 2019 as the base year for accounting GHG emissions. This was the year when CO<sub>2</sub>e was mapped and measured for the whole group.</p> <p>Biogenic CO<sub>2</sub> emissions are not measured.</p> <p>All greenhouse gases are included in the calculations in line with the GHG Protocol Standard. Emissions are reported as CO<sub>2</sub> equivalents (CO<sub>2</sub>e), which means that gases such as methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>) are converted to their CO<sub>2</sub>-equivalent values to provide a complete measure of total climate impact.</p>				

	<table border="1"> <thead> <tr> <th>Boxon Group GHG Emissions</th> <th>Boxon Group 2019 t CO<sub>2</sub> e</th> <th>Boxon Group 2024 t CO<sub>2</sub> e</th> <th>Boxon Group 2025 t CO<sub>2</sub> e</th> </tr> </thead> <tbody> <tr> <td>Total tCO2e</td> <td>1998</td> <td>1335</td> <td>1216</td> </tr> <tr> <td>Scope 1</td> <td>359</td> <td>280</td> <td>157</td> </tr> <tr> <td>Scope 2</td> <td>252</td> <td>80</td> <td>106</td> </tr> <tr> <td>Scope 3</td> <td>1387</td> <td>947</td> <td>953</td> </tr> </tbody> </table>	Boxon Group GHG Emissions	Boxon Group 2019 t CO <sub>2</sub> e	Boxon Group 2024 t CO <sub>2</sub> e	Boxon Group 2025 t CO <sub>2</sub> e	Total tCO2e	1998	1335	1216	Scope 1	359	280	157	Scope 2	252	80	106	Scope 3	1387	947	953																												
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305 -1 305-2 305-3  Direct (Scope 1) Indirect (Scope 2) Indirect (Scope 3)	<p>Boxon’s carbon footprint is calculated according to the GHG Protocol, covering all climate-relevant greenhouse gases using the equity share approach. Emission factors are sourced from Ecoinvent 3.6, 3.8, and 3.9, following the IPCC 2021 methodology (GWP 100a).</p> <p>The calculations and consolidation are carried out through MyClimate, Boxon’s independent carbon accounting partner, which compiles and verifies the Group’s annual emissions data.</p>																																																
305-3 Indirect (Scope 3)	<p>The following table shows the exclusions Boxon Group considers for Scope 3 in their annual carbon accounting.</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Category Name</th> <th>What Accounts Inside Boxon</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Purchased goods and services</td> <td>Energy &amp; Food and Beverages</td> </tr> <tr> <td>2</td> <td>Capital goods</td> <td>Material</td> </tr> <tr> <td>3</td> <td>Fuel- and energy-related activities (not in Scope 1 or 2)</td> <td>Transport</td> </tr> <tr> <td>4</td> <td>Upstream transportation and distribution</td> <td>Not yet Measured</td> </tr> <tr> <td>5</td> <td>Waste generated in operations</td> <td>Waste</td> </tr> <tr> <td>6</td> <td>Business travel</td> <td>Mobility &amp; Business Travel</td> </tr> <tr> <td>7</td> <td>Employee commuting</td> <td>Commuting</td> </tr> <tr> <td>8</td> <td>Upstream leased assets</td> <td>Not yet Measured</td> </tr> <tr> <td>9</td> <td>Downstream transportation and distribution</td> <td>Not yet Measured</td> </tr> <tr> <td>10</td> <td>Processing of sold products</td> <td>Not yet Measured</td> </tr> <tr> <td>11</td> <td>Use of sold products</td> <td>Not yet Measured</td> </tr> <tr> <td>12</td> <td>End-of-life treatment of sold products</td> <td>Not yet Measured</td> </tr> <tr> <td>13</td> <td>Downstream leased assets</td> <td>Not yet Measured</td> </tr> <tr> <td>14</td> <td>Franchises</td> <td>Not yet Measured</td> </tr> <tr> <td>15</td> <td>Investments</td> <td>Not yet Measured</td> </tr> </tbody> </table>	Category	Category Name	What Accounts Inside Boxon	1	Purchased goods and services	Energy & Food and Beverages	2	Capital goods	Material	3	Fuel- and energy-related activities (not in Scope 1 or 2)	Transport	4	Upstream transportation and distribution	Not yet Measured	5	Waste generated in operations	Waste	6	Business travel	Mobility & Business Travel	7	Employee commuting	Commuting	8	Upstream leased assets	Not yet Measured	9	Downstream transportation and distribution	Not yet Measured	10	Processing of sold products	Not yet Measured	11	Use of sold products	Not yet Measured	12	End-of-life treatment of sold products	Not yet Measured	13	Downstream leased assets	Not yet Measured	14	Franchises	Not yet Measured	15	Investments	Not yet Measured
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<p>305-3 Indirect (Scope 3) All Categories</p>	<p>During 2023–2024, Boxon established an estimated baseline for Scope 3 emissions across the entire value chain. The assessment expanded coverage to include additional categories such as purchased goods and services, transportation and distribution (upstream and downstream), and end-of-life treatment of sold products.</p> <p>The mapping confirmed that 99.7% of Boxon’s total CO<sub>2</sub>e emissions occur in Scope 3, reflecting the indirect nature of emissions in a distribution-based business model.</p> <p>Total Scope 3 emissions (upstream and downstream): 143,582 tCO<sub>2</sub>e</p> <ul style="list-style-type: none"> <li>• Purchased goods: 95,000 tCO<sub>2</sub>e (66%)             <ul style="list-style-type: none"> <li>• Rubber and plastics account for approximately 70% of emissions within this category.</li> </ul> </li> <li>• Transportation and distribution: 5,939 tCO<sub>2</sub>e (5%)             <ul style="list-style-type: none"> <li>• Upstream: 2,179 tCO<sub>2</sub>e</li> <li>• Downstream: 3,760 tCO<sub>2</sub>e</li> </ul> </li> <li>• End-of-life treatment of sold products: 41,700 tCO<sub>2</sub>e (29%)             <ul style="list-style-type: none"> <li>• Rubber and plastics represent 96% of emissions within this category.</li> </ul> </li> </ul> <p>The Scope 3 baseline year is 2023, with calculations verified by MyClimate according to the GHG Protocol.</p> <ul style="list-style-type: none"> <li>• Mass-based accounting was used for purchased goods and end-of-life treatment of sold products.</li> <li>• Spend-based screening was applied for distribution and logistics, as these account for a smaller share (5%) of total Scope 3 emissions.</li> <li>• All remaining categories were calculated using mass-based methods.</li> </ul>
<p>305-4 Emission Intensity</p>	<p>Boxon measures its greenhouse gas (GHG) emission intensity by dividing total Scope 1, 2 and part of Scope 3 emissions by the number of full-time equivalent (FTE) employees. In 2025, the Group’s total emissions were (1 216.29) t CO<sub>2</sub>e , and the number of FTEs was (217), resulting in an intensity ratio of (5.60) t CO<sub>2</sub>e / FTE .</p>


	<p>This indicator shows Boxon’s operational emissions in relation to company size and helps track efficiency improvements over time. The calculation is based on GHG data verified through MyClimate in accordance with the GHG Protocol, and FTE figures are taken from facts and figures on page 40.</p> <p>Boxon had a target to reduce CO<sub>2</sub>e emissions per FTE by 8 % by the end of 2025, compared with year 2024.</p>
<p>305-5 Reduction of GHG Emissions</p>	<p>Boxon’s greenhouse gas (GHG) emissions have decreased between the base year 2019 and 2025 as a result of specific reduction measures. Data are based on the MyClimate Annual Report and include the following categories: energy, mobility, transport, food and beverages, materials, waste &amp; recycling.</p> <p><b>SCOPE 1 REDUCTION MEASURES</b></p> <ul style="list-style-type: none"> <li>• Implementation of energy-efficiency improvements in Swedish warehouses following external energy audits.</li> <li>• Transition to electric company cars.</li> <li>• Continued focus on climate considerations in daily operations, as reinforced in Boxon’s Code of Conduct.</li> </ul> <p><b>SCOPE 2 REDUCTION MEASURES</b></p> <ul style="list-style-type: none"> <li>• Transition to renewable electricity across all Nordic operations.</li> <li>• Installation of solar panels at the head office and main warehouse in Helsingborg.</li> </ul> <p><b>SCOPE 3 REDUCTION MEASURES</b></p> <ul style="list-style-type: none"> <li>• Fewer business flights and overnight stays following the introduction of a travel policy that promotes conscious and necessary travel only.</li> </ul> <p>(See table on next page)</p>

Boxon Group Carbon Footprint 2019 - 2025	2019 t CO <sub>2</sub> e	2024 t CO <sub>2</sub> e	2025 t CO <sub>2</sub> e	Decrease Percentage CO <sub>2</sub> Emissions 2025 vs 2019	Decrease Percentage CO <sub>2</sub> Emissions 2025 vs 2024
<b>Total emissions - tCO<sub>2</sub>e total</b>	<b>1998</b>	<b>1335</b>	<b>1216</b>	<b>39%</b>	<b>9%</b>
Energy • Electricity • Heating and cooling	476	332	314	34%	5%
Mobility • Commuting • Business Travels and Overnight Stays	826	614	617	25%	-1%
Transport • Fuel consumption company owned vehicles • Transport third party	455	321	227	50%	29%
Food and Beverages	39	21	23	41%	-10%
Materials • Office Material • Tapwater	67	33	32	52%	2%
Waste and Recycling • Recycling Waste • Waste Water	135	14	1	99%	91%

**305-5**

Reduction of GHG Emissions

In 2025, Boxon continued its collaboration with MyClimate to support verified climate protection projects in Madagascar, offsetting the carbon footprint of its BigBag products. Through this initiative, Boxon customers can choose to compensate for the CO<sub>2</sub>e emissions generated by their BigBags by contributing to equivalent emission reduction projects.



The contributions made through MyClimate have led to measurable emission reductions and deliver environmental and social benefits in the project region.

**Reduced Amount of CO<sub>2</sub>:**  
869 t CO<sub>2</sub> e

**CO<sub>2</sub> Reduction:**  
308 t CO<sub>2</sub> e less when compared to 2024

**Installed Stoves:**  
86 units

**Wood Saved:**  
1032 tonnes

**Protected Forest Area:**  
5,16 hectares

**Beneficiaries:**  
481 people

## WASTE MATERIAL MANAGEMENT

GRI

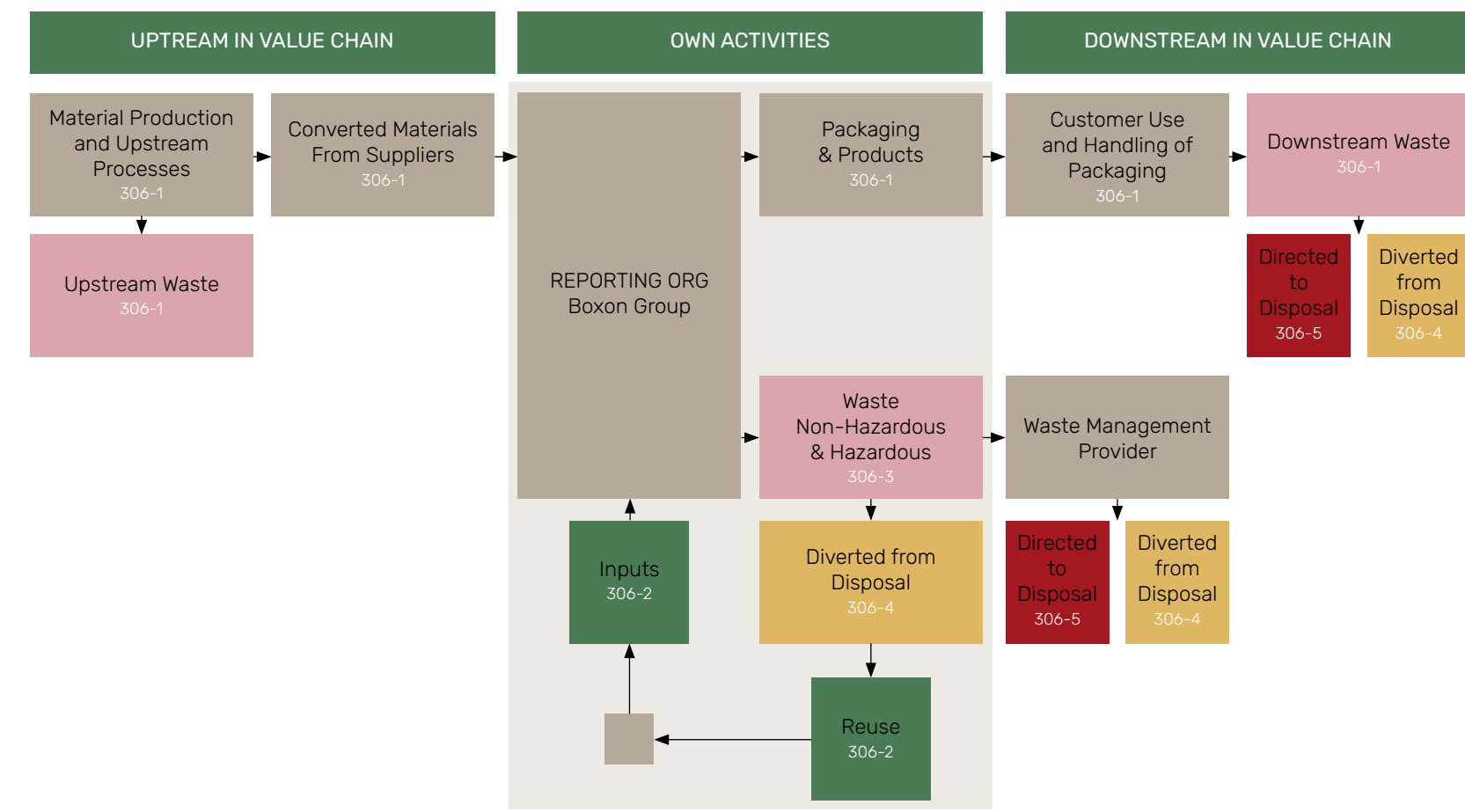
306-1  
306-2

Waste Generation & Significant Waste-Related Impacts

CONTENT AND DISCLOSURES

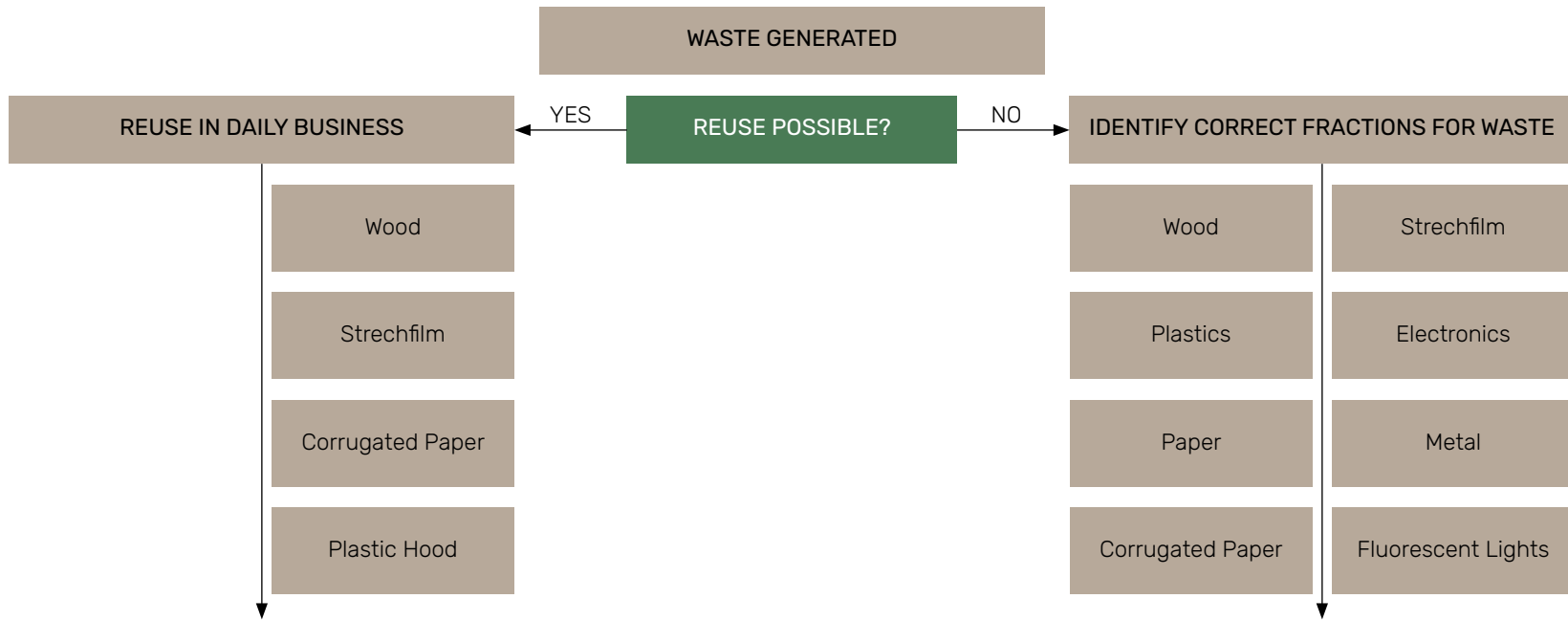
Waste is generated at different stages across Boxon's value chain, from the production of raw materials to the handling of packaging at customer sites. As a distributor, Boxon's own operations generate limited volumes compared with manufacturing businesses, but the waste we handle must be managed responsibly and in line with local requirements.

To provide transparency, Boxon maps waste flows upstream, within our operations, and downstream. The diagram below illustrates how waste moves through the value chain and how it connects to the GRI 306 disclosures, forming the basis for how we assess impacts, manage sorting routines, and monitor treatment outcomes.



**306-1** - Waste-related impacts in the value chain (upstream, Boxon operations, downstream)  
**306-2** - Management of waste-related impacts (sorting, reuse, provider agreements)  
**306-3** - Waste generated by Boxon (non-hazardous operational waste)  
**306-4** - Waste diverted from disposal (recycling, reuse, material recovery)  
**306-5** - Waste directed to disposal (landfilling, incineration without recovery, residue)

<p>306-1 306-2</p> <p>Waste Generation &amp; Significant Waste-Related Impacts</p>	<p>Upstream impacts arise during the extraction, processing, and conversion of raw materials – particularly paper, corrugated board, plastics, and others. These processes generate significant upstream waste, but they occur outside Boxon’s operational control. Our influence lies in supplier requirements, certifications, and product choices.</p> <p>Own operations generate non-hazardous waste through warehouse handling, packaging remnants, damaged goods, pallets, office waste, and general sorting activities. Boxon does not conduct manufacturing, and therefore generates a very low hazardous waste stream in normal operations. Incorrect sorting is the most relevant impact on-site, as it may reduce recycling potential or lead to higher disposal rates.</p> <p>Downstream impacts occur when customers unpack and handle Boxon’s products. These packaging materials enter local waste systems and follow national recycling or disposal practices. Although Boxon does not control downstream treatment, material selection, recyclability information, and customer guidance influence how waste is ultimately managed.</p>	
<p>306-1 306-2</p> <p>Waste Generation &amp; Significant Waste-Related Impacts</p>	<p>Boxon operates mainly as a distributor of packaging materials, which means our direct waste generation is limited compared with manufacturing businesses. However, waste occurs across the value chain, and managing that waste responsibly is an important part of our operations.</p> <p>Waste management at Boxon is based on established routines implemented at all offices and warehouses. These routines focus on accurate sorting, promoting reuse where possible, and ensuring that remaining waste is handled through certified third-party providers. Boxon aims to reduce waste at source, increase opportunities for reuse, and ensure that all waste fractions are directed to recycling or recovery whenever feasible.</p> <p>Internal sorting routines guide employees in identifying the correct waste categories. Materials such as wood, metals, plastic film, corrugated cardboard, paper, electronics, and fluorescent tubes are separated according to local requirements. Before waste enters a disposal stream, employees are encouraged to assess whether pallets, corrugated paper, plastic hoods, or other clean materials can be reused within daily operations. This approach helps reduce waste volumes and supports resource efficiency.</p> <p>Certified local waste management providers handle collection, treatment, and reporting of all waste fractions. These providers operate under national regulations and supply Boxon with data</p>	<p>Boxon’s direct waste generation is limited as a distributor, but responsible waste management is addressed across the entire value chain.</p> <p>Waste routines are implemented at all offices and warehouses, focusing on sorting accuracy, reuse, and certified waste handling.</p> <p>Employees are guided to reuse materials where possible before waste enters the disposal stream.</p> <p>Waste is collected and treated by certified local providers in line with national regulations, with regular reporting on volumes and treatment methods.</p> <p>Waste performance is monitored through quarterly KPIs, with a focus on reducing mixed waste and increasing recycling and recovery rates.</p>

<p>306-1 306-2</p> <p>Waste Generation &amp; Significant Waste-Related Impacts</p>	<p>on waste volumes, sorting accuracy, recycling rates, and disposal methods. This reporting enables Boxon to track performance across sites and to follow up on deviations.</p> <p>Waste KPIs are monitored quarterly as part of Boxon’s management review process. The focus is on improving sorting accuracy, reducing mixed waste, and increasing the share of materials diverted from disposal. Continuous improvement activities are carried out in cooperation with operational teams and waste partners.</p> <p>The waste-handling process is illustrated in the diagram below, which shows the steps employees follow to reuse materials, identify the correct waste fraction, and direct each material to the appropriate waste stream.</p> 	
<p>306-3</p> <p>Waste Generated</p>	<p><b>TOTAL WASTE GENERATED BY BOXON GROUP IN 2025:</b> 89.71 t</p> <p><b>BREAKDOWN BY WASTE TYPE (AS REPORTED THROUGH MYCLIMATE):</b></p> <p>Solid waste to incineration: 21 General recycling material: 68 Electronic waste: 1</p> <p>These categories reflect the reporting structure used by Boxon’s third-party carbon accounting partner, MyClimate, which consolidates waste data according to their standard methodology. Because Boxon operates primarily as a distributor and not a manufacturer, the Group generates only non-hazardous operational waste. Effluents are excluded, in line with GHG Protocol and GRI guidance.</p>	<p><b>TOTAL WASTE GENERATED BY BOXON GROUP IN 2025:</b> 89.71 t</p> <p><b>BREAKDOWN BY WASTE TYPE (AS REPORTED THROUGH MYCLIMATE):</b></p> <p>Solid waste to incineration: 21 General recycling material: 68 Electronic waste: 1</p>

<p>306-3 Waste Generated</p>	<p><b>HOW DATA WAS COMPILED:</b></p> <p>Warehouses in Sweden, Norway, and Finland report actual waste volumes through certified local waste management providers.</p> <p>Offices in France, Denmark, Germany, and China use calculations based on the number of employees and national average waste generation figures.</p> <p>All reported amounts were entered into the MyClimate platform, which summarizes waste volumes and assigns them to the three categories listed above.</p> <p>This approach ensures consistent Group-wide reporting despite varying national waste reporting systems.</p> <table border="1" data-bbox="519 771 1609 924"> <thead> <tr> <th colspan="9">WASTE 2025</th> </tr> <tr> <th rowspan="2">Companies</th> <th rowspan="2">Total waste (t)</th> <th colspan="2">Solid Waste to Incineration (t)</th> <th colspan="2">Electronic Waste (t)</th> <th colspan="2">General Recycling Material (t)</th> <th rowspan="2">Solid Waste to Incineration Decrease/Increase (t)</th> </tr> <tr> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>89,71</td> <td>26</td> <td>21</td> <td>1</td> <td>1</td> <td>61</td> <td>68</td> <td>(5)</td> </tr> </tbody> </table> <table border="1" data-bbox="519 977 1609 1112"> <thead> <tr> <th colspan="13">HAZARDOUS WASTE 2025</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="10">Hazardous Waste</th> <th rowspan="2">Total Hazardous Waste (t)</th> <th rowspan="2">Hazardous Waste % of Total Waste</th> </tr> <tr> <th>R1</th> <th>R2</th> <th>R3</th> <th>R4</th> <th>R5</th> <th>R6</th> <th>R11</th> <th>R12</th> <th>R13</th> <th>D1-D12</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>0,7</td> <td>-</td> <td>0,7</td> <td>0,80%</td> </tr> </tbody> </table>	WASTE 2025									Companies	Total waste (t)	Solid Waste to Incineration (t)		Electronic Waste (t)		General Recycling Material (t)		Solid Waste to Incineration Decrease/Increase (t)	2024	2025	2024	2025	2024	2025	Total Boxon Group	89,71	26	21	1	1	61	68	(5)	HAZARDOUS WASTE 2025													Companies	Hazardous Waste										Total Hazardous Waste (t)	Hazardous Waste % of Total Waste	R1	R2	R3	R4	R5	R6	R11	R12	R13	D1-D12	Total Boxon Group	-	-	-	-	-	-	-	-	0,7	-	0,7	0,80%
WASTE 2025																																																																																			
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HAZARDOUS WASTE 2025																																																																																			
Companies	Hazardous Waste										Total Hazardous Waste (t)	Hazardous Waste % of Total Waste																																																																							
	R1	R2	R3	R4	R5	R6	R11	R12	R13	D1-D12																																																																									
Total Boxon Group	-	-	-	-	-	-	-	-	0,7	-	0,7	0,80%																																																																							
<p>306-4 306-5 Waste Diverted from Disposal and Directed to Disposal</p>	<p>In 2025, Boxon diverted a total of [ 85.22 t ] of waste from disposal. This includes non-hazardous waste from warehouse operations and small amounts of hazardous waste.</p> <p>Breakdown by recovery type of Hazardous waste (R-codes provided by waste partners): R13 Storage of waste involving any method from R1 to R12: [ 0.7 t ] MyClimate records all recovery treatments using R-codes and does not differentiate between R and D codes in its standard</p>																																																																																		

<p>306-4 306-5 Waste Diverted from Disposal and Directed to Disposal</p>	<p>setup. In countries outside the EU, where recovery rates cannot be fully assured, a 5% margin of error is applied to account for uncertainty in national waste systems.</p> <p>Most diverted waste consists of cardboard, paper, plastic film, wood, and electronics, collected through certified waste partners in the Nordic region. Hazardous waste is generated mainly in Sweden and consists of lightbulbs, small batteries, and minor combustible materials, for which detailed R-codes are available.</p> <p>Based on MyClimate’s methodology and the applied adjustment for non-EU countries, a total of [ 4.49 t ] of waste was assigned to D-codes and classified as waste directed to disposal.</p> <p>A 5% margin of error was considered to waste volumes in regions where recovery infrastructure or reporting systems differ significantly from EU standards. This ensures a conservative and realistic estimation of disposal routes.</p> <p>Hazardous waste is generated mainly in Sweden’s warehouse operations and consists of lightbulbs, small batteries, and limited combustible residues. For this fraction, detailed D-code information is available. Other sites report waste in broader categories such as solid waste to incineration, general recycling material, and electronic waste, consistent with Boxon’s operational waste-sorting routines.</p> <table border="1" data-bbox="2012 977 2968 1093"> <thead> <tr> <th colspan="4">WASTE 2025</th> </tr> <tr> <th rowspan="2">Companies</th> <th colspan="3">2025</th> </tr> <tr> <th>Total Waste (t)</th> <th>Directed to Disposal (t)</th> <th>Diverted from Disposal (t)</th> </tr> </thead> <tbody> <tr> <td>Total Boxon Group</td> <td>89,71</td> <td>4,49</td> <td>85,22</td> </tr> </tbody> </table>	WASTE 2025				Companies	2025			Total Waste (t)	Directed to Disposal (t)	Diverted from Disposal (t)	Total Boxon Group	89,71	4,49	85,22
WASTE 2025																
Companies	2025															
	Total Waste (t)	Directed to Disposal (t)	Diverted from Disposal (t)													
Total Boxon Group	89,71	4,49	85,22													

### SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI	CONTENT AND DISCLOSURES	
308-1 New suppliers that were screened using environmental criteria	<p>As part of Boxon's Procurement Policy, all new suppliers undergo an environmental screening during the onboarding process. This review helps ensure that suppliers meet Boxon's requirements on environmental performance and regulatory compliance.</p> <p>In addition, every new supplier must sign the Supplier Code of Conduct &amp; Requirements, which outlines Boxon's environmental expectations and the minimum standards suppliers are expected to follow. This forms the basis for Boxon's approach to responsible sourcing and environmental due diligence.</p>	100% of new suppliers undergo an environmental screening.
308-2 Negative environmental impacts in the supply chain and actions taken	<p>Boxon conducts comprehensive CSR and Sustainability audits on a biannual basis, combining online assessments with on-site audits to evaluate environmental and social impacts across the supplier base.</p> <p>The most recent audit cycle was carried out in 2024 and included a total of 180 suppliers assessed on environmental criteria:</p> <p>156 out of 295 suppliers (53%) completed an online sustainability assessment covering environmental management, compliance, and impact. 27 suppliers (15%) underwent on-site CSR and Sustainability audits, focusing on environmental performance and operational practices.</p> <p>The audit scope extends beyond environmental aspects and also covers social and ethical topics, ensuring a holistic review of supplier sustainability performance.</p> <p>Based on the 2024 assessments, no suppliers were identified as having significant actual or potential negative environmental impacts. Consequently, no corrective action plans were required and no supplier relationships were terminated due to environmental concerns.</p>	<p><b>NO SIGNIFICANT IMPACTS IDENTIFIED:</b> No suppliers were found to have significant actual or potential negative environmental impacts in 2024.</p> <p><b>NO CORRECTIVE ACTIONS REQUIRED:</b> No improvement plans or supplier terminations were needed based on audit results.</p> <p><b>NEXT AUDIT CYCLE:</b> The next full supplier audit cycle is planned for 2026, with ongoing monitoring in the interim.</p>

308-2 Negative environmental impacts in the supply chain and actions taken	<p>The next full CSR and Sustainability audit cycle is planned for 2026, in line with Boxon's established biannual assessment approach. Until then, supplier performance continues to be monitored through ongoing dialogue, contract requirements, and targeted follow-up where relevant.</p>	
Own Disclosure Supplier on-site CSR / Sustainability audit	<p>In 2025, 23 On-site audits were conducted, and these audits covered:</p> <ul style="list-style-type: none"> <li>• Policies reviewed: Environmental policies; labour and human rights; business ethics and anti-corruption.</li> <li>• Implementation assessment: Evaluation of routines and SOPs, training practices, health and safety procedures, waste handling, and employee contract processes.</li> <li>• Verification activities: Inspection of employee contracts and working-time records, EHS and compliance training documentation, waste storage and environmental routines, and other supporting evidence related to labour, ethics, and environmental criteria.</li> </ul> <p>Audits were prioritised for suppliers in high- and moderate-risk regions and for strategic suppliers with annual purchasing volumes above €500,000.</p>	<p>Audits in Nordics: 6 Audits in EMEA: 7 Audits in Finland: 0 Audits in China: 10</p>

<p>Own Disclosure Supplier Online CSR Sustainability Audit</p>	<p><b>SUPPLIER PARTICIPATION:</b> [ 156 ] out of [ 295 ] suppliers completed the online sustainability audit.</p> <p><b>1. LABOUR &amp; HUMAN RIGHTS POLICY:</b> Share of suppliers with a documented CSR policy covering labour and human rights</p> <p><b>2. ENVIRONMENTAL POLICY:</b> Share of suppliers with an environmental policy, including water management</p> <p><b>3. ISO 14001 OR EQUIVALENT CERTIFICATION:</b> Share of suppliers certified to ISO 14001 or an equivalent environmental management system</p> <p><b>4. FSC® CERTIFICATION:</b> Number of eligible suppliers holding FSC® certification (Nordics, EMEA, China)</p> <p><b>5. REACH COMPLIANCE:</b> Share of suppliers declaring compliance with REACH</p> <p><b>6. ROHS COMPLIANCE:</b> Share of suppliers declaring compliance with RoHS</p>	<p>1. [ 69 ]%</p> <p>2. [ 66 ]%</p> <p>3. [ 67 ]%</p> <p>4. [ 75 ] ot of [ 116 ]</p> <p>5. [ 60 ]%</p> <p>6. [ 55 ]%</p>
<p>Own Disclosure FSC® Chain of Custody</p>	<p>Boxon continues to expand the share of suppliers and materials covered by our FSC® Chain of Custody certification. Our aim is to increase the proportion of FSC®-certified fibre-based materials in our sourcing and to strengthen traceability throughout the value chain.</p> <p>Key Metrics Reported</p> <p>FSC®-Certified Suppliers: Number and percentage of fibre-based material suppliers that hold FSC® certification within Boxon’s Chain of Custody.</p> <p>FSC®-Certified Material Share: Percentage of total sourced fibre-based material that is FSC®-certified (including suppliers both within and outside Boxon’s Chain of Custody).</p>	<p>Nordics + EMEA (excluding Finland, not certified) FSC®-certified suppliers: [76] out of [130] suppliers of fibre-based material ([ 58,5 ]%) Certified share (value-based): [ 82,8 ]%</p> <p>China FSC®-certified suppliers: [ 8 ] out of [ 11 ] suppliers of fibre-based material [ 73 ]% Certified share (value-based): [4]%</p>

## EMPLOYMENT

GRI	CONTENT AND DISCLOSURES	
<p>401-1</p> <p>New employee hires and employee turnover</p>	<p><b>TOTAL NUMBER OF NEW HIRES: 24</b> <b>HIRE RATE: 11,16%</b></p> <p>By gender: Female: 9, Male: 15, Other/Not disclosed: 0 By age group: Under 30: 4, 30–50: 15, Over 50: 5 By region: Nordics: 20, EMEA: 3, Asia: 1</p> <p><b>TOTAL NUMBER OF EMPLOYEE DEPARTURES: 27</b> <b>TURNOVER RATE: 12,56%</b></p> <p>By gender: Female: 8, Male:19, Other/Not disclosed: 0 By age group: Under 30: 0, 30–50: 15, Over 50:12 By region: Nordics: 23, EMEA: 1, Asia: 3</p>	
<p>401-2</p> <p>Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	<p>Boxon provides a range of employee benefits across its significant locations of operation. Benefits vary slightly by country due to national legislation and collective agreements but generally include coverage for health, wellbeing, and financial security.</p> <p>List: I. life insurance; (Provided in All Countries) II. health care; (Provided in All Countries) III. disability and invalidity coverage; (Provided in All Countries) IV. parental leave; (Provided in All Countries) V. retirement provision; (Provided in All Countries) VI. others.</p> <p>Boxon Group’s sustainability reporting covers the same entities included in the Group’s consolidated financial statements. This includes all subsidiaries under Boxon Group’s ownership and control in Sweden, Germany, France, Denmark, Norway, Finland, China, and Thailand.</p> <p>No additional entities outside the consolidated financial scope are included in the sustainability reporting.</p>	<p><b>BENEFITS</b> = All benefits are handled per country/legal company</p> <p><b>SWEDEN</b> = Yes, we have benefits not provided to temporary employees. We have “Private leasing of bicycles” through a company called “Personalcyklar”. This is a 3 years contract which means it can only be provided to permanent employees</p>

## LABOUR AND MANAGEMENT RELATIONS

GRI	CONTENT AND DISCLOSURES	
402-1 Minimum notice periods regarding operational changes	<p><b>NOTICE PERIODS</b></p> <p>The notice period for employees at Boxon follows national legislation and, where applicable, collective bargaining agreements. In countries where collective agreements apply, the notice period is defined within those agreements. In locations without collective bargaining agreements, Boxon follows notice periods that are consistent with the standards set in similar agreements to ensure fairness and alignment across the organisation.</p> <p><b>NON-EMPLOYEE WORKERS</b></p> <p>For workers who are not employed directly by Boxon but whose work or workplace is controlled by Boxon, the terms of notice are governed by the contractual agreement with their employer. These employers are also required to sign and comply with the Boxon Code of Conduct, which sets expectations for responsible working conditions.</p>	<p>These apply for all employees with permanent and temporary contract.</p>

## OCCUPATIONAL HEALTH AND SAFETY (OHS)

GRI	CONTENT AND DISCLOSURES	
403-1 Occupational health and safety management system	<p>Boxon has an occupational health and safety (OHS) management system in place across all Boxon companies. The system is implemented in accordance with the legal requirements in each country where Boxon operates, and it is designed to ensure a safe working environment for all employees and temporary workers whose work or workplace is controlled by Boxon.</p> <p><b>IMPLEMENTATION AND LEGAL BASIS</b></p> <p>The OHS system is implemented to meet national laws and regulations in each market in which Boxon operates. These legal requirements form the foundation for the procedures and routines used at all Boxon sites. Boxon Shanghai Packaging Co. Ltd. is certified according to ISO 45001:2018, valid until 04/08/2028. The remaining Boxon companies follow national</p>	

	<p>legislation and internal OHS routines but are not certified by a third party.</p> <p><b>STANDARDS AND GUIDELINES</b></p> <p>In addition to legal requirements, Boxon's OHS routines are based on recognised risk-management practices used across the Group. These include structured processes for risk identification, incident reporting and follow-up, workplace inspections, and preventive actions. The specific methods used vary by country, depending on national requirements and established industry practices.</p> <p><b>SCOPE OF COVERAGE</b></p> <p>100% of Boxon employees Temporary employees working under Boxon's supervision Workers who are not Boxon employees but whose workplace or work tasks are controlled by Boxon (covered through the contractual agreement with their employer)</p> <p>The system covers all Boxon workplaces, including offices, warehouses, and production facilities in Shanghai. No worker groups, activities, or workplaces are excluded from the scope of the OHS system.</p>	
403-2 Hazard Identification, Risk Assessment and Incident Investigation	<p><b>HAZARD IDENTIFICATION AND RISK ASSESSMENT</b></p> <p>All Boxon companies carry out annual risk assessments in line with national laws and requirements. These assessments cover all permanent employees, temporary employees, and workers under Boxon's supervision.</p> <p>Risk assessments include identifying hazards, evaluating risks, and defining preventive actions based on the hierarchy of controls. They are performed by managers / safety representatives, who have competence according to national requirements and Boxon's Code of Conduct</p> <p>Boxon Shanghai Packaging Co. Ltd. is certified according to ISO 45001:2018, valid until 27 July 2027. The other Boxon entities follow national OHS regulations and internal routines but are not externally certified.</p> <p>Results from risk assessments are reviewed annually and used to update routines and improve Boxon's health and safety practices.</p>	

<p>403-3 Occupational health services</p>	<p><b>FUNCTIONS OF OCCUPATIONAL HEALTH SERVICES</b> In Germany, France, China, Thailand, Finland, and Sweden, employees have access to voluntary health checkups and basic occupational health services through external providers. These partners support Boxon with workplace-related health evaluations and guidance. In Denmark and Norway, ongoing occupational health services are not in place, but support is arranged when health needs arise in relation to work. Boxon ensures service quality through approved national providers and local HR follow-up.</p> <p><b>ACCESS FOR NON-EMPLOYEE WORKERS</b> Workers who are not Boxon employees but whose work or workplace is controlled by Boxon access occupational health services through their employer, who must comply with the Boxon Code of Conduct.</p> <p><b>CONFIDENTIALITY AND USE OF HEALTH INFORMATION</b> All health-related information is kept confidential and handled according to legal requirements. Participation in occupational health services is voluntary where permitted, and information is not used for favourable or unfavourable treatment of any worker.</p>	
<p>403-4 Worker participation, consultation and communication on occupational health and safety</p>	<p><b>WORKER PARTICIPATION AND CONSULTATION PROCESSES</b> Worker participation in occupational health and safety at Boxon takes place through local safety representatives and, where required by national law, through formal health and safety committees. Local representatives identify workplace issues, involve co-workers in discussions, and report findings in line with national regulations. Relevant health and safety information is shared with employees through local meetings / internal channels.</p> <p><b>HEALTH &amp; SAFETY COMMITTEES</b> Health and Safety committees are established in Finland and Sweden, including the Helsingborg site, where workplace size requires committee structures rather than only local representatives. These committees handle consultation, follow-up of safety issues, and coordination of health and safety topics. Committee representatives, including local safety representatives, are elected by co-workers. Boxon encourages all interested employees to participate.</p>	

	<p><b>COVERAGE AND AGREEMENTS WITH TRADE UNIONS</b> The committees cover all employees at the relevant sites, and there are no worker groups excluded from participation. Where collective bargaining agreements apply, occupational health and safety topics are included in accordance with national requirements.</p>	
<p>403-5 Worker training on occupational health and safety</p>	<p>Boxon provides regular health and safety training for employees across all regions. Training covers first aid, CPR, fire safety, and ergonomics, and is carried out in accordance with local requirements.</p> <p><b>FIRST AID AND CPR TRAINING</b> Training includes CPR, use of defibrillators, and airway-obstruction management.</p> <p><b>NORDICS</b> Helsingborg: 30 employees trained on 27-28th of November 2024 Kjula: 7 employees trained on March 2025</p> <p><b>ASIA</b> Shanghai: training completed on 18th of June 2025</p> <p><b>EMEA</b> Bremen: training completed on 21st of September 2024 First Aider Krefeld: training completed on 27th of April 2023 First Aider</p>	<p><b>TRAINING COVERAGE</b> All Boxon employees, including temporary employees, are covered by relevant health and safety training. Some training activities apply to all employees, while others are designed for specific roles or responsibilities within the organisation.</p>
<p>403-5 Worker training on occupational health and safety</p>	<p><b>FIRE SAFETY TRAINING</b> Training includes theoretical instruction and practical use of fire extinguishers.</p> <p><b>NORDICS</b> Helsingborg: 33 employees trained on 16-17th of May 2024 Kjula: 7 employees trained on 6th of February 2025</p>	

	<p><b>EMEA</b> Bremen: 3 workers trained as “Brandschutzhelfer” on 14th of October 2024 Krefeld: 3 workers trained as “Brandschutzhelfer” on 7th of November 2024</p> <p><b>ASIA</b> Shanghai: fire safety training and emergency drill conducted on 14th of November 2025</p>	
403-5 Worker training on occupational health and safety	Annual Safety Instructions Annual safety instructions for office and home-office workplaces are delivered	
403-5 Worker training on occupational health and safety	<p><b>ERGONOMICS AND SUSTAINABLE WORKING LIFE TRAINING</b></p> <p>Training sessions focus on ergonomics and maintaining a sustainable working life.</p> <p>Bremen, trained on 22nd of October 2025 Krefeld, trained on 14th of October 2024</p>	
403-6 Promotion of workers health	<p>Voluntary health checkups are available for employees in Germany, France, China, Finland, and Sweden through external occupational health service providers. These partners also support Boxon with additional workplace-related health services when needed.</p> <p>In Denmark and Norway, voluntary health checkups are not part of ongoing arrangements. However, when health-related needs arise in connection with work, employees are provided access to appropriate health services in line with national requirements.</p>	91% of employees are covered by health care processes by external partners and have access to voluntary health checkups.

403-7 Prevention and Mitigation of OHS Impacts in the Value Chain	<p>Boxon supports customers in managing health and safety risks related to packaging processes and equipment. This includes providing suitable tools, clear instructions, and practical guidance that help reduce risks in their operations.</p> <p>We offer packaging machines and solutions that support more automated and ergonomic workflows, helping to reduce manual handling and related health risks. Boxon also analyses customer distribution flows and recommends equipment that promotes safe and efficient handling.</p> <p>Instructions for the safe use of Boxon products are provided together with the relevant items and are accessible to customers and other stakeholders in the value chain.</p>	
403-8 Workers Covered by a OHS MS	<p><b>COVERAGE</b></p> <p>All Boxon employees, temporary employees, and contract workers fall under the company’s occupational health and safety processes and procedures. Every worker receives an introduction to the system and is offered access to the training relevant to their role.</p> <p><b>CERTIFICATION</b></p> <p>Boxon Shanghai Packaging Co. Ltd. is certified according to ISO 45001:2018 (valid until 04/08/2028). Other Boxon companies follow national legal requirements and internal routines but are not certified by an external party.</p>	100% of all employees, temporary employees and contract workers are covered.
403-9 Work-related Injuries	<p>Boxon treats all employees equally, regardless of employment type. Permanent employees, temporary employees, and contract workers working under Boxon’s supervision have the same access to safety processes, training, and reporting channels.</p> <p>These indicators are calculated using (describe methodology). Workers who are not Boxon employees account for less than 1% of total hours worked, and their injury rate is also 0.</p> <p><b>WORK-RELATED HAZARDS AND RISK MITIGATION</b></p> <p>Boxon’s working environment does not contain hazards with a high risk of severe injury. The areas with the highest risk are warehouses and machine service, where goods handling</p>	<p><b>SUMMARY OF WORK-RELATED INJURIES (2025)</b></p> <p>Fatalities (employees + non-employees): 0 High-consequence injuries (excluding fatalities): 0 Recordable work-related injuries: 0 Types of injuries reported: None LTIFR (Lost Time Injury Frequency Rate): 0 LTI Severity Rate: 0</p>

	and equipment operation require strict procedures. These hazards are mitigated through Boxon's Health & Safety plan, which includes regular training, periodic controls, and incident reporting routines.	
403-10 Work-related Ill Health	<p>Boxon's risk assessments have not identified any occupational diseases associated with tasks performed in Boxon's work environment or any cases included in national lists of occupational illnesses.</p> <p>Hazards and preventive measures Potential work-related health risks – including ergonomic issues, manual handling, or exposure to physical strain – are identified and mitigated through Boxon's risk analysis process. Preventive measures include training, workplace evaluations, and adjustments to workstations.</p> <p>These processes apply to all employees, temporary workers, and contract workers under Boxon's control.</p>	<p><b>SUMMARY OF WORK-RELATED ILL HEALTH (2025)</b></p> <p>Fatalities from work-related ill health: 0 Recordable cases of work-related ill health: 0 Cases resulting in days away from work, job restriction, or job transfer: 0</p>
Own Disclosure Living Wage	<p>Boxon ensures that all employees—permanent, temporary, and contract workers—receive at least a living wage. Salaries are benchmarked against national collective agreements or equivalent local standards, which apply to both entities operating under formal collective agreements and those aligned with local collective terms.</p> <p>Boxon uses the ILO Living Wage Framework as the reference for defining its living wage scope and methodology.</p> <p>Boxon's aim is to maintain full coverage across all employee groups and ensure that wages remain above the benchmarked living wage levels in each country of operation.</p>	<p><b>NUMBER OF INTERNAL EMPLOYEES PAID BELOW THE LIVING WAGE:</b> 0</p> <p><b>AVERAGE WAGE GAP FOR EMPLOYEES BELOW THE LIVING WAGE BENCHMARK:</b> 0%</p> <p><b>SHARE OF INTERNAL EMPLOYEES AND CONTRACT WORKERS INCLUDED IN THE LIVING WAGE BENCHMARKING:</b> 100%</p> <p><b>NUMBER OF INTERNAL EMPLOYEES AND CONTRACT WORKERS PAID BELOW THE LIVING WAGE:</b> 0</p>

Own Disclosure Working Conditions and Measures	<p><b>1. COMPENSATION FOR EXTRA OR ATYPICAL WORKING HOURS</b> Overtime and additional working hours are compensated according to each employee's contract and relevant collective agreements. In countries without collective agreements, compensation follows the standards set in the local labour market.</p> <p><b>2. FLEXIBLE WORK ARRANGEMENTS</b> Boxon's main workplaces are offices and warehouses, where most work is carried out on-site. Remote work is possible when appropriate for the role and is approved by the employee's manager. Work arrangements are determined at country level and are reviewed regularly based on business needs and local practices.</p> <p><b>3. FAMILY-FRIENDLY POLICIES (PARENTAL LEAVE)</b> Parental leave follows national legislation and collective agreements in each country where Boxon operates. Boxon aims to support employees' parental leave plans whenever operationally possible.</p>	<p><b>1. POLICY COVERAGE</b> The policy applies to 100% of employees, including temporary staff.</p> <p><b>2. PHYSICAL PRESENCE REQUIREMENTS</b> These roles include: Warehouse operators Service technicians Production workers</p> <p>For temporary employees, presence requirements depend on the specific assignment.</p> <p><b>3. FULL INCLUSION</b> All employees—permanent, temporary, and contract workers—are covered by these policies.</p>
Own Disclosure Development Talks and Employee Survey	<p><b>1.</b> All permanent employees, as well as temporary employees with at least 12 months of service, take part in an annual development talk with their manager. Throughout the year, managers also hold follow-up conversations to review progress and support ongoing development.</p> <p><b>2.</b> Boxon conducts an anonymous employee survey once per year via our HR platform, Heartpace. The survey provides insights into engagement, wellbeing, and organisational climate.</p>	<p><b>1.</b> The annual development talk includes goal setting and results in an individual development plan for each employee.</p> <p>In 2025, 58% of employees completed their development talk.</p> <p><b>2.</b> Beginning in 2025, Boxon also introduced quarterly eNPS pulse surveys to monitor engagement trends more frequently and support timely follow-up actions.</p> <p>In 2025, 84% of employees participated in the annual anonymous survey.</p>

## TRAINING AND EDUCATION

GRI	CONTENT AND DISCLOSURES	
404-1 Average hours of training per year per employee	<p>Boxon tracks the average hours of training related to Environment, Social, and Governance (ESG) topics each year. Other types of training are not measured separately, as they form part of ongoing employee development.</p> <p>All employees take part in annual development talks with their manager. In 2025, the coverage rate was 58%. These discussions help identify individual development needs, which may include mentoring, job rotation, workshops, training sessions, or formal education.</p> <p><b>THE MAIN ESG TRAINING ACTIVITIES INCLUDED:</b></p> <ul style="list-style-type: none"> <li>CSRD Regulation and changes</li> <li>EUDR Regulation Training</li> <li>PPWR Regulation Training</li> <li>Sustainability Competence Development</li> <li>Emissions Reporting Training</li> </ul>	<p><b>CSRD REGULATION AND CHANGES</b> Duration: 1 hour Participants: 8 employees</p> <p><b>EUDR TRAINING</b> Duration: 1 hour Participants: 68 employees</p> <p><b>PPWR TRAINING</b> Duration: 1 hour Participants: 65 employees</p> <p><b>SUSTAINABILITY COMPETENCE DEVELOPMENT</b> Duration: 1 hour Participants: 62 employees</p> <p><b>EMISSIONS REPORTING TRAINING</b> Duration: 1 hour Participants: 10 employees</p>
404-1 Average hours of training per year per employee	<p><b>PREVIOUS TRAININGS</b></p> <p>Boxon continues to report on relevant ESG-related training delivered in recent years, as these activities contribute to long-term competence building across the organisation.</p> <ol style="list-style-type: none"> <li>Code of Conduct &amp; Business Ethics training and workshops Delivered between 2024-09-30 and 2024-12-20 <ul style="list-style-type: none"> <li>Environmental goals and practices</li> <li>Labour and human rights</li> <li>Business ethics</li> <li>Responsible sourcing and supply chain expectations</li> </ul> </li> <li>Anti-corruption training (in-person workshop) Delivered on 2023-09-29 Target group: All employees except warehouse and production staff</li> </ol>	<ol style="list-style-type: none"> <li>Code of Conduct &amp; Business Ethics training and workshops 167 Employees</li> <li>Anti-corruption training (in-person workshop) 183 Employees</li> </ol>

404-1 Average hours of training per year per employee	<p><b>ENVIRONMENT</b></p> <ol style="list-style-type: none"> <li><b>GHG ACCOUNTING AND REPORTING</b> Delivered on 2024-12-09 Target group: ESG country responsible roles</li> <li><b>FSC CHAIN OF CUSTODY TRAINING</b> Delivered on 2024-01-19, plus three shorter follow-up sessions Target group: Sales, Procurement, Supply &amp; Logistics, Business Operations, PCS, and Marketing</li> <li><b>ENERGY EFFICIENCY AND WASTE SORTING</b> Delivered on 2023-04-03</li> <li><b>SUSTAINABILITY OBJECTIVES AND STRATEGY</b> Topics included sustainable products, circularity, and packaging optimisation Sessions delivered on: 2024-03-20 2024-04-11 2024-06-14 2024-10-11 2024-11-22 Target group: Sales, Portfolio &amp; Supplier Team, Supply &amp; Logistics</li> </ol>	<ol style="list-style-type: none"> <li><b>GHG ACCOUNTING AND REPORTING</b> 10 Employees</li> <li><b>FSC CHAIN OF CUSTODY TRAINING</b> 180 Employees</li> <li><b>ENERGY EFFICIENCY AND WASTE SORTING</b> 187 Employees</li> <li><b>SUSTAINABILITY OBJECTIVES AND STRATEGY</b> 65 Employees</li> </ol>
404-1 Average hours of training per year per employee	<p><b>SOCIAL</b></p> <ol style="list-style-type: none"> <li><b>SUSTAINABLE PROCUREMENT TRAINING</b> Content included responsible sourcing, environmental criteria, child labour, forced labour, human trafficking, and business ethics Delivered on 2023-12-28 Target group: Sourcing Managers, Supply Leaders, Logistics Leaders</li> <li><b>TRAINING ON GENDER EQUALITY, DIVERSITY, AND INCLUSION</b> Delivered on 2023-02-08 Target group: All managers 2024-10-11 2024-11-22</li> </ol>	<ol style="list-style-type: none"> <li><b>SUSTAINABLE PROCUREMENT TRAINING</b> 12 out of 12 Buyers</li> <li><b>TRAINING ON GENDER EQUALITY, DIVERSITY, AND INCLUSION</b> 30 out of 30 Managers</li> </ol>

**DIVERSITY AND EQUAL OPPORTUNITY**

GRI CONTENT AND DISCLOSURES		
405-1 Diversity of governance bodies and employees	<p><b>RECRUITMENT PROCESS</b></p> <p>Boxon applies a formal and transparent recruitment process that is clearly communicated to all candidates. All managers follow a standard procedure that prioritises merit and ensures equal opportunities throughout the selection process.</p> <p>Recruitment decisions are made jointly by the hiring manager and the HR manager in each country to maintain consistency and fairness. Boxon also works with established external recruitment partners when needed to support an objective and high-quality selection process.</p>	24 recruitments in 2025 within Boxon Group
405-1 Diversity of governance bodies and employees	Boxon monitors and report gender balance at all companies. Detailed gender overview per company and country – see See Fair and Equal Cornerstone on page 17 and Boxon Facts and Figures on page 40.	<p><b>GENDER DISTRIBUTION (2025)</b></p> <p>Total employees: 62% male / 38% female</p> <p>Management positions: 63% male / 37% female</p> <p>Executive Management (GMT): 71% male / 29% female</p> <p>Board of Directors: 86% male / 14% female</p>
405-1 Diversity of governance bodies and employees	<p>Boxon tracks age distribution to ensure a balanced workforce and to support long-term competence planning. The age structure for 2025 is:</p> <p>Employees under 30: 5%</p> <p>Employees aged 30–50: 61%</p> <p>Employees over 50: 34%</p>	<p>1. Male under 30 = 5%, 2. Male 30–50 = 58%, 3. Male over 50 = 37%</p> <p>1. Female under 30 = 6%, 2. Female 30–50 = 65%, 3. Female over 50 = 29%</p>

405-1 Diversity of governance bodies and employees	<p><b>DIVERSITY</b></p> <p>Boxon does not collect or report data on other diversity indicators, such as minority status or membership in vulnerable groups, due to legal restrictions and to protect individual privacy and confidentiality.</p>	Not measured, see explanation.
405-2 Ratio of basic salary and remuneration of women to men	<p><b>COMPENSATION AND PAY EQUITY</b></p> <p>Boxon monitors the annual ratio of basic salary and total remuneration between women and men across employee categories and significant locations. Salary reviews are conducted once per year to support fair and consistent compensation practices throughout the organisation.</p> <p>All permanent employees are included in a profit-sharing scheme after six months of employment. Details about the scheme are communicated internally through SharePoint.</p>	<p>Annual monitoring of gender pay ratios across employee categories and locations</p> <p>Yearly salary reviews to ensure fair and consistent compensation</p> <p>Profit-sharing scheme available to all permanent employees after six months</p>

**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

GRI CONTENT AND DISCLOSURES		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p><b>OPERATIONS AND SUPPLY CHAIN RISK MANAGEMENT</b></p> <p>Boxon has not identified any risks relating to freedom of association or collective bargaining within its own operations or supply chain.</p> <p>In 2025, 67% of Boxon employees were covered by collective agreements. Employees who are not included in collective agreements follow terms that align with local labour laws and established collective standards.</p> <p>Respect for freedom of association and collective bargaining is stated in Boxon’s Code of Conduct, which applies to all owners, managers, employees, and workers under Boxon’s supervision.</p> <p><b>SUPPLIER COMMITMENT AND ASSESSMENT</b></p> <p>All suppliers are required to sign Boxon’s Code of Conduct, which includes mandatory expectations regarding freedom of association and collective bargaining.</p> <p>Each year, suppliers are assessed or audited on this topic as part of Boxon’s broader sustainability and compliance evaluation process.</p>	<p>No risks related to freedom of association or collective bargaining identified in Boxon’s operations or supply chain.</p> <p>Freedom of association is included in Boxon’s Code of Conduct for all employees, managers, owners, and supervised workers.</p> <p>All suppliers must sign the Boxon Code of Conduct, confirming their commitment to freedom of association.</p>

### CHILD LABOUR

GRI	CONTENT AND DISCLOSURES	
408-1  Operations and suppliers at significant risk for incidents of child labour	<p><b>INTERNAL POLICIES AND OPERATIONS</b></p> <p>Boxon maintains a strict zero-tolerance approach to child labour, as defined in the Boxon Code of Conduct for employees and suppliers. All employees are hired under formal contracts, allowing for age verification before employment. Boxon's operations are located in regions with a very low risk of child labour, including the Nordics, France, Germany, and China.</p> <p><b>SUPPLIER COMMITMENT AND DUE DILIGENCE</b></p> <p>All suppliers must sign Boxon's Code of Conduct, which includes a zero-tolerance requirement for child labour and requires suppliers to verify employee age before hiring. Child labour risk is considered low across the supplier base, which consists primarily of industrial environments without the use of homeworkers.</p> <p>Approximately 56,5% of suppliers are located in the Nordics and 37,4% in the rest of Europe, all operating under EU legislation. A smaller share, 6,1%, is located in Asia, with 3,7% in areas assessed as moderate risk.</p> <p>All suppliers commit to the UN Global Compact's 10 Principles and ILO standards. Compliance with labour and human rights requirements, including child labour, is evaluated through Boxon's biennial supplier assessments, which include online evaluations and on-site audits.</p>	<p>Zero-tolerance policy on child labour, stated in the Boxon Code of Conduct for employees and suppliers.</p> <p>All employees hired under formal contracts with age verification before employment.</p> <p>6.1% of suppliers located in Asia, with 3,7% in moderate-risk areas.</p>

### FORCED OR COMPULSORY LABOUR

GRI	CONTENT AND DISCLOSURES	
409-1  Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p><b>INTERNAL POLICIES AND OPERATIONS</b></p> <p>Boxon has a strict zero-tolerance approach to forced or compulsory labour, as stated in the Boxon Code of Conduct for employees, managers, and suppliers. All Boxon employees work under formal employment contracts, which support verification processes and compliance with labour regulations. Boxon's operations are located in regions where the risk of forced labour is considered low.</p> <p><b>SUPPLIER COMMITMENT AND DUE DILIGENCE</b></p> <p>All suppliers are required to sign Boxon's Code of Conduct, confirming their commitment to zero tolerance for forced labour and their responsibility to verify candidate information before hiring. Forced labour risk remains low across Boxon's supplier base, which consists largely of industrial production environments and does not involve homeworkers.</p> <p>Approximately 56,5% of suppliers are located in the Nordics and 37,4% in the rest of Europe, all operating under EU legislation. A smaller share, 6,1%, is located in Asia, with 3,7% in areas assessed as moderate risk.</p> <p>All suppliers commit to the UN Global Compact's 10 Principles and ILO core labour standards. Supplier evaluations—conducted at least every second year through online assessments and on-site audits—include specific checks related to labour and human rights conditions, including forced labour.</p>	<p>Zero-tolerance policy on forced labour, included in Boxon's Code of Conduct for employees and suppliers.</p> <p>All employees work under formal contracts, and Boxon operates in regions with low forced-labour risk.</p> <p>All suppliers must sign the Code of Conduct and verify employment conditions before hiring.</p> <p>Supplier assessments every two years include checks on forced labour risks, with low risk identified across the supply base.</p>

## SECURITY PRACTICES

GRI	CONTENT AND DISCLOSURES	
410-1 Security personnel trained in human rights policies or procedures	<p>Boxon regularly monitors the effectiveness of its information security controls through a combination of internal testing and external audits. Our IT partners maintain continuous oversight of core systems, ensuring that software and hardware are updated and protected against potential vulnerabilities.</p> <p>An annual security review is carried out together with our IT partner, during which the results are analysed and any necessary improvements are implemented.</p>	Annual audit carried out by external partner to check our information and IT systems security
410-1 Security personnel trained in human rights policies or procedures	No significant security practices done this year	0% security incidents
410-1 Security personnel trained in human rights policies or procedures	<p><b>RECORDS RETENTION SCHEDULE</b></p> <p>Boxon applies a records retention schedule that defines how long different categories of third-party and personal data are stored. Personal data is retained only for as long as needed to fulfil the purpose for which it was collected, in accordance with Boxon's Privacy Policy <a href="http://www.boxon.com/privacy-policy">www.boxon.com/privacy-policy</a>. When the purpose is met, the data is deleted.</p> <p>Some personal data must be stored for longer periods to comply with legal requirements. For example, accounting-related information is retained for seven years from the end of the relevant financial year. Contact information for company representatives is kept only for as long as it is needed to maintain the business relationship and is deleted when it is no longer relevant or upon request.</p> <p>Boxon uses appropriate technical and organisational measures to protect personal data from unauthorised access, alteration, deletion, or misuse. These measures include updated password requirements, firewalls, automatic timeouts, and other IT security controls.</p>	

	For employees who leave the company, a structured process ensures that personal data records are deleted or retained according to applicable laws. Some records are removed within three months, while others are stored for up to ten years. All employees have access to information on which records are kept and for what purpose.	
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## LOCAL COMMUNITIES

GRI	CONTENT AND DISCLOSURES	
413-1 Operations with local community engagement, impact assessments, and development programmes	<p>Boxon's community engagement is guided by the Boxon Group Code of Conduct and focuses on supporting children and young people in vulnerable situations. The community initiatives we support aim to strengthen inclusion and wellbeing for children and youths, and we also provide humanitarian assistance in areas facing severe social or environmental challenges.</p> <p>The organisations we partner with carry out their own impact assessments and report on reach and effectiveness, ensuring transparency in how contributions are used. During 2025, Boxon supported several initiatives and organisations with monetary support within the areas of health, research, sports, community engagement and children's rights. The support was conducted both on a strategic basis as well as for instance replacing employee Christmas presents to support that benefited UNICEF.</p> <p>All Boxon operations are located in regions where no significant actual or potential negative impacts on local communities have been identified. As a result, 100% of Boxon's sites are considered covered by our community engagement approach.</p>	Donation in EUR: 18,000
413-2 Operations with significant actual and potential negative impacts on local communities	Boxon operations have no significant actual and potential negative impact on local communities.	

### SUPPLIER SOCIAL ASSESSMENT

GRI	CONTENT AND DISCLOSURES	
414-1	In line with Boxon's Procurement Policy, all new suppliers are screened using social sustainability criteria. As part of the onboarding process, every new supplier must sign Boxon's Supplier Code of Conduct & Requirements, which sets clear expectations on human rights, labour rights, working conditions, and ethical business practices.	
414-2	<p>Boxon assesses social impacts in its supply chain through a structured CSR and Sustainability audit process, combining biannual online supplier assessments with periodic on-site audits.</p> <p>The most recent online supplier assessment was carried out in 2024, with 156 suppliers completing the assessment covering labour practices, human rights, working conditions, and responsible sourcing. The next online assessment is planned for 2026, in line with Boxon's established audit cycle.</p> <p>In 2025, Boxon conducted 26 on-site CSR and Sustainability audits, evaluating social impacts at selected suppliers. These audits focused on labour and human rights policies, ethical standards, and their implementation in daily operations. On-site audits were prioritised for suppliers in high- and moderate-risk regions and for strategic suppliers with annual purchasing volumes above €500,000.</p> <p>Based on the assessments conducted, no suppliers were identified as having significant actual or potential negative social impacts. As a result, no improvement plans were required and no supplier relationships were terminated due to social sustainability concerns.</p>	In total 26 Suppliers were CSR audited on-site in 2025 11% of all suppliers

414-2	<p>Boxon assesses social sustainability risks across its supplier base, including risks related to child labour (GRI 408-1) and forced labour (GRI 409-1). These assessments form part of Boxon's ongoing supplier due diligence process.</p> <p>All signatories commit to the UN Global Compact's 10 Principles and the ILO core labour standards.</p> <p><b>RISK LEVEL AND SUPPLIER DISTRIBUTION</b></p> <p>The risk of child labour and forced labour within Boxon's supply chain is assessed as very low, as suppliers operate in industrial production environments, where home-based or informal work is not present.</p> <p><b>RISK MITIGATION MEASURES AND ACTIONS TAKEN</b></p> <p>All suppliers are required to maintain written employment contracts, including age-verification procedures. Supplier evaluations are carried out every two years, through online assessments and on-site audits that cover labour rights and human rights topics.</p> <p>For 2025, no suppliers were identified as having significant actual or potential negative social impacts related to labour practices, and no corrective action plans or terminations were required.</p>	<p>No significant environmental negative impacts</p> <p><b>SUPPLIER COMMITMENTS:</b></p> <p>A total of 198 suppliers within the Boxon Group have signed Boxon Holding AB Code of Conduct &amp; Requirements, which includes zero tolerance for child labour, forced labour, and restrictions on freedom of association.</p> <p><b>SUPPLIER GEOGRAPHIC DISTRIBUTION:</b></p> <p>56,5% located in the Nordics 37,4% in other parts of Europe, operating under EU labour laws 6,1% in Asia</p>
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### CUSTOMER HEALTH & SAFETY

GRI	CONTENT AND DISCLOSURES	
416-1	<p>Boxon evaluates customer health and safety impacts as part of both our supplier requirements and our internal procedures for the services we provide. All suppliers delivering packaging products to Boxon must meet defined safety standards, and Boxon ensures that products and equipment supplied to customers comply with relevant health and safety expectations.</p> <p>For Boxon's own services, established procedures guide safe installation, handling, and use of packaging equipment and materials. These procedures are reviewed and updated</p>	

<p>416-2</p> <p>Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>to support continuous safety risk prevention for customers throughout the product or service lifecycle.</p> <p>Boxon Group recorded zero incidents of non-compliance with regulations or voluntary standards related to the health and safety impacts of our products and services during the reporting period.</p>	
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<p>417-3</p> <p>Incidents of non-compliance concerning marketing</p>	<p>Boxon Group had 0 incidents of non-compliance marketing communication reported in 2025.</p>	<p>0 number of incidents during 2025</p>
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**MARKETING AND LABELLING**

GRI	CONTENT AND DISCLOSURES	
<p>417-1</p> <p>Requirements for product and service information and labelling</p>	<p>Boxon provides clear and accurate information about product composition, safe use, and end-of-life handling. For standard products, specifications and datasheets are available in the web shop, while customised products include documentation provided directly to the customer.</p> <p>For materials requiring legal compliance, manufacturers supply a 16-point data sheet, which is shared with customers as part of the product documentation. Product information includes details on materials, recyclability, and disposal guidance to support correct handling at end-of-life.</p> <p>Specific product groups, such as BigBags, include additional safety instructions to ensure proper use.</p> <p>Boxon's sourcing and service activities for packaging machines follow established procedures and safety requirements and are assessed as posing no significant environmental or social risks.</p>	
<p>417-2</p> <p>Incidents of non-compliance concerning product and service information and labelling</p>	<p>Boxon Group had 0 incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling.</p>	<p>0 number of incidents during 2025</p>



**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 2025 and that it has been prepared in accordance with the Annual Accounts Act, in accordance with the older wording that applied before July 1, 2024.

*The scope of the audit*

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

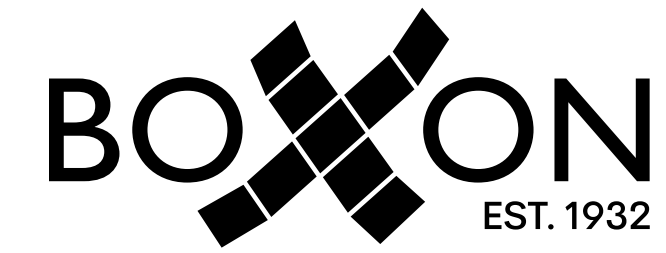
*Opinion*

A statutory sustainability report has been prepared.

Helsingborg on April 9, 2026  
Forvis Mazars AB

A handwritten signature in blue ink, appearing to read "Annika Larsson".

Annika Larsson  
Authorized Public Accountant



## IMPRINT

**Sustainability Report  
& Communication on Progress 2025.**  
Published in April 2026.

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