

GRI Appendix 2019				
<p>Together with the Boozt Annual Report for 2019, this GRI Appendix constitutes Boozt AB's first sustainability report according to GRI Standards as well as our Communication on Progress to the UN Global Compact. The majority of information on sustainability is included in the Annual Report. This GRI Appendix complements the Annual Report with further information, as indicated in the page reference column. Below you will also find information on our approach to stakeholder engagement.</p>				
GRI Content Index				
GRI 101				
Foundation 2016				
		Comments	Page reference	SDGs
<b>GRI 102: General Disclosures 2016</b>				
	<b>1. ORGANIZATIONAL PROFILE</b>			
	102 - 1 Name of organization		2	
	102 - 2 Activities, brands, products, and services		2	
	102 - 3 Location of Headquarters		2	
	102 - 4 Location of operations		2	
	102 - 5 Ownership and legal form		2, 82	
	102 - 6 Markets served		4	
	102 - 7 Scale of the organization		2	
	102 - 8 Information on employees and other workers		62	
	102 - 9 Supply chain		42,44	
	102 - 10 Significant changes to the organization and its supply chain			
	102 - 11 Precautionary Principle or approach	We follow the Precautionary Principle, which means that we avoid using materials for which there is any doubt regarding impact on human health and environment.		
	102 - 12 External Initiatives			
	102 - 13 Membership of associations	As we develop our brand partnership, we will further look into strategic membership in relevant associations	69, 70	Goal 17.16 Enhance the global partnership for sustainable development
	<b>2. STRATEGY</b>			
	102 - 14 Statement from senior decision-maker		9	
	<b>3. ETHICS AND INTEGRITY</b>			
	102 - 16 Values, principles, standards, and norms of behaviour		59,60	
	<b>4. GOVERNANCE</b>			
	102 - 18 Governance structure		41, 102	
	<b>5. STAKEHOLDER ENGAGEMENT</b>			
	102 - 40 List of Stakeholder groups		GRI Appendix	
	102 - 41 Collective bargaining agreements	Employees in Sweden, except in senior managers are covered by collective bargaining agreements.		
	102 - 42 Identifying and selecting stakeholders	Stakeholders selected based on influence and importance to the Boozt group.		
	102 - 43 Approach to stakeholder engagement		GRI Appendix	
	102 - 44 Key topics and concerns raised		GRI Appendix	
	<b>6. REPORTING PRACTICE</b>			
	102 - 45 Entities included in the consolidated financial statements	The sustainability report includes Boozt AB, as do the financial statements.		
	102 - 46 Defining report content and topic Boundaries		40	
	102 - 47 List of material topics		GRI Appendix	
	102 - 48 Restatement of information	Any restatements are made in connection with the data presented.		
	102 - 49 Changes in reporting	Not applicable		
	102 - 50 Reporting period	Fiscal year 2019		
	102 - 51 Date of most recent report	This is our second GRI report. First was in 2018.		
	102 - 52 Reporting cycle	Annual		
	102 - 53 Contact point for question regarding the report	Ander Enevoldsen, Head of IR & Corporate Communication, anen@boozt.com		
	102 - 54 Claims of reporting in accordance with the GRI Standards	The report has been prepared in accordance with the GRI Standards: Core option		
	102 - 55 GRI content index	Published separately with a link to the GRI index in the report.		
	102 - 56 External assurance	The GRI report constitutes Boozt AB's sustainability report for 2019 and has been approved by the Board of Directors. It has not been externally assured.		

Material Topic		Comments	Page reference	
<b>Economic Performance</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary	Our objective is to maintain a financially sustainable business. Ensuring that we deliver according to goals and expectations of our owners, board and management.		
	103 - 2 The management approach and its components	Financial goals are adopted by and continually monitored by the board.		
	103 - 3 Evaluation of the management approach	Financial audits, continuous follow-up in board meetings, quarterly shareholder reports.		
GRI 201: Economic performance	201 - 1 Direct economic value generated and distributed	Community investments are not specifically reported.	121, 124	
<b>Anti-corruption</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		59, 60	
	103 - 2 The management approach and its components		59, 60	
	103 - 3 Evaluation of the management approach		59, 60	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Training on anti-corruption and bribery prevention is available to all employees through the learning management system. It is has been added to the official onboarding process and % of employees have completed it in 2019.		
<b>Materials</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		53, 55	
	103 - 2 The management approach and its components		53, 55	SDG 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
	103 - 3 Evaluation of the management approach		53, 55	
GRI 301: Materials 2016	Own indicator: Percentage of bio-based materials in bags		55	
	301 - 2 Recycled input material used		55	SDG 12.5 Percentage of recycled input materials used to manufacture the organization's primary products and services.
GRI 301 Materials 2016	Own indicator: Criteria to promote sustainable fashion		72, 74	SDG 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.
<b>Energy consumption</b>				
GRI 301: Materials 2016	103 - 1 Explanation of the material topic and its Boundary		52, 53	
	103 - 2 The management approach and its components		52, 53	SDG 9.1 Develop quality, reliable, sustainable and resilient infrastructure 9.2 Promote inclusive and sustainable industrialization.
	103 - 3 Evaluation of the management approach		52, 53	
GRI 103: Energy 2016	302 - 1 Energy consumption	Estimates are states with the data reported.	53	
<b>Emissions</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		46, 48	
	103 - 2 The management approach and its components		46, 48	
	103 - 3 Evaluation of the management approach		46,48	SDG 12.2 By 2030, achieve the sustainable management and efficient use of natural resources
GRI 305: Emissions 2016	305 - 1 Direct (Scope 1) GHG emissions	CO2 emissions of company car calculated on the basis of fuel type, consumption and distance travelled.	48	SDG 12.4 a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.
	305 - 2 Energy indirect (Scope 2) GHG emissions	Electricity and distric heating calculated using CO2 emission data from energy providers.	48	SDG 12.4 a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.

	305 - 3 Other indirect (Scope 3) GHG emissions	Business travels, transport of goods, hotel nights etc. Transport of goods calculated using data collected from 97% of distribution partners.	48	SGD 12.4 a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent
<b>Supplier environmental assessment</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		66, 67	
	103 - 2 The management approach and its components		66, 67	SDG 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
	103 - 3 Evaluation of the management approach		66, 67	
GRI 308: Supplier Environmental Assessment 2016	308 - 2 Negative environmental impacts in the supply chain and actions taken	Number and % of suppliers assessed is not reported and will be included as collection of data and brand assessment evolves.	67	
<b>GRI 400: Social topics</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		59, 50	
	103 - 2 The management approach and its components		59, 60	
	103 - 3 Evaluation of the management approach		59, 60	
GRI 404: Training and education	404 - 2 Programs for upgrading employee skills and transition assistance programs		60	
<b>Diversity and equal opportunity</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		62, 64	
	103 - 2 The management approach and its components		62, 64	
	103 - 3 Evaluation of the management approach		62, 64	
GRI 405: Diversity and Equal Opportunity	405 - 1 Diversity of governance bodies and employees	Number of nationalities included as relevant diversity indicator. Diversity per employee category not reported.	62	
<b>Occupational health and safety</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		64, 65	
	103 - 2 The management approach and its components		64, 65	
	103 - 3 Evaluation of the management approach		64, 65	
	102-16 Values, principles, standards, and norms of behaviour		65	
GRI 403: Occupational Health and Safety 2018	403 - 9 Work-related injuries	Number of hours worked is not reported. No fatalities, high-consequences work-related injuries or high-potential work-related injuries took place in 2019.		
	403 - 6 Promoting worker health		65	
<b>Supplier social Assessment</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		66, 67	
	103 - 2 The management approach and its components		66, 67	
	103 - 3 Evaluation of the management approach		66, 67	
GRI 414: Supplier Social Assessment 2016	414 - 2 Negative social impacts in the supply chain and actions taken	Number of and % of suppliers assessed is not reported and will be included as the collected data analysis evolves. This includes human rights assessment.		
<b>Customer privacy</b>				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		49	
	103 - 2 The management approach and its components		49	
	103 - 3 Evaluation of the management approach		49	
GRI 418: Customer privacy 2016	418 - 1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy where received in 2019.		

<b>Stakeholder engagement</b>		
Boozt values the ongoing dialogue with our stakeholders. Feedback is gathered throughout the year from our customers, employees, shareholders and suppliers to reinforce our relationships and understand their expectations. This table provides an overview of key stakeholder groups identified, how we interact with these stakeholders, as well as key topics raised throughout the ongoing stakeholder dialogue.		
<b>Stakeholder</b>	<b>Interaction</b>	<b>Key Sustainability Topics</b>
Customers	Customer service, customer satisfaction ratings, emails, social media, Webportal Boozt.com, certifications (product descriptions)	Environmental certifications, sustainability in Boozt operations, packaging material (sorting, composting, recycling), customer privacy and security, business ethics and environmental aspects in our own operations and supply chain.
Suppliers	Partnership/joint projects, Boozt Partner Portal, meetings, agreements, sustainability data templates	CSR in supply chain, materials and certifications, GHG emissions from transports, packaging materials.
Employees	Employee satisfaction surveys, code of conduct, Policies, Staff Handbook, procedures, training and teaching modules (Boozt Learning Management System).	Talent acquisition, employee development/retention, strategies and priorities, health and work environment, equality and diversity, business ethics and environmental aspects in our own operations and the supply chain
Shareholders & Investors Community	Investor meetings, board meetings (selective), corporate communication publications (Annual reports, corporate web, audiocasts)	How to apply reporting standards (GRI, Global Compact, legal requirements), sustainability in supply chain, Boozt's role in the supply chain, gender equality, use of materials and recycling, policies and internal control