

**WE ARE
THE NORDIC
DEPARTMENT
STORE.**

INTERIM FINANCIAL REPORT Q4 2022
JANUARY 1 - DECEMBER 31 2022

Group Development - ESG Highlights

Our vision is to use our local Nordic position and our technology platform to make sustainable choices easy for our customers and our partners. By taking responsibility for our direct and indirect footprint in the value chain, and empowering people to act consciously, we strive to build a more sustainable future for fashion.

This is the first year we have included ESG Highlights in our quarterly reporting.

The sustainability strategy and goals set in 2019 have been reviewed to ensure they align with the strategic direction of the business and account for external factors and events. The updated strategy and goals will be presented in the upcoming Annual and Sustainability report 2022. The first quarter report 2023 will reflect our reviewed goal areas and targets.

Goals & commitments

The foundation of our Care-For strategy is built upon our commitments which are the result of our sustainability efforts over the years. These commitments have become integral to how we strive to run our business and we continue to invest time and resources. Caring for the change we want to see in the industry, we recognise that we are in a position to go beyond and set even higher standards for responsible practices. Achieving this means working towards actionable goals that will help us realise our vision. The goals are reviewed annually to ensure they remain aligned with the strategic direction of the company.

Our goals

Goal	Status
<p>By the end of 2022 Offer tailored support and data to brand partners on their sustainability journey using the Boozt Media Partnership solution.</p> <p>Reach a 25% share of sustainable apparel products across our overall product assortment.</p>	<p>Completed</p> <p>Goal status: 21.1% Delayed and to be revised, see below.</p>
<p>By the end of 2023 Ensure 100% of our apparel brand partners are committed to supply chain transparency and to working with the Higg BRM tool.</p> <p>Become B Corp certified.</p>	<p>Progress</p> <p>Extended, see below.</p>
<p>By the end of 2025 Be climate-neutral across our operations, including the impact of delivery and returns.</p>	<p>Revised, see below.</p>

Our commitments



LOW CO₂e: Low CO₂e intensity per parcel



HIGHEST REQUIREMENTS: Industry leading criteria for sustainability category



CARE-WHY CULTURE: A strong company culture that empowers our people



SUSTAINABLE CONSUMPTION: Facilitate responsible consumer behaviour



RENEWABLE ENERGY POWERED: Renewable energy across our main operations



RESPONSIBLE PACKAGING: Recycled and recyclable consumer packaging

ESG KPIs

ESG KPIs	Oct 1 - Dec 31, 2022	Oct 1 - Dec 31, 2021	Jan 1 - Dec 31, 2022	Jan 1 - Dec 31, 2021
CO ₂ e intensity per parcel (kg) ¹	0.52	0.50	0.49	0.34
Share of renewable electricity (%) ²	98.4	94.2	98.1	96.3
Share of recycled waste in the Fulfilment Centre (%) ³	68.5	63.3	60.0	65.8
Share of Made With Care products (%) end of period ⁴	20.5	21.0	21.1	19.0
Share of Made With Care Orders (%) ⁵	24.9	19.7	28.7	13.8
Employee Net Promoter Score (eNPS)	45	49	42	50

¹ CO₂e intensity per parcel is related to the emissions from deliveries and returns. Emissions are reported in Well-to-Wheel (WtW).

² Boozt uses renewable electricity powered by solar, wind and hydropower.

³ The treatment method for the remaining waste is waste-to-energy (WtE) in certified centres in Sweden, close to the fulfilment centre.

⁴ Made With Care is a selection of products that meet Boozt's sustainability criteria and is calculated for the textile assortment. Fourth quarter value refers to end of period and the full year value is the average of the quarterly results.

⁵ Sales Orders containing one or more Made With Care products.

Development in the quarter

Environmental

- Due to extended tracking of transport emissions in more shipping countries during the year, the 2021 and 2022 CO₂e parcel data is not comparable. In Q4 2022, the data covered 99% of the order volume.
- CDP Climate Change Score 2022: Boozt received a B score. According to CDP, companies that score a B have addressed the environmental impacts of their business and ensured good environmental management. Read more about the CDP score here.
- We have reviewed our climate-neutral target set in 2019 based on our commitment to the Science Based Target Initiative of 2022. We are committed to setting near-term company-wide emission reductions in line with climate science and the Science Based Target Initiative. Targets will be submitted to the Science Based Target Initiative for approval in 2023.

Social

- To meet our target set in 2019 we launched a dedicated Sustainability Partner Portal to support our suppliers with relevant sustainability information and requirements for campaigns in collaboration with Boozt Media Partnership.
- The Boozt Supplier Survey has been updated to include Environmental and Social sections. The survey was sent out in January to help us assess our brands' performance and supply chain risk areas.
- Share of Made With Care products have increased for the full year. We have not met the target by the expected date. However we continue to prioritise an increased Share of Made With Care products and will revise the target in line with the updated Sustainability Criteria for 2023.

Governance

- Boozt scored 25 (out of 100) in the 2022 S&P Global Corporate Sustainability Assessment. While we aim to increase this score in the future, we have already improved from a score of 12 in 2019 and a score of 20 in 2021. The average score within the industry group of retailing is 18. The S&P Global Corporate Sustainability Assessment (CSA) is a leading sustainability assessment that reviews the ESG practices of more than 11,000 companies globally. The CSA also serves as the basis for S&P Global ESG scores, which are available to the global capital markets as well as the public.
- We have updated and published Group Policy on Data Protection. We continuously work to increase the security and trust among our customers and employees with regard to how the Group handles their data. Read more under Group Policy: Data Protection.
- In 2019 we set out to become B Corp Certified by the end of 2023. Due to business growth and changes in the organisational structure, we will not meet the target by the expected date. We continuously work towards integrating the B Corp values into our Care-For strategy as presented in the upcoming Annual and Sustainability Report 2022.

For further information, the Annual and Sustainability Report 2022 will be published on March 23, 2023. Read more about our sustainability reporting at <https://www.booztgroup.com/sustainability-reports>.

Boozt

GROUP

Address: Hyllie Boulevard 35, 215 37 Malmö, Sweden
Phone: +46 40 12 80 05

E-mail: info@boozt.com
www.booztgroup.com

Org. nr: 556793-5183
VAT nr: SE556793518301