




Building a better future through ESG initiatives



Box launched in 2005 with a mission to power how the world works. Our growth has always revolved around how we can create positive impact – not only for our customers’ business trajectory, but also from an environmental, social, and governance (ESG) perspective. By making a commitment to protect our planet, invest in our people, and act with integrity, we aim to contribute to a better world while providing long-term value for everyone involved.

Our ESG framework has been informed by a 2021 materiality assessment of Box, conducted by a leading sustainability consulting firm BSR. Unless otherwise indicated, this fact sheet covers FY23 (February 1, 2022 – January 31, 2023) and is a summary of our ESG disclosures. For more information, visit box.com/about-us/esg

ESG commitment	Focus areas
 Environmental: Protect our planet	Energy and climate
 Social: Invest in people and communities	Diversity, equity, and inclusion Future of work
 Governance: Act with integrity	Corporate governance Data governance

Act with integrity

Corporate governance

Our culture of integrity starts with setting clear expectations for Boxers, customers, and partners. These include:

- [Code of Business Conduct and Ethics](#): All Boxers annually review and commit to uphold the guidelines
- [Supplier Code of Conduct](#): States Box's principles and expectations for engaging with suppliers and service providers
- Employee handbook: In countries where applicable, all Boxers are required to acknowledge they've read and will abide by Box's expectations
- Everything at Box is driven by the following values:
 1. Blow our customers' minds
 2. Take risks. Fail fast. GSD.
 3. 10x it!
 4. Be an owner. It's your company.
 5. Bring your (___) self to work every day
 6. Be candid and assume good intent
 7. Make mom proud

Our commitment to diversity, equity, and inclusion (DEI) is reflected in the composition of our Board of Directors, too, where 38% are women and 38% are from underrepresented communities.

Data governance

We put our customers and their content first. The [Box Trust Center](#) includes the latest information on how we prioritize security, compliance, data privacy, and reliability for our products. The Box Content Cloud enables advanced privacy and compliance in today's global, digital-first world. We're committed to delivering a secure content platform that helps our customers meet and exceed their regulatory and compliance needs and obligations. We have achieved a significant number of security and privacy compliance certifications, including but not limited to:



			
			
ISO 27001, 27017, 27018 and 27701 Certification	SOC 1, 2, 3	FedRAMP Moderate Authorization	HIPAA Compliance

Invest in people and communities

We are proud of the culture we have created at Box. We care not only about what gets done, but how it gets done. We invest in our Boxers and we invest in our communities, both locally and globally. While our social efforts span many areas and engage many teams across Box, our focus areas include DEI and Future of Work.

Our commitment to investing in our people and communities is why 93% of Boxers say they'd recommend us as a great place to work¹ and frequently lands us on a variety of "Great Place to Work" lists:

- Glassdoor Best Places to Work 2023, ranked #2
- Fortune 100 Best Companies to Work For 2023, ranked #27
- Fortune Best Workplaces for Women 2022, ranked #18
- Human Rights Campaign Best Places to Work for LGBTQ Equality 2022, 100% Corporate Equality Index
- Fortune Best Workplaces in the Bay Area 2022, ranked #12
- Great Place to Work's Best Workplaces for Parents 2022, ranked #11
- Fortune Best Workplaces in Technology 2022, ranked #12
- One of Women Impact Tech's Top 100 Companies with effective DEI strategies

¹ Annual Boxer Experience Survey (October 2022)

Diversity, equity, and inclusion (DEI)

We want Boxers to know that they belong at Box. Our DEI programs are designed to build a sense of belonging for our Boxers, so that they can thrive. These include:

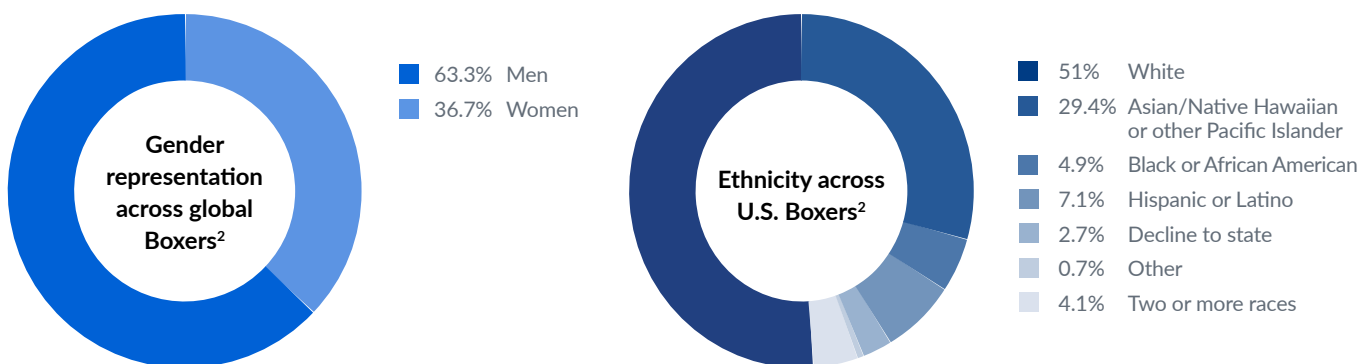
- 96% participation in Boxer Experience Survey in 2022
 - 94% of Boxers expressed that they feel they are treated with respect at Box
 - 92% of Boxers reported that diverse voices and perspectives were encouraged on their teams
- 10 highly active Employee Resource Communities (ERCs) and a variety of Employee Interest Communities (EICs)
- Global 1:1 mentoring program focused on providing leadership skills and development for ERC members
- Commitment to pay equity: In 2022, we implemented the Syndio Pay EQ tool to conduct annual pay equity analyses that measure our pay ratios across gender (company-wide) and ethnicity (US only).
- We sourced top talent through thoughtful outreach and proactive relationship building through diverse pipeline partnerships such as Spelman College (HBCU), Texas Southern (HBCU), University of Texas (HSI), Hiring our Heroes, and Latinas in Tech.
- In addition to our mandatory, annual Preventing Workplace Harassment training, we have developed courses that are available throughout the year to help educate Boxers about inclusion.
 - Overcoming Bias (a live course focused on unconscious bias)
 - Make Mom Proud (a live course focusing on allyship and ways to maintain a healthy and positive workplace)

The data below represents Box's workforce in terms of gender and ethnicity as of December 2022. Our gender data includes global employees; however, we include data on gender and ethnicity for US-based employees due to regional differences in definitions.

We're committed to building a diverse workforce

We recognize we have a long way to go, and we're dedicated to getting there.

For more on DEI at Box, visit box.com/about-us/diversity-and-inclusion



Future of work

At Box, Future of work includes how we support our customers through the products we offer and how we support our Boxers to get their work done with our hybrid approach, growth and experience opportunities, and social impact.

Hybrid

As we strive to become the world's leading hybrid company, we want to ensure that we're creating the best workplace experiences possible through driving effective collaboration, fostering community, and further developing relationships across teams.

- We blend in-person collaboration with the benefits of working remotely
- We champion Tuesdays and Thursdays as our IRL (in real life) day norm
- We've created roles where Boxers can thrive remotely
- We're flexible, and we know that a one size fits all approach isn't always practical

² We understand that gender is not binary. We collect self-reported data on gender identity and are working on a way to report data more inclusively.

Boxer growth and experience

We offer a comprehensive health and wellness benefits package, and we invest in our Boxers' career development. Benefits include:

- Comprehensive healthcare benefits, cutting-edge behavioral health services, a fitness subsidy and wellness incentives
- Paid parental leave and award-winning family-forming programs
- Flexible time off: Paid holidays, birthdays and company-wide "Fresh Air Days"
- Three days of paid Volunteer Time Off (VTO) and a sabbatical program for long-tenured Boxers
- Company-wide "Global Impact Day" to volunteer and serve nonprofits together
- Company ownership through broad-based equity programs and retirement plans
- "LearnFest," a company-wide designated time to take classes for personal and career development
- Meals and snacks: In-office lunches and stocked micro-kitchens

Social impact

- Over \$34 million, annualized, of in-kind product support and access to over 11,000 nonprofits through our Box.org product donation and discounting program as of the end of FY23
- Nearly \$1 million in Box.org and Boxer giving to nonprofit partners working in the Box.org theme areas of Child Welfare, Crisis Response, Environmental Protection and more
- In 2022, we launched Box Stands Together. This program provides short-term financial assistance of up to \$2,500 annually to Boxers in times of crisis and personal disaster.

Protect our planet

The Box Content Cloud helps customers move away from legacy systems, digitize their businesses, and facilitate hybrid and remote work for their employees. This contributes to the reduction of inefficient technologies, manual and paper-based processes, work commuting, and all the attendant environmental impacts these activities cause.

Energy and climate

Powering the Box Content Cloud efficiently and sustainably is a priority. Our goal is to understand our energy consumption and carbon footprint and work to reduce both. Progress in FY23 included:

- Ramping our infrastructure migration to the cloud (thanks to our Cloud Service Provider partners, we're able to better understand our CO2 emissions related to using their services)
- Launching our internal Cloud Sustainability Program
- Our Nevada data center operated by Switch continues to be powered by 100% renewable energy

Cloud Sustainability Program

We work with our Cloud Service Provider partners to understand their Greenhouse Gas (GHG) emissions that apply to our use of their services and track our Scope 3 emissions from them. We leverage these partners to optimize our usage, thereby reducing our consumption, costs, and CO2 footprint.

Sustainable offices:



LEED Gold

Redwood City,
San Francisco,
and Austin



LEED Silver

New York



Fitwel Certified

Redwood City
and San Francisco



BREEAM Certified

London
and Warsaw



**International WELL
Building Institute Gold
Standard**

Warsaw



**100% Renewable
Energy³**

Tokyo

³ The Tekko building, where our Tokyo office is located, is powered 100% by renewable energy, and also contributes to three UN SDGs: Affordable and Clean Energy (#7), Sustainable Cities and Communities (#11), and Climate Action (#13)