

IMPACT REPORT 2022



BOSKA®

SINCE 1896

Food Tools for Life

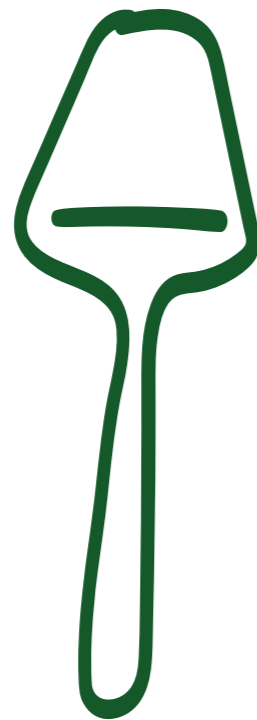


Table of Contents

1. About BOSKA	
1.1. Timeline	10
1.2. Vision and Mission	11
2. Navigating our sustainability journey	
2.1 Our sustainability	13
2.2 B Corp certification	13
2.2.1. What is B Corp?	13
2.2.2 Assessing our progress: mapping our current position	13
2.3 Materiality Assessment	16
3. Our environmental scene	
3.1 CO2 footprint	19
3.1.1. Scope 1, 2 and 3 – Definitions Scope 1 and 2	19
3.1.2. Scope 1 and 2	
3.1.3. Scope 3	20
3.2 Justdiggitt	22
3.2.1. The covered area	22
3.2.2. BOSKA & Justdiggitt	22
4. Our social scene	
4.1 Working environment at BOSKA	25
4.2 Contribution to charities	27
5. Charting our path to a better world: Next steps	
5.1 On an organizational level	29
5.2 On a global scale	29
5.3 Wishlist	30

5 May, 2023.

Spanjeweg 8, 2411 PX Bodegraven, The Netherlands

Please consider the environment before printing this impact report.



Foreword

Today, I get the most energy and motivation when working with a purpose in mind—instead of focusing only on making money. But, honestly, it was a different story at the beginning of my career, when financial matters were a top priority. As my life—and the world—changed for good and bad, it became more important to me to identify ways to contribute.

I'll leave my lasting mark by running a company where I can design, produce and sell high-quality, eco-friendly food tools that live and function in homes.

The opportunity to support BOSKA's vision and mission and ensure the company is a force of good for the planet is very rewarding. Although we face tough challenges to become a more impactful B Corp, our sustainability goals motivate all BOSKA employees to push forward (myself included).

Each day, I get out of bed and focus on BOSKA's greatest aspiration: to change how we do business in our industry. Wouldn't it be nice if a BOSKA Food Tool was on every kitchen counter in every household across the globe?

Our timeless design and lifetime guarantee reduce waste in creating new goods and encourage people to join together for good times -an essential way of living a long, happy and healthy life.

We know this will continue with the next forward—thinking and inclusive generation that is less motivated by monetary gains—but instead support brands that share their values. Appealing to Gen Z and, eventually, to Generation Alpha keeps BOSKA alert, young and constantly evolving. It makes us better at what we do. It's a fundamental part of doing business -and helping our planet to thrive.

This report is our first step in illustrating how we want to contribute -and how we can be a force for good. It is our way of sharing our dreams and goals with our stakeholders, employees, consumers and the larger community.

Together, we can make a difference.

Martijn Legein
CEO

FAQ with Martijn

What is the goal of this report?

This report encourages us to make ourselves accountable and to be transparent with our progress. It motivates us to improve each day, prioritize our positive impact, and have a bit of fun along the way. This summary outlines our work towards sustainability and B Corp certification for our stakeholders, employees and customers.

Why have we decided to create this report now?

Eight years ago, I met the founders of B Corp. While they were incredibly inspiring, at the time, I didn't believe we could become B-certified because we had yet to find the 'holy grail' of sustainability. For years, we struggled with circular business modeling, Cradle to Cradle theory, and other obstacles. But recently, we realized the solution for a sustainable BOSKA—as well as a sustainable world—was something we already had in our veins: quality.

We believe Quality = Sustainability. No Waste. For Life.

Progress takes time, and it took us years to make impactful decisions, like changing from trendy colors to neutrals and eliminating private-label products that did not meet our quality standards. Eventually, we could offer a ten-year guarantee—now it's a lifetime guarantee. These small yet impactful changes have fundamentally shifted our business and priorities as a company, and we were ready to become a B Corp.

What's next?

Patagonia reached 160 points on the 200-point scale of B Corp. We are currently at 88.9 points. What does this tell us? Even though we are talking about different industries, Patagonia is a pioneer and always takes its sustainable commitment further, showing us there is still plenty left to do, yet how continuous improvement and curiosity can give back to the earth already.

With each production, we steadily change our packaging to be entirely made of natural resources and plastic-free. Also, to lower emissions, we are redesigning our products with more innovative production processes.

We continue to learn more about being a B Corp and have dedicated ourselves to expanding our knowledge and understanding of the sustainability space. For example, we now know biodiversity and re-greening dried land could solve the carbon problem. We might not be quick enough to reduce our carbon, but we can start to make a difference in our footprint by planting new trees, rethinking the office itself and encouraging more mobility options for example.

What is our company's greatest sustainability challenge?

Since we produce wood, stone and steel, we work across different industries. Wood is a fantastic sustainability resource as long as it follows the standards set forth by the Forest Stewardship Council (FSC). The FSC label is the world's

most trusted mark for sustainable forestry, ensuring the forest environments are responsibly managed and meet the highest environmental and social standards.

It is a real challenge to decarbonize the steel and stone production. While people seek comfort in the essential home goods we purchase, it's also important to choose essential and useful products that last a lifetime. Companies and people are often addicted to transforming their spaces with different materials, interiors and products. This creates an onerous waste and energy loss, and we hope to work against it by providing products that last a lifetime.

Rather than swapping out our household goods each season, we could use plants and flowers to reimagine our living spaces.

Why does doing 'good' matter to you?

It matters to me as a child of the planet—and as a husband and father who wants to leave the world a better place than I found it. In reality, my wife Marcelien raises the bar on doing good—and getting better—each day. As she puts it, I need to hear something five times before I listen, and she continues to be my teacher. And our three children—aged five to 9—also challenge me. (Especially since they always agree with their mum—ha!)

I also wouldn't be as motivated without our community, including brilliant colleagues, ex-colleagues, clients, factory leaders and our customers. They provide ongoing support and inspiration to remain persistent toward our sustainability goals. A special thanks to our impact change makers Frank de Smidt, Elodie van den Stockt, Cedric van de Geer and Dominique van Straaten.

Let's be a bit nicer every day, to ourselves, nature and each other.

Martijn

Food Tool Founder & Fourth generation owner of BOSKA





CO2 emissions compared to 2021

↓ 14%

0.1% GOOD CAUSES of our revenue went to good causes

VOLUNTEERING 1 day as an organisation & 1 day paid volunteering offered per employee

2 DAYS

JUSTDIGGIT Our CO2 compensation in Central Tanzania

€ 46 700 total amount donated so far



3278 trees have been brought back

235 hectares of land have been greened up



785 people from local communities have benefited from our efforts

629 ton CO2 sequestration

62,9 M liters of water retention by rainwater harvesting interventions



Who do we make an impact with

Part time 23 (1 man, 22 women)

Full time 37 (23 men, 14 women)

Interns 7 (3 men, 4 women)

Social workplace 15 on average



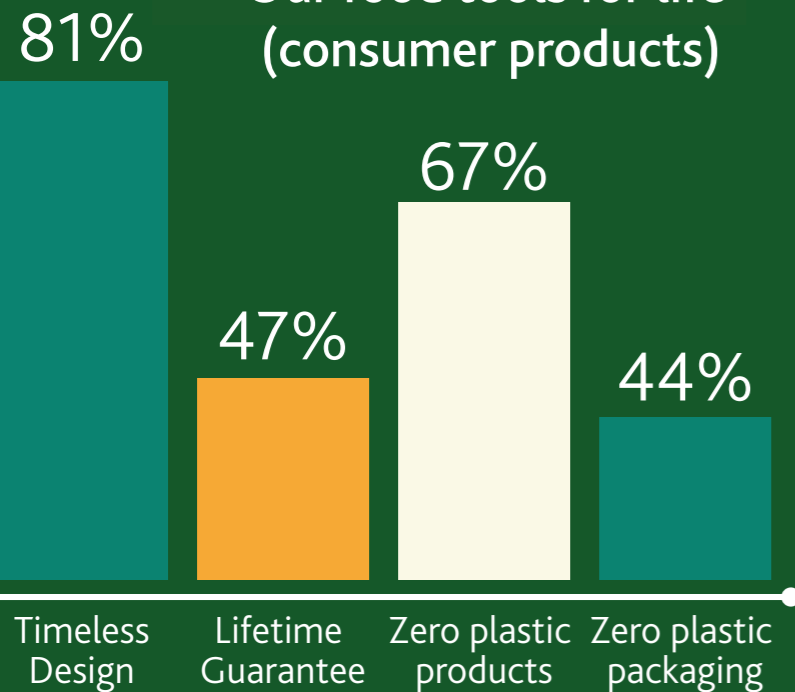
One dog called Miso

We started our materiality assessment, help us finish it:



Quality = Sustainability

Our food tools for life (consumer products)



126 years of knowledge, learnings, and experience



2022 WE BECAME B CORP CERTIFIED.

We are part of a community using business as a force for good.

88,9 points

BOSKA® impact in numbers 2022

Our mission is to have a world without shitty food tools

About BOSKA

01



1.1. Timeline

1896



Willem Bos takes over the forge in Bodegraven

The forge, where Willem began working as a blacksmith's apprentice in 1883, is given the name Fa. W. Bos Bodegraven. We shoe horses, make farming tools, do repairs for farmers and cheesemakers and also produce skates with a decorative curl.

1920



Son Jan Willem Bos takes over the store

Despite difficult times in the 1930s and World War II, the hardware store continues to grow. A second location is opened (1937).

1966



Son Joop Bos takes over

The sale of toys (1974) and household goods (1977) is discontinued. Joop focuses on do-it-yourselfers, construction and cheese tools.

1978



Separate division for cheese tools is established

Professional cheese tools are developed and produced in-house for working with cheese efficiently, safely and without any cutting loss. This results in the establishment of Bos Kaasgereedschappen B.V. in 1993.

1995 - Hardware and tool sales are discontinued

The product range is no longer limited to cheese tools, but also materials for promoting cheese sales, such as cheese replicas, counter materials and displays.

2002

Son Martijn Bos takes over the company

The company name is changed to BOSKA Holland. Bos focuses even more on the international market and further expands the consumer range. BOSKA is the only company in the world that produces cheese tool collections (Cheesewares) for consumers.

2005 - BOSKA opens offices abroad

Apart from the headquarters in the Netherlands, BOSKA expands between 2005 and 2009 with offices in the U.S. (New York), China, France and Germany.

2016

BOSKA wins 6 Red Dot Awards for Product Design

The fact that the cheesewares are not only practical but also stylish results in the winning of six Red Dot Design Awards (the Oscar of design awards), an iF Design Award and a German Design Award. The first respectful rebellious promo is now a fact.

BOSKA's Sustainable Mission and Timeless Design Approach

2017

BOSKA realigned its mission and vision to prioritize sustainability in environmental, social, and governmental policies. Moving away from trendy products, the company now focuses on timeless design options for increased product value and longevity, creating designs that stand the test of time.



2018

BOSKA goes Chococoloco

Martijn is passionate about product development and wants to devote greater effort to developing and marketing new products. As a result, the range is expanded to include "Chocowares", tools for chocolate.



2020

Wait for it.... pizza!

The BOSKA range is once again expanded with tools for a real guilty pleasure: pizza. These "Pizzawares" are a real bright spot in a challenging year that, like everywhere in the world, is impacted by Covid-19.



2022

Product range expands further

With the introduction of tools for meat & veggies, appropriately named "Meat & Veggiewares", BOSKA becomes a food tools brand.



BOSKA becomes a certified purveyor to the royal household

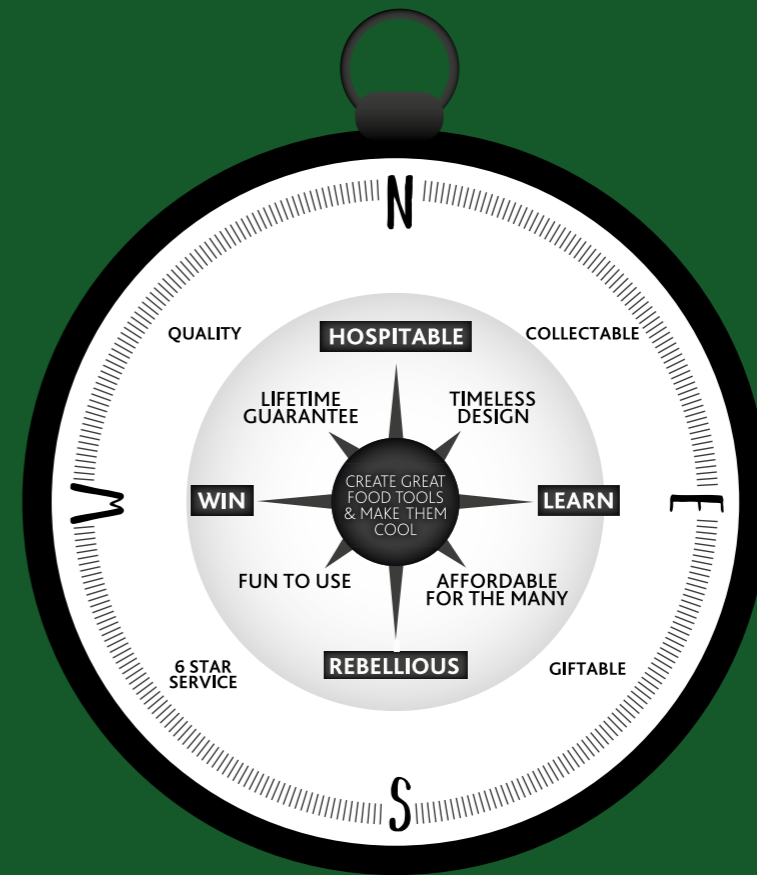
The designation of a purveyor to the royal household is an honorary title awarded by the king to small and medium-sized businesses that occupy a very important position in the region. A real crowning achievement!



Quality obsession earns BOSKA B Corp certification

BOSKA becomes an official B Corp organization: a company that takes responsibility for both the environment and its employees. Based on the vision of "Quality = Sustainability", products of exceptional quality with a timeless design are made to last a lifetime. Correspondingly, BOSKA consciously refrains from following trends, runs on green energy and takes care of its employees.

1.2. Vision and Mission



- 1 **BELIEF**
Quality = Sustainability
- 2 **VISION**
A world without shitty Food Tools
- 3 **MISSION**
To create great Food Tools & make them cool
- 4 **WHAT**
We make Food Tools with:
 - Timeless Design
 - Lifetime Guarantee
 - Fun
 - Affordable for the many
- 5 **GOALS**
 - A BOSKA Food Tool in every home by 2030
 - A BOSKA PRO Tool on every Fresh Deli Counter by 2030
- 6 **THE REASON YOU BUY A BOSKA TOOL**
 - A BOSKA Food Tool is **The Perfect Gift**
 - A BOSKA PRO Tool **Makes Food Cool**, brings more sales & less waste

NAVIGATING OUR SUSTAINABILITY JOURNEY

02



2.1 Our sustainability strategy

BOSKA was created in 1896, and at that time, most people were only concerned about making profits rather than thinking globally, as we do today. When Martijn, the great-great-grandson of our founder, took over the company in January 2002, his strong dedication to sustainability best practices and his desire to redesign BOSKA's business model was the first step towards cultural business remodeling.

Throughout the years—and with the reshaping of our sustainability strategy, we have been challenged to make a difficult, yet important, decision:

- ➔ Do we use eco-friendly materials that might not have the same lifetime guarantee as steel and ceramics, thus harming the environment less during production?
- ➔ Or do we continue to use steel and ceramics products—which have higher CO2 emissions, but ensure our food tools will last a lifetime in a kitchen drawer, thus reducing overall waste on the planet and transporting CO2 emissions?

Ultimately we went with the second option since Quality = Sustainability is part of our DNA. And we have crafted our sustainability strategy to keep offering ceramic and steel-based food tools, believing that a customer will never have to repurchase our food tool.

However, we use the B Corp and materiality assessments below to define further how to improve our impact on social and environmental levels.

2.2 B Corp certification

2.2.1. What is B Corp?

B Corp Certification is a designation a company earns by meeting the highest sustainability standards of performance, accountability, and transparency on environmental, social and governance factors. This spans from employee benefits and charitable giving to supply chain practices and input materials.

Companies who want to obtain B Corp certification need to score a minimum of 80 on a scale from 0 to 200 points on the B Impact Assessment. Focusing on the stakeholder instead of the shareholder means we must take responsibility for our impact and create long-term value while generating profits.

Why did we decide to become B Corp?

We decided to set off on our B Corp journey in 2020 after doing heart, soul and spirit searching and taking significant steps to contribute to a better world. Starting the B Corp certification journey was a great tool for us to create a baseline standard practice. Through this process, we aimed to improve our business and to strike the right ethical balance between profit and purpose while being accountable and transparent toward our stakeholders.

Nearly three years later, in November 2022, we officially became B Corp certified! While we are proud of our certification, being a B Corp is an ongoing journey—not a destination. We started exceedingly small—with little knowledge—and continue learning as we go.

In many aspects, we did not know what we didn't know—and it has been a truly eye-opening experience on the areas we need to change. For example, in the past, we didn't sort our waste. Now, we have improved our waste footprint by creating a management program for recycling, food waste and other products.

We always look for areas to decrease our output, like stocking our canteen with large jars of sugar for coffee and tea, instead of individual sugar packets. We have also included our employees in our education process and continue encouraging them to

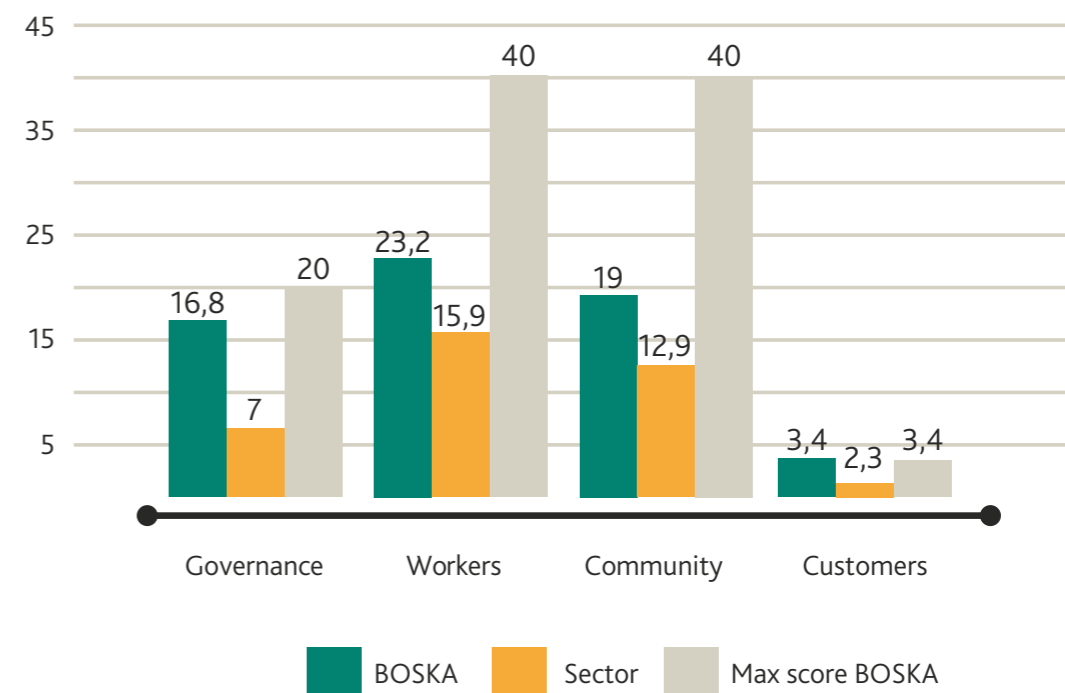
share their sustainability ideas for BOSKA to implement. We acknowledge we are not perfect, but we are committed to continuous improvement and strive to positively impact people, communities, and the planet. It helps us create a bigger force for good, as we believe we inspire other companies to follow the same path and thus create a positive snowball effect.

2.2.2 Assessing our progress: mapping our current position

In 2021, we started with 44 points. In November 2022, we increased that score to 88.9 points out of 200. Here is an overview of our results compared to the averages in our sector.



B Corp score

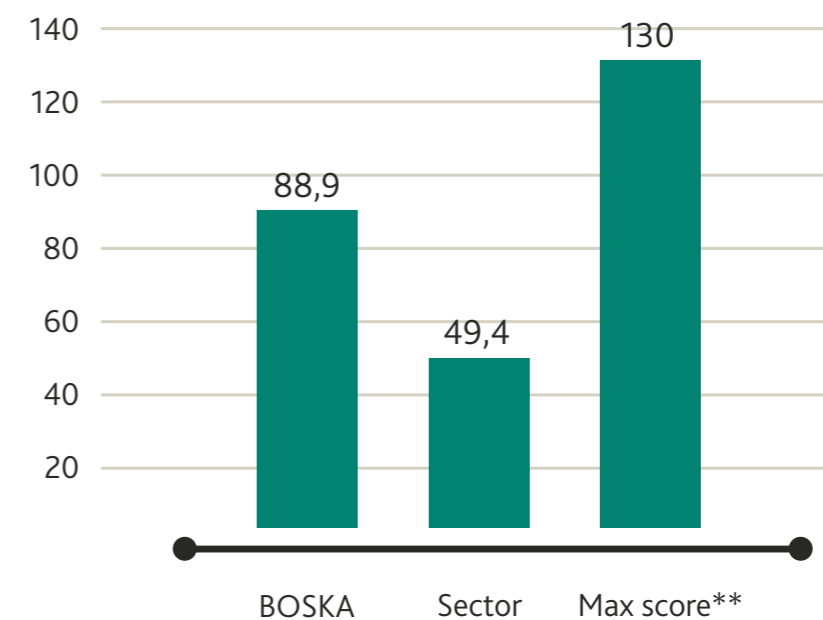


Our B Corp assesment

	BOSKA	Sector	Max score BOSKA**
Governance	16.8	7	20
Workers	23.2	15.9	40
Community	19	12.9	40
Environment	26.5	11.3	26.5
Customers	3.4	2.3	3.4
Overall	88.9	49.4	130

** Given the size, sector and activity of BOSKA and our efforts made so far, only a max score of 130 points out of 200 points could have been reached.

Overall score



2.3 Materiality Assessment

What?

Materiality analysis is a tool we use to define and prioritize the sustainability issues that are most relevant to our business.

Why?

We undertake this materiality assessment to help us further streamline our approach to ESG (Environmental, Social, and Governance) issues and strategy by focusing on the issues that matter most and identifying where we can have the most significant impact and influence.

How?

This involves looking at various factors through two lenses: potential impact on our organization and stakeholder importance.

Outcome?

These results will be analyzed throughout the year 2023 to establish further a solid foundation for developing our responsible business strategy that is fit for purpose and future-facing.

Join us in making a difference!

Customer, supplier, media, ... By taking just a few minutes to fill in our sustainability survey, you will be contributing to a better understanding of the critical sustainability challenges we face and the most effective ways to address them.

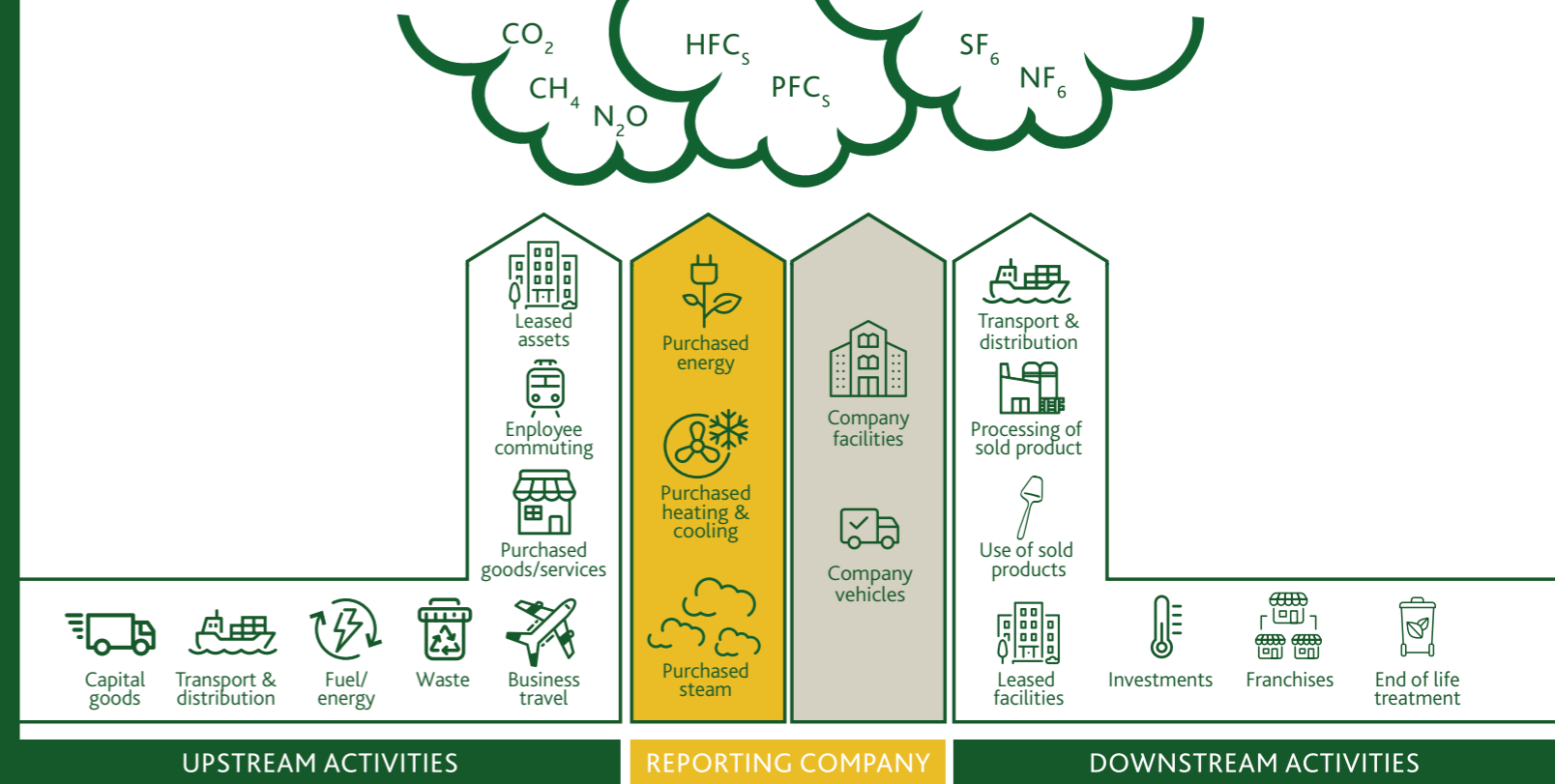


We started our Materiality Assessment, help us finish it!



OUR ENVIRONMENTAL SCENE

03



3.1 CO2 footprint

3.1.1. Scope 1, 2 and 3 – Definitions

Scope 1 emissions are direct greenhouse gas emissions resulting from the sources we own or control. This includes emissions from the combustion of fossil fuels in owned or controlled facilities such as company-owned vehicles or other equipment.

Scope 2 emissions are indirect greenhouse gas emissions resulting from purchased electricity consumption. These emissions are produced by the generation of purchased electricity or gas.

Scope 3 emissions are indirect emissions associated with everything supporting an organization. This includes but is not limited to emissions from the production of purchased materials, transportation of goods and services and waste disposal.

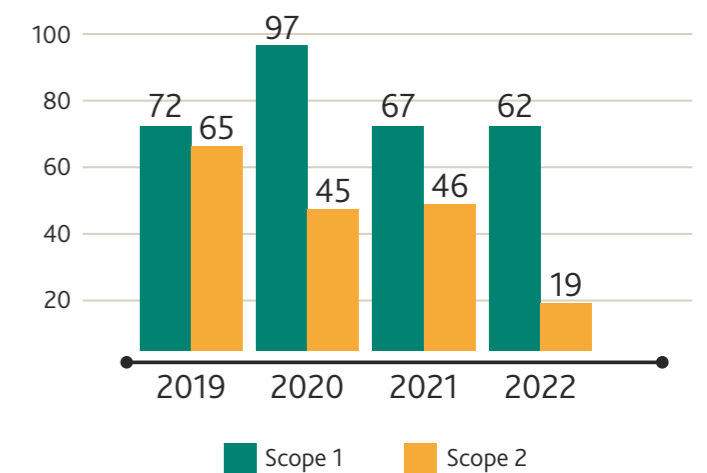
3.1.2. Scope 1 and 2

On a scope 1 level, we have significantly reduced our gas consumption. However, compared to 2021, we traveled more often across Europe for business development, meetings and workshops.

On a scope 2 level, in 2022, we achieved our goal of using 100% green energy at our office in the Netherlands. Green Electricity is 100% generated using Dutch wind. Thanks to this action, we have reduced our scope 2 emissions by more than 60%. We have also taken other small actions that have created a significant difference:

- ➔ We made and displayed eco-friendly aluminum plaques to raise awareness of sustainability initiatives.
- ➔ We installed lights with timers, so they go off when the office is empty.
- ➔ We switched to LED lighting, which has a longer lifespan, is energy efficient and offers comparable or better light quality than other types of lighting.
- ➔ We invested in power-saving computers.
- ➔ We improved our office insulation to reduce gas consumption.

Scope 1 and 2 emissions (ton)



3.1.3. Scope 3

Scope 3 entails the CO2 emissions related to commuting to and from the office, business travel, and creating our products, including processing, packaging and transport.

We decreased scope 3 CO2 emissions by 13 percent due to the following factors:

We reviewed our product range. By reviewing our product range, we revised products with a relative % of CO2 emissions higher than the relative % of revenue.

We worked toward minimal packaging. This creates less waste with unnecessary materials.

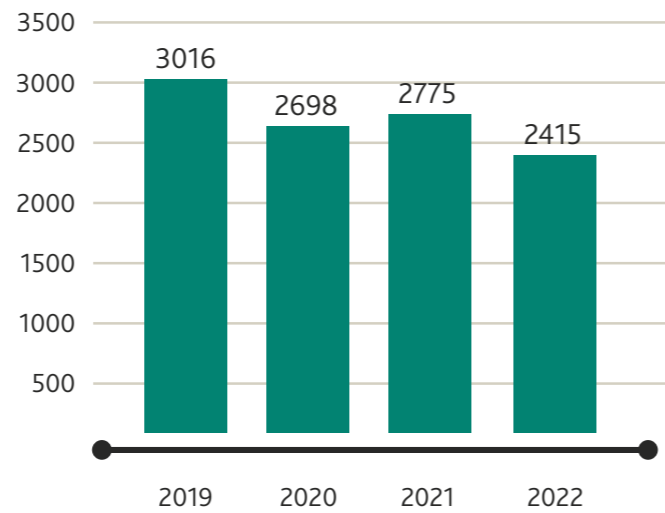
We reduced our material use and waste during production. This saves valuable landfill space, and also boosts industrial efficiency.

As part of our sustainability strategy, we looked closer at how much our food tools produce regarding CO2 emissions compared to total revenues. This data is helping us to revise our product line only to include win-win products that generated revenues higher than their CO2 emissions.

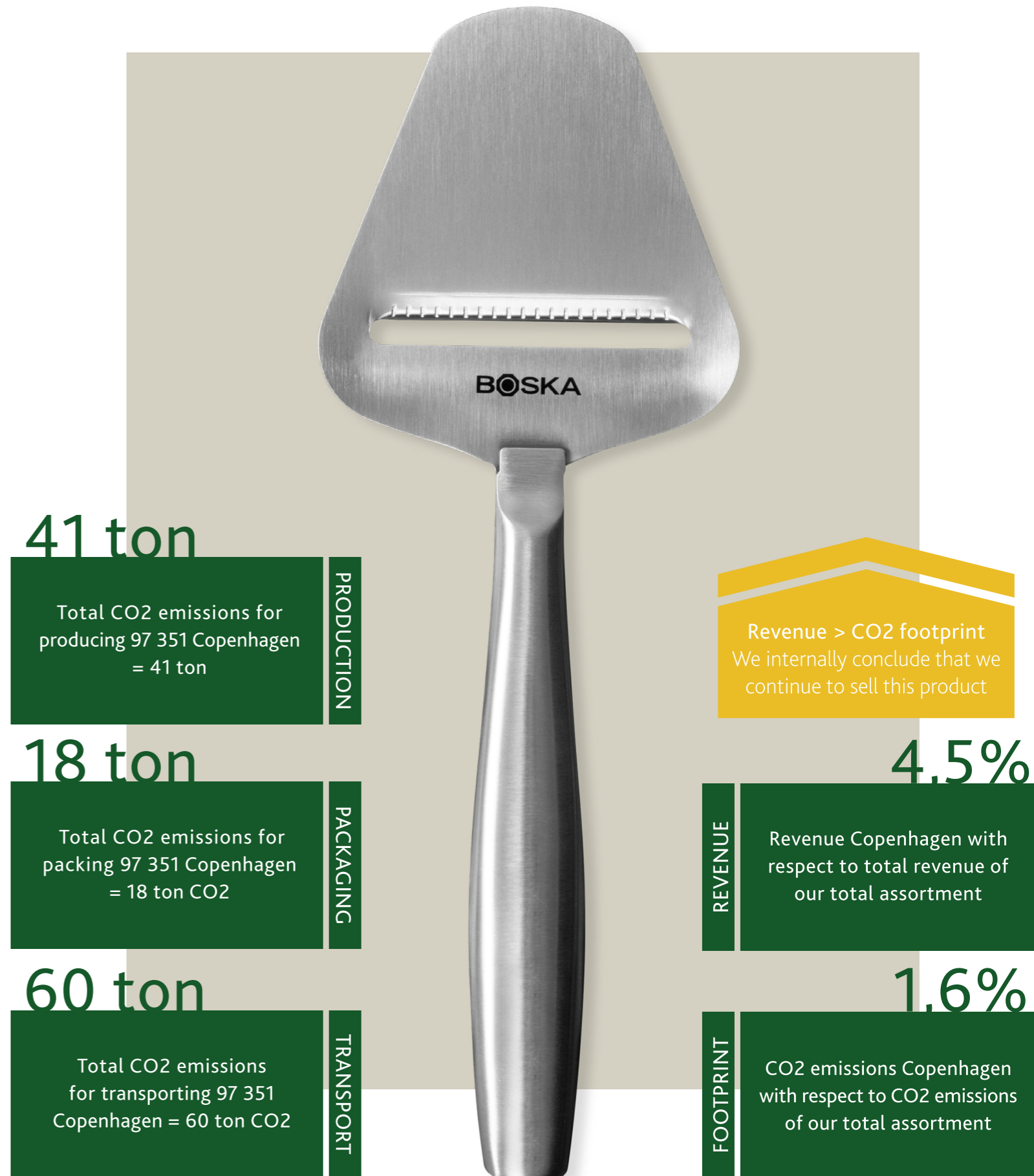
*Until now, we have been able to compute the CO2 emissions of 80% of our product range. The remaining 20% are still too challenging to measure due to the complexity of the value chain and lack of standardization within our industry.

Although we have seen a 13% decrease in our total scope 3 emissions, our CO2 emissions from air travel have drastically increased. This is explained by less Covid restrictions and thus more on-site business meetings and workshops.

Scope 3 emissions (ton)



Example of BOSKA internal analysis about product decision-making
Relationship between CO2 emissions and revenue.



3.2 Justdiggitt

In order to compensate the CO2 emissions we are currently emitting, we started a program with Justdiggitt to restore degraded landscapes and ensure that our CO2 emissions can be retained in regreened areas in Singida, Tanzania.

The ambition and mission

Justdiggitt is a non-profit organization that aims to restore degraded landscapes by using nature-based solutions. Together with local partners, Justdiggitt jumpstarts regreening projects that regenerate vegetation. Bringing back nature helps to preserve biodiversity, improve livelihoods and positively impact climate change.

Farmer Managed Natural Regeneration

There's no one-size-fits-all solution when it comes to regreening. That's why Justdiggitt uses different landscape restoration techniques depending on their work area. One of those techniques is Farmer Managed Natural Regeneration, also known as FMNR. By selecting, pruning, and taking care of stumps that have previously been cut, farmers can create an agroforestry system on their farmland in several years. Justdiggitt's approach involves:

- Working closely with local communities to train them in these techniques.
- Encouraging them to participate in the restoration process.
- Supporting them in making their farming practices more sustainable and rehabilitating degrading landscapes.

3.2.1. The covered area

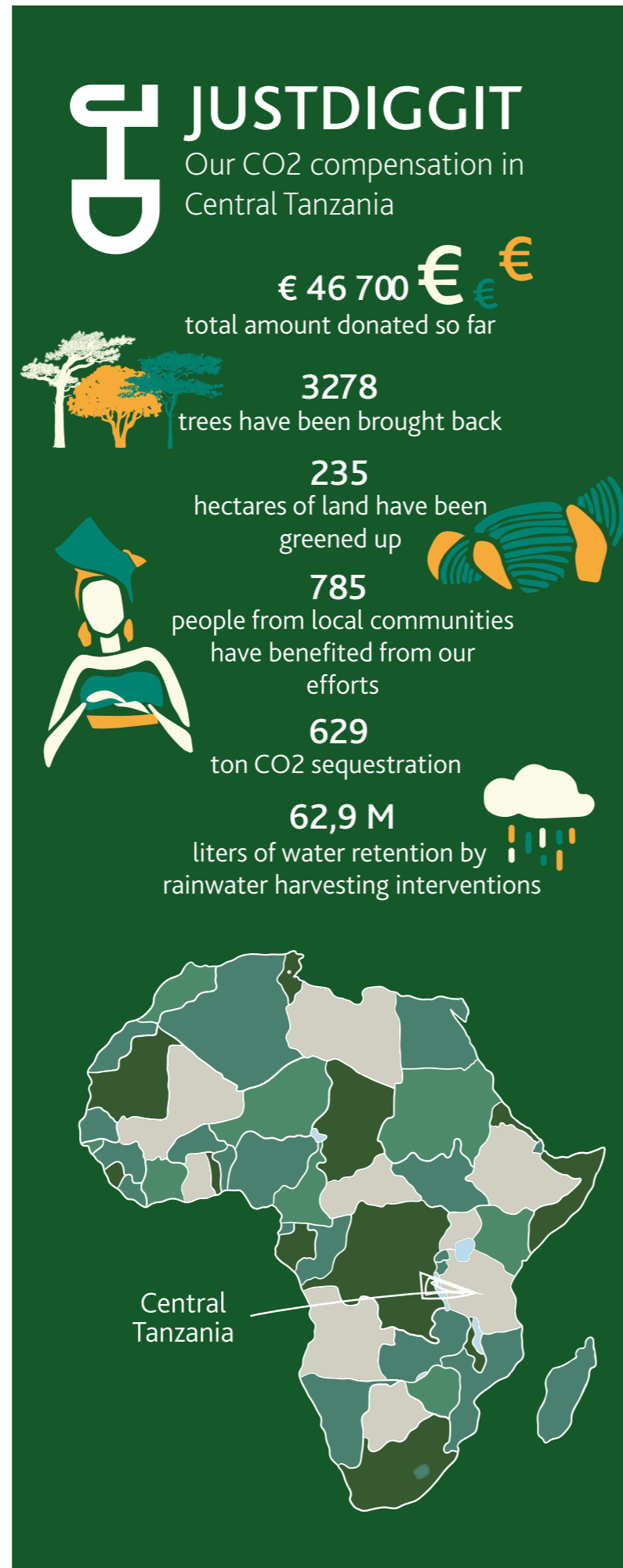
The program is located in central Tanzania, containing the Dodoma and Singida region and multiple districts in Iringa, Morogoro and Manyara. BOSKA is supporting villages in the Singida region by planting trees through FMNR.

3.2.2. BOSKA & Justdiggitt

BOSKA and Justdiggitt are engaged in a global partnership from 2022 to 2026. With a donation of €277 038, Justdiggitt will replant 154 340 trees in Tanzania through FMNR.

This number of trees will sequester an estimated 31.420 tons of CO2 and save three billion liters of water in the next 20 years. It will also positively impact thousands of people as these trees are brought back to farmlands, improving the soil and crop yields and providing households with a sustainable source of wood.

So far, BOSKA has donated €46 727. With this contribution, Justdiggitt has realized the following impact to date.



OUR SOCIAL SCENE 04

4.1 Working environment at BOSKA

At BOSKA, we passionately believe that employees drive the innovation and growth that the organization needs. We believe providing a supportive and inclusive work environment encourages diverse perspectives that can spark creativity and help our organization spot and seize new opportunities:

We continue to make well-being a priority. We encourage workers to participate in health and wellness activities during the workweek. We also encourage and prioritize self-care by promoting a culture of work-life balance with flexible schedules, remote work, and part-time options.

Other examples of workplace culture

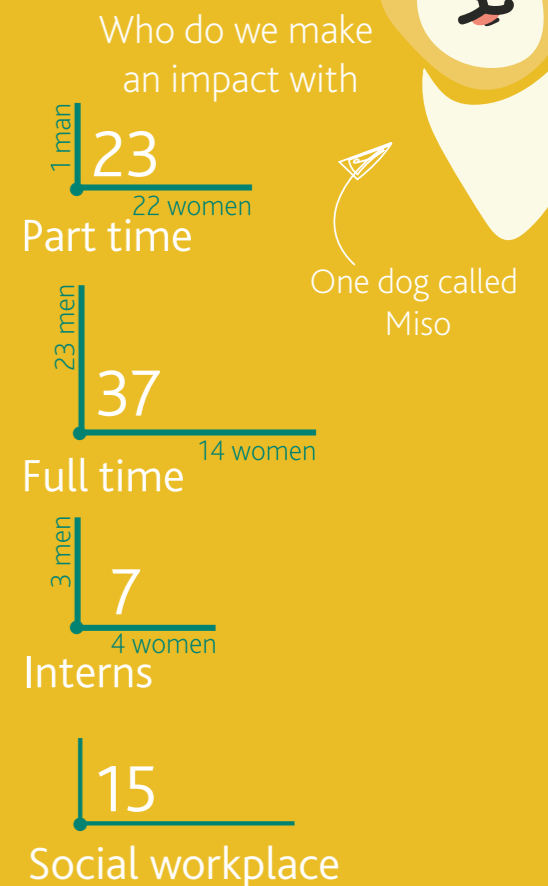
➔ Every Monday, we work out together at the fitness center next door. We encourage employees to take a mid-day walk outside for fresh air. We gather together at a local pub, Borrel on Fridays for beers and bites.

➔ On a professional development level, we provide ongoing education and training. In 2022, we hosted eight training sessions on core job responsibilities and career advancements.

In the first half of 2023, we are taking the initiative to train our employees on B Corp best practices. During the second half of the year, we aim to give our employees more training opportunities to develop new skills for personal development, including stress management, resilience, personal financial planning and more. We also partner with educational institutions to provide internship opportunities. We give our interns time and space to share feedback on their experience so we can better our program.

➔ At BOSKA, we also encourage open communication between employees and management. Our employees feel comfortable sharing their concerns and seeking support. Check-ins and feedback sessions are provided to ensure our employees feel supported and valued. Employees receive a paid day off per year to do volunteering. Nonetheless, no one took us up on this offer in 2022. This year, we aim to get at least 10%— representing five BOSKA employees to take the step.

➔ On an organizational level, we spent a day collecting waste in the surrounding area of Bodegraven. Together, we gathered 12 bags of trash.





“ I always dreamed of having my own business within the food and cooking industry. I felt comfortable talking to BOSKA to create a part-time, hybrid working schedule. They allowed me to work three days a week and the rest of the week at my own deli shop in Amsterdam. This allowed me to work toward my goals and make a sustainable living. I will always be grateful for the opportunity and flexibility that BOSKA gave me! ”

- BOSKA Brand Evangelist, Frank

4.2 Contribution to charities

At BOSKA, we want to help individuals and organizations positively impact society by supporting causes and initiatives that promote social welfare, education, and other prominent issues.

We commit to giving 0.1% of our revenues to charity. Last year, 59% of our cash donations were distributed to projects in the Netherlands and the remaining 41% to projects in Africa.

Name foundation	% total donation
In the Netherlands	59%
Kaashandel & Kaasmuseum Bodegraven	27%
Foodspecialiteiten Nederland	19%
Met je Hart	11%
Others (Aids, Dutch Cancer Society)	2%
Abroad	41%
Sunday Foundation	22%
Bake 4 Life	19%
Total donations 2022	100%



CHARTING OUR PATH TO A BETTER WORLD: NEXT STEPS

05

5.1 On an organizational level

We want to continue to push for continuous improvement and use the tools mentioned above to move towards an impact business model progressively.

On an environmental level, the strategy adopted is avoidance – minimize – rehabilitate and offset. The elements below show examples of actions we would like to put in place to reduce our CO2 emissions further and continue to increase our impact on a social level.



Social

- Effectively measure the percentage of satisfied and engaged employees and retention rate
- Provide internal trainings on ESG aspects and include ESG en KPIs
- Promote volunteer service so that at least 10% of the employees take one dedicated day for volunteering
- Increase our % of revenue donated to good causes from 0,1% to 0,2%



Environmental

- (Re)design our products
- Smarter production processes
- Less packaging
- Sustainable shipping
- Production closer to natural resources or end-user
- Improve mobility package and incentives internally



5.2 On a global scale

We want to join forces and call on the wholesale and retail sectors to be the engine of collective action and move in the same direction to enable change and improve the industry.



Time for Action

- Revamping the kitchen experience with sustainable kitchenware
- More sustainable packaging
- Better shipping options i.e. green shipping
- Explore the vegan cheese market

"If you want to go fast, go alone. If you want to go far, go together."

- African Proverb



5.3 Wishlist

- ➔ First: consumers value ethical practices in the products and services they buy. Thanks to that, we hope to find BOSKA's Food Tools for Life in every household or professional environment. By then, we will have met our goal of offering a 100% lifetime guarantee and timeless design.
- ➔ Another dream—and more in that B Corp mindset—is that one day, all companies will compete not only to be the best in the world but the best for the world. We would love to see our industry making bigger steps towards a sustainable journey. We could sit together with competitors and collectively work on redefining success in the sector, promoting knowledge sharing, and thus learning from each other. A lifetime guarantee and timeless design should—and could—become the new standard.
- ➔ We have a wish at organization level and at industry level, which brings us now to a more global one. At higher level, the sustainability dream would involve a shift towards a society that prioritizes the well-being of the planet and all its inhabitants, both now and for future generations. This would involve a fundamental shift in the way we think about and approach our relationship with the natural world.
- ➔ Having visualized our dreams, let's make them come true by putting our ideas to work

So, it is not just about us as BOSKA— but; it's about all of us, as a community, working together to make a difference.

New collaborations and partnerships

Join our mission to create a more sustainable future! We're looking for passionate collaborators who share our commitment to environmental and social stewardship and want to help make a positive impact on the world!



LinkedIn Elodie - Impact Manager
www.linkedin.com/in/elodie-van-den-stockt/



LinkedIn Frank - BOSKA Brand Evangelist
www.linkedin.com/in/frank-de-smidt-4654b550



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