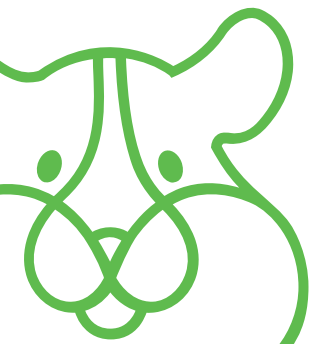


# SUS TAINA BILITY REPORT 2021



**STOREBOX**

Your storage next door

## DEAR READERS,

The founding of Storebox in 2016 marked the beginning of an exciting journey for us as founders - from a storage exchange to becoming the first fully digitized self-storage solution and one of the largest urban logistics networks in Europe. Today, we employ more than 50 people in our offices in Vienna and Berlin, and the expansion of our locations is progressing rapidly. With the strong growth of our company, we started considering how important it is to act responsibly regarding our environment and society.

External influences such as the rapid growth of e-commerce and the accompanying increase in parcel deliveries also made sustainability a central point of our deliberations. These developments pose major challenges for logistics in terms of the environmental friendliness of its delivery methods. With our decentralized warehouses and last-mile logistics solutions, travel times can be reduced, thus lessening the impact on the environment. Therefore, thanks to our location network we support other companies in reducing their CO<sub>2</sub> emissions.

Naturally, we at Storebox also think about our direct impact on the environment and do our best to work in an environmentally friendly and resource-saving way: from avoiding unnecessary traveling by scheduling mainly virtual meetings and using second-hand electrical appliances to using green electricity. I am very pleased that we have been certified as a climate-neutral company by Fokus Zukunft for the years 2020 and 2021. Moreover, I believe sustainability and corporate social responsibility are not just about the environment, but also about how we treat our employees and our responsibility to the society.

In this report, we would like to summarize what we have achieved so far on the way to a more sustainable mindset and which measures we have already successfully implemented in the area of climate protection and social welfare.



*Johannes Braith*

CEO & Co-Founder of Storebox

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# BUILDING THE FUTURE OF SELFSTORAGE.

With a sustainable mindset.

## SUSTAINABILITY AT STOREBOX

Climate change is the greatest challenge of our time. We see fighting these developments as a duty to which we must contribute. Individuals, companies, industries as well as governments should and must take responsibility for finding, supporting, and implementing sustainable measures. Only with forward-looking initiatives, changes can be brought about and valuable steps can be taken for a sustainable and better future. Through specified measures, we will significantly reduce our CO<sub>2</sub> emissions and align our corporate strategy to a sustainable mindset.

We are aware that we are in the middle of a transformation process that will accompany us for a long time and will have a significant influence on our future decisions. Our aspiration is our own continuous improvement and the development of efficient solutions in the areas of self-storage and last-mile logistics.

We have set ourselves the goal of acting sustainably and have already firmly anchored this in our corporate strategy. We already use 100 percent green energy at our own locations and 55 percent of our managers are women.

Furthermore, we want to proactively offer sustainable solutions and use every opportunity to reduce CO<sub>2</sub> emissions in the logistics sector. We achieve this through our last-mile logistics infrastructure, which also includes contactless pick-up stations. The CO<sub>2</sub> savings through the use of pick-up stations

**100%**  
**GREEN ENERGY**  
in our own  
locations

**537**  
**TONS OF CO<sub>2</sub>**  
compensated<sup>2</sup>

**55%**  
women in  
leadership positions

are up to 40 percent compared to front-door delivery (Prandtstetter et al., 2021). We offer companies our inner-city warehouse network to reduce travel distances to the main warehouses, and thus save time and resources. We also share our accumulated know-how with our (franchise) partners and support them in implementing their own measures.

This report paints a picture of how Storebox lives sustainability: how we perceive our social and corporate responsibility and what measures we have taken. It also includes the steps taken towards becoming a certified climate neutral company in 2020 and 2021.

## OUR ORGANIZATION

Storebox was founded in Vienna in 2016 by Johannes Braith, Ferdinand Dietrich and Christoph Sandra-schitz and, as a logistics startup, offers the first completely digitized self-storage solution in Europe. The "storage next door" is already represented at over 150 locations in Austria, Germany, Switzerland and Luxembourg.

Our storage spaces are accessible twenty-four hours a day and the booking process is completely digital. Every Storebox storage compartment can be booked online in just a few steps. After completing the booking, our customers receive a personal access code and thus have 24/7 access to the storage compartment. Each location is under video surveillance, insured and situated in urban areas. With the decentralized and close-meshed organization of our micro-hubs, we bring logistics from the periphery back to the cities.



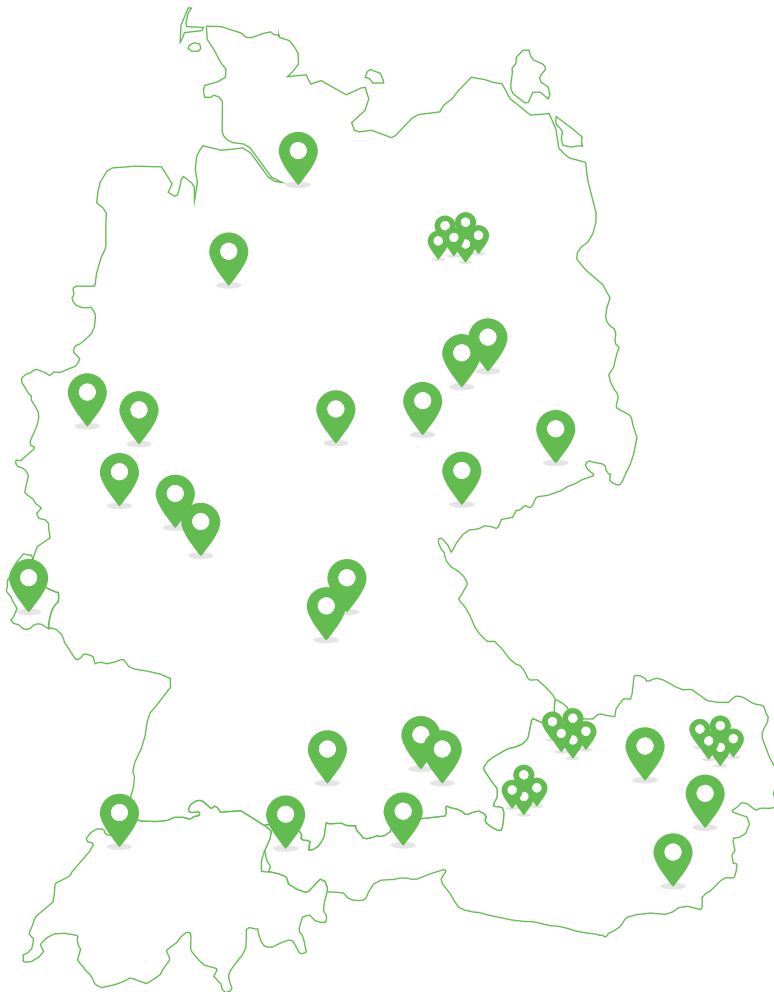
## BUSINESS SOLUTIONS

Our locations offer storage space not only for private individuals, but also for corporate customers. Numerous companies use Storebox as external storage for files and documents, or as spare parts warehouse. Others use the compartments as a Click & Collect pick-up station to offer their customers more flexibility when ordering online. Furthermore, our dense, urban self-storage network provides the necessary infrastructure for Q-Commerce - the delivery of online orders within minutes. Our business customers include companies from a wide range of industries such as IKEA, KONE, KiezGerüst and Radiodata.

## FRANCHISE-SYSTEM

The goal of our franchise system is to open new locations throughout Europe in the coming years and thus become the largest urban logistics network in Europe. At the beginning of 2021, we were able to allocate our 100th franchise license and by the end of the year there were already over 170 franchise partners. This makes us one of the largest and fastest growing franchise systems in Europe.

We are actively implementing projects and designing new ones to address the greatest challenge of our time – the climate crisis. This ambitious goal is to be made more accessible through the 2030 Agenda of the UN member states, which is explained in the following chapter.



**OUR LOCATION NETWORK**

## THE SUSTAINABLE DEVELOPMENT GOALS

In the largest negotiation process in the history of the United Nations, the 2030 Agenda for Sustainable Development was launched in 2015 by all 193 UN member states. At its core is an ambitious catalog of 17 Sustainable Development Goals (SDGs). As a sort of compass, these are intended to show us the way to a sustainable, livable future (Klimabündnis Österreich, 2019).

What makes these goals so unique?

- The environment, social issues and the economy are all included.
- They are common global goals. Industrialized, emerging and developing countries all have their part to play.
- The goals are closely interlinked and cannot be divided.
- Each and every individual can contribute to achieving the goals.

Austria also committed to these goals. However, not only states, but above all the private sector and each and every one of us can make a significant contribution to achieving these goals and pave the way to a better future. We as Storebox take our responsibility seriously and have defined the main goals for us, from which corresponding measures have been derived, which now determine our daily actions.

This report looks at the year 2021 from a sustainability perspective, taking particular account of the SDGs and ESG factors (environment, social, governance). All measures that have already been established or were newly introduced in 2021 are listed in this report.

### THE 17 SUSTAINABLE DEVELOPMENT GOALS



## SOCIAL RESPONSIBILITY

### ADDED VALUE THROUGH JOINT ACTION

Sustainable action includes not only the ecological aspect, but also the social and economic aspects. Only those who operate sustainably and plan for the long term can survive as a company. That is why we are particularly keen to offer our employees a good working environment in which they can develop. People are the key to success for us.

### FEMALE LEADERSHIP

One of the key success factors for our inclusive and diverse corporate structure and culture is the increasing proportion of our female managers. In 2021, we increased the proportion of women in management positions by 10.5 percent. 55 percent of Storebox's management positions are now taken by women.

Achieving such a proportion is only possible through conscious measures in all areas, above all in recruiting. In our job advertisements we address all genders equally. Particularly when actively approaching candidates, we take special care to source against the traditional role model in order to create more diversity in the respective teams. In addition, various stakeholders are involved in our recruiting processes at different stages to promote objective and unbiased decision-making.

The importance of a diverse environment and actively promoting the balance of role models in the company is strongly supported by our management level and this goal is also communicated externally. This year, CEO & Co-Founder Johannes Braith wrote an article on the topic of gender diversity in order to raise awareness of the issue for both potential future applicants and existing employees.

*"I am convinced that diverse teams in companies lead to sustainable success. Ensuring diversity is not an easy task as a start-up, especially in the early stages. In building a company, you are often very intensively involved with product issues [...]."*

- Johannes Braith, Die Ungleichheit beginnt im Kopf, Brutkasten 2021



## DIVERSITY AND INCLUSION

We believe that the more diverse a company's teams are, the better each individual can develop their own potential. We are committed to embedding this mindset in our values and culture and communicating it both externally through our careers site and internally in an open and transparent way. As part of an internal workshop focusing on our corporate culture, we were able to further develop our existing corporate values:

### DIVERSITY & INCLUSION

*We are all complementary talents and that is part of our success.*

*We value and encourage the individuality of all.*

With approximately 50 employees in the company (as of December 2021), we employ people from ten different nationalities. Many different cultures bring different perspectives and approaches to the company and enable us to learn from each other. Discrimination and any form of disadvantage are not tolerated in any way and have no place in our company. Inclusion of all is openly practiced at Storebox.

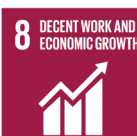
## WORKING ENVIRONMENT THAT PROMOTES INNOVATION

We create an environment that is more than just a workplace. It serves as inspiration and sets the foundation to drive and foster innovation. This attitude is a crucial factor on the way to our targeted growth. We believe that it is our responsibility to continually evaluate the work environment. This means not only the physical space, but all aspects that play a role in the workplace. This includes for example team spirit, transparent communication and - above all - identification with the company. It is important to us to regularly listen to the voices of our employees and to take their feedback seriously. We can ensure this through a transparent and supported feedback culture.

Every six months, Storebox conducts an anonymous employee satisfaction survey. The regularity of this survey allows any comments or concerns to be heard quickly. Feedback is regularly used to derive actions that further improve and enhance our culture and work environment.

## FLEXIBILITY AS A SOCIAL RESPONSIBILITY

Social responsibility also goes beyond business factors. It is necessary to encourage room for balance, create additional flexibility in working hours and enable free time for important events. For example, it was decided to provide all employees with an additional day of special leave for 2021 so



that they have time on December 24th and December 31st for personal matters.

Flexibility establishes many benefits for both sides and promotes the productivity of each person. At Storebox, we have created a flexible work time model to harmonize the needs of daily business operations with the needs of employees. It enables employees to respond to different life situations and events and ensures a good work-life balance. The flexibilization of work will continue to occupy the world of new work in the future. For example, a survey of 1,000 young adults found that 85 percent of respondents expect flexible working hours and 79 percent expect flexible work locations. Thus, it is of great importance for companies to be able to offer young talents a workplace that meets their expectations (Salzburger Nachrichten, 2021).

The last two years during the pandemic in particular have highlighted the importance of digitization and flexibilization. The digital working environment allows us to react quickly to a situation, which makes it easier to act in crisis situations. Storebox recognized the need at an early stage and already implemented an extensive model in 2019, which included the flexibilization of working hours and the possibility for teleworking. Thus, we were prepared for the unforeseeable crisis in early 2020. In the last two years, the existing model has been continuously developed and adapted, and the digital environment has been further professionalized. It is no longer possible to imagine our company without this hybrid working environment.

## FAIRNESS IN ALL AREAS

We implement various measures to ensure fair treatment in all areas at all times. A high degree of transparency regarding processes and career paths is particularly important here.

On average, women in the Austrian private sector earn 19.9 percent less than men. Since 2009, this figure has fallen by only 4 percent. Austria is thus well above the average pay gap in the European Union with 14.1 percent (Statistik Austria, 2021).

This difference is due to various aspects, especially the increased part-time work among women. However, a large part cannot be explained, which is why it is important to counteract this and not allow discrimination based on gender.

This year, we were able to establish salary ranges for our company as part of the “100-Prozent-Förderung” in cooperation with Deloitte. The “100-Prozent-Förderung” is a program of the Feder-



al Ministry of Labor that provides targeted support to companies in order to redesign pay systems in a transparent manner and offer fairer career opportunities. This further minimizes the gender pay gap and strengthens gender equality.

As part of this, Storebox was subjected to an independent gender pay gap analysis in order to be made aware of inequalities in the salary system. Fortunately, no discrepancy was identified. This serves as further confirmation of the effective measures to promote an environment free of discrimination and prejudice.

In addition, the salary ranges introduced this year serve to ensure even greater equality. This makes it easier to make objective decisions, regardless of person-specific factors such as gender or origin.

## EMPLOYMENT OF PEOPLE WITH DISABILITIES

In the spirit of inclusion, we are very concerned about employing people with disabilities, supporting them in their working lives and recognizing them as part of an active society.

In order to promote general inclusion in the Austrian labor market, laws and incentives are continuously being created to counteract the underrepresentation of people with disabilities. At Storebox, we are very aware of their disadvantages. Through our own experiences, we see the benefits and positive influences that employing people with disabilities brings to the company. For example, the interaction and close cooperation promotes the social skills of the employees in the company. The collaborative communication frees from any prejudices and promotes the unifying social component.

As a company, we generate considerable added value from providing people with disabilities with a structured daily work routine through meaningful activities. It shows us that everyone plays an important role in our company and strengthens our sense of belonging.

## TOGETHER FOR CHARITY

The desire to do the right thing is deeply rooted in our company. Not only we as a company, but each individual is very motivated to make a contribution to people in need. Out of this desire, various charitable projects have emerged in recent years. Initially driven by Storebox itself, these have now become a matter of course and are an integral part of our corporate culture.

Employees present projects that we support together as a company. Whether it's fundraising campaigns for a Hungarian village, donations for homeless people in Austria, a charity run that



collected donations for the "Sterntalerhof" children's hospice or appeals for people who have been through a difficult time - we've always had a lively turnout for all of these campaigns, and we're very proud of that.

# ENVIRONMENTALLY CONSCIOUS BEHAVIOR

## THOUGHTFUL USE OF RESOURCES AS THE KEY TO SUCCESS

Environmentally conscious actions have a major influencing factor for the achievement of climate targets. We are committed to an ecological mindset and sustainable consumption in order to achieve a continuous and long-term reduction in our CO<sub>2</sub> emissions. Accordingly, projects and measures have been initiated that will lead to the targeted CO<sub>2</sub> reduction in the long term. We would like to explain these in more detail in the next section. In order to achieve climate neutrality this year, we have decided to offset the CO<sub>2</sub> emissions from 2020 and 2021 in addition to the measures already implemented.

## GREEN ENERGY

Renewable energy plays an important, growing role in the European area. Thus, a guideline issued by EU member states established that a 32 percent share of energy should come from renewable sources by 2030, with Austria setting 46 to 50 percent as its target range. In order to promote environmentally friendly actions, we were able to switch all of our own Storebox locations to certified or audited green electricity over the past year. As a result, all of our own Storebox locations are now powered by green energy.

Our franchise partners are responsible for choosing the electricity provider for the Storebox locations they operate. In the future, we would like to actively support them with information and our know-how in the transition to green electricity.

## SUSTAINABLE MOBILITY AND TRAVEL

Environmentally conscious action starts with each and every individual, which is why we want to sensitize our employees to sustainable thinking in everyday life. Thus, internal changes to our everyday office life have been implemented in order to set an example.

At Storebox, hardly any business trips are made and many of the company-relevant meetings take place in a digital environment. Wherever possible, we avoid travelling. If it is nevertheless necessary, sustainable means of transport such as trains are used for short distances or other resource-saving alternatives are evaluated.

Furthermore, a pool car is available to our employees in case certain travels are not possible with



alternative options. However, Storebox refrains from offering company cars. In order to be able to travel more sustainably in the future, the switch to e-mobility has been set as the first official project for 2022.

## RESOURCE-SAVING OFFICE MANAGEMENT

Resource-efficient office operation begins even before moving into the office. During the conception phase of our Vienna headquarters and our location in Berlin, we paid attention to efficient planning in order to make the best possible use of the office space and thus save electricity and gas for heating.

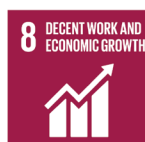
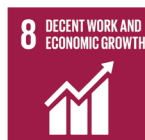
Open office environments are becoming more and more attractive, providing a greater flow of information and more flexibility in the design of growing and changing team dynamics. An open office allows the available square footage to be divided very efficiently compared to one-person offices. We provide our employees with several meeting rooms where they can quickly coordinate with colleagues or hold (virtual) meetings at any time. For this reason, Storebox has consciously decided against single office spaces and implemented shared areas in a sustainable manner.

To further optimize the open office environment, power sockets have been changed to easily shut off all devices in standby mode. We want to prevent unnecessary power consumption outside of office hours. In addition, actively turning off the workstation is intended to raise awareness of power-saving measures.

## SUSTAINABLE CONSUMPTION

Small changes can make a big difference, especially when it comes to everyday items. Therefore, many of the CO<sub>2</sub> reduction projects we have implemented relate to this subject.

As a digital company, most of our work takes place online. That is why hardware resources such as laptops and cell phones are an important part of our daily activities. We would like to counteract the current state of increasing electronic waste and therefore rely on second-hand products. With partner companies such as Refurbed, the purchase management of such used electrical equipment is very well-structured and thus offers the perfect basis to further strengthen this project in the coming years and to reduce the increase of electronic waste.



Even as a digital company, it is not always possible for us to completely renounce paper in our daily office work. Following an evaluation, all paper types at Storebox were switched from fresh fiber paper to recycled paper in 2021. Recycled paper uses two to six times less water and three to four times less energy (Die Umweltberatung) and guarantees environmentally friendly production under fair working conditions.

Other consumer goods that we need for our everyday life or consume in everyday life, we want to dispose of correctly after use. Storebox has established its own recycling stations in the offices to dispose of paper, PET, aluminum, glass and Tetra Pak separately.

In order to make the rest of the office routine sustainable and avoid unnecessary CO<sub>2</sub> emissions, all other products for daily use were reviewed. For food, seasonal products and regional suppliers are used wherever possible. For example, all our fruit deliveries, coffee beans and other additional products have been switched. The changes have been very well received, especially by employees, and have increased awareness of regional products.

## CO<sub>2</sub>-COMPENSATION

We have decided to compensate the CO<sub>2</sub> emissions that we have caused in 2020 and 2021. For this purpose, a calculation of the CO<sub>2</sub> emissions was carried out for Storebox Holding GmbH based in Vienna, Storebox Deutschland GmbH based in Berlin and all Storebox locations. The total area of our Storebox locations in Germany and abroad, totaled to 27,996 m<sup>2</sup> in 2020 and 38,900 m<sup>2</sup> in 2021. In the course of this project, not only our self-managed locations, but also all locations of our franchise partners were offset by compensation.

### All three scopes were included in the calculation:

- 1 • Direct emissions from operations
- 2 • Indirect emissions from purchased energy
- 3 • Other indirect emissions

In our company, point 1 only includes the heat consumption of our Storebox locations and our office buildings, as well as the trips to the Storebox locations for maintenance purposes. In point 2 the electricity consumption in the Storebox locations and in our office buildings was calculated. Point 3 includes all other indirect emissions, such as upstream energy-related emissions, business travel, employee commutes, all consumer goods such as paper, hardware, and our office water use. This sub-area is the most extensive and accounts for the largest share of our emissions in our company's overall balance sheet, at over 80 percent.

In 2020 and 2021, Storebox generated a total of **513 tons of CO<sub>2</sub>**. After a vote among our employees, these were offset by supporting the projects "VCS Forest Conservation China", "UN CER Wind Energy India" and "UN CER Transport India".

### PROJECT 1: VCS FOREST CONSERVATION CHINA

The "Jiangxi Province Le'an County Forest Farm Carbon Sink Project" is being implemented in Le'an County, Jiangxi Province, China, and involves improved forest management of forests created by converting logged forest to protected forest. Prior to the implementation of the project activity, the trees were cut based on a government-approved timber management plan. Through the implementation of the project, the trees will be converted into protected forests. This approach makes an important contribution to the protection of the environment, the conservation of biodiversity and the fight

against soil erosion, thus contributing to sustainable development in the region.

## **PROJECT 2: UN CER WIND ENERGY INDIA**

In the Indian state of Karnataka, clean wind energy shall be used to meet the increasing electricity needs of the area. The project has installed 39 wind turbines to supply the power grid with reliable electricity from renewable sources. This has created new opportunities for industries and economic activities to locate in the region, which in turn leads to more local jobs and ultimately overall development. The project has also led to the development of infrastructure at the wind farm site..

## **PROJECT 3: UN CER TRANSPORT INDIA**

As a third project, we are supporting the construction of a metro for public transport in Delhi with our certificates. The most important aspects of the Delhi Metro are a new infrastructure consisting of 102 kilometers of state-of-the-art metro with new trains and ticketing before boarding with rechargeable cards, as well as devices and turnstiles at the entrance of each station that debit the appropriate fare. Centralized, coordinated train control provides monitoring and communication to schedule and respond in real time to the unexpected. Prior to the project, passengers were transported from the origin of their trip to their destination by buses, cabs, motorized rickshaws, and the three existing subway lines. The expansion of the subway will result in a reduction in greenhouse gas emissions per passenger kilometer compared to the existing transportation service.

## **CO<sub>2</sub> COMPENSATION OF OUR EVENTS**

Sustainable event management is a very important aspect. We not only see ourselves as having a social responsibility, but to act as a role model for our partners.

Our biggest annual event is our franchise conference. We conduct all communication purely digitally, but it is still significant for us to get together at least once a year and meet in person. For this purpose, around 85 franchise partners came to Vienna in 2021.

The CO<sub>2</sub> emissions generated during this event were offset through CO<sub>2</sub> compensation. The calculation included the travel of our franchise partners, hotel accommodation and catering. We carried out the calculation and compensation in collaboration with the company Fokus Zukunft. We supported the reforestation project in Uganda as compensation for the CO<sub>2</sub> emissions generated.

## OUR CONSUMPTION IN COMPARISON

In an annual comparison, three people in Austria cause the same amount of CO<sub>2</sub> per year as the Storebox company. Eight trees would already compensate the calculated amount of CO<sub>2</sub> over their entire life cycle.



**3 People** in Austria cause approximately the same amount of emissions per year as Storebox



**8 Trees** absorb the calculated CO<sub>2</sub> emissions/year from Storebox over their entire life cycle

Compared to other companies of our size, our emissions value is therefore in the lower range. Thanks to our digital business concept, which works with existing properties and does not involve the construction of new buildings, we are already emitting less CO<sub>2</sub>. Nevertheless, we would like to continue minimizing our emissions and all the measures listed above contribute to this.

At this point we would like to refer to Fokus Zukunft, who have calculated our greenhouse gas balance.

Through the precise consultation by Fokus Zukunft, we want to continuously improve in the coming years and always be open for sustainable ideas from our employees. The CO<sub>2</sub> compensation for 2020 and 2021 is an important step. However, our focus is on continuing to move forward CO<sub>2</sub> reductions and promoting sustainable business practices. Our goal for the coming years is thus to keep our CO<sub>2</sub> emissions low despite our strong growth as a company, and to continue to fulfill our social responsibility.

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## USEFUL LINKS:

Storebox website: <https://www.yourstorebox.com/>

CO<sub>2</sub> compensation project with Fokus Zukunft:

<https://strbx.io/fokus-zukunft/storebox> (website in German)

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