

ACCO Brands EMEA

Sustainable Development Report 2024



Who are we?



Driving Change – Feeling Good

This is our motto. As an innovation leader we actively shape the transformation of the working world with our solutions and strong brands. At the same time, our consumers can feel confident that efforts are being made to work towards reducing the impact of our company operations and our products on the environment and the communities and partners with which we work.

We have set a clear path for our activities, focussing on the most important topics for our company and we have set some specific and challenging goals for 2025 and beyond. This report provides insights into our company, who we are, how we operate, and how we work towards achieving our goals and reducing our impact.

For more detail about our company see the additional information section at the end of this report and www.accobrand.com



Company Profile



ACCO Brands Global:

\$1.7 billion company, listed on NYSE
16 factories worldwide, **5 400** employees
Products sold in more than **100** countries

This report covers ACCO Brands EMEA:

\$520+ million turnover
8 factories, **1800** employees

(see details on pages 80–81)

An Introductory Message



Driving Change, Earning Recognition!

We are pleased and proud that our sustainability journey has now reached a meaningful milestone. Being awarded the EcoVadis Silver rating and recognised among the top performers in our industry is a moment of pride—but more importantly, it's a moment of reflection.

Recognition is never the goal in itself. It's a signal that the steps we're taking—sometimes bold, sometimes quiet—are moving us in the right direction. Our investment in renewable energy, our reduced electricity consumption and the launch of two solar parks are just a few examples of how our ambitions are translating into impact. We're focusing on actions that matter.

We're also making it easier for our customers to choose sustainably, expanding our product range with certified and recycled options. These choices are not about compliance—they're about shaping a future where sustainability is embedded in every decision.

None of this would be possible without the dedication of our teams, partners, and customers. Together, we're proving that progress is possible—and that recognition follows when we stay true to our values and plans.

These milestones are not endpoints—they are stepping-stones. As we look ahead, our commitment remains unchanged: to drive meaningful change, with purpose and integrity.

Yours
Cezary Monko

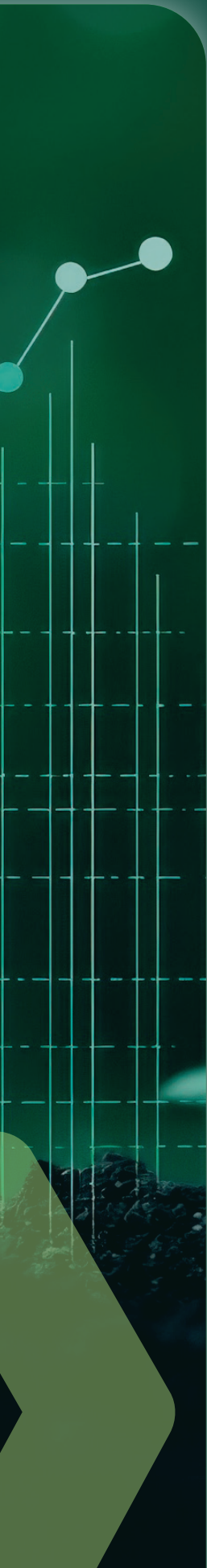


Cezary Monko
EVP & President ACCO Brands International



ACCO Brands EMEA

Key Achievements 2024



EcoVadis Silver Rating Achieved!

➤ In 2024 ACCO Brands EMEA undertook the EcoVadis assessment for the third time and we are very proud to have achieved a silver rating, which is awarded to companies with a score in the top 15% of respondents! Having worked to continually improve our rating, our final score actually places us in the top 10% of paper and paperboard product manufacturing companies rated in over 185 countries across the four areas assessed.

The thorough EcoVadis assessment takes 4 areas of impact into consideration when viewing a company: environmental impact, labour & human rights, ethics and sustainable sourcing. We scored particularly well on environmental topics, where we are placed in the top 3% of companies and on sustainable procurement, where we are placed in the top 4% of companies in our industry!



EcoVadis recognise our environmental policy and quantitative objectives as particularly strong, as well as our companywide FSC® and PEFC certifications, which monitor the sourcing of wood and paper and the clear reporting on wood fibres used for products and packaging.

Performing well in the EcoVadis assessment requires intensive teamwork between different functions of the company from operations and sourcing to HR and marketing. This result shows not only how important these topics are to us but also how well we work together to implement our strategy and achieve our goals targets.



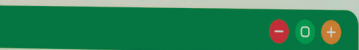
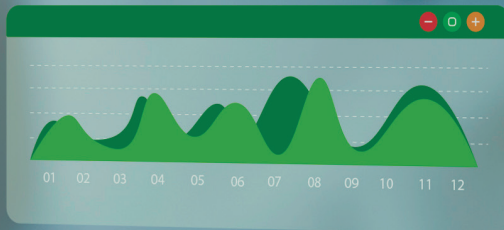
Highlights 2024



- Awarded EcoVadis Silver (February 2025) Now rated amongst the top 10% of companies in our industry!
- Total CO₂ emissions reduced by a further 33% compared to 2023, two solar parks up and running!
- 2025 electricity consumption target for factories and warehouses surpassed, 94% of electricity is zero-emission
- Sustainability Champions are helping drive our mission and programmes across the company
- 25% of our director level and above leadership positions are women. AWPS women's network offers training and support across EMEA



- 3 additional key product categories offering a more sustainable choice! 17/20 categories now with options available
- 4 875 products with 3rd party certifications
- 34% of sales made with products with at least one 3rd party certification
- 99.8% of paper, board and wood used for products and packaging at our factories and warehouses was recycled, FSC® or PEFC certified
- 267 products containing 30-100% recycled plastic (+124% compared to 2023)
- Product carbon footprint data being used to support key product development projects



CARBON EMISSION



70%

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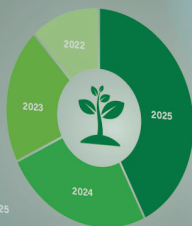
50%

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Income
expenses

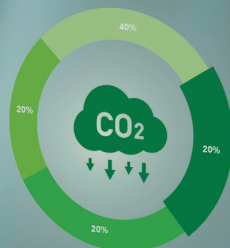


TRANSPORTATION



PLANT A TREE

RECYCLE



CARBON EMISSION



PLANT A TREE



CARBON EMISSION

ACCO Brands EMEA

Strategy & Plan 2025



Stakeholder View & Materiality

Our current sustainability strategy and goals are based on research and discussions we carried out with various groups of stakeholders. This included looking at the views of our shareholders, management, customers and internal teams. Looking at all the information we have and feedback we received, we could clearly see three core areas of focus for us moving forward:



- 1: Climate change mitigation
measuring and reducing our emissions
- 2: Responsible & circular customer solutions – innovating to provide products & services for the future
- 3: Engaged workforce and principled working relationships

In 2024 we carried out a detailed materiality assessment according to the requirements in the ESRS1 standard. The results closely aligned with our previous findings. As a consumer goods company, emissions and resources are key as well as aspects of our supply chain. Our current set of goals align with the findings, but we will integrate the results and learnings completely into our new goals and strategic plan for 2030.



Vision & Strategy for Sustainable Development

Reducing our Operational Environmental Impact



We will drive down our use of electricity, fuel and our waste production and deepen our understanding of our indirect emissions with a long-term vision of achieving net zero emissions.

Reducing our Product Environmental Impact



We are committed to better understanding the emissions caused by our products and packaging and driving down those emissions as far as possible in preparation for net zero emissions.

Working Relationships & Social Commitment



We are a diverse and committed workforce where everyone works towards the achievement of our sustainability goals. We aim to have a cooperative and principled working relationship with all of our stakeholders.

Sustainable Development Key Targets 2025



Reducing our Operational Environmental Impact

- **Zero emissions from electricity** (scope 2) used at our manufacturing and distribution sites
- **15% reduction** in electricity consumption

- We will drive our emissions from electricity consumption (scope 2) to zero at our manufacturing and distribution sites, an overall reduction of total scope 1 and 2 emissions of 75%
- We will reduce our electricity consumption at these sites by 15% or 3800 MWh, base year 2019
- We aim to further reduce our total water consumption by 15 percent, base year 2019
- We have the ultimate goal of achieving a zero waste rate in our manufacturing and warehouse facilities
- 33% of our company car fleet will be hybrid or electric
- We will measure and improve emissions and other environmental impacts of our sales offices

Sustainable Development Key Targets 2025



Reducing our Product Environmental Impact

- A more **sustainable choice** in every key category we operate in*
- A minimum of **500 products** containing a minimum of 30% **recycled plastic** (from 50)

- We will offer a more sustainable choice* in every key product category we operate in
- We will offer a minimum of 500 products with (minimum 30%) recycled plastic content (base is 50)
- We will increase the % of revenue from sales of products certified to 3rd party environmental and social sustainability standards by 10pp (base year 2019)
- We will aim to take the points of our product philosophy into account and design our new products with a reduced CO₂ footprint compared to the previous model where one exists
- We will only use plastic in our packaging where necessary or ecologically worthwhile and where we use it, we aim to use a minimum of 30% recycled material
- We will build our understanding of carbon emissions from our products

*A more sustainable choice is a product with notable improvements compared to standard products in points listed in the ACCO Brands Product Philosophy, based on our understanding of the product life cycle.

Sustainable Development Key Targets 2025



Working Relationships & Social Commitment

- For leadership positions on director level and above in EMEA, we aim for a **female share of 25%** by 2025 (from 20%)
- We will coach and involve **all employees** to help us achieve our sustainability goals

- We aim to have a transparent and principled working relationship with all our stakeholders, from employees and suppliers, to customers and consumers
- Our principles are based on the international standards set by the UN and the ILO Declaration of Fundamental Principles and Rights
- We require our suppliers to fulfil the same standards and monitor this according to a set of specific metrics
- We aim for a female share of 25% of leadership positions on director level and above in EMEA by 2025 (from 20%)
- We will maintain a safe and healthy workplace with a target of zero accidents
- We will train all our sites in our sustainable approach and invite them to create a local plan to support the fulfilment of our goals

ACCO Brands EMEA: Sustainable Foundations

Working in a lean way is the foundation of all our sustainability efforts. Reducing waste in all areas and keeping processes simple and short, help with many of our objectives. Our ISO 9001 and ISO 14001 certifications provide the framework and tools to help achieve this.



HONEST &
TRANSPARENT
COMMUNICATIONS

QUALITY
PRODUCTS



LEAN PHILOSOPHY
**COMPANY PROCESSES
& PROGRAMMES**





ACCO Brands EMEA

Planet

Reducing our Operational Environmental Impact



Scope Emissions



- Scope 1 (direct)
- Scope 2 (indirect emissions from consumption of purchased electricity, heat or steam)

All European manufacturing facilities were monitored from the start in 2010, except Arcos, Portugal, and Lillyhall, U.K. (added in 2017). Lillyhall (pencil manufacturing) runs a biomass boiler to heat the plant using waste material. This has been classified as carbon neutral by the Carbon Trust and is therefore not included in the results.

We continue to report the Rapid Shanghai factory as most of the production is for EMEA and it is a key facility for us.

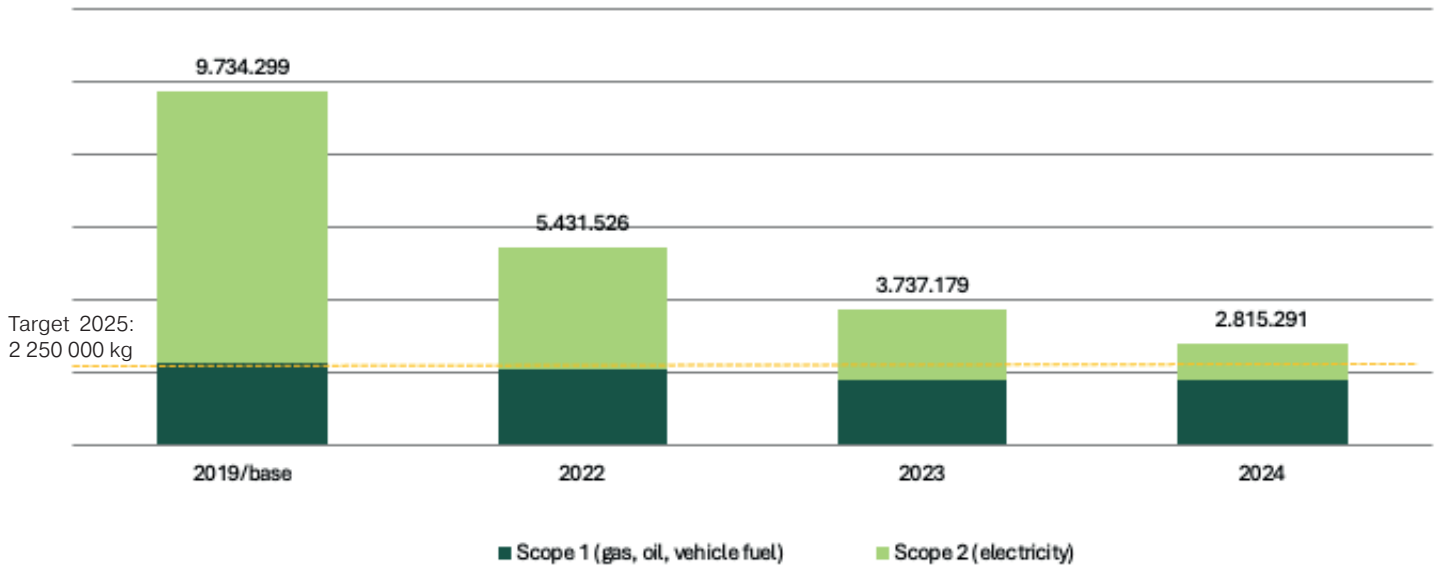
Warehouses have been included since 2016, except Halesowen added in 2017.

In 2021 we added CO₂ caused by HGV fuel of our owned truck in Halesowen, UK. This added ~126 tonnes CO₂ and is around 1.5% of the total.

All facilities are listed on pages 80–81. Sales offices, which are not physically part of one of the listed facilities, are not included, as they are classed as immaterial. We own 7 company cars across Europe, which are also currently not included in these figures.

Scope 3 emissions are not included to date (all other indirect emissions such as from raw materials, external logistics, outsourced activities etc.)

Together we can make a Difference!



➤ In 2024 we took another big step towards achieving our plan to reach zero emissions from electricity by 2025! In 2024, we reduced overall emissions by a further 33% and scope 2 emissions by 47% compared to the previous year!

We have switched all our sites except Shanghai to zero emission electricity! For some sites, we will only see the full effect in 2025. It is not always easy to dictate the source of electricity bought when you do not own the site. The teams in Prague, Czech Republic and Sint Niklaas, Belgium invested a lot to get their contracts switched to renewable electricity. The switches in Belgium and Italy were the main drivers for the progress in 2024. In Italy, part of the electricity we use now comes from an on-site solar park.

Total CO₂ emissions (according to the scope on page 22) were 2 815 tonnes. 12 out of 13 sites now buy zero emission electricity, 11 of these buying 100% renewably sourced electricity, one of those sites is buying RECs, in 2024 to a total of 445 MWh.

Our 2025 target of 2 250 tonnes CO₂ is based on our scope 1 emissions level in 2019. We have now been below this level for two years running for scope 1. This can of course be due to the severity of the winter, but the many energy saving activities carried out at the sites lead us to believe that a longer-term overall reduction is being achieved.

Scope 3 emissions are currently not reported.

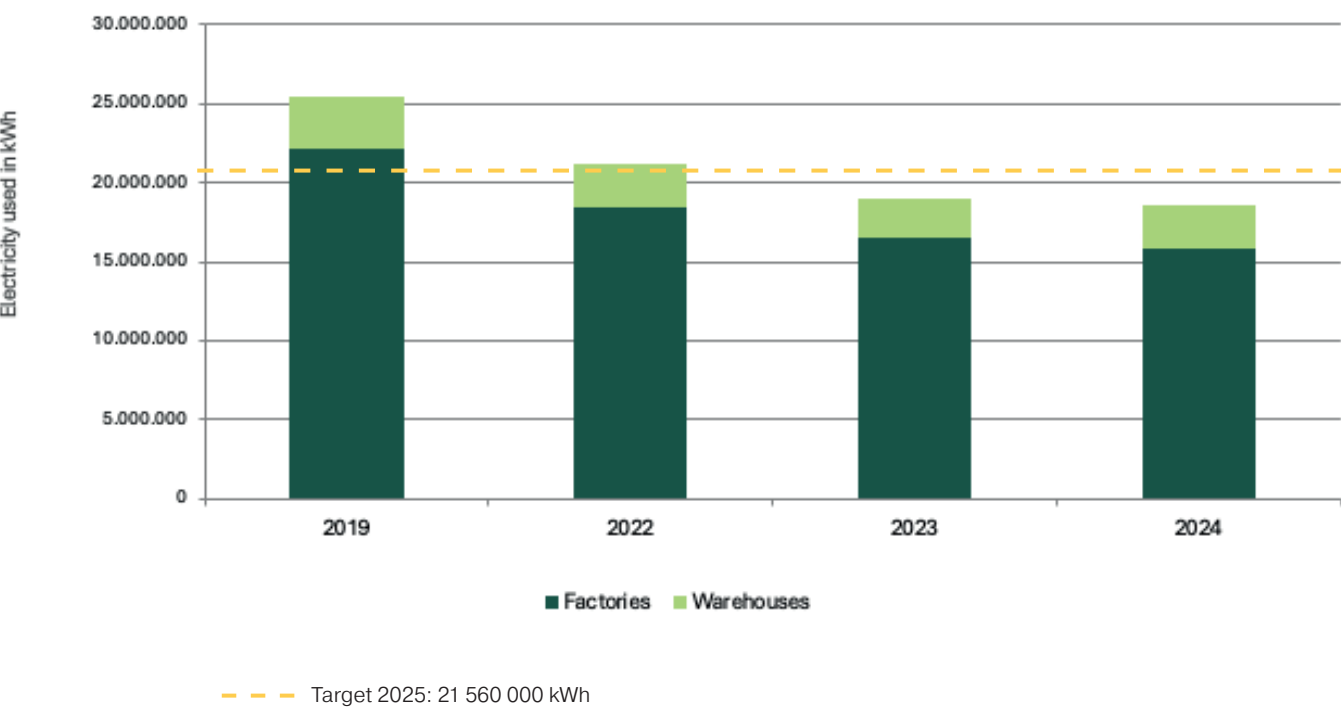
2024: Arcos, Portugal facility was closed at the end of March. Around 59 tonnes CO₂ reported in 2023 from Arcos production moved to scope 3 emissions in 2024, which we do not yet report. In 2022 and before, Arcos had no scope 1 or 2 emissions.

2023: Arcos, Portugal change to conversion factor means that emissions were 85 572 kg higher than reported at the time.

2021: HGV fuel for truck owned in UK added makes up ~1.5% of the total

2019 – 2021: Corrections made for gas consumption in Gorgonzola, Italy and electricity conversion factor in Sint Niklaas, Belgium. Totals for 2020 and 2021 now slightly higher than reported at the time.

Emissions: Electricity in kWh



Reduction in energy consumption remains in focus at the sites and we can see the results of this continue to come through. In 2024, we achieved a further 2% reduction compared to 2023, now 14% below the goal we set for 2025.

The sites are continually enhancing process efficiency and optimizing the use of lighting and heating, often through the implementation of energy-saving Kaizen initiatives.

Breakdown of electricity purchases:
Overall, 55% of the electricity we bought in 2024 was renewable. Of that, 445 MWh (around 2%) was purchased as RECS for one site. One site has a zero conversion rate, buying a mix of renewable and nuclear power making a total of 94% zero emission electricity in 2024, with only one site left, China, not on zero emissions for electricity.

Further details of our emissions in our factories and warehouses can be seen in the additional information.

Gorgonzola, Italy: Solar Park



The opening of our first solar park in Uelzen, Germany in 2023, has been quickly followed up with a second facility at our Gorgonzola, Italy site which went live on July 1st 2024. It covers 3500 m² and has a power output of 500 KW. The facility was installed by the site landlord with a long-term agreement on our side to purchase the power generated. We expect that around a third of the power we use in a year will come from the solar park.

Energy Saving in Cerkezkoy, Turkey

➤ All of our manufacturing facilities continually monitor compressed air usage, reduce leaks and increase efficiency. At our Cerkezkoy, Turkey plant, they creatively re-built an automatic box-closing unit, using metal barriers instead of compressed air. In this way, only one air cylinder instead of six is needed!



The previous system for closing the box lids with six air cylinders.



The newly designed system using one air cylinder only.

Emissions from Company Cars

➤ We continue to support the shift of our (mostly 3rd party owned) company car fleet to electric or hybrid models. Our aim is to switch 1/3 of our EMEA company car fleet to electric or hybrid by 2025. In 2024, 103 out of 277 cars were in scope, 37% overall. This is an increase of 61% to the previous year and means we have met our 2025 goal, showing that the promotion of these technologies is taking effect. We have company car contracts in 19 different European countries, which all have a different infrastructure and tax situation which have an impact on the interest and uptake of EVs and hybrids. The range of uptake per country varies from 0% to 100% with two countries at 100% and a further three over 70%.



We continue to encourage our associates to walk, cycle or use public transport for their commutes. For business travel, the key driver for emissions reduction is the use of online meetings, avoiding the need to travel at all, but we also encourage the use of the train where sensible.

Scope Water Withdrawals



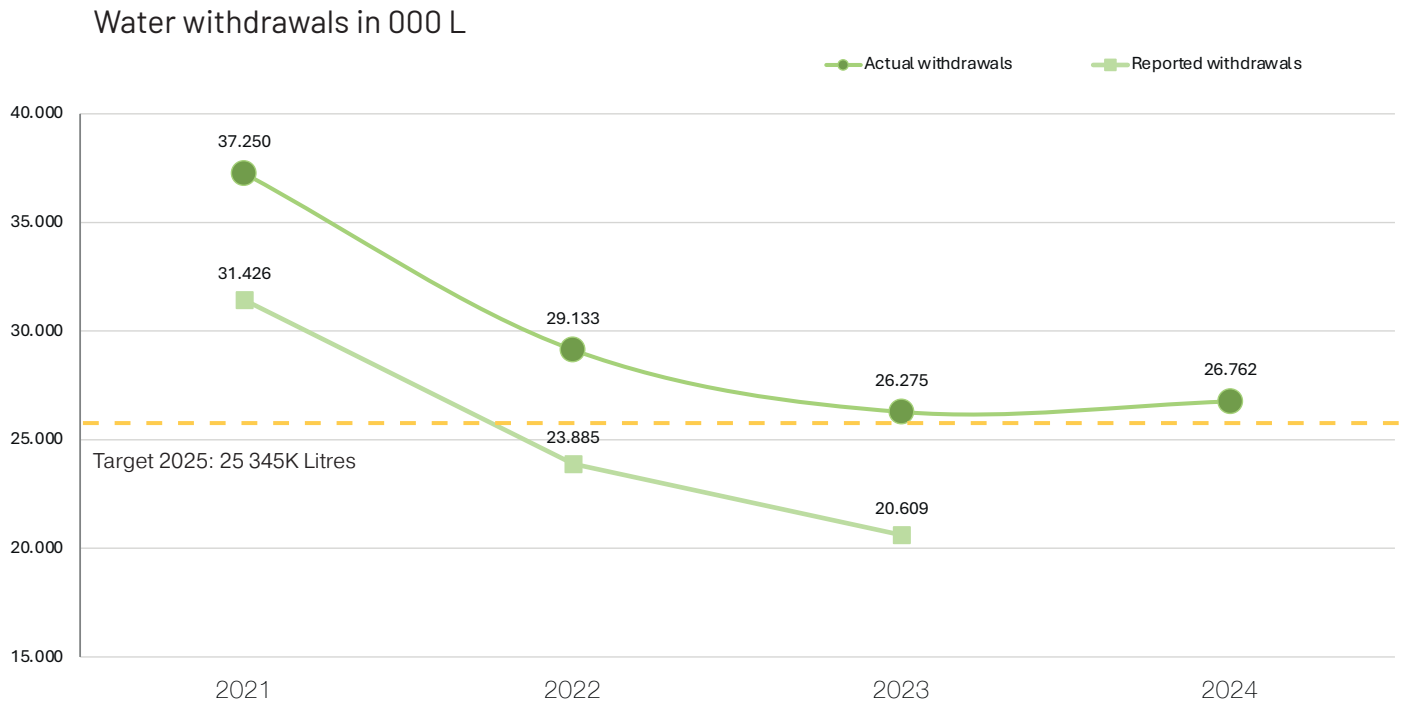
Total water withdrawals for all ACCO Brands EMEA plants and warehouses.

Data shown covers all ACCO Brands EMEA plants and warehouses plus the Shanghai factory. All facilities are listed on pages 80-81.

Local sales offices, which are not physically part of one of the listed facilities, are also not covered but as these are generally small, we can conclude that these would not have a material impact on the result.

We have no major processes which mean that we consumer water, returning less back to the original source.

ACCO Brands EMEA Water Withdrawals



We recognize our responsibility to conserve and preserve water and have been tracking and reducing our withdrawals for many years. We are proud of our track record in reducing the amount of water we use. In 2024, it became clear that we had been missing some water withdrawals in Sweden, which came from a well on-site. This has now been corrected in our reporting. The manufacturing processes at our Hestra, Sweden facility are more water intensive than our other facilities, but also the management of the groundwater from the well uses a lot of water. Here we are carrying out some of the water improvement and management processes which are normally done by the water supplier.

Even though the water withdrawal levels are much higher than when we set our goals for 2025, our progress in monitoring water usage, identifying issues and leaks quickly and training our teams on the economic use of water have nevertheless led us to a good result. Of course, we intend to reduce levels even further in the coming years!

Scope Waste Management & Recycling



➤ Aim: Zero Waste

Zero Waste is generally defined as 98 percent of waste being recycled. “Thermal recycling” (burning) is not counted as recycled and hazardous waste is not included.

Hence, data for all types of waste is collected from all sites. We have some difficulties with recycling companies which do not disclose if or how much waste has been “thermally recycled” but will work further to see if we can gain more knowledge on this. The Arcos, Portugal facility was closed at the end of March. This facility contributed around 3% of total waste on average in previous years.

Data shown covers all ACCO Brands EMEA plants and warehouses plus the Shanghai factory. All facilities are listed on pages 80–81.

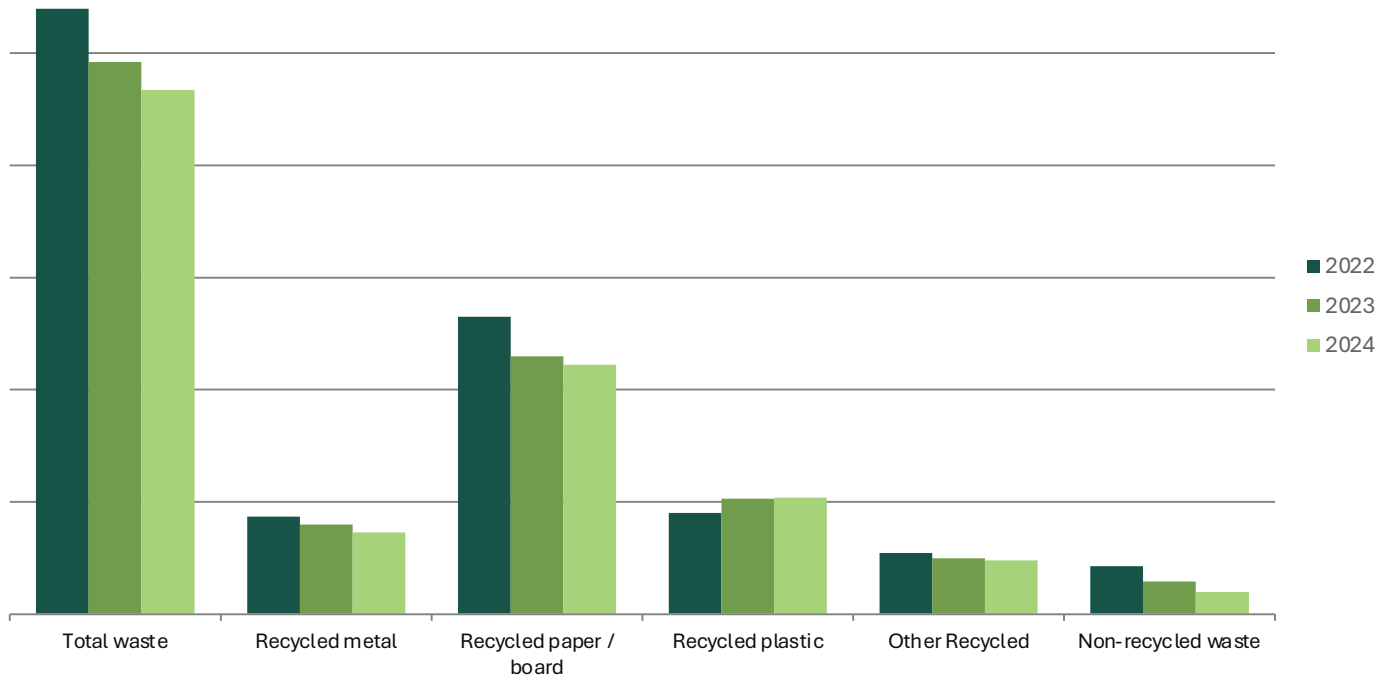
Local sales offices, which are not physically part of one of the listed facilities, are not covered, but waste volumes here are far smaller than at the plants and warehouses, meaning we can conclude that these would not have a material impact on the result.

We also measure and control hazardous waste, but this only made up 4% of total waste in 2024.

Waste Reduction & Recycling

**2024: 96% of waste was recycled
+2pp compared to 2023
Target: 98% of total waste recycled**

Waste in kg



We have always recycled the majority of the waste we have from our factories and warehouses. But we were not satisfied with the 90% recycling rate we had in 2019 and wanted to achieve much more. Focus on waste in the past few years has enabled us to improve the figures greatly, up to 96% in 2024! We also managed to decrease overall waste by a further 5% compared to 2023, whereby around 45% of that reduction is due to the closure of the Arcos factory.

Our warehouses are getting increasingly practiced at ensuring that finished goods, which should be scrapped for various reasons (e.g. damaged packaging, end-of-line), do not land in residual waste but are donated to charities and local good causes. As well as Gorgonzola, Italy (see article), Heilbronn, Germany again donated to Innatura in 2024. This is an organisation which co-ordinates between companies and non-profit organisations, to distribute donations as they are needed. In 2024, Heilbronn donated 7.98 tonnes of goods in this way!

Innatura is a member of the In Kind Direct International Network



Waste Reduction & Recycling: Gorgonzola, Italy



Our team in our Gorgonzola, Italy, factory wanted to make a substantial reduction on their non-recycled waste and decided to really delve into the issues! They analysed the waste types and looked for ways to reduce the volumes. They started by making it easier for co-workers to identify the right bins for the waste they had and ensuring there was clear signage and enough space for recycling and reducing the space available for municipal waste! In addition, they worked with a subcontractor to separate the remaining (technically not useable on the machines) polypropylene foil from the board inner core to enable recycling. In addition, they started working with some local charities to donate end-of-line and obsolete finished goods from the warehouse. In 2024, around 1.8 tonnes of obsolete and damaged goods were donated in this way. All these initiatives have led to a 90% reduction in residual, non-recycled waste since 2019.



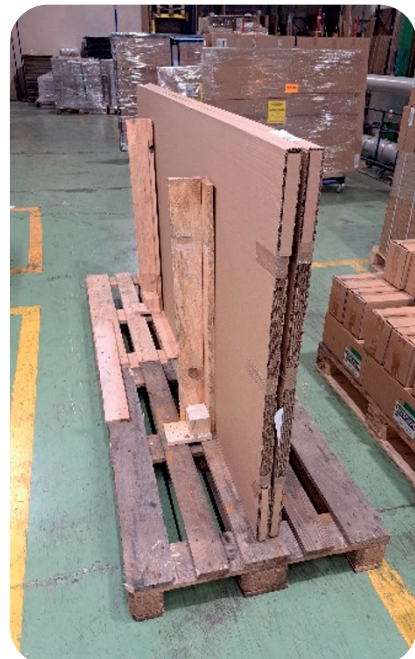
Improved waste collection and separation for recycling in Gorgonzola, Italy

Re-using Pallet Waste: Barcelona, Spain

Some internal deliveries are made using wooden frames to protect the products on a pallet and allow stacking of pallets in the truck. Our Barcelona, Spain warehouse was recycling this wood after removal from the pallet. But they decided that re-using it would be even better and now put these frames to good use instead! The wooden frames are removed and then converted to make supports for the shipment of large goods such as whiteboards. This prolongs the life and use of the wood but also helps to ensure that the finished goods arrive safely with our customers!



Wooden frames used
to protect pallets in
transportation



Wooden frames converted
into supports for shipment.



ACCO Brands EMEA

Products

Reducing our Product Environmental Impact



Sustainable Product Philosophy



Our materiality analysis confirmed that our products are a key point when considering our impact on the environment, people and communities. At ACCO Brands EMEA, our Sustainable Product Philosophy serves as a practical framework for reducing the environmental impact of our products. It outlines key principles that guide our teams in exploring innovative ways to enhance product sustainability and lower both environmental and carbon footprints. Depending on the product type, certain elements of the philosophy may carry more weight than others.

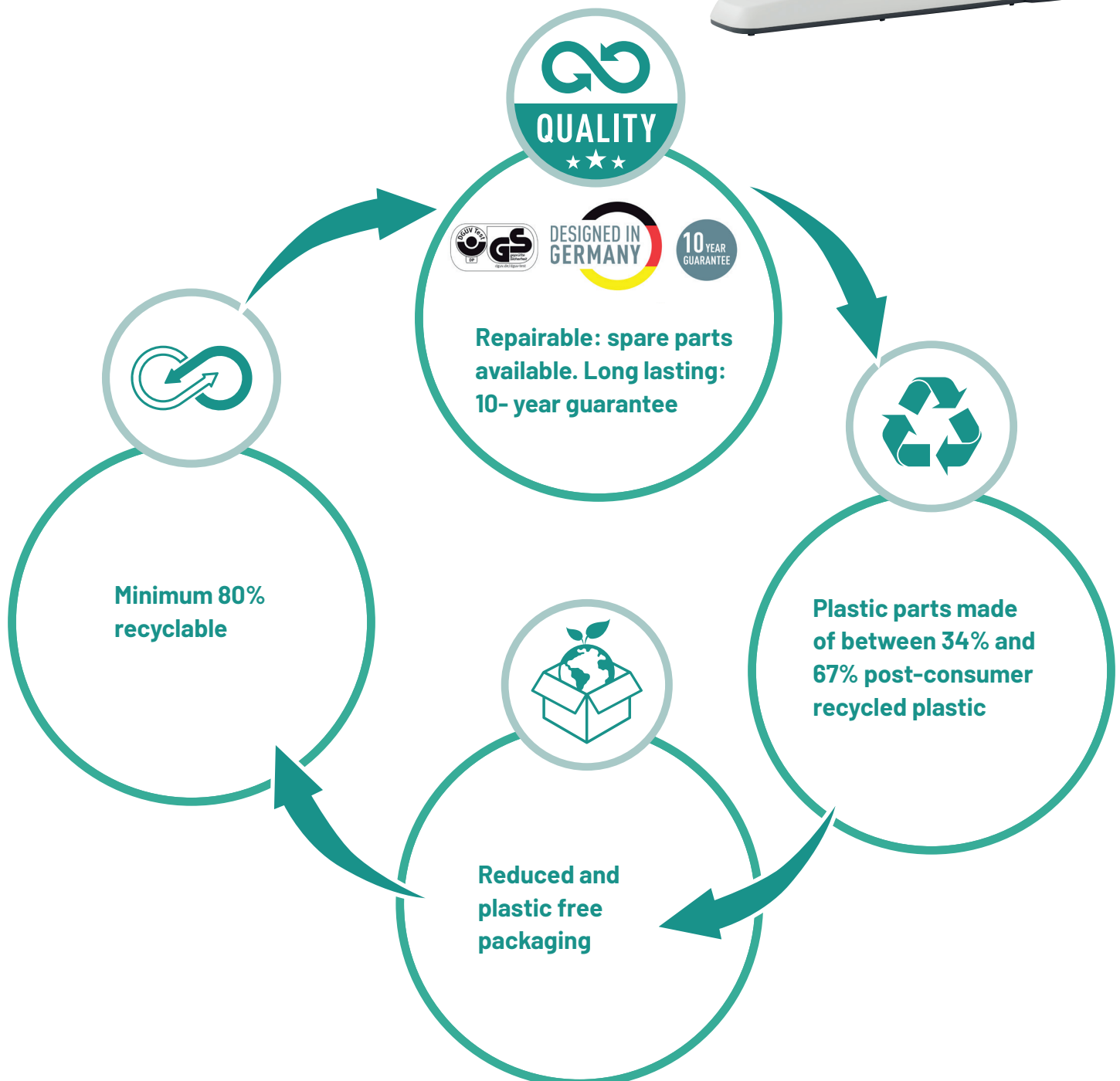
Quality sits at the core of our approach—literally and figuratively. Durable products not only deliver long-term satisfaction to consumers, but they also help conserve resources by minimizing the need for frequent replacements. In essence, better quality means less waste and a smaller environmental footprint over time.

Revolution vs Evolution

The philosophy can of course be applied in new product development projects but equally to existing long-standing product ranges, which is actually where the bulk of our impact lies and where we have biggest opportunity to make improvements. Examples of how we have evolved our products can be seen on the following pages.

Sustainable Product Philosophy

➤ The evolution of the Leitz Heavy Duty Staplers and Punch range is a good example of how the philosophy can be applied. During the project, many different aspects were considered to look for ways to reduce the product environmental footprints. The results can be seen on the infographic.



Sustainable Product Philosophy: Product Design with learnings from Carbon Footprint Analyses

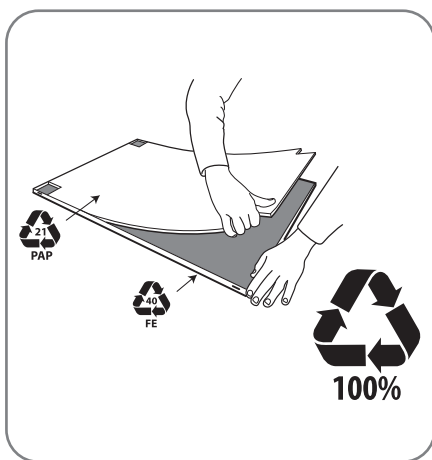


We know that even if a full Life Cycle Analysis is more detailed, carrying out a carbon footprint analysis is a good way to understand the impact a product has throughout its lifecycle. We pledged to build our understanding of the carbon emissions caused by our products and have done this by carrying out full calculations according to the Greenhouse Gas Protocol Product Life Cycle Accounting and Reporting Standard. From these we have a good understanding about where the emissions hotspots for our different categories of products are. For the most part, the raw materials have the highest impact, but for bigger, bulkier products, transportation can also play a larger part and for products which heat, such as laminators or glue guns, electricity consumption is also key.

The design of our Nobo and Franken Infinty Frameless Magnetic Whiteboards shows how we can learn from such analyses, lower the carbon footprint and use the results to benefit our consumers as well! We know from the analysis we did on standard whiteboards, that the materials used play a large part in the overall carbon footprint and the aluminium frame contributes much towards that. We also know that the larger these products are, the higher the emissions are which are caused

by transportation and that end-of-life is also a key aspect to consider. Bring on the Infinity Frameless Whiteboards! By removing the frame, we took a completely different approach to whiteboards and created boards which can be fitted seamlessly together to create as small or as large a board as needed! The smaller boards also allow us to use a honeycomb carboard back, which makes the product lighter and reduces emissions during transportation. In addition, by fitting smaller boards together to make bigger boards, we can reduce transportation emissions further as large boards need more packaging and require more volume to transport. Finally, at the end of their long and useful life, the simple construction makes it even easier to separate the materials used for these boards for recycling! The Infinity boards won the German Design award which is given to products on the basis of criteria covering design, quality, overall concept, function, context, sustainability, and innovation.





Target 2025: A more sustainable choice in all key categories from 10/20 to 20/20



In 2024 we launched a more sustainable choice in three additional key categories! Kensington Security is one of those categories: Here we launched locks with a decreased environmental footprint – learn more on page 43. Another big step was taken in the whiteboards category, where we are now the proud holders of EU Ecolabel certification on 42 different Nobo and Franken boards. See more on this on page 44. Finally, we also proved that evolution as well as revolution is possible, even in one of our youngest key categories, Ergo. Two laptop riser models were converted to using 80% post-consumer recycled plastic, a new footrest was launched, also containing 80% post-consumer recycled plastic and the accessories of our brand-new pegboards, part of the Leitz Workstation approach, are also designed and made using this post-consumer recycled material! These products do exactly what the target is aiming for! They offer consumers a more sustainable choice in the Ergo category, when looking for products to help preserve their health and well-being whilst working. The Leitz Ergo range has also won the German Design Award, where winners are recognised for sustainability as well as design innovation!

For more information on our sustainable choice target and achievements to date, see page 87



The Leitz Ergo Small Electric Sit Standing Desk with pegboard desk organizer accessories made of 85% recycled plastic

Result 2024: 17/20



The Leitz Ergo adjustable laptop risers and footrest, made using 80% recycled plastic.



Driving the Circular Economy: Recycled Plastics used at Scale



**Result 2024: 267
(+124% compared to 2023)**

Using recycled plastics saves resources and energy. It is often difficult to get recycled plastics in the quality required at an acceptable price. But the best way to drive the market is to create higher demand! This can also be achieved by proving to consumers that recycled does not have to mean a noticeable reduction in quality. From a base of fifty we have now increased the number of products with a minimum of 30% recycled plastic and where at least 30% of the product by weight is made of plastic, to 284. This has been achieved by designing new products with recycled plastic, such as the Ergo products featured on pages 40-41. But a scale increase is achieved by switching existing products to using recycled plastic content. In 2024 a large part of our range of polypropylene pockets and folders were switched to using 30% pre-consumer recycled content. This means across all brands and many sizes. As whole raw materials were switched and limited amounts of recycled material are available, the solution was to start with 30% recycled content. We also sell some specific recycled ranges made using 90% or 100% recycled plastic.

Similarly, Kensington are switching some existing, volume-selling products to using post-consumer recycled plastic whilst also launching new products using the same recycled material. See page 43 for more details.



Esselte and Leitz pockets and folders, now made of 30% pre-consumer Polypropylene



ISO14021 definition of pre-consumer recycled waste: Material diverted from the waste stream during a manufacturing process. Excluded is reutilization of materials such as rework, regrind or scrap generated in a process and capable of being reclaimed within the same process that generated it.

Kensington EQ Range: All Round Sustainable Thinking

Significant strides in Sustainability for Kensington!

In 2023, we reported on the first three Kensington products launched under the “EQ” umbrella and containing post-consumer recycled plastic in the casings. In 2024 we increased that to a total of 56 EQ products containing at least 30% recycled plastic and 63 EQ products overall. All of the newly launched products in the Control, Bags and Connectivity categories are now EQ products with environmental attributes. The recycled content is increasingly verified by an SCS certification. In 2024, we launched two locks under EQ. These products were approached and designed differently meaning that the plastic used could be reduced by 78% (Plastic removed from cable jacket, crimp cover, ferrule cover, and key cover.) With this product now being made predominantly of steel, it can be easily recycled at end of life.

The Kensington team of course looks at all aspects when designing or re-designing products for the EQ range. As well as using post-consumer recycled plastic, EQ products are designed with disassembly in mind to support easier recycling and responsible end-of-life processing. Also, where feasible, dry cell batteries are being replaced with rechargeable alternatives, also ensuring, that these can be easily removed at end-of-life for recycling.

Finally, the packaging has not been forgotten! All packaging card is now FSC® certified and full-colour printing has been replaced with brown kraft card and simple line art, reducing ink usage and enhancing recyclability. Plastic bags have largely been replaced with tissue paper and where that isn't viable, recyclable and 100% recycled plastic is used.



SCS RECYCLED CONTENT CERTIFIED
Products conform to SCS Recycled Content Standard V7-0 for a Minimum 51% Post-Consumer Recycled Content of the total plastic components for Pro Fit® Ergo TB550 Trackball and 50% for Pro Fit® Ergo TB450 Trackball.



Nobo & Franken Whiteboards with EU Ecolabel



Our Nobo and Franken Visual Communication products support teams across Europe in collaborating to achieve great things! Now Nobo has also achieved great things by gaining the renowned and sought-after EU Ecolabel! We are very proud to now hold the EU Ecolabel for 33 Nobo (Premium Plus Range) and 9 Franken (U-Actline) whiteboards! This label certifies environmental excellence and is the only EU-wide ISO 14024 Type 1 accredited ecolabelling scheme, which means it is a high level to achieve! A whole array of criteria must be met, tackling the main environmental impacts of products along their full lifecycle, from extraction of raw material to disposal.

To accompany this, a range of collaboration accessories with environmental attributes were also launched. Markers made with 85% recycled plastic, a water-based cleaning spray in a 100% pre-consumer recycled plastic bottle and plastic-free cleaning wipes, also packed in a 100% pre-consumer recycled plastic bottle. Across the board, consumers can now always make a better choice for the environment when it comes to visual communication products by choosing Nobo!



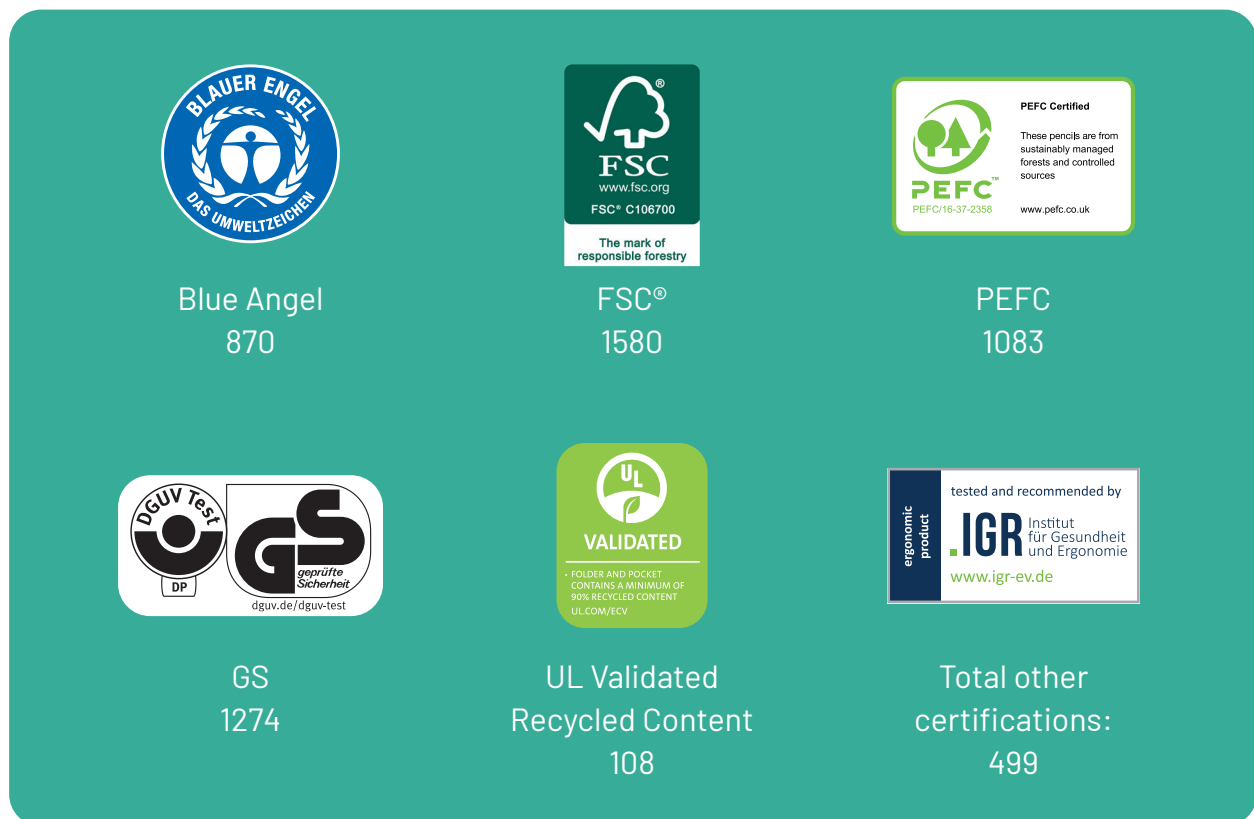
Increase sales of Products with a 3rd Party Environmental or Health & Safety Label

Target 2025: Increase 10pp from 29% to 39%

Result 2024: 34%

Total number of products with a third-party label: 4875

From our very first Blue Angel certification in 1995, we have sought to gain third party endorsements of the work we have done to reduce the environmental footprint of our products, use responsibly sourced materials and have them thoroughly safety tested. Now we have well over 4800 certified products and a breadth of different third-party certifications. The certifications verify claims across the whole ACCO Brands product philosophy, from recycled board, paper and plastics, responsibly sourced paper and wood to tested for safety or ergonomics. The EU Ecolabel (see page 44) is the newest addition to our collection!



Number of products with each certification. As of 31.12.2024. Some products have more than one certification! Other certifications includes: EU Ecolabel, IGR Ergonomics, Nordic Swan, Austrian Ecolabel, FIRA, SCS Recycled Content, Climate compensated

Leitz Ergo – Healthy Workplace – Happier Workdays!



Helping People Thrive at Work: A Clinician's Perspective from Anisha Joshi, Osteopath & Workplace Wellbeing Expert

As an osteopath with over 15 years of experience, I've seen first-hand how workplace setups can either support or sabotage someone's health. From back pain and joint stiffness to mental fatigue – poor ergonomics can have a lasting impact, especially as more people split their time between office, home, and hybrid working environments.

The most effective workspaces are ones that support movement, posture, and mental wellbeing – not just productivity. That's why the work Leitz is doing in partnership with the Institute for Health and Ergonomics (IGR) is so valuable. Together, they're creating ergonomic solutions that adapt to real people in real environments – not just ideal scenarios.

Among the products I've seen gaining real traction are the Leitz electric sit/stand desk and the Leitz Active Sit/Stand stool – both popular choices among my patients and professional colleagues. They're simple, effective tools that make healthy movement during the workday more accessible – and more likely to stick.

It's also inspiring to see these efforts recognised.

Several products in the Leitz Ergo range have received the prestigious German Design Award, acknowledging not just functionality, but future-thinking design that keeps health and human needs at the forefront.

For me, good ergonomics isn't just about furniture – it's about creating a culture of wellbeing. One where people feel better, move more, and thrive in the way they work.

Anisha Joshi is an osteopath with a 15+ year career and a recipient of the prestigious Principal Osteopath of the Year Award. She is also a leading social media influencer on workplace wellbeing and author of the book "Heal Your Back: 4 Steps to a Pain Free Life"



Paper Usage in Manufacturing and Shipping

➤ Paper and board are still key elements of our product range and the new Ergo range is increasing the number of products we sell containing wood. Of course, we are as committed as ever to ensuring that the paper, board and wood we buy is sourced responsibly, using FSC® and PEFC certifications to help us. Our goal is to source 100% of the fibre-based materials used in our factories and warehouses from FSC® or PEFC certified or recycled sources, thus supporting the UN Sustainable Development Goal 15 to support Life on Land through the implementation of sustainable forest management. Overall, well over 99% of our paper & board is either recycled, FSC®- or PEFC-certified, with nine factories and warehouses FSC® certified, one factory PEFC certified.

	2022	2023	2024
Percent of paper purchased which is FSC®- or PEFC-certified, or recycled	99.7%	99.8%	99.8%
Paper/Board from non-FSC® or PEFC, virgin fibres	0.3%	0.2%	0.2%
Paper types in use			
Recycled paper total*	97.0%	91.5%	91.9%
FSC® or PEFC certified paper / wood*	79.8%	79.6%	81.4%

* Material can be both recycled and FSC or PEFC certified.



FSC® certified Leitz Small Sit-Standing Desk

Product Safety



ACCO Brands aims to provide customers with safe products that meet or exceed their expectations for quality and safety, and are designed to comply with all applicable laws, standards and regulations. Our product safety program defines core requirements that include minimum product composition and safety standards, based on human health and environmental safety factors. All electrical products are designed to meet applicable product safety, chemical composition, energy efficiency and electromagnetic compatibility (EMC) requirements. They are assessed and re-certified, when necessary, to ensure compliance to the latest regulatory requirements.

In addition, nearly all products developed in-house are subject to Design Failure Mode and Effect Analysis (DFMEA) and Hazard-Based Safety Engineering (HBSE) assessments during the development cycle to identify and appropriately mitigate potential risks before launch.

We monitor internal and external data to identify potential safety incidents with our products. A cross-functional committee, consisting of business managers, product compliance, quality, risk management and legal meets regularly to discuss compliance or product safety risks, incident investigations and corrective actions.



Chemical Management



The core of our chemical management system is our Restricted Substance List (RSL), which outlines our expectations regarding chemical compliance. Global chemical regulatory activity is closely monitored through several third-party tools, ensuring that the RSL remains up to date with the changing chemical regulations. We are in regular contact with our suppliers to notify them of any revisions to the RSL. In addition, for high-risk products, verification testing is performed for key RSL chemical substances, including PFAS (Per- and Polyfluoroalkyl Substances), Phthalates and heavy metals. We use accredited third-party laboratories with a global footprint to implement and manage our verification program.

[Click here for more information about Chemical Management.](#)



Leitz stools are GS certified for safety, as well as chemically tested according to the ACCO RSL and tested for flammability according to DIN and UK standards.



ACCO Brands EMEA

People

Working Relationships & Social Commitment



Our Sustainability Champions – Taking Care of Tomorrow across Europe!

With subsidiaries in over twenty different countries, ACCO Brands EMEA is by nature a diverse company. This forms our company culture, and it is these strong local teams that are at the core of everything we do and the key to our success! Our local Sustainability Champions are the link between our operations sites, central functions and the local teams, ensuring that information is flowing in all directions and sharing success stories and ideas. Our sites vary from 2 people to around 100 people at the largest administration sites and a couple of hundred at the bigger operations sites, and the level of activity corresponds to the size of the site. Some sites focus on environmental projects whilst others are running team activities to collect money for local causes. In 2024, our Paris and Stuttgart offices put focus on improving recycling, encouraging the collection of glass and plastics as



well as paper and cardboard with new a clearer signage as well as more collection points. The Paris team also took part again in the street clean-up in the area around the office as part of World Clean-Up Day. Emissions savings meet with health & wellbeing when employees cycle or walk more! This was encouraged in our Warsaw office by means of the Worksmile app, which provides information about a healthy lifestyle and lets colleagues challenge and compete against each other in physical activities. An office challenge set in August and September 2024 recorded a total of over 300 000 calories burned! Some members of the Stuttgart team took part in the city's annual "Radelthon", encouraging people to cycle more by competing against other teams and see who can cycle the furthest!

Watch the ACCO Brands EMEA Sustainability Film here:



TIPPS UND IDEEN FÜR MEHR NACHHALTIGKEIT

Bitte richtig trennen!

- ✓ **SCHWARZ = RESTMÜLL!**
- ✓ Dreckiges wie Tempos, Essensreste, Kaffeesatz, abgetrennte Folie vom Foodji-Essen



- ✓ **GRÜN = VERPACKUNGS-RECYCLING!**
- ✓ Sauberer Verpackungsmüll: („Löffelreine“) Milchkartons, Kunststoffverpackungen, Dosen, Tuben, Styropor, Joghurt Becher usw.



- ✓ **PAPIERKORB = PAPIER & KARTON!**
- ✓ Papier, Karton-Verpackung, getrennter Karton vom Foodji-Essen



Macht mit und trennt für die Umwelt ☺

Health & Safety: A Number One Priority



Health and safety has been a top priority at ACCO Brands for many years, shown not least by the fact that we have received the ROSPA Gold Award for Health and Safety for 29 years in a row! In 2024, this again led to the coveted Patron's Award. ROSPA is a highly impactful health & safety programme, receiving almost 2,000 entries annually from over 50 countries, impacting over seven million employees.

Such results can only be achieved by living the "zero accidents" philosophy at all sites. This is supported by an annual Health & Safety Day, where fun and informative events are held for all employees. The events range from fire extinguisher training, to cancer prevention and resilience training, supporting mental as well as physical well-being. In 2024, „panic-training“ in the form of a game was carried out at one site, with a task having to be completed under stressful circumstances. How good are we at taking decisions when time is running out and certain factors are

unknown? In this way, our safety days help to inform our employees about our Health & Safety programme, how well we are doing at each site and train them in skills to help keep us all healthy and safe at work.

Additional health and safety training is managed at each location by a competent, responsible individual and carried out at each manufacturing and distribution facility on an annual basis. This is done in accordance with the ACCO Brands "Comprehensive Environmental and Safety Management Plan" which is benchmarked to the requirements of ISO 45001. Required topics include Lockout (Authorized and Effectuated), Emergency Evacuation, Chemical Safety, Permit Required Confined Space (if applicable), Ergonomics, Hearing Conservation, Personal Protective Equipment, Fall Protection, Electrical Safety and Fire Extinguisher training.



The Royal Society for the Prevention of Accidents is an organisation dedicated to accident prevention in the U.K. and around the world.

The Patron's award is received by (from left to right) Lee King (Senior Director, EH&S and Facilities EMEA), Jacqueline Bell (Health, Safety & Facilities Co-Ordinator) and Darrol Masefield (Health & Safety and Facilities Advisor.)



ACCO BRANDS GLOBAL SAFETY DAY

WEDNESDAY 27TH MARCH 2024

A day to celebrate our achievements
2023, review our safety goals for
and to help achieve mission zero



Fire extinguisher
training in Hestra,
Sweden

CELEBRATE OUR GLOBAL SAFETY SUCCESS!



ACCO BRANDS AMERICAS
wins the 2023 EHS Today Americas
Safest Companies Award



ACCO BRANDS EMEA
wins the 2023 RoSPA Patron's Award

MISSION ZERO

SEE SOMETHING, SAY SOMETHING

LOOK OUT FOR YOUR LOCAL SITE INITIATIVES TO CELEBRATE THE DAY!



Teamwork built on Principles



Doing the right thing is at the heart of the way we work at ACCO Brands and the guidelines as to what this means is laid out in our Code of Conduct. This collection of policies, practices and procedures promotes ethical, lawful and transparent behaviour in all aspects of business. The code articulates our values of integrity and respect for others, and our commitment to diversity and responsible behaviours in the communities where we work and live. The Code requires that the conduct of everyone associated with ACCO Brands – employees, officers, directors and third-party agents, including our suppliers and other partners, – is ethical, lawful and respects the human rights and dignity of others.

To promote a strong understanding and adherence to our Code of Conduct, Anti-Corruption and Anti-Bribery Policy, and other key policies, we provide mandatory training for all employees on a regular basis. In EMEA in 2024, 100% of our salaried employees completed online training; 98% of our hourly employees completed facilitator-led sessions at our facilities.

You can see the full ACCO Brands Code of Conduct [here](#):

Employees, officers and directors are encouraged to actively engage in the detection and prevention of misconduct, including the reporting of any such activity to the employee's manager, another manager the employee trusts, the Human Resources department, or the Legal and Compliance department. In addition, we have a telephone-and internet-based reporting system ACCOethics.com that can be accessed on a 24-hour basis and offers an option to share concerns anonymously, where permitted by law. The company strictly prohibits any form of retaliation against employees who report concerns in good faith. Doing the right thing is key to helping our employees feel good at work, strengthens trust within teams, and drives successful outcomes.





Cosy" break room at the new Warsaw, Poland office

Diversity & Inclusion



At ACCO Brands, we are dedicated to fostering a workplace built on fairness, mutual respect, and equal opportunity for all applicants and team members. We recognize that a diverse and inclusive environment is essential to our success as a global organization. That's why we strive to attract, develop, and retain top talent from a wide range of backgrounds and why the benefits of a diverse workforce was part of our yearly online training. One of our key goals has been to increase female representation in leadership, and we're proud to share that in 2024, we achieved our target of having 25% of our management team in EMEA being of women.



The ACCO Women Partnering for Success network went from strength to strength in 2024. This network, sponsored by ACCO's President and Chief Executive Officer, Tom Tedford, provides programming, education and training, mentorship, networking and philanthropic opportunities. The graphic shows how the group is working across the globe and in EMEA, various local sub-groups organise activities in local languages to help everyone take part. For example, in Stuttgart, Germany, online presentations on the topics of "Female Empowerment in Negotiation" and "A more relaxed and energized way through your everyday (professional) life" were attended by men and women alike and were followed up with a group discussion on how to implement what was seen. International Women's Day was celebrated in Warsaw, Poland, with a quiz and prizes as well as the addition of motivational and personal development books to the office library.



Supporting the Communities Around us



Christmas Star Project, Warsaw, Poland

The end of November and beginning of December is the period when we start to feel the magic of Christmas coming! Every year, our Warsaw office supports the Christmas Star project, during which our employees respond to children's letters that have been sent to Santa Claus and make their dreams come true by buying the gift of their dreams. In 2024, the wishes of 30 children from the Social Welfare Center in Warsaw were fulfilled. The desired presents were purchased and the team then met and wrapped presents with Christmas music to help the gifts sparkle with the best Christmas spirit! The Warsaw team has been participating in this worthwhile cause for 14 years and are very happy to be a part of it.



Cakes to sweeten the day and help others!

Several sites hold bake sales where the takings are donated to local charities. In Aylesbury, UK, colleagues baked some wonderful homemade cakes and members from the social team popped round the office, for everyone to have a mid-morning sweet treat! £612 was raised for the Macmillan Cancer Support charity. The Warsaw, Poland team also sold delicious cakes at a fun social event to raise money for the Senior in the Crown foundation, which supports elderly people who are lonely and often ill. The proceeds from the sale were used to buy everyday essentials for the seniors supported by the foundation.



Products bought for the Senior in the Crown Foundation out of proceeds from the bake sale, Warsaw, Poland



Supporting the Communities Around us

➤ The Climb of Life 2024 for Cancer Research

Four members of our Aylesbury, UK team, braved the forces of nature to join the Climb of Life in the beautiful Lake District region of the UK. It was November, so cold, wet and foggy but the team persevered and completed the well-known Newlands Round which covers around 10 miles and includes some well-known peaks on the way. It was worth braving the cold conditions as the team raised over £2000 towards the work of the Institute for Cancer Research, raising funds that will help towards ICR's vital discovery programme into effective cancer treatments.



➤ Donations to local social welfare organisations!

Office products and stationery are used everywhere! So whenever we have products left over from events, they are collected and donated to local schools, kindergarten, children's homes and charities. Sometimes the staff add in other personal donations as well. In 2024 our Kozienice, Poland team collected and donated to a local children's home.

Helping Hands: Brands Giving Back

Derwent supporting Spread a Smile

Spread a Smile supports thousands of seriously ill young patients during their hospital stay, periods of recuperation and respite at home. The focus is to bring smiles to the faces of seriously ill children through in-person and virtual visits of their team of professional entertainers. They engage and entertain the whole family through joyful trips, activities and parties. Bringing creativity and colour to young patients and their families, through art activities and child-focused art workshops in hospitals. The Derwent team continues to support this work. In 2024, products were donated for the gift bag given out at the winter party held at St Mary's Marylebone hospital in London. At this event, over 320 patients and their families were entertained with activities such as gingerbread house making, a sweet stall, nail art, face painting and many more! During the Derwent Art Prize exhibition, Spread a Smile were invited to attend a workshop with artist ambassador Curtis Holder. And through the sale of no-longer needed product samples, a total of GBP 1300 was raised and donated to the Spread a Smile cause.



Sasco supporting Young Minds

YoungMinds is leading the movement in the UK to make sure every young person gets the mental health support they need, when they need it, no matter what. The charity provides young people with tools to look after their mental health. They empower adults to be the best support they can be to the young people in their lives. And they amplify young voices to change the world we live in. Sasco partnered with Young Minds for a year, with information and promotion in Sasco products which of course also include products used in schools and other educational institutions.

Their purpose
To stop young people's mental health reaching crisis point.

in support of
YOUNG MINDS

Sasco is extremely proud to be supporting YoungMinds

YoungMinds is leading the movement to make sure every young person gets the mental health support they need, when they need it, no matter what.

In the UK today, an estimated five children in every classroom have a diagnosable mental health problem. A quarter of 17-year-old girls have self-harmed, and suicide remains the single biggest killer of boys and young men.

But together, we can change this. YoungMinds provide young people with tools to look after their mental health. They empower adults to be the best support they can be to the young people in their lives. And they amplify young voices to change the world we live in.

By buying a Sasco planner, you're helping YoungMinds create a world where no young person feels alone with their mental health. Thank you for your support.

Sasco
Better Planned

Their vision
A world where no young person feels alone with their mental health.

Visit:
www.youngminds.org.uk
to find out more
Or call YoungMinds
Parents Helpline
on 0808 802 5544
Mon-Fri
9:30am – 4pm.

Their mission
To make sure all young people can get the mental health support they need, when they need it, no matter what.

Awareness of Emissions from Events!

➤ The Kensington team had an eye on emissions and the environment during their annual sales conference this year! The sales conference was held in Manchester, UK, selected to help reduce travel emissions as many of the attendees this year were from the UK. The emissions caused by the events were calculated and offset through the sponsoring of a European-based agroforestry project. Additionally, several local beehives were sponsored to promote biodiversity and reflect Manchester's iconic bee symbol—encouraging delegates to embrace the spirit of 'busy bees' in their work.



➤ Saving Emissions with tap water!

In Stuttgart, Germany, the existing water dispenser using large plastic 18.9 litre bottles was replaced with a new dispenser which filters tap water. The water is available flat or carbonated, chilled, at room temperature or hot! By moving away from plastic bottles, compared to the previous twelve months, we are saving around 165kg plastic (although the bottles are re-usable.) In addition, the emissions from transporting the water are avoided. This is around 280 kgs CO₂e, if 4.5 tonnes are transported 401 km with a 7.5 tonne delivery truck.



Supply Chain Monitoring

At ACCO Brands EMEA, we have a comprehensive approach to ensuring our whole supply chain is responsibly managed from both a social and an environmental perspective. ACCO Brands is committed to ensuring that its employees and contract workers are treated with respect and dignity, working conditions in our own facilities as well as our global supply chain are safe, and manufacturing processes are environmentally responsible. We have a **Social Responsibility Policy** guided by the international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, and the United Nations’ Guiding Principles on Business and Human Rights. The core of our Social Responsibility Policy is our **Supplier Code of Conduct**, which establishes our standards and expectations regarding working conditions, safety, security and environmental responsibility.

Supply Chain	
ACCO Brands-Owned Facilities	Suppliers
<ul style="list-style-type: none">• ISO 9001 and 14001 certified• The ILO Declaration on Fundamental Principles and Rights at Work forms the basis for social standards on every site• Follow the ACCO Brands H&S policy and Comprehensive Environmental & Safety Management Plan with regular training• Sustainability reporting: CO2, water, waste, paper and board use	<ul style="list-style-type: none">• Focus on long-term• Compliance with REACH and ACCO Brands Restricted Substances List• All suppliers sign ACCO Brands Supplier Code of Conduct• Finished goods suppliers are risk segmented and audits covering social and environmental aspects are carried out on by a 3rd-party supplier required with close collaboration with ACCO Brands Vendor Management Sourcing teams

Conflict Minerals



ACCO Brands is committed to the responsible sourcing of 3TG, including from the countries covered by the U.S. Conflict Minerals Rule. We encourage our suppliers to respect human rights and source products and components in a socially and environmentally responsible manner. We partner with specialized third-party companies annually to facilitate the collection of required documents to ensure compliance with the policy.

The ACCO Brands Conflict Minerals Policy and Modern Slavery Act Statement can be seen [here](#)

Responsibility

Suppliers	Products/Marketing
<p>relationships</p> <p>REACH and the ACCO Substances List</p> <p>ACCO Brands Supplier</p> <p>Suppliers in risk countries and audits</p> <p>environmental</p> <p>out and followed up</p> <p>service provider as</p> <p>monitoring by the</p> <p>or Compliance and</p>	<ul style="list-style-type: none"> • Compliance with REACH, RoHS, WEEE, packaging and all relevant EU regulations • Environmental labels: FSC®, PEFC, Blue Angel, EU Ecolabel, Nordic Swan, UL Recycled Content, SCS Recycled certifications held for 4,000+ products • Use FSC® -certified/recycled paper and board • Honest and transparent communication

Supply Chain Monitoring



Our Supplier Code of Conduct (see page 66) establishes our standards and expectations regarding working conditions, safety, security and environmental responsibility and forms the core of our Social Responsibility Policy. We conduct annual audits to evaluate our suppliers' compliance with our Supplier Code of Conduct. We have two tiers of supplier audits based on risk and annual financial billing:

- An annual billing of \$350K or more and located in a high-risk country: We conduct an annual audit with follow-ups as needed.
- Under \$350K and located in a high-risk country : We require the supplier to complete an audit questionnaire. Pending results, the supplier may also be subject to an audit.

We also audit our own manufacturing facilities against these same standards.

All audits are conducted by a recognized third party that utilizes standard audit criteria based on industry standards.

ACCO Brands works with its third-party audit firm to establish the scope of audits based on segmentation that focuses on risk, influence, corrective actions and workers' sentiments surveys, which are a critical part of our audit process. If any failures to conform, or "non-conformances," are identified during the audit, we require the supplier to create a corrective action plan and monitor the progress until all major non-conformances are resolved.

Our regional compliance experts provide local support to our suppliers with tailored training and coaching on specific social, environmental and governance issues, capacity building, e-learning and sharing best practices

A Worker Sentiment Survey was completed at 55 EMEA suppliers in 2024, helping to gather further vital details on the working conditions at our supplier sites.



Supply Chain Monitoring: Results ACCO Brands EMEA

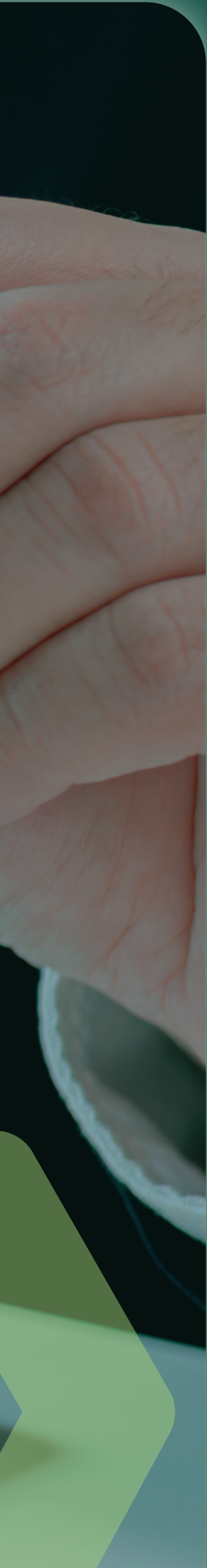
	Target	2024 Result	Highlights
In-scope suppliers attested to compliance with the ACCO Brands' Supplier Code of Conduct	100%	98%	Some new suppliers missing
Percentage of Priority and Moderate level (>\$350K annual spend) supplier factories audited	100%	100%	73 EMEA suppliers determined to be in-scope for audits in 2023 using a risk-based supplier selection.
Social responsibility audit assessment overall performance	100%	98.6%	98% of all audit checklist points indicated conformance with applicable standards
Priority issue non-conformance rate	0%	0%	Priority non-conformances are defined as the highest severity of non-conformance
Other non-conformance rate	0%	1.4%	All other non-conformances
Suppliers with spend >\$25k with audit or SAQ	100%	90%	Some suppliers on phase-out. To be monitored.



ACCO Brands EMEA

Sustainable Development Report 2024

Results Summary



ACCO Brands EMEA Sustainability Scorecard 2024: Operational Environmental Impact



	Target 2025	Improvement versus 2019*	Base year level	2024 Result	Progress to date
Emissions:					
Total CO ₂	2 250 T CO ₂	-75%	9 734 T CO ₂	2 815 T CO ₂	-71%
CO ₂ from Electricity	0	-100%	7 458 T CO ₂	1 004 T CO ₂	-87%
MWh electricity	21 560 MWh	-15%	25 369 MWh	18 520 MWh	-27%
Water Consumption:	25 345K Litres	-15%	29 818K** Litres	26 762 K Litres	-10%
All factories & warehouses					
Zero Waste	98% of total	+8pp	90% of total	96% of total	+6%
In factories & warehouses	waste recycled		waste recycled	waste recycled	
33% of our company car fleet hybrid or electric	33%	Change from 2020: +27pp	6%	37%	+31pp

* 2019 taken as base year as the Covid 19 pandemic led to inconsistent results in 2020

** Volumes withdrawn from the well in Hestra, Sweden not available for 2019 (see page 22).
Actual 2019 water consumption estimated around 6 000K Litres higher than reported

ACCO Brands EMEA Sustainability Scorecard 2024: Product Environmental Impact



	Target 2025	Improvement versus 2020	Result Base Year	2024 Result	Progress to Date
A Sustainable Choice in every key category	20/20 categories*	+10 categories	2020: 10	17	+8 categories
500 Products With min. 30% plastic and min. 30% of plastic is recycled	500 Products	+450	2020: 50	267	+217
Increase revenue from sales of 3rd party certified products by 10pp	39%	+10pp	2019: 29%	34%	+5pp
Sustainably sourced / recycled wood fibres used in manufacturing	100%	+0.9%	99.1%	99.8%	+0.7%

* Health & Wellness / Air Purifiers category removed as no longer a key category for ACCO Brands EMEA

ACCO Brands EMEA Sustainability Scorecard 2024: Working Relationships & Social Commitment



	Target 2025	2024 Result
25% of leadership team (Director+) being women	25%	25%
Tier 1, non-European OEM suppliers signed up to the ACCO Brands Code of Conduct	100%	98%
Percentage of Priority and Moderate level (>\$100k annual spend) supplier factories audited	100%	100%
Priority issue non conformance rate	0%	0%
Other non-conformance rate	0%	1.4%
Zero Accidents	0	14

See a breakdown of the Statutory Reportable Accidents per site on page 88

Top Performance by Working Together!



➤ The team at ACCO is what makes the difference. We believe that every effort counts and that together, we have the ability to drive positive change! It isn't easy, we must stay focused, be prepared to think out of the box and be ready to do new things. But we know that this is exactly what can help our business to be successful as well as reduce the impact we have on society and the environment!

We are proud of what we have achieved already and are laser focused on finishing the job in 2025 as well as setting the course for the years to follow!



ACCO Brands EMEA

Sustainable Development Report 2024

Additional Information

ACCO Brands EMEA

Key Product Categories



Lever arch files & binders



Staplers & Perforators



Paper pads



Automatic & manual paper shredders



Binding & Lamination



Hot desking solutions /
moulded products



Hanging Files &
Presentation folders



Fine Art Products



Ergonomic products



White boards,
Easels & accessories



Visual Communication
Products



Gaming



Storage



Manual and Power
Tools



Computer Accessories and
Security



Wellbeing

ACCO Brands EMEA Locations:

Seven EMEA Factories plus Shanghai:

- Sint Niklaas, Belgium
- Lilyhall, U.K.
- Uelzen, Germany
- Gorgonzola, Italy
- Hestra, Sweden
- Kozienice, Poland
- Cerkezkoy, Turkey
- Shanghai, China

Seventeen Local Sales Offices:

- Leobersdorf, Austria
- Herlev, Denmark
- Helsinki, Finland
- Rueil-Malmaison, France
- Athens, Greece
- Budapest, Hungary
- Woerden, Netherlands
- Oslo, Norway
- Lisboa, Portugal
- Bucharest, Romania
- Barcelona, Spain
- Solna, Sweden
- Allschwil, Switzerland
- Istanbul, Turkey

Five Additional Distribution Centers:

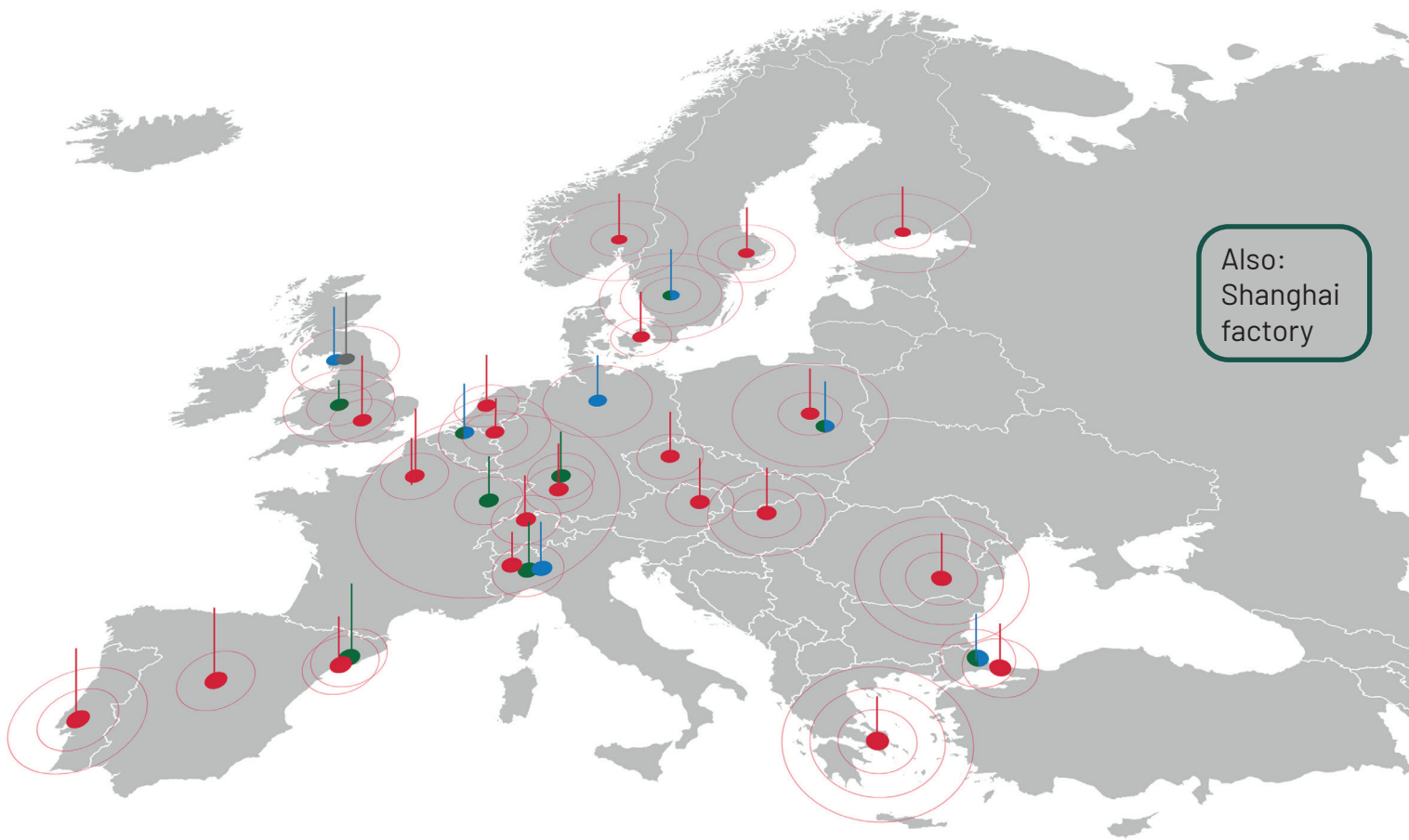
- Halesowen, U.K.
- Barcelona, Spain
- St. Amé, France
- Heilbronn, Germany
- Prague, Czech Republic

Three largest Sales Offices:

- Stuttgart, Germany
- Aylesbury, UK
- Warsaw, Poland

* The Arcos, Portugal facility was closed at the end of 2023. These volumes were moved to external suppliers.

- Sales Offices
- Manufacturing
- Distribution
- Museum (UK)



ISO Certifications

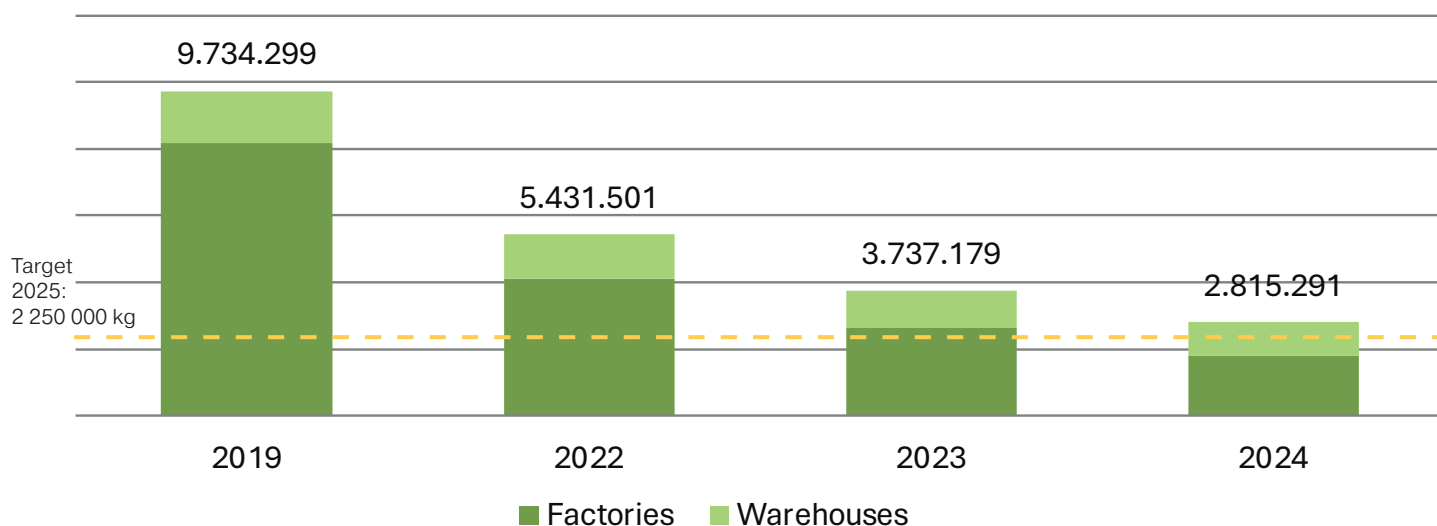


ACCO Brands is committed to maintaining internationally recognized quality and environmental standards across all of our EMEA production facilities. As such, they are all (plus the Shanghai facility) ISO 9001 and 14001 certified. In addition, all warehouses and Sales offices in Europe are also certified to these management systems.

All sites in Germany and the UK are also certified to ISO 50001 for Energy Management.



CO₂ Emissions ACCO Brands EMEA: Factories & Warehouses (kg CO₂)



Here emissions caused by our factories and warehouses, in the same format as reported up to 2022, can be seen. We now report emissions on an emissions type scope basis for more clarity (see page 23). 2019 is the base year for our targets.

See scope on page 22

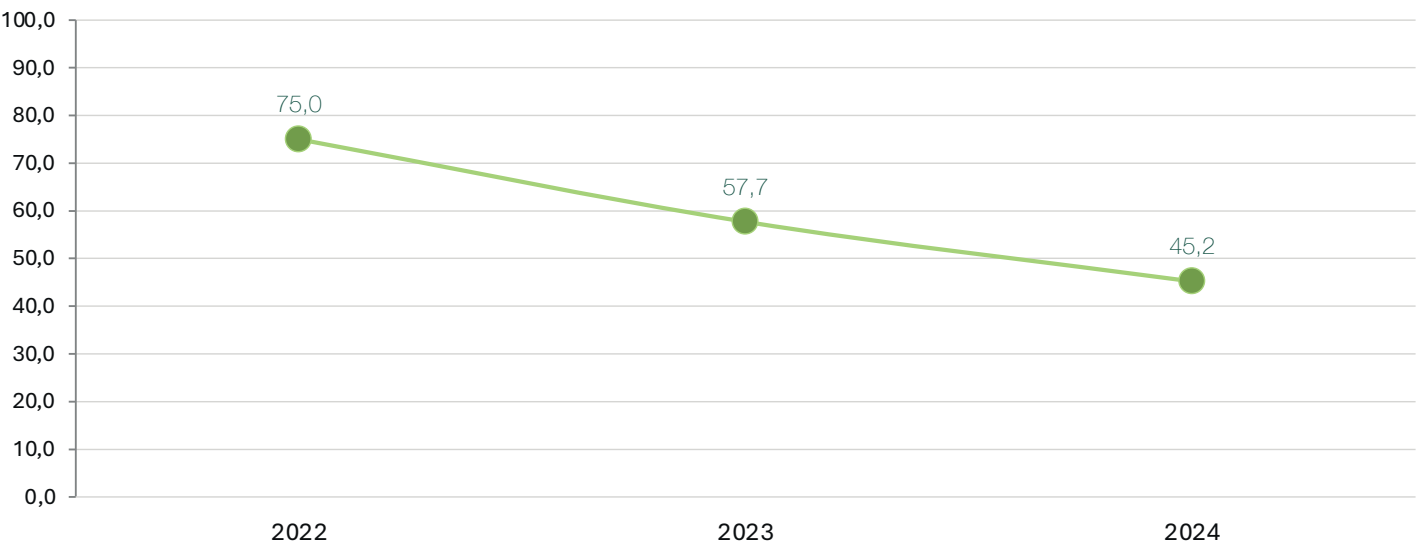
2024: Arcos, Portugal facility was closed at the end of March. Around 59 tonnes CO₂ reported in 2023 from Arcos production moved to scope 3 emissions in 2024, which we do not yet report. In 2022 and before, Arcos had no scope 1 or 2 emissions.

2023: Arcos, Portugal change to conversion factor means that emissions were 85 572 kg higher than reported at the time.

2021: HGV fuel for truck owned in UK added makes up ~1.5% of the total

2019 – 2021: Corrections made for gas consumption in Gorgonzola, Italy and electricity conversion factor in Sint Niklaas, Belgium. Totals for 2020 and 2021 now slightly higher than reported at the time.

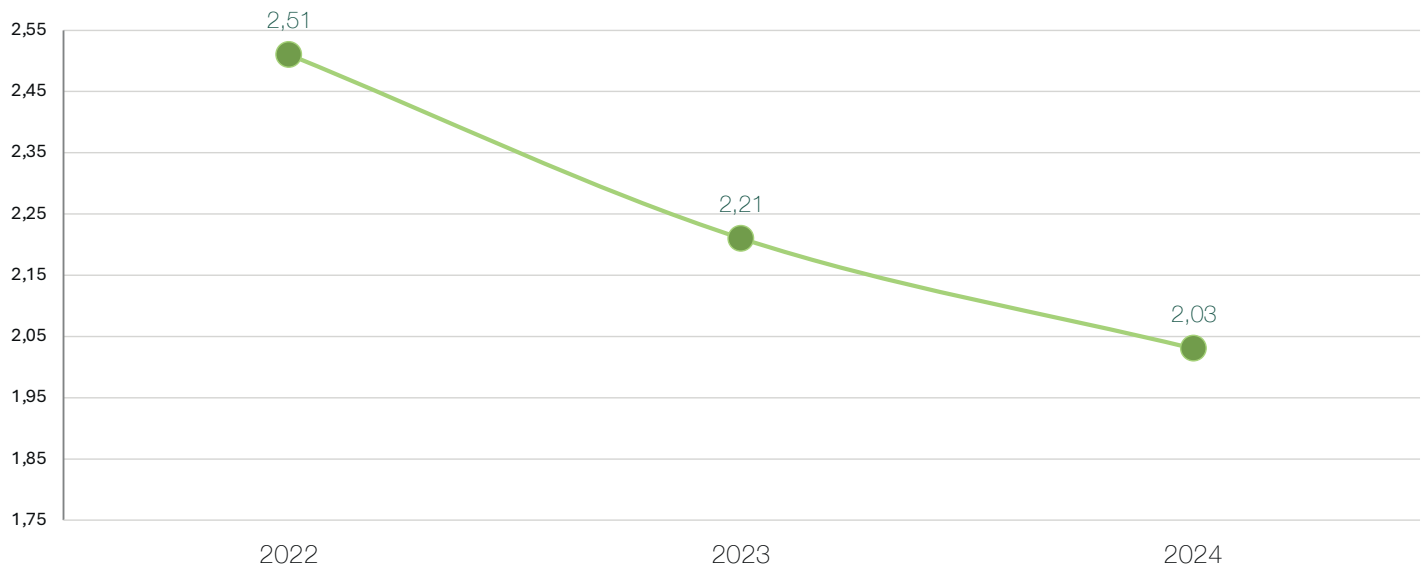
ACCO Brands EMEA Manufacturing CO₂ Emissions in kg/tonnes produced



➤ Emissions per tonne produced shows that we are becoming more efficient overall. This result is according to the scope on page 22.

2024: Arcos, Portugal facility was closed at the end of March. Around 59 tonnes CO₂ reported in 2023 from Arcos production moved to scope 3 emissions in 2024, which we do not yet report.
2023 Arcos, Portugal change to conversion factor means that the value for 2023 is now higher than reported at the time (was 55.9 kg CO₂ / tonne produced)

ACCO Brands EMEA Warehouses CO₂ Emissions in kg/ m³ shipped



Warehouse energy efficiency is reported in kg CO₂ / m³ shipped. This result is according to the scope on page 22.

EMEA Structures and Statistics

ACCO EMEA Board Diversity:

Male	Female
5	2

ACCO EMEA Workforce Diversity:

Male	Female
1 026	751

Employees are defined as direct employees, (full-time, part-time & temporary)
Figures given are average for the full year, based on monthly statistics.

ACCO EMEA Sustainability Steering Committee:

We host a quarterly meeting to go over current position and plan future projects and goals attended by:

- Senior Vice President, Operations
- Senior Vice President, Marketing and R&D
- Vice President, Operations, Production
- Vice President, Procurement
- Vice President, Human Resources
- Vice President, Innovation and R&D
- Sustainability Director, Europe

A More Sustainable Choice* in Every Key Category

Category	More Sustainable Choice Available	Done
Lever Arch Files & Accessories	Blue Angel certified, recycled, recyclable, CO ₂ neutral versions	✓
Indices & Dividers	Blue Angel, recycle, climate neutral	✓
Pockets & Folders	Recycled, climate neutral	✓
Document Presentation & Organisation	Blue Angel certified, recycled, climate neutral	✓
Archive boxes & Storing	Recycled, FSC® certified, recyclable	✓
Suspension filing	Blue Angel certified, recycled, climate neutral	✓
Desktop (Moulded)	Blue Angel certified, recycled, climate neutral	✓
Staplers & Pliers	Recycled, recyclable, climate neutral	✓
Staples & staple cartridges	Boxed versions, staples themselves are always recyclable	✓
Hole punches	Recycled, recyclable, climate neutral	✓
Lamination machines & supplies	Not yet	✗
Shredders	Not yet	✗
Whiteboards	Whiteboards with EU Ecolabel launched in 2024	✓
Connect IT Docks, Hubs, Cables & Adaptors	One docking station containing >50% post-consumer recycled plastic	✓
Control IT Trackball, Mice & Keyboards	EQ range includes many products containing post-consumer recycled plastic, SCS certified	✓
Ergonomic products	Footrest and laptop stands now available with 80% post-consumer recycled plastic. Desks are FSC certified.	✓
Secure IT / Kensington Security	EQ locks without plastic casing and with recycled nylon ties.	✓
Drawing & Writing Instruments	PEFC certified, refillable tins	✓
Stapling guns manual	Spirit of Sweden staple guns with recycled plastic casing.	✓
Tools, staples	Boxed versions are available, but we aim to switch more blister to boxed versions	✗

*A more sustainable choice is a product with notable improvements compared to standard products in points listed in the ACCO Brands Product Philosophy

Health & Wellness / Air Purifiers removed as no longer a key category for ACCO Brands EMEA

Healthy and Safe Work Environment



Total Statutory Reportable Accidents at Factories, Warehouses and Sales Offices (all ACCO Brands EMEA locations)

Facilities EMEA	2022	2023	2024
Kozienice, Poland	6	6	6
Uelzen, Germany	7	0	0
St. Niklaas, Belgium	1	2	2
Gorgonzola, Italy	2	2	0
Cerkezkoy, Turkey	0	0	0
Lanov, Czech Republic	2	0	0
Hestra, Sweden	2	1	1
Arcos, Portugal	0	0	0
Lillyhall, U.K.	1	0	1
Shanghai, China	0	0	0

Warehouses / Offices EMEA	2022	2023	2024
Heilbronn, Germany	3	1	3
St. Amé, France	1	1	0
Halesowen, U.K.	0	0	1
Barcelona, Spain	0	0	0
Sales offices	0	0	0
Total Accidents all Sites	25	13	14

Note that the Lanov, Czech Republic facility was closed in 2023 and the Arcos, Portugal site was closed from April 2024.

Climate Compensated Products



The carbon footprints of our climate compensated products have been carefully assessed and measured by Climate Partner with a “Cradle to grave” approach. Here, emissions were taken into account according to the following lifecycle stages: Extraction and pre-processing of raw materials and packaging, production, supply of the product up to the customer’s factory gates, use phase as well as any relevant disposal emissions for the product and its packaging.

Where possible, primary data was used. Where this was not possible, secondary data was gathered from recognised sources. The underlying emission factors are derived from international databases, such as ecoinvent or GEMIS. All greenhouse gases were taken into account for the calculation and are represented in carbon dioxide equivalents (CO₂e) for improved legibility and comparability. Emissions that could not be directly attributed to the product but were required for production, such as employee commuting or business travel, were also included in the calculation as “general emissions”.

The compensated products are tracked on the listed web pages by brand. These pages show the amounts compensated and the projects supported in more detail.

Carrying out the product carbon footprints for all these products (total 217) has helped us to start to understand the CO₂e impact of some of our ranges of products and we are building on this to learn more about further product ranges.

Leitz:



**CO₂ compensated
Product**

ClimatePartner.com/11538-1910-1001

Esselte:



**CO₂ compensated
Product**

ClimatePartner.com/11538-1902-1001

Rapid:



**CO₂ compensated
Product**

ClimatePartner.com/15451-2208-1001

Bene:



**CO₂ compensated
Product**

ClimatePartner.com/14698-2005-1001

UN Sustainable Development Goals

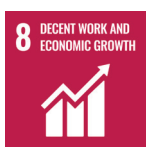
➤ With our actions to lessen our impact on land and air and to improve social conditions in our company and with suppliers, we support some of the United Nations Sustainable Development Goals as listed:



5. Gender Equality

5.5.2 proportion of women in managerial positions

➔ See our goal to increase women in management positions, pages 58 and 74.



8. Decent Work & Economic Growth

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

➔ See our approach to supply chain responsibility on pages 66-69.





12 Responsible Consumption & Production

12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

→ See our actions on waste prevention & recycling, pages 31-33 and our actions to re-use paper and plastics in our products and packaging on pages 37, 40, 42, 43.



13 Take urgent action to combat climate change and its impacts

→ Not specific to a UN target but we aim to reduce our emissions to air and monitor our progress. For our climate neutral products, we invested in projects to reduce emissions in different parts of the world. Our goal to reduce emissions from electricity to zero by 2025 is our significant contribution towards achieving this.



15 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally

15b Mobilize significant resources from all sources and at all levels to finance sustainable forest management and provide adequate incentives to developing countries to advance such management, including for conservation and reforestation

→ See our FSC® and PEFC certifications and our efforts to use recycled & responsibly sourced paper & wood on pages 45 & 47.

TAKING CARE OF TOMORROW

