

ACCO Brands

ESG 2024

PIONEERING PAST, PURPOSEFUL FUTURE



1903

Clipper Manufacturing Company established in Long Island, New York (United States) to manufacture paper clips

1910

Clipper Manufacturing Company becomes American Clip Company



1920

American Clip Company becomes ACCO

2005



ACCO becomes ACCO Brands Corporation

Company

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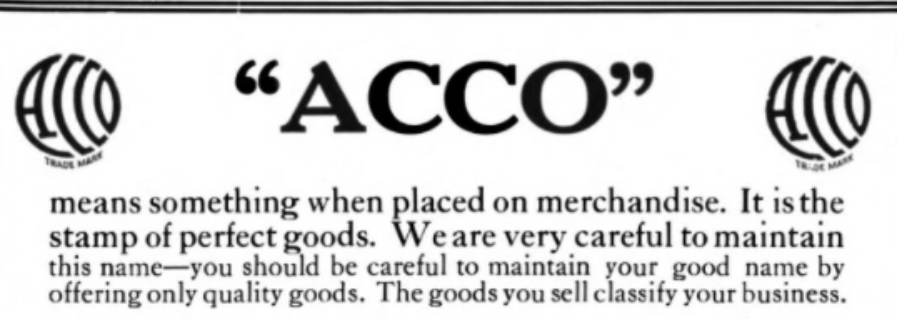
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***WE ARE PROUD OF OUR FAMILY OF BRANDS...**

some with legacies spanning decades, others over a century. Many carry rich histories that predate their connection to ACCO Brands. Throughout this report, we spotlight our “Century Club”—brands with pioneering roots that are part of the ACCO Brands story today. Each one now plays a role in our purposeful future. You’ll find a brand heritage timeline at the end of this report.

This enduring brand legacy provides a strong foundation for us to embrace time relevant insight, evolve, and adapt to meet the needs of today’s professionals, students, artists, and more. At our core, we craft a timeless narrative for our stakeholders—showing up every day, when you are at work, while you learn, and when you play... yesterday, today, and tomorrow.



ACCO Advertisement dated October 1923

ABOUT ACCO BRANDS

At ACCO Brands, we make everyday challenges easier for people, so they feel good when they work, learn, and play.

We are proud of our rich, multinational heritage. For over a century, our family of brands, sold in more than 100 countries, has been supporting professionals, students, writers, artists, creators, and gamers to fulfill their potential. Our pioneering past paves the way for a purposeful future, which delivers unparalleled value to all stakeholders.

It is our mission to provide those who WORK with more productivity, LEARN with more confidence, and PLAY with more enjoyment.

Fueled by a passionate team, a commitment to unmatched quality, and a relentless focus on service, ACCO Brands is committed to delivering outcomes that enrich lives every day while operating responsibly and more sustainably in the communities in which we operate.

Learn more about ACCO Brands Corporation (NYSE: ACCO) at www.accobrand.com.

OUR PEOPLE

represent a variety of expertise areas across the globe: creators, product designers, marketers, leaders in manufacturing, logistics, sales, and more.

OUR PLANET

motivates us to make decisions about packaging, power usage, and policies that preserve resources.

OUR PRODUCTS

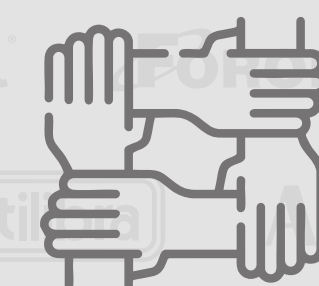
feature a portfolio of well-recognized brands including AT-A-Glance®, Five Star®, Kensington®, Leitz®, Mead®, PowerA™, Swingline®, and many others.

We value acting responsibly in our global community regarding Our People, Our Planet, and Our Products.

Here are our five core values:



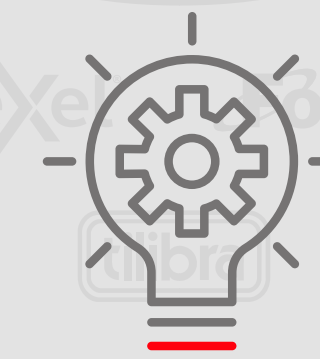
**ACTS WITH
INTEGRITY**



**TREATS OTHERS
WITH RESPECT**



**EMBRACES
DIVERSITY**



**ENCOURAGES
CREATIVITY**



**ACTS
RESPONSIBLY
IN OUR GLOBAL
COMMUNITY**

KEY FACTS

5,000
Employees

46
Brands

36
Countries With
Employees

Nearly
20,000
Customers

18
Manufacturing
Plants

14
Distribution
Centers



PIONEERING PAST



Barrilito®

Barrilito®
PURPOSEFUL FUTURE

CENTURY CLUB BRAND

TECH ACCESSORIES

Video Gaming and
Computer Accessories

 PowerA™

Kensington®

Video Gaming and Computer Accessories



Kensington®



LEARNING & CREATIVE

Note-taking, Boards,
Art Products, and Writing

 quartet.

 DERWENT

FIVE STAR.
★★★★★

 tilibra

 Hilroy

 mead®

 Artline®

Note-taking, Boards, Art Products, and Writing



FIVE STAR.
★★★★★



mead®

Artline®

BUSINESS ESSENTIALS

Stapling, Laminating, Tools, Shredding, Filing
and Organization, Storage, and Calendars

ReXel **GBC**

LEITZ **Rapid**

Esselte *Swingline*

AT-A-GLANCE

Stapling, Laminating, Tools, Shredding, Filing and Organization, Storage, and Calendars

**LEITZ®**

Swingline.

AT-A-GLANCE®

MESSAGE FROM OUR **PRESIDENT AND CEO**

Welcome to ACCO Brand's 2024 ESG Report.

Last year, we had the privilege to share our success in achieving our three priority ESG five-year goals a full year ahead of our roadmap, establishing a new baseline for progress in energy efficiency at our facilities, revenue from products and packaging meeting third-party certified environmental and social sustainability standards, and strengthening the diversity in our leadership pipeline.

In reflecting on 2024, I am proud of the progress ACCO Brands made and now continues to ensure that our ESG commitment is reflected in our daily work. Notably, versus 2023, we decreased total energy consumption by 7%, decreased scope 1 and 2 emissions collectively by 17%, continued to build out our portfolio of certified products in each region, and broadened our focus on leadership learning and development. Additionally, the collective efforts of the dedicated team in our EMEA region were honored with the prestigious EcoVadis Top 15% Silver award, further validating that we are focusing on actions that matter – to our customers, consumers, employees, and the planet.

Throughout this report you will read how we have operationalized our ESG ambitions to continue to achieve year-over-year improvement in our three areas of focus:

1. Enable Exceptional Organizational Performance – PEOPLE
2. Reduce the Environmental Impact of Our Operations – PLANET
3. Deliver Innovative Products That Are Safe and Sustainable – PRODUCTS

Our efforts are built on the foundation of our Pioneering Past and commitment to make a meaningful difference through purpose, integrity, and responsibility. I am confident that if we stay the course, we can ensure a Purposeful Future for ourselves and all our key stakeholders.



Sincerely,

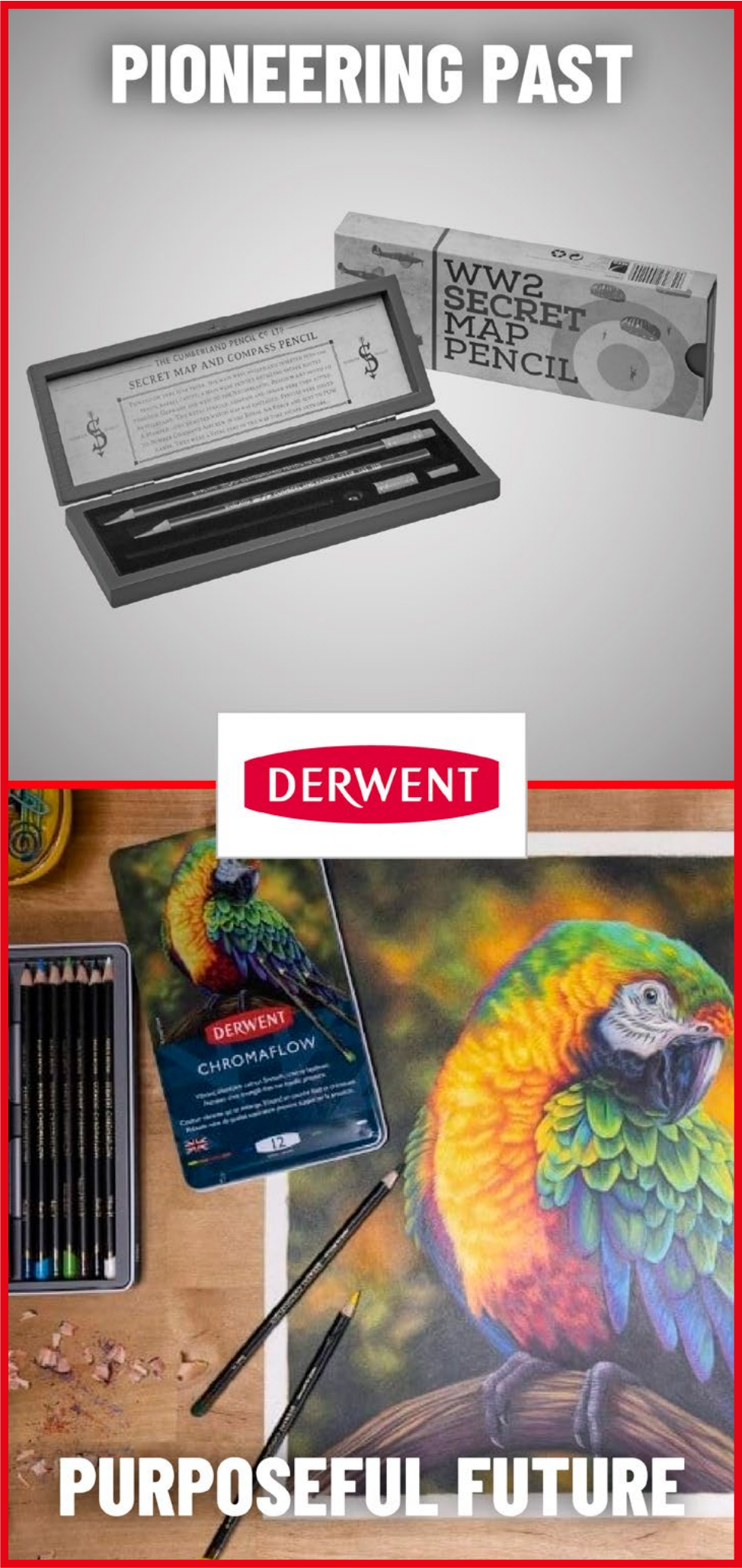
Tom Tedford, President and CEO

COMPANY

ESG 2024 ACHIEVEMENTS

2024 ACCOMPLISHMENTS		
Strategy		
Governance	17% Reduced combined scope 1 and scope 2 CO₂ emissions by nearly 17% from 2023*	7% Decreased total energy consumption by 7% from 2023*
People		90.3% Recycled 90.3% of the non-hazardous waste from our manufacturing plants and distribution centers
Planet	100% All 247 strategic in-scope supplier factory locations were audited	98.1% Suppliers audited achieved conformance with applicable standards on 98.1% of all social responsibility audit check points
Products		\$1M+ Contributed in excess of \$1 million in monetary and in-kind contributions to charitable organizations around the world
Summary		

*In manufacturing plants, distribution centers, and offices with 50+ employees.



COMPANY

Strategy

Governance

People

Planet

Products

Summary

SASB

2024 AWARDS AND RECOGNITIONS

REGIONAL



Leitz® earned the Paid Media Campaign of the Year at the 2024 Global Digital Excellence Awards (GDEAs) with the "FEEL GOOD working from home" campaign.



ACCO Brands UK was awarded Manufacturer of the Year for the Leitz Ergo 'Feel Good' Campaign.



ACCO Brands made Crain's Chicago Business Annual List of Most Innovative Companies in 2024. This is the 6th time that ACCO Brands has received this award.



Leitz Ergo Cosy Standing Desk Converter won the 2024 Innovation Award from Préventica France, the number one platform in France for "a better workplace," focusing on Health, Safety & Well Being.

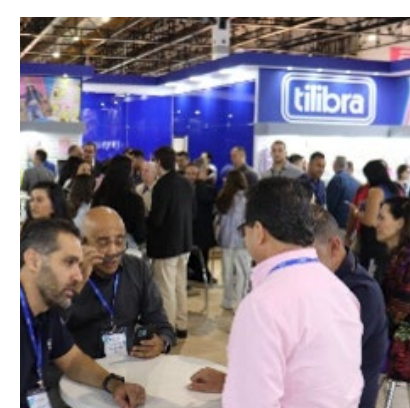
QUARTET®



Quartet InvisaMount Magnetic Glass Dry Erase Boards received Honorable Mention in the Vision Awards for 2024.

TILIBRA®

Tilibra was named Company of the Year by the Stationery Industry at Escolar Office Brazil 2024.



KENSINGTON®



Kensington won **three Red Dot Product Design Awards** in 2024:

- SD5000T5 EQ Thunderbolt 5™ 4k Docking Station
- Expert Mouse™ TB800 EQ Trackball
- Elevated Stand for Surface



Kensington earned two Awards at 2024 NAOPA:

- **Best Product - Core Business**

Product 2024:

The w2050 Pro 1080p Auto Focus Webcam

- **Best Product - Technology** 2024: The SD4880P USB-C® 10 Gbps Quad Video 17-in-1 Driveless Dock



Kensington was named Microsoft "Designed for Surface" Partner of the Year in 2024



Kensington's "Elevated Stand for Surface" was awarded the 2024 Designed for Surface Innovation Solution of the Year Award

SAFETY & ENVIRONMENTAL

ACCO Brands EMEA's EcoVadis Ranking Improved from the Top 50% to the top 15% in 2025.



ACCO Brands EMEA received the **RoSPA Patrons Award for 28 consecutive Gold Medals** in the Achievement

category, demonstrating our dedication and commitment to ensuring our employees get home safely at the end of every working day.



Four manufacturing locations of ACCO Brands received the NSC Perfect Record Award, achieving a year with no injuries involving days away from work:

- Alexandria, PA, USA
- Lerma, Mexico
- Ogdensburg, NY, USA
- Sao Paulo, Brazil

CULTURE & INCLUSION



ACCO Brands Women Partnering for Success (AWPS) named as a Top 25 employee resource group by the Global ERG Network

OUR ESG STRATEGY

DEDICATED TO ESG STEWARDSHIP

Our commitment to sustainability is rooted in our collective, more than century-long legacy of developing and delivering quality brands and service. For years, our brands have been synonymous with long-term value, enriching lives every day while operating responsibly – a company value — and more sustainably, today and tomorrow, in the communities we serve.

Our passionate team drives our Environmental, Social, and Governance (ESG) strategy, meeting regional standards that differ across the globe and making decisions that consider the interests of our People, Planet, and Products. We are dedicated to an ESG stewardship model that delivers sustained value to our investors, consumers, and customers, while also supporting our employees.

FOCUSED ON OUR OBJECTIVES

The foundation of our approach to ESG is built around three objectives that affect People, Planet, and Products.

ENABLE EXCEPTIONAL
ORGANIZATIONAL
PERFORMANCE



PEOPLE

Culture and Employee Experience
Building Organizational Capability
Employee Health and Safety
Labor Management
Community Engagement

REDUCE ENVIRONMENTAL
IMPACT OF OPERATIONS



PLANET

Environmental Policy and
Management Systems
Climate Change and Energy Use
Waste Management
Water Use

DELIVER INNOVATIVE,
SAFE, AND SUSTAINABLE
PRODUCTS



PRODUCTS

Supply Chain Management
Raw Material Sourcing
Product Certification
Product Safety, Quality,
Testing & Development
Product Packaging

GOVERNANCE, MANAGEMENT, AND OVERSIGHT

ETHICAL GOVERNANCE IS ESSENTIAL TO ALL THAT WE DO.

It is the framework on which we create the policies that support, guide, and protect all stakeholders.



ACCO Brands’ Board of Directors maintains oversight responsibility our Enterprise Risk Management (ERM) program and our Environmental, Social, and Governance (ESG) efforts.

ESG GOVERNANCE

Together, the Nominating, Governance, and Sustainability Committee and the Human Capital Committee provide leadership for the company's ESG strategies, goals, activities, and risks.

- **The Nominating, Governance, and Sustainability Committee** oversees:
 - Corporate governance policies and practices, including the Code of Conduct, corporate compliance programs, and training.
 - Management's administration of our corporate social responsibility, environmental sustainability programs, and reporting.

Management provides regular updates to the Committee and briefings are posted to the full Board of Directors.

- The **Compensation and Human Capital Committee** oversees:
 - The Company's talent management, development, and inclusive culture strategies.

The Global Chief People Officer regularly updates the Committee on the status of the Company's culture initiatives, talent management, and succession planning activities, and reviews these at least once a year with the full Board of Directors.

BUSINESS ETHICS

Our business ethics are the foundation for our ESG strategy, driving our decisions, actions, and reporting. ESG is about ensuring the business acts with integrity and takes responsibility for actions—two of our core values. We hold ourselves to the highest ethical standards through our Code of Conduct.

CODE OF CONDUCT

CODE:

Our Code is an essential guide to the way we conduct business. This collection of policies, practices, and procedures promotes ethical, lawful, and transparent behavior in all aspects of business. The Code articulates our values of integrity and respect for others, and our commitment to diversity and responsible behaviors 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.

TRAINING:

We conduct company-required training on a regular basis to ensure all employees understand and comply with our Code of Conduct, Anti-Corruption and Anti-Bribery Policy, as well as other important policies. In 2024, 100% of our salaried employees completed online training; 100% of our hourly employees completed facilitator-led sessions at our facilities.

SPEAKING UP CULTURE:

We also encourage employees, officers, and directors to actively engage in the detection and prevention of misconduct, including the reporting of 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 prohibits retaliation against employees for reports made in good faith.

ENTERPRISE RISK MANAGEMENT

Our Board of Directors believes in an effective ERM designed to identify and manage risk in a timely manner, material near-term and emerging risks we face or may face in the future and communicate necessary information about those risks to senior management and, as appropriate, to the Board of Directors or its relevant committees.

Senior management has primary responsibility for managing enterprise risks and the day-to-day risks associated with our business, including strategic, operational, financial, legal, regulatory, cybersecurity, and technology, environmental (including climate-related), social, governance, geopolitical, reputational, and emerging risks. We have procedures designed to identify, evaluate, monitor, manage, and mitigate the major internal and external risks to our business, and to align risk-taking appropriately with our efforts to increase stockholder value.



CENTURY CLUB BRAND

AUDIT COMMITTEE

- Financial Reporting and Internal Controls—Includes financial risks associated with the preparation of the Company's financial statements and financial compliance activities (including the adequacy of internal control over financial reporting and disclosure controls and procedures). Oversees the Company's Vice President of Internal Audit regarding internal audit engagements and findings
- Cybersecurity, Information System Security and Data Integrity
- Disaster Recovery / IT Continuity and Preparedness / Business Continuity
- Litigation and Claims—Includes risks relating to pending litigation, claims, and regulatory matters

COMPENSATION AND HUMAN CAPITAL COMMITTEE

- Executive Compensation—Includes ensuring that the structure of our executive compensation programs provides incentives that appropriately reward executives for executing our corporate strategy and growing stockholder value, has appropriate governance controls, and does not encourage excessive risk taking
- Acquisition and Maintenance of Human Capital—Includes risks related to the Company's succession planning and talent development programs
- Social—Includes risks related to the Company's social sustainability activities, such as pay equity, diversity, and employee engagement

NOMINATING, GOVERNANCE AND SUSTAINABILITY COMMITTEE

- Environmental and Governance—includes the Company's environmental, and governance risks, including climate-related risks
- Legal, Regulatory, and Compliance

FINANCE PLANNING AND COMMITTEE

- Capital Structure and Financing— Oversees financial risks with respect to the Company's capital structure, investments, use of derivatives and hedging instruments, currency exposure, retirement plans, financial resiliency, and other business and financing plans and policies
- Macroeconomic Conditions
- Manufacturing and Supply Chain— Includes financial and geopolitical risks

CYBERSECURITY & DATA PRIVACY

DATA PRIVACY

ACCO Brands is committed to protecting the data of its employees, customers and consumers, as well as ensuring that it handles that data in a fair and transparent manner. As part of that commitment, we ensure that individuals are aware of how we process personal data and the rights they have regarding their data.

In 2024, we refined our privacy program to keep ahead of new laws and regulatory guidance in the United States, Brazil, and other regions. We also continued to incorporate privacy as a topic in our Code awareness training.

CYBERSECURITY

With data protection laws across the globe continuing to evolve, we believe that guarding and using personal data appropriately is crucial to protecting our brands and maintaining stakeholders' confidence in our business.

We are committed to cybersecurity to both safeguard and protect the confidentiality, integrity, and availability of our data. Our cybersecurity risk management is included within our overall "ERM" program, found on the previous page of this report.

The Audit Committee oversees cybersecurity risks. The Company's Senior Vice President/Chief Information Officer and Vice President, Global Infrastructure, Operations & Cybersecurity updates the Audit Committee and other management team members on a regular basis.

We have implemented a risk-based cybersecurity program to identify, assess, prioritize, and manage risks from cybersecurity threats. This includes the following:

1. Technical Safeguards are in place, from firewalls and intrusion prevention, endpoint detection, and response systems to regular monitoring and access controls.

2. Security Policy and Requirements detail the overall risk-based framework and governance for the management and security of our information technology assets.

3. Cybersecurity Roadmap and Risk Assessment provides a framework for prioritizing, managing, and auditing our ongoing cybersecurity program. Periodic risk assessments are based on the National Institute of Standards and Technology ("NIST") cybersecurity framework.

4. Incident Response and Recovery Planning specifies the process to identify, classify, document, and respond to cybersecurity incidents. This includes escalation protocols to ensure executive leadership involvement and public disclosure reporting if needed.

5. Third-Party Risk Management is a risk-based approach to identify and oversee cybersecurity risks presented by third parties—vendors and service providers—as well as the systems of third parties.

6. Monitoring, Testing, and Auditing are done on a regular basis to detect threats within our environment and to measure the effectiveness of our cybersecurity program. As appropriate, the Company engages external parties, including consultants, legal counsel, and audit firms to enhance its cybersecurity oversight and assist with incident response.

We regularly conduct mandatory cybersecurity training for employees, and all new hires are required to take cybersecurity training. Management also regularly conducts "phishing" exercises to test the effectiveness of our training programs. The results of these exercises are reported to the Audit Committee. Employees also receive monthly newsletters highlighting cybersecurity developments as well as targeted email messages, as appropriate.



OUR PEOPLE

Throughout our pioneering past, our employees have been and remain the key to our success. We strive to create a great place to work, a place that attracts and retains top talent and inspires individuals to grow and succeed. Our People Plan is grounded in the core idea of enabling exceptional individual and organizational performance to deliver business growth. Together we create a purposeful future.

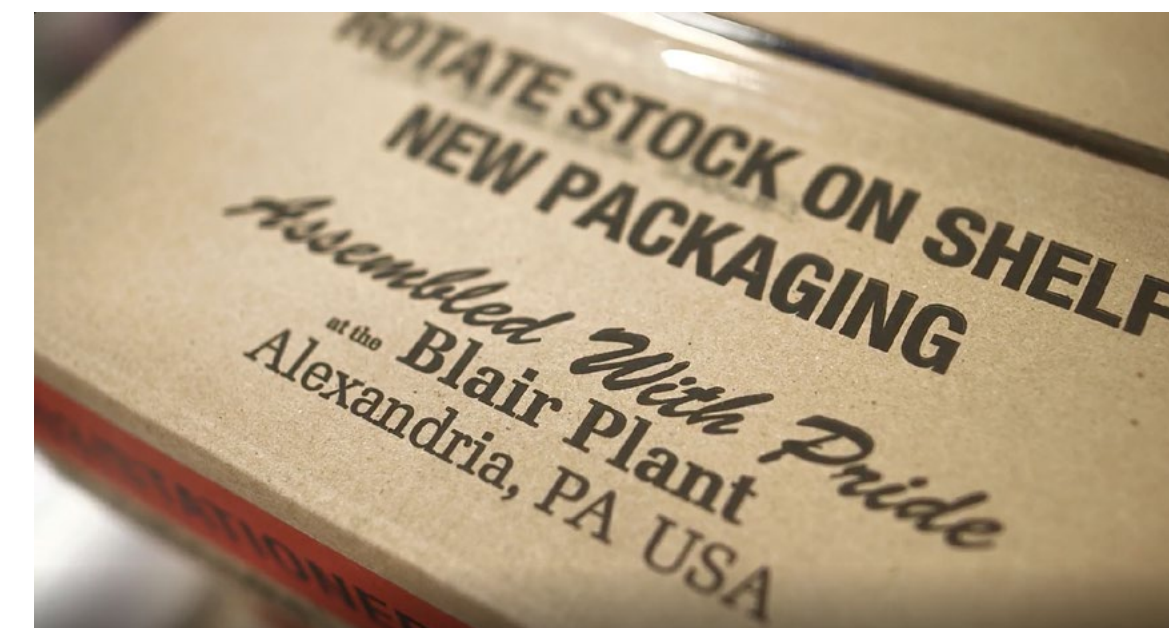
QUARTER CENTURY CLUB

Meet Chad States, Strategic Sourcing Manager

Based in our Blair facility in Alexandria, PA., Chad started working at ACCO Brands in the summer of 1992 as part of the college student summer temporary program. Chad has been an official employee for 28 years. He joined ACCO Brands as a second shift supervisor in 1997, progressed to a buyer role in the purchasing department, and now works in strategic sourcing for the company with his office remaining at the Blair location.



"I have a great sense of pride when I see an advertisement for Five Star®, or Quartet®, or any of our brands. Getting to go into the community to speak at local schools



about our company and to bring our products with me is a such a pleasure to do. Our brands make a difference to people and our company makes a difference in the communities we are in. I want to make sure our brands have staying power and continue well into the future for both reasons."

CULTURE AND EMPLOYEE EXPERIENCE

At ACCO Brands, our people are the driving force behind everything we do. We're a passionate, experienced team that puts consumers, customers, and stakeholders first—and we do it by working together. Our team members stay agile and embrace new opportunities that deliver both business and professional growth. We are intentional about fostering an environment where embracing diversity, in all its forms, leads to better ideas and a great employee experience.

ALIGNED TOTAL REWARDS

Attracting and retaining top employees in this highly competitive global talent landscape requires more than competitive market compensation. Although we perform robust external benchmarking to ensure our wages, benefits, incentives, and other compensation elements are competitive in each individual geographic area, we intentionally structure our offerings to align individual, business, and key stakeholder interests. Specifically, we pay for performance, not effort. We link our incentive awards to achieving targeted short- and long-term business outcomes. Individual objectives are developed with a clear line of sight to company goals, making it easy for high achievers to focus on the behaviors and actions that bring personal rewards and deliver stakeholder value.

We also offer programs that support our employees and their families at the various stages of their lives and provide the needed time off so our employees can rest, recharge, and focus on their priorities outside of work. In most regions, we offer a wide variety of company-subsidized and voluntary benefit programs, including

vacation benefits; medical plans with prescription drug, dental, vision, and critical care coverage; life insurance; parental leave; disability insurance; education reimbursement opportunities; and legal planning. In the United States, we also offer a 401(k) match, adoption benefits, and long-term care insurance for employees and their partners.

Notably, we recognize that the work environment matters. Like many companies, ACCO Brands has implemented hybrid working solutions to provide work-from-home flexibility. Our global management teams have become adept at balancing the organization's need for in-person collaboration time with employees' desire for remote working time to navigate personal obligations. In 2024, we continued to refine our Hybrid Options for Working practices, with approximately 70% of our global office employees working from home at least a couple of days a week.



HIGHLIGHT

Leveraging Communication to Align People and Performance

In today's fast-paced, information-saturated world, effective communication is more than just sending a message. It is a business enabler. It's about moving people from awareness to action—a journey that requires strategic engagement, message repetition, and a variety of communication channels.

When ACCO Brands President and CEO Tom Tedford introduced to employees key priorities and Must Win focus areas, the Communication and Culture team went to work to reinforce behaviors that drive growth and build culture.

The team introduced Must Win Mondays, a bi-weekly series of intranet articles featuring stories from different part of the business, winning with customers and consumers, at innovation, cost of goods, and in key seasons. The team also started podcast style-interviews called Leadership Corner to increase leadership visibility and amplify winning behaviors. In order to reinforce the message, the team also collaborated with the business to publish a monthly global newsletter—a third communication channel.

"Everyone plays a part in driving growth," said Kori Reed, Director, Communication. ***"A single email, meeting or quarterly communication is not enough to inspire action; thoughtful, intentional communication is repetition, alignment, engagement, and performance"*** she explained.



CENTURY CLUB BRAND

BUILDING ORGANIZATIONAL CAPABILITY

In order to provide solutions that make everyday challenges easier for people when they work, learn, and play, we invest in our employees, providing tailored and timely learning and development opportunities to grow our people and the business.

The 2024 calendar year was marked with enabling connections and building new capability. Notably it marked a return to in-person learning experiences, executing programs to support operating priorities, and enhancing organizational capabilities.

- We broadened our focus on leadership levels and training content to drive innovative thinking, a key business priority to drive growth.
- We continued efforts to link our learning and Human Resource data systems with talent development, management, and succession planning.
- We continued to track progress on building leadership capability in our Raising the Bar signature learning programs:

- **LEADERSHIP ACADEMY**

69% of current Directors have attended

- **LEADERSHIP BASECAMP**

25% of current managers have attended



HIGHLIGHT

AWPS DRIVES GROWTH THROUGH CONNECTIONS

Our global Employee Resource Group, ACCO Women Partnering for Success (AWPS) spans more than 23 countries with hundreds of employees coordinating and leading events within the company and community designed to build culture, inform employees and drive growth. AWPS leveraged its network to extend opt-in learning events to all employees across the globe. Through 2024, more than 1,700 participants engaged and were inspired through a series of featured events including ...

FIRESIDE CHATS

Fireside Chats are quarterly events where the network introduced internal and external experts to speak on specific topics of interest. Recent favorites ranged from authors and motivational speakers to share tips and tools about empowerment to experienced company leaders who shared their career path journeys.

INNOVATION WORKSHOPS

With Innovation identified as a key strategic enabler for success, the AWPS leadership team decided to partner with the Learning and Development Team to host an in-person, 90-minute Innovative Thinking 101 workshop at our Laze Zurich headquarters. The pilot workshop was so well received that it inspired the development of a virtual delivery model followed by the launch of three additional workshops across various time zones. The workshop, designed for all employees, focused on understanding the barriers to innovative thinking and strategies to unlock new and different ideas.

IN-PERSON BASECAMP RETURNS IN EMEA REGION

Thirty people and process managers from eleven different countries across the EMEA region attended ACCO Brands' Leadership Basecamp training in Oxford, United Kingdom. While the majority had more than six years of experience with the company, most had not met in person during their tenure.

This was the first Leadership Basecamp hosted in person since the global pandemic. Attendees cited a number of benefits from the return to on-site, in-person sessions including the following: forming genuine connections with colleagues, understanding the intricacies of each other's businesses and teams, and building relationships beyond the classroom. It also enabled participants to apply the content through hands-on activities and group sessions, solve problems together, and improve their leadership skills as a unified cohort.

Attendees learned a variety of skills, from understanding personal leadership styles and adapting based on the situation, to the performance management cycle and managing talent. In an evaluation survey, nearly all attendees agreed that they understood the connection between the concepts they learned and how they would implement them.

Participants also heard from top company leaders, who shared their own career journeys, as well as their vision for the future.

One attendee described the experience this way:

"My biggest strength as a leader at ACCO Brands is fostering collaboration through transparency. During Basecamp, I learned the value of open communication and being clear about goals, challenges, and expectations. This approach helps build trust within the team, encourages honest feedback, and ensures everyone is aligned and working together effectively."

The Learning & Development team also said this session highlighted the significant impact of investing in your people and fostering a sense of community and greater connection across the organization.





CENTURY CLUB BRAND

EMPLOYEE HEALTH AND SAFETY

We believe in environmental, health, and safety excellence at ACCO Brands. As part of our responsibilities to ourselves, one another, our customers, and our communities, we work daily to maintain the highest level of safety for all our employees.

A COMMITMENT TO EMPLOYEE HEALTH AND SAFETY

Each of our locations strive to achieve:

- Zero occupational injuries/illnesses
- Zero notices of violations/complaint letters
- Full compliance with local regulations and health, safety, and environmental guidelines
- An environment where all employees feel safe

To this end, each location designates a qualified individual responsible for safety, environmental, and workers' compensation efforts, and every facility sets annual goals to reduce or eliminate workplace injuries/illnesses.

In addition, health and safety training is required at each manufacturing and distribution facility on an annual basis. Required topics include Lockout (Authorized and Effected), Emergency Procedures, Chemical Safety, Permit Required Confined Space, Ergonomics, Bloodborne Pathogens, Hearing Conservation, Personal Protective Equipment, Fall Protection, Electrical Safety, and Fire Extinguisher use.

ACCO BRANDS GLOBAL SAFETY DAY

Each year, we hold a Global Safety Day event to reinforce our overall commitment to safety as a company.

ACCO Brands Global Safety Day is a time to reflect on the company's safety performance and achievements throughout the past year, review our annual safety goals and restate our corporate commitment to MISSION ZERO, our global initiative that focuses on achieving ZERO injuries through increased focus, awareness, and involvement.



THE CESMP AUDIT: OUR STRATEGY FOR SAFETY

The best way to ensure worker health and safety is to monitor the work process and find ways to improve it continuously.

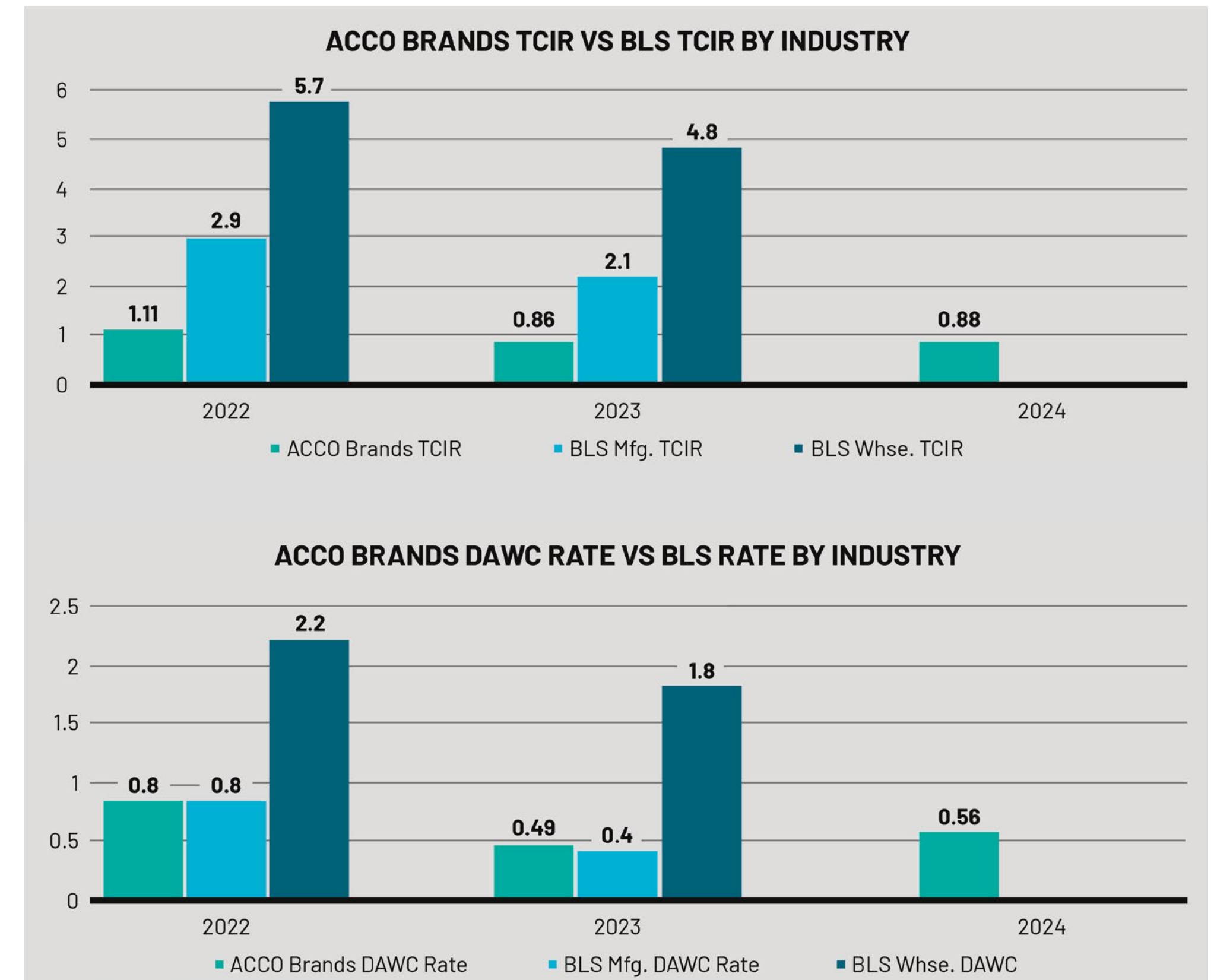
ACCO Brands conducts annual Comprehensive Environment Safety Management Plan (CESMP) audits at all major manufacturing and warehousing locations. CESMP audits assess the steps each location takes to prevent injuries and ensure workplace safety, providing vital insights to managers throughout the organization. In 2024, every major operation and warehousing location within the company completed this audit. Most of these audits were conducted by the safety leadership team. The process includes interviewing employees on all shifts in their work area. In these settings, employees feel empowered to share concerns, needs, and ideas. If safety gaps are seen, we immediately develop and implement targeted interventions, processes, and/or policies.

SETTING HIGH GOALS, ACHIEVING HIGHER RESULTS

ACCO Brands' Health and Safety program has been highly successful over the past four years, with consistent improvements and measurable reductions in all key accident categories (e.g., lost time) for three of those four years. While we are proud of our successes, as part of our Mission Zero, our goal is to achieve zero occupational injuries or illnesses, and we continue to strive to meet this goal.

Our commitment translates into success. Highlights of our global program's success include:

- Europe RoSPA Patron's (28 consecutive Golds) Award (the award is presented to organizations sustaining the high standards of the Gold level over consecutive years.)
- National Safety Council recognized multiple ACCO Brands sites in the Americas based on 2024 injury statistics. The award was presented in 2025.



In the Americas and International segments, our Total Case Incident Rate (TCIR) continues to be well below the industry averages reported by the U.S. Bureau of Labor Statistics (BLS) for both the Stationery Manufacturing and General Warehousing and Storage Operations industries. This is a testament to our ongoing commitment to safety and the diligent efforts by our global operational teams. Our Days Away from Work Case Rate (DAWC) is again tracking well below the industry averages for General Warehousing, although slightly above the averages for year over year (YOY) for Manufacturing.

LABOR MANAGEMENT

Our manufacturing and distribution sites are the heartbeat of our business. We work collaboratively with our union representatives and employee works councils.

As of December 31, 2024, we had approximately 5,000 full-time and part-time employees worldwide, with approximately 2,700 employees in our Americas region (U.S., Canada, Brazil, Mexico, and Chile), 2,300 in our International region (EMEA, Australia, and Asia). We also rely on a contingent hourly workforce to supplement our full-time workforce to meet seasonal demand.

Approximately 200 manufacturing and distribution employees in North America are covered by collective bargaining agreements. We also have government-mandated collective bargaining arrangements in certain countries, particularly in Europe and Brazil. There have been no strikes or material labor disputes at any of our facilities during the past five years.

We have a long history and tradition of communication and collaboration with our workforce, formally through local and centralized works councils and unions. We actively seek participation and input from our employees to improve our processes in the areas of health, safety, ergonomics, energy savings, and waste reduction.

Additionally, we further encourage the active participation of our workforce in hundreds of Kaizen improvement workshops across all sites. We make these efforts because we believe that through the active involvement of our employees, more ideas will result in better outcomes and safer work environments. For these reasons and many others, we have employees celebrating significant service milestones at 10, 20, 30, and even 40 years of continuous service. With those years comes a depth of knowledge about our products, processes, and our customers that is second to none.

HIGHLIGHT

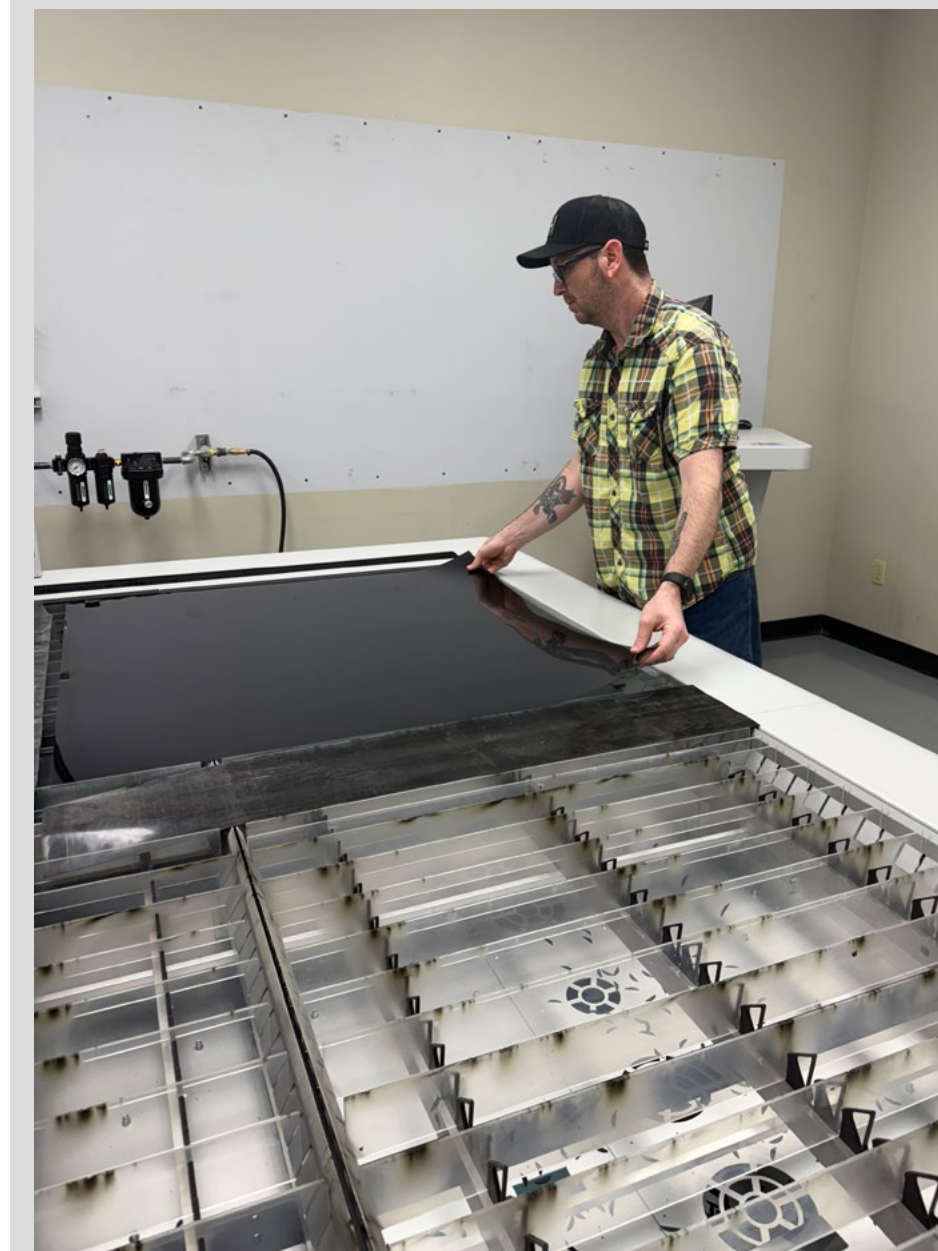
INSOURCING: IT TAKES PEOPLE TO MAKE PROCESSES AND PRODUCTIVITY WORK

In the dynamic world of manufacturing, insourcing is a strategic approach to enhance control over production processes and improve productivity. It's the people that make it work.

At our Booneville, MS facility, we embarked on an ambitious project to bring the production of Kensington® privacy screens in house. Moving production is a calculated decision based on volumes, forecasts, anticipated cost savings, process improvement opportunities, and production efficiency. It also can require learning new skills and production processes, including new equipment and laser production.

The People Behind the Process

The success of our insourcing initiative is deeply rooted in the dedication and expertise of our labor management team in the production area, as well as the importance of cross functional communication and teamwork.



“These individuals are the backbone of our operations, ensuring that every step of the production process runs smoothly and efficiently,” said Tracie Arnold, General Manager, Booneville. **“We have an experienced production team that includes engineering, the buying and planning group, the production manager and leads, and the operator who was willing to learn a new process. They have all worked together to ensure the success of this project, and continue to find ways to make the process more efficient while exploring the potential for new products as we move forward,”** she continued.

By leveraging our team's expertise and continuously refining our strategies, we are poised to achieve significant improvements in efficiency and cost savings, ultimately driving our success in the competitive manufacturing landscape.

HIGHLIGHT

ACCO Brands Partners to Provide Hope

For nearly four decades, ACCO Brands has supported City of Hope, a U.S.-based research hospital with multiple locations dedicated to discovering innovative treatments for cancer, diabetes, and other life-threatening diseases.

Founded in 1913, City of Hope is one of only 57 National Cancer Institute (NCI)-designated comprehensive cancer centers in the U.S.

Through direct contribution, employee giving, company sponsored events, and other promotions, ACCO Brands raised close to \$900,000 in 2024 to bring innovative research and life-saving treatments to those in need.



COMMUNITY ENGAGEMENT

We are committed to making a positive difference and investing in the places where we live and work by supporting the causes that matter to our employees.

Whether it's through raising money to help children, supporting teachers, funding critical research, or celebrating community heritage, our teams come together to create real and lasting impact.

As a leader in the "Learn" business, with popular regional notebooks under the brand names Five Star®, Mead®, Hilroy®, Tilibra®, Barrilito®, and more, we also provide essential school supplies for students in many parts of the world.

For decades, we have been long-time sponsors of groundbreaking cancer research, actively fundraising for the City of Hope (see highlight) via direct giving and fundraising efforts with customer and supplier partners. This cause is important to the Office Products Industry overall, and an ongoing commitment for employees across our global locations.

From celebrating cultural milestones to supporting nonprofit partners with passion and purpose, ACCO Brands remains steadfast to act responsibly in the communities where we live and work.

In addition to cash or product donations, employees also volunteer, build strategic community partnerships, and host cultural events to both celebrate and educate colleagues about our global employee base.



Following are examples from various regions:

- **Shanghai, China:** The manufacturing team embraced tradition by hosting a vibrant celebration for the Chinese New Year. The event honored colleagues and emphasized team unity through an African drum activity, symbolizing the strength in collaboration and shared purpose.
- **Australia and New Zealand:** The local team united to raise nearly \$43,000 for the Children's Cancer Institute during the "86K for a Cure" initiative, in support of life-changing causes.
- **Ohio, USA:** Employees and family members joined to support Big Brothers/Big Sisters of Miami Valley by participating in the annual "Bowl for Kids' Sake" fundraiser, raising more than \$5,000 to empower and uplift local youth. In addition, building on a long-term partnership with Dayton's Crayons to Classroom, employees raised donations to support local student educators.
- **Chile, South America:** Working in collaboration with IFF América de Fondacio, employees transformed the "Back to School Sponsors" event into a day of creativity and joy. Local children received back-to-school kits and shared memorable moments.



OUR PLANET

As we plan for a purposeful future, our planet motivates us to make decisions that are in the interest of reducing the environmental impact of our operations and having greater efficiency in the procurement, use, and ultimate disposal of our resources.

We actively focus on maximizing efficient energy usage, reducing emissions, minimizing water consumption, and maximizing recycling waste, as these are the areas where we can have the most impact.



ENVIRONMENTAL POLICY & MANAGEMENT SYSTEMS

As part of our responsibilities to ourselves, one another, our customers, and our communities, we are committed to reducing the environmental impact of our operations and complying with all applicable environmental regulations.

Our regional businesses each operate under their own environmental policies and procedures which enable this commitment.

ENVIRONMENTAL AND ENERGY MANAGEMENT CERTIFICATION

55% of our factory, distribution, and office sites with 50+ employees have achieved ISO 14001 Environmental Management certification. ISO 14001 provides a systematic framework to reduce environmental impact by integrating management practices with supporting environmental protection, preventing pollution, minimizing waste, and reducing energy and materials consumption.



16% of our manufacturing, warehousing, and office locations with 50+ employees have earned certifications under the ISO 50001 Energy Management standard. ISO 50001 is designed to help an organization improve its energy performance through better use of its energy-intensive assets. Improved energy performance maximizes the efficient use of energy sources and energy-related assets, reducing both cost and consumption.



Kensington®



Held to
a Higher
Standard



Kensington®

Held to a
Higher Standard

Conscious Design,
Kensington Quality.

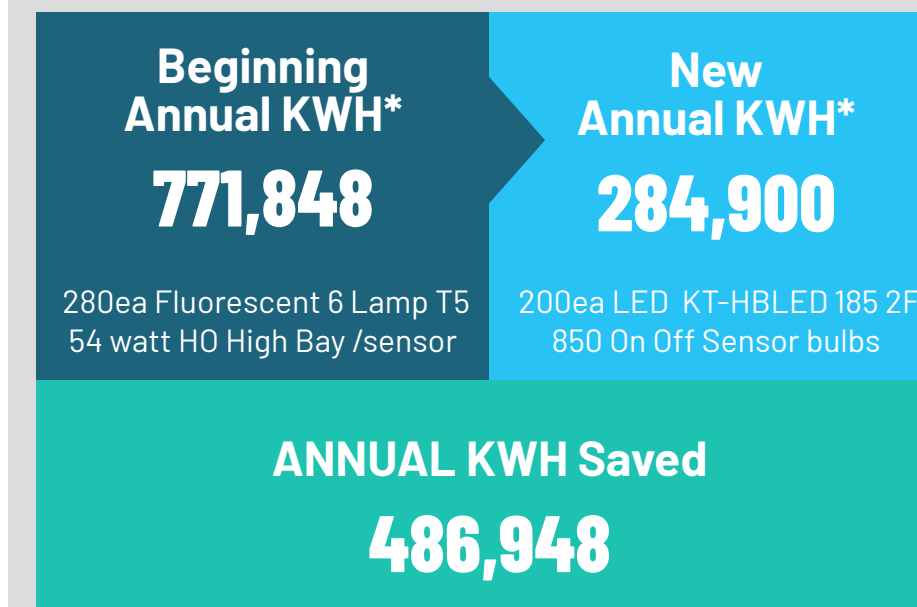


The MY310 EQ Wireless Mid-Size Mouse
with contoured design, **made from
59% post-consumer recycled plastic.**

HIGHLIGHT

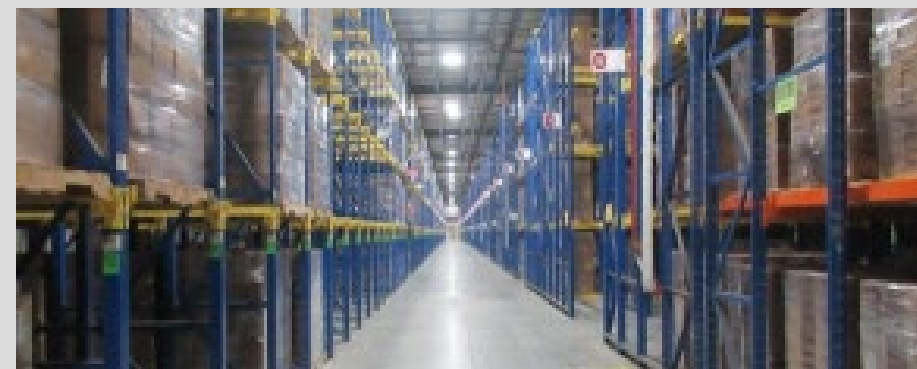
Bright Ideas Save Bucks

Sometimes it is the simple things that add up to make exponential impact to the bottom line. At our manufacturing facility in Alexandria, PA, the team requested capital funds to install new, more energy-efficient lighting in the finished goods warehouse. When the warehouse was built in 2001, the T5 lamps were the most energy efficient at the time; however, age and technology advances rendered them increasingly inefficient today.



Not only did the upgrade reduce the number of Kilowatt-hours (kWh) used, but it also reduced energy costs by nearly \$50,000 a year.

*kWh: Kilwatt-hour represents the amount of energy consumed by a 1,000-watt device running for one hour. It is commonly used to measure electrical energy consumption on an electricity bill.

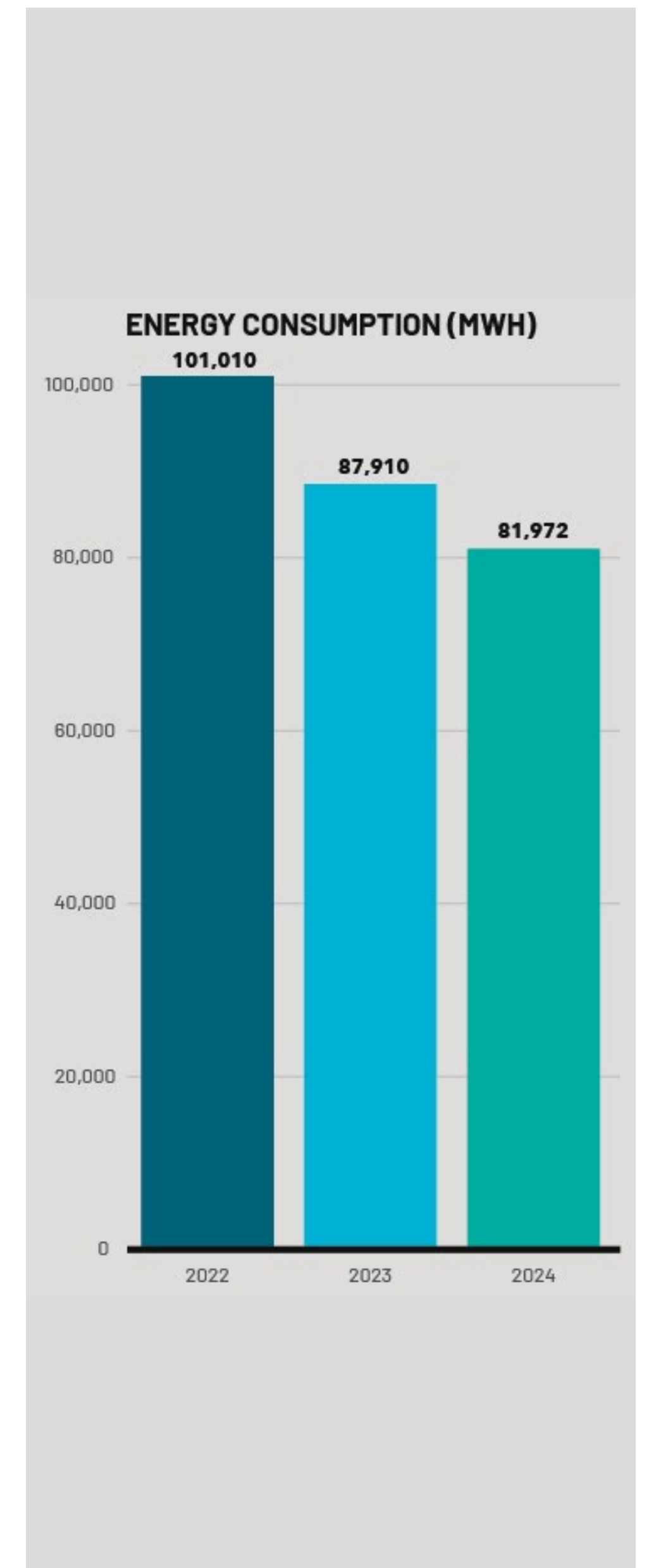


CLIMATE CHANGE & ENERGY USE

As global citizens, we are concerned about the negative consequences of climate change and are committed to reducing our greenhouse gas emissions.

Reducing the energy intensity of our operations—the amount of energy used to produce a given level of output or activity—is a cost-effective way to reduce emissions and increase the energy efficiency of our facilities.

We continue to explore new energy reduction projects as well as maintain ongoing initiatives, including the following: installing lighting controls for unoccupied areas, replacing lighting with highly energy-efficient LED lights at multiple sites, reducing compressed air usage by reducing leaks in the system and increasing airline size, scheduling start-ups and shutdowns of compressed air systems, and updating equipment and meters to improve efficiency. These collective efforts, combined with the factory closures completed in 2024, were key factors in reducing total energy consumption by 7% versus the 2023 results.



CARBON DIOXIDE EMISSIONS

Carbon emissions from our manufacturing, warehousing and office locations with 50+ employees are measured in two ways:

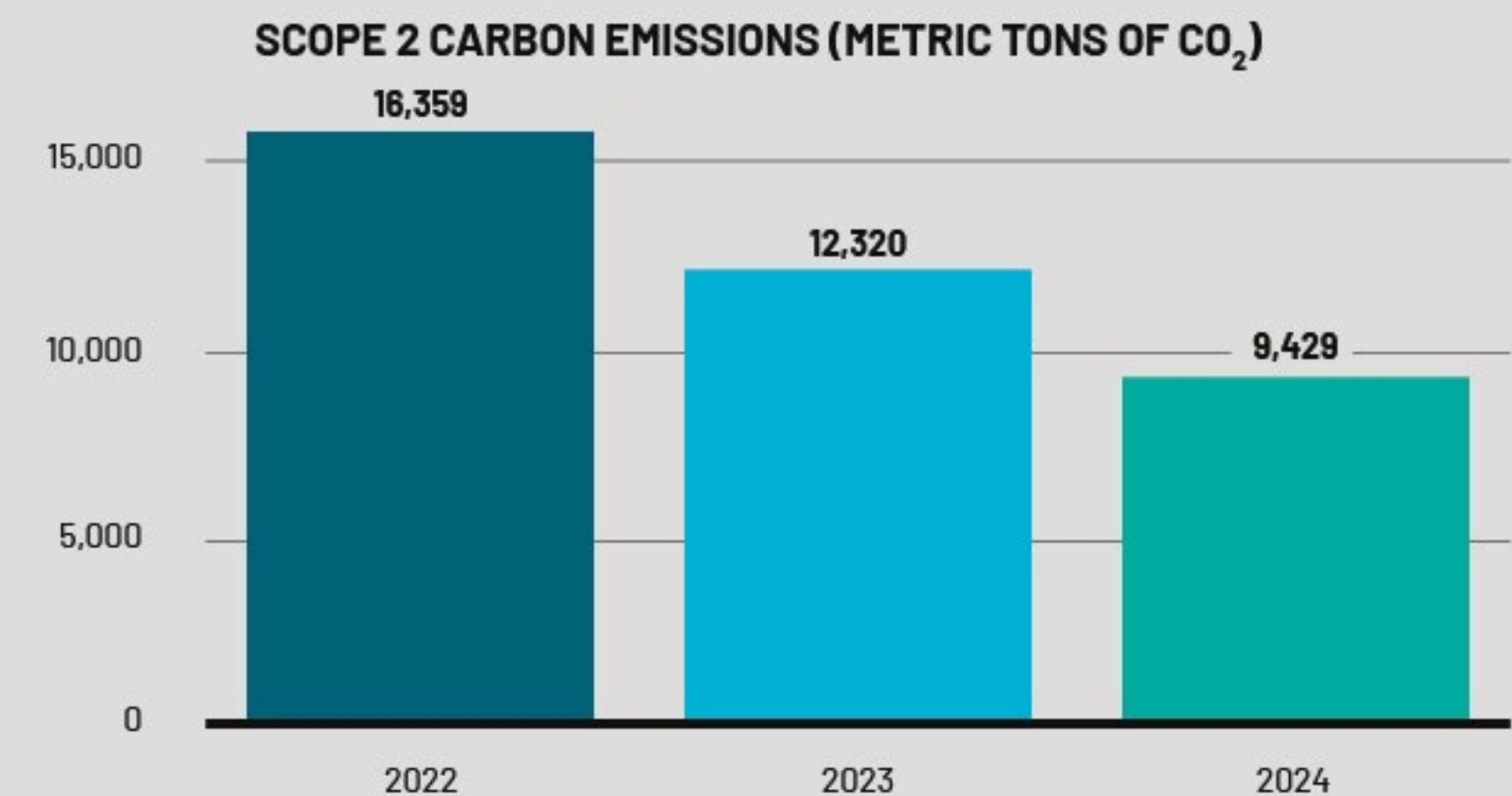
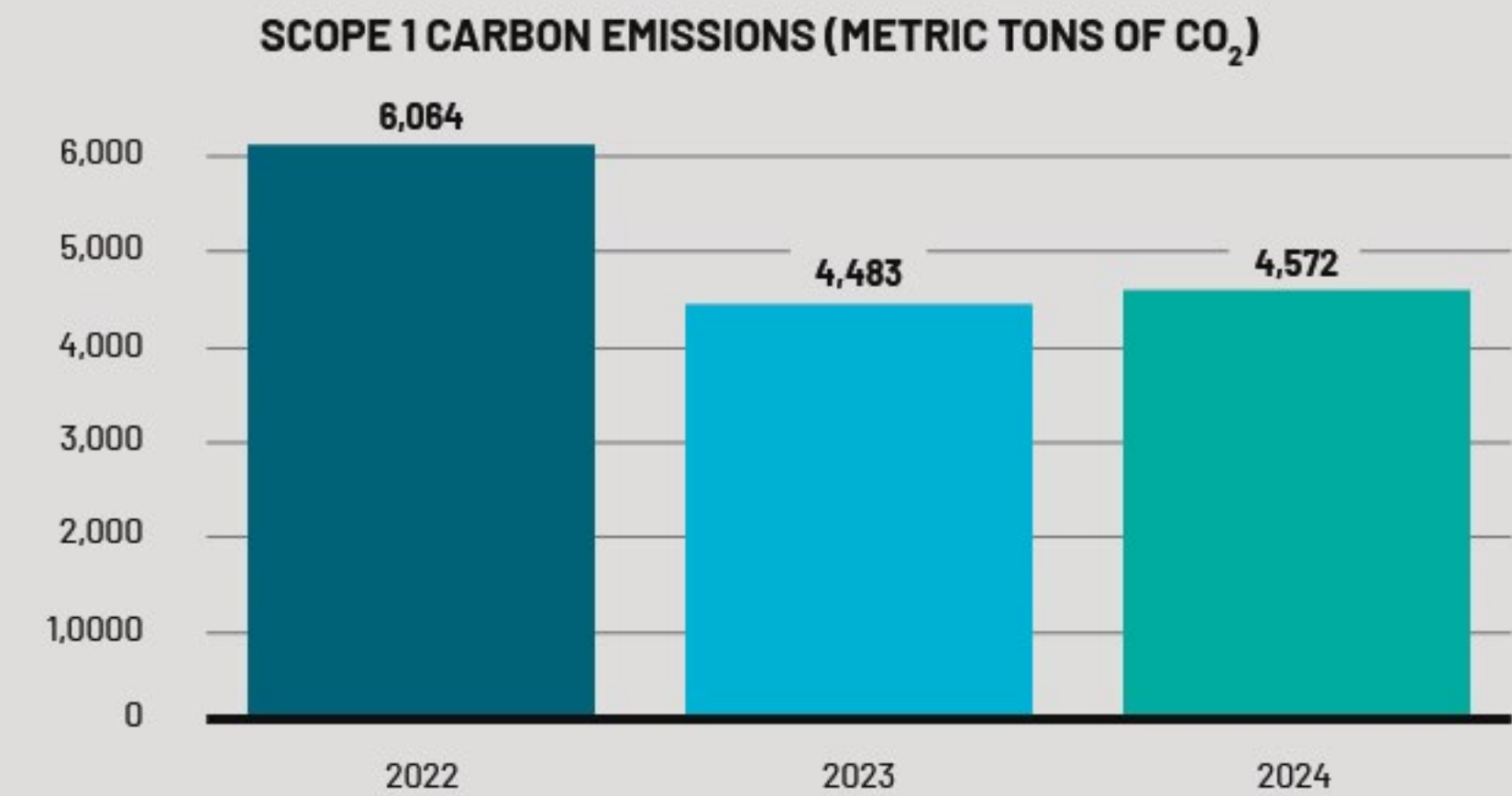
- Scope 1 emissions come directly from ACCO Brands’ manufacturing, warehousing and office locations.
- Scope 2 emissions are emissions that come from energy we purchase to run our locations.

We continue to make progress in our carbon emissions footprint with 2024 collective Scope 1 and Scope 2, Co2 emissions are down 17% from 2023.

This achievement is attributed to a few factors, including:

- 1) several sites purchased carbon-free electricity;
- 2) energy efficiency projects; and
- 3) facility closures

We did, however, experience an increase in consumption of natural gas and fuel oil due to the impact of our site closure activities, which increased our scope 1 emissions by 2 percent.



HIGHLIGHT

Breathing New Life into Machines with Pioneering Pasts

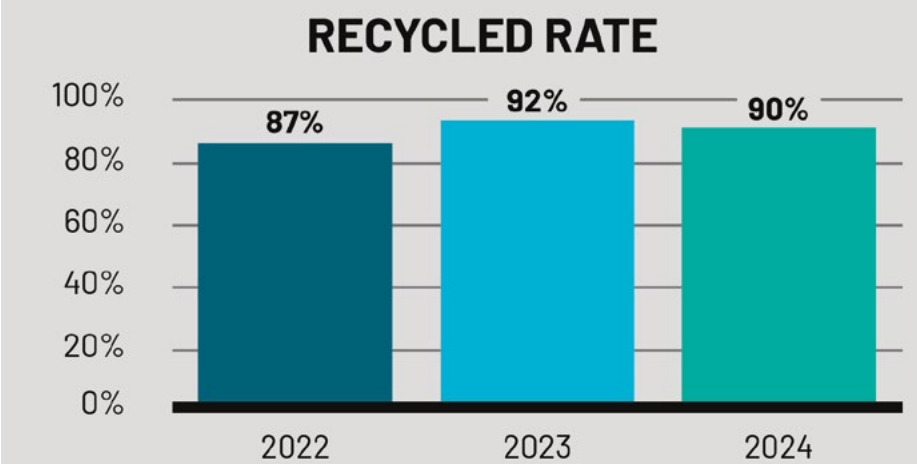
In 2024, a quiet and mighty movement was underway at ACCO Brands demonstrating that **good for business** and **good for the planet** can co-exist. After a customer requested a new specification for product labeling, a cross-functional team went into action to find a solution. This included engineering teams at locations in Sidney, NY and Alexandria, PA. With a wide lens across all facilities of equipment that was available, ACCO Brands' engineers took components from various retired equipment pieces to create a solution that worked well and helped meet customer needs.

This act of repurposing and breathing new life into machinery wasn't just a cost-saving measure. It was a testament to sustainable thinking in action. At a time when ESG metrics often focus on materials and energy, this initiative reminded everyone that sustainability also lives in the decisions we make about the tools we already have. It is not just tracking materials, but also valuing the resourcefulness that keeps equipment in use and out of landfills.



WASTE MANAGEMENT

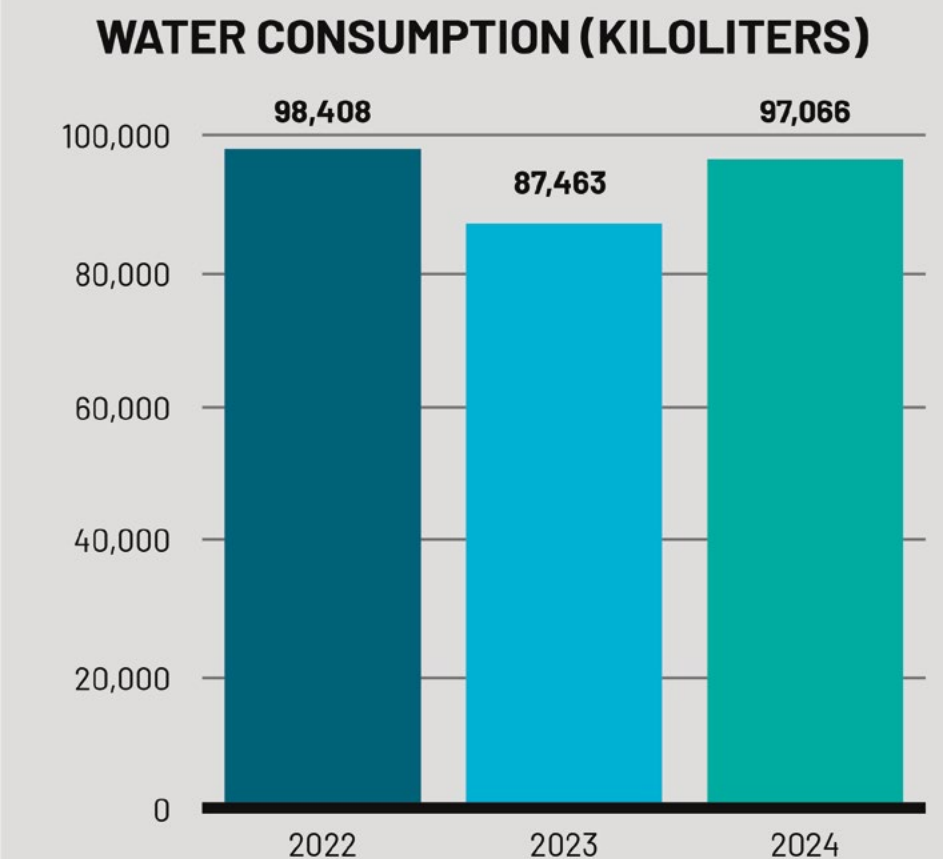
In 2024, 90% of the non-hazardous waste generated in our factories and distribution centers was recycled. The percent dropped slightly due to the timing of closing a facility. We continue to focus on ways to increase our recycling efforts with the goal of minimizing our waste.



WATER USE

While our operations are not water-intensive, we strive to manage our water use responsibly and minimize consumption. In 2024, our water consumption increased 11% over our 2023 consumption. Previous yearly data has been adjusted to account for sources of water not being identified in several locations.

For location information included in our 2024 water and waste data, [click here](#).





OUR PRODUCTS

ACCO Brands distributes products in more than 100 countries, and we are committed to delivering innovative solutions that are also safe and sustainable. We strive to make continuous improvements to reduce the environmental impact of our family of products. Our company is actively focused on increasing products certified to environmental and social standards, reducing plastics in our packaging, and finding more sustainable packaging solutions, sourcing sustainable and legally harvested paper, and ensuring our suppliers work in responsible ways.



SUPPLY CHAIN MANAGEMENT

Company

We are committed to responsibly sourcing, and we engage, support, and collaborate with our suppliers in pursuit of this objective. ACCO Brands is committed to ensuring that our employees and contract workers are treated with respect and dignity, that working conditions in our own facilities as well as our global supply chain are safe, and that manufacturing processes are environmentally responsible.

Strategy

We currently manufacture approximately 40% of our products in company-owned facilities located in the countries where we have operations. We source the remaining 60% from lower-cost countries, primarily in Asia.

Governance

We have a **Social Responsibility Policy** guided by international human rights principles that align with the following:

People

- 1) the Universal Declaration of Human Rights;
- 2) the International Labor Organization's Declaration on Fundamental Principles and Rights at Work; and
- 3) the United Nations' Guiding Principles on Business and Human Rights.

Planet

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.

PRODUCTS

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 spend:

Summary

- \$350K or more and located in a high-risk country: We conduct an annual audit with follow-ups as needed.
- Between \$200K-\$350K located in high-risk country: We conduct an annual critical issue assessment.

SASB

- \$200K or less located in high-risk country or all medium-risk countries. We require a supplier audit questionnaire be completed along with the guidance from our third-party firm and/or to complete an internal ACCO questionnaire. Pending the 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 the following: risk, influence, corrective actions, and workers' sentiments surveys, which are a critical part of our audit process. In the case where a "non-conformance" is identified, we require the supplier to create a corrective action plan and we 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.

[Click here](#) for details on audit non-conformances.

CONFLICT MINERALS

ACCO Brands is committed to the responsible sourcing of 3TG (tin, tantalum, tungsten, and gold), including from the countries covered by the U.S. Conflict Minerals Rule. In addition, ACCO Brands takes its regulatory obligations, including under the U.S. Conflict Minerals Rule, seriously. We have adopted a policy to further this commitment as part of our efforts to 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.

2024 SUPPLY CHAIN RESPONSIBILITY

100%

of 247 strategic in-scope supplier factory locations were audited

106+

Suppliers completed 307 e-learning lessons on various compliance topics, such as labor, health and safety, security, and corrective action plan management

99%

of requested suppliers completed the Human Trafficking survey, related to suppliers' awareness and commitment to prevent modern slavery

98.1%

of all social responsibility checkpoints audited indicated conformance with applicable standards

4,484+

Workers from 13 countries completed workers' sentiment survey. The surveys were developed to effectively capture worker sentiment on key issues were related to working conditions

Overall ACCO Brands Global: 387 suppliers in scope / 766 additional e-learning lessons / Topics: Forced Labor and Human Rights

99%

compliance rate from suppliers we requested to certify with ACCO Brands' Supplier Code of Conduct

Overall ACCO Global: 387 suppliers in scope / 766 additional e-learning lessons Topics: Code of Conduct and Health and Safety

766

e-learning lessons relating to Code of Conduct and Health and Safety completed by suppliers

148+

Suppliers completed Global refresher training on critical and top issues to enhance supplier understanding of ACCO Brands' expectations on Social and Environmental requirements. As a result, this led to an additional 1,450 eLearning lessons and 507.5 hours of education training with a 98% response rate



CENTURY CLUB BRAND

RAW MATERIAL SOURCING

Paper is the single largest raw material we procure for our own manufacturing sites, therefore sourcing paper from timber that is grown sustainably and is harvested legally is extremely important to us. Our locations that manufacture paper and wood-based products hold various third-party certifications. These certifications establish that the paper and/or wood-based materials included in the products are from legally and responsibly managed forests.

THE FOREST STEWARDSHIP COUNCIL™ (FSC™)

is an international organization whose mission is to promote responsible management of the world's forests. The intent of the FSC system is to shift the market to eliminate habitat destruction, water pollution, displacement of indigenous people, and violence against people and wildlife that may sometimes accompany logging. For more information, visit www.fsc.org.

THE SUSTAINABLE FORESTRY INITIATIVE® (SFI)

program is based upon principles that promote sustainable forest management, including measures to protect water quality, biodiversity, wildlife habitat, at-risk species, and forests with exceptional conservation value. For more information, visit www.forests.org.

THE PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION (PEFC)

is an international non-profit, non-governmental organization dedicated to promoting Sustainable Forest Management (SFM) through independent third-party certification. It works throughout the entire forest supply chain to promote good practices in the forest and to ensure that timber and non-timber forest products are produced with respect for the highest ecological, social, and ethical standards. For more information, visit www.pefc.org.



PRODUCT CERTIFICATION

Certification to environmental and social sustainability standards is an indicator of a product's safety, reliability, quality, and authenticity.

In every region, we have sought third-party endorsements for our efforts to reduce the environmental footprint of our products, use responsibly sourced materials, and ensure thorough safety testing. Our European team is leading the way with well over 4800 certified products and a breadth of different third-party certifications.

We are intentional about adding environmental and social sustainability certifications to our products where it makes sense and adds value.

HIGHLIGHT

Tilibra® Keeps Reinventing with Purpose and Certified Products

Founded in 1928, our Tilibra brand in Brazil continues to lead the way, introducing a collection of FSC® certified notebooks designed to meet the diverse needs of neurodivergent individuals, enabling learning to happen in a full and inclusive way

According to the Cleveland Clinic, neurodivergence encompasses differences in how the brain processes information and interacts with the world. It can include conditions like the autism spectrum, ADHD, and dyslexia.

Tilibra employees developed the products based on research and stakeholder needs:

- Parents said they want their neurodivergent children to feel included and visibly supported in schools.
- The neurodiverse public expressed needs for products that support different ways of learning.
- Teachers and professionals said they want more tools to help people they work with to learn and grow.

As shown in these photos, these are the purposeful design changes:

- The cover has a clean layout to avoid distractions and loss of focus. It also includes a neurodiversity seal for easy product identification.
- The internal sheets have wider and darker lines, and well-defined start and end of lines to help in spatial organization.



Neurodiversidade
Inclusão e Educação



HIGHLIGHT

Nobo® earns EU Ecolabel for Environmental Excellence

Thirty-three Nobo Premium Plus range whiteboards were awarded the EU Ecolabel for environmental excellence. EU Ecolabel is an ISO 14024 Type 1 ecolabel, which means it is a reliable product and complies with strict criteria for reducing its environmental impact. Criteria are set with a lifecycle approach through an open, transparent, multi-stakeholder process.

Recognized throughout Europe, this award is given to products that meet specific criteria related to a reduction in the overall environmental impact. The criteria varies by product group. An independent third party indicates overall environmental preference within a specific product category, and is based on a life-cycle assessment.



PRODUCT SAFETY, QUALITY, TESTING, AND DEVELOPMENT

PRODUCT SAFETY

ACCO Brands aims to provide customers with safe products that meet or exceed 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 also are assessed and recertified, when necessary, to ensure compliance to the latest regulatory requirements.

- Our school products are evaluated to ensure they meet all required local child health and safety standards.
- Our new line of upholstered Ergo products meet flammability requirements for the jurisdictions sold while not employing intentionally added flame retardants.
- Our line voltage electrical products for the U.S., Canada, and EMEA (Europe, Middle East and Africa) are tested and certified by an appropriately accredited third party, such as UL or TUV-SUD.
- Higher-risk products, such as lithium battery-powered products, are subject to a more stringent level of laboratory accreditation requirements, involving third-party certifications and factory inspections.

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 AND SAFETY HAZARDS

ACCO Brands takes a three-step approach to chemical management.

Step 1. The publication of the 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.

Step 2. Communicating and monitoring supplier compliance to the RSL. Our suppliers are notified of any RSL revisions as those revisions occur.

Step 3. Chemical verification testing program. 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.

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



CENTURY CLUB BRAND

HIGHLIGHT

GBC® Australia Takes Steps to Give Bound Presentations a Sustainable Edge

Continuing the journey to reduce or eliminate soft plastic packaging where possible, our Australian team has enhanced the sustainability of their GBC Leather grain Finish Binding Covers by replacing soft plastic shrink wrap with fiber-based packaging. The new cardboard boxes and cardboard sleeves are a move to fully recyclable packaging that is made from renewable materials. The Australasian Recycling Label (ARL) has been implemented to encourage consumers to recycle the packaging. This improvement is accompanied by a transition to FSC® certified cardboard to strengthen the sustainability of the product and support our commitment to the responsible harvesting of timber.



PRODUCT PACKAGING

We strive to use consumer-friendly and environmentally responsible packaging where possible. We are focused on strategic opportunities to reduce packaging, increase recycled content and consider material substitutions to lower our environmental impact.

QUALITY MANAGEMENT AND CONTINUOUS IMPROVEMENT

The Company has quality management teams that are responsible for the identification and resolution of product quality issues. ACCO Brands' suppliers and manufacturing locations strive to follow industry-best practices to ensure the quality of our products. As a result, 60% of our factory, distribution, and office sites with 50+ employees have achieved ISO 9001 certification.

During production or before shipment, inspections are performed to confirm that the aesthetic, function, packaging, and labeling meet our specifications. If a defect is found, the cause is immediately investigated and corrective action taken. Our quality management processes include periodic system and process audits performed either by Company personnel or third parties. Deficiencies found during the audits are addressed through root cause analysis and corrective actions.

The performance of the quality management system is measured and monitored utilizing key indicators, defect rates, and customer satisfaction. When key indicators do not meet our standards, we initiate an investigation and improvement actions are implemented. Design issues are addressed through engineering changes, and process issues are resolved through corrective actions.

HIGHLIGHT

Kensington® Updates Packaging to Have Greater Sustainable Attributes

In 2020, with a plan of implementing sustainable packaging for all new product launches going forward, the Kensington team focused on three key priorities:

1. Reduce the use of single use plastics, such as poly bags.
2. Create a compact design to reduce waste and improve shipping efficiency.
3. Utilize sustainable materials.

This plant-based packaging, made from renewable sources, is easy to recycle. It is Forest Stewardship Council-certified and uses chlorine-free paper, water-based varnish, plant-based soy ink, and matte oils. The packaging and materials are lighter and less bulky, which helps keep products protected during shipping while enabling more efficient pallet configurations that save on fuel for transport.

The team initially started with new product development and have now developed sustainable packaging for all current products. The new packaging will roll out as existing product inventory is depleted.

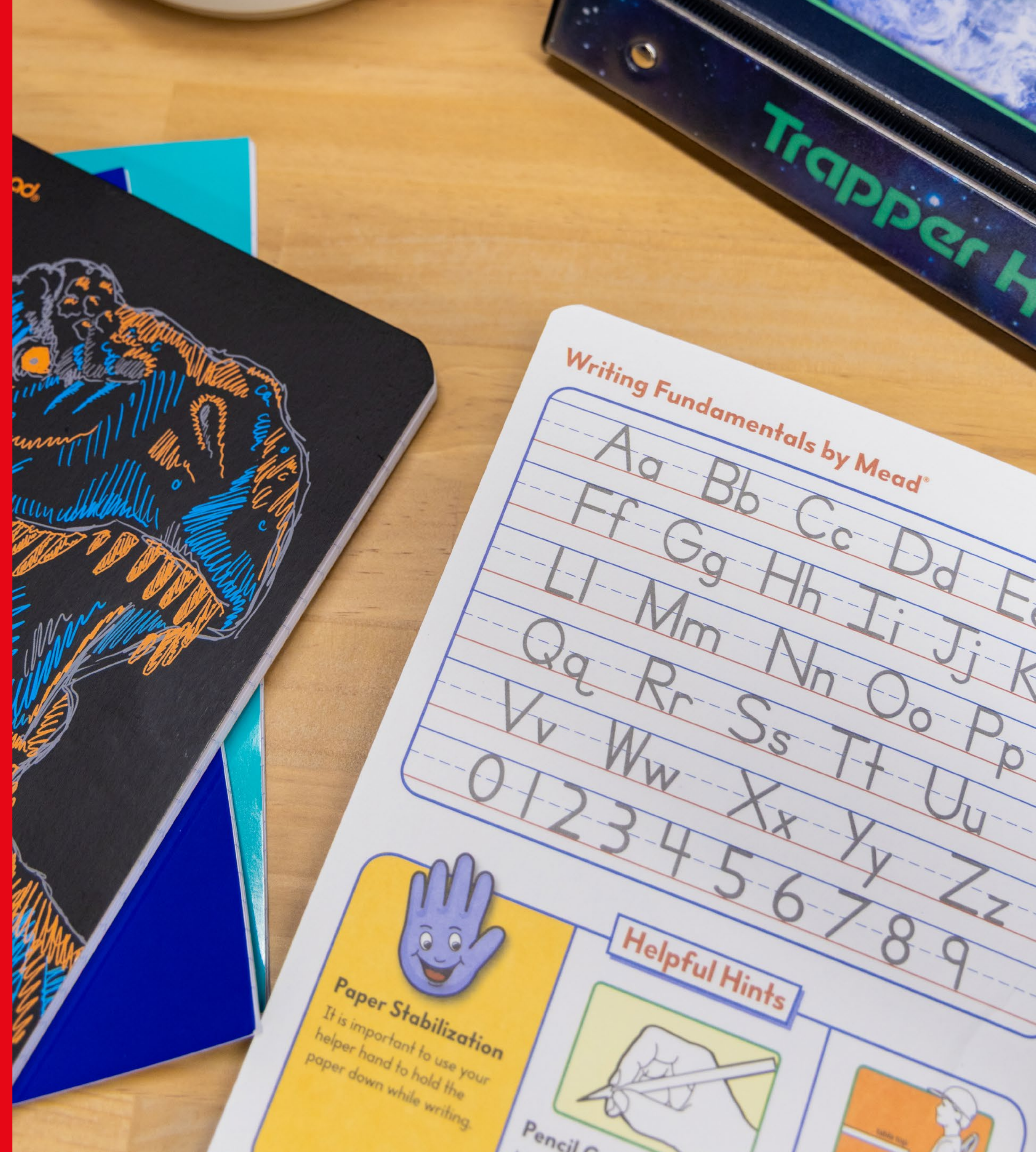


IN SUMMARY

As our 2024 ESG report demonstrates, ACCO Brands remains committed to achieving continuous improvements that align as responsible stewards of our most valued resources.

We are THE LEADER in branded consumer products to help you **work** with more productivity, **learn** with more confidence, and **play** with more enjoyment.

We are committed to developing our **people**, supporting our **communities**, delivering for our **customers**, enriching the lives of our **consumers**, and being a wise investment for our **shareowners**. And, doing all of this with respect to Our People, Our Planet, and Our Products.



Company

Strategy

Governance

People

Planet

Products

SUMMARY

SASB

Barrilito

1792

Barrilito was founded in Germany and later introduced in Mexico

DERWENT

1832

Pencils first started being produced in the Lake District

Mead

1846

The Mead Corporation was founded

LEITZ

1871

Clipper Manufacturing Company established to manufacture paper clips



1910

Clipper Manufacturing Company becomes American Clip Company

Esselte

1913

Hilroy

1918

Canadian Pad & Paper Company was founded by Roy Hill



1920

American Clip Company becomes ACCO

FORONI

1924

Foroni Printing Industry founded by Italian immigrants Primo and Yolanda Foroni in Ipiranga - São Paulo Brazil

FRANKEN

1974



1954

quartet

1947

GBC

1947

Rexel

1939

Rapid

1936

AT-A-GLANCE

1934

DAY-TIMER

1930



1928

Swingline

1925

Parrott Speed Fastener Company was founded

Kensington

1981

FIVE STAR

1983



1984

XYRON

1997



2010

THIS TIMELINE REPRESENTS THE HERITAGE DATES OF LEGACY BRANDS THAT ARE NOW PART OF THE ACCO BRANDS FAMILY.

Our multi-national brand family has grown over the years, each with its own past story. Together, we are ACCO Brands with a Purposeful Future. We help you work with more productivity, learn with more achievement, and play with more enjoyment. This is our purpose that guides us well into the future. We aspire to deliver the products you need to succeed. We are committed to developing our people, supporting our communities, deliver for our customers, enriching the lives of our consumers and being a wise investment for our shareowners.

KEY METRICS

ACCO BRANDS SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) REFERENCE TABLE

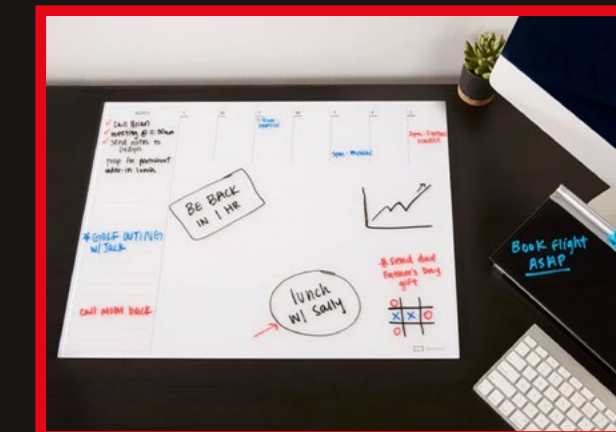
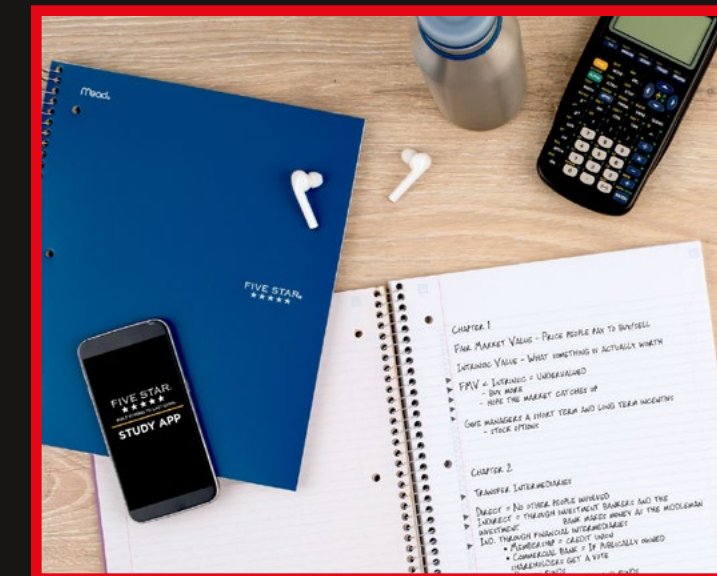
The Sustainability Accounting Standards Board (SASB) is an independent, private-sector standards-setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the standards for Multiline and Specialty Retailers & Distributors and Toys & Sporting Goods industries, as defined by SASB's Sustainable Industry Classification System (SICS), with the location of that information in ACCO Brands' 2024 ESG Report or accobrand.com.



TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCE																																
Energy Management	Total energy consumed	Quantitative	Gigajoules (GJ)	CG-MR-130a.1	295,100 GJ	Climate Change																																
	Percentage grid electricity				73%																																	
	Percentage renewable				15.9%																																	
Data Security	Description of approach to identifying and addressing security risks	Discussion and Analysis	N/A	CG-MR-230a.1		https://www.accobrand.com/compliance-center/data-security-privacy/																																
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2	We will report any material data breaches as required in our periodic reports filed with the SEC.																																	
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	CG-MR-310a.1	Distribution Center Employees 1. Americas - 12.69 USD International - 16.57 USD 2. Americas - 12.83% International - 13.46%																																	
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	Distribution Center Employees 1. 12.65% 2. 16.57%																																	
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting currency	CG-MR-310a.3	We will report any material losses as a result of legal proceedings as required in our periodic reports filed with the SEC.																																	
Workforce Diversity	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	<table><tr><td>Gender Representation of Global Employees</td><td>Women</td><td>Men</td><td>Not Disclosed</td></tr><tr><td>Executive Management</td><td>0.06%</td><td>0.10%</td><td>N/A</td></tr><tr><td>Non-Executive Management</td><td>6.17%</td><td>10.17%</td><td>N/A</td></tr><tr><td>All Other Employees</td><td>34.47%</td><td>48.66%</td><td>0.38%</td></tr><tr><td>U.S. Employee Diversity</td><td>Ethnic Minority</td><td>Non-Minority</td><td>Not Disclosed</td></tr><tr><td>Executive Management</td><td>0.17%</td><td>0.42%</td><td>N/A</td></tr><tr><td>Non-Executive Management</td><td>5.55%</td><td>22.27%</td><td>0.25%</td></tr><tr><td>All Other Employees</td><td>12.44%</td><td>58.15%</td><td>0.76%</td></tr></table> Data as of Dec. 31, 2024	Gender Representation of Global Employees	Women	Men	Not Disclosed	Executive Management	0.06%	0.10%	N/A	Non-Executive Management	6.17%	10.17%	N/A	All Other Employees	34.47%	48.66%	0.38%	U.S. Employee Diversity	Ethnic Minority	Non-Minority	Not Disclosed	Executive Management	0.17%	0.42%	N/A	Non-Executive Management	5.55%	22.27%	0.25%	All Other Employees	12.44%	58.15%	0.76%	
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	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	CG-MR-330a.2	We will report any material losses as a result of legal proceedings as required in our periodic reports filed with the SEC.																																	
Product Sourcing, Packaging & Marketing	Revenue from products third-party-certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	\$711.0 million USD	Products Certified to Environmental and Social Sustainability Standards,																																
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-MR-410a.2		https://www.accobrand.com/compliance-center/chemical-management/																																
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-410a.3		ACCO Brands is committed to using consumer-friendly and environmentally responsible packaging. A significant amount of our packaging contains recycled content and/or is recyclable. Packaging,																																
Labor Conditions in the Supply Chain	Number of facilities audited to a social responsibility code of conduct	Quantitative	Number	CG-TS-430a.1	247 facilities	Social Responsibility Program																																
	Direct suppliers’ social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative	Rate	CG-TS-430a.2	Priority non-conformance rate: 0.4% Priority non-conformance corrective action rate: 100% Other non-conformance rate: 2% Other non-conformance corrective action rate: 90% within 60-90 days	Social Responsibility Program																																



At ACCO Brands, we are a company with a pioneering past, AND a purposeful future. Our employees make everyday decisions that take into consideration our ESG framework, that is built around People, Planet, and Products. Whether we are creating products that are certified and help our consumers and end-users achieve more, monitoring the use of natural resources, reducing reliance on packaging materials, or volunteering in our respective local communities, we are purposeful about our future and those of our stakeholders. Thank you for inviting us into your life when you work, learn, and play.



PURPOSEFUL FUTURE