



Taking Responsibility.

ACCO Brands ANZ
H1 2025 Update





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The information contained within this document is true and correct as at the date of publication 15th May 2025

As ACCO Brands strives for continuous improvement in our ESG program, we all need to take a hands-on approach in turning ESG “strategy” into “reality” as this holistic approach can lead to sustainable growth and long-term success.

From our recent acquisition of Buro, completed in March, we have onboarded a like-minded team when it comes to the importance of a robust ESG program, as evidenced by the product credentials that we now take to market. We will continue to support the great ESG work undertaken by the Buro team as it integrates into ACCO Brands overall program.



A stylized, handwritten signature in black ink, consisting of a large 'A' and a cursive 'C'.

Adam Colman
Managing Director



Environmental Progress



PowerA Turns Up the Volume on Sustainability



PowerA Gaming, known globally for its high-quality video gaming accessories, has introduced a complete range of headsets for the Nintendo Switch family, featuring some of the most recognisable brands and characters in the gaming landscape, which includes Pokémon, Fortnite, Super Mario, and Kirby. These headsets offer exceptional sound, comfort, and a commitment to sustainability.

As the introduction to PowerA's sustainability journey, recyclable card and paper packaging has been incorporated across the Nintendo Switch family headset range. The black plastic hang tab remains as we continue investigations into recyclable alternatives. The recyclable packaging has been extensively tested to ensure it provides a high-level of protection, without compromising the environment. This exciting development is the first stage of a packaging evolution for the brand. The PowerA team have active projects to pivot

other product categories, such as controllers, into recyclable packaging in the near future.

PowerA's transition towards recyclable packaging materials aligns with the brand's ongoing efforts to reduce its environmental footprint. By choosing PowerA, gamers can enjoy their favourite products while supporting a more sustainable future for the gaming industry and beyond.



Kensington EQ – Held to a Higher Standard

Kensington
The Professionals' Choice™

Kensington's EQ range exemplifies the brand's commitment to sustainability, combining high-quality products with a focus on reducing environmental impact. The EQ range reflects Kensington's ongoing efforts to innovate and lead in eco-conscious design, providing customers with technology accessories that support a more sustainable future. From raw materials to packaging, the EQ range is dedicated to environmental responsibility at every stage.

The EQ range incorporates a variety of sustainable materials, including post-consumer recycled (PCR) ABS, polyester fabric and aluminium, to minimise the reliance on virgin materials. Kensington has made transparency a priority, ensuring that customers can easily access information about the recycled content in each product. This level of openness, along with rigorous design and quality control, ensures that Kensington EQ products are as durable and functional as they are environmentally responsible.

In addition to sustainable products, Kensington EQ has made significant strides in eco-friendly packaging. The range utilises FSC® certified paper and cardboard, setting a new standard for sustainable packaging across their product lines. Where possible, plastics are minimised or replaced with fibre-based alternatives, and packaging sizes have been optimised to reduce waste and improve shipping efficiency. These changes are in line with Kensington's broader sustainability goals, ensuring that each product is responsibly packaged and delivered.

With every new product introduction, Kensington continues to refine its processes to use less virgin materials and more post-consumer recycled (PCR) materials. By consistently innovating and improving, Kensington is empowering consumers to make informed decisions while furthering their sustainability efforts.



STABILO's Green Shift: Embracing Bio-Based Plastics and Eco-Friendly Packaging

As part of ACCO ANZ's ongoing commitment to sustainability, STABILO has made significant strides in reducing plastic waste and carbon emissions. A key milestone in this journey is the transition of the point 88 and Pen 68 product lines to more sustainable materials and packaging, in alignment with ISCC Plus certification standards.

Starting January 2025, all point 88 and Pen 68 products leaving the factory will be made with bio-based plastics, reducing reliance on fossil fuels. This marks a major step toward STABILO's long-term goal of adopting a circular economy model. Additionally, the point 88 packaging is shifting to cardboard-based materials. While this rollout began in late 2024, the change will be fully reflected in shipments from January 2025 onward—reducing plastic waste and improving recyclability in line with STABILO's sustainability-first approach.

Beyond product innovation, STABILO continues to demonstrate its commitment to sustainability

through responsible material sourcing, CO₂ emissions reduction, and energy efficiency across its manufacturing operations. In 2023, all STABILO production sites transitioned to 100% green electricity—a major milestone in its emissions reduction journey. The company also recycles 150,000 kg of plastic annually and ensures that all pencils are made from certified wood. At its Malaysian facility, solar panels help offset 22 tonnes of CO₂ each month—equivalent to the amount absorbed by 1,760 trees.

These efforts fall under STABILO's broader "Together" sustainability initiative, launched in 2020 and built on three core pillars: Planet, People, and Profit. Since then, the company has successfully halved its carbon footprint compared to 2020 levels and continues to work toward even greater reductions.

In parallel with its shift to bio-based plastics and cardboard packaging, STABILO's sustainability efforts now span seven major product lines—encompassing over 1,000 SKUs and a production

volume of 115 million pens annually. This large-scale transition is expected to eliminate 465 tonnes of fossil-based plastic and reduce CO₂ emissions by 850 tonnes each year. By using ISCC PLUS-certified bio-circular raw materials—such as used cooking oil and paper manufacturing by-products—STABILO ensures responsible sourcing. The mass balance approach used in production allows these sustainable materials to be integrated into existing manufacturing infrastructure without disruption.

Together, these initiatives support increasing consumer demand for eco-friendly products, particularly among younger generations, and reaffirm STABILO's commitment to quality, innovation, and environmental responsibility.



Spirax Sustainability Progress: Recycled Plastic Inner Packaging for Notebooks

In line with our commitment to sustainability, we are transitioning to recycled soft plastic inner packaging for Spirax notebooks. This initiative aligns with our broader environmental goals, focusing on reducing plastic waste and increasing the use of recycled materials in our products.

This transition followed a structured process, beginning with a comprehensive review of sustainable packaging solutions. After an extensive evaluation of suppliers and materials, a Global Recycled Standard (GRS) certified supplier and material were selected. The GRS certified recycled polyethylene and polypropylene films ensure that our packaging meets stringent environmental standards while maintaining the durability and quality required for product protection.

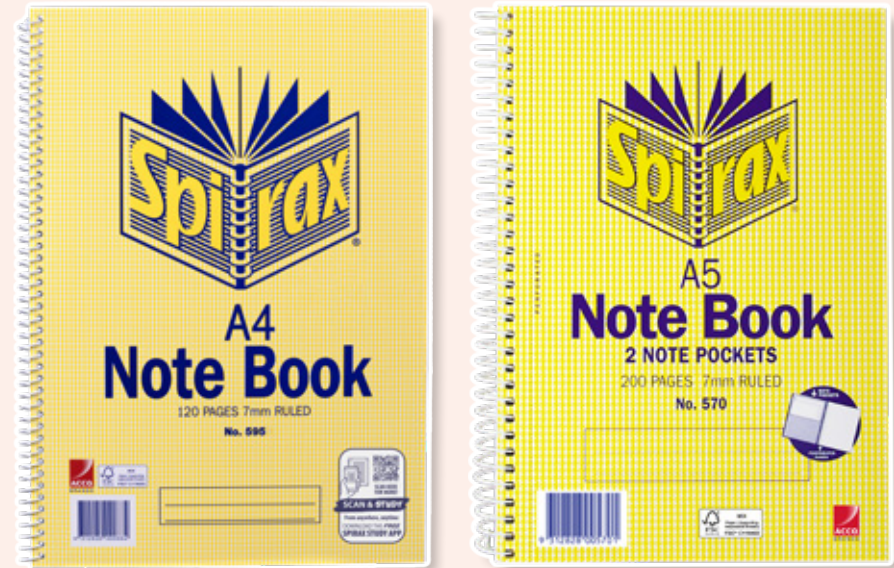
Switching to recycled plastic packaging will significantly reduce the use of virgin plastic, supporting a circular economy and reinforcing

our commitment to responsible material sourcing. The recycled packaging material comprises 30% post-consumer recycled polyethylene and polypropylene film.

Additionally, the GRS certification ensures that our packaging is traceable, ethically sourced, and meets global sustainability benchmarks.

Looking ahead, we will continue to explore further packaging improvements, including increasing recycled content and adopting alternative eco-friendly materials. Our goal is to balance product protection with reducing our environmental footprint, reinforcing our commitment to responsible business practices.

This initiative is a key milestone in Spirax's sustainability journey, ensuring our products remain high-quality and environmentally responsible.



Planting the Future: How Buro Supports Greener Communities in Australia and New Zealand

Through Buro's support of Greening Australia and Trees That Count, we are investing in long-term ecological restoration, biodiversity, and climate resilience across Australasia. The Buro brand proudly supports Greening Australia and its bold mission to plant half a billion trees by 2030. This initiative is more than just tree planting—it's about restoring balance between people, planet, and economy. Greening Australia's work spans across the continent, tackling environmental challenges in ways that are deeply informed by science, community engagement, and the wisdom of Traditional Owners. From protecting hundreds of native species to rebuilding habitats that support ecological resilience, our contributions help Greening Australia take meaningful action. Each native tree planted represents a step toward a cooler, greener, more sustainable Australia.

In New Zealand, Buro is proud to be a Bronze-certified contributor to Trees That Count, a conservation charity focused on planting

native trees to support biodiversity and fight climate change. This partnership is directly aligned with the goal to reduce our carbon footprint over the next 50 years, with each tree contributing to long-term environmental benefits. In 2024 alone, 1,027 native trees were funded as part of this program, bringing the total contribution to 2,741 trees. These trees will sequester approximately 624 tonnes of CO₂ over the next half-century—equivalent to taking 135 cars off the road for a year. More importantly, these trees play a critical role in restoring native habitats across regions including Northland, Auckland, Hawke's Bay, and Canterbury. Our impact is also embedded in our product design and delivery. Through initiatives like linking native tree planting to every Mondo chair purchase, and shifting to shipping more products in cartons, we're continuously looking for smarter, greener ways to operate. In 2025, Buro aims to fund the planting of over 1,200 native trees in New Zealand, continuing our commitment to

biodiversity, community well-being, and climate action. Together with our partners and customers, we are shaping a healthier planet—one tree at a time.



buro
ergonomics at work®

Social Responsibility



ACCO Brands and Sydney Children's Hospitals Foundation: Changing the Future for Sick Kids

At ACCO Brands, we believe in giving back to the communities where we live and work. That's why we are proud to partner with Sydney Children's Hospitals Foundation (SCHF) to change the future for sick kids. Together, we are making a lasting impact by ensuring children have access to the best possible healthcare, whenever and wherever they need it.

Through our partnership, we have raised over \$700,000 to support specialised care, cutting-edge research, and essential services that transform the lives of children and their families. These funds have been instrumental in:

- **Purchasing vital equipment** to support the sickest kids.
- **Providing training and education** for healthcare professionals.
- **Fuelling groundbreaking research** to pioneer new therapies and treatments.
- **Building state-of-the-art facilities** across SCHF's network: Sydney Children's Hospital, Randwick; The Children's Hospital at Westmead; Bear Cottage; and NETS (Newborn & paediatric Emergency Transport Service).

Every year, more than 167,000 children benefit from this vital care. At ACCO Brands, we are honoured to help ensure every child receives the healthcare they deserve, building stronger, healthier communities for generations to come.



Another Year, Another Step: ACCO Supports 86K For A Cure

2025 marks the third year ACCO Brands ANZ has participated in the 86K for a Cure event supporting the Children's Cancer Institute. This program sees participants committing to walking or running over 86km during the month of March to show their support and solidarity with children with cancer. Through walking and running, we collectively covered an impressive 11,288 kilometers, surpassing our target of 6,880 kilometers. This fantastic achievement highlights the dedication and spirit of our community, transforming every step into a stride towards a cure.



In addition to reaching the walking milestones, fundraising support was also carried out on a large scale, with friends, families, suppliers and customers alike offering their support to this worthy cause. We are thrilled to announce that not only did we meet our financial goal, but we also exceeded it. Thanks to your incredible generosity and steadfast commitment, we have raised a total of \$30,274. This significant amount will go directly towards advancing critical cancer research at the Children's Cancer Institute, offering hope and making a tangible difference in the lives of countless children and their families.

On behalf of ACCO Brands, we extend our heartfelt thanks to every individual who participated, donated, and supported this cause. All contributions, whether large or small, have been invaluable and have helped bring the Children's Cancer Institute one step closer to discovering a cure.

**We've raised
\$30,274 for kids
with cancer.**



Governance Overview



Building a Better Supply Chain Through Responsible Sourcing

We are committed to the responsible sourcing of our products, ensuring that our workers and those in our global supply chain are treated with respect and dignity, have safe working conditions, and manufacturing processes are environmentally responsible. We seek relationships with suppliers that share our commitments, collaborating with a goal to effectively address risks of modern slavery in our supply chain.

Our Modern Slavery Statement details our approach to identify, assess and address risks of modern slavery in our business and supply chain, supported by our Code of Conduct and Supplier Code of Conduct [read more about these in our 2024 H1 report]. Our social audit program supports the monitoring of our responsible and transparent supply chain, ensures compliance to our requirements, and mitigates the risk of modern slavery and other unethical practices.

1. Program Framework: We assess all supplier production facilities annually against our risk-based criteria to determine the requirement, which includes location risk metrics. Suppliers must then complete a social audit, self-assessment questionnaire (SAQ) or other actions based on our requirement or the requirement of our customers.

2. Audits: Social compliance audits are conducted to a standard audit criteria by a recognised third-party service provider. These audits include document reviews to verify compliance, management and worker interviews, and site visits to production facilities and worker housing.

3. Additional Assessments: Worker Sentiment Surveys are conducted during audits to capture the worker sentiment on key issues related to working conditions, with the number of workers involved increased when required. Foreign Migrant Worker Assessments are included in audits that involve foreign migrant workers to provide greater insight into the associated risks.

4. Remediation: Audit reports detailing the findings and any issues are provided to the supplier. A Corrective Action Plan (CAP) is developed by the supplier to address these issues, including details of the root causes, actions taken to correct and corrective actions to prevent recurrence. ACCO Brands and our third-party audit firm support our suppliers in the completion of their CAP and review evidence of suitable remediation.

5. Training and Support: We provide online training programs to support the remediation of issues with courses reflecting audit findings. This training complements our annual training that is included with our Supplier Code of Conduct requirements. Our regional compliance experts provide local support to suppliers throughout the audit and remediation process.

6. Monitoring and Reporting: Our audit program includes ongoing monitoring and adaptation to address evolving social and political issues that may impact workers in our supply chain. We regularly review our program against industry benchmarks and collaborate with industry experts to ensure it is current and effective. All findings and issues are benchmarked to the same standard, enabling us to monitor and report the continual improvement of our suppliers.

We look forward to reporting on the status of our supply chain monitoring and compliance in future reports, including our social audit program and supplier education.





Taking Responsibility.

For more information

For customer's seeking information and opportunities or need support with ACCO Brands ANZ and products, please contact us with the information below:

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Sustainability