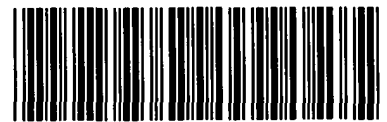


ACCO BRANDS EUROPE LIMITED

Registered Number 05532999

Strategic Report, Directors Report and Financial Statements
for the year ended 31 December 2022

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COMPANIES HOUSE

Company Information

Directors

N Fenwick (resigned 1 August 2022)
D O'Connor (appointed 1 August 2022)
C Hopkinson
P Schneider

Secretary

Vacant - K Prior (resigned 17 January 2022)

Company Number

05532999

Auditor

RSM UK Audit LLP
25 Farringdon Street
London
EC4A 4AB

Banker

Bank of America
2 King Edward Street
London
EC1A 1HQ

Registered Office

Oxford House
Oxford Road
Aylesbury
Buckinghamshire
HP21 8SZ

ACCO BRANDS EUROPE LIMITED

Strategic report

for the year ended 31 December 2022

Principal activity

The company is a holding and group financing company for subsidiaries, which manufacture and sell presentation and office products and the directors intend that the company will continue in this business for the foreseeable future.

Given the straightforward nature of the business, the company's directors are of the opinion that analysis using KPI's is not necessary for an understanding of the development, performance or position of the business.

Business review

The Company is the main treasury vehicle for the EMEA region and so incurs net interest charges on balances owed to other group entities. The increase in the net intercompany creditor position is due to an increase in loan payables owed to group companies resulting from group companies being cash generative.

Results and Dividends

The company's loss before taxation for the year is €79,534,000 (2021: loss €3,373,000) and is mainly the result of the impairment of investments based on future discounted cashflows. Dividends totalling €11,663,000 were paid during the year (2021: €17,500,000).

Future outlook

The company will continue to optimise the results achieved within the current environment. We appreciate that there are challenges around inflation, energy costs and cost of living in the short to medium term. We continue with mitigating actions, such as pricing reviews and have a portfolio of products to meet market requirements. This is being exhibited by strong performances in the Kensington and Derwent brands plus the continued establishment of gaming products under the new PowerA brand, all helping to mitigate against the reduction in sales in other office product categories.

The going concern of the company is discussed in more detail in the directors report.

Section 172 Companies Act 2006

The Board's primary responsibility is to promote the long-term success of ACCO Brands Europe Limited and delivering sustainable shareholder value as well as contributing to wider society. The successful delivery of the long-term plans rely on key inputs and positive relationships with a number of stakeholders. The Board endeavours to achieve this by setting out its strategy, monitoring this against strategic objectives and reviewing its implementation of the strategy.

A formal schedule of matters reserved for Board approval is maintained and reviewed regularly and includes the strategy and long-term direction, reviewing health and safety performance, approval of budgets, capital expenditure, organisational changes and any changes in policy. The Board also monitors the effectiveness of systems of internal control, governance and risk management.

The Board delegates authority for all day-to-day management of ACCO Brands Europe Limited to the appropriate leadership teams for itself and the underlying subsidiaries.

Activities of the Board in 2022

The Board operates a forward agenda of standing items appropriate to ACCO Brands Europe Limited's operating and reporting cycles. Engaging with stakeholders to deliver long term success and sustainability is a key area of focus for the Board and all decisions consider the impact on stakeholders. Views of stakeholders are gathered and considered by the Board when making decisions in Board meetings. Although stakeholders are impacted differently by these decisions, the Board's priority is to ensure that the Directors have acted both individually and collectively, and in good faith, in a way that they consider would be most likely to promote the success of ACCO Brands Europe Limited for the benefit of all of its members as a whole and with regard to the matters set out in paragraphs a to f of Section 172 of the Companies Act 2006. These details are set out below:

Section 172	Decisions/interactions
a) the likely consequences of any decisions in the long term.	ACCO Brands Europe Limited is a subsidiary of the NYSE-listed Acco Brands Corporation. As such, it follows a number of corporately defined processes as regards forecasting, risk management and overall resilience. There are regular forecasts and reviews of the current year forecasts. These occur at least quarterly, and are in addition to a longer term strategic forecast which is prepared annually. Targets are set and agreed, in conjunction with the US parent, and financial resources are appropriately allocated. Whilst ACCO Brands Europe Limited remains self-sufficient and operates with that ongoing objective, it also has the benefit that it remains part of a group that is well funded financially with headroom available against its funding availability. Hence, if support were needed on a short term basis, this would be provided from within the group. The Directors also consider internal and external risks on at least an annual basis, with a Corporate risk register being maintained. In doing this, the Corporation ensures that all significant risks are mitigated and managed.
b) the interests of the company's employees.	ACCO UK Limited remains committed to diversity and inclusion and recognises that the unique talents, experiences and perspectives that each employee brings helps us better serve the increasingly interconnected, globalised world in which we live. We promote diversity in its many forms and are committed to equal opportunity and fair treatment in all aspects of our business. In 2020, in line with a global corporate commitment, ACCO Brands EMEA committed to achieve measurable targets increase the gender balance in its management and senior management communities by 2025, backed up with a cohesive plan to take actions throughout the entire employee lifecycle of recruitment, retention, development and succession planning. In the second year on a four year journey, to increase the number of women at Director and above from 19% to 25%, we have already achieved a level of 23%. ACCO continues to enforce and monitor gender balanced shortlists in recruiting, and has established a senior team to advance D&I and implemented management training, among a range of other actions. We have produced an Employee Value Proposition that articulates the benefits of a career with ACCO with particular focus on our commitment to Diversity & Inclusion. We plan to continue to enhance D&I benefits throughout EMEA.

ACCO BRANDS EUROPE LIMITED

Strategic report (continued) for the year ended 31 December 2022

Activities of the Board in 2022 (continued)

<p>c) the need to foster the company's business relationships with suppliers, customers and others, and</p> <p>d) the desirability of the company maintaining a reputation for high standards of business conduct.</p>	<p>The Board understands the importance to foster good relations with all its business stakeholders and also to monitor those within the subsidiaries. As part of a multinational group of companies, ACCO Brands Europe Limited is able to benefit from group arrangements with a number of key global or regional suppliers and customers in addition to local contractual arrangements. Our customers expect the highest global standards when acquiring our range of products and the ACCO Brands group works closely with our suppliers to provide those products sourced with the highest ethical and security standards in compliance with laws in the countries in which it conducts business.</p> <p>The ACCO Brands Global Social Responsibility Policy which details the range of standards is available on the group website. Also available on the group website is the UK Modern Slavery Act statement and the ACCO Brands Anti-Bribery and Anti-Corruption Policy outlining the standards by which all employees, officers, agents and business partners of ACCO Brands, and all its subsidiaries, must abide. Other key business relationships include working closely with the independent pension trustees of the subsidiaries defined benefit pension plans providing the trustees with regular updates on the company financial results and agreeing medium and long term pension funding arrangements on a sustainable basis for the business.</p> <p>ACCO UK Limited is committed to reducing the gender pay gap, and ran the 2022 Gender Pay Gap report which revealed no significant changes compared to the previous year. The main areas that seems to fluctuate are the pay bands. ACCO UK Limited continue to review and suggest recommendations for improvement and initiatives to reduce the gap and understand why the gaps may be occurring. This is continually monitored and measured against the following year's results with the support and inclusion of senior leaders in the business.</p> <p>This now forms a part of our cohesive D&I plan for ACCO Brands EMEA referred to above. In 2023 and beyond, we will continue to meet our obligations under Gender Pay reporting and support it with appropriate actions.</p>
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Principal risks and uncertainties

The key business risks and uncertainties affecting the company are considered to relate to competition in the markets of the company's subsidiaries and also economic conditions that impact the company's borrowings.

Financial risk management

The company's operations expose it to a variety of financial risks that include the effects of changes in debt market prices, credit risk, liquidity risk, interest rate risk and foreign exchange risk. The company has in place a risk management programme that seeks to limit the adverse effects on the financial performance of the company by monitoring levels of debt finance and the related finance costs.

In order to ensure stability of cash out flows and hence manage interest rate risk, the company utilises the knowledge and experience of its group treasury function to actively manage the borrowing requirements of the company. The company has borrowings from both group companies and third-party finance providers; the make-up and monitoring of these facilities is carried out by the group treasury function. The group treasury function uses derivative financial instruments to manage interest rate costs and recharges these amounts to the company. During the year there were no losses or gains in respect of these transactions (2021: €Nil).

The directors have the responsibility of monitoring the financial risk to the company but utilise the expertise of the treasury department of the ultimate parent company, ACCO Brands Corporation. The policies set by the board of directors are implemented by the company's finance department. The department has a policy and procedures manual that sets out specific guidelines to manage interest rate risk, credit risk and circumstances where it would be appropriate to use financial instruments to manage these.

Credit risk

Where debt finance is utilised, this is subject to pre-approval by the group treasury department, who will advise the board of directors. The amount of exposure to any individual counterparty is subject to a limit, which is reassessed annually by the board.

Liquidity risk

The company actively maintains a mixture of long-term and short-term debt finance that is designed to ensure the company has sufficient available funds for operations and planned expansions.

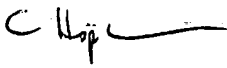
Interest rate cash flow risk

The rate of interest earned/paid on the company's cash balances/loans & overdrafts are monitored on an ongoing basis by continuing review of rates available in the market. Deposits, loans and overdrafts are made with reference to these rates, in conjunction with projections of future cash requirements. The directors will revisit the appropriateness of this policy should the company's operations change in size or nature.

Foreign exchange risk

The company has both borrowings and loans both in its functional currency and in other currencies. This means that the company is subject to foreign exchange risk on these balances. In order to mitigate these risks, the group treasury function performs foreign currency hedges, with the parent holding any assets or liabilities setup as part of the hedging process. Gains or losses that relate to the company's borrowings are recharged from the parent.

By order of the Board



C Hopkinson
Director

Office address:
Oxford House,
Oxford Road
Aylesbury
Buckinghamshire
HP21 8SZ

Date: 26 September 2023

ACCO BRANDS EUROPE LIMITED

Directors' report for the year ended 31 December 2022

The directors present their annual report and the audited annual statements of the company for the year ended 31 December 2022.

Results and Dividends

The company's loss before taxation for the year is €79,534,000 (2021: loss €3,373,000) and is mainly the result of the impairment of investments based on future discounted cashflows. Dividends totalling €11,663,000 were paid during the year (2021: €17,500,000).

Directors and their interests

Directors who served during the period, and up to the date of signing this report, were as follows:

N Fenwick (resigned 1 August 2022)
D O'Connor (appointed 1 August 2022)
C Hopkinson
P Schneider

Directors and officer's liability insurance

The Company maintains appropriate directors and officers liability insurance in respect of itself and its directors.

Political contributions

The company made no political donations or incurred any political expenditure during the year (2021: €nil).

Functional and Presentational Currency

The directors consider that the company's functional currency is the EURO as most of its transactions are made in EUROS and as such the accounts are presented in EUROS. The exchange rate at 31 December 2022 was €1 = £0.88 (2021: £0.84).

Disabled employees

The company maintains a positive policy towards the employment of disabled people. It endeavours to offer equal opportunities in employment, training, career development and promotion wherever possible, both to newly disabled employees and to disabled job applicants.

Employee consultation

The directors place considerable value on the involvement of its employees and has continued its previous practice of keeping them informed on matters affecting them as employees and various factors affecting the performance of the company. This has never been more evident than during the Covid-19 pandemic, during which robust arrangements we implemented and continually reviewed as circumstances changed, focusing on effective and safe working from home, safe site operations, employee mental health and wellbeing, supported by training, frequent communications and health monitoring and arrangements for safe return to offices. Staff were invited to voice their views or concerns via a Q&A on the UK office return and feedback was factored into planning. During this unprecedented period of change for the company every effort has also been made to keep the employees aware of the financial and economic factors affecting the business, as well as the wider business strategy. The directors make regular communications to staff on such issues and the views of employees are taken into account when making decisions that are likely to affect their interests through consultation with employees' representatives. Key employees' involvement in the company's performance is encouraged through employee share schemes and other initiatives.

Suppliers and customers

The Board understands the importance to foster good relations with all its business stakeholders. As part of a multinational group of companies, ACCO Brands Europe Limited and its subsidiaries are able to benefit from group arrangements with a number of key global or regional suppliers and customers in addition to local contractual arrangements. Our customers expect the highest global standards when acquiring our range of products and the ACCO Brands group works closely with our suppliers to provide those products sourced with the highest ethical and security standards in compliance with laws in the countries in which it conducts business.

Creditor payment policy

The company and its subsidiaries does not follow any code or standard on payment practice as it is the company's policy to settle creditors promptly on mutually agreed terms. The terms will vary from supplier to supplier and the suppliers will be aware of the terms of payment.

Carbon Reporting

Carbon reporting is done for ACCO Brands Europe Limited only and not its subsidiaries. Therefore as ACCO Brands Europe Limited is below the 40,000 kwh threshold it is exempt for any disclosures in this regard.

ACCO BRANDS EUROPE LIMITED

Directors' report (continued) for the year ended 31 December 2022

Going Concern

The company's business activity, are set out in the Business Review. The directors believe that the company is well placed to meet its day-to-day working capital requirements.

The directors have considered the factors that impact the company's future development, performance, cash flows and financial position along with the company's current liquidity in forming their opinion on the going concern basis. The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

The company will continue to protect and enhance the company results within the current environment. It is appreciated that there are challenges around inflation, energy costs and cost of living in the short to medium term. We will continue with mitigating actions, such as pricing reviews and development of a portfolio of products to meet market requirements. This is being exhibited by strong performances in the Kensington and Derwent brands plus the continued establishment of gaming products under the new PowerA brand, all helping to mitigate against the reduction in sales in other office product categories.

Companies Act 2006

The company has chosen in accordance with Companies Act 2006, 414C(11) to set out in the company's strategic report information required by Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008, Sch. 7 to be contained in the director's report. It has done so in respect of financial instruments.

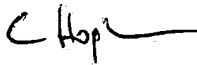
Disclosure of information to auditor

The directors who held office at the date of approval of this directors' report confirm that, so far as they are each aware, there is no relevant audit information of which the Company's auditor is unaware; and each director has taken all the steps that he ought to have taken as a director to make himself aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

Auditor

Pursuant to Section 487 (2) of the Companies Act 2006, the auditor, RSM UK Audit LLP, was deemed to be re-appointed.

By order of the Board



C Hopkinson
Director
Office address:
Oxford House,
Oxford Road
Aylesbury
Buckinghamshire
HP21 8SZ
Date: 26 September 2023

ACCO BRANDS EUROPE LIMITED

Statement of Directors responsibilities in respect of the Strategic report, Directors' report and the financial statements

The directors are responsible for preparing the Strategic report, the Directors' report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis of accounting unless it is inappropriate that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF ACCO BRANDS EUROPE LIMITED

Opinion

We have audited the financial statements of ACCO Brands Europe Limited (the 'company') for the year ended 31 December 2022 which comprise the statement of comprehensive income, the statement of financial position, the statement of changes in equity, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of Company's affairs as at 31 December 2022 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 7, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF ACCO BRANDS EUROPE LIMITED (continued)

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory frameworks that the company operates in and how the company is complying with the legal and regulatory frameworks;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, the Companies Act 2006 and tax compliance regulations. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing financial statement disclosures, reviewing board minutes, and enquiring of management to identify tax compliance issues.

The audit engagement team identified the risk of management override of controls and the valuation of investments as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, and challenging judgments and estimates applied in the valuation of investments.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities> This description forms part of our auditor's report.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Christopher Tate

Christopher Tate (Senior Statutory Auditor)
For and on behalf of RSM UK Audit LLP, Statutory Auditor
Chartered Accountants
25 Farringdon Street
London
EC4A 4AB

Date: 26 September 2023

ACCO BRANDS EUROPE LIMITED

INCOME STATEMENT AND OTHER COMPREHENSIVE INCOME for the year ended 31 December 2022

	<u>Notes</u>	<u>2022</u> €'000	<u>2021</u> €'000
Administrative expenses		(2,346)	(3,664)
Impairment of investment	7	(67,117)	-
OPERATING LOSS	5	<u>(69,463)</u>	<u>(3,664)</u>
Income from shares in group undertakings		-	9,000
Interest receivable and similar income	3	8,781	8,047
Interest payable and similar expenses	4	<u>(18,846)</u>	<u>(16,756)</u>
LOSS BEFORE TAXATION		<u>(79,528)</u>	<u>(3,373)</u>
Tax charge	8	<u>(6)</u>	<u>(58)</u>
LOSS FOR THE FINANCIAL YEAR		<u>(79,534)</u>	<u>(3,431)</u>
OTHER COMPREHENSIVE INCOME			
TOTAL COMPREHENSIVE LOSS		<u>(79,534)</u>	<u>(3,431)</u>

All results derive from continuing operations.

There is no material difference between the profit on ordinary activities before taxation and the retained profit for the year stated above and their historical cost equivalents.

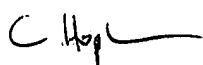
The notes on pages 13 to 18 form part of these financial statements.

ACCO BRANDS EUROPE LIMITED
STATEMENT OF FINANCIAL POSITION
as at 31 December 2022

	Notes	2022 €'000	2021 €'000
FIXED ASSETS			
Investments	9	556,000	622,523
CURRENT ASSETS			
Debtors	10	220,615	229,072
Cash at bank and in hand	16	-	-
		<u>220,615</u>	<u>229,072</u>
Creditors: amounts falling due within one year	12	(271,843)	(256,220)
NET CURRENT LIABILITIES		<u>(51,228)</u>	<u>(27,148)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>504,772</u>	<u>595,375</u>
Creditors: amounts falling due after one year	13	(300,000)	(300,000)
NET ASSETS		<u>204,772</u>	<u>295,375</u>
CAPITAL AND RESERVES			
Called up share capital	14	1	1
Profit and loss account		166,999	257,602
Unrealised profit and loss reserve	15	29,602	29,602
Other reserves	15	8,170	8,170
TOTAL SHAREHOLDERS' FUNDS		<u>204,772</u>	<u>295,375</u>

The notes on pages 13 to 18 form part of these financial statements.

The financial statements were approved by the board of directors on 26 September 2023 and were signed its behalf by :



C Hopkinson
Director

Registered Number 05532999

ACCO BRANDS EUROPE LIMITED

STATEMENT OF CHANGES IN EQUITY
for the year ended 31 December 2022

	Called up share capital	Share premium account	Profit and loss account	Unrealised profit and loss reserve	Other reserves	Total
	€'000	€'000	€'000	€'000	€'000	€'000
At 1 January 2021	1	-	277,840	29,602	8,170	315,613
Total comprehensive income for the year	-	-	(3,430)	-	-	(3,430)
Capital contribution	-	-	692	-	-	692
Dividend paid	-	-	(17,500)	-	-	(17,500)
At 31 December 2021	1	-	257,602	29,602	8,170	295,375
Total comprehensive income for the year	-	-	(79,534)	-	-	(79,534)
Capital contribution	-	-	594	-	-	594
Dividend paid	-	-	(11,663)	-	-	(11,663)
At 31 December 2022	1	-	166,999	29,602	8,170	204,772

The notes on pages 13 to 18 form part of these financial statements.

ACCO BRANDS EUROPE LIMITED

Notes forming part of the financial statements as at 31 December 2022

1 ACCOUNTING POLICIES

ACCO Brands Europe Limited (the "Company") is a company limited by shares and incorporated and domiciled in the UK. The registered address is Oxford House, Oxford Road, Aylesbury, Buckinghamshire HP21 8SZ.

The Company is exempt by virtue of s401 of the Companies Act 2006 from the requirement to prepare group financial statements. These financial statements present information about the Company as an individual undertaking and not about its group.

These financial statements were prepared in accordance with Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS 102"). The presentation currency of these financial statements is Euro. All amounts in the financial statements have been rounded to the nearest €1,000.

The company's ultimate parent undertaking, ACCO Brands Corporation, includes the company in its consolidated financial statements. In these financial statements, the company is considered to be a qualifying entity (for the purposes of this FRS) and has applied the exemptions available under FRS 102 in respect of the following disclosures:

- Reconciliation of the number of shares outstanding from the beginning to end of the period;
- Cash Flow Statement and related notes; and
- Key Management Personnel compensation.

As the consolidated financial statements of ACCO Brands Corporation include the equivalent disclosures, the company has also taken the exemptions under FRS 102 available in respect of the following disclosures:

- Certain disclosures required by FRS 102.26 Share Based Payments; and,
- The disclosures required by FRS 102.11 Basic Financial Instruments and FRS 102.12 Other Financial Instrument Issues in respect of financial instruments not falling within the fair value accounting rules of Paragraph 36(4) of Schedule 1.

The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements.

a) GOING CONCERN

The directors have considered the factors that impact the company's future development, performance, cash flows and financial position along with the company's current liquidity in forming their opinion on the going concern basis. The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

The company will continue to protect and enhance the company results within the current environment. It is appreciated that there are challenges around inflation, energy costs and cost of living in the short to medium term. We will continue with mitigating actions, such as pricing reviews and development of a portfolio of products to meet market requirements. This is being exhibited by strong performances in the Kensington and Denwent brands plus the continued establishment of gaming products under the new PowerA brand, all helping to mitigate against the reduction in sales in other office product categories.

b) INVESTMENTS

Investments are stated at cost less amounts written off to reflect impairment of the fair value. Investments are reviewed on an annual basis by management to ensure that no diminution in value has occurred. An impairment would be charged where the fair value per the review has fallen below the book value.

The financial statements contain information about ACCO Brands Europe Limited as an individual company and do not contain consolidated financial information as the parent of a group.

c) TAXATION AND DEFERRED TAX

Current and deferred tax is based on the profit for the year and includes all taxation liabilities accruing to the date of the financial statements. Provision is made for deferred tax liabilities and assets, using full provision accounting, otherwise known as the incremental liability method, when an event has taken place by the balance sheet date which gives rise to an increased or reduced tax liability in the future. Deferred tax is measured at the average tax rates that are expected to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the balance sheet date. Deferred tax is measured on a non-discounted basis. Deferred tax assets are recognised when it is more likely than not that they will be recoverable.

d) FINANCE COSTS

Finance costs and bank charges associated with the borrowing undertaken are amortised over the duration of the loan.

e) BASIC FINANCIAL INSTRUMENTS

Trade and other debtors/ creditors

Trade and other debtors are recognised initially at transaction price less attributable transactions costs. Trade and other creditors are recognised initially at transactions price plus attributable transactions costs. Subsequent to initial recognition they are measured at amortised cost using the effective interest method, less any impairment losses in the case of trade debtors. If the arrangement constitutes a financing transaction, for example if payment is deferred beyond normal business terms, then it is measured at the present value of future payments discounted at a market rate of instrument for a similar debt instrument.

ACCO BRANDS EUROPE LIMITED

Notes forming part of the financial statements for the year ended 31 December 2022

f) CONSOLIDATION

The financial statements contain information about Acco Brands Europe Limited as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under section 401 of the Companies Act 2006 from the requirement to prepare consolidated financial statements as it and its subsidiary undertakings are included in the publicly available consolidated financial statements of its ultimate parent, ACCO Brands Corporation.

g) FOREIGN CURRENCY

Monetary assets and liabilities expressed in foreign currencies are translated into Euro at rates of exchange ruling at the date of the balance sheet or at the agreed contractual rate. Transactions in foreign currency are converted to Euros at the rate ruling at the date of the transaction. All differences on exchange are taken to the profit and loss account. The average rate of exchange in the year was €1 = £0.86 (2021: £0.86). The parent company undertakes certain foreign currency loans on behalf of the company. The cost of these transactions are recharged as incurred.

h) FUNCTIONAL CURRENCY

The directors consider that the company's functional currency is the EURO as most of its transactions are made in EUROS and as such the accounts are published in EUROS. The exchange rate at 31 December 2022 was €1 = £0.88 (2021: £0.84).

i) SIGNIFICANT JUDGEMENTS & ESTIMATES

Preparation of the financial statements requires management to make significant judgements and estimates. The key judgement item in these financial statements is valuation of investments. The directors perform a discounted cash flow analysis to assess whether there is an impairment. This includes making key assumptions around revenue growth rates, capital expenditure and discount rates. The directors consider historical results and all available information in performing their discounted cash flow analysis.

2 AUDITOR REMUNERATION

The auditor remuneration was borne by the parent company, ACCO UK Limited (a subsidiary of ACCO Brands Europe Ltd), in both the current and the prior year.

3 INTEREST RECEIVABLE AND SIMILAR INCOME

	2022 €'000	2021 €'000
Interest receivable from group undertakings	8,781	8,047

4 INTEREST PAYABLE AND SIMILAR EXPENSES

	2022 €'000	2021 €'000
Interest on group loans repayable within one year	18,846	16,756

5 OPERATING LOSS

	2022 €'000	2021 €'000
Operating loss is stated after charging / (crediting):		
Bank charges	4	6
Foreign exchange losses	152	131
	156	137

6 DIRECTORS' REMUNERATION

	2022 €'000	2021 €'000
<u>All directors</u>		
Directors remuneration	325	191
Amounts receivable under long term incentive scheme	82	-
Aggregate emoluments	407	191

Long term incentive scheme amounts included above represent share based payments.

During the year 1 (2021: nil) director exercised share options in the parent company; this included the highest paid director.

Highest paid director

	2022 €'000	2021 €'000
Directors remuneration	325	191
Amounts receivable under long term incentive scheme	82	-
Aggregate emoluments	407	191

ACCO BRANDS EUROPE LIMITED

Notes forming part of the financial statements
for the year ended 31 December 2022

7 STAFF NUMBERS AND COSTS

	2022 €'000	2021 €'000
Particulars of employee costs (including executive directors):		
Wages and salaries	1,522	893
Social security costs	203	107
Other pension costs	46	47
Share based payments	85	-
	<u>1,856</u>	<u>1,047</u>

	2022 Number	2021 Number
The number of persons employed by the Company (including directors) during the year, analysed by category, was as follows:		
Administration	9	9
	<u>9</u>	<u>9</u>

8 TAX RESULT ON ORDINARY ACTIVITIES

a) Tax on profit on ordinary activities

	2022 €'000	2021 €'000
Current tax:		
Current tax on income for the year	-	-
Prior year adjustment	-	-
Overseas tax	6	58
Total current tax	<u>6</u>	<u>58</u>
Deferred tax:		
Origination and reversal of timing differences	-	-
Impact of change in tax rate	-	-
Total deferred tax	<u>-</u>	<u>-</u>
Total tax (credit) /charge on profit on ordinary activities	<u>6</u>	<u>58</u>

b) Factors affecting the tax charge for the year

The tax assessed for the year is higher than the standard rate of corporation tax in the UK (19%). In 2021 the tax was higher than the standard rate of corporation tax in the UK (19%). The differences are explained below:

	2022 €'000	2021 €'000
Loss on ordinary activities before tax	(79,528)	(3,373)
Profit on ordinary activities multiplied by standard rate in the UK 19% (2021: 19%)	(15,110)	(641)
Effects of:		
Expenses not deductible for tax purposes	65	86
Impairment of investments	12,752	-
Dividend income not taxable	-	(1,710)
Imputed interest	-	-
Group relief surrendered free of charge	-	-
Adjustments to tax charge in respect of previous periods	-	-
Overseas tax at different rate	6	58
Unrecognised deferred tax	3,017	2,980
Tax rate changes during period	(724)	(715)
Total tax charge for the year	<u>6</u>	<u>58</u>

c) Factors affecting future tax charges

Finance Act 2021 was substantively enacted on 24 May 2021 and it increased the main rate of UK corporation tax rate from 19% to 25% with effect from 1 April 2023. The deferred tax balances have therefore been measured at 25% being the future rate at which the timing differences are expected to unwind.

ACCO BRANDS EUROPE LIMITED

Notes forming part of the financial statements
for the year ended 31 December 2022

9 INVESTMENTS

Cost and net book value

	2022 €'000
At beginning of year	622,523
Impairment in ACCO Europe Limited (UK)	(67,117)
Increase in investment in respect of share based payments	594
At end of year	<u>556,000</u>

The impairment in 2022 is based on future discounted cashflows mainly impacted by higher interest rates.

The company has reflected the charge for share based payments in its subsidiaries and has reflected this as an increased investment in subsidiaries.

The impact on the net assets for the year was €692,000 (2020: €635,000).

Investments

The company has interests in the following companies. All trading subsidiaries are engaged in the manufacture and distribution of office products and all subsidiaries are wholly owned (where the company owns 100% of the ordinary share capital) unless otherwise stated.

Directly owned:

Trading:

ACCO Europe Limited

Indirect Investments:

ACCO-Rexel Group Services Limited

Day-Timers Europe Limited

Acco Brands Australia Holding Pty. Ltd

ACCO Brands Australia Pty. Limited

PKART Pty. Limited

Esselte Office Products GmbH

Esselte Business BV

Esselte Rapid Stationery (Shanghai) Company Ltd

Esselte SRO

Esselte ApS

Esselte Office Products OY

ACCO Brands France SAS

Esselte SAS

Rapid SAS

ACCO Deutschland GmbH & Co KG

Leitz Holding GmbH

Leitz ACCO Brands GmbH & Co KG

Leitz Deutschland GmbH

PBS Network GmbH (30%)

Esselte Greece Limited

Esselte Kereskedelmi Kft

ACCO-Rexel Limited (66.67%)

Esselte Business Systems BV

Esselte BV

Esselte AS

Esselte Polska Sp. z o. o.

Esselte Portugal Comercializacao de

Equipamentos de Escritorio Lda

ACCO Brands Portuguesa

Lda

S.C. Esselte Sales S.R.L

Esselte OOO

Esselte SA

Esselte AB

Esselte IPR AB

Esselte Sverige AB

Isaberg Rapid AB

Leitz ACCO Brands Switzerland GmbH

Esselte Leitz Büro Malzemeleri Sanayi

ve Ticaret A.S

ACCO Company Limited

ACCO UK Limited

Colt Staplers Limited

Ellams Duplicator Company Limited

NOBO Group Limited

NOBO Office Supplies Limited

The Cumberland Pencil Company Limited

Twinlock (Ireland) Limited (66.67%)

Esselte European Holdings LLC

Esselte Holdings LLC

Esselte U.S. FV LLC

Registered Address

Oxford House, Oxford Road, Aylesbury, Buckinghamshire, UK, HP21 8SZ

Registered Address

Oxford House, Oxford Road, Aylesbury, Buckinghamshire, UK, HP21 8SZ

Oxford House, Oxford Road, Aylesbury, Buckinghamshire, UK, HP21 8SZ

2 Coronation Avenue, Kings Park, New South Wales, 2148, Australia

2 Coronation Avenue, Kings Park, New South Wales, 2148, Australia

2 Coronation Avenue, Kings Park, New South Wales, 2148, Australia

Ared-Strasse 22, 2544 Leobersdorf, Austria

Industriepark Noord 29, 9100 Sint-Niklaas, Belgium

No.233-235 FengDeng Road, MaDong Industrial Zone, MaLu, JiaDing, Shanghai, China

PSČ 14200, V Lužich 818, Prague 4, Czech Republic

Smedeholm 10, 1., 2730 Herlev, Denmark

Klovipellontie 1-3 02180 Espoo, Finland

9 Avenue Edouard Belin 92500 Rueil-Malmaison, Paris, France

9 Avenue Edouard Belin 92500 Rueil-Malmaison, Paris, France

Le Syndicat, 88120 Saint-Ame, France

Siemensstraße 64, 70469 Stuttgart, Germany

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Siemensstraße 64, 70469 Stuttgart, Germany

Siemensstraße 64, 70469 Stuttgart, Germany

Rosensteinstraße 9, 70191 Stuttgart, Germany

72 Voutsinas St, Holargos, Athens, Greece

1139 Budapest, Lomb utca 37-39, Hungary

13-18 City Quay, Dublin 2, D02 ED70, Ireland

Vijzelmolenlaan 6, 3447GX Woerden, The Netherlands

Vijzelmolenlaan 6, 3447GX Woerden, The Netherlands

Ulvenveien 82E, 0581 OSLO, Norway

ul. Przemysłowa 11A, 26-900 Koźienice, Poland

Rua Fernando Pessa, n.º 10 A, Cacilhas de Oeiras, 2780-268 Oeiras, Portugal

ZONA INDUSTRIAL-PAÇÓ, Distrito: Viana do Castelo Concelho: Arcos de Valdevez Freguesia:

Paçó, 4970 249 ARCOS DE VALDEVEZ

Strada Gheorghe Țîlca, Nr. 121 C, Mezanin, Sector 2București, Romania 020295

Yamskogo polya 18, 3-ya ul. Moscow, Russia

Via Augusta 24 - 26, Barcelona, Spain

Box 115, 330 27 Hestra, Gislaved, Sweden

Box 115, 330 27 Hestra, Gislaved, Sweden

Råsundavägen 6, SE-169 67 Solna, SWEDEN

Box 115, 330 27 Hestra, Gislaved, Sweden

Binnerstrasse 94, 4123 Allschwil, Switzerland

Maslak Mah. Şumer Sok. Ayazaga Ticaret Merkezi, No. 3, K. 2, Maslak / Sarıyer, Istanbul, Turkey

Oxford House, Oxford Road, Aylesbury, Buckinghamshire, UK, HP21 8SZ

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251 Little Falls Drive, Wilmington, Delaware 19808

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The directors believe that the book value of investments is not more than the value of underlying net assets.

ACCO BRANDS EUROPE LIMITED

Notes forming part of the financial statements
for the year ended 31 December 2022

10 DEBTORS

Amounts falling due within one year

	2022 €'000	2021 €'000
Amounts owed by group undertakings	220,615	229,062
Sundry debtors	-	10
VAT receivable	-	4
	<u>220,615</u>	<u>229,076</u>

Amounts falling due after more than one year

Deferred Tax (note 11)

	2022 €'000	2021 €'000
Deferred Tax (note 11)	-	-
	<u>220,615</u>	<u>229,076</u>

Amounts owed to group undertakings are repayable on demand. The interest rate applicable range between 1,5% and 4%.

11 DEFERRED TAXATION

The movement in the deferred taxation asset during the year was:

	2022 €'000	2021 €'000
At 31 December 2021	-	-
Deferred tax credit/(debit) in profit and loss account	-	-
Deferred tax credit/(debit) in other comprehensive income	-	-
At 31 December 2022	-	-

The balance of the deferred tax asset consists of:

	2022 €'000	2021 €'000
Accelerated capital allowances	-	-
Other timing differences	-	-
Share based payments	-	-
Tax losses	-	-
	<u>-</u>	<u>-</u>

The deferred tax asset recognised of €0m (2021: €0m) includes €0m (2021: €0m) expected to reverse within one year.

The company has losses carried forward of €41m (2021: €35m) that are available indefinitely for offset against future taxable profits of the UK group.

The company has interest carried forward of €25m (2021: €20m) that are available indefinitely for offset against future taxable profits of the UK group.

A deferred tax asset has not been recognised in relation to timing differences in these accounts due to uncertainty over the availability of future profits against which the timing differences will unwind.

12 CREDITORS: amounts falling due within one year

	2022 €'000	2021 €'000
Amounts due to group undertakings	262,619	249,038
Trade creditors	47	3
Other taxation and social security	31	43
Accruals and deferred income	110	956
Bank overdraft	<u>9,036</u>	<u>6,180</u>
	<u>271,843</u>	<u>256,220</u>

Amounts owed to group undertakings are repayable on demand. The interest rates applicable range between 1,5% and 4%.

13 CREDITORS: amounts falling due after one year

	2022 €'000	2021 €'000
Amounts due to group undertakings	300,000	300,000

Amounts due to group undertakings are unsecured, repayable in full in 2025 and accrue interest rate of 4%. The total facility of the debt is €750m.
The loan is listed on The International Stock Exchange.

ACCO BRANDS EUROPE LIMITED

Notes forming part of the financial statements
for the year ended 31 December 2022

14 CALLED UP SHARE CAPITAL

	2022	2021
	€	€
<u>Alotted, called-up and fully paid:</u>		
3 Ordinary shares (2021: 3) of €1 each	3	3

The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at meetings of the company.

15 OTHER RESERVES

	Unrealised profit and loss reserve	Other reserves
	€'000	€'000
At 1st January 2022	29,602	8,170
At 31st December 2022	29,602	8,170

Unrealised profit and loss reserve and other reserves represent capital contributions made by Acco Brands Corporation for no consideration.

16 CASH AT BANK

ACCO Brands Europe Limited is part of a Zero Balance sweep arrangement with its bank and monies are swept daily (Euro and USD amounts) to concentration accounts held in its name. Amounts due to or from related parties as a result of the sweeps are disclosed in amounts due to/from group undertakings (Notes 10 and 12).

17 PENSIONS

Defined contribution scheme

The company participates in a defined contribution registered pension scheme, the ACCO UK Ltd section of the AON MasterTrust, the assets of which are held as units in an independently administered fund. The 2022 pension cost represents contributions payable by the company to the fund and amounted to €44,360 (2021: €48,174). As at the end of the year there was €Nil (2021: €Nil) outstanding in respect of the company's contribution to the fund. Contributions of approximately €45,000 are expected to be paid to the scheme during 2023.

18 RELATED PARTY TRANSACTIONS

As the company is a wholly owned subsidiary of ACCO Brands Corporation, the company has taken advantage of the exemption contained in FRS 102 and has therefore not disclosed transactions or balances with wholly owned subsidiaries which form part of the group.

19 ULTIMATE AND IMMEDIATE PARENT UNDERTAKINGS

The immediate parent undertaking is ACCO Brands Europe Holding LP, a limited partnership registered in England & Wales. The ultimate parent and controlling party is ACCO Brands Corporation, a company incorporated in the State of Delaware in the USA. The consolidated financial statements of ACCO Brands Corp. may be obtained from their offices at 4 Corporate Drive, Lake Zurich, Illinois 60047 - 8997, USA and are publicly available.