

ACG
accent
Make your mark



Sustainability Report
24/25



Content

3	About ACG Accent AB
4	Timeline and Year in review
5	Message from the CEO
6	Policies and Governance
7	ACG Accent's Sustainability Strategy
8	Sustainable Choices, Positive Impact
9	The UN Sustainable Development Goals
10	The Values That Shape the Way We Work
11	Stakeholders, Selection and Methodology
12	Materiality Assessment - Purpose and Methodology
13	Summary of the Materiality Assessment
14	Sustainability - Climate Impact
15	Sustainability - Energy and Water
16	Sustainability - Waste Management
17	Sustainability - Material Use
18	Sustainability - Chemical Use
19	Sustainability - Transport
20	Sustainability - Social Responsibility
21	Biodiversity - Material Choices and the Supply Chain
22	Local Social Responsibility
23	Global Social Responsibility
24	Our Value Chain
25	Trust as the Foundation of Our Sustainability Work
26	Economic Responsibility - Our Business Model and Long-Term Value Creation
27	Risk Management
28	Monitoring and Reporting
29	Challenges and the Road Ahead

ACG Accent AB

- Labelling solutions for textile products

ACG Accent provides product labelling solutions for the textile and apparel industry – labels, hangtags, prints, product markings and heat transfers, in other words, everything on a garment except the fabric itself. We support brand owners throughout the entire process, from design and production to logistics, ensuring that the right products are in place at the right time. Through direct communication with garment manufacturers, we simplify everyday operations for our customers.

A growing part of our business is focused on efficient logistics and data-driven ways of working. Through ECHO Generator, we automate care labels and ensure compliance with standards and legal requirements. Our heat transfers, manufactured in Sweden, are ordered via Market and delivered in small series with short lead times. We also offer application services and other value-adding finishing processes.

“No garment lasts longer than its labelling.” To enable circular flows, we develop labelling solutions that do not become an obstacle at the next stage of the value chain. We work closely with our customers to digitalise and automate shared processes, and as part of the ACG Group, our offering is strengthened by expertise in areas such as automation, logistics, printing and systems development. Our head office is located in Borås, Sweden, and we also operate in Finland, China and Hong Kong, with additional operations in Vietnam.

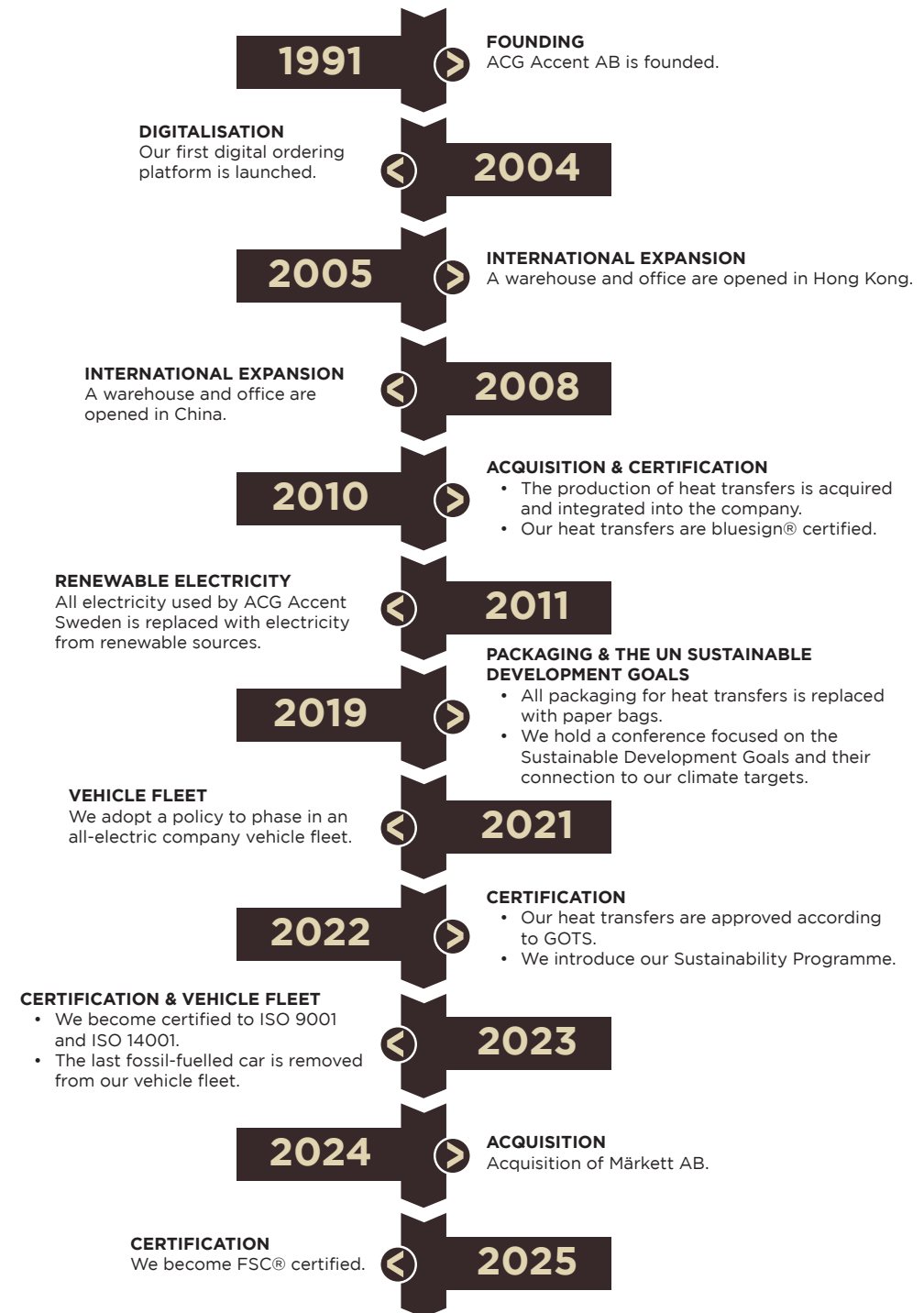
This is our second sustainability report. Although we are not yet subject to statutory reporting requirements, we take CSRD as our point of departure and use this report to strengthen structure, transparency and organisational learning. The report covers the 2024/2025 financial year, has been reviewed by our Board of Directors, and represents a step towards more comparable reporting over time.



Year in review

During the 2024/2025 financial year, ACG Accent continued to develop its product labelling offering with a stronger focus on efficient logistics and data-driven ways of working that simplify everyday operations for customers - from design and production to ensuring that the right products are in place at the right time. We also took important steps in our sustainability journey by using this report as a tool to strengthen structure, transparency and learning, in line with CSRD and ESRS.

The year was characterised by a continued focus on our material topics: climate impact and transport, energy, chemicals, circularity, as well as social responsibility and trust in the supply chain. Within our own operations, the solar panels on our roof contributed significant electricity generation, while water consumption decreased compared with the previous year. We also strengthened our work on waste and sorting, and continued to develop our chemical management and supplier follow-up. At the same time, the company continued to evolve through acquisitions and ongoing investments in certifications and collaboration.





Message from the CEO

At ACG Accent, sustainability is fundamentally about taking responsibility in everyday decisions - in our choice of materials, our chemical controls, our supplier dialogue, and the logistics that keep the textile value chain functioning.

Our starting point is simple: no garment lasts longer than its labelling. That is why our products must not only meet requirements here and now, but also support traceability, quality and circularity throughout the entire lifecycle.

This is our second sustainability report. Although we are not yet subject to formal reporting requirements, we use this report as a tool for structure, transparency and learning - and as a step towards more comparable monitoring over time.

During the year, we took concrete steps forward in our own operations. We reduced our water consumption and improved the sorting rate of our combustible waste. We continue to run our operations on renewable electricity and to influence our supply chain in the same direction. At the same time, we have continued our structured work on chemical management and the substitution that is required.

We are both clear and humble in recognising that our greatest impact lies in the value chain. Transport, materials and multi-stage production account for a large share of our climate footprint - and this is also where improvements must be achieved together with customers, suppliers and logistics partners. Our next steps are therefore focused on impro-

ving data quality and monitoring, strengthening supplier governance, and driving practical improvements in flows and processes.

Our dialogue with stakeholders confirms the same thing time and again: customers are asking for greater traceability and clearer results, employees want even more knowledge, and suppliers need clear requirements - but also close collaboration in order to succeed. Our response is to continue integrating sustainability into our core business: into how we plan, design, set requirements, follow up and deliver.

At a time when sustainability and climate change have recently taken a less prominent place in global politics, it is important that we as a company take responsibility and stay the course towards a more sustainable business.

Jan Evertsson
CEO, ACG Accent AB

Policies and governance

ACG Accent works in a structured way to integrate sustainability throughout the business. Our governing documents and policies provide guidance in day-to-day operations and create a shared approach to key issues. Below are some examples of the policies that form the foundation of our work.

We review and update our policies regularly to reflect new requirements, internal targets, and expectations from customers, employees and society.

Environmental Policy

We take responsibility for our environmental impact by working to reduce energy use, emissions and waste, and by choosing more environmentally adapted materials and processes. We comply with relevant legislation and take a preventive approach.

Quality Policy

Our quality work has a clear objective: satisfied customers. We aim to meet – and where possible exceed – relevant requirements and expectations from our stakeholders. By monitoring our processes and engaging all employees in continuous improvement, we ensure high delivery precision, quality and as smooth an everyday experience as possible for our customers.

Equal Opportunities Policy

We promote an inclusive working environment with equal opportunities and conditions, where discrimination is not accepted. Diversity and respect for everyone's competence are fundamental principles.

Alcohol and Drugs Policy

We are committed to a safe working environment free from alcohol and drugs. No one may be under the influence while at work, and we have procedures in place to act on concerns or signs of problems.

Work Environment Policy

We carry out systematic work environment management covering both physical and psychosocial aspects, with the aim of ensuring that employees feel safe, are able to develop, and enjoy their work.

Guidelines for Representation and Gifts

To ensure high business ethics, we have clear guidelines for representation and gifts. These are intended to promote transparency and trust in our relationships with customers and suppliers.

Equal Treatment Plan and Action Plan against Victimisation

These documents clarify how we prevent and address discrimination, harassment and victimisation – including responsibilities, procedures and actions.

“Policies create direction – but their real value emerges in everyday practice. When they are embedded in ways of working and decision-making, they make a real difference.”



ACG Accent's sustainability strategy

For us at ACG Accent, sustainability is not about doing everything at once – it is about doing what we can, where we are, with clarity, structure and a long-term perspective. We see it as a journey with no final destination, where we continue to learn, assess our impact and set new goals.

Our strategy is based on breaking down complex challenges into concrete focus areas where we have a real opportunity to make a difference. It is firmly anchored in the business and based on our double materiality assessment in accordance with ESRS, which shows which issues are important both to society and to our business.

The strategy forms part of how we govern, monitor and prioritise our work through policies, codes of conduct, targets and procedures. At the same time, we are humble in recognising that sustainability work evolves over time – we need to be transparent and ready to adapt as new requirements and insights emerge.

The strategy is also linked to the UN Sustainable Development Goals, particularly in the areas of climate, sustainable production, gender equality and decent working conditions.

Our strategic focus areas:

Transport and logistics – reducing climate impact through smarter flows, higher load factors and alternative modes of transport.

Chemical management – safe processes and the phase-out of hazardous substances in collaboration with suppliers.

Waste and recycling – increasing circularity in material choices and production flows.

Energy use – mapping and reducing consumption, while increasing the share of renewable energy among our suppliers.

Certifications and collaboration – third-party certification and partnerships that strengthen our work.

Social responsibility – a sound working environment, gender equality and fair conditions, both internally and throughout the supply chain.

“We see sustainability as a journey without end, where every step – large or small – matters. What matters most is that we keep moving forward.”



Sustainable Choices

Our certifications and tools help us work in a structured way with quality, environmental performance and chemical control – from material selection and production to monitoring and continuous improvement. They provide us with clear requirements to work against, support in day-to-day decision-making, and a shared foundation in our dialogue with customers and suppliers. For us, they are both a mark of quality and a practical way to reduce risks and strengthen traceability, compliance and circularity.

ISO 9001 & ISO 14001

We are certified to ISO 9001 (quality) and ISO 14001 (environment), which strengthens our systematic work on quality and environmental performance across the business.



bluesign®-certified products

We offer bluesign®-certified products such as heat transfers, silicone and TPU-raised transfers, zippullers and badges, care labels and woven labels; supporting a more responsible approach to chemicals management and production.



GOTS-approved heat transfers

The input materials used in our heat transfers are GOTS approved – an important validation of our work on sustainability and quality in the textile industry.



iChemistry (digital chemical management)

To ensure robust internal chemical management and compliance with legislation, we use iChemistry, where the chemicals used in our heat transfers and process chemicals are registered and monitored against legal requirements and risk lists.



FSC® (Forest Stewardship Council)

We use FSC®-certified materials where relevant, meaning that paper and cardboard originate from responsibly managed forests and controlled sources.



OEKO-TEX®

We offer OEKO-TEX® certification for many of our products. This certification means that the products have been tested for harmful substances and meet requirements relating to chemical content, providing greater assurance for our customers.

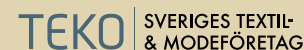


Positive impact

Through partnerships, memberships and professional networks, we strengthen our expertise and develop our ways of working together with others. This enables us to stay up to date on new regulations and industry requirements, share experience, and contribute to joint initiatives. In this way, we can create an impact in a broader context than our own operations alone, while also creating better conditions for responsible supply chains and more sustainable solutions for our customers.

TEKO (membership)

Through TEKO, we stay up to date on legislation and sustainability-related issues, while also contributing through board work, working groups and consultation responses.



Chemact (membership)

Through Chemact, we receive support in chemicals management and compliance monitoring, including updates on threshold limits and new substances that need to be controlled.



Textilimportörerna (membership)

This membership is particularly important for issues relating to chemicals, customs, labelling, product classification and CSR.



Quality and Sustainability Network via IUC

We participate in industry networks to further develop our sustainability work and internal processes, including through IUC's quality and sustainability network.



ClimatePartner (partnership)

Together with ClimatePartner, we work to calculate and reduce our emissions, and to develop climate action plans and reduction measures.



The UN sustainable development goals

- From global goals to everyday decisions

For ACG Accent, the 2030 Agenda and the Sustainable Development Goals are a natural part of our sustainability and climate work. They provide us with a shared language and a clear direction – both at an overall level and in how we translate our own climate targets into practical action. As much of our impact lies in the value chain, the Goals help us stay focused on the right issues: how we reduce emissions in transport and flows, how we set requirements for materials and chemicals, and how we contribute to decent conditions throughout the supply chain.

Targets translated into everyday ways of working

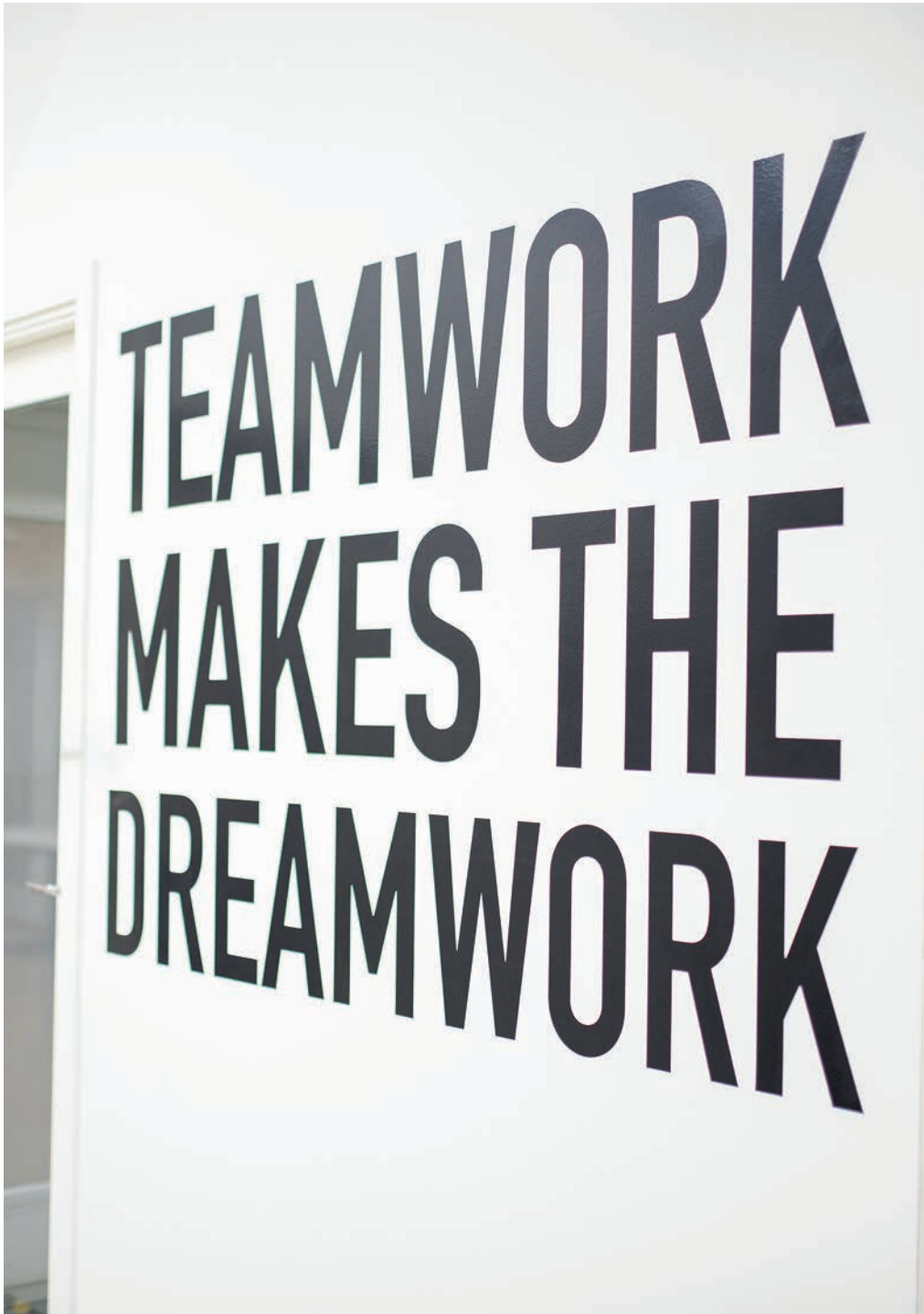
We have therefore made a thorough effort to connect the Sustainable Development Goals to what they actually mean in our business – not only as ambitions, but broken down into targets and translated into concrete ways of working. This makes our priorities clearer, enables us to monitor and improve over time, and ensures that sustainability work is relevant across the organisation. When we can describe how each function contributes – from design and product choices to logistics, customer dialogue and follow-up – it also becomes easier to see how everyday decisions are connected to a bigger picture.

Our priority goals

In our previous sustainability report, we placed particular emphasis on the Goals where we believe we have the greatest opportunity to contribute: **Goal 12 Responsible Consumption and Production and Goal 13 Climate Action, together with Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, and aspects of Goal 3 Good Health and Well-being and Goal 5 Gender Equality.** Linking our work to the specific targets helps us clarify what is most important to develop, and how, step by step, we can increase transparency, measurability and impact – both in our own operations and in collaboration with customers and suppliers.

In short, the Sustainable Development Goals are not a separate track, but an integrated part of how we set direction, make priorities and drive improvement – and how we make our climate targets and sustainability ambitions understandable and actionable in day-to-day work.





The values that shape the way we work

ACG Accent is part of the ACG Group – a values-driven group of companies in which all businesses share a common foundation: building long-term relationships, taking responsibility for the bigger picture, and working with continuous improvement. For us, our values serve as a compass in everyday work, helping us make sound decisions and operate with quality, transparency and care.

Our values are reflected in how we collaborate internally, how we lead and follow up, and how we engage with customers and suppliers. They influence how we plan and deliver, how we handle deviations, and how we drive improvement. They are also an integral part of our sustainability work – when we work systematically, act responsibly and show respect, we strengthen both our business and our impact.

At ACG Accent, we have translated these shared values into four core principles that guide our internal collaboration, our leadership and our customer dialogue: **order and structure, style, responsibility and respect.**

Order and structure

We work in a structured and transparent way. This means clear processes, well-organised ways of working, and delivering on our commitments – in deliveries, documentation and follow-up. Order and structure create confidence, efficiency and quality.

Style

For us, style is about professionalism, care and a positive approach. We take pride in craftsmanship, design and the overall experience, and we always strive to represent ACG Accent in a way that inspires confidence.

Responsibility

We take responsibility for our decisions and our impact. This applies both to our own operations and to our value chain – from the work environment and business ethics to environmental performance and chemicals management. We choose improvement and action over perfection, and we drive progress step by step.

Respect

We show respect for one another and for the people connected to our business. This means an inclusive culture, listening, collaborating and speaking up when something does not feel right. Respect is also the foundation for fair conditions in the supply chain and for a long-term sustainable way of doing business.

**“Style is how we meet people.
Order and structure are how we deliver.
Responsibility and respect are why.”**

Stakeholders, selection and methodology

To ensure relevant and focused sustainability work, we have identified and prioritised the stakeholders that are most important to our business. The selection is based on two criteria: the stakeholder's influence on us and our impact on the stakeholder. We prioritise the groups where both influence and impact are greatest, as dialogue with these stakeholders provides the strongest basis for our materiality assessment, our strategy and our priorities.

Our priority stakeholders:

These stakeholders form the core of our dialogue and provide the foundation for how we shape and develop our sustainability work.

Customers – drive requirements and expectations regarding sustainable products, transparency and delivery capability.

Suppliers – are crucial for material choices, chemicals management and social conditions throughout the value chain.

Employees – are central to translating goals and ways of working into practice.

Managers, CEO and Management Team – are responsible for prioritisation, governance and follow-up.

Board of Directors and Owners – provide long-term direction, risk management and oversight on governance-related matters.

Local community – we want to act responsibly where we operate and be a good employer and a responsible member of society.

Stakeholders monitored indirectly

We also have stakeholders that we do not currently prioritise in direct dialogue, but that may affect us or be affected by us. Examples include public authorities and regulatory developments, banks and lenders, as well as experts, media and NGOs. We monitor these stakeholders through horizon scanning and requirements management.

Our broader sustainability responsibility also includes our impact on workers in the value chain and on the environment and nature, which we address through supplier requirements, risk assessments, follow-up and continuous improvement.

Methods for stakeholder dialogue

We use several methods to ensure both breadth and depth in our analysis:

- Surveys to customers, employees and suppliers to capture broad perspectives and recurring themes.
- In-depth interviews with a selection of customers and employees to better understand needs, expectations and areas for improvement.
- Group discussions with the CEO/management, Board of Directors and owners to connect insights to governance, risks and strategic priorities.
- Meetings or telephone interviews, where needed, with other relevant stakeholders.



Summary of key insights

The dialogue shows strong engagement, but also clear areas for further development.

Customers particularly highlight the need for:

- Increased transparency and traceability
- Clearer communication on results and challenges
- Greater focus on environmental and social impacts in the supply chain
- More concrete examples and case studies demonstrating actual improvement

Employees emphasise the importance of:

- Clearer internal guidelines and structures
- More training and ongoing information on goals and results
- Ensuring that sustainability is integrated into the ways of working across all departments

Materiality assessment

- Purpose & methodology

Purpose

We have carried out a double materiality assessment to identify and prioritise the sustainability issues most relevant to ACG Accent. The assessment covers both outward impact (how we affect people and the environment) and inward impact (how sustainability issues affect our business, strategy and financial development). The work takes CSRD and ESRS as its point of departure and serves as a basis for our targets, priorities and follow-up.

“The materiality assessment helps us focus on the issues that make the greatest difference – for the world around us and for our business.”

Methodology

The assessment has been inspired by ESRS (AR 16) and is based on:

- **Mapping of the business:** processes, products, supply chain and markets
- **Review of ESRS topics (E, S and G):** identification of impacts, risks and opportunities.
- **Dialogue and internal anchoring:** interviews, workshops, management involvement and internal documentation.
- **Assessment of materiality:** evaluation of actual and potential impacts, as well as financial significance.
- **Compilation into a matrix:** priorities and recommendations for continued work.
- **A living foundation:** the assessment is updated as we gather more data and deepen our dialogue with stakeholders.



Our main conclusions

Environment (E)

Climate, energy, transport and circularity are considered particularly material. The greatest impact lies in the value chain, primarily linked to transport and resource- and energy-intensive flows. At the same time, climate-related requirements, regulatory changes and rising costs create business risks, but also opportunities through more efficient logistics and more sustainable choices in the supply chain. We see a clear need for greater measurability, transparency and follow-up.

Social (S)

Internally, we have a stable foundation through our work environment management and clear conditions, but we continue to see a need to address balanced workloads, participation and inclusion. In the supply chain, issues relating to working conditions and rights are central, and our supplier requirements and follow-up are important tools in this work.

Governance (G)

Business ethics, transparency and clear accountability are considered material. Strong policies and a clear culture provide a solid foundation, but we need to ensure that our procedures for follow-up, communication, anti-corruption, supplier expectations and whistleblowing are clear and work effectively in practice.

Next steps

The assessment shows that several issues are material in both dimensions and will guide our continued work on targets, activities and follow-up. In some areas, the assessment remains uncertain due to limited data, particularly in the value chain. We will deepen our work in these areas through expanded data collection and continued stakeholder dialogue.



Sustainability

- Climate impact

Responsibility and sustainability are fundamental to our business. We seek to contribute to a sustainable transition through both continuous improvements and innovative solutions. One example is our work to reduce district heating consumption, which resulted in emissions of 4,080 kg CO₂e during the year. By developing ways to recover heat from our transfer dryers, we aim to optimise energy use and reduce our climate impact.

Climate targets aligned with the 1.5°C pathway

So far, our climate targets have covered Scope 1 and 2 under the GHG Protocol, as well as travel and transport within Scope 3. Since the supply chain accounts for the largest share of our climate footprint, we have revised our targets in line with SBTi to ensure alignment with the Paris Agreement and the 1.5°C pathway.

During the year, our carbon emissions increased by 10 per cent, while revenue grew

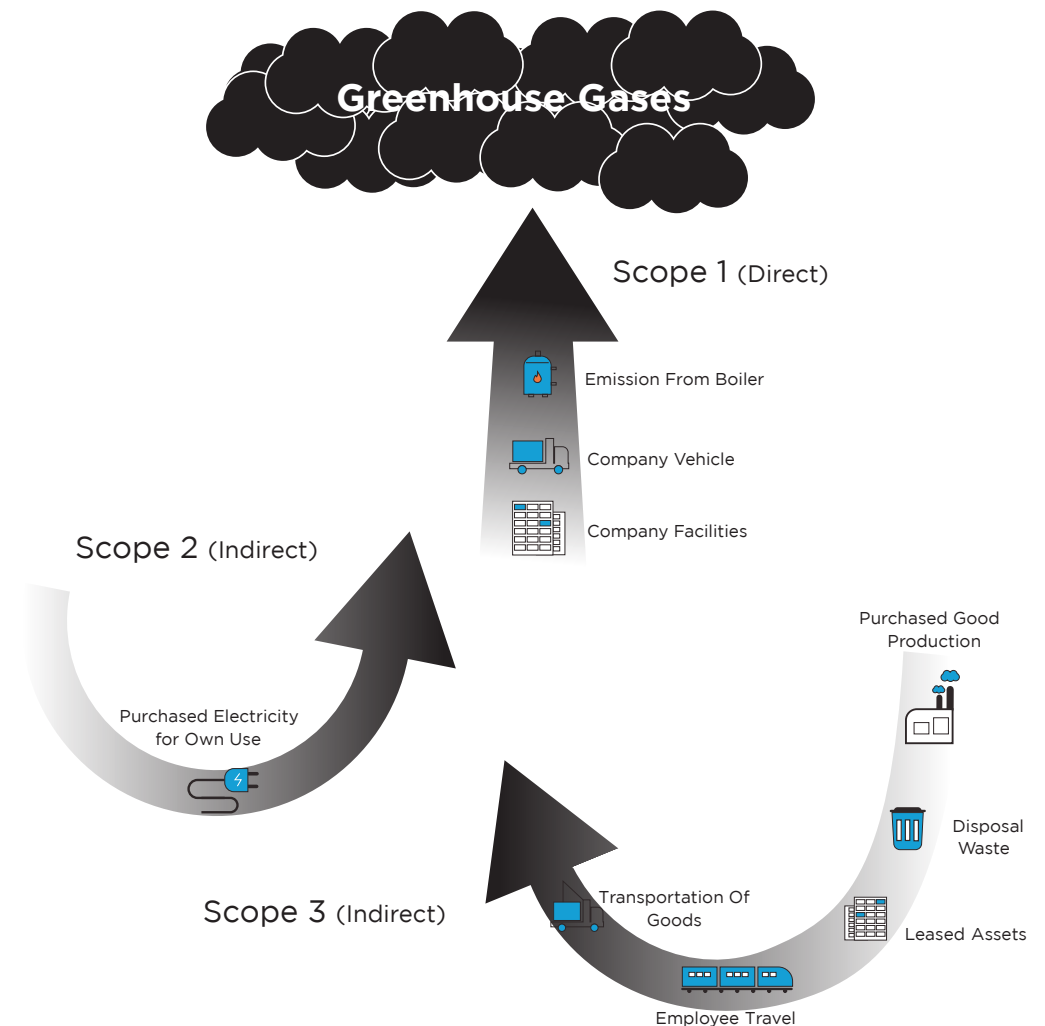
by around 20 per cent and the business expanded through an acquisition. This means that although absolute emissions rose, our climate impact did not increase at the same pace as the business. This gives a more balanced picture of the year's outcome and highlights the importance of combining growth with lower climate intensity over time.

Our ambition is clear: growth must not lead to higher emissions in the long term. We therefore aim to gradually decouple business growth from climate impact, both in our own operations and across the value chain.

Although Scope 3 accounts for most of our emissions, we need to work across all three scopes. Scope 1 and 2 are areas under our direct control and form an important foundation for credibility and progress. By involving the whole organisation and gradually raising expectations across the value chain, we strengthen our ability to achieve our climate targets.

“We need to work across all three scopes – credibility begins where we have control, but real impact lies in the value chain.”

Scope	t CO ₂ e	%
Scope 1	0,64	0,05%
Scope 2	4,43	0,36%
Scope 3	1 213	99,58%
Total	1 218	100%



Sustainability

- Energy and water

ACG Accent uses water, energy and chemicals in the production of heat transfers. We maintain a continuous focus on reducing our environmental impact across all processes - and this makes a difference.

By focusing on lower energy use and a higher share of renewable energy, we reduce our climate footprint. All purchased energy comes from 100% renewable sources, and to further strengthen this, solar panels on the roof of our building generated 27 148 kWh during the financial year.

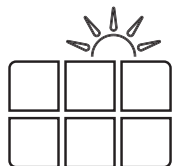
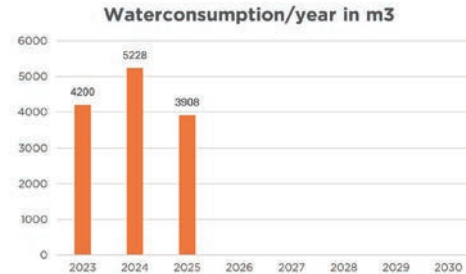
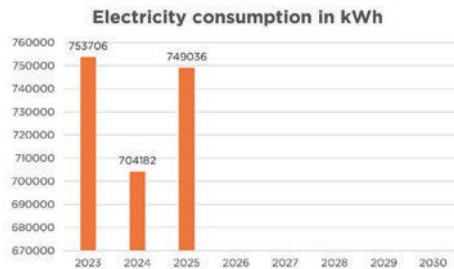
Electricity generated by our solar panels is an important contribution to our total electricity consumption. Although the energy we use comes from renewable sources, we work continuously to improve efficiency.

One example is that all lighting in the building has been replaced with LED lighting.

ACG Accent is not a high consumer of water, but we still strive to reduce water use wherever possible in our processes. To further reduce consumption, we are exploring solutions for using rainwater as process water.

Water consumption during the financial year amounted to 3 908 m³, representing a decrease of almost 25% compared with 2024.

“Since 2011, we have used 100% renewable electricity in our own production.”



During the financial year, solar panels on the roof of our building generated a total of 27 148 kWh





Sustainability

- Waste management

Waste management and circularity are key areas where we strive to reduce our negative environmental impact and promote the sustainable use of resources. We handle hazardous substances carefully in accordance with established procedures in order to minimise harm to people and the environment.

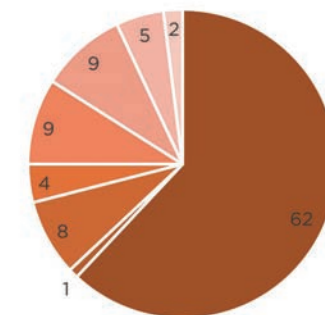
Although we consider our sorting rate to be satisfactory, we are continuously working to reduce the use of packaging materials and improve our recycling and reuse processes. Waste management is an important part of our work towards greater circularity and sustainability.

We focus on optimising production planning in order to reduce production waste and move towards a more circular business model. We recognise that circularity requires both longer product life-cycles and more efficient use of resources.

Challenges arise as we seek to increase the use of recycled materials in our products. In some cases, recycled materials do not yet meet our requirements for quality and durability. Despite this, we remain committed to overcoming these barriers and promoting a more circular economy with reduced environmental impact.

“We improved the sorting rate of our combustible waste by 10% compared with the previous year.”

Sorting rate of own waste, %



- Combustible
- Electrical
- Chemicals
- Plastics
- Corrugated paper
- Wood
- Metal
- Officepaper

* Our sorting rate is measured based on combustible waste in relation to different waste categories.

Sustainability

- Material use

Resource efficiency

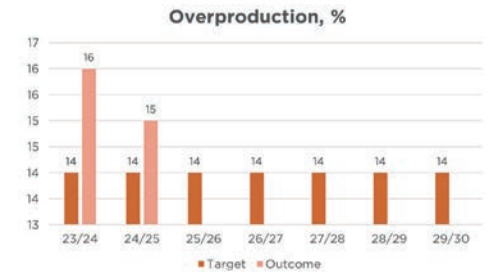
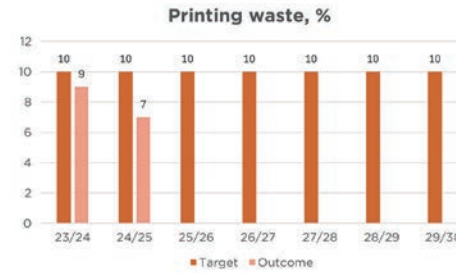
We continuously work to improve our production processes and material utilisation in order to reduce waste. We monitor all materials used in our own production on a monthly basis and refine our processes to reduce both material consumption and production waste.

When it comes to resource efficiency in our production, we still have a long way to go to reach our targets. Why is waste increasing, and why have we not yet succeeded in reducing the rate of rework? This is largely linked to the challenges that come with our decision to use water-based inks and adhesives in production. Even so, we are confident that these results will improve significantly over time, while allowing us to continue manufacturing with a technology that has a low environmental impact.

Material requirements

Social responsibility means providing a good working environment, fair working conditions and reasonable pay, while also taking responsibility for society by counteracting corruption, promoting a good local environment and respecting human rights. This also includes employees working for suppliers in our supply chain.

We place clear requirements on our suppliers through our Supplier Code of Conduct, which is based on the UN Global Compact and includes material-specific requirements based on environmental labels for the materials supplied. We follow up and seek to ensure that our suppliers comply with these requirements, although this can be challenging further down the supply chain where commercial relationships are weaker. This requires agreements with our direct suppliers in order to carry out follow-up further along the chain.



“Waste management and circularity are key to reducing our environmental impact and using resources more sustainably.”

Sustainability

- Chemical management

We prioritise chemical safety by ensuring that our materials and products are free from hazardous and restricted substances, in accordance with relevant requirements, legislation and certifications. Through careful supplier selection, clear requirements throughout the supply chain, and support in our chemicals management through ChemAct, we work systematically to reduce risks and ensure compliance. We complement this with training initiatives and dialogue to strengthen suppliers' knowledge and ability to meet our standards.

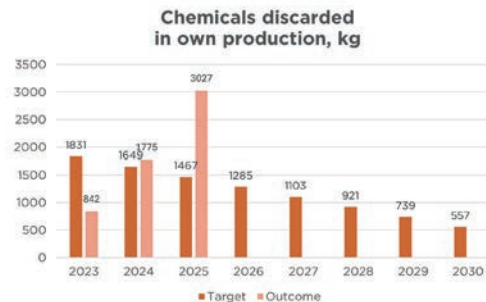
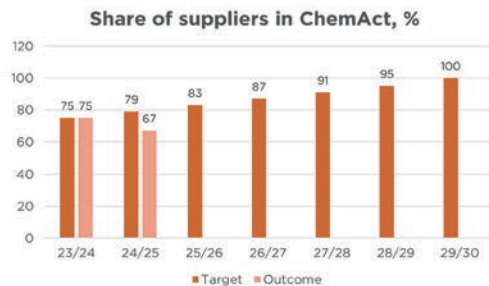
Control and minimisation in our own production

In our own production, we use advanced technology and water-based inks to minimise, and where possible replace, the use of chemicals. To improve control and traceability, we also use iChemistry, where we register and monitor the chemicals and inks

used in our processes. The tool helps us track legal requirements and risk lists, identify deviations, and drive improvements over time.

We also work actively to minimise the volume of chemicals sent for destruction. Our ambition is not to use more chemicals than are actually needed in our processes, and to continuously improve planning, dosing and handling in order to reduce waste and rejects. Where possible, we reuse selected chemicals without compromising quality, and we monitor the volumes sent for destruction annually in order to identify causes, take action and reduce these volumes over time. During the financial year, the volume of chemicals sent for destruction increased, mainly due to the substitution of certain chemicals, which meant that previously used chemicals had to be discarded. This is a one-off effect linked to our improvement work and strengthens our chemical safety going forward.

“By the 2029/2030 financial year, our ambition is for 100% of our suppliers to be actively working in ChemAct.”





Sustainability

- Transport

Sustainability is an integrated part of our business, and logistics and transport account for a significant share of our climate footprint. Through collaboration with professional logistics partners and continuous work to optimise our logistics flows, we aim to reduce our environmental impact. Our focus is on improving loading and deliveries, increasing load factors, and reducing the need for urgent transport through better planning and close dialogue with both carriers and customers.

We continuously analyse the entire transport chain to identify measures that can reduce emissions and support the transition to more sustainable transport solutions. During the financial year, we fully phased out fossil-fuelled vehicles from both our company car fleet and our pool cars, contributing to a clear reduction in emissions from these areas. At the same time, emissions from commuting increased, partly because the number of employees grew during the year. Taken together, this shows both the effect of implemented transition measures and the importance of continuing to work systematically with emission sources affected by business growth.

2.6 tonnes CO₂e, company cars

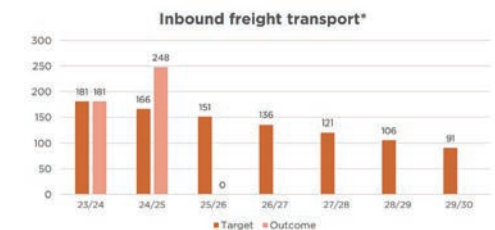
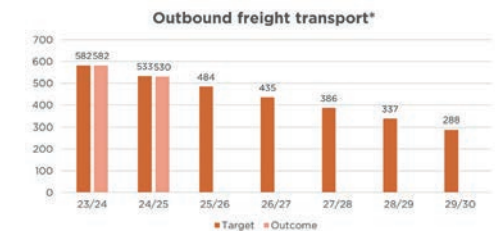
Decrease since 2023/2024; company car fleet now fully electric

49 tonnes CO₂e, commuting

Increase since 2023/2024; the number of employees has grown

In the 2022/2023 financial year, we carried out a full measurement of all our transport activities for the first time. This was an important step in building a better understanding of our climate impact and identifying relevant areas for improvement. We have set a target to reduce emissions from transport by 50 per cent by the 2029/2030 financial year.

This is an ambitious target, and we recognise that the transition will require both persistence and collaboration. At the same time, we see that technological development, deeper partnerships and a clearer regulatory direction are creating better conditions for change. By continuing to develop our logistics processes, strengthen collaboration across the value chain and gradually choose more sustainable transport solutions, we aim to reduce our climate footprint and contribute to long-term sustainable development.



Values are reported in kg CO₂e

Sustainability

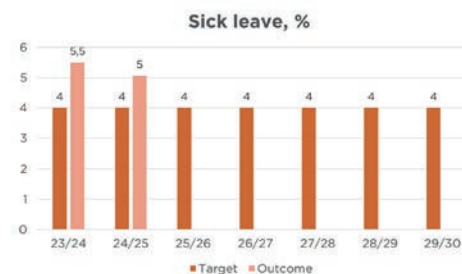
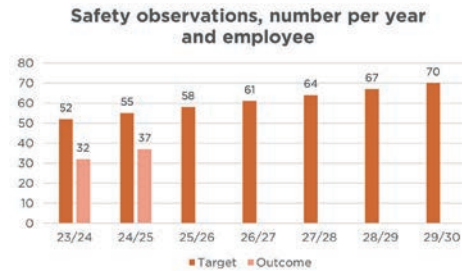
- Social sustainability

Health and safety in the workplace

For ACG Accent, social sustainability means providing a safe, inclusive and developing workplace - while also taking responsibility in the local community where we operate. Health and safety is therefore a standing first item on the agenda at our management, Board and staff meetings, where we review KPIs and decide on actions when needed.

We carry out systematic work environment management, enabling us to identify risks and improvements at an early stage. We hold regular work environment meetings and conduct safety inspections every three months, covering both physical and psychosocial aspects. It should be easy to take action: our employees can quickly report accidents and incidents, safety observations and improvement proposals - providing an important basis for preventive measures and follow-up.

Work environment management is integrated into our day-to-day operations and also covers gender equality and diversity, health and wellness, stress management, substance misuse, and procedures related to threats and violence.



0%

**WORKPLACE ACCIDENTS
SINCE 2019**



Biodiversity

- Material choices and the supply chain

Although our business is not directly involved in land use, agriculture or forestry, we may have an indirect impact on biodiversity through the materials we use and the way they are produced. This applies in particular to textile products, plastic components, paper and other raw materials that may originate from areas where biodiversity is under threat.

Some of our products are manufactured in regions where production involves water consumption, chemical use and potential impacts on nearby ecosystems. This means that biodiversity is not an isolated issue, but closely linked to how we work with chemicals, transport, energy use and supplier control.

This is an area where our impact is not yet fully mapped, but where we see a need for greater insight and gradually improved follow-up. Biodiversity will therefore be included as a specific focus area in our continued analysis work.

As part of our work on sustainable product development, we will:

- Map which materials in our portfolio have the greatest impact on natural resources and ecosystems
- Identify geographic areas in the supply chain where there may be a risk of impact on biodiversity
- Explore alternatives that are certified or developed with consideration for ecosystem services, for example through environmental labels or circular solutions.
- Require suppliers to report on how their production relates to impacts on nature and land use.

“Biodiversity begins in the value chain: in how materials are produced, which chemicals are used, and the requirements we set.”





Local social responsibility

We want to be a good and long-term employer, and a positive force in the local community. Our social responsibility begins with a safe and inclusive working environment where people can thrive, develop and feel well – while also contributing to health, community and opportunity in our local area.

To promote health and well-being, we offer a wellness allowance and encourage an active everyday lifestyle. Our employees are offered 30 minutes of exercise per week during paid working time. To make this easy to use, we provide several sessions and activities during the week, led by employees. This strengthens both health and internal engagement, while contributing to a culture where movement and recovery are a natural part of working life.

Our local engagement also extends beyond our own organisation. We sponsor local sports clubs to help ensure that as many children and young people as possible have the opportunity to take part in organised activities and stay active. We see community sports as an important social arena that can strengthen both physical and mental health, create a sense of belonging, and give young people meaningful leisure time.

We also welcome individuals who need work training for different reasons, in collaboration with relevant partners. Through guidance and adapted tasks, we want to help more people gain work experience, routines and greater self-confidence, and thereby move closer to the labour market. As part of our local responsibility, we also collaborate with upper secondary schools and offer internships for young people, giving them early contact with working life and a better understanding of the labour market.

Taken together, these efforts strengthen our role as an attractive and responsible employer and contribute to local societal value through greater inclusion, better health, and more pathways into working life for young people and individuals who are further from the labour market.

“Sustainability begins close to home – in how we care for people, every day.”

Global social responsibility

Requirements and expectations in the supply chain

Our business depends on a responsible value chain, and we work systematically to ensure that human rights and decent working conditions are respected among our suppliers. We do not accept child labour, forced labour, slave labour or other forms of unpaid work – and we expect the same approach from everyone who supplies goods and services to us.

A cornerstone of our work is our Code of Conduct, which all suppliers must sign in order to be approved. It includes requirements relating to the work environment, working hours, wages, discrimination and freedom of association, as well as clear expectations regarding business ethics and anti-corruption. By signing the Code of Conduct, the supplier commits to complying with our requirements and acting with transparency and responsibility.

To strengthen clarity and compliance, we also use our Suppliers Portal, where suppliers log in and confirm that they have received and understood the information and working methods required to be a supplier to ACG Accent. It also serves as a platform for relevant documentation, communication, follow-up and continuous improvement.

Follow-up, audits and long-term relationships

Follow-up is a central part of our way of working. We carry out recurring supplier assessments and aim to conduct our own on-site follow-up visits and audits at least every two years. Suppliers also report on their compliance through audit documentation and reports from accredited inspection bodies. During the financial year, we conducted 15 audits and visits in our own capacity. No corruption-related incidents were reported during the year.

We actively work to keep the number of suppliers at a manageable level and prefer to build long-term relationships. Many of our part-

nerships extend over several years, providing better insight, higher quality and greater opportunities for improvement over time. Trust is important to us – but it must always be combined with clear requirements and follow-up.

Looking ahead, we see an increasing need for third-party reviews as a complement. We will therefore introduce third-party audits for suppliers that are unable to present their own reports with an equivalent level of independence and quality. Our ambition is to gradually develop our approach towards more structured verification as external requirements increase and our processes mature.

How we work with social responsibility in the supply chain

Code of Conduct

All suppliers must sign it in order to be approved.

Suppliers Portal

Suppliers confirm requirements and information in order to be a supplier to ACG Accent.

Supplier assessments

Recurring follow-up of working conditions and compliance.

On-site visits and audits

Our ambition is to carry out our own follow-up at least every two years.

Documented compliance

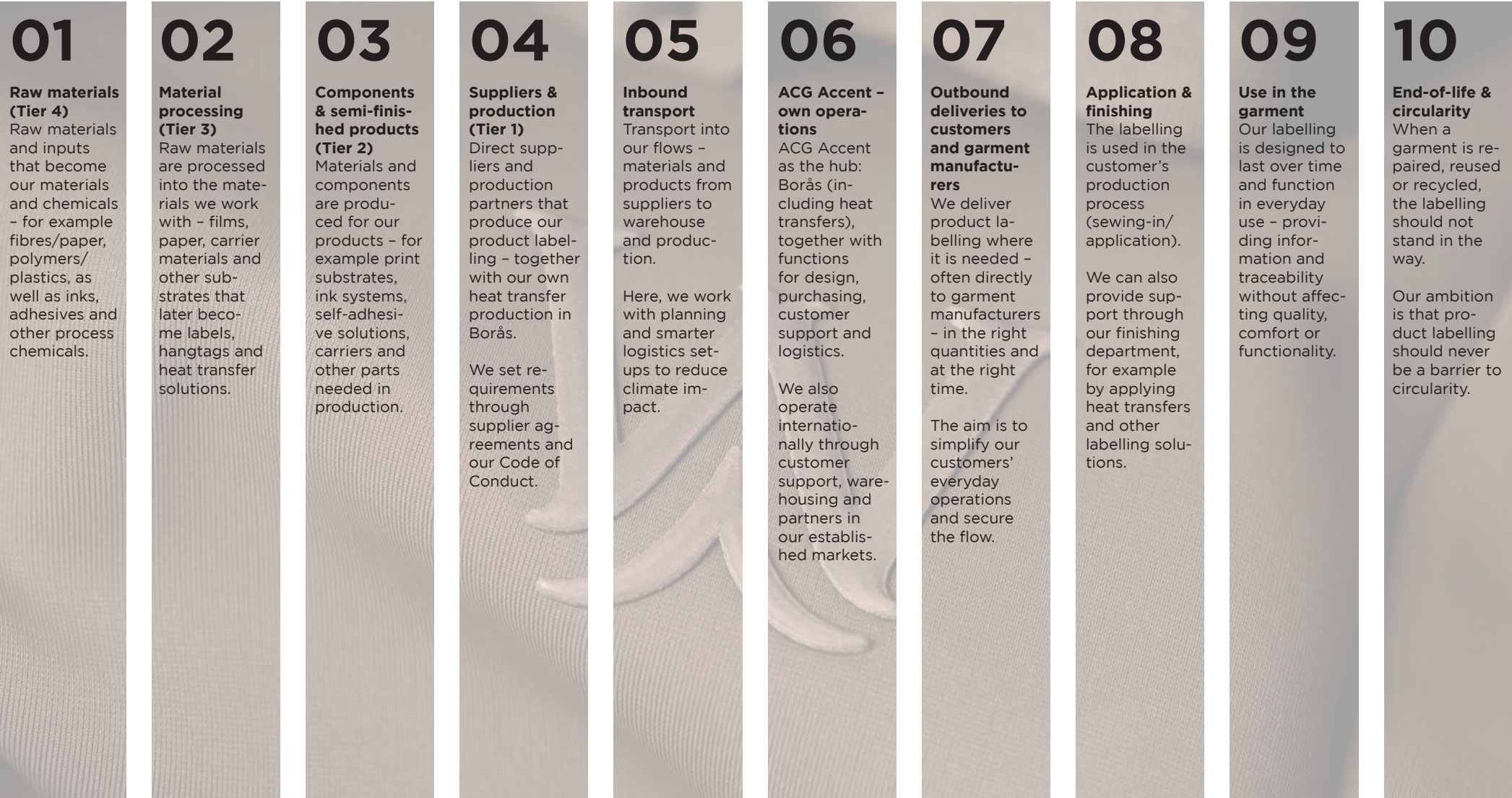
Audit documentation and reports from accredited inspection bodies.

Long-term relationships

Fewer suppliers, greater insight and stronger improvement work over time.



Our value chain



Upstream activities

Own operations

Downstream activities

Trust as the foundation of sustainability

Trust as the foundation of sustainability – internally and across our value chain

Trust is one of the most fundamental values in our sustainability work. It shapes how we collaborate internally, how we lead the business, and how we build long-term relationships with our suppliers and partners. We believe that trust is created through clear expectations, open communication and accountability – and that it is a prerequisite for driving real change.

Trust in the value chain

Our value chain is built on a strong foundation of sustainability and shared responsibility. We set clear expectations for our suppliers through our Code of Conduct, which covers areas such as the work environment, human rights and anti-corruption. All suppliers must sign the Code, which prohibits child labour, slave labour and all forms of unpaid work. Suppliers also commit to counteracting corruption and to reporting compliance through third-party verified audit reports.

To follow up on this trust, we conduct annual supplier surveys and regularly update our Suppliers Guide together with our partners. We also collect external test reports from accredited inspection bodies and aim to carry out our own follow-up site visits at least every two years. Through these measures, we build trust grounded in transparency and verifiability.

Internal trust and our Code of Conduct

Internally, we work actively to create a culture where trust and respect are central guiding principles. We have an internal Code of Conduct that clarifies our shared values, how we relate to one another and to our role in society. It complements our external Code of Conduct and serves as a common platform for how we act in everyday work – regardless of role or level within the organisation.

We believe that trust begins with attentiveness, dialogue and accountability in everyday actions. By giving our employees clear expectations, influence and the opportunity to make a difference, we strengthen both engagement and long-term trust in the company as an employer.

“For us, trust is the foundation for change: internally through responsibility and respect, and across the value chain through transparency and verifiability.”



Economic responsibility

- Business model and long-term value creation

For ACG Accent, economic responsibility means building a stable and competitive business that creates value over time – for customers, employees, owners and society. In a world where expectations regarding transparency, compliance and sustainability are evolving rapidly, we see a clear link between responsible business conduct and long-term profitability. By working systematically with quality, efficiency and risk management, we strengthen both our delivery capability and our resilience.

A business model that drives efficiency and reduces risk

Our business is based on product labelling and related services, where material choices, logistics, data management and compliance are central elements. By integrating sustainability aspects into our core business, we create business value while reducing risks and resource use.

Digitalisation and reduced risk

We use digital proofing flows, which reduce the risk of misprints and rework. This saves materials, time and costs, while also reducing unnecessary resource use.

Our structured management of item data and labelling ensures that the correct information follows the product throughout the value chain. This reduces the risk of incorrect labelling and strengthens customers' regulatory compliance.

Through coordinated order and logistics planning, we reduce the need for express deliveries. This contributes to lower transport costs and reduced climate impact, while also improving delivery reliability.

Standardisation and efficiency

We actively work to standardise material choices and product specifications wherever possible. This reduces complexity in purchasing and production and contributes to more stable flows and better cost control.

In dialogue with customers, we optimise labelling solutions so that the number of components is minimised without affecting function or legal requirements. This contributes to more efficient production, reduced material use and improved quality.

Risk management in the supply chain

Long-term relationships are a central part of our business model. By working with a limited number of strategic suppliers, we create greater transparency, high quality and a lower risk of supply disruptions.

Clear requirements, a Code of Conduct, and dialogue on social and environmental issues are integrated parts of our supplier management. To reduce vulnerability, we identify alternative supplier structures and carry out ongoing risk assessments related to delivery capability and regulatory compliance.



Malin Petersson, CFO, ACG Accent AB

Resource efficiency and circularity as business value

Resource efficiency is both an environmental and an economic issue. By minimising waste, reducing rework and planning flows efficiently, we contribute to lower costs and reduced environmental impact.

The design of labelling has a direct impact on a product's lifecycle. We develop solutions that support traceability, material identification and correct sorting for recycling. Where possible, we offer certified or more resource-efficient material alternatives.

By aligning the durability of labelling with the lifespan of the product, we contribute to longer use and reduced resource consumption. We also support customers in meeting growing transparency requirements, for example through digital solutions or QR-based information sharing.

People as the foundation for long-term stability

Our employees are one of our most important resources. Long-term customer relationships create a stable order intake and better planning conditions, which strengthen both profitability and delivery reliability.

Through skills development in sustainability, material knowledge and regulatory requirements, we strengthen our advisory role towards customers and our ability to deliver value-creating solutions. Low employee turnover contributes to continuity, quality and lower recruitment costs – an important part of our economic stability.

By combining business value with responsibility, we strengthen our ability to meet both today's requirements and tomorrow's expectations. For us, economic responsibility is both a way of securing long-term profitability and part of our contribution to more sustainable development.



Risk Management

- As an integrated part of the business

For ACG Accent, risk management is a strategically important part of both our business and our sustainability work. Our approach is based on systematically identifying, assessing and managing risks that may affect our operations, our stakeholders and our ability to achieve our sustainability targets. These risks include environmental, social and business ethics aspects, and are integrated into our overall corporate governance.

Identification and analysis of risks

We use a combination of continuous horizon scanning, internal risk analyses, stakeholder dialogue, and the results of our double materiality assessment to identify potential risks.

These may, for example, be linked to:

- **Climate impact and the environment** – such as increased transport emissions, suppliers' use of non-renewable energy sources, or resource scarcity.
- **Social risks** – including working conditions, the work environment and human rights in the supply chain.
- **Business ethics and governance** – for example the risk of corruption, lack of transparency or insufficient compliance with laws and standards.

Our current approach

In our current work, risks are managed through clear procedures, close collaboration with suppliers and systematic follow-up. We require our suppliers to comply with our Codes of Conduct and relevant certifications, and we evaluate them continuously on environmental, occupational health and safety, and quality aspects. Internal processes ensure that risk management is an integrated part of business decisions, from product development to delivery. For the most critical risks, action plans are developed and followed up by the responsible managers.

Follow-up and improvement

Our risk management is dynamic and evolves in step with changes in our business and the world around us. Through regular audits, internal reporting procedures and measurable key performance indicators, we follow up on our actions and adjust our strategies where necessary. In this way, we can both prevent and mitigate negative consequences – while also capturing new opportunities as they arise.

“When risk management is part of governance, sustainability also becomes part of the business.”

Monitoring and reporting

Structured and transparent monitoring is essential if our targets are to be translated into practice. Sustainability issues are integrated into our regular business governance and followed up through clear key performance indicators, defined responsibilities and regular reporting. Monitoring is based on our double materiality assessment (DMA) and focuses on the issues considered to have the greatest impact on people and the environment, as well as material financial relevance for Accent.

Governance, responsibilities and ways of working

Responsibility for monitoring is distributed across relevant functions, with process owners responsible for data collection and quality within their respective areas. The sustainability function coordinates the overall process, supports methodology and ensures that reporting remains consistent over time. Monitoring covers both KPI outcomes and the status of activities and action plans.

Ongoing monitoring and internal control

We monitor relevant KPIs on a monthly basis as part of our operational management. This includes delivery precision, quality, efficiency and risks in the supply chain, as well as priority sustainability indicators linked to our targets. We work with clear definitions, reasonableness checks and follow-up of deviations in order to strengthen data quality and traceability.

Risk and action management

Identified deviations and risks are documented and managed with assigned responsibility, timelines and follow-up. Where needed, corrective actions are developed

together with relevant functions or partners. Issues considered material are escalated to management and, where appropriate, further to the Board of Directors.

Reporting to the Board

The company's development, including material sustainability-related matters, is reported quarterly to the Board of Directors. Reporting covers performance against priority targets, material deviations, the status of action plans, and the updated risk picture. This provides the Board with a basis for monitoring progress and ensuring that the business is conducted in line with established targets and guidelines.

Annual reporting and compliance

In addition to ongoing monitoring, we report annually in accordance with applicable legislation and reporting requirements. The annual process includes the compilation and quality assurance of supporting data, as well as a review of boundaries, assumptions and methodology. In this way, we create transparency, comparability and a clear overall picture of our work and development.

Continuous improvement

Areas for improvement identified through monitoring, dialogue and analysis are translated into concrete actions that are followed up systematically. We evaluate the impact of the measures implemented and adjust our ways of working and requirements where needed. In this way, we strengthen both our business and our sustainability work over time.





Linda Andersson, Quality & Sustainability Manager, ACG Accent AB

Challenges and the road ahead

We operate in a world that is changing rapidly. New requirements and expectations continue to emerge, legislation is introduced, revised or postponed, and at times the playing field can shift almost overnight. In some periods, climate and sustainability issues also receive less attention when other societal concerns take centre stage. This makes leadership more challenging and requires the ability to navigate uncertainty, make sound priorities and maintain a steady course forward.

It is not always easy. Requirements change, conditions shift, and what seemed clear one year may look different the next. At the same time, our conviction remains clear: we do not continue our sustainability work because the rules are always clear or because the outside world always moves in the same direction. We do it because we believe it matters, and because we believe it is the right thing to do. Taking responsibility and contributing where we can is a natural part of how we want to run our business.

An important part of this is to continue developing our double materiality assessment. We see it as a tool that should become more accurate over time, through better supporting data, higher data quality and clearer links between material issues, risks, targets and follow-up.

At the same time, we recognise that our ability to influence is often greatest within our own operations, while influence in the value chain is more complex. Our largest climate impact is linked to transport – an area that is both business-critical and difficult to influence fully on our own. Our way forward is therefore to work more systematically with what we can actually influence: better planning, higher load factors, smarter flows and closer collaboration with suppliers and transport partners.

At the same time, the company continues to evolve. Acquisitions create new opportunities, but they also bring new challenges, not least when new suppliers and ways of working need to be integrated into our structure and our requirements.

Driving sustainability work forward requires both humility and perseverance. We will not always have all the answers, and we know that the world around us will continue to change. But that is precisely why it is so important to stay the course. For us, sustainability is ultimately about responsibility – doing what we can, where we can, and continuing forward even when the road is not straight. We believe it matters, and we believe it is the right thing to do.

“What matters most is that we never stop. That we do not give up when things are complex or when results take time. Every step we take contributes to a larger whole – and it is together that we make a difference.”



ACG
accent
Make your mark

Contact details

info@acgaccent.se / www.acgaccent.se / +46 33 178810

Älvsborgsleden 7, SE-504 31 Borås, Sweden
P.O. Box 929, SE-501 10 Borås, Sweden