ESGReport

About This Report

OUR ESG REPORTING JOURNEY

The FY2023 Cimpress ESG Report marks our second comprehensive disclosure covering our environmental, social, and governance (ESG) programs and performance. Although this is only our second annual report, Cimpress has a longstanding history of integrating ESG principles within our corporate decisions and operations.

This report communicates our approach, actions, and progress to-date in managing ESG risks and opportunities. It represents a baseline upon which we will continue to build as we engage our stakeholders to understand expectations, enhance processes and controls, and refine our reporting capabilities. We look forward to continuing to share our ESG performance more comprehensively and transparently as we progress through our ESG reporting journey.

REPORTING SCOPE, BOUNDARIES, AND METHODOLOGY

This report covers Cimpress' performance on material ESG issues for the 2023 fiscal year (July 1, 2022 to June 30, 2023), while highlighting select initiatives across our businesses and central teams that contributed to our progress toward our commitments. Unless otherwise stated, the data in this report covers Cimpress' global operations for all entities where Cimpress has operational control. The data and references to years are based on fiscal years, and all currency is in United States dollars (USD).

This report has been informed by best practices and frameworks, including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). We have a roadmap to increase alignment with reporting frameworks in the coming years.

FORWARD-LOOKING STATEMENTS

This Report contains forward-looking statements that involve risks and uncertainties. The statements contained in this Report that are not purely historical are forward-looking statements for purposes of the safe harbor provisions under the Private Securities Litigation Reform Act of 1995, including but not limited to statements about our goals and targets with respect to our use of raw materials certified by the Forest Stewardship Council, reducing and improving our plastics, and reducing greenhouse gas emissions. All forward-looking statements included in this Report are based on information available to us up to, and including the date of this document, and we disclaim any obligation to update any such forward-looking statements. Our actual results could differ materially from those anticipated in these forward-looking statements as a result of various important factors, including but not limited to flaws in the assumptions and judgments upon which our projections and estimates are based; our inability to make planned investments in our business that we plan to make or the failure of those investments to achieve the results we expect; our failure to execute on our ESG strategy and goals or changes in our ESG strategy; unavailability or excessive cost of materials, energy sources, and data from suppliers and other third parties that we need to meet our ESG goals and targets; unanticipated changes in our markets, customers, or businesses; changes in the laws and regulations, or in the interpretation of laws and regulations, that affect our businesses; our failure to manage the growth and complexity of our business; competitive pressures; general economic conditions, including the possibility of an economic downturn in some or all of our markets; and other factors described in this Report and the documents that we periodically file with the Securities and Exchange Commission.

INDEPENDENT ASSURANCE

For FY2023, Scope 1 greenhouse gas (GHG) emissions, Scope 2 (location-based and market-based) GHG emissions, and Scope 3 GHG emissions for all businesses under the operational control of Cimpress plc have been reviewed by Grant Thornton LLP. Please refer to page 97 for the Report of Independent Certified Public Accountants.

A message from our Founder, Chairman & CEO Robert Keane

This second Environmental, Social and Governance (ESG) report is a thorough and transparent assessment of the state of ESG at Cimpress, and our initiatives to improve further. Our goal for this report is to communicate ESG subjects to different types of readers, with the understanding that our stakeholders - investors, customers, and team members - may be interested in different aspects of our ESG progress. Some investors are focused on risk mitigation, other investors on how ESG helps us attract and retain talent. Many customers seek products and services that are produced more sustainably than traditional options. Team members are often more engaged and productive when their employer demonstrates a commitment to ESG subjects.

We are proud of the work we have done over three decades of building Cimpress in concert with ESG objectives. We focus on the long term, seeking to build a transformational and enduring business for the benefit of all our stakeholders. For our customers, Cimpress empowers people to make an impression by making it easy and affordable for our customers to convey, in tangible and enduring media, the thoughts, design aesthetics, messages and/or sentiments that are important to them, their customers, their organization or their loved ones. For our team members, we have helped to grow the careers of tens of thousands of people in an inclusive and productive environment. For investors, we consistenly communicate our objectives, seek to maximize our intrinsic value per share, and have met our commitments to debt holders. For society, we are a responsible contributor to the communities in which we operate, and we have a multi-year track record of improving the environmental sustainability of our operations, including significantly reducing our carbon emissions.

More work lies ahead of us to achieve our long-term environmental sustainability goals and to keep pace with an ever-changing regulatory backdrop for all types of ESG topics. But we are on the right path.

Thank you for taking time to read about our ESG performance and plans for further progress. As always, if you have questions, you can reach out to our investor relations team at **ir@cimpress.com**.

Sincerely,

Robert Keane
Founder, Chairman & CEO

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Empowering people to **make an impression.**

About Cimpress

We have grown substantially over our history. In 1994, Robert Keane founded the company (whose first brand was "Bonne Impression") to give small business owners access to the same high-quality, custom-printed products enjoyed by big companies with big budgets. Almost 30 years later, Cimpress remains founder led, and we have grown to over $3 billion in annual revenue in FY2023 through a combination of organic growth and acquisitions. **> Read more about our history**.

How We Operate

We empower our businesses and teams with autonomy and accountability within context and guardrails. This way of working increases organizational agility and velocity through distributed decision making, an embrace of calculated risk taking, and the right to fail.

Cimpress attracts and retains entrepreneurial leaders and team members thanks to its market leadership, modern technology and data infrastructure, international presence, long-term perspective, entrepreneurial autonomy for its businesses, competitive compensation programs, and "remote first" work environment.

We drive competitive advantage across Cimpress by investing in a select few shared strategic capabilities that have the greatest potential to create company-wide value. These are our mass customization platform, central procurement, talent infrastructure, information privacy and security, peer-to-peer knowledge sharing and career rotation.

Who We Are

At Cimpress, we're passionate about empowering people and businesses to make an impression through individually meaningful personalized products.

Cimpress makes customized print, signage, apparel, gifts, promotional products, packaging, and other products accessible and affordable through our disruptive business model: mass customization of print and print-related products.

Our customers are primarily small-and medium-sized businesses who want to express their brand identity and marketing messages through beautifully designed physical and digital products at attractive prices, in small order quantities, and with excellent customer support, fast delivery and online convenience — so they can focus on their passion of running their businesses.

Small- and medium-sized businesses collectively fuel a massive part of the world's economy. At Cimpress, we are inspired by the ambition, talent, fortitude, and resilience required to turn a personal passion into a business. We are proud to support them in achieving their dreams by making custom print products accessible.

Who We Are by the Numbers

15M   **Over 15 million customers served each year**

287K   **Approximately 287,000m² of production space[1]**

15K   **Over 15,000 team members in over 25 countries[2]**

$3.1B   **FY2023 Revenue[3]**

+11%   **Organic constant-currency growth in FY2023[3]**
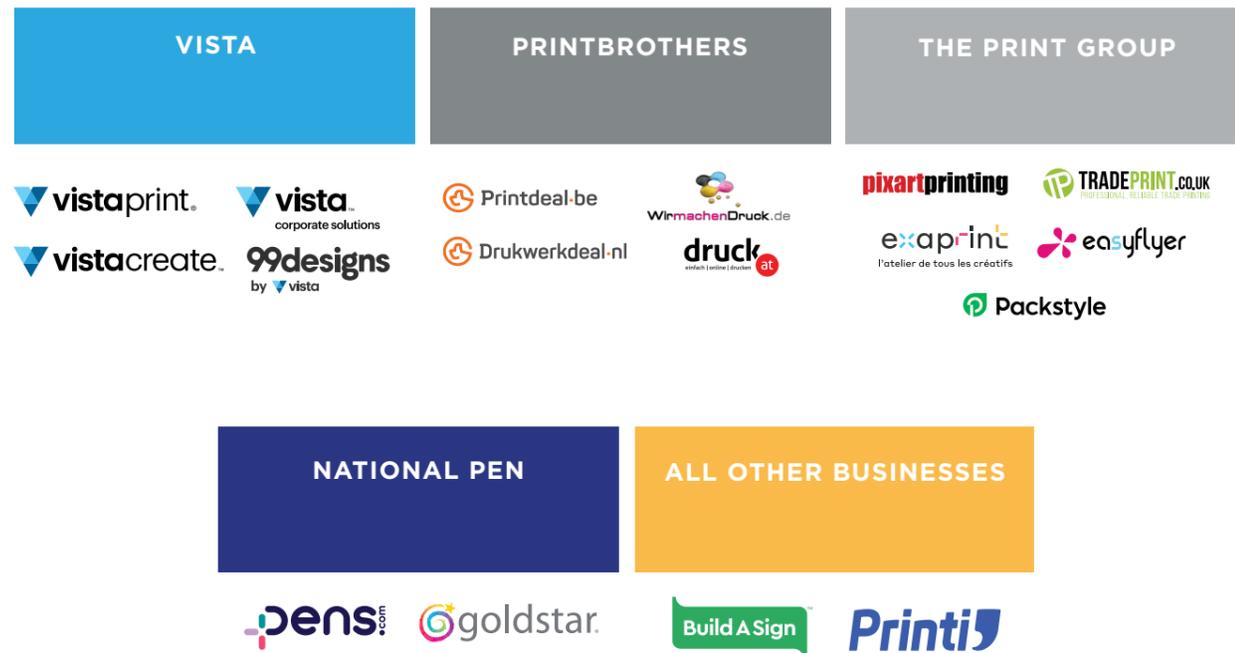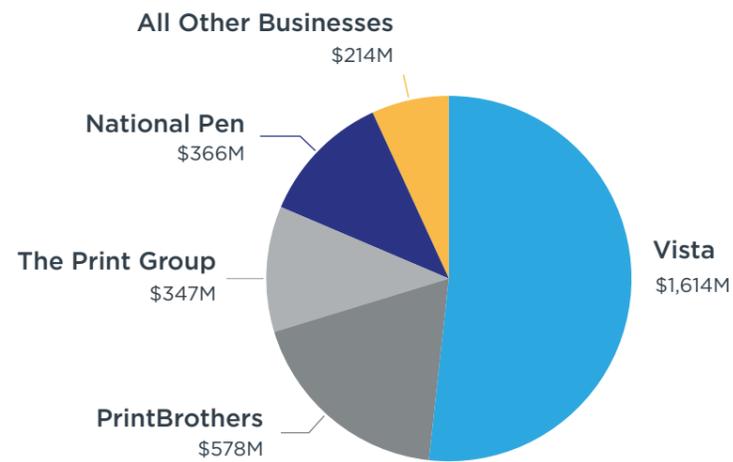
1. Inclusive of leased and owned facilities.
2. Includes full-time and temporary employees on payroll as of June 30, 2023.
3. The reported revenue growth in FY2023 was +7%. Constant-currency revenue growth excluding acquisitions/divestitures. This excludes revenue results for businesses in the period in which there is no comparable year-over-year revenue.
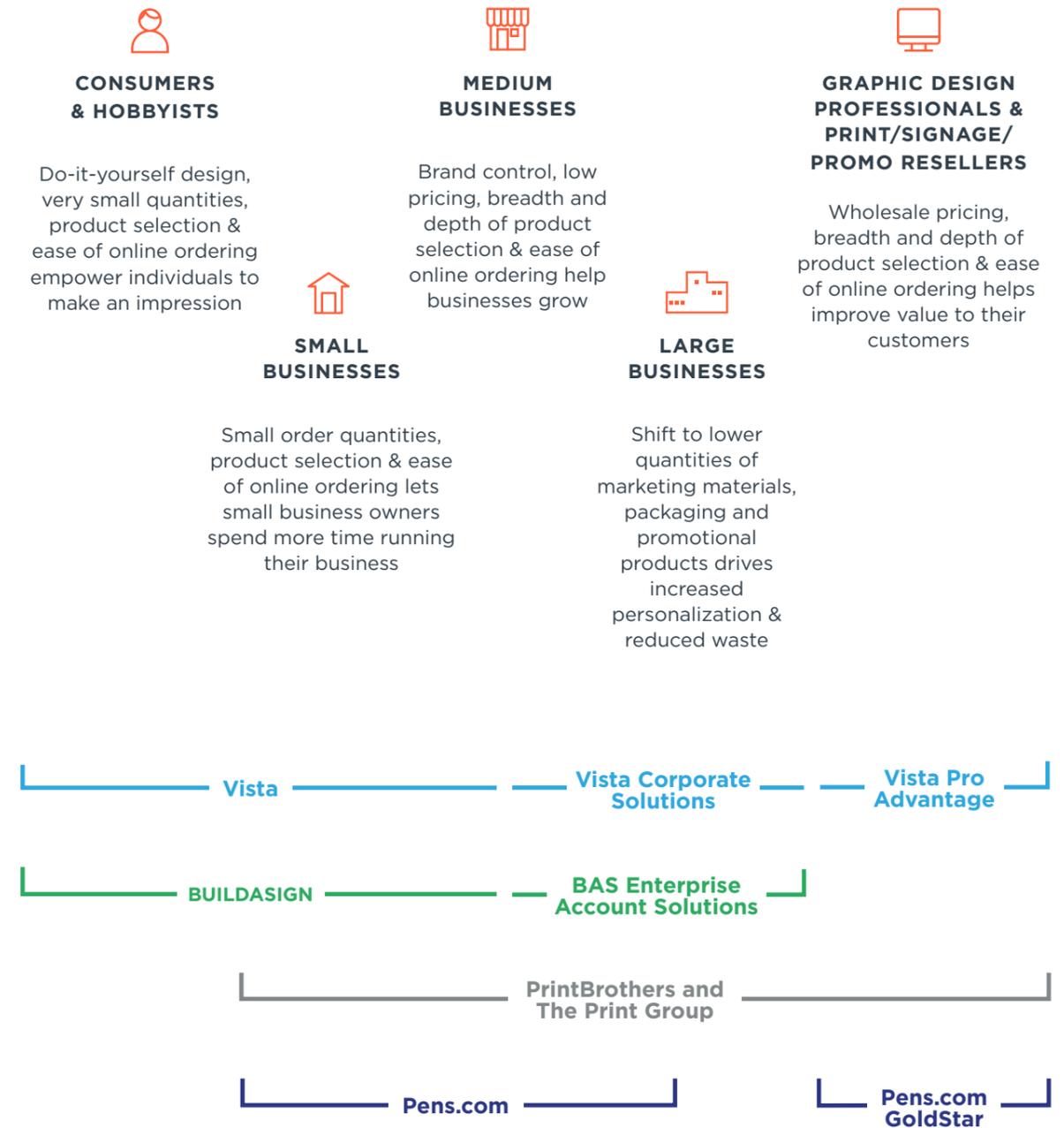
OUR BUSINESSES

We organize our businesses into the following five reportable segments for our financial reporting.

FY2023 Revenue by Segment (USD Millions)

- All Other Businesses $214M
- National Pen $366M
- The Print Group $347M
- PrintBrothers $578M
- Vista $1,614M

VISTA	PRINTBROTHERS	THE PRINT GROUP
vistaprint vistacreate vista corporate solutions 99designs by vista	Printdeal.be Drukwerkdeal.nl WirmachenDruck.de druck.at	pixartprinting exaprint l'atelier de tous les créatifs TRADEPRINT.co.uk easyflyer Packstyle

NATIONAL PEN	ALL OTHER BUSINESSES
Pens.com goldstar	Build A Sign Printi

OUR CUSTOMERS

We deliver significant value to a wide variety of customers.

CONSUMERS & HOBBYISTS

Do-it-yourself design, very small quantities, product selection & ease of online ordering empower individuals to make an impression

SMALL BUSINESSES

Small order quantities, product selection & ease of online ordering lets small business owners spend more time running their business

MEDIUM BUSINESSES

Brand control, low pricing, breadth and depth of product selection & ease of online ordering help businesses grow

LARGE BUSINESSES

Shift to lower quantities of marketing materials, packaging and promotional products drives increased personalization & reduced waste

GRAPHIC DESIGN PROFESSIONALS & PRINT/SIGNAGE/ PROMO RESELLERS

Wholesale pricing, breadth and depth of product selection & ease of online ordering helps improve value to their customers

Vista	Vista Corporate Solutions	Vista Pro Advantage

BUILDASIGN	BAS Enterprise Account Solutions

PrintBrothers and The Print Group

Pens.com

Pens.com GoldStar

WHERE WE OPERATE

	Revenue (% of total)	Team Members[1] (% of total)	Production Facilities[2] (% of total m²)
NORTH AMERICA	50%	30%	52%
EUROPE	46%	33%	38%
ALL OTHER REGIONS	4%	37%	10%

The pins indicate the locations of our production facilities, customer care centers, offices and collaboration centers. Our remote team members extend our operations beyond these locations.

1. Includes full-time and temporary employees on payroll as of June 30, 2023.
2. Inclusive of leased and owned facilities.

OUR PRODUCTS

Cimpress makes it easy and affordable for customers to express themselves - to their customers, organization, or loved ones - through our print, design and digital products.

1
Marketing and Consumer Products, Merchandise, and Packaging

- Business Cards, postcards & flyers
- Books, catalogs & magazines
- Drinkware, pens, bags and other promotional products
- Logo apparel
- Stickers & labels
- Signage
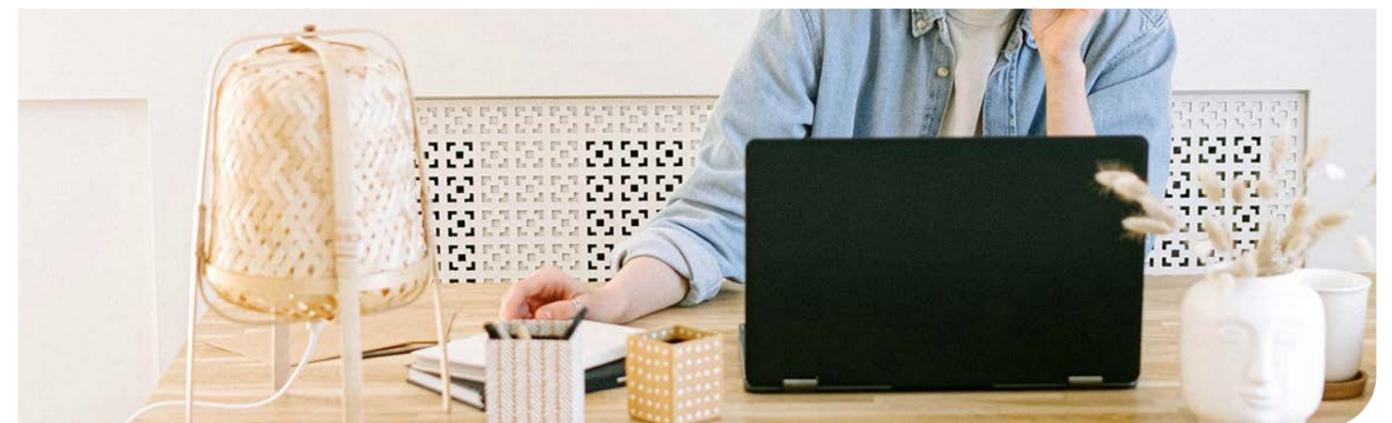- Packaging
- Home decor & photo gifts

2
Design and Brand Identity

3
Digital Marketing

Sustainability is Ingrained in Our Business Model

**BUILDING A GREAT BUSINESS AND A BETTER FUTURE, ONE RIGHT-SIZED ORDER AT A TIME**

For more than a century, production of goods and services required a trade-off between either mass production or job shop production. Producing large quantities of standardized products (mass production) reduced costs. Job shop production allowed for small batch production of customer-specific orders, but at a much greater cost, and customers seeking lower quantities of custom products often faced minimum order quantities that led to wasteful overproduction, leaving customers with more than they needed.

In contrast, mass customization aggregates many orders from many different customers to achieve the production efficiency of mass production combined with the smaller order sizes of job shop production. Producing products on an as-needed basis is more efficient, leading to higher convenience and lower prices for our customers. Environmentally, mass-customization minimizes wasteful overproduction.

Today's consumers are increasingly recognizing the problems of overproduction and are more conscious than ever of what they buy.

Demand for products that minimize environmental harm are being prioritized. With mass customization at the heart of our business, we are delivering a less wasteful manufacturing model that aligns with consumer preferences.

Mass Customization Concept

Unit Cost

Custom made

Mass customized

Mass produced

Quantity produced per individual order
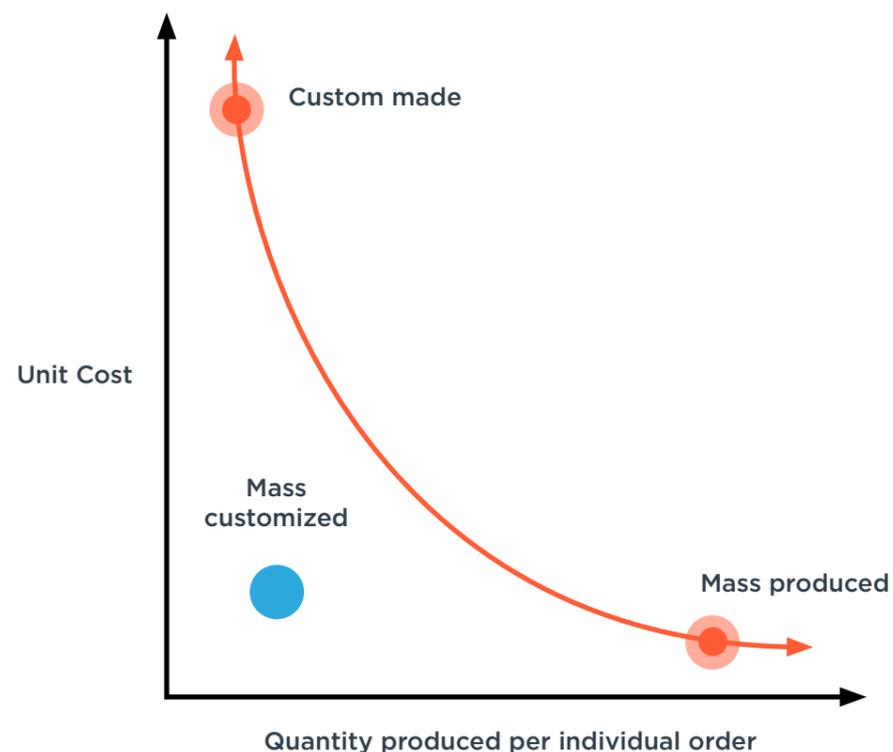
FY2023 ESG HIGHLIGHTS

22% reduction

in Scope 1 and 2 (market-based) greenhouse gas emissions from FY2019 baseline levels

36%

of U.S. team members identify themselves as non-white[1]

100%

of packaging containing problematic material eliminated[2]

50%

of independent board members, and 40% of all board members, are women

Outstanding Recognition

for Sustainability – druck.at receives Austrian CSR Seal of Approval

Cimpress received a score of

90 out of 100

on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

1. Excludes interns and team members who are employees of third parties, such as contingent workers and contractors.
2. Problematic material as defined by the New Plastics Economy Global Commitment, and includes PVC and polystyrene. Cimpress eliminated all remaining problematic plastic packaging by the close of FY2023. Calculation does not include de minimis amounts of PVC packaging re-used from original supplier packaging (which we view as the environmentally preferable approach, as opposed to sending this type of packaging to landfill and replacing in our manufacturing facility), nor packaging used by parties fulfilling orders on our behalf.

OUR ESG PRIORITIES

At Cimpress, we are focused on building a transformational and enduring business for the mutual benefit of customers, team members, long-term investors, and society. This includes our contributions toward an inclusive and sustainable future. We are focused on driving meaningful impact in the areas that matter most to us and to our stakeholders:

GOVERNING OUR BUSINESS

• Responsible governance

• Aligned incentives

• Risk management

• Data privacy and security

PROTECTING OUR ENVIRONMENT

• Responsible forestry

• Reducing greenhouse gas emissions

• Reducing and transitioning plastics

STRENGTHENING OUR COMMUNITIES

• Team member engagement & safety

• Equitable economic opportunity

• Diversity, equity & inclusion

• Community giving

OUR STAKEHOLDERS

At Cimpress, active and ongoing engagement with stakeholders remains fundamental to creating meaningful business value. Within our decentralized model, our businesses drive the collaboration and engagement needed to build stakeholder trust in ways that are most relevant to their objectives and operations.

Stakeholder	How we Engage
CUSTOMERS	• Product development team interactions • Customer-facing websites • Articles and blogs • Customer insights and focus groups • Customer feedback mechanisms (online, in-person and surveys)
TEAM MEMBERS	• Employee engagement surveys • Employee Resource Groups • Intranets and knowledge management systems • Regular strategy and operational alignment meetings and communication • Purposeful in-person collaboration and reconnect events • Quarterly review newsletter and video conferences with our leaders
LONG-TERM INVESTORS	• Annual investor day (presentation and Q&A) • Quarterly earnings document and public Q&A calls • Annual reports, quarterly reports, and other filings with the U.S. Securities and Exchange Commission • Irish Statutory Annual Report • In-person visits and conferences (debt and equity) • Investor inquiry response via email or calls • Annual General Meeting (AGM) and related proxy statement
SOCIETY	• Fundraising and volunteer initiatives • Cash and in-kind donations based on the needs of the local communities • Collaborative partnerships and sponsorships

INVESTOR ENGAGEMENT PHILOSOPHY

Cimpress seeks shareholders and debt holders who value long-term capital allocation approaches such as ours. We believe the best way to attract and retain these investors is to be clear about our opportunity, strategy, and how we make decisions at Cimpress, and to behave consistently. We recognize the importance of communication in achieving this and have outlined our investor engagement principles in our publicly available **Investor Engagement Philosophy**.

Governance

DESIGNED BY:

ananana14
1-to-1 design project
on 99designs by Vista

Ana, also known as ananana14, is a designer based in Serbia who specializes in logo design and branding. She holds a Master of Architecture from the University of Belgrade and kicked off her freelance career on 99designs by Vista more than 10 years ago.

Originally joining 99designs to channel her creative energy while maintaining the freedom to pursue professional volleyball, Ana blends her technical expertise gained through her studies with a natural affinity for free-spirited hand-drawn elements and watercolor techniques in her design style.

Through 99designs, she has successfully completed hundreds of projects, fostering enduring collaborations with dozens of loyal clients, many of whom initially connected with her after she emerged as the winner of their design contests on the platform.

Our Corporate Governance Structure
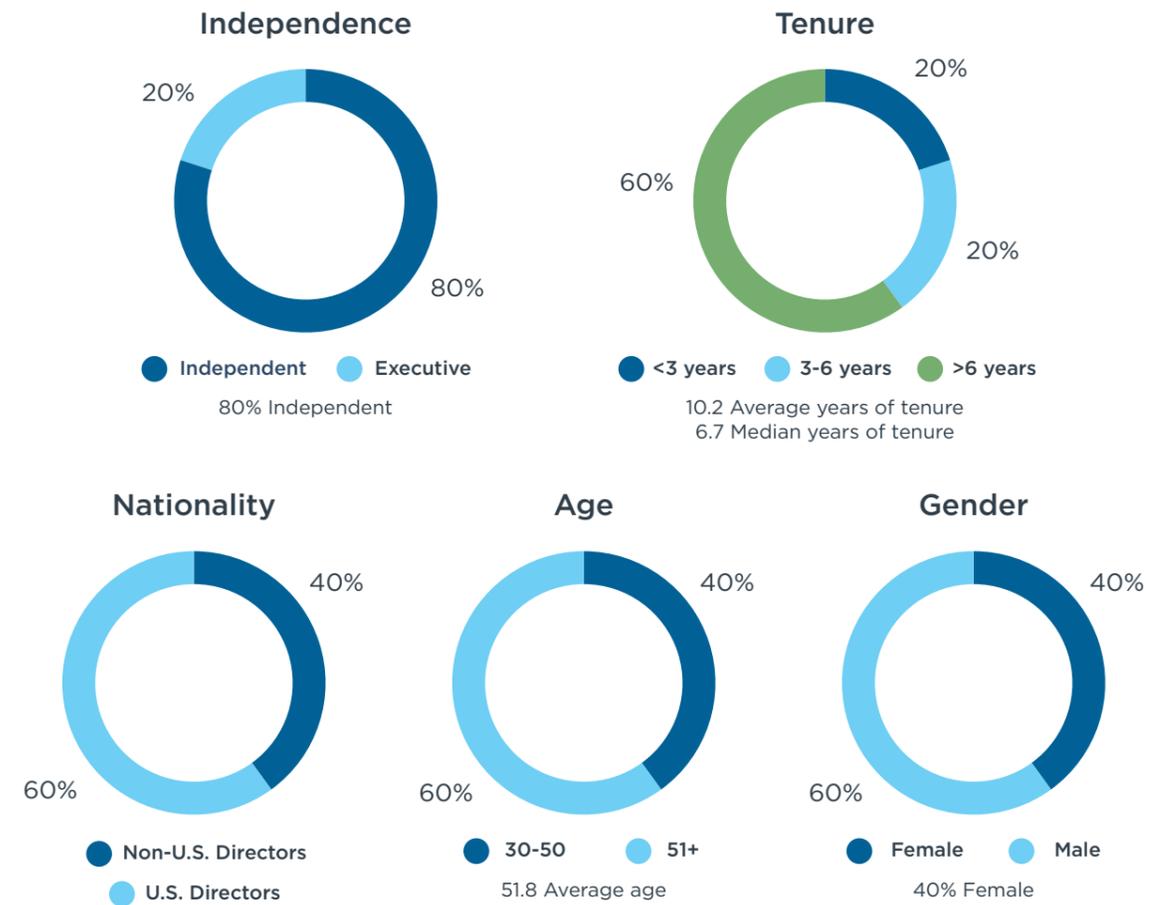
Board of Directors

The five-person Cimpress Board of Directors and its committees are responsible for overseeing the management of the company and its subsidiaries and, in so doing, serving the best interests of the company and its constituents. Cimpress' board is small by design, with five members including our Founder, Chairman and Chief Executive Officer (Robert Keane) and four independent directors who have diverse business and capital allocation backgrounds and experiences.

Our independent directors serve on our various board committees to oversee important topics such as financial reporting and controls and compensation. This board structure and composition allows for deep engagement and debate on strategic topics related to performance, capital allocation and risk management.

Our primary method of board engagement is through quarterly meetings where management provides detailed pre-read narratives on business performance reviews, investment proposals, and strategic topics. We use board meeting time for questions, discussion and decision making. The approach supports Cimpress' management team and the teams at each of our decentralized businesses through constructive feedback and dialog and gives our board members the information they need to perform their fiduciary and strategic responsibilities.

Board Diversity

Independence
20%
80%

● Independent   ● Executive

80% Independent

Tenure
20%
60%
20%

● <3 years   ● 3-6 years   ● >6 years

10.2 Average years of tenure
6.7 Median years of tenure

Nationality
40%
60%

● Non-U.S. Directors
● U.S. Directors

Age
40%
60%

● 30-50   ● 51+

51.8 Average age

Gender
40%
60%

● Female   ● Male

40% Female

Committee Composition

	Independent Director	Audit Committee	Compensation Committee	Nominating Committee
SOPHIE A GASPERMENT	I		👤	👤
ZACHARY S. STERNBERG	I	👤	👤	🏅
DESSISLAVA TEMPERLEY 🖩	I	🏅		
SCOTT VASSALLUZZO	I	👤	🏅	👤

🖩 Audit Committee Financial Expert   I Independent Director   🏅 Chairperson   👤 Member

Robert Keane does not hold any committee positions. For more information on our board of directors and committees, including guidelines and charters, please visit the Governance section of **ir.cimpress.com**.

Board Oversight of ESG

In FY2023 Cimpress' board of directors formally adopted oversight responsibility for environmental sustainability and governance matters (ESG).

A dedicated central team works with team members across Cimpress toward our sustainability goals. There are clearly defined roles and responsibilities for our sustainability team in the areas of responsible forestry, reducing and improving plastics, and the reduction of greenhouse gases.

Social matters are implemented by team members within Cimpress central teams and businesses, including human resources and health and safety.

Governance matters overseen by the board are implemented by team members within Cimpress central teams and businesses, including human resources, legal, compliance, corporate risk management, information privacy and security, and internal audit.

Aligned Incentives

Shareholders represented by the members of our board of directors represent about 40% of Cimpress' equity ownership. Each of our board members supports Cimpress' long-term approach to creating value for long-term shareholders, which can only be succesfully done by also benefiting other stakeholders such as customers, team members, and society.

Our long-term incentive (LTI) instruments encourage a long-term perspective while also being tied to performance including financial results. For leaders in Vista and Cimpress central teams, long-term incentives consist of a combination of performance share units and restricted share units, with higher performance-based weighting at more senior levels in the company.

Most leaders of our businesses other than Vista have long-term incentives that are based on multi-year returns on invested capital in their respective business. Those grants have a four-year vesting and measurement period, and annual grants ensure that the focus remains on building value over time.

The total compensation of our executive officers is weighted heavily toward performance-based long-term incentive instruments. For example, 88% of total FY2024 target compensation for our CEO is in the form of performance share units. An average of 80% of the total FY2024 target compensation of our three other named executive officers is via performance share units.

Our compensation committee considers shareholder feedback when designing our executive compensation program, which has received at least 84% approval from our shareholders at each of our annual general meetings of shareholders in calendar years 2013 through 2022.

Enterprise Risk Management & Controls

The board has overall responsibility for risk oversight, either directly or through its committees and senior management.

Management across Cimpress central teams and businesses is responsible for implementing and following the necessary policies regarding risk management and mitigation. As such, risk assessment reviews are performed as a component of routine management. Controls, audits, operational monitoring and KPI analysis are key tools used in the management and identification of risks. Internal audit, which reports functionally to the chair of the board's audit committee, meets with management across businesses to review adherence to controls, operational effectiveness and identified and emerging risk areas.

Results of internal audits are shared with the audit committee and Cimpress executives. In addition, the Audit Committee Chair meets regularly with Cimpress' head of internal audit to review overall compliance with and the effectiveness of our risk management policies and residual risks after implementation of controls. The board conducts quarterly meetings with senior management to discuss risks and opportunities relating to their areas of oversight.

Open communication channels between management, business leaders, executive officers, and the board ensure that risks are discussed and escalated on a regular basis. Leaders of Cimpress businesses discuss risk-related matters directly with our CEO and CFO regularly and through quarterly business review meetings.

Business Continuity

Our decentralized structure allows our businesses to be agile in the face of challenges but still leverage the strength of the collective organization and central teams when necessary. We often have redundant production and customer service capabilities that can be called upon quickly in the event of continuity issues such as weather-related power outages, site closures or equipment failure. This helps our businesses continue to serve customer needs while mitigating financial risk.

Our centrally managed corporate insurance plans are designed to provide catastrophic coverage protecting Cimpress and our businesses against many unexpected continuity issues that could drive material losses.

In FY2023, our industry faced supply chain disruptions that led to shortages of raw materials. We also saw rising then falling input costs, currency exchange rate volatility, and rising interest rates. We successfully managed through these disruptions through a combination of our scale-based advantages, expertise in our central teams and businesses, information sharing, currency and interest-rate hedging programs, and hard work in the face of changing market conditions. All of these responses are examples of our business continuity planning in action.

TEAM MEMBER TRAINING

All new team members are expected to read the Code of Business Conduct and related policies as part of the new hire process. In addition, each year, we train all Cimpress team members on the Code, the Workplace Harassment Prevention Policy, and one or two additional policies. For non-production floor team members, training consists of reading the Code and the other policies selected for that year, and then answering questions designed to make them reflect on how the policies apply to their role. Production floor team members are also trained every fiscal year by reviewing a summary for each policy highlighting the most important topics covered. All team members then complete a certification indicating that they have understood and will comply with the Cimpress policies. In FY2023, the rate of completion was 95% for non-production employees.

Each year, all team members are reminded how to obtain copies of our policies in their preferred language: via the Cimpress intranet, the confidential reporting helpline portal, their local HR teams, or the Cimpress legal team.

IDENTIFYING & INVESTIGATING CONCERNS

Cimpress maintains the Speak Up! Confidential Reporting Helpline (SpeakUp.Cimpress.com), using Convercent, an independent third-party provider. Reports can be submitted online or by phone, with each country having its own toll-free number. Reporting persons can identify themselves or remain anonymous (where anonymity is permitted by local law) using either of these methods.

Reports made to the Speak Up! Confidential Reporting Helpline are triaged by the Cimpress Compliance team and then assigned to a member of HR or Legal, as appropriate. Only the Cimpress Compliance team has access to the Convercent site, while members of the HR and Legal teams have access to only those reports to which they have been assigned.

Ethics & Integrity

Cimpress Code of Business Conduct

The Cimpress Code of Business Conduct (the "Code") is the foundation of our corporate compliance program and sets forth our commitment to doing business not only legally, but also with the highest standards of ethics and integrity. Available in 7 languages, the Code applies to every team member who works for Cimpress, whether remotely or in person.

Topics covered include our responsibilities to the company and each other, our business practices, how we approach our social responsibilities, and how our policies help us protect our reputation as an honest and trustworthy company.

The Code provides the framework for our corporate compliance program, and the following policies provide more details:

- Insider Trading Policy
- Social Media and External Communications Policy
- Gift, Entertainment and Anti-Bribery Policy
- Workplace Harassment Prevention Policy
- Workplace Violence Prevention Policy

Labor Relations

As of June 30, 2023, we employed approximately 14,700 full-time and 800 temporary team members. We have a good relationship with our team members around the world. Some of our businesses or locations have works councils or employee representatives. We take a proactive and transparent approach to communicating with team members and respond in a timely manner to team member questions or concerns. We make recruiting, retention, and other performance management related decisions based solely on merit and organizational needs and considerations, such as an individual's ability to do their job with excellence and in alignment with the company's strategic and operational objectives.

We do not tolerate discrimination on any basis protected by human rights laws or anti-discrimination regulations, and we strive to do more in this regard than the law requires.

We are committed to a work environment where team members are treated with respect and fairness, and we have invested in education and awareness programs for team members to make further improvements in this area. We value individual differences, unique perspectives, and the distinct contributions that each one of us can make to the company.

We take accusations of harassment or violence very seriously and follow our publicly disclosed policies when we respond. Cimpress does not require arbitration for sexual harassment or violence claims anywhere in the world.

Data Security & Privacy

Protecting the security and privacy of the personal data we collect — and the systems that store and process that data — is a critical business priority. We manage data security and privacy via uniform standards that each part of Cimpress must meet.

Within those standards, each Cimpress business is responsible for ensuring that customer, company, and team member information is secure and handled in ways that are fully compliant with relevant laws. We test the effectiveness of those controls and

consistently look to improve our security and privacy programs to address new risks and test improved security and privacy technologies.

Central Oversight

Our security and privacy team works in partnership with each of our businesses and the corporate central teams to measure security maturity and risk, and provides managed security services in a way that allows each business to address their unique challenges, lower their cost, and become more efficient in using their resources.

The security team provides mandated security services, such as continuous monitoring, vulnerability management, code scanning, security awareness training and end point protection. We have an internal security operations team that is augmented by third-party experts. We utilize the National Institute of Standards and Technology Cyber Security Framework (NIST CSF) to assess the controls in each business and compare our performance across businesses. We also quantify risk using tools aligned with industry best practices.

We also have a small central privacy team that can support privacy teams in each Cimpress business, oversee data protection compliance of shared Cimpress technology services, and establish uniform minimum privacy standards.

Working in concert with the security team, we have assembled a group of security champions through a Security Guild. Members of the Security Guild are accountable for ensuring security initiatives and requirements are successfully deployed to their teams in all parts of the company.

OUR SECURITY BASELINE

As a foundation to Cimpress' risk mitigation framework, the security team has developed a Security Baseline. This is a company- wide mandate of minimum capabilities applicable to each Cimpress business, including guiding principles, policies, and regulatory requirements.

Building on this baseline, additional policies, standards, and procedures are in place to achieve a certain degree of standardization and security across tech initiatives. These components can be organization-wide, issue-specific, or system- specific. Adherence to data security policies is reviewed by internal audit as part of operational audits and internal controls.

TESTING, DETECTION & INCIDENT MANAGEMENT

The security team conducts penetration tests and phishing campaigns to test the controls at each Cimpress business. Approximately once a year, we also hire external security experts to conduct a full "red team test," which closely simulates a real cybersecurity attack and test our ability to detect, contain and remediate an incident.

Incident detection and response is a shared responsibility between the security team and the Cimpress businesses. Each Cimpress business implements an incident response policy and plan in consultation with the security team that is tailored to their specific needs. If threats are identified, our processes ensure they are quickly detected, contained, and eradicated, and that actions are subsequently taken to strengthen the security risk framework.

Generative AI Guidelines

Cimpress and its businesses have embraced machine learning and artificial intelligence (AI) to better serve customers and deliver on business goals.

AI is a powerful tool, and as with any developing technology, it also comes with new risks. In FY2023, Cimpress adopted new company-wide guidelines for Generative AI, aimed to mitigate risks while still allowing for broad adoption and innovation with AI across Cimpress.

The guidelines focus on general practices for the protection of Cimpress, practices related to confidential information and personal data and related protections, and use of AI coding tools and related licensing or security protections. The guidelines specify prohibited activities and the circumstances in which team members must engage our technology, security and legal teams before proceeding. These guidelines apply across all Cimpress businesses and functions; however, we also expect individual businesses may create additional, more specific policies as necessary.

As the field of AI continues to evolve, so does our responsibility to ensure that we minimize any potential risks to our customers, team members and company in the future, while exploring the obvious benefits of this exciting technology. We continue to track developments in AI and will evolve our guidelines when warranted in the future.
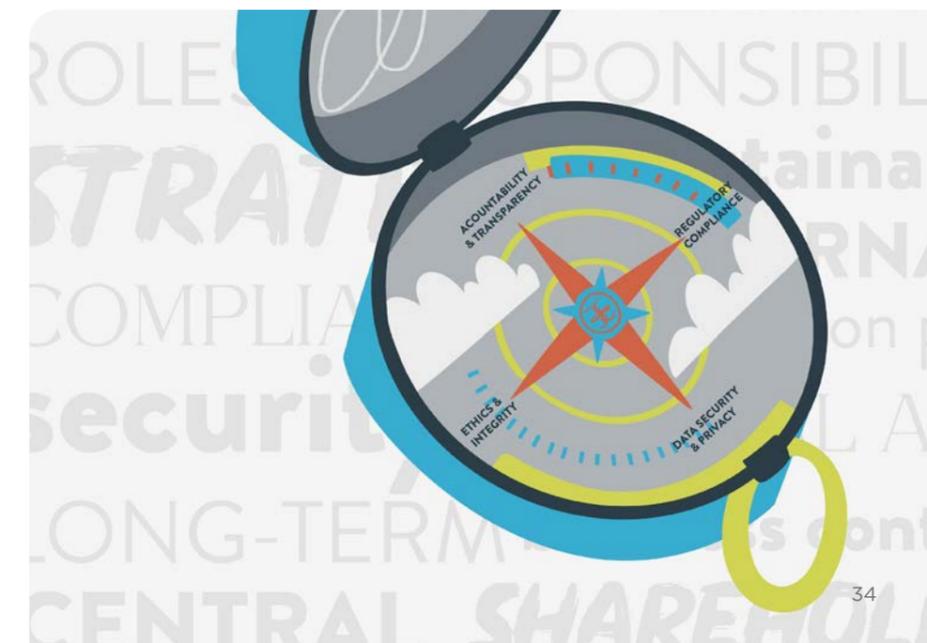
Environmental

DESIGNED BY:

Bananodromo
1-to-1 design project
on 99designs by Vista

Luz, also known as bananodromo, is an LA-based freelance graphic designer with nearly two decades of professional experience. She initially began her career as a web designer but redirected her focus to her true passion for illustration 12 years ago.

Originally from Argentina, bananodromo joined 99designs by Vista in search of more creative opportunities and challenges. She remains committed to the platform thanks to what she describes as the delightful unpredictability of projects and the diverse work types stemming from a global clientele.

Self-described as a design chameleon, bananodromo is known for her flexibility in adapting her design style to suit her clients' needs. Often infusing a playful essence into her work, her recent projects embrace an illustrative style reminiscent of "Where's Waldo," teeming with intricate and whimsical details capable of captivating viewers for hours.

Responsible Forestry

Avoiding Deforestation

We recognize the importance of a thoughtful, effective sourcing strategy to reduce our contribution to deforestation, forest degradation, and the loss of biodiversity. To that end, since FY2016 Cimpress has greatly increased the percentage of our products and packaging that use Forest Stewardship Council™ (FSC™)-certified raw materials. FSC is an international non-governmental organization that promotes the healthy, resilient, socially beneficial, and economically viable management of the world's forests.

OUR TARGETS

By the end of FY2025, we aim to expand our use of certified materials through the following targets:[1]

- 100% of wood fibre products produced in our facilities will be made from FSC-certified materials

- 95% of wood fibre-based packaging used in our facilities will either be made from FSC-certified materials or contain the highest feasible amount of post-consumer waste material

- 95% of wood fibre products produced on our behalf by third-party fulfillers (3PFs) will be made from FSC-certified materials

At the close of FY2023, 83% of the wood fiber products produced at our facilities were made from FSC-certified materials, while 44% of wood fiber packaging was made from FSC-certified materials. In each case, we saw minor setbacks in progress towards our targets which were driven by the introduction of new products and changes in mix.

In FY2023, we challenged ourselves to improve the measurement of FSC progress at our 3PFs. While we made some progress in our Vista and Druck.at businesses, we recognize that we still have work to do to provide an accurate view of this status across all of our businesses and have included it in our plans in FY2024.

Product FSC Performance[1]

FY2025 Target: 100% Conversion

FY2023 Performance: 83%

FY2022 Performance: 86%
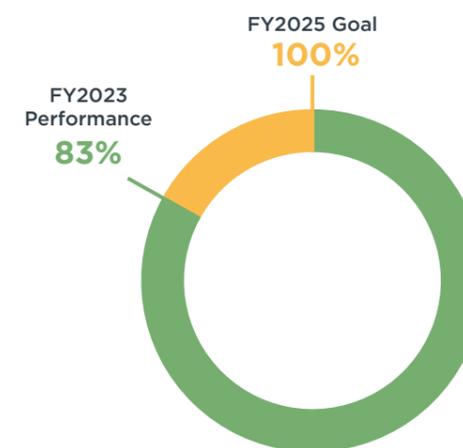
Packaging FSC Performance[1]

FY2025 Target: 95% Conversion

FY2023 Performance: 44%

FY2022 Performance (H1): 51%[2,3]

FY2025 Goal
100%

FY2023 Performance
83%

FY2025 Goal
95%

FY2023 Performance
44%
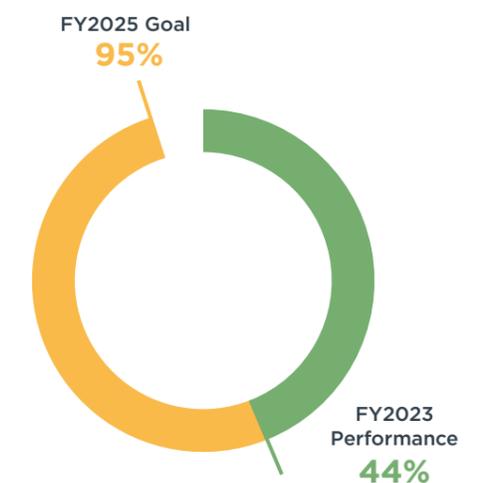
1. Targets and performance are based on wood-fiber spend.
2. FY2022 packaging performance is based on wood-fiber packaging spend in Q3 and Q4, which is when we developed internal capabilities for reliable, Cimpress-wide data collection.
3. Due to internal data adjustments, the FY2022H2 FSC packaging status has been updated since our last report. In our previous report, our packaging FSC performance was reported as 45%.

Our work on responsible forestry, while still incomplete, has positioned us well to comply with European regulations related to deforestation and degradation that will be effective in January 2025. The majority of our non-FSC paper products are made with materials certified by other reputable responsible forestry certification bodies, and we expect in FY2024 this will expand due to pricing constraints in the global paper market. During FY2024 we will move to take advantage of opportunities to work with suppliers who are not FSC-certified yet carry alternative responsible forestry certifications, while keeping the majority of our purchases under FSC. Based on what we learn in FY2024 in this regard, we'll then decide on if and/or how we might evolve our multi-year targets.

FSC Chain of Custody Certification

The FSC Chain of Custody certification process can show customers that the product they are buying is responsibly sourced from an environmental, worker safety, and human rights perspective in accordance with the FSC standards requirements.[1]

Under our decentralized approach, we do not mandate that Cimpress businesses obtain FSC Chain of Custody certification. However, most Cimpress businesses for which paper products represent a significant portion of their revenue have opted to obtain the certification, allowing them to sell FSC-certified products to customers. This positions them well to quickly adapt to changing market conditions relating to consumer demand for more sustainable products.

1. In order to sell and market finished products as being FSC-certified, each organization with legal ownership of the product throughout its supply chain, including the Cimpress facilities that customize the paper or wood product, must obtain the FSC Chain of Custody certification. The following FSC Chain of Custody certification codes are associated with subsidiaries of Cimpress plc: NC-COC-007926, NC-COC-031390, SGSCH-COC-020189, TSUD-COC-001228, IMO-COC-277885, CU-COC-816048, HFA-COC-100222, HFA-COC-100235, NC-COC-03139.

Reducing and Transitioning Our Plastics

OUR TARGETS

The responsible selection, use and disposal of plastics is increasingly a concern of our stakeholders. Cimpress customizes millions of plastic products per year and ships them to our customers in packaging that, in some cases, includes plastic to protect the product while in transit. We are refining and reimagining our product portfolios and packaging solutions to provide customers with products and packaging that help them market and grow their businesses with reduced impact to the environment. This means finding new suppliers where necessary and driving innovation.

Cimpress has set targets for its products and packaging in alignment with the goals of the New Plastics Economy Global Commitment, co-sponsored by the United Nations Environment Programme and the Ellen MacArthur Foundation[1]. Although not a signatory of the program, we utilize the targets of the program to inform our efforts to remain aligned with sustainability leaders regarding the use of these materials. We have targeted the improvement of the profile of our plastic-based packaging and products in the following areas by the end of FY2025:

- Eliminate 100% of problematic plastics (PVC and polystyrene) in our packaging and products

- Transition 100% of non-reusable packaging to recyclable and/or compostable materials

- Increase the recycled content in our plastic products by 20% against our FY2020 baseline, to a minimum of 20% recycled content

- Decrease our use of virgin, fossil-fuel based plastic content in our packaging by at least 20% through a combination of plastic elimination and increased recycled content

Packaging

ELIMINATING PROBLEMATIC PLASTICS SUCH AS PVC AND POLYSTYRENE

All plastics are not created equal – they each have their own positive and negative characteristics. While offering a number of attractive durability and weight benefits, packaging materials made of PVC and polystyrene have been restricted or targeted for phase-out by numerous national and subnational jurisdictions. This is due to the chemicals used in their production, the toxins they release at the end of their life[1], as well as the fact that neither is recycled within municipal recycling systems at a high rate, with no expected change in that status in the foresee-able future.

In FY2020 we benchmarked the amount of PVC and polystyrene packaging we were using. Since that FY2020 baseline year, all of our businesses have completely eliminated both materials from their packaging designs.

REDUCING FOSSIL-FUEL DERIVED PLASTIC CONSUMPTION

Achieving our targets requires us to rethink our approach to our raw materials and our packaging. For example, we are identifying and incorporating new materials and processes that minimize the amount of plastic used in our packaging. We also continually assess our packaging to ensure it is the right size for our customer orders. These actions are helping to reduce waste without compromising product protection during delivery.

Since FY2020, we have reduced the total amount of fossil fuel-derived plastic in our packaging by approximately 3% (by weight), through a combination of shifts to home compostable bio-plastics and overall plastic reduction.

1. United Nations Environment Programme. "The New Plastics Economy Global Commitment" https://www.unep.org/new-plastics-economy-global-commitment

1. Gore-Langton, Louis. 25 April 2022. "EU declares blanket ban on harmful packaging chemicals but braces for petrochemical fightback" https://www.packaginginsights.com/news/eu-declares-blanket-ban-on-harmful-packaging-chemicals-but-braces-for-petrochemical-fightback.html

INTRODUCTION OF RECYCLED CONTENT

Our reduction of fossil fuel-derived plastics has in turn reduced the volume that we procure of plastics containing recycled content, because many of the plastic packaging materials we have historically used contained recycled content. As we continue to reduce plastic consumption overall, this trend is likely to continue in the near term, thus making it unlikely we will reach the recycled content target that we set for ourselves in FY2020. However, we believe reducing fossil-fuel plastics overall to be the preferable outcome for our customers, our manufacturing plants, and overall carbon emissions.

For those plastics that remain, we have progressed in shifting to widely recyclable and home compostable materials. In FY2020, our baseline plastic packaging recyclability/compostability was ~20%; by the end of FY2023 we had reached ~31% and have identified further projects that will drive significant progress in FY2024.

Vista's Shift to Home Compostable Materials Eliminated 50,000 kgs of Fossil Fuel-Derived Plastic

We have a number of systems in place that reduce the amount of unused space in our boxes, thus reducing both waste and shipping costs. However, the sheer quantity of different combinations of products and sizes often means that we need to use at least some "void fill" to prevent product damage during shipping.

Prior to FY2023, the void fill in our Windsor manufacturing facility contained recycled content, but it generally came from pre-consumer sources (meaning the plastic had never entered the consumer waste stream). To further improve the environmental profile of our packaging, the plant changed to a new potato starch-based void fill airbag that is home compostable and will break down naturally over time under conditions available to our customers at their homes.

Druck.at Reduces Virgin Plastic Packaging by 62%[1]

Cimpress' company-wide sustainability targets represent the floor, not the ceiling, of what many of our businesses are doing related to sustainability. Druck.at, located in Austria, is a great example of a Cimpress business using the Cimpress sustainability targets as a guide, rather than the limits, for their efforts related to sustainability.

Even prior to the release of the Cimpress plastic-related targets, Druck.at had already eliminated PVC and polystyrene from its packaging. However, they recognized that they had significant opportunity to improve their packaging by eliminating unnecessary plastic and transitioning to packaging materials with 100% recycled content. Since FY2020, Druck.at has implemented a variety of improvements, including:

- Eliminating foam cubes by replacing them with paper alternatives.

- Transitioning from tapes reinforced with plastic fibres to paper.

- Changing bubble wrap and foam edges from virgin plastics to 100% recycled content.

1. By weight.

Product Plastic Transition

REDUCTION IN PROBLEMATIC PLASTICS

Aligned to our commitment to eliminate problematic plastics like PVC and polystyrene from our packaging, we are undertaking similar work in our product portfolio. We are monitoring significant legislative developments to phase out these materials, and are pleased to collaborate with key suppliers, particularly in the large format printing industry, to introduce potential alternatives that support this phase out.

We have, and continue to, partner with new and existing suppliers to identify alternative materials that can be used to excite our customers while enhancing environmental circularity. We have begun to dig deeper to better understand the characteristics of our products that matter most to our customers and ensure potential new products continue to meet customer needs, particularly when new products may be different than those traditionally offered on the market. When alternatives are identified, they are rigorously assessed and tested before launch to ensure they meet our quality criteria.

Currently, large format products such as banners, foam boards and decals are made either entirely of PVC or polystyrene, or at least contain significant amounts of it. As a result of our work so far, we have successfully launched a variety of PVC-free and polystyrene-free products across multiple Cimpress businesses, resulting in a 8% (by weight) decrease in our use of these particular plastics. Though this does not put us on track to fully achieve the FY2025 target, we have gathered product and customer insights that we believe to be key to continue to progress toward our goals.

In addition, the range of PVC-free banner products that have emerged on the market over the past few years has grown, and we have been active in testing them to ensure that they meet both the needs of our customers and align with our sustainability work. In general, these substrates print well and have comparable tensile strength to their PVC counterparts. However, three main challenges have hampered a broader, faster implementation of these products, namely recyclability, raw material pricing and reliability of supply.

Many of the PVC-free alternatives currently on the market are composed of multiple layers of mixed plastic. As is generally the case with recycling, mixed materials are more difficult and less cost-effective to recycle. In addition, there is a subset of banners that are used by our customers at indoor venues like tradeshows, and as signage secured on the outside of buildings. Banners being used in these contexts often must carry certifications indicating compliance with national and local fire codes. However, the chemicals often used to achieve the required level of fire resistance can inhibit recyclability.

That being said, our research indicates that the broad majority of our customers do not require a product carrying additional fire-resistant coating. In addition, we have been able to source and successfully trial a new, mono-material plastic that we believe has an end market as a recycled material, as it is often used in a variety of automotive parts.

In FY2024, we plan to continue to broaden these trials to more and more of our businesses and use our centralized procurement expertise and growing volumes to drive price reductions and build greater supply chain reliability.

ENVIRONMENTAL

Pixartprinting's Indoor Large Format Product Line

It is key to understand your customers in order to identify what products will be most interesting and drive the most value for them. In the case of signage, one of those key customer needs is where the customer will be using the product – indoor or outdoor. When the product will be used indoors, there is a much broader range of beautiful, more frequently recycled products that can be used by our customers to market their products and services.

At Pixartprinting, the journey to understanding our customer use cases led to the introduction of signage made of corrugated cardboard intended for indoor use. Historically, it has been quite common to use corrugated polypropylene for this purpose. Corrugated polypropylene is not as widely recyclable as corrugated cardboard and has durability characteristics that are usually unnecessary in indoor environments.

Signage made from corrugated cardboard, on the other hand, is generally considered to be recyclable, while displaying beautifully printed images and with sufficient durability for indoor purposes.[1]

1. The Consumers Goods Forum. July 2021. "Golden Design Rules" https://www.theconsumergoodsforum.com/wp-content/uploads/2021/07/2021-Plastics-All-Golden-Design-Rules-One-Pager.pdf When printed with non-UV inks and when total ink weight does not exceed 5% of the total weight of the product

Bin bag is one of the products available with the Seaqual(R) textile.

Sustainability Beyond the Cimpress targets

A great example of Cimpress' decentralized approach to sustainability is a recent innovation by Printdeal, a Cimpress business located in Deventer, Netherlands. The Printdeal team believes that sustainability is a key driver of customer acquisition and retention and, although the Cimpress sustainability targets do not currently include textiles, Printdeal has identified textile sustainability as a key area to address.

In 2021, the Printdeal team learned about a recycled polyester yarn called Seaqual®. Seaqual® yarn is composed of 90% "standard" recycled polyester coming from traditional post-consumer waste sources, along with 10% marine plastic waste (largely from Spain). There are other recycled textiles on the market that contain 100% recycled post-consumer waste, but Seaqual differentiates itself by being the only one that integrates marine plastic waste into its fabrication.

Seaqual® is a yarn, not a finished textile, which meant that Printdeal needed to find a manufacturer that could process the yarn into a fabric. In collaboration with another Dutch company, they successfully supported the conversion of the Seaqual® yarn into textile, as well as the certification process necessary to print and sell this textile. After several production trials, in September 2022 Printdeal successfully launched two products on their website made from this Seaqual® textile (cushions and display textile). They now offer seven products with the Seaqual® fabric and are investigating opportunities to offer Seaqual® as an option for additional fabric products.

Reducing Greenhouse Gas Emissions

Recognizing that addressing climate change requires swift and bold action, Cimpress began calculating our Scope 1, 2, and 3 GHG inventories in FY2016 and began using that information to inform decisions and track progress as we made investments to reduce our emissions. We have been calculating a comprehensive carbon footprint annually and consistently since FY2019, which we have selected as our baseline year for reporting.

Cimpress has set a target to achieve net-zero emissions by FY2040 across Scopes 1, 2 and 3, along with an interim goal to reduce those emissions by 53% by FY2030 compared to our FY2019 baseline. We have not sought third party validation of our target; however, its development was informed by a science-based approach and ensures we are doing our part to contribute toward a 1.5°C emissions pathway.

We believe that the most relevant way to evaluate a company's intention and ability to decarbonize is their (1) track record regarding carbon reduction, (2) high quality accounting of emissions, particularly Scope 3, and (3) robust and transparent plans to reduce at least as far out as 2030. We have been working to incrementally improve performance and accounting, and we are now starting work toward sharing more details about our decarbonization plan leading up to our first 2030 milestone. We envision this disclosure will be incrementally more robust each year.

To date, Cimpress has not used carbon offsets in our Net Zero approach to GHG accounting. Although there may be a place for this in our future (particularly for forestry and land use-related emissions), we believe there are currently opportunities for decarbonization of our own operations and supply chain more directly, so that is where we are currently focused.

Scope 1 & 2 Decarbonization Pathway

Scope 1 & 2 CO_2e (tonnes)

Target | Actual
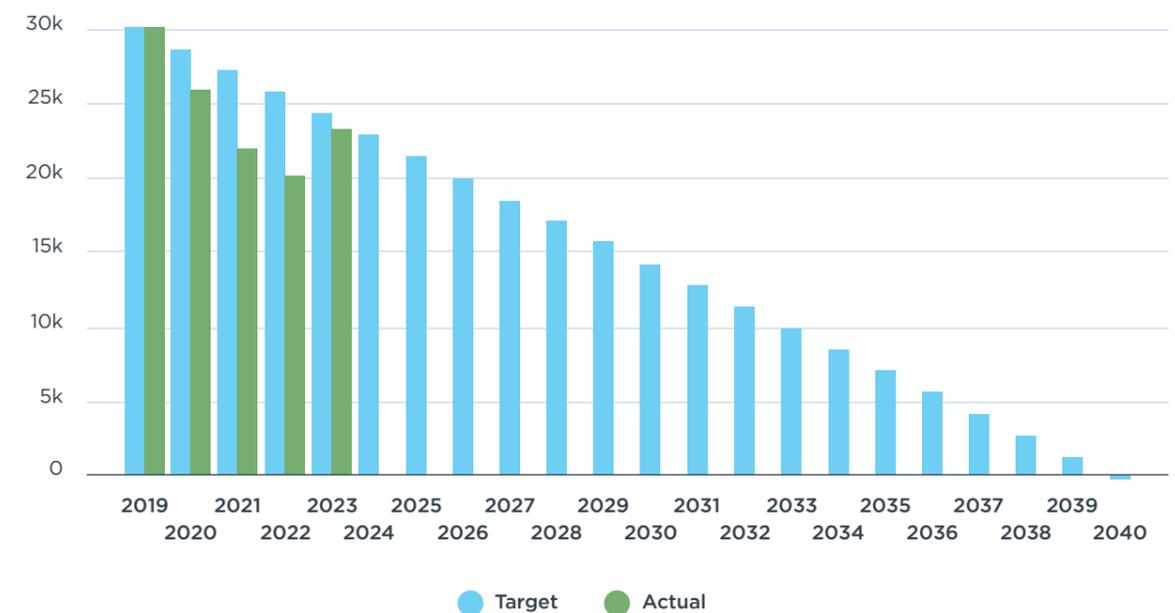
Emissions Scope	FY2019 (tCO$_2$e)	FY2022[1] (tCO$_2$e)	FY2023[2] (tCO$_2$e)
SCOPE 1	7,046	5,856[1]	6,131[2]
SCOPE 2 (LOCATION-BASED)	39,923	26,925[1]	27,429[2]
SCOPE 2 (MARKET-BASED)	23,235	14,421[1]	17,461[2]
TOTAL SCOPE 1 & 2 (MARKET-BASED)	30,281	20,277[1]	23,592[2]

1. Included in prior periods' Report of Independent Certified Public Accountants.
2. Included in the FY2023 Report of Independent Certified Public Accountants.
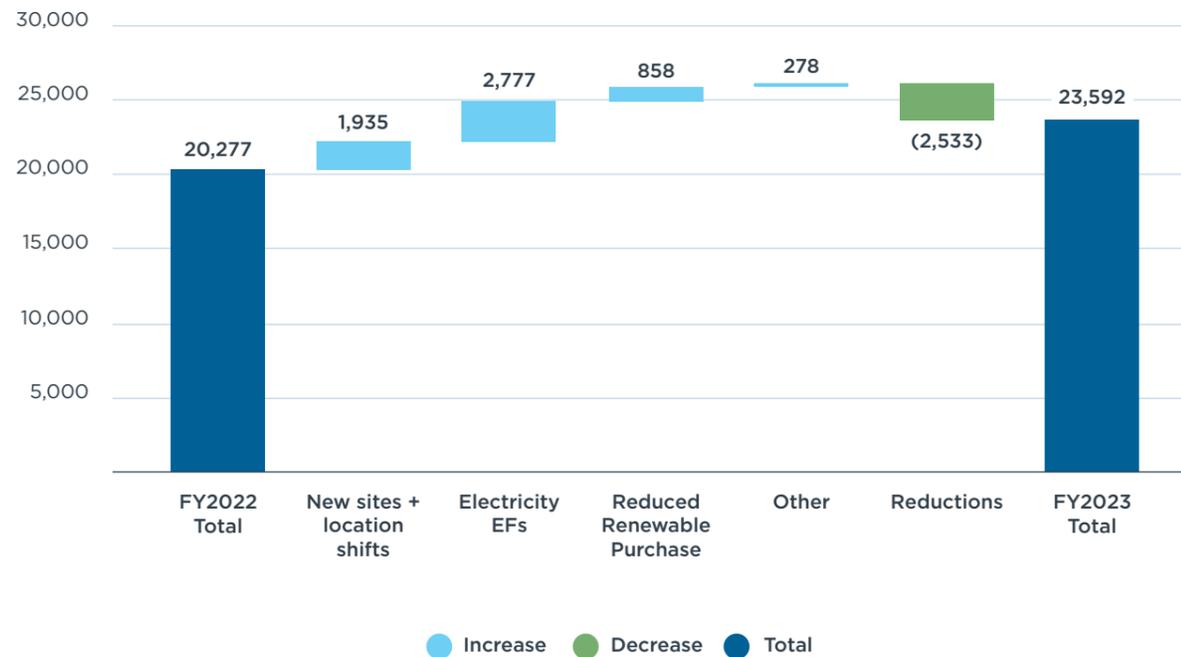
Delivering on our Net Zero Commitment

SCOPE 1 & 2 EMISSIONS

We are on track to meet our Scope 1 and 2 target of a 53% reduction by FY2030, having reduced our Scope 1 and Scope 2 (market-based) emissions by 22.1% since our FY2019 baseline year. We continue to prioritize our work to increase our renewable energy usage at our facilities, reduce natural gas consumption, and improve energy efficiency within our operations. During FY2023, we continued our three-year trend in improving our energy intensity in relation to revenue growth (from 0.054 MWh/$1000 USD in FY2021

down to 0.044 in FY2023)[1], but these reductions in emissions were entirely offset by the introduction of new acquisitions into our emissions profile and the shift of production volumes between our facilities. The remainder of the increase in emissions was the result of temporary interruptions in Energy Attribute Certifications (EACs) purchases (since resumed) while we navigated energy price volatility in Europe, and a shift in energy providers in Australia.

We are also closely monitoring pending revisions to the GHG Protocol for changes in the accounting of EACs, as well as potential new accounting treatments for Renewable Natural Gas (RNG) certificates.

Scope 1 & 2 Changes in Emissions (tCO$_2$e)

Category	Value
FY2022 Total	20,277
New sites + location shifts	1,935
Electricity EFs	2,777
Reduced Renewable Purchase	858
Other	278
Reductions	(2,533)
FY2023 Total	23,592

Legend: Increase, Decrease, Total

1. FY2021 and FY2022 values for "Energy Intensity Ratio (MWh/$1000 USD revenue)" has been adjusted since the FY2022 report following identification of an error related to inclusion of EACs in the calculation. FY2021 Energy Intensity has been adjusted from 0.048 to 0.054, and FY2022 Energy Intensity has been adjusted from 0.041 to 0.046.

Anthony Rowell, sales and customer success director and sustainability lead at Tradeprint, following BPIF's meeting with the UK government about the importance of sustainability and the printing sector.

Tradeprint: Combining Sustainability & Production Efficiency

In FY2023, the UK-based Cimpress business Tradeprint made the switch to LED lighting to help reduce their carbon footprint while simultaneously improving fixed costs. LED lighting not only significantly reduces their energy consumption and associated carbon emissions, but also has helped their business reduce volatility in energy costs as they grow their manufacturing footprint.

The installation of LED lighting has also contributed to improving their manufacturing process in unexpected ways – mostly notably, enhanced quality control as a result of consistent, high-quality illumination. The lights are flicker-free, instantly on, and offer flexibility in

dimming and control, optimizing both energy efficiency and production quality.

Improving sustainability is a journey for all businesses, and one where not every lesson needs to be learned twice -- Tradeprint continues to find ways to improve, as well as share what they have learned with the broader print industry in the UK through their work with the British Printing Industries Federation (BPIF), including chairing the Environmental Working Group. As part of that group, they met with the UK Prime Minister's Special Advisor on Manufacturing and Industry to promote the importance of the printing sector and share their views on the criticality of sustainability as a part of its future.
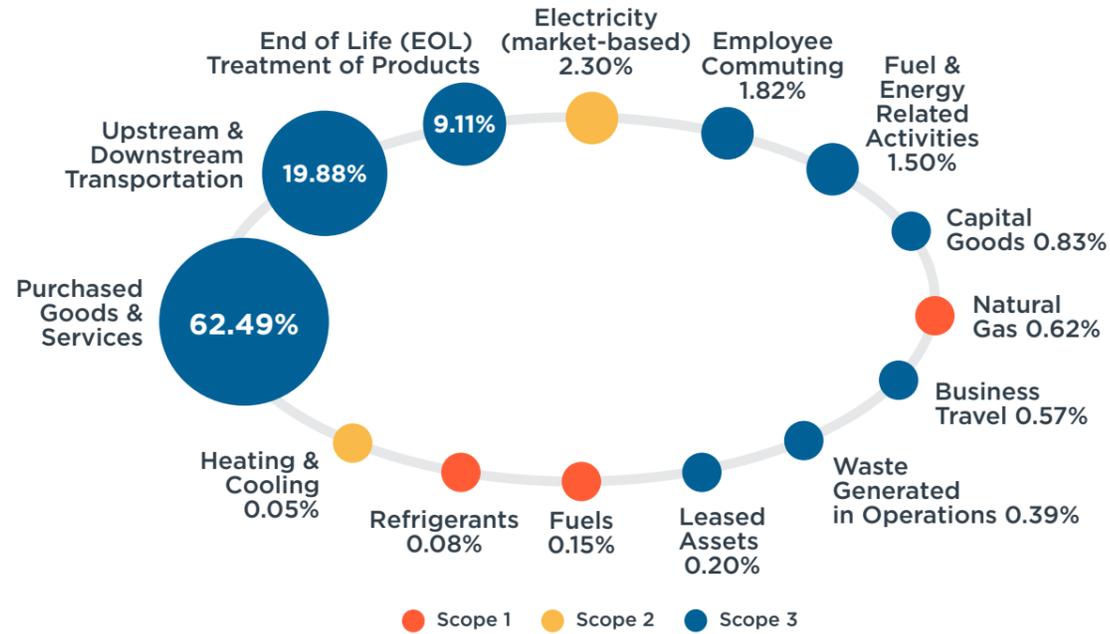
Scope 3 Emissions

While we have made great progress in reducing our Scope 1 and 2 emissions, we recognize that our impact is much greater than that. More specifically, approximately 97% of our emissions fall into the category of Scope 3 emissions. In alignment with our commitment to decarbonize across our entire value chain, Cimpress calculates emissions across all applicab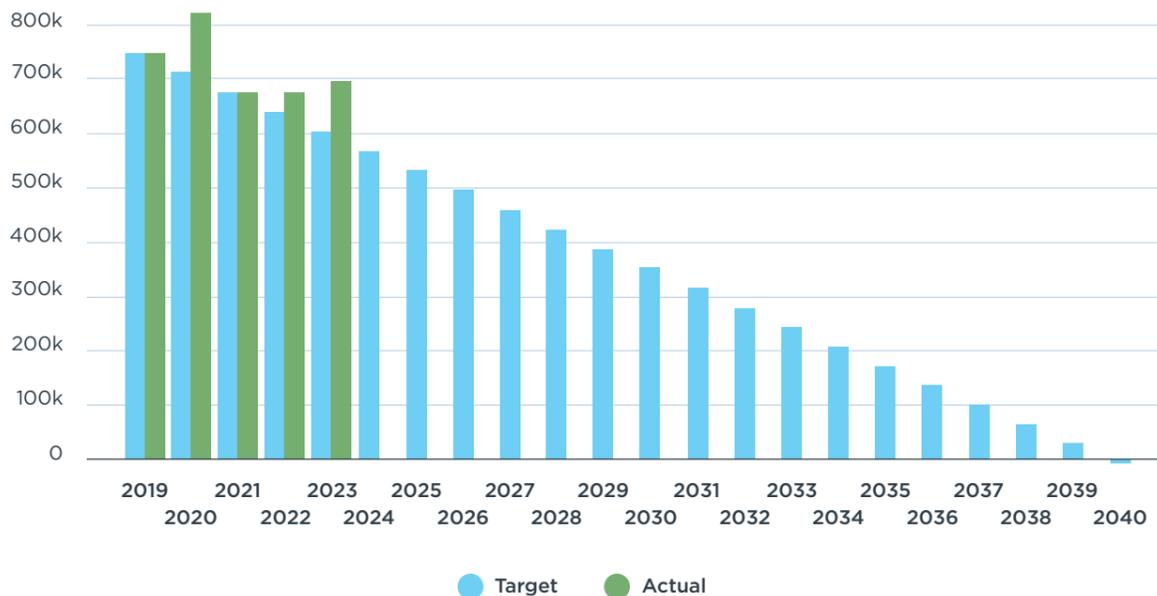le Scope 3 categories. Within Scope 3, our Upstream Transportation and Distribution (UTD), along with Purchased Goods and Services (PG&S), account for approximately 85% of total Scope 3 emissions.

Cimpress' Scope 3 performance has shown an overall reduction of 7% against our FY2019 baseline, but increased approximately 2% between FY2022 and FY2023. Our current GHG calculation methodology relies on a spend-based approach in multiple categories; as a result, our year-over-year Scope 3 GHG inventory is impacted by factors that are not always directly reflective of changes in actual emissions. These factors include the impact of inflation (which resulted in a 12.3% increase in spend in FY2023), alongside improvements to our calculation methodology and data accuracy.

FY2023 GHG Inventory by Scope and Source

End of Life (EOL) Treatment of Products — 9.11%
Electricity (market-based) — 2.30%
Employee Commuting — 1.82%
Fuel & Energy Related Activities — 1.50%
Upstream & Downstream Transportation — 19.88%
Capital Goods — 0.83%
Purchased Goods & Services — 62.49%
Natural Gas — 0.62%
Business Travel — 0.57%
Heating & Cooling — 0.05%
Refrigerants — 0.08%
Fuels — 0.15%
Leased Assets — 0.20%
Waste Generated in Operations — 0.39%

● Scope 1 ● Scope 2 ● Scope 3

FY2023 Scope 3 Changes in Emissions (tCO$_2$e)

	Increase	Decrease	Total

FY2022 Total: 676,637
Spend Increase: 61,486
Acquisitions: 19,384
Corrections & New Data: 22,851
Emission Factor Increases: 0
Enhanced Accounting Methods: (67,562)
Reductions: (19,464)
FY2023 Total: 693,331[1]

Scope 3 Decarbonization Pathway

Scope 3 CO$_2$e (tonnes)

● Target ● Actual

Emissions Scope	FY2019 (tCO$_2$e)	FY2022[2 3 4] (tCO$_2$e)	FY2023[5] (tCO$_2$e)
SCOPE 3 – TOTAL (tCO$_2$e)[6]	746,066	676,637	693,331

1. Each individual increase and decrease in emissions reflected in the above waterfall chart is rounded to the nearest whole number; therefore, a sum of the individual categories will not exactly match the total.
2. Included in prior periods' Report of Independent Certified Public Accountants.
3. Within Upstream transportation & distribution (Category 4), Cimpress transitioned from using spend-based emission factors to using supplier-specific emissions data for select suppliers beginning in FY2022. Historical emissions could not be recalculated based on this new methodology because historical data could not be obtained.
4. Within End of Life Treatment of Sold Products (Category 12), Cimpress adopted a new business-specific data source to calculate emissions beginning in FY2022. Historical emissions could not be recalculated based on this new data source because historical data could not be obtained.
5. Included in the FY2023 Report of Independent Certified Public Accountants.
6. Excludes emissions from Downstream transportation & distribution (Category 9), Processing of sold products (Category 10), and Franchises (Category 14), which are inapplicable to Cimpress, as well as emissions from Investments (Category 15), as Cimpress investments are short-term debt holdings with unspecified use of proceeds. Emissions from Use of sold products (Category 11) are also excluded as these are considered de minimis and are extremely difficult to assess.

IMPROVING OUR DATA IS KEY TO DRIVING THE EMISSIONS REDUCTIONS WE ARE TARGETING
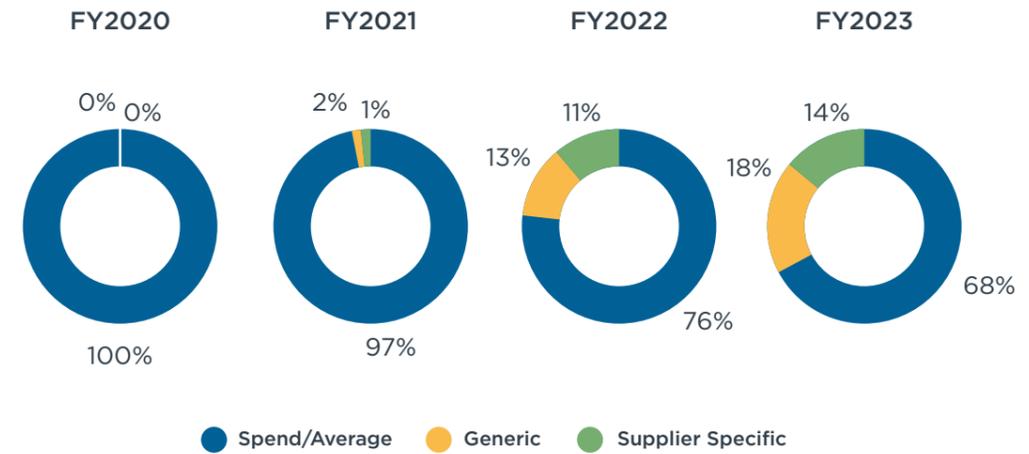
Across many of our Scope 3 categories, including our largest categories, we have historically relied on procurement spend as the basis of emission calculations. Although this is an acceptable approach under the GHG Protocol Corporate Accounting and Reporting Standard, we recognize that in order to effectively inform the bold action needed to achieve our goals we must continue to shift towards emissions accounting methodologies that use the best available and highest quality data, and decouple emissions calculations to the greatest degree possible from raw material and purchased services prices. This is particularly important in an inflationary economy where price and volume levels do not move together. In FY2023, we continued to take significant steps to improve our emissions accounting by shifting away from spend-based calculations wherever possible. However, improving the accuracy of our inventory and adopting methodologies that more closely link emissions to activity has been challenging given the nature of our business, which includes an expansive, global network of team members, assets, and suppliers, as well as a variety of product offerings.

In FY2023, we deepened our engagement with our largest suppliers of materials, IT services, and logistics to obtain supplier-specific emissions data, in accordance with our quality criteria, that

replaces spend-based emission factors. As a result, we have now successfully shifted 32% of our Scope 3 emissions accounting away from inflation and growth-influenced spend (up from 24% the previous year). Where possible, we have adopted the use of generic weight-based emission factors for select PG&S categories where supplier-specific data is not yet available, starting with emissions associated with our paper products. Our transition to weight-based data has helped improve the accuracy of our emissions calculations and further minimized the influence of price inflation on our FY2023 inventory (and will similarly reduce the positive impact in future years as the price environment returns to more traditional levels).

Alongside our transition to weight-based and supplier-specific calculations, we continuously identify and incorporate more accurate data, such as updates to emission factor databases and new data sources that allow for refined emissions calculations. In line with our recalculation policy, baseline and historical emissions are recalculated when warranted to permit meaningful year over year comparison, but was not necessary in FY2023.

Year-Over-Year Shift Away from Spend-Based Emissions

FY2020	FY2021	FY2022	FY2023
0% 0%	2% 1%	11%	14%
		13%	18%
100%	97%	76%	68%

● Spend/Average   ● Generic   ● Supplier Specific

As we continue to make advances in our data and methodology, we expect to continue to see fluctuations in our calculated GHG inventories year over year. We are committed to remaining transparent in our approach to calculating emissions as we strive to utilize the latest, most accurate data available. In addition to improving the accuracy of our data, we are

building internal systems and processes that enhance our data management capabilities.

Through the use of our carbon management software and new automation capabilities, we are continuing to streamline and accelerate our inventory calculation process so that we can focus on implementing data-driven solutions for emissions reduction.

Social

DESIGNED BY:

Anastasia S.
1-to-1 design project
on 99designs by Vista

Anastasia S. has been involved in graphic design since the age of 15 and joined the 99designs by Vista community in 2016 while studying art at university. Based in Kiev, Ukraine, she holds a Bachelor of Arts in graphic design.

Through the 99designs platform, she has experimented with various techniques, expanded her skill set, and engaged in diverse projects across multiple industries. Anastasia credits this experience with helping her discover her creative voice.

Recognized for her intricate and charming hand-drawn illustrations, Anastasia's design style is vibrant, colorful, and brimming with life. Her work often features custom hand-lettering, pastels, and cleverly crafted characters.

Her joyful and playful approach to design is contagious and has helped numerous businesses discover and communicate their brand personality, resulting in an impressive roster of repeat clients and a brilliant portfolio of work.

SOCIAL

Our People

We believe that building a culture where team members feel respected and engaged is key to delivering value to our stakeholders, today and into the future. We are committed to ensuring our over 15,000 team members feel connected to their work, empowered and accountable, and judged professionally on the value of their work, not who they are personally. It is important that we offer a work environment that is respectful, safe, diverse, inclusive, and accountable.

Our commitment to our team members is brought to life across our businesses and central teams through policies, guidelines, and management initiatives, each suited to the unique needs of the workforce.

Workforce by Employment Type[1][2]

Employment Type	Overall	Male	Female	Other/ Not available/ disclosed
Permanent	95%	51%	45%	4%
Temporary	5%	55%	45%	0%
Full-Time	95%	52%	44%	4%
Part-Time	5%	37%	63%	1%

Workforce by Demographic[1][2]

Gender	Overall
Male	51%
Female	45%
Other/ Not available/disclosed	4%

Age[3]	Overall
Under 30	36%
Between 30 and 50	54%
Over 50	11%

1. Excludes interns and employees of third parties, such as contingent workers and contractors.
2. Some figures do not add up to 100 due to rounding.
3. Age breakdown excludes employees whose information is not available, which represents less than 1% of all team members whose information was included in data collection.

Diversity, Equity & Inclusion (DEI)

Cimpress is made up of a culturally and internationally diverse workforce. Every day, team members with diverse backgrounds and perspectives work closely together toward business goals and in doing so, develop a mutual respect and shared sense of purpose. We believe in the power of diversity and debating as trusting colleagues to surface multiple points of view and opinions, after which team members commit to the decision that is taken, make us stronger. Our businesses are expected to maintain a working environment where every team member is treated with respect, dignity, and fairness, regardless of nationality, race, gender, sexual orientation, religion, political views, family status, age, or (unless required for a given role) physical ability. We know that achieving true diversity is a continuous journey, not a one-off destination. We are seeing businesses and teams across Cimpress enhance their focus on understanding the diversity of their team members, being intentional in their actions to provide education around diversity, inclusion and bias, increasing representation for underrepresented groups and fostering a sense of belonging for everyone.

EMBRACING TRANSPARENCY AND ACCOUNTABILITY

We recognize the vital role data plays in informing our DEI agenda, to keep ourselves accountable for creating positive change and to motivate our businesses to keep improving. As a company with businesses and team members around the world, we also know that DEI topics are heavily influenced by local cultures. In addition to monitoring performance data, we also actively track sentiment data and constantly listen to our team members. We are working to better understand how regional DEI issues, cultural sensitivities, and legal complexities can be considered as we refine our measurement approach.

As a step toward delivering transparency, we have prioritized the disclosure of available Cimpress-wide gender and age distribution data among our board, executive management, technology roles, and senior management, as well as the ethnic diversity of our U.S. workforce.

We will strive to make improvements in the voluntary collection of our team member demographic data, as appropriate and subject to applicable legal constraints. We will also work toward the disclosure of additional metrics to measure progress. We look forward to making these numbers more encompassing of our global workforce and representative of the world around us.

Team Member Location

Workforce Diversity by Role Category[1][2][3]

Workforce Diversity by Role Category	Male	Female	Other gender/Not available/ disclosed	Under 30	Between 30 and 50	Over 50
Board of Directors	60%	40%	0%	0%	40%	60%
Executive Management[4]	68%	31%	1%	2%	72%	26%
Senior Management[5]	59%	35%	6%	4%	82%	14%
Tech Roles[6]	71%	24%	5%	50%	49%	2%
All other Team Members	50%	46%	3%	35%	53%	12%
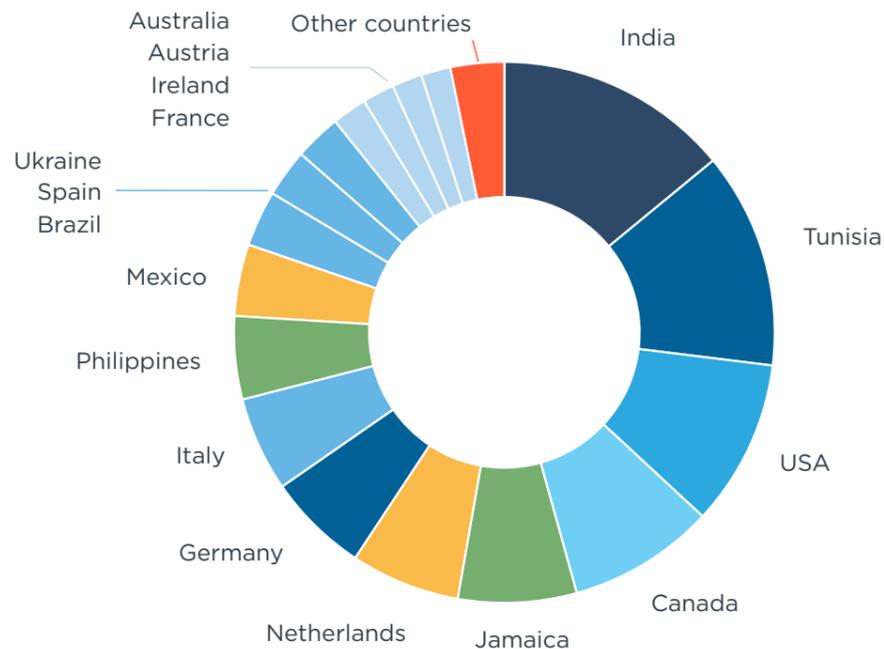
Cimpress U.S. Team Member Racial Diversity	All Team Members	Executive Management[4]	Senior Management[5]	Tech Roles[6]	For Reference: 2020 U.S. Census
Asian	12%	9%	13%	29%	6%
Black or African American	5%	0%	2%	1%	12%
Hispanic or Latino	16%	7%	3%	6%	19%
White	58%	80%	75%	53%	62%
Other	3%	0%	2%	3%	1%
Not disclosed/ available	6%	4%	6%	7%	N/A

1. Excludes interns and employees of third parties, such as contingent workers and contractors.
2. Age breakdown excludes employees whose information is not available, which represents less than 1% of all team members whose information was included in data collection.
3. Some figures do not add up to 100 due to rounding.
4. Executive Management roles include team members within two reporting levels of the business CEOs whose responsibilities require frequent interaction with the CEO, in alignment with SASB guidance.
5. Senior Management roles include team members who are in Director-level roles or above (excluding employees in Executive Management roles)..
6. Tech Roles include team members whose role is categorized in or generally consistent with the 15-0000 group (Computer and Mathematical Occupations) or 17-0000 group (Architecture and Engineering Occupations) of the U.S. Bureau of Labor Statistics' 2018 Standard Occupational Classification System.

DIVERSITY, EQUITY & INCLUSION

Since Cimpress' founding, we have strived to create workplaces that support gender equality, racial equality, LGBTQ+ rights, internationalism, and religious and political freedom and tolerance. Our businesses are implementing policies that help ingrain DEI as meaningful elements of our culture. These include, for example, Tradeprint's Equal Opportunities policy, BuildASign's Equal Employment Opportunity

Policy, and Exaprint's Professional Equality trade union agreement. Additionally, in FY2023 National Pen launched the new DEI Policy and Teams Transgender Inclusion Guidelines were published internally for Cimpress central teams and Vista to establish our commitment to gender inclusion and diversity.

In further defining their paths toward fostering a diverse and inclusive workforce, many of

our businesses are building and delivering cross-functional, multi-year DEI strategies. Through these strategies DEI is being embedded across our operations – including the way we recruit talent, develop team members, conduct meetings, and more. Our businesses are developing new approaches for creating change, measuring progress, and holding ourselves accountable.

VISTA'S DIVERSITY, EQUITY AND INCLUSION REPORT

The annual Vista DEI internal report documents programs and resources, records impact metrics, and highlights both team member sentiment data and representation data. Recognizing the limitations of the internal systems in capturing the full spectrum of demographic diversity, we bolster this reporting with an annual voluntary and anonymous self-identification survey (Self-ID survey) among Cimpress and Vista team members.

From the FY2023 Self-ID survey, several significant insights came to light. 69% of respondents indicated proficiency in two or more languages and more than

60% identified themselves as caregivers. Additionally, 15% of participants identified as members of the LGBTQ+ community, and 3% identified as non-binary, underlining the diverse spectrum of identities represented among our team members. Further, 15% of respondents shared that they had military experience.[1] There was also significant demand for more educational and support resources for mental and physical disability and LGBTQ+ community support.

The Vista DEI team works in tandem with Human Resources to expand programs, fostering team member growth and creating fairer, more equitable experiences through aligned

policies and practices. The Vista DEI team also provides support for Employee Resource Groups, establishing sustainable processes and fostering intersectional partnerships and funding activations of these groups.

Education and Awareness

Recognizing the importance of DEI education and awareness in building a safe and equitable work environment, Cimpress central teams and Vista have implemented DEI learning resources for all team members. New joiners were required to participate in a DEI onboarding training, acquainting them with essential concepts, resources, and engagement opportunities. There was also a dedicated DEI breakout session during the Vista Launch meeting for key leaders, ensuring a comprehensive understanding of DEI principles. Additionally, two distinct learning pathways were established, focusing on addressing microaggressions and cultivating effective collaboration in culturally diverse teams. Furthermore, a wealth of asynchronous toolkits and guides were made available, empowering team members and leaders to apply practical actions for a more inclusive workplace. Notably, resources covering transgender allyship, gender inclusion, bias management, inclusive communications, and recruiting guides garnered significant engagement in FY2023.

At Printi, based on the results of the organizational climate survey, an action plan was created in line with their commitment to an inclusive workplace. A discussion group, led by volunteers and organized by theme leaders, was established to address diversity and inclusion issues. A diversity census application, developed with expert guidance, facilitated comprehensive data collection. In addition, a team member registration update form was introduced, which takes into account orientation and gender identity.

Cimpress earned a score of 90 out of 100 in the 2023 Human Rights Campaign (HRC) Corporate Equality Index (CaEI) survey. While we are proud of these achievements, we know there's still more we can do. We remain optimistic about the progress we've seen, and the substantial work that remains to be done.

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1. Anonymous Self-ID survey was shared out in slack channels in April 2023 and garnered +600 responses across Vista, Cimpress Services, and Cimpress Technology team members.

Inclusive Recruitment & Hiring

In line with our commitment to building a diverse and inclusive workforce, our businesses continue to review their recruitment and hiring practices to eliminate biases and ensure that open positions are accessible to all potentially qualified candidates who are interested in applying.

In FY2023, Cimpress central teams and Vista worked on the incorporation of DEI slides in the recruitment pitch deck, the development of an Inclusive recruitment process guide, and the creation of a specialized learning path on our internal learning & development tool. These resources addressed crucial elements such as structured interviewing, bias management, and effective feedback delivery. Additionally, behaviors were integrated into their recruitment process, establishing fair parameters for decision-making. Collaborations with platforms like Circa Jobs, SheCanCode, and WayUp expanded their access to a broader talent pool. Furthermore, Cimpress central teams and Vista gained valuable insights into applicant and hiring data categorized by gender and ethnicity in the U.S. Vista also set targets to enhance the recruitment of women at the key leader level.

New Hire Demographics[1]

Gender	Percentage
Male	46%
Female	44%
Other/ Not available/disclosed	9%

Age[2]	Percentage
Under 30	55%
Between 30 and 50	40%
Over 50	5%

1. Excludes interns and employees of third parties, such as contingent workers and contractors.
2. Age breakdown excludes employees whose information is not available, which represents less than 1% of team members whose information was included in data collection.

Benefits & Compensation

Compensation and benefits play an important role in achieving our business objectives and retaining top talent. We expect compensation and performance management decisions to be based on results and in alignment with our strategic and operational objectives. In line with Cimpress' decentralized model, each business compensates team members through remuneration packages adapted to their local market and pay philosophy.

EQUITABLE PAY

We aim to ensure merit-based, equitable, and competitive compensation practices that avoid preferential treatment specific to any class of employee, such as gender and race. Our businesses take steps to compensate team members objectively and consistently based on their level of responsibility, experience, engagement, and performance, such as through the use of salary gap analyses, pay bands, third-party data, and compensation planning cycles.

With a workforce spanning over 20 countries, Cimpress central teams and Vista have established compensation practices to make sure pay remains fair and equitable across regions. Regular salary reviews are conducted both internally, and by independent third parties where required by law, and concerns are addressed with leadership. In alignment with their commitment to fair pay, Cimpress central teams and Vista do not utilize global salary grades or bands. Instead, they market-price every position to local market and review each team members' pay tier at the time of hiring, promotion and annually, during the focal point review. This ensures that pay aligns with the job's local labor market and reflects team members' experience, knowledge, skills and proficiency. This year, there were atypical market conditions to consider, including uncharacteristically high inflation rates in several geographies. Given the circumstances, we used market data to understand market trends and inform our merit increase guidelines so that we continue to provide fair and reasonable salary adjustments across our operations. In FY2023, Vista conducted pay equity data, as shown in the charts on page 67. Improving transparency around compensation programs is a key initiative for Vista and continues to be fundamental to Vista's diversity and inclusion strategy.

Cimpress central teams and Vista operate performance-based compensation programs, designed to incentivize and reward team members for achieving their goals and objectives. The pay-for-performance program aims to reward team members for contributions and behaviors that align with the company's goals and values. Additionally, annual merit pay increases are implemented to acknowledge top performers, resulting in a base salary increase for the following year. Various factors are taken into account when determining merit increases, including length of service, time in role, pay position within the range, internal equity, and performance rating. Team member performance is thoroughly evaluated through our annual Performance Excellence Process.
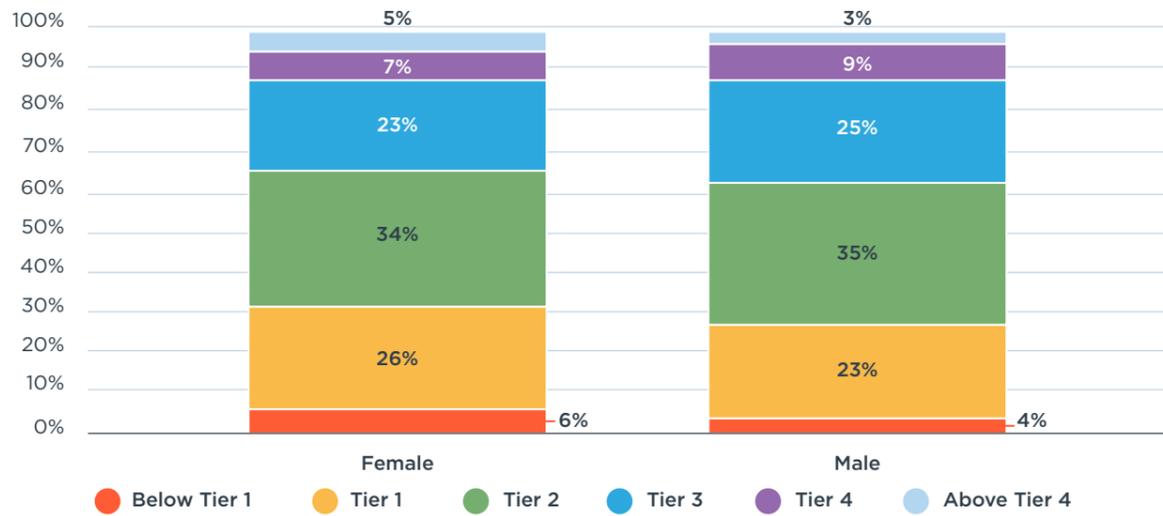
The charts on this page reflect Vista pay distribution by self-reported team member group. For each group (i.e., Male, Female, Asian, Black or African American, Hispanic, Native Hawaiian/Two or More Races/Indigenous, White), we report the percent of team membe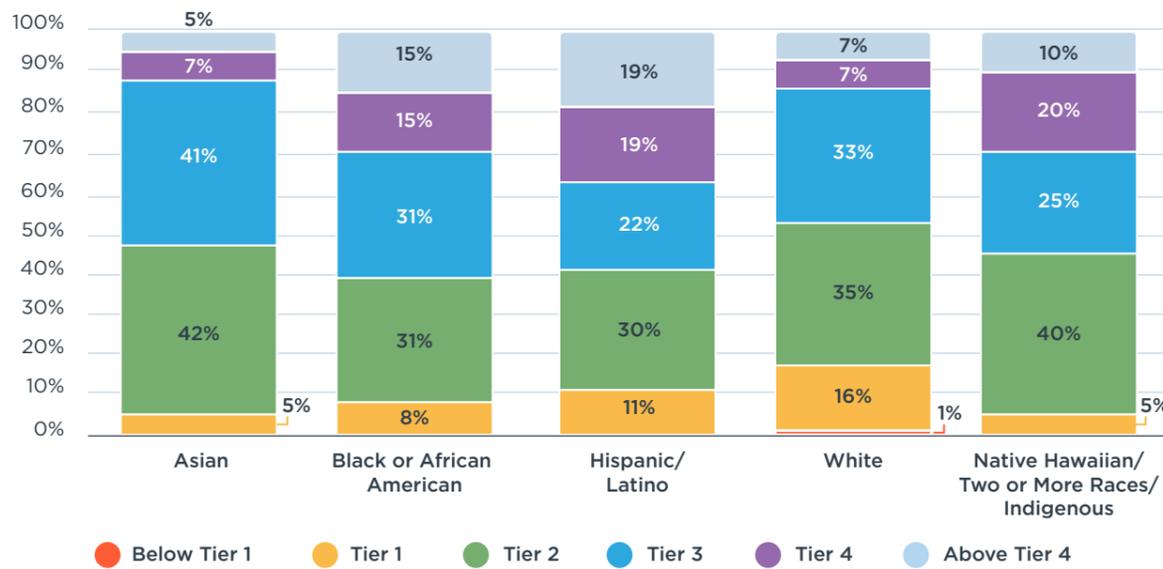rs whose pay is within each tier of role-specific compensation ranges, which are all market-based. For example, team members whose compensation is in the bottom quartile of their role-based compensation range are reported within "Tier 1"; team members whose compensation is in the highest quartile are reported in "Tier 4", and team members whose compensation is outside their role's compensation range are reported as either below "Tier 1" or above "Tier 4". We use compensation ranges for roles to reflect the fact that for any given job level and role, people have varied experience levels and performance.

Vista Global Compensation Distribution by Self-Reported Gender[1]

Female: Below Tier 1 6%, Tier 1 26%, Tier 2 34%, Tier 3 23%, Tier 4 7%, Above Tier 4 5%
Male: Below Tier 1 4%, Tier 1 23%, Tier 2 35%, Tier 3 25%, Tier 4 9%, Above Tier 4 3%

Legend: ● Below Tier 1 ● Tier 1 ● Tier 2 ● Tier 3 ● Tier 4 ● Above Tier 4

Vista U.S. Compensation Distribution by Self-Reported Ethnicity

Asian: Tier 1 5%, Tier 2 42%, Tier 3 41%, Tier 4 7%, Above Tier 4 5%
Black or African American: Tier 1 8%, Tier 2 31%, Tier 3 31%, Tier 4 15%, Above Tier 4 15%
Hispanic/Latino: Tier 1 11%, Tier 2 30%, Tier 3 22%, Tier 4 19%, Above Tier 4 19%
White: Below Tier 1 1%, Tier 1 16%, Tier 2 35%, Tier 3 33%, Tier 4 7%, Above Tier 4 7%
Native Hawaiian/Two or More Races/Indigenous: Tier 1 5%, Tier 2 40%, Tier 3 25%, Tier 4 20%, Above Tier 4 10%

Legend: ● Below Tier 1 ● Tier 1 ● Tier 2 ● Tier 3 ● Tier 4 ● Above Tier 4

1. As of June 30, 2023. Represents Vista's regular team members (interns and temporary team members excluded), excluding Direct Labor and CARE Agents. Direct Labor and CARE Agents have fixed pay rates for most jobs and do not utilize Tiers.

COMPREHENSIVE AND INCLUSIVE BENEFITS

We believe that all team members based in the same geographic location of any given Cimpress business should have access to similar levels of health and welfare benefits. When new businesses are acquired, we work to align benefits with existing Cimpress packages. Team members in North America may participate in retirement programs in which they can contribute to their company-sponsored retirement account and receive employer contributions. We also provide customary pension plans to our European team members. In addition, our businesses each offer their own array of benefits in their regions of operation. As examples, these include health insurance, life and/or accident insurance, childcare assistance programs, tuition reimbursements, volunteer days and product discounts.

We strive to offer comprehensive and competitive benefits packages that support all team members and their families, including people of color, women, LGBTQ+ individuals, veterans, and persons with disabilities.

In FY2023, Pixartprinting introduced the "Mum Project," offering benefits like paid leave for prenatal courses, a day off for child vaccinations, and paid leave for pediatric appointments. Additionally, 15 hours of paid leave for nursery school enrollment were added. They also introduced the "Dad Project," which offers five extra paid days of parental leave, nine hours of daycare tuition and three hours for specialized medical consultations for their children, with the aim of promoting work-life balance.

EMBRACING EQUALITY: CIMPRESS INDIA'S SAME-SEX AND LIVING-PARTNER INSURANCE BENEFIT

In a significant step toward fostering an inclusive workplace, the Same-Sex and Living-Partner Insurance Benefit under our Group Mediclaim Cover (GMC) Policy was introduced to team members in India. While legally married partners had long been covered by our benefits program in India, we added this benefit for team members belonging to the LGBTQ+ community and live-in partners.

This benefit is not common in India today, nor is marriage equality recognized by the government. For this purpose, an internal communications campaign was held to raise awareness about gender, sex, sexuality, and the meaning of LGBTQ+. There was positive reception through our internal communications channels during the launch of the insurance inclusion, and this benefit is now being utilized by multiple team members.

This initiative reflected our dedication to supporting our team members' well-being and recognizing diverse family structures. By extending this healthcare coverage, we not only strengthened our commitment to our team members' welfare but also contributed to a more inclusive workplace for all.

SOCIAL

Employee Resource Groups

Cimpress central teams and Vista's Employee Resource Groups (ERGs) engage team members that share identities or interests in support of creating an inclusive organization. Backed by executive sponsors and dedicated budgets, our ERGs develop high-impact events and initiatives, often in partnership with experts and leaders in the DEI field, to celebrate the diversity and cultures across our workforce and build a deeper understanding and appreciation for DEI issues.

Currently, Cimpress and Vista proudly fund five ERGs: Women at Work (W@W), Mosaic, Pride, Mental Health Alliance (MHA), and Military Veteran and Families (MVF), which stand as beacons of support, driven by team members themselves. Notably, the recent additions of Mental Health Alliance and Military Veteran & Families in FY2023 underscore our commitment to continuously addressing critical needs and interests within our workforce.

WOMEN AT WORK (W@W)

Throughout FY2023, Women at Work (W@W) played a vital role in fostering a supportive community for women and allies within Cimpress central teams and Vista. Their initiatives included a range of events and activations, such as a virtual keynote speaker event with gender equality advocate, Jamila Rizvi, drawing approximately 466 views. They also held a panel session on the benefits of paternity leave and in-person lunches at the Boston, Barcelona and Tunis offices. Additionally, W@W organized monthly social hours, virtual networking sessions for moms, and enlightening speaker events, including one with professional coach Lina Kaisey. They also collaborated with Mental Health Alliance on an intersectional panel discussion addressing mental health in the workplace.

MOSAIC

Mosaic is an ERG focused on promoting the interests of under-represented ethnicities, races and cultures, working diligently to raise awareness, attract diverse talent, and develop existing skill sets. During FY2023, they created a nurturing and inclusive environment at Cimpress and Vista, celebrating the strengths of these communities. During Hispanic Heritage Month, they organized activities like a learning puzzle, trivia game, and speaker session celebrating Latinx small business owners. For Black History Month, they offered a virtual tour of historic Black communities, a podcast on our knowledge page, and highlighted Power Forward Grant recipients. Asian & Pacific Islander Heritage Month saw weekly virtual tours, a Japanese origami class, trivia questions, and more. Additionally, they organized a Juneteenth virtual tour and hosted various events addressing racial microaggressions.

PRIDE

PRIDE is the ERG dedicated to celebrating and supporting LGBTQ+ team members at Cimpress central teams and Vista. During Pride Month, they organized a range of events including an LGBTQ+ Mental Health @Workplace speaker session, a DEI learning circle addressing LGBTQ+ microaggressions, the Manila Pride March, an LGBTQ+ parenting and families speaker panel, and much more. They also hosted gatherings in Boston and Barcelona.

Throughout the year, Pride continued to engage the community with initiatives such as bi-weekly meetings, an event on "Achieving Equity to End HIV", an event on "Aging as LGBTQ+: Stories and Realities of the Queer Elderly Community," and LGBTQ+ tech talks in Barcelona.

THE MENTAL HEALTH ALLIANCE (MHA) NEW ERG!

Increased demand for enhanced mental health resources and support across the business played a key role in driving the rapid growth of this ERG. This increase was bolstered by a major investment, certifying more than 40 ERG leaders and HR members in mental health first aid, solidifying our dedication to the holistic well-being of team members. The Mental Health Alliance (MHA) plays a crucial role in promoting mental well-being and eradicating stigmas surrounding mental health in the workplace. Open to all team members, MHA offers a supportive community and various resources to develop skills for self-care and supporting others. Their initiatives in FY2023 included events like the "Burnout and Resilience" workshop, "Working with Feelings" speaker event, "Self-Care Challenge," and workshops on emotional fluency and cultural humility. Additionally, MHA hosted quarterly mental health newsletters, webinars on navigating change and empowering managers, and collaborated with Women at Work ERG on a panel discussion about mental health in the workplace.

MILITARY VETERAN AND FAMILIES (MVF) NEW ERG!

The Military Veteran and Families (MVF) ERG is dedicated to highlighting the invaluable contributions of current service members and veterans on a global scale. They create a supportive community for both current and former military members, leveraging their unique experiences to foster a culture of diversity and inclusion. Through shared experiences, advice and recommendations, and community engagement, MVF members provide crucial support for one another. Moreover, they extend this inclusive environment to non-military team members, offering insights into the value of military experience within the organization. In FY2023, MVF created a space to connect team members across the globe whose lives are touched by military experience, whether through personal involvement or through family. They honored those who served during Armistice/Veteran's Day, supported a small business focused on providing homes to veterans, and shared perspective with other ERGs and teams to foster inclusion for those like them.

Transformative and Engaging Environments

Investing in attracting, developing, and retaining the best talent has always been a priority at Cimpress. Keeping our people at the center of everything we do is essential for providing a work environment where our team members feel safe, valued, and engaged. From where they connect, to how they disconnect, we are listening to what our team members have to say. We are taking action to ensure we evolve with the needs of our people and remain an employer of choice for our existing and future team members.

Understanding and Enhancing Team Member Experience

We recognize the important role team member engagement and satisfaction plays in our performance and competitive advantage. Our leaders and managers are accountable for fostering an environment that promotes engagement. Each do so in ways that best facilitate open, honest communication and feedback from their teams, such as All Hands meetings, Q&A forums, and third-party surveys. Survey scores are an important measure used by many of our businesses to gauge team member sentiment and evaluate program effectiveness. Examples of ways in which our businesses are welcoming feedback from their team members include:

During FY2023, Cimpress central teams and Vista underwent a period of cost reductions and organizational adjustments, which led to a workforce downsizing. Throughout this challenging period, our priority was to ensure the well-being of every team member. We approached these changes with the utmost respect, support, and generosity, maintaining a commitment to open and transparent communication. This allowed us to keep everyone well-informed and provide the necessary support throughout the process. As a result, we observed only a slight dip in our team members' engagement survey scores, with Cimpress receiving a score of 8.0/10 and Vista receiving a score of 7.6/10. This compares to a relevant benchmark score of 7.9/10.[1,2]

At Printdeal, engagement surveys were conducted separately for team members in office and production facilities, resulting in scores of 78/100 and 62/100 respectively.[3] Notably, office team members saw a significant increase of seven points in their engagement scores compared to last year's survey, while this marked the inaugural year of conducting the survey for our production facility team members.

At BuildASign, using the Employee Net Promoter Score (eNPS) as a measure of engagement, there was a sustained score of +37 in April 2023. This metric, which operates on a scale from -100 to +100, remained consistent with our result from the previous year.[4]

The second Organizational Climate Survey was launched at Printi, with a response rate of 75% and an overall satisfaction rate of 86.1%.[5] These figures represent a substantial surge in participation and contentment compared to the preceding year. This significant milestone earned Printi accolades as one of the best companies to work for, according to FIA Employee Experience| FEEx. The survey, spanning nine critical topics, unveiled consistently high scores, particularly in ESG, communication, and quality of life at work. Targeted initiatives were also introduced to further fortify communication, culture, and strategic alignment.

These results provided valuable insights for developing targeted improvement plans to enhance our team members' work environment.

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1. As of June 30, 2023, based on results of an internal survey to all regular team members employed by Vista and Cimpress central teams. Interns, temporary team members, contingent workers, and regular team members employed for less than 1 month at the time of survey delivery are excluded.
2. True Benchmark is Peakon's proprietary method to compare the score of a company or its segment to the Company overall score and then by adjusting for factors that could potentially skew the engagement score (e.g. location, tenure, age), to provide a more accurate way of comparing engagement across segments.
3. As of June 30, 2023, based on results of an internal survey to all regular team members employed by Printdeal. Interns, temporary team members, contingent workers are excluded.
4. As of June 30, 2023, based on results of an internal survey to all regular team members employed by BuildASign. Interns, temporary team members, contingent workers, and regular team members employed for less than 1 month at the time of survey delivery are excluded.
5. As of June 30, 2023, based on results of an internal survey to all regular team members employed by Printi.

Remote-First: Engaging a Global Workforce

After COVID-19 resulted in a global shutdown of workplaces, team members who could perform their jobs remotely transitioned to a permanent remote work model even after it was safe to return to the office. More than three years later, we remain committed to remote-first work. We no longer consider it a transition, but rather an optimization phase aimed at mastering remote work skills that will benefit team members throughout their careers. Our focus has shifted toward providing enhanced support, resources and programs for improving crucial skills such as writing, documentation, async collaboration, and meeting management.

Throughout FY2023, voluntary attrition rates among remote-first team members remained consistently lower compared to non-remote team members. Zero percent of leavers who chose to share their reasons for departure cited company culture, which includes our transition to remote-first working.[1] On the other hand, more than half of our new joiners in 2023 highlighted remote culture as their reason for joining.[2]

In terms of productivity and meeting efficiency, we witnessed noteworthy improvements. An internal survey from June 2023 revealed that only 3% of respondents reported having five or more ineffective meetings per week. This indicates a positive trend in meeting quality since we first started surveying remote-first team members in FY2020, even as we continue to reduce overall meeting volume. Over the course of FY2023, our entire remote-first population booked approximately 3% fewer group meetings per person compared to the previous fiscal year. Furthermore, we saw a shift of about 2% of total meetings from small group sessions to one-to-one meetings, underscoring a focus on fostering deeper connections and relationships.[3]

In our remote-first survey, team members were also asked to describe their biggest challenge when it comes to collaborating with their team. 37% responded that it was working across time zones,[2] which is a challenge for distributed teams. Clear documentation practices combined with effective asynchronous working can help teams improve collaboration and productivity across time zones, something we are already working on.

The survey also indicated that half of respondents felt a strong sense of belonging in their remote work environment. To support the other half, we are focused on strengthening connections. Notably, 85% emphasized the importance of belonging and community, with 63% desiring more opportunities to meet new people.[2] Initiatives like the Network Club and the Leading Remotely learning & development program aim to enhance community and leadership skills.

Cimpress also values in-person collaboration for team building and goal alignment. We have evolved from traditional offices to regional collaboration centers in locations where we have large team populations. Additionally, the travel policy has been updated for clearer travel and expense guidelines as more team members resume travel.

In FY2023, managers emerged as a crucial focal point for mastering remote-first skills. Their role in encouraging teams to adopt remote-first best practices cannot be overstated. The survey revealed that 46% of respondents expressed a desire for more support from their managers in developing remote-first skills. Additionally, 30% felt less encouraged by their managers to work at their most productive times or to take essential breaks for wellbeing.[2] Recognizing this, our remote-first Objectives and Key Results (OKRs) are centered on providing comprehensive resources and a tailored Leading Remotely course, addressing the areas managers identified as needing additional training and support.

In parallel, National Pen continues to offer eligible Pens.com and Goldstar team members flexible working solutions including fully remote and hybrid options. This has greatly benefited current team members and allowed the business to hire exceptional new talent across Europe and the US.

2023 HIGHLIGHTS[1]

92% of respondents have affirmed that Cimpress and Vista's commitment to a remote-first approach provides a distinct competitive edge

72% of respondents noted an improvement in their physical fitness

76% of respondents confirmed that their mental health is either as good as or better than before they began working remotely

85% of respondents expressed a stronger desire to stay with Cimpress and Vista

87% of respondents confirmed that they would recommend Cimpress and Vista to others seeking an outstanding remote work environment

87% of respondents reported their work/life harmony is better than it was prior to working remotely

76% of respondents enjoy the flexibility to work when they are at their most productive

Health & Wellbeing

Issues related to health and wellbeing, including mental and physical health, continue to be a part of our society, and have become even more critical after COVID-19. We know that our team members bring their best work when they feel their best—and our businesses continue to introduce programs to help team members develop sustainable wellness practices for the long term. Examples of tailored programs our businesses have delivered in FY2023 include:

One of the first initiatives of the new ERG the Mental Health Alliance (MHA) was to offer the mental health first aid program that equipped our First Aiders with crucial knowledge about recognizing mental health signs, reducing stigma, and providing essential support among Cimpress central teams and Vista team members. Their training included a comprehensive action plan and awareness of available resources, leading to valuable experiences in their roles. Over 40 of our team members

were certified in Mental Health First Aid, so that they could start working together as an active, contactable resource for all team members. Contact information for these first aiders is available within our internal platforms, including their time zone and location with the aim of making the difficult task of reaching out for support as easy as possible for anyone who wishes to do so.

We also took a proactive step in fostering a sense of community and support among our team members by creating Special Interest Groups (SIGs) for Cimpress central teams and Vista. These groups are informal, volunteer-driven communities formed around shared interests or affinities. One notable group we established is the Caregivers Special Interest Group. We understand the importance of supporting team members with caregiving responsibilities, whether for children, elderly family members, or individuals with special needs. According to the latest Cimpress and

Vista Self-ID Survey, over 61% of respondents have caregiving responsibilities. Many of these team members provide care for children (42%), and for adults (26%).[1] This Caregivers SIG offers a dedicated space for members to share experiences, discuss challenges, and access valuable caregiving resources.

Pixartprinting conducted three specialized Health & Wellbeing training courses. "Night Life" aimed to address circadian rhythms and effective night shift management techniques for effectively managing night shift work. Moreover, "Ergo postural" focused on exercises to protect physical health by preventing symptoms and damage caused by incorrect posture and excessive workloads. And "Stress Less" provided techniques for stress reduction. The seminars engaged a total of 700 participants.

EMPOWERING EXCELLENCE THROUGH HEALTH & SAFETY

We are committed to providing a safe, healthy, and secure work environment for every one of our team members and have not had a workplace fatality in recent years, but we operate production facilities that use

heavy equipment, conveyance systems, forklifts, etc., and onsite accidents are possible.

We require training on and compliance with safe work practices and procedures at all our manufacturing facilities to

ensure the safety of our team members and visitors to our plant floors. We do not tolerate unsafe conditions that may endanger our team members or other parties and we comply with all health and safety laws and regulations at a minimum.

A LOOK AT OUR VISTA WINDSOR MANUFACTURING FACILITY

As one of the pioneering manufacturing operations in our history, our Vista Windsor manufacturing facility has been an integral part since it opened in 2005. With over 500,000 square feet and more than 1,000 team members, this manufacturing facility has been at the forefront of our journey toward a safer, healthier, and more positive work environment.

Since 2020, at Vista Windsor we embarked on a journey of continuous improvement, witnessing year-over-year reduction in our incident rates until we hit a plateau in 2023. Recognizing the unique challenges posed by our print manufacturing processes, we have focused our attention on mitigating musculoskeletal disorders. This has become the cornerstone of our safety initiatives. Through rigorous data analysis, we have identified processes for enhancement, reaffirming our commitment to reducing injury risk and fostering a safe work environment.

Our workplace ergonomics program allows for optimization of workstations and practices to reduce strain and discomfort by minimizing the risk of injuries like musculoskeletal disorders. Technology has become an important ally, as during 2023 we started to use Artificial Intelligence-based ergonomics assessments with notable improvements. These assessments rapidly provide data on the postural and force impacts of a job process, indicating whether further action is required to reduce risk within the job. With this information, we targeted measures to improve ergonomics and reduce potential risks.

We have made the transition seamlessly to a digital realm, where Environmental, Health, and Safety (EHS) training find their foundation in our advanced Training Management System. This digital transformation not only ensures consistency but also empowers our team members

to complete their training at their own pace, fostering a comprehensive understanding of Health and Safety practices.

In accordance with the Occupational Health and Safety Act,[1] we support an engaging Joint Health and Safety Committee (JHSC) comprising both team members and Management Representatives. Team Members on the JHSC are provided with extensive training in health and safety to allow them to be knowledgeable advocates and thought partners. They are well-informed about their representation through the JHSC, allowing them to voice safety concerns through their dedicated representatives. Additional channels like the 'Ask Me Box', Escalations, and Stop-Call-Wait initiatives allow team members to express concerns. These ensure rapid involvement of supervisors, managers, engineers, and safety specialists, emphasizing the importance of open communication.

Fostering Growth and Respect in Our Communities

SUPPLIER CODE OF ETHICS

It is important to us that our supply chain reflects our commitment to doing business with the highest standards of ethics and integrity. Our Supplier Code of Conduct outlines our expectations on how our suppliers should work when partnering with Cimpress. Once signed, it applies to Cimpress suppliers and their team members, officers, and directors. Suppliers are responsible for ensuring that their next tier suppliers and subcontractors receive and comply with the Code.

Our supplier code of conduct emphasizes the importance of protecting human rights and providing safe working conditions. It outlines our intolerance for discrimination, unlawful workplace harassment, inhumane treatment, threats of violence, corporal punishment, or other forms of physical coercion. It includes policies prohibiting forced, compulsory or child labor, as well as unsafe conditions that endanger any team members or visitors. As outlined in the Code, suppliers shall comply with applicable laws and regulations regarding compensation and working hours for their team members.

We strive to have all first-tier suppliers sign and comply with the Supplier Code of Conduct and therefore endorse our values on business ethics, labor and employment, and fair-trade practices

Our Commitment to Human Rights In Our Supply Chain

Cimpress is committed to ensuring that working conditions across our supply chain are safe and that workers are treated with respect and dignity. We expect our network of suppliers to understand and uphold our high standards of integrity, values, and operating principles, as well as act in full compliance with the laws, rules, and regulations of the countries in which they operate.

As a global corporate citizen, we have a responsibility to set an example in our business dealings with others. Our commitment to human rights starts within our own operations. As outlined in our Code of Business Conduct, we do not use forced, involuntary or child labor in any of our facilities and take steps to prohibit its use in our supply chain.

Empowering Small & Medium Businesses: A Year of Lasting Impact

Small and medium businesses (SMBs) are an important economic engine for both local communities and the global economy. Although the definition of SMBs vary across regions, research continues to show the vital role they play in fueling economic growth. According to the World Trade Organization, SMBs represent over 60% of employment and 45% of GDP (50% in developed economies and 35% in developing economies)[1]. At the same time, systemic barriers continue to create inequalities in wealth and access to capital for underrepresented communities.

Recognizing their importance and the unique challenges faced, we are introducing new ways to support small businesses and help them thrive. We leverage our size, offerings, and expertise to deliver high impact programs that help remove barriers and elevate the small business community. Our programs are designed to help our customers, their families, and communities thrive whoever they are, including women, Black, Indigenous, and People of Color (BIPOC), and LGBTQ+ entrepreneurs.

Collaborating with the National Association for the Advancement of Colored People (NAACP) and the Boston Celtics Shamrock Foundation, Vista extended its support for the Power Forward Small Business Grant initiative. This joint effort, totaling $500,000 (shared between Vista and the Celtics), is dedicated to fostering lasting economic empowerment for Black-owned small businesses throughout New England, United States. The program offers grants of $25,000 along with invaluable design and marketing assistance. In FY2023, 14 small businesses received this grant. By providing Black-owned small businesses in New England with $25,000 grants and essential design & marketing support, we aim to propel their enterprises toward lasting success.

The "Boston Celtics - Small Business of the Game" initiative celebrated one small business from the local community during each home game. The selected business received two amazing seats to the game with VIP treatment and was honored through high-profile channels, including digital and social exposure, in-stadium activation, and TV-visible courtside advertising.

The "Boston Celtics - Small Business Swag Grab" initiative supported small businesses in the Greater Boston area. During one of the busiest times of the NBA season, Vista created a meaningful experience for small businesses to welcome new and existing customers to their storefronts for fellowship.

Teaming up with the Boston Bruins and Boston Garden Society, Vista gave small businesses the chance to win a free logo design or refresh along with a $500 credit toward new marketing materials. Additionally, all winners received tickets to a Bruins home game where the small business and new logo were featured, plus extra exposure through the Bruins website, newsletter, and Bruins/Vista social media platforms.

Continuing our joint mission with Claima to empower Small Business Owners of color, Vista collaborated on an event in Boston during Black History Month involving a panel discussion & live podcast featuring Vista's Executive Creative Director, Cliff Skeete, and Chef & Owner of Mida, Douglass Williams. Vista made a $25k donation to Artists for Humanity, a non-profit focused on youth entrepreneurship. Also, with Claima, Vista collaborated on an event during Howard University Homecoming in Washington DC, to spotlight the next generation of Black entrepreneurs with 2 live podcast interviews hosted by Bimma Williams.

For the past four years, Vista has been a proud partner of The Prince's Trust, supporting the work they do with young people starting out on their business journey. Vista funding specifically supports the Enterprise Program, a course which helps young entrepreneurs launch their business ideas. In FY2023 Vista launched a collection of HC cards and donated 10% of the proceeds to The Prince's Trust in additional donations.

The "Liverpool Football Club - Small Business of the Match" initiative celebrates one small business from the local community during each home match. The selected business received two amazing seats to the game with VIP treatment and was honored through high-profile channels, including digital and social exposure, in-stadium activation, and TV-visible pitchside advertising.

To help small businesses thrive, Vista and Enterprise Nation joined forces to provide a cash grant program to help entrepreneurs grow their businesses. Recipients were provided £7,500 each, plus access to marketing and design support and expertise.

1. World Trade Report 2016: Levelling the trading field for SMEs

SOCIAL

Community Investments and Local Impact

We encourage team members to participate in meaningful opportunities that strengthen local communities and drive social change. We continue to see examples of the great work done by our team members to support and connect with their local communities, such as charity contributions, fundraisers, and donations of much-needed supplies.

Over $500K in cash donations made in FY2023

Over $160K of in-kind donations made in FY2023

99NONPROFITS BY 99DESIGNS

The 99nonprofits program has been providing monthly, complimentary graphic design services to hundreds of nonprofits worldwide. Applicants are selected based on their demonstrated need and their active involvement in their communities. They are granted USD$500 in design credits to utilize on our platform. We particularly encourage organizations dedicated to creating an equitable society or empowering black, indigenous, or minority communities to apply.

In celebration of the tenth anniversary of 99nonprofits, 99designs by Vista's 'Design for Good' program contributed professional design assistance to global nonprofit organizations. In FY2023, we assisted 78 not-for-profit organizations across 15 countries with various design projects, ranging from logos to fundraising materials. In total, we donated US$39,500 in credits for organizations to use on professional design services from the 99designs community, along with providing expert advice and guidance throughout the process via our Account Management team.

SUPPORTING LIVERPOOL FC - LIGHTHOUSE COMMUNITY FUND

In partnership with Liverpool FC, Vista proudly allocated £10,000 in grants to Liverpool Lighthouse, a Creative Sanctuary providing a secure space for local communities, artists, young people, and vulnerable individuals to nurture skills and well-being. The programs implemented address the underlying causes of social disparity, driving lasting, transformative change within the community and city. This contribution was directed toward supporting the inaugural "UK Gospel Festival", with £3,000 dedicated to design support and marketing materials, a testament to our commitment to fostering positive change.

PRINTDEAL SOCIAL IMPACT

Printdeal proudly serves as the designated print partner for two esteemed institutions in the Netherlands: the Prinses Maxima Pediatric Oncology Center and the Central Theater and Theater MiMik. In a generous show of support, Printdeal has made in-kind donations totaling 26,000 euros for the Pediatric Oncology Center and 10,000 euros for the local theaters. Additionally, Printdeal contributed a total in-kind donation of 10,000 euros to Voedselbank Deventer and Kledingbank Deventer, enhancing the spaces where essential services are provided to the city's most vulnerable families.

PRINTI MAKES A DIFFERENCE

In Sao Paolo, Brazil, Printi extended a helping hand by providing disposable masks, caps and promotional products to various communities. They also amounted to a total donation of USD $4,143, benefiting for families and the local community, with the aim of guaranteeing the dignity of the municipality's vulnerable population. The donations aimed to safeguard dignity, offer social reintegration opportunities, and ensure the full exercise of citizenship. Supporting the Small & Medium Business Community

NATIONAL PEN'S SOCIAL CONTRIBUTION

When National Pen was left with personalized mail samples that could not be delivered, they decided to donate the products, including pens, notepads and flashlights, to schools across Africa. These donations were made as part of National Pen's ongoing partnership with Spring Global Delivery Solutions. They have donated 1544 pallets which equates to ~ 5,580,700 pens and other products.

TRADEPRINT TRANSFORMING LIVES THROUGH SOCIAL GIVING

At Tradeprint, they encourage the team members to dedicate time to causes they care about outside of work. Offering up to 3 days of paid volunteering leave, the team has already contributed 80 collective hours this year. They have supported various causes, from rescuing those in sea distress with the RNLI, to mentoring parents through Project Scotland, and even providing comfort to abandoned animals at the local shelter. Additionally, they have been instrumental in establishing a community garden, ensuring a sustainable source of food for one of Dundee's most underserved areas. Tradeprint also donated £1770 from December orders to local charity Togs 4 Tots, supporting families in need with warm clothes and bedding in Scotland.

Awards & Recognitions

2022 Best Company for **DIVERSITY** [1]

2022 Best Company for **WOMEN** [1]

Best Company **PERKS & BENEFITS** 2023

Best Company **CAREER GROWTH** 2023

goldstar

Greatest Companies To Work For PPAI 2023

DiversityJobs — EMPLOYER MEMBER 2023 — Committed to diversity in the workplace

FEEx 2023 FM EMPLOYEE EXPERIENCE

Great Place To Work. Certified JAN 2023-JAN 2024 USA

Best Company **COMPENSATION** 2023

1. The Diversity and Women awards were achieved within FY2023.

PERFORMANCE DATA

COMPANY OVERVIEW	FY2023
REVENUE[1]	
Cimpress ($ thousand)	$ 3,079,627
Change from previous year (%)	7%
Constant-Currency Revenue Growth (%)	11%
Constant-Currency Revenue Growth - Excluding Acquisitions/Divestments[2] (%)	11%
Vista ($ thousands)	$1,613,887
PrintBrothers ($ thousand)	$ 578,431
The Print Group ($ thousands)	$ 346,949
National Pen ($ thousands)	$ 366,294
All Other Businesses ($ thousands)	$ 213,455
Vista (% of total)	52%
PrintBrothers (% of total)	19%
The Print Group (% of total)	11%
National Pen Revenue (% of total)	12%
All Other Businesses (% of total)	7%
North America ($ thousands)	$ 1,552,835
Europe ($ thousands)	$ 1,401,982
Other ($ thousands)	$ 124,810
North America (% of total)	50%
Europe (% of total)	46%
Other (% of total)	4%
PRODUCTION FACILITIES[3]	
Total (#)	21
North America (#)	7
Europe (#)	11
Other Regions (#)	3
Total (sqft)	3,086,716
North America (sqft)	1,613,764
Europe (sqft)	1,183,474
All Other Regions (sqft)	289,478
North America (%)	33%
Europe (%)	53%
Other Regions (%)	14%
North America (sqft (%))	52%
Europe (sqft (%))	38%
Other Regions (sqft(%))	10%
CUSTOMERS SERVED	
Customers Served (#)	15M

1. Revenue by reportable segment includes inter-segment revenue for businesses that fulfill on behalf of businesses in other segments. This inter-segment revenue, which is eliminated in our consolidated revenue results, was $39,389 (thousands) in FY2023.
2. Constant-currency revenue growth excluding acquisitions/divestitures. This excludes revenue results for businesses in the period in which there is no comparable year-over-year revenue.
3. Inclusive of leased and owned facilities.

PERFORMANCE DATA

BOARD COMPOSITION & ATTENDANCE	FY2023
INDEPENDENCE	
Independent (%)	80%
Executive (%)	20%
GENDER	
Male (%)	60%
Female (%)	40%
AGE	
Under 30 (%)	–
Between 30 and 50 (%)	40%
Over 50 (%)	60%
TENURE	
Less than 3 Years (%)	20%
Between 3 and 6 Years (%)	20%
Over 6 Years (%)	60%
Average Tenure (years)	10.2
Median Tenure (years)	6.7
ETHNICITY	
Asian (%)	–
Black or African American (%)	–
Hispanic or Latinx (%)	–
White (%)	80%
Other (%)	–
Not Disclosed/Available (%)	20%
BOARD MEETINGS	
Meetings Held (#)	4
Attendance Rate (%)	100%
Number of board members attending 100% of relevant committee meetings[1] (#)	3[1]
NATIONALITY	
Non-U.S. Directors	40%
U.S. Directors	60%

WORKFORCE[2]	FY2023
EMPLOYMENT TYPE[3]	
Permanent (%)	95%
Temporary (%)	5%
Full-Time (%)	95%
Part-Time (%)	5%
REGIONAL DISTRIBUTION5	
North America (%)	30%
Europe (%)	33%
All Other Regions (%)	37%

1. Four of our five board members sit on committees. In FY2023, one board member missed one of 10 relevant committee meetings.
2. Includes full-time and temporary employees on payroll as of June 30, 2023. 2 Excludes interns and employees of third parties, such as contingent workers and contractors.
3. Excludes interns and employees of third parties, such as contingent workers and contractors.

PERFORMANCE DATA

COMPLIANCE TRAINING	FY2023
TRAINING COMPLETION	
Corporate Employees (%)	98%
Non-production Employees (%)	95%

GENDER DIVERSITY (PERCENTAGE OF WOMEN)[1]	FY2023
OVERALL	
All Employees	45%
EMPLOYMENT TYPE	
Permanent (%)	45%
Temporary (%)	45%
Full-Time (%)	44%
Part-Time (%)	63%
ROLES	
Board of Directors (%)	40%
Executive Management[2] (%)	31%
Senior Management[3] (%)	35%
Tech Roles[4] (%)	24%
All Other Team Members (%)	46%

1. Excludes interns and employees of third parties, such as contingent workers and contractors.
2. Executive Management roles include team members within two reporting levels of the business CEOs whose responsibilities require frequent interaction with the CEO, in alignment with SASB guidance.
3. Senior Management roles include team members who are in Director-level roles or above (excluding employees in Executive Management roles).
4. Tech Roles include team members whose role is categorized in or generally consistent with the 15-0000 group (Computer and Mathematical Occupations) or 17-0000 group (Architecture and Engineering Occupations) of the U.S. Bureau of Labor Statistics' 2018 Standard Occupational Classification System.

PERFORMANCE DATA

AGE DIVERSITY[1,2,3]	FY2023
OVERALL	
Under 30 (%)	36%
Between 30 and 50 (%)	54%
Over 50 (%)	11%
EXECUTIVE MANAGEMENT[4]	
Under 30 (%)	2%
Between 30 and 50 (%)	72%
Over 50 (%)	26%
SENIOR MANAGEMENT[5]	
Under 30 (%)	4%
Between 30 and 50 (%)	82%
Over 50 (%)	14%
TECH ROLES[6]	
Under 30 (%)	50%
Between 30 and 50 (%)	49%
Over 50 (%)	2%
ALL OTHER EMPLOYEES	
Under 30 (%)	35%
Between 30 and 50 (%)	53%
Over 50 (%)	12%

1. Excludes interns and employees of third parties, such as contingent workers and contractors.
2. Age breakdown excludes employees whose information is not available, which represents less than 1% of team members whose information was included in data collection.
3. Some figures do not add up to 100 due to rounding.
4. Executive Management roles include team members within two reporting levels of the business CEOs whose responsibilities require frequent interaction with the CEO, in alignment with SASB guidance.
5. Senior Management roles include team members who are in Director-level roles or above (excluding employees in Executive Management roles).
6. Tech Roles include team members whose role is categorized in or generally consistent with the 15-0000 group (Computer and Mathematical Occupations) or 17-0000 group (Architecture and Engineering Occupations) of the U.S. Bureau of Labor Statistics' 2018 Standard Occupational Classification System.

PERFORMANCE DATA

U.S. ETHNIC DIVERSITY[1]	FY2023
U.S. OVERALL	
Asian (%)	12%
Black or African American (%)	5%
Hispanic or Latinx (%)	16%
White (%)	58%
Other (%)	3%
Not Disclosed/Available (%)	6%
Historically Underrepresented Minorities[2] (%)	21%
U.S. EXECUTIVE MANAGEMENT[3]	
Asian (%)	9%
Black or African American (%)	0%
Hispanic or Latinx (%)	7%
White (%)	80%
Other (%)	0%
Not Disclosed/Available (%)	4%
Historically Underrepresented Minorities[2] (%)	7%
U.S. SENIOR MANAGEMENT[4]	
Asian (%)	13%
Black or African American (%)	2%
Hispanic or Latinx (%)	3%
White (%)	75%
Other (%)	2%
Not Disclosed/Available (%)	6%
Historically Underrepresented Minorities[2] (%)	5%
U.S. TECH ROLES[5]	
Asian (%)	29%
Black or African American (%)	1%
Hispanic or Latinx (%)	6%
White (%)	53%
Other (%)	3%
Not Disclosed/Available (%)	7%
Historically Underrepresented Minorities[2] (%)	7%

1. Excludes interns and employees of third parties, such as contingent workers and contractors.
2. For this report, Historically underrepresented minorities refers to Hispanic/Latino, American Indian or Alaskan Native, Black or African American, Native Hawaiian or Other Pacific Islander, and Two or More Races minorities whose representation in our workforce has historically been lower than that group's representation in broader American society.
3. Executive Management roles include team members within two reporting levels of the business CEOs whose responsibilities require frequent interaction with the CEO, in alignment with SASB guidance.
4. Senior Management roles include team members who are in Director-level roles or above (excluding employees in Executive Management roles).
5. Tech Roles include team members whose role is categorized in or generally consistent with the 15-0000 group (Computer and Mathematical Occupations) or 17-0000 group (Architecture and Engineering Occupations) of the U.S. Bureau of Labor Statistics' 2018 Standard Occupational Classification System.

PERFORMANCE DATA

U.S. ETHNIC DIVERSITY[1]	FY2023
U.S. ALL OTHER TEAM MEMBERS	
Asian (%)	8%
Black or African American (%)	7%
Hispanic or Latinx (%)	23%
White (%)	53%
Other (%)	3%
Not Disclosed/Available (%)	6%
Historically Underrepresented Minorities[2] (%)	30%

EMPLOYEE TURNOVER	FY2023
EMPLOYEE-INITIATED VOLUNTARY LEAVERS BY GENDER	
Male (%)	48%
Female (%)	50%
Gender Not Available/Disclosed	1%
EMPLOYEE-INITIATED VOLUNTARY LEAVERS BY AGE[3]	
Under 30 (%)	55%
Between 30 and 50 (%)	38%
Over 50 (%)	6%
COMPANY-INITIATED INVOLUNTARY LEAVERS BY GENDER	
Male (%)	50%
Female (%)	47%
Gender Not Available/Disclosed	4%
COMPANY-INITIATED INVOLUNTARY LEAVERS BY AGE	
Under 30 (%)	46%
Between 30 and 50 (%)	46%
Over 50 (%)	8%

1. Excludes interns and employees of third parties, such as contingent workers and contractors.
2. For this report, Historically underrepresented minorities refers to Hispanic/Latino, American Indian or Alaskan Native, Black or African American, Native Hawaiian or Other Pacific Islander, and Two or More Races minorities whose representation in our workforce has historically been lower than that group's representation in broader American society.
3. Age breakdown excludes employees whose information is not available, which represents less than 1% of team members whose information was included in data collection.

PERFORMANCE DATA

NEW HIRES[1]	FY2023
GENDER	
Male (%)	46%
Female (%)	44%
Gender Not Available/Disclosed	9%
AGE[2]	
Under 30 (%)	55%
Between 30 and 50 (%)	40%
Over 50 (%)	5%

VOLUNTARY TURNOVER RATE[3 4]	FY2021	FY2022	FY2023
Vista and Cimpress central teams (%)	8.3%	13.2%	12.9%

HEALTH & SAFETY	FY2023
FATALITIES	
Work-Related Fatalities (#)	0

DONATIONS ($ thousands)	FY2023
Cash Donations ($)	$529
In-Kind Contributions ($)	$170
Total ($)	$699

1. Excludes interns and employees of third parties, such as contingent workers and contractors.
2. Age breakdown excludes employees whose information is not available, which represents less than 1% of team members whose information was included in data collection.
3. The figures are inclusive only of Cimpress central teams and of Vista (excluding VistaCreate/Depositphotos and 99designs).
4. Excludes interns, temporary team members, and employees of third parties, such as contingent workers and contractors. These employee groups have been excluded due to the fixed-term nature of their contracts and increased propensity to leave their role, which we believe would misrepresent the turnover rate.

1. Included in the prior periods' Report of Independent Certified Public Accountants.
2. Excludes emissions from Downstream transportation & distribution (Category 9), Processing of sold products (Category 10), and Franchises (Category 14), which are inapplicable to Cimpress, as well as emissions from Investments (Category 15), as Cimpress investments are short-term debt holdings with unspecified use of proceeds. Emissions from Use of sold products (Category 11) are also excluded because they are considered de minimis and are extremely difficult to assess.
3. Excludes emissions from Purchased goods & services (Category 1), Capital goods (Category 2), Upstream transportation & distribution (Category 4), and Waste generated in operations (Category 5), from certain subsidiaries representing less than 1% of consolidated revenues.
4. Excludes emissions from products and services relating to select suppliers of National Pen, which account for less than 2.5% of Cimpress spend.
5. Within Upstream transportation & distribution (Category 4), Cimpress transitioned from using spend-based emission factors to using supplier-specific emissions data for select suppliers beginning in FY2022. This change in methodology resulted in a 59% decrease in emissions as compared to our FY2019 baseline year within Upstream transportation and distribution. Historical emissions could not be recalculated based on this new methodology because historical data could not be obtained.
6. Within End of Life Treatment of Sold Products (Category 12), Cimpress adopted a new business-specific data source to calculate emissions beginning in FY2022. This change in methodology resulted in a 58% increase in emissions within End of Life Treatment of Sold Products. Historical emissions could not be recalculated based on this new data source because historical data could not be obtained.
7. Included in the FY2023 Report of Independent Certified Public Accountants.
8. FY2021 & FY2022 values for "Energy Consumption – Grid Electricity (%)" and "Energy Intensity Ratio (MWh/$1000 USD revenue)" has been adjusted since the FY2022 report following identification of an error related to inclusion of EACs in the calculation. Energy consumption from the grid moved from 72% to 75% in FY2021, and 77% to 79% in FY2022. FY2021 Energy Intensity has been adjusted from 0.048 to 0.054, and FY2022 Energy Intensity has been adjusted from 0.041 to 0.046.
9. Scope 3 total does not precisely match the addition of Scope 3 sub-categories due to rounding

GHG EMISSIONS	FY2019	FY2020	FY2021	FY2022	FY2023
EMISSIONS					
Scope 1 (tCO_2e)	7,046	7,073	7,254[1]	5,856[1]	6,131[7]
Scope 2 - Location-based (LB) (tCO_2e)	39,923	34,231	29,007[1]	26,925[1]	27,429[7]
Scope 2 - Market-based (MB) (tCO_2e)	23,235	18,975	14,927[1]	14,421[1]	17,461[7]
Scope 1 & 2 (MB) – Total (tCO_2e)	**30,281**	**26,048**	**22,181**	**20,277**	**23,592[7]**
Scope 1 & 2 (MB) – Change from Previous year (%)	Not Applicable	-14%	-15%	-9%	16%
Scope 1 & 2 (MB) – Change from Baseline (%)	Not Applicable	-14%	-27%	-33%	-22%
Scope 3 – Total[2 5 6] (tCO_2e)	**746,066[4]**	**821,049[4]**	**675,996[1 3 4]**	**676,637[1 3 4]**	**693,331[7 9]**
Scope 3 - Change from Previous year (%)	Not Applicable	10%	-18%	0%	2%
Scope 3 – Change from Baseline (%)	Not Applicable	10%	-9%	-9%	-7%
Scope 3: Category 1 Purchased Goods and Services (tCO_2e)	331,005[4]	410,232[4]	271,172[1 4]	365,939[1 4]	447,646[7]
Scope 3: Category 2 – Capital Goods (tCO_2e)	5,723	4,332	3,960[1]	6,306[1]	5,961[7]
Scope 3: Category 3 – Fuel and Energy-Related Activities (tCO_2e)	11,150	9,413	9,671[1]	10,550[1]	10,763[7]
Scope 3: Category 4 – Upstream Transportation and Distribution[5] (tCO_2e)	343,108	343,561	332,010[1]	205,180[1]	142,426[7]
Scope 3: Category 5 – Waste Generated in Operations (tCO_2e)	2,550	3,244	3,003[1]	5,066[1]	2,762[7]
Scope 3: Category 6 – Business Travel (tCO_2e)	1,812	1,482	524[1]	2,292[1]	4,059[7]
Scope 3: Category 7 – Employee Commuting (tCO_2e)	10,713	13,412	13,497[1]	15,067[1]	13,019[7]
Scope 3: Category 8 – Upstream Leased Assets (tCO_2e)	765	7,948	1,248[1]	1,294[1]	1,322[7]
Scope 3: Category 9 – Downstream Transportation and Distribution	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 10 – Processing of Sold Products	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 11 – Use of Sold Products	Not Available	Not Available	Not Available	Not Available	Not Applicable
Scope 3: Category 12 – End of Life Treatment of Sold Products (tCO_2e)	37,902	26,643	40,911[1]	64,799[1 6]	65,268[7]
Scope 3: Category 13 – Downstream Leased Assets (tCO_2e)	1,338	782	0[1]	144[1]	104[7]
Scope 3: Category 14 – Franchises	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 15 – Investments	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
ENERGY CONSUMPTION					
Energy Consumption (MWh)	Not Available	Not Available	139,358	132,280	135,138
Energy Consumption - Grid electricity (%)	Not Available	Not Available	75%[8]	79%[8]	77%
INTENSITY					
Energy Intensity Ratio (MWh/$ thousand of revenue)	Not Available	Not Available	0.054[8]	0.046[8]	0.044
Scope 1 & 2 Emissions Intensity Ratio (tCO_2e/$ thousand of revenue)	0.0110	0.0105	0.0086	0.0070	0.0077

SCOPE	SOURCE	METHODOLOGY & ASSUMPTIONS	EMISSIONS FACTOR SOURCE
1	Stationary emissions	The total consumption for the FY of stationary combustion activity (natural gas, diesel, liquified petroleum gas, other fuels) is collected from each applicable Cimpress site, and the appropriate emissions factor is applied to that usage, to then produce total emissions.	GHG Protocol Stationary Combustion
1	Mobile emissions from company owned vehicles	The total consumption for the FY of mobile combustion activity is collected from each applicable Cimpress site, and the appropriate emissions factor is applied to that usage, to then produce total emissions.	GHG Protocol Mobile Combustion
1	Fugitive emissions from refrigeration/ air-conditioning	The total consumption (leakage from cooling equipment) for the FY of refrigerants is collected from each applicable Cimpress site, and the appropriate emissions factor is applied to that usage, to then produce total emissions.	Greenhouse Gas Protocol Fugitive Emissions
2	Purchased electricity (reported on a location and market-based approach)	The total consumption for the FY of the energy procured is collected from each applicable Cimpress site, and the appropriate emissions factor is applied to that usage, to then produce total emissions (grid-average emission factors for the location-based method; and utility supplier-specific for the market-based calculation). Where energy is procured through purchased Renewable Energy Credits (RECs), the RECs are evaluated internally and reduce the gross amount of purchased energy included in the market-based inventory.	IEA, eGrid, (LB), AIB, Green-e, supplier-specific (MB)
2	Purchased external cooling	The total consumption for the FY of the procured energy utilized in cooling equipment is collected from each applicable Cimpress site, and the appropriate emissions factor is applied to that usage, to then produce total emissions (grid-average emission factors for the location-based method; and utility supplier-specific for the market-based calculation).	IEA, eGrid, (LB), AIB, Green-e, supplier-specific (MB)
2	Purchased external heating	The total consumption for the FY of the heating energy procured is collected from each applicable Cimpress site, and the appropriate emissions factor is applied to that usage, to then produce total emissions (grid-average emission factors for the location-based method; and utility supplier-specific for the market-based calculation).	IEA, eGrid, (LB), AIB, Green-e, supplier-specific (MB)
3	Purchased Goods & Services	Three methods exist for this category: Spend Method: FY spend data is collected from our Cimpress procurement software and from several businesses directly (who are not connected to our procurement software), mapped to various categories, and multiplied by the corresponding EEIO database emissions factors. Weight/Generic Method: weight data is collected from our Cimpress procurement software and from several businesses directly (who are not connected to our procurement software) for the categories of paper and paper packaging, and multiplied by the appropriate weight-based/generic emissions factor. Supplier-Specific Method: weight and emissions factors and/or emissions data is collected from suppliers for the specific products and services we procure from them.	USEEIO, Ecoinvent, supplier-specific

SCOPE	SOURCE	METHODOLOGY & ASSUMPTIONS	EMISSIONS FACTOR SOURCE
3	Capital Goods	FY spend data for capital goods is collected from our Cimpress procurement software and from several businesses directly (who are not connected to our procurement software), and multiplied by the corresponding EEIO database emissions factors.	USEEIO
3	Fuel- and Energy-Related Activities, Not Included in Scope 1 or Scope 2	Activity data taken from Scope 1 & 2 are multiplied by an appropriate database emissions factor for generation and Transportation and Distribution (T&D) losses.	IEA, BEIS (formly known as DEFRA)
3	Upstream Transport & Distribution	Three methods exist for this category: Spend Method: FY spend data for logistics services is collected from our Cimpress procurement software and from several businesses directly (who are not connected to our procurement software), mapped to various categories, and multiplied by the corresponding EEIO database emissions factors. Distance/Weight Method: tonne.km data is collected from the logistics module of our Cimpress order tracking software, and the appropriate t.km emissions factor is applied. Supplier-Specific Method: emissions data is collected from logistics suppliers/carriers for the specific shipments they deliver on behalf of Cimpress.	USEEIO, GLEC, supplier-specific
3	Waste Generated in Operations	Two methods exist for this category: Spend Method: FY spend data for waste management services is collected from our Cimpress procurement software and from several businesses directly (who are not connected to our procurement software); estimations are made on how much is allotted to each mode of disposal, and then multiplied by the corresponding EEIO database emissions factors. Weight Method: weight data is tracked and collected from the manufacturing site- weight data tracked and collected from the manufacturing site (weights of waste streams generated, along with the applicable disposal method), and a weight-based/generic emissions factor is then applied.	USSEIO, US EPA
3	Business Travel	Two methods exist for this category: Spend Method: FY spend data for business travel services is collected from our Cimpress procurement software and from several businesses directly (who are not connected to our procurement software), mapped to various categories, and multiplied by the corresponding EEIO database emissions factors. Site-Specific Method: site-specific travel data is tracked and collected from the travel agency or site directly, and then multiplied by the appropriate emissions factors.	USEEIO, South Pole

SCOPE	SOURCE	METHODOLOGY & ASSUMPTIONS	EMISSIONS FACTOR SOURCE
3	Employee Commuting	Two methods exist for this category: Generic Method: headcount information is collected for each location via our Cimpress finance software; average distance travelled, mode of transport, and work from home information is obtained via online, city-specific census data that is available, and then multiplied by the appropriate emissions factors. Site-Specific Method: headcount, average distance travelled, mode of transport, and work from home information is obtained via site-specific employee commuting surveys, and then multiplied by the appropriate emissions factors.	BEIS (formly known as DEFRA)
	Upstream Leased Assets	The area of each rented (no operational control) asset within the FY is collected, and the appropriate database emissions factor (CBECS) is applied to that area.	IEA, CBECS
	Downstream Transport	Not Applicable	
	Processing of Sold Products	Not Applicable	
	Use of Sold Products	Not Applicable	
	EOL of Sold Products (intermediate product, if relevant)	Two methods exist for this category: Weight Method (actual): the total kilograms of shipments is collected via the logistics module of our Cimpress order tracking software; the most current Municipal Solid Waste Percentages (MSW %'s) on how much of that weight was landfilled, recycled, incinerated for each business' largest market are applied, and then further multiplied by a database emissions factor for the appropriate mode of disposal. Weight Method (estimated): for those businesses not utilizing our Cimpress order tracking software, the total kilograms are estimated by using facility size as proxy data; the most current MSW %'s on how much of that weight was landfilled, recycled, incinerated for each business' largest market are applied, and then further multiplied by a database emissions factor for the appropriate mode of disposal.	US EPA
	Downstream Leased Assets	The lessor area for the FY is obtained, as well as the leased asset area. The total scope 1&2 emissions of the lessor is obtained via previously calculated Scope 1 & 2 data; the emissions are multiplied by the leased asset area and divided by the lessor area to get total emissions of the leased assets.	No EF; it is a calculation found in GHG Protocol; Scope 3 Guidance
	Franchises	Not Applicable	
	Investments	Not Calculated (use of proceeds is not specified, therefore optional)	

RESPONSIBLE FORESTRY[1][2]	FY2020	FY2021	FY2022	FY2023
FSC-certified Material in Products	85%	77%	86%	83%
FSC-certified Material in Packaging	N/A	N/A	51%[3][4] (H2 only)	44%

1. Targets and performance are based on spend
2. Excludes third-party fulfillers (3PFs).
3. Due to internal data adjustments, the FY2022H2 reported FSC packaging status has been updated; previously reported value for FY2022H2 was 45%
4. FY2022 packaging performance is based on wood-fiber packaging spend in Q3 and Q4, which is when we developed internal capabilities for reliable, Cimpress-wide data collection.

REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Management
Cimpress plc

We have reviewed the greenhouse gas ("GHG") emissions, listed in the following table, (the "Subject Matter") of Cimpress plc and its subsidiaries (the "Company") for the year ended June 30, 2023.

Subject Matter	Criteria
- Scope 1 GHG emissions	World Resources Institute and World Business Council for Sustainability Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), GHG Protocol Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard (collectively, the "GHG Protocol" or the "Criteria")
- Scope 2 GHG emissions - Location-based	
- Scope 2 GHG emissions - Market-based	

- Scope 3 GHG emissions categories
  - Category 1: Purchased goods and services
  - Category 2: Capital goods
  - Category 3: Fuel-and energy-related activities
  - Category 4: Upstream transportation and distribution
  - Category 5: Waste generated in operations
  - Category 6: Business travel
  - Category 7: Employee commuting
  - Category 8: Upstream leased assets
  - Category 12: Use of sold products
  - Category 13: Downstream leased assets	

Cimpress plc's management is responsible for preparing and presenting the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be presented in accordance with the Criteria. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is presented in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is

substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of analytical procedures and inquiries. In addition, we obtained an understanding of Cimpress plc's business processes relevant to the review in order to design appropriate procedures.

The preparation of the Subject Matter requires management to evaluate the Criteria, make determinations as to the relevancy of information to be included and make estimates and assumptions that affect reported information. Measurement of certain amounts, some of which may be referred to as estimates, is subject to substantial inherent measurement uncertainty. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts and metrics. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

The other information included in the Cimpress FY2023 ESG Report is presented by management of the Company and is not part of the Subject Matter. Such information has not been subjected to the procedures applied in the review engagement, and accordingly, we do not express an opinion or provide assurance on it.

Based on our review, we are not aware of any material modifications that should be made to the Subject Matter of Cimpress plc for the year ended June 30, 2023, in order for it to be presented in accordance with the Criteria.

Grant Thornton LLP

Arlington, Virginia
December 12, 2023

Corporate Information

BOARD OF DIRECTORS

Robert S. Keane
Founder, Chairman and Chief Executive Officer

Sophie A. Gasperment
Independent Director
Member of the Nominating Committee
Member of the Compensation Committee

Zachary S. Sternberg
Independent Director
Member of the Audit Committee
Member of the Compensation Committee
Chair of the Nominating Committee

Dessislava Temperley
Audit Committee Financial Expert
Independent Director
Chair of the Audit Committee

Scott Vassalluzzo
Independent Director
Member of the Audit Committee
Chair of the Compensation Committee
Member of the Nominating Committee

ESG & INVESTOR RELATIONS

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