



# ESG Report

FY2025

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# About This Report

## 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 timeline for compliance with the Corporate Sustainability Reporting Directive and other regulations relating to environmental and sustainability disclosures; the effectiveness of our cybersecurity and data privacy programs; our plans for artificial intelligence; the expected effects of climate change on our business; and our goals and targets, as well as expected progress against our goals and targets, with respect to our use of raw materials certified by the Forest Stewardship Council (FSC®) and the Programme for the Endorsement of Forest Certification (PEFC), 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 or goals, or changes in our ESG strategy or goals; 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; our failure to protect our information systems and the confidential information of our customers, team members, and business partners against security breaches and thefts; our failure to comply with cybersecurity and data protection laws, guidelines, and principles; our failure to advance the use of artificial intelligence as planned; our failure to anticipate or mitigate the risks of climate change; unanticipated changes in our markets, customers, or businesses; disruptions caused by political instability and war in Ukraine, Israel, the Middle East or elsewhere; 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 FY2025, 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 Cimpres plc have been reviewed by Grant Thornton LLP. Please refer to page 80 for the Report of Independent Certified Public Accountants.

# A Message From Our Founder, Chairman & CEO



## Dear Stakeholder,

As the regulatory and business landscape and stakeholder expectations evolve, at Cimpres we continue to refine our approach to sustainability. In this report, we highlight how our updated framework provides a clear structure for tracking initiatives, managing risks, and ensuring our efforts align with both business priorities and stakeholder expectations. It allows us to make measurable progress and drive meaningful impact across the organization.

In FY2025, we revised Cimpres' environmental targets to focus on the areas where our actions can create material impact. While the core metrics—responsible forestry, plastics transition, and carbon reduction—remain, the updated targets reflect clearer measurement criteria and stronger links to business outcomes. This ensures that our sustainability actions not only meet regulatory standards but also drive long-term financial performance, support innovation, and enhance engagement across our teams. These initiatives are designed to deliver tangible outcomes that benefit customers, team members, and other stakeholders alike.

This approach positions Cimpres to respond to evolving market and regulatory expectations while continuing to meet the needs of customers, team members, and shareholders.

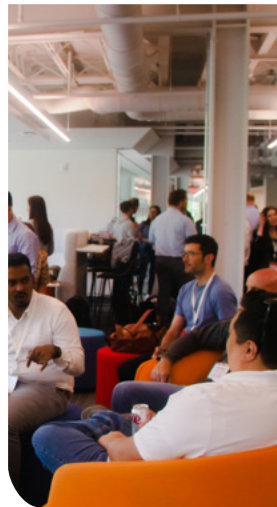
Thank you for reading this report. If you have questions, please reach out to our investor relations team at [ir@cimpres.com](mailto:ir@cimpres.com).

Sincerely,

**Robert Keane**  
Founder, Chairman & CEO

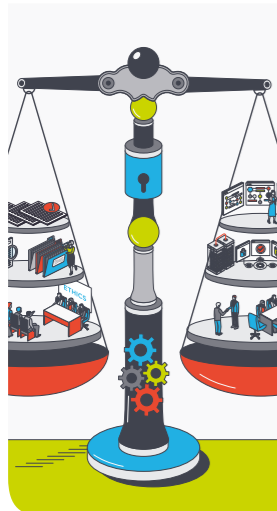
# Table Of Contents

## Empowering People to Make an Impression 6



- Who We Are ..... 8
- Our Businesses ..... 9
- Where We Are Located ..... 10
- Our ESG Priorities ..... 13
- Our Customers ..... 14
- Our Stakeholders ..... 15
- Double Materiality Assessment ..... 17

## Governance 18



- Our Corporate Governance Structure ..... 20
- Board Oversight of ESG ..... 21
- Management Oversight ..... 22
- Aligned Incentives ..... 22
- Enterprise Risk Management & Controls ..... 23
- Cimpress Code Of Business Conduct ..... 24
- Data Security & Privacy ..... 25

## Environmental 28



- Reducing Greenhouse Gas Emissions (GHG) ..... 30
- Responsible Forestry ..... 38
- Reducing Our Reliance on Fossil-Fuel Derived Plastic Packaging .. 42
- Reducing The Impact of our Plastic Products ..... 44

## Social 46



- Our People ..... 48
- Training and Development ..... 51
- Awards & Recognitions ..... 56
- Affected Communities ..... 58

## Performance Data 62

## Corporate Information 82

**We help millions of businesses build brands, stand out, and grow**



**Aperitivo The Shop**

*"Prints, colors, fonts, all of that - everything is so high quality, your customers are going to be blown away."*

| Maria Colalancia, VistaPrint customer

# About Cimpres

## Who We Are

We help millions of businesses build brands, stand out, and grow via custom print and promotional products. Cimpres 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 want to express their ideas through beautiful products at attractive prices, and with excellent customer support, fast delivery, and online convenience, even in small order quantities. Most of our revenues come from small- and medium-sized businesses, who collectively fuel a massive part of the world's economy. At Cimpres, 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.

## How We Operate

We drive competitive advantage across Cimpres by investing in a select few shared strategic capabilities that have the greatest potential to create company-wide value. These include our mass customization platform, central procurement, talent infrastructure in India, information privacy and security, peer-to-peer knowledge sharing, and career rotation. We complement those select few shared strategic capabilities by empowering our businesses and teams with autonomy and accountability within context and guardrails. This increases organizational agility and velocity through decision making close to the customer, an embrace of entrepreneurial risk taking, and the right to fail, learn from mistakes, and try again. Cimpres 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, a "remote-first" work environment, and our commitment to corporate social responsibility.

## Who We Are By The Numbers

Over **15 million** customers served each year

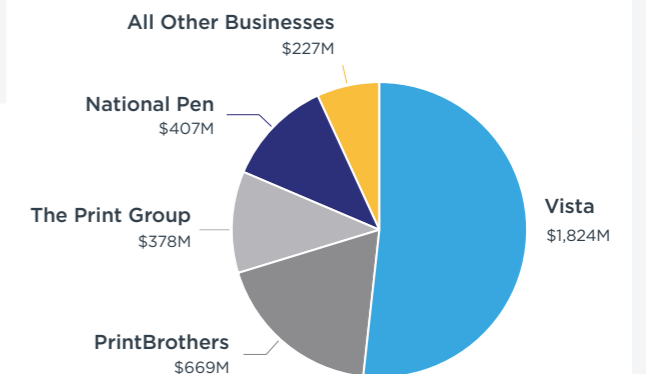
Approximately **230,000m<sup>2</sup>** of production space<sup>1</sup>

Over **15,000** team members in over 25 countries in FY2025<sup>2</sup>

**\$3.4B** FY2025 Revenue<sup>3</sup>

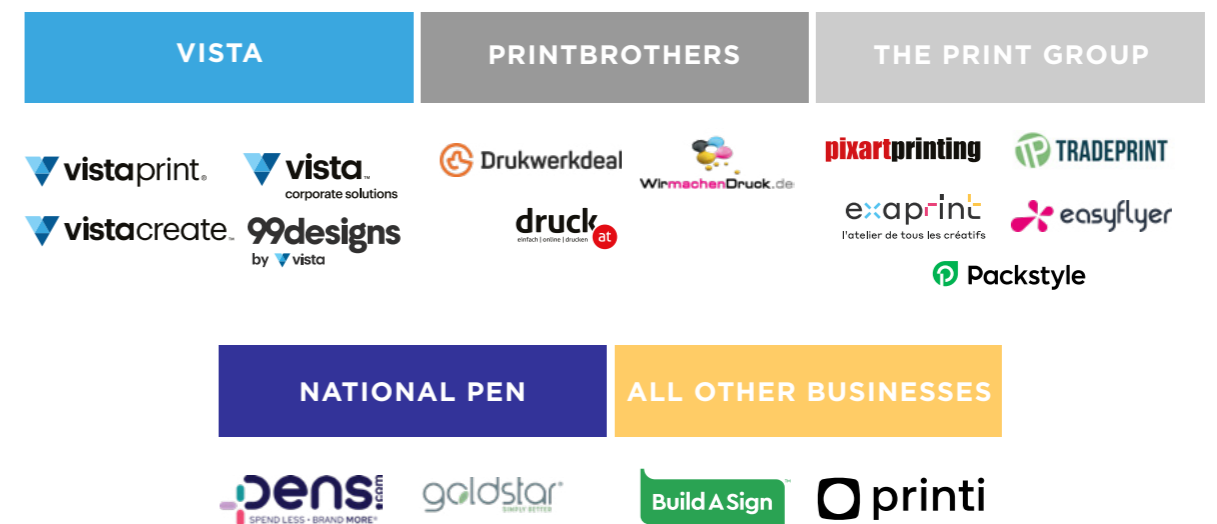
**+3%** Organic constant-currency revenue growth in FY2025<sup>3</sup>

### FY2025 Revenue<sup>4</sup> by Segment (USD Millions)



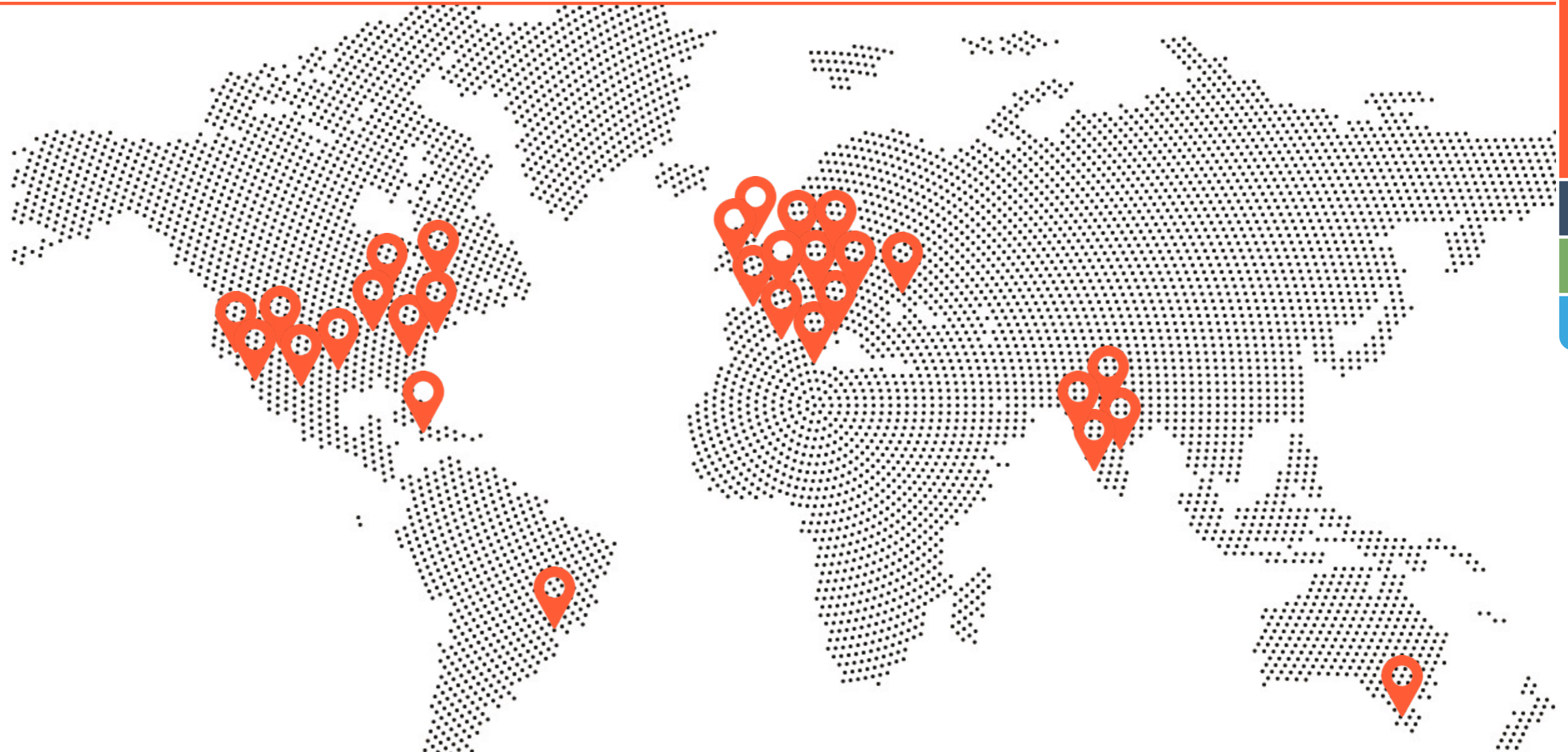
### Our Businesses

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



1. Inclusive of leased and owned facilities.  
 2. Includes full-time and temporary team members on payroll as of June 30, 2025.  
 3. The reported revenue growth in FY2024 was +5%. Organic constant-currency revenue growth excludes revenue results for businesses in the period in which there is no comparable year-over-year revenue, and also removes the impact of year-over-year fluctuations in currency rates on our revenue growth.  
 4. Excluding inter-segment eliminations, which was \$102,545 (thousands) in FY2025.

# Where We Are Located



|                   | Revenue<br>(% of total) | Team Members <sup>1</sup><br>(% of total) | Production Facilities<br>(% of total m <sup>2</sup> ) |
|-------------------|-------------------------|---|---|
| North America     | 48%                     | 26%                                       | 48%   |
| Europe            | 48%                     | 32%                                       | 45%   |
| All Other Regions | 4%                      | 42%                                       | 7%  |

The pins indicate the locations of our production facilities, service centers, offices and collaboration centers. Our remote team members extend our footprint through their geographically dispersed locations.

<sup>1</sup> Includes full-time and temporary employees on payroll as of June 30, 2025. Excludes contractors, interns and thousands of freelancers who work as part of the 99designs by Vista network.

# Our Business Model and its Impact on ESG Matters

## Building a Great Business and a Better Future, One Right-Sized Order at a Time

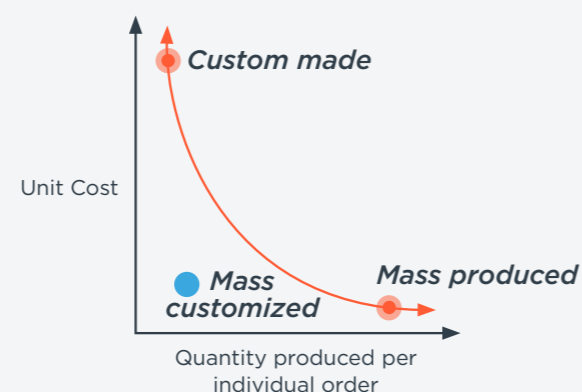
Traditionally, production of goods required a trade-off between either mass production or job shop production. Producing large quantities of standardized products (mass production) reduced costs and the waste associated with individually setting up a custom production. Job shop production allows for small batch production of customer-specific orders, but at a much greater cost, with significant scrap and waste of resources.

Because of this, 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 over-production.

Over the past two decades, Cimpress has innovated to bring this mass customization paradigm to new product categories, enabling more and more types of custom products to be purchased on demand and in low quantities.

Customers are increasingly recognizing the problems of overproduction and are more conscious than ever of what they buy. They often seek products that reduce environmental harm. With mass customization at the heart of our business, we are delivering a less wasteful manufacturing model that aligns with these preferences.

## Mass Customization Concept



# Our ESG Priorities

At Cimpress, we have always been 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 driving meaningful impact in the areas that matter most to us and to our stakeholders:

### Governance

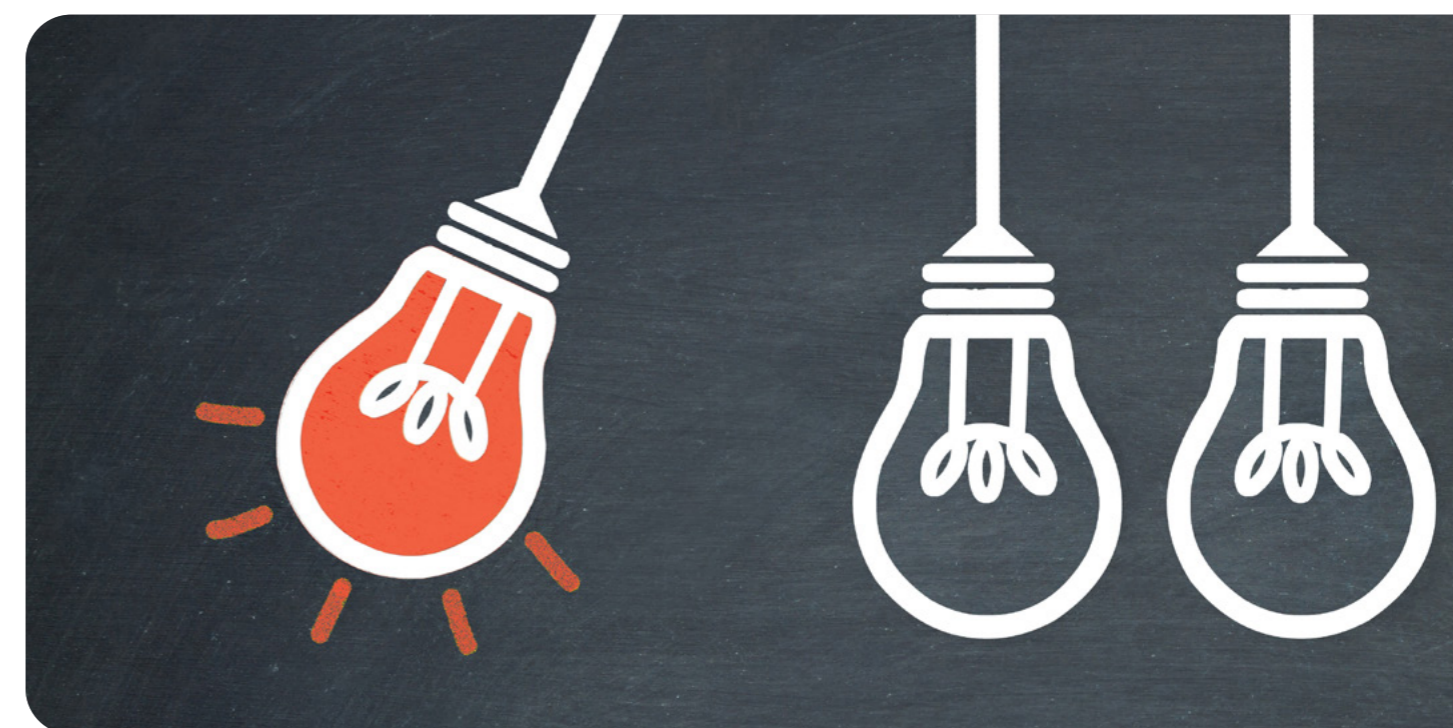
- Responsible governance
- Aligned incentives
- Risk management
- Data privacy and security

### Environment

- Reducing greenhouse gas emissions
- Responsible forestry
- Reducing problematic plastics

### Social

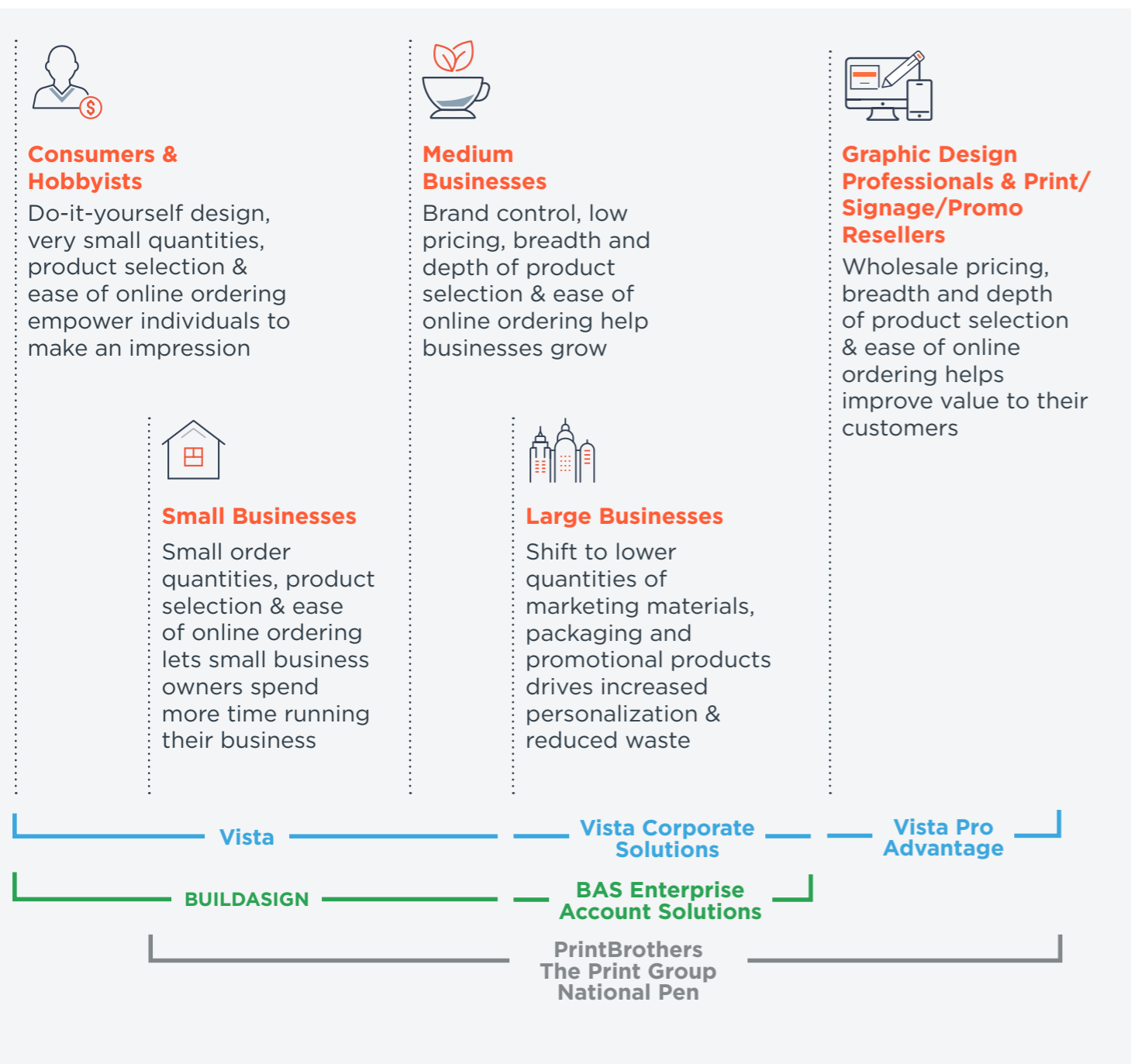
- Employee engagement
- Training and development
- Human rights



## Engaging Customers In Our Sustainability Strategy

The illustration below shows what types of customers our different businesses and segments serve, along with a description of the needs of each customer group. To serve our customers well, our businesses need to understand them. We regularly seek customer feedback on their needs and our product offering, customer experience, quality, and customer service. We also analyze significant data from millions of annual customer transactions and sessions on our eCommerce websites.

In recent years, customers have more frequently expressed interest in environmental sustainability and social responsibility topics. That feedback has been one of several inputs to our ESG environmental targets and work. Our businesses often use customer feedback to inform new product introductions for more sustainable products or to prioritize the next best action when working toward Cimpres-level targets.



## Interests and Views Of Stakeholders

At Cimpres, 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    | <ul style="list-style-type: none"> <li>Product team interactions</li> <li>Customer-facing websites</li> <li>Articles and blogs</li> <li>Customer insights and focus groups</li> <li>Customer feedback mechanisms (online, in-person, and surveys)</li> </ul>  |
| Team Members | <ul style="list-style-type: none"> <li>Employee engagement surveys</li> <li>Employee Resource Groups</li> <li>Intranets and knowledge management systems</li> <li>Regular strategy and operational alignment meetings and communication</li> <li>Purposeful in-person collaboration and reconnect events</li> <li>Quarterly review newsletter and video conferences with our leaders</li> </ul>   |
| Investors    | <ul style="list-style-type: none"> <li>Annual investor day (presentation and Q&amp;A)</li> <li>Quarterly earnings document and public Q&amp;A calls</li> <li>Annual reports, quarterly reports, and other SEC filings</li> <li>Irish Statutory Annual Report</li> <li>In-person visits and conferences (debt and equity)</li> <li>Investor inquiry response via email or calls</li> <li>Annual General Meeting (AGM) and related proxy statement</li> </ul> |
| Society      | <ul style="list-style-type: none"> <li>Fundraising and volunteer initiatives</li> <li>Cash and in-kind donations based on the needs of local communities</li> <li>Collaborative partnerships and sponsorships</li> <li>Engagement with SMBs to understand their needs and challenges</li> <li>Initiatives to promote and protect human rights across the value chain</li> </ul>   |

This input is analyzed to identify key themes and is integrated into strategies, operations, and decision-making. Insights shape sustainability priorities, product development, workplace policies, reporting, and governance. Executive management and board committees review this feedback to ensure alignment with corporate goals and regulations. Engagement outcomes are monitored and adjusted over time to address evolving stakeholder expectations.

# Double Materiality Assessment

## Investor Engagement Philosophy

Cimpress seeks shareholders and debt holders who value leaders committed to managing companies for the long term. 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 adhere consistently to those principles. We recognize the importance of communication in achieving this and have outlined our investor engagement principles in our publicly available [Investor Engagement Philosophy](#).



## Sustainability Due Diligence

Cimpress' sustainability statement provides information on our due diligence processes across environmental, social, and governance matters. This includes:

- **Supplier due diligence:** Processes for assessing environmental performance of key suppliers, including data collection, engagement, and corrective action where needed.
- **Risk identification and management:** Identification of material ESG risks and opportunities across the value chain, including upstream and downstream activities, and integration into business decision-making.
- **Policies and actions:** Governance and actions implemented to address identified risks, including sustainability targets, training programs, and engagement initiatives.
- **Monitoring and reporting:** Metrics and performance indicators used to track progress and ensure accountability, including the use of primary and indirect data sources for Scope 3 emissions.
- **Continuous improvement:** Iterative review of processes, methodologies, and data quality to enhance the effectiveness of due diligence and the accuracy of disclosures.

This mapping ensures transparency in how Cimpress identifies, manages, and reports on material sustainability risks, impacts, and opportunities throughout its value chain.

In FY2025 we carried out a preliminary Double Materiality Assessment (DMA), based on the guidance of the European Financial Reporting Advisory Group (EFRAG), to identify sustainability-related impacts, risks, and opportunities across our operations and value chain. The assessment began with a review of internal and external documents, value chain mapping, and analysis of the business model to identify critical dependencies, hot spots, and key stakeholders. We gathered insights from senior management, team members, and external stakeholders through interviews and panels to capture a broad perspective on material sustainability topics.

We compiled and assessed potential impacts, risks, and opportunities using pre-defined scoring criteria that considered both financial and impact materiality. Subject matter experts applied and calibrated these scores to ensure consistency, and materiality thresholds were defined and validated to identify the most significant topics. The outcomes of the DMA informed the selection of topics for Cimpress' sustainability strategy, targets, and reporting. We documented the methodology and findings in a dedicated Methodology Report, with an accompanying Insight Report providing further analysis and integrating stakeholder feedback while maintaining confidentiality.

The outcome of the DMA was consistent with our previous internal mapping of topics relevant and impactful to our business, team members, the environment, and society. Topics like climate change, responsible forestry, waste, and the circular economy were identified as material, aligning with the work we have been doing in these areas over the last few years.

Many material impacts stem directly from core business activities, including procurement of raw materials, manufacturing processes, product packaging, logistics, and the end-of-life treatment of products. For example, the use of paper, plastics, and chemical substances in production drives both environmental impacts and associated regulatory, reputational, and operational risks. Similarly, initiatives and partnerships with organizations such as FSC® and PEFC originate from strategic decisions to invest in people and sustainable supply chains.

Material impacts inform ongoing strategy refinement, enabling Cimpress to identify opportunities for positive contribution, mitigate negative effects, and enhance resilience across its value chain. Sustainability considerations are embedded in product development, supply chain management, and employee engagement to ensure alignment with the company's business objectives and broader sustainability targets.

This preliminary DMA will be updated as regulations and guidance evolve, and assurance will be conducted at a later stage.

# Governance

Designed by **Julie** on **99designs by Vista**

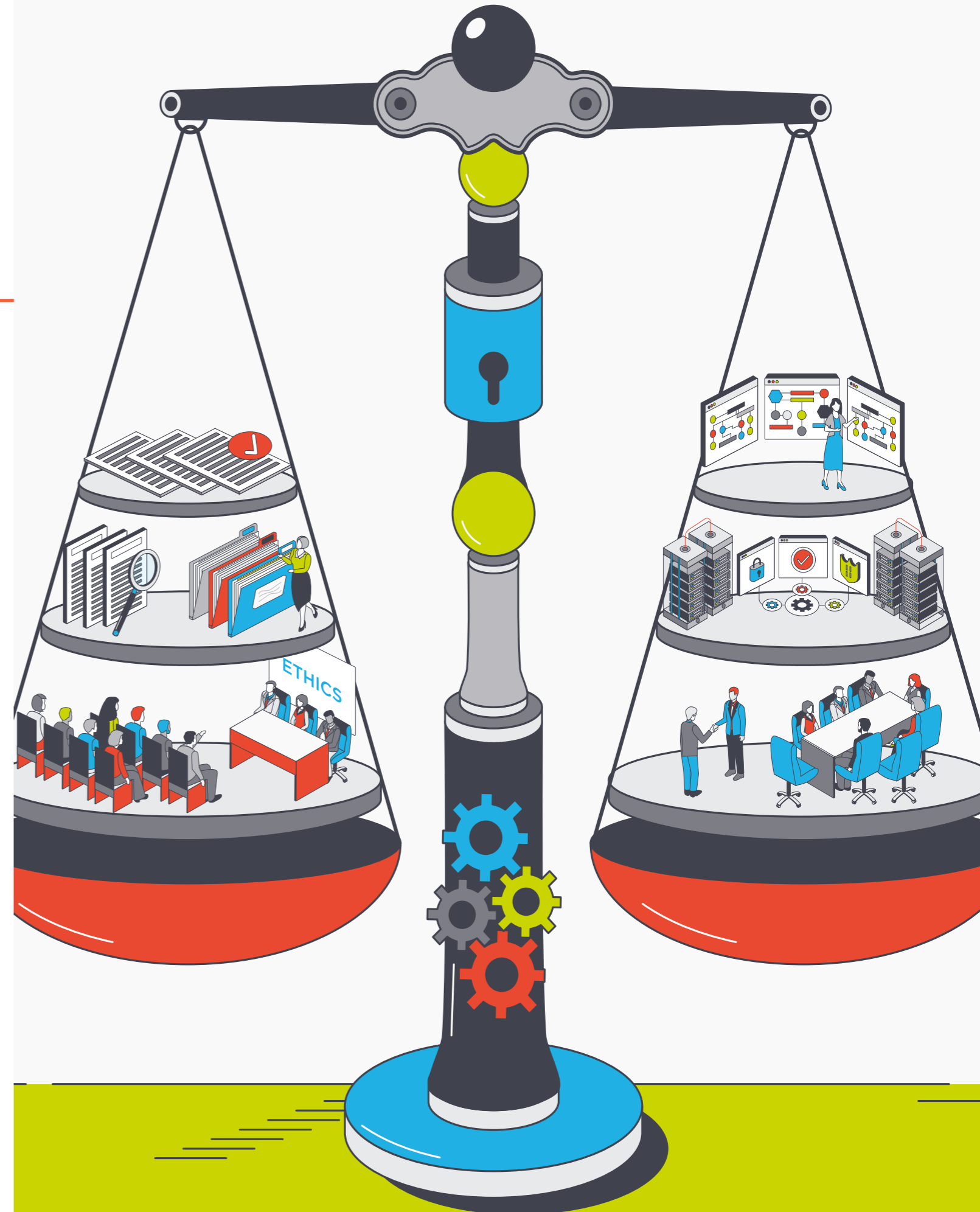
Based in Târgu Mureș, Romania (Transylvania), Csilla-Julia — known professionally as Julie — is a Hungarian designer with a background in psychology. Though she has loved drawing since childhood, her creative path developed gradually. After earning her degree, she began taking on small design tasks in her work environments and continued to teach herself, allowing her artistic interests to grow into a full-time career.

Her style features colorful elements, expressive line art, and structured compositions that often use 2D or isometric shapes to create engaging, illustrative scenes. Versatile yet cohesive, her work balances clarity with personality.

Since joining 99designs by Vista in 2012, Julie has worked with a wide range of clients, building meaningful, long-term collaborations. The platform has supported her growth by offering both flexibility and the tools needed to stay organized while managing multiple projects.

Julie values clear timelines, thoughtful communication, and delivering design solutions that help clients reach their goals. She remains grateful for the creative community and opportunities that continue to shape her professional journey.

“I’m deeply grateful to 99designs for providing a space where designers can learn, challenge themselves through contests, exchange ideas, and collaborate with diverse clients on unique projects. The platform has played a huge role in my personal and professional growth.”



# Our Corporate Governance Structure

## Board of Directors

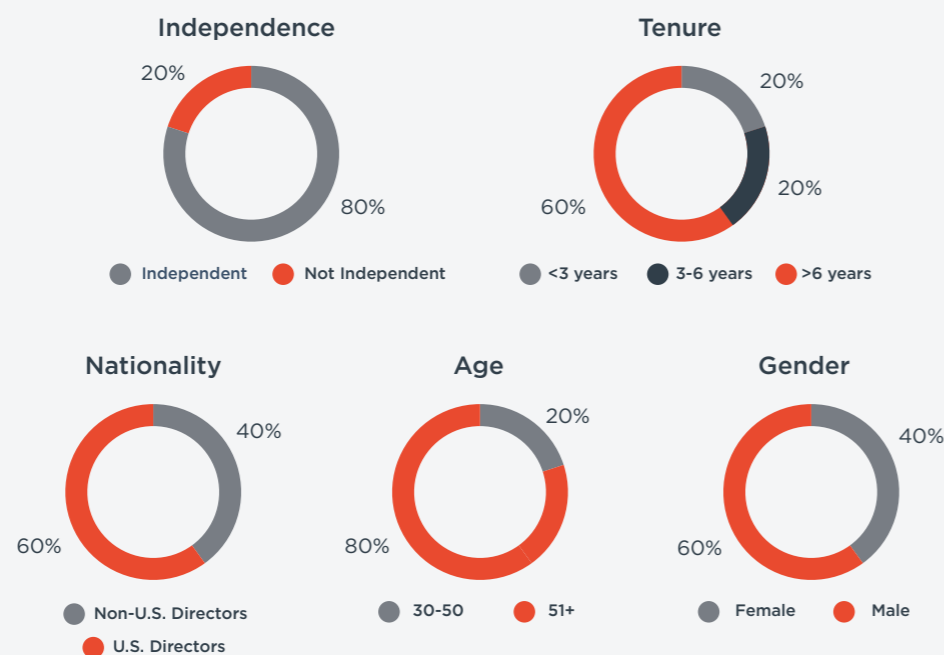
Our board of directors and its committees are responsible for overseeing the management of the company and, in so doing, serving the best interests of the company, its long-term investors and its other constituents. Cimpres's board is small by design, with five members as of June 2025<sup>1</sup>: our founder, chairman and chief executive officer (Robert Keane) and four independent directors who have diverse backgrounds and experience.

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 Cimpres's management through constructive feedback and dialogue, and gives our board members the information they need to perform their fiduciary and strategic responsibilities.

## Board Diversity



<sup>1</sup> As of May 27, 2025, Wayne Ting joined the Cimpres Board of Directors. Wayne Ting, CEO of Lime, brings extensive experience in scaling technology-driven businesses with a focus on operational efficiency and customer value.

## Committee Composition

|                     | Independent Director | Audit Committee | Compensation Committee | Nominating Committee |
|---------------------|----------------------|-----------------|------------------------|----------------------|
| SOPHIE A GASPERMENT | I                    | Member          | Member                 | Chairperson          |
| DESSLAVA TEMPERLEY  | I                    | Chairperson     | Member                 | Member               |
| SCOTT VASSALLUZZO   | I                    | Member          | Chairperson            | Member               |
| WAYNE TING          | 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.cimpres.com](https://ir.cimpres.com).

## Board Oversight of ESG

The Cimpres Board of Directors is responsible for overseeing material risks and opportunities, including those related to environmental, social, and governance topics. Oversight is primarily executed through the work of its independent directors, although all board members are responsible for sustainability matters. This includes responsibilities related to their service on the Audit, Compensation, and Nominating Committees, which provide oversight on key topics such as reporting, internal controls, executive compensation, board composition, and risk management, including ESG-related risks.

Each committee operates under a formal charter reviewed periodically and has the authority to engage independent advisors as needed. These structures help ensure that ESG considerations are integrated into decision-making at the highest levels of the company.

As outlined in our Corporate Governance Guidelines, the board is expected to develop and oversee long-term strategy, with consideration for ESG-related risks and opportunities as part of Cimpres's value creation approach.

ESG-related risks are integrated into Cimpres's enterprise risk management framework and reviewed regularly with the Board and relevant committees, alongside financial, operational, and reputational risks.

The Board conducts a regular self-evaluation to assess its effectiveness, including how sustainability risks and long-term value creation are integrated into oversight activities. In addition, non-employee directors meet independently at least twice per year to evaluate leadership performance and ensure independent oversight.

The board and executive members also contribute expertise in areas such as corporate governance, ensuring the company has access to the skills and knowledge necessary to oversee sustainability matters effectively.

## Management Oversight

Environmental targets, including climate-related initiatives, are approved by the executive team and align with Cimpress' broader business strategy. These targets are developed in collaboration between the central sustainability team and leaders in our businesses. The sustainability team plays a key role in tracking progress and reporting on these targets, providing quarterly updates to the management team and an annual review to the CEO.

A dedicated central team supports teams across Cimpress businesses as they work toward our environmental targets. The Cimpress central teams focus on developing central guardrails to incentivize economically rational investment, identifying common opportunities to move faster and drive efficiency and providing shared resources and reporting. Decisions and execution responsibilities, however, sit within each business, allowing sustainability efforts to be embedded in daily operations and tailored to local needs. This decentralized model ensures flexibility while maintaining consistency with Cimpress' overarching goals.

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.

Management maintains regular communication with the board and its committees to provide updates on material issues, including sustainability. This structure enables Cimpress to consider these matters as part of its overall governance and risk oversight processes.

## Aligned Incentives

Shareholders represented by the members of our board of directors during FY2025 accounted for approximately 31% 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 successfully done by first and foremost serving customers, motivating team members, and being a responsible corporate citizen.

Our long-term incentive (LTI) program encourages a long-term perspective while also being tied to short-term (fiscal year) performance including financial results. For leaders in Vista and Cimpress central teams, long-term incentives combine 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.

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 2024.

While we do not include ESG targets in our LTI performance measures, we believe long-term outcomes for each of our constituents are aligned. Furthermore, we have other mechanisms for assessing business performance against environmental sustainability targets and team member engagement that is reviewed by our executives and board of directors on a regular cadence. This approach is similar to how we manage other regulatory-driven compliance topics, for example SEC compliance and Sarbanes Oxley.

## Enterprise Risk Management & Controls

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

Management 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 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 discuss risk related matters directly with our CEO and CFO as part of quarterly business review meetings and on an ad-hoc basis if and when warranted.



# Cimpres Code Of Business Conduct

The Cimpres Code of Business Conduct (the “Code”) is a core tool 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 six languages, the Code applies to every team member who works for Cimpres.

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

## Team Member Training

All new team members are expected to read the Code and related policies as part of their onboarding process. In addition, each year we train all Cimpres team members on the Code and related policies. For non-production floor team members, training consists of reading summaries of the Code and the other policies selected for that year, and then answering questions designed to encourage them to 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 Cimpres policies. In FY2025, the rate of completion was 99% for online training.

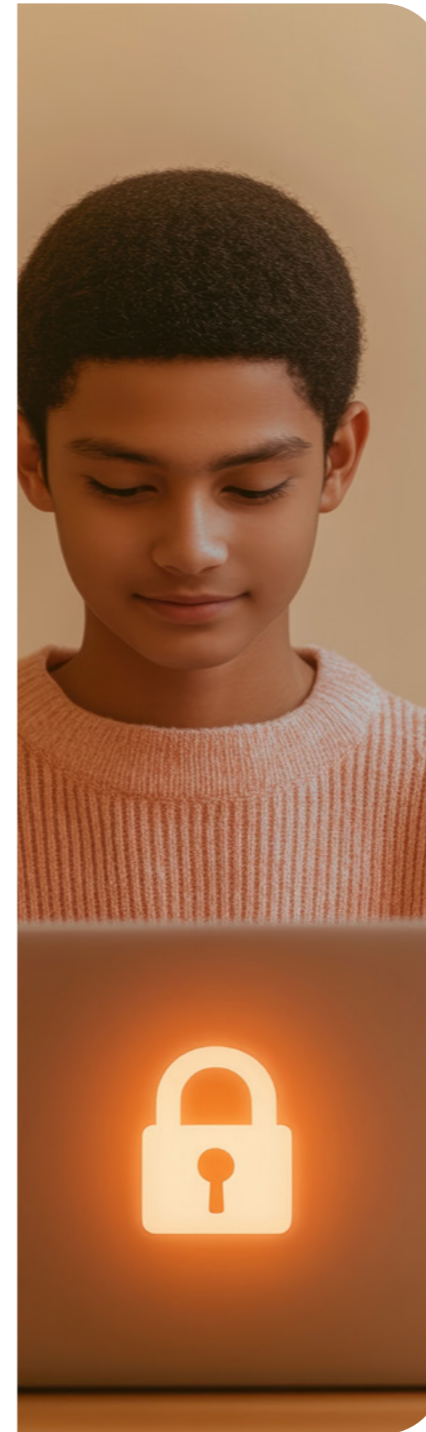
Each year, all team members are reminded how to obtain copies of our policies in their preferred language: via the Cimpres intranet, the confidential reporting helpline portal, their local HR teams, or the Cimpres legal team.

## Identifying & Investigating Concerns

Cimpres maintains the Speak Up! Confidential Reporting Helpline (SpeakUp.Cimpres.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 Cimpres legal team and then assigned to the appropriate member of the business HR or legal team. Only the Cimpres legal team has full access to the Helpline website, while members of the business teams can only access the reports assigned to them.

# 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 Cimpres must meet.

Within those standards, each Cimpres 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 Cimpres security and privacy team works in partnership with each of our businesses and the 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 endpoint 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 have a small central privacy team that can support the privacy efforts in each Cimpres business, oversee data protection compliance of shared Cimpres 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 Cimpres's risk mitigation framework, the security team has developed a security baseline. This is a company-wide mandate of minimum capabilities applicable to each Cimpres 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 Cimpres 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 tests our ability to detect, contain, and remediate an incident.

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

## Rules for Responsible AI Use

Cimpres 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, Cimpres adopted new company-wide guidelines for generative AI, aimed to mitigate risks while still allowing for broad adoption and innovation with AI across Cimpres. We regularly review those guidelines to ensure we keep up with this fast-changing area. The most recent update of these guidelines was published internally in October 2025, and covers all uses of AI, not just generative AI. These updates include three tailored sections—general AI use by team members, corporate deployment of AI tools, and development & training of AI models—practical resources such as FAQs and step-by-step guides, and a list of reviewed tools developed that are deemed acceptable for use.

The guidelines focus on general practices for the protection of Cimpres, practices related to confidential information and personal data and related protections, and the use of AI coding tools and their 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 Cimpres 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 update our guidelines as needed in the future.



# Environmental

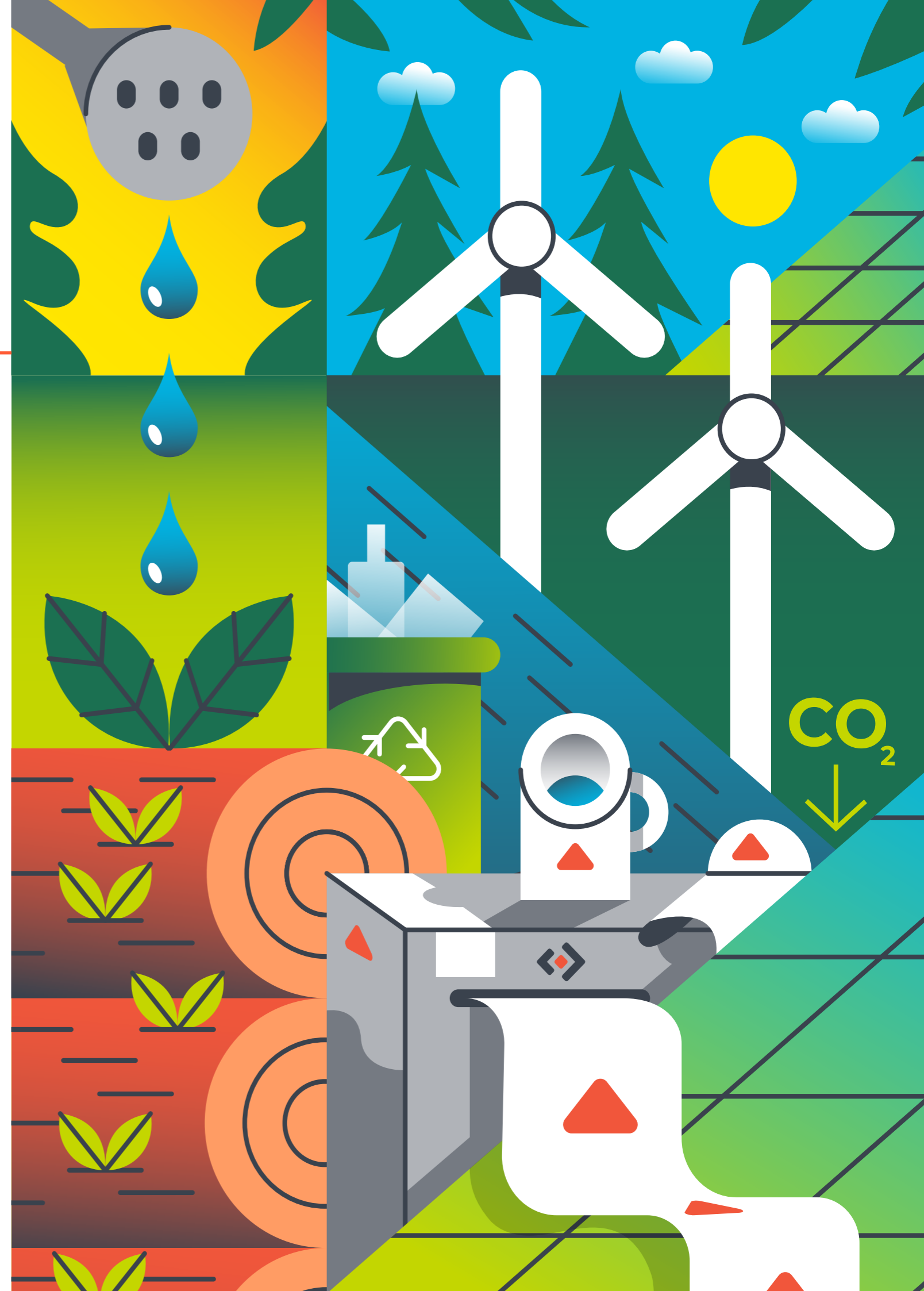
Designed by **Sergey Goldshtain** on **99designs by Vista**

Sergey, originally from Bakhmut, Ukraine, now lives in Dubai and has been a commercial illustrator and graphic designer for over 8 years. His work blends multiple styles, including flat design, gradients, surrealism, textured elements, and geometric compositions. By mixing these approaches, he creates distinctive, imaginative, and unconventional visuals tailored to each project.

A member of 99designs since February 2018, Sergey approaches every project with a clear understanding of client briefs and ideas, open communication, and timely delivery. He strives to bring fresh perspectives, creative solutions, and an enjoyable collaborative experience to every engagement.

Sergey believes that art connects people on a deeper level, allowing meaningful communication through the images we create. His 23 years of experience in breaking (dance) have shaped his creativity and unconventional thinking, which he applies to illustration and design, producing work that is both visually striking and conceptually engaging.

“I’m grateful to the 99designs team for the opportunity to bring my creativity and vision to commercial projects, helping clients achieve their goals while telling stories that captivate and inspire.”



# Reducing Greenhouse Gas Emissions (GHG)

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 not sought third-party validation of our targets; however, its development was informed by the Science Based Targets initiative's (SBTi) Absolute Contraction Approach, which ensures that we remain aligned with overall market decarbonization and 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 through their (1) track record regarding carbon reduction, (2) high-quality accounting of emissions, including Scope 3, and (3) robust and transparent plans to reduce emissions through at least FY2030 in a financially rational way. We have been working to incrementally improve performance and accounting, and we are now starting to use that data to identify impactful and financially efficient ways to drive decarbonization within our business (Scope 1 and 2) and within our supply chain (Scope 3).

## Revised Targets Related to Climate Change

To strengthen our existing commitments and accelerate our progress, we have refreshed our climate change targets. These updated goals are designed to drive more ambitious action and ensure we are on a clear path to reducing our environmental impact across our value chain.

- 38% reduction in combined Scope 1, 2, and 3 carbon emissions by the end of FY2030 (relative to FY2024 baseline), as well as internal goals to significantly decarbonize after that date.
- 100% renewable energy use in at least Canada, the U.S., the EU, the UK, and Australia by the end of FY2030.

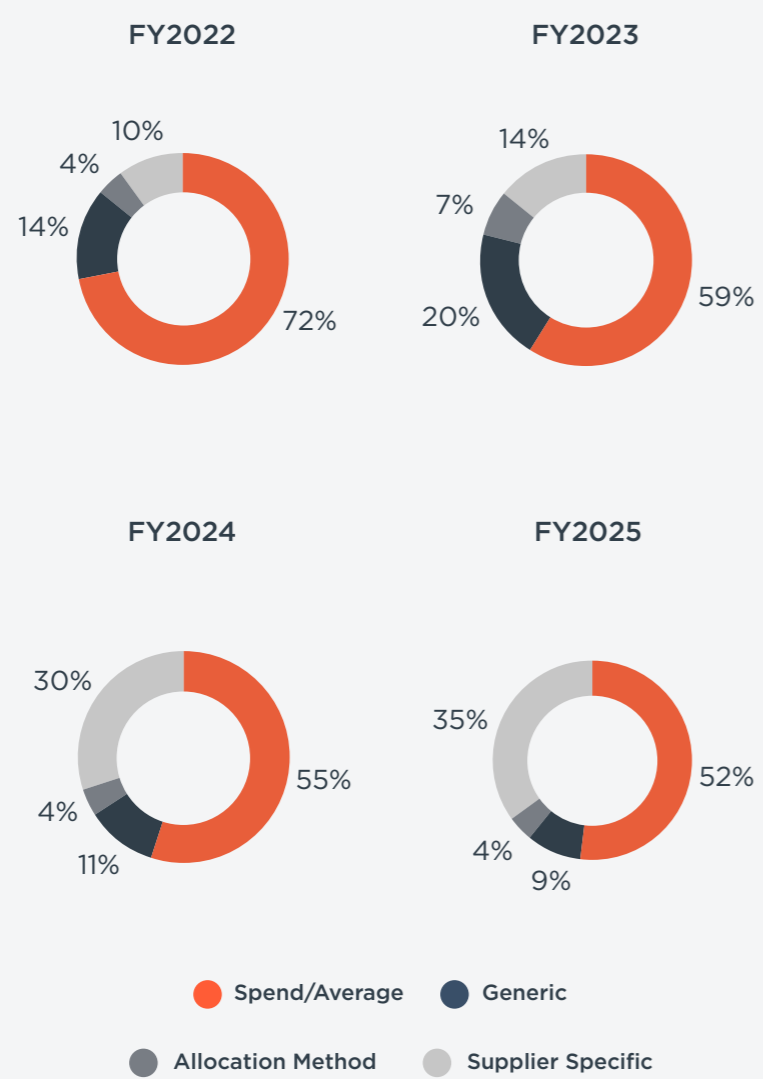


## Decarbonization Approach

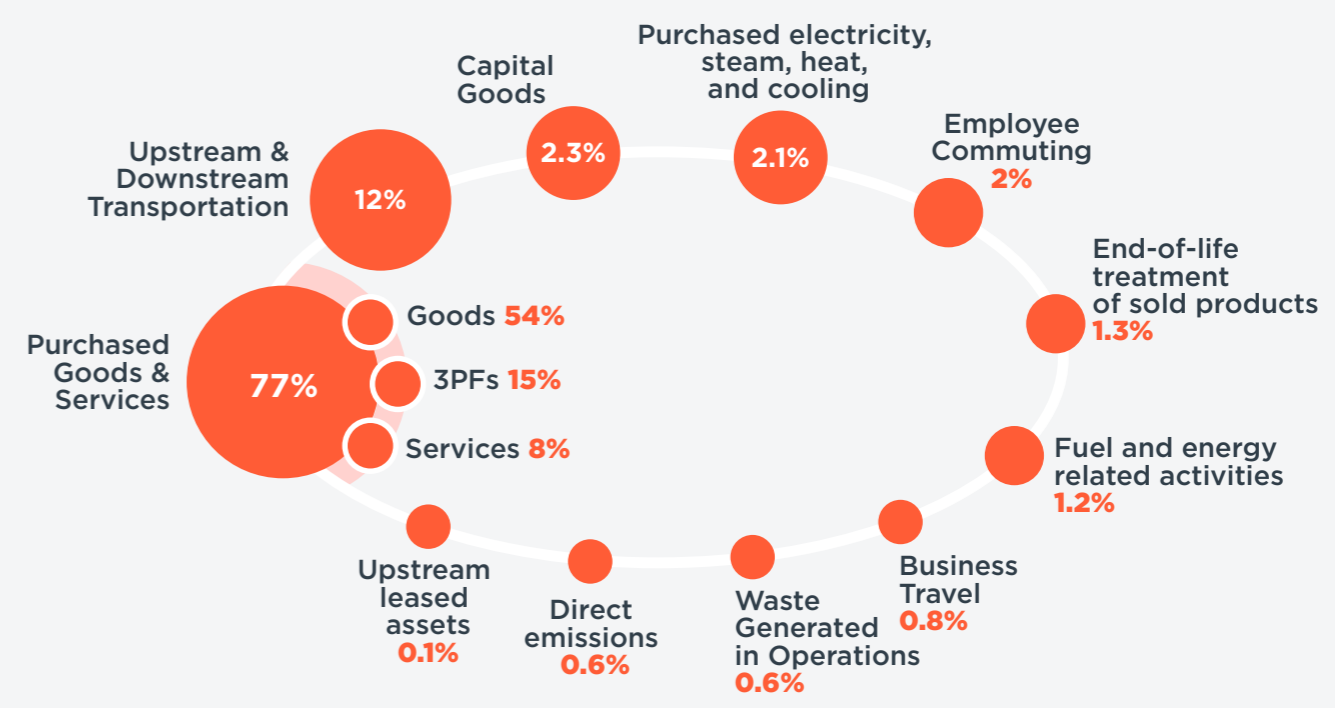
During FY2025, we transitioned to a leading carbon accounting software service<sup>1</sup> that has contributed to furthering both the speed and quality of our accounting efforts. We believe this will serve as a significant step toward integrating decarbonization considerations into our decision-making<sup>2</sup>. In addition, we continued our multi-year efforts to obtain supplier-specific emissions data from our largest suppliers of materials, IT services, and logistics providers, shifting away from spend-based calculations wherever possible. As a result, we have now successfully shifted 48% of our Scope 3 emissions accounting away from inflation- and growth-influenced spend (up from 45% the previous year). We expect to continue to see fluctuations in our calculated GHG inventories year over year as a result of improved accounting. We are committed to remaining transparent in our approach to calculating emissions as we strive to utilize the latest, most accurate data available.

As a part of our continued shift away from spend-based accounting, we continued to make important progress in the accounting quality in our two largest Scope 3 categories – Purchased Goods and Services and Upstream Transportation and Distribution (logistics). This enhanced visibility into the emissions of specific suppliers and products in high-emitting categories allows us to engage more meaningfully with suppliers around their existing and potential reduction plans, as well as include emissions as a consideration when comparing commodities and services that are available from multiple suppliers on the market. We are beginning to see signs of a decoupling of emissions from expenditures in these categories. While to date the vast majority of the accounting improvements we have seen in the Upstream Transportation and Purchased Goods and Services categories have resulted in lowered emissions, we do not believe that this trend will continue through all raw materials and categories.

<sup>1</sup> Watershed.  
<sup>2</sup> 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. As a part of our transition to Watershed, we undertook a recalculation of all of our carbon footprints back to FY2019, our original baseline year. As a result of this change, we have seen significant adjustments (>5%) in almost all prior fiscal years, usually in an upward direction; we will use this latest report as the baseline for all future assessments of performance.



## FY2025 GHG Inventory by Scope and Source



Our continued focus on improving accounting is giving us greater visibility into the approximate cost of achieving decarbonization aligned with our goals over the next few years, as well as the most financially rational places to focus our decarbonization efforts<sup>1</sup>. Beginning in FY2026, we have instituted an internal carbon guardrail, designed to give our businesses guidance regarding where we believe it is most financially efficient to mobilize investment into decarbonization within their businesses. We will work to operationalize this new carbon guardrail throughout FY2026 and FY2027 and consider adjustments as necessary in future years based on our evaluation of its effectiveness in integrating decarbonization into decision-making and contribution to overall impact on achievement of our targets.

### Decarbonization Progress Scopes 1 & 2 Emissions

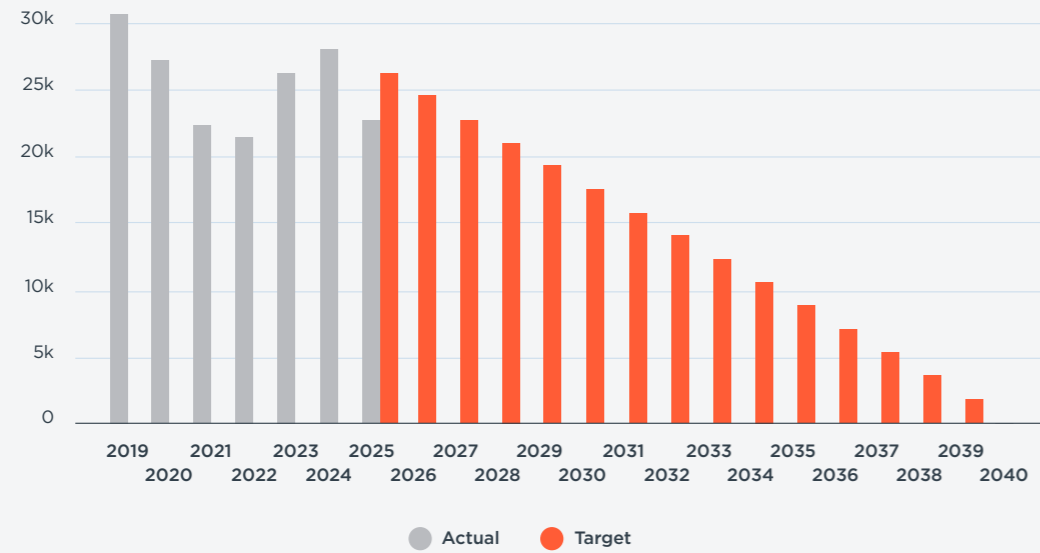
We continue to make significant progress toward the Scope 1 and 2 portion of our goals in FY2025, reducing our emissions by 19% year over year and over 26% since FY2019.

We continue to prioritize our work to increase renewable electricity usage at our facilities, reduce natural gas consumption, and improve energy efficiency within our operations. During FY2025, we continued our five-year trend of reducing our electricity intensity in relation to revenue growth (from 0.048 MWh/\$1000 USD in FY2021 down to 0.036 MWh in FY2025). In addition to energy use reductions, we achieved emissions reductions as a result of further procurement of Renewable Electricity Certificates (RECs) in two of our businesses. Increases in emissions resulted from the addition of small tuck-in acquisitions, the addition of a new manufacturing site for Pixartprinting as a result of their expansion to North America, and more carbon intensive energy mixes being used by electricity suppliers this past year<sup>1</sup>.

<sup>1</sup> To date, Cimpress has not used carbon offsets as part of our decarbonization approach. 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.

<sup>1</sup> In FY2025, we launched new software to support the annual calculation of our consolidated carbon footprint; as a part of the transition to this new software, we took the opportunity to recalculate historical carbon footprints back to FY2019 to ensure comparability. As a result, the carbon footprint performance reflected above does not match our previous year's report. Refer to the performance tables at the end of the report to see the emissions changes.

### Scope 1 & 2 CO<sub>2</sub>e (tonnes)



| Emissions Scope <sup>1</sup>                 | FY2023        | FY2024 <sup>2</sup> | FY2025 <sup>3</sup> |
|--|---------------|---------------------|---------------------|
| Scope 1                                      | 6,976         | 7,401               | 5,213               |
| Scope 2 (Location-Based)                     | 27,967        | 28,897              | 26,859              |
| Scope 2 (Market-Based)                       | 19,060        | 20,375              | 17,281              |
| <b>Total Scopes 1 &amp; 2 (Market-Based)</b> | <b>26,036</b> | <b>27,776</b>       | <b>22,494</b>       |

We continue to closely monitor pending revisions to the GHG Protocol for changes in the accounting of RECs, as well as potential new accounting treatments for Renewable Natural Gas (RNG) and Sustainable Aviation Fuel (SAF) certificates.

1. In FY2025, we launched new software to support the annual calculation of our consolidated carbon footprint; as a part of the transition to this new software, we took the opportunity to recalculate historical carbon footprints back to FY2019 to ensure comparability. As a result, the carbon footprint performance reflected above does not match our previous year's report. Refer to the performance tables at the end of the report to see the emissions changes.
2. In FY2025, we updated our baseline year to FY2024 (previously FY2019) to reflect significant enhancements in the quality of our Scope 3 accounting; our targets continue to be informed by a science-based approach and are in alignment with a 1.5°C decarbonization pathway.
3. Included in the FY2025 Report of Independent Certified Public Accountants.

### Scope 1 & 2 Changes in Emissions (tCO<sub>2</sub>e)



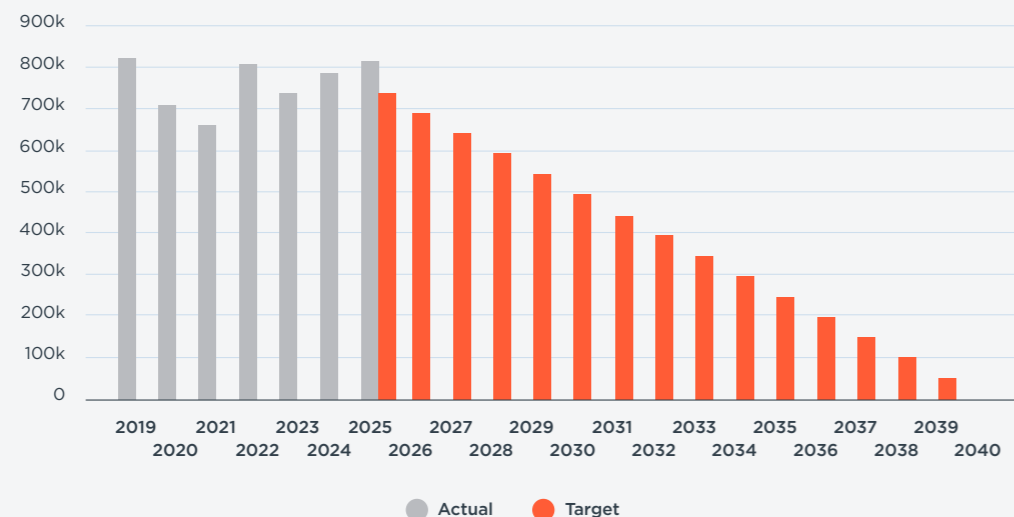
### Scope 3 Emissions

Scope 3 emissions is the measure of emissions that are related to Cimpres but that occur outside of our own operations. Scope 3 emissions account for 97% of the total of Scopes 1, 2, and 3 emissions for Cimpres. In alignment with our commitment to decarbonize across our entire value chain, Cimpres calculates emissions across all applicable Scope 3 categories. Within Scope 3, our Upstream Transportation and Distribution (UTD), along with Purchased Goods and Services (PG&S), account for approximately 91% of total Scope 3 emissions.

Cimpres' Scope 3 performance has shown an overall increase of 3.2% against our newly revised FY2024 baseline. This increase was accompanied by a 5% increase in expenditures across all businesses in FY2025 compared to FY2024. We remain above our targeted decarbonization pathway for FY2030, but as discussed above have now reached a place where more meaningful decisions can be made about the most efficient places to drive progress on Scope 3 emissions.

In FY2025, our Scope 3 emissions footprint increased by almost 25,000 tCO<sub>2</sub>e. Approximately 1,500 tCO<sub>2</sub>e of reduced emissions are the result of improved accounting; the increase in emissions was driven largely by growth in procurement (both spend and physical volume) of goods, services, and logistics.

### Scope 3 CO<sub>2</sub>e (tonnes)



| Emissions Scope | FY2023 <sup>1</sup> | FY2024 <sup>2</sup> | FY2025  |
|-----------------|---------------------|---------------------|---------|
| Scope 3         | 734,281             | 784,904             | 809,877 |

### Scope 3 Changes in Emissions (tCO<sub>2</sub>e)<sup>3</sup>



1. In FY2025, we launched new software to support the annual calculation of our consolidated carbon footprint; as a part of the transition to this new software, we took the opportunity to recalculate historical carbon footprints back to FY2019 to ensure comparability. As a result, the FY2024 carbon footprint performance reflected above does not match our previous year's report.

2. In FY2025, we updated our baseline year to fiscal year 2024 (previously fiscal year 2019) to reflect significant enhancements in the quality of our Scope 3 accounting; our targets continue to be informed by a science-based approach and are in alignment with a 1.5°C decarbonization pathway.

3. Some figures do not add up due to rounding.

## Physical Risk & Opportunity

We recognize that worsening effects of climate change could produce acute physical risk to our facilities, team members, customers, and suppliers as a result of weather-related events such as flooding and hurricanes. However, on a net basis, we don't anticipate any material financial impacts from the physical effects of climate change in the next five years. We carry insurance policies across our global locations including manufacturing facilities that help mitigate risks related to damage from severe weather, including temporary business interruption during and following a covered event. Our largest manufacturing facility, located in Windsor, Ontario, has invested in infrastructure improvements to reduce the risk of flooding during significant rainfall events due to flooding experienced in previous heavy rainfall events. If we experience extended disruptions in our operations, we have technological capabilities that support the shift of at least some of our production to our other manufacturing facilities and have an extensive network of third-party fulfillers that could also provide support during recovery. We also have the capability to shift customer service call volumes to other locations, and the geographic spread of our team members' work locations, given our remote-first ways of working in many of our largest businesses, has reduced the risk of large-scale interruption. Our supply chain is well diversified, and damage from severe weather in one or more locations is unlikely to inhibit our ability to obtain and maintain the raw material supply we need to operate our business (albeit at temporarily higher costs in some regions), as proven out during recent supply chain disruptions that occurred during the COVID-19 pandemic. We don't see material opportunities resulting from the physical risk of climate change.

## Financial Risk & Opportunity

We do not expect climate change to have a material impact on our ability to obtain sufficient supply of the major substrates (paper, plastic, textiles) upon which we rely to produce our products. However, we could face temporary price increases for forestry products like paper in the event of large scale forest fires or supply chain disruptions at some point in the future. In addition, increasing carbon taxes on fossil fuel-derived input costs such as delivery services, electricity, plastics, and some textiles, could over time increase the cost of procuring these materials. In both cases, these price increases would also impact competitors, and we would likely benefit due to economies of scale and procurement resources that our competitors do not have. One of the outcomes of our efforts to improve our carbon accounting, reduce our Scope 1, 2, and 3 carbon footprint, and reduce our reliance on fossil-fuel derived plastics is expected to be lower exposure to these costs than companies that do not make similar transitions.

## Transition Risk & Opportunity

Over time, all companies that produce physical products could be impacted by evolving customer views and expectations regarding the relative environmental footprint of the products that they sell; Cimpres is no different in this regard. As customer awareness and understanding of the carbon footprint of the products that they buy grows, we expect there will be companies that are rewarded for superior performance and others that struggle to grow and maintain their customer base as a result. We believe our efforts to improve our carbon accounting and reduce our footprint, including our Scope 3 footprint, position us well to minimize these risks and maximize these opportunities when we see trends in the market. In addition, we believe our shift toward elevated products, often key to the day-to-day functioning of a small business' operations (packaging, labels, uniforms), is less exposed to shifts in consumer preference than our legacy products.

# Responsible Forestry

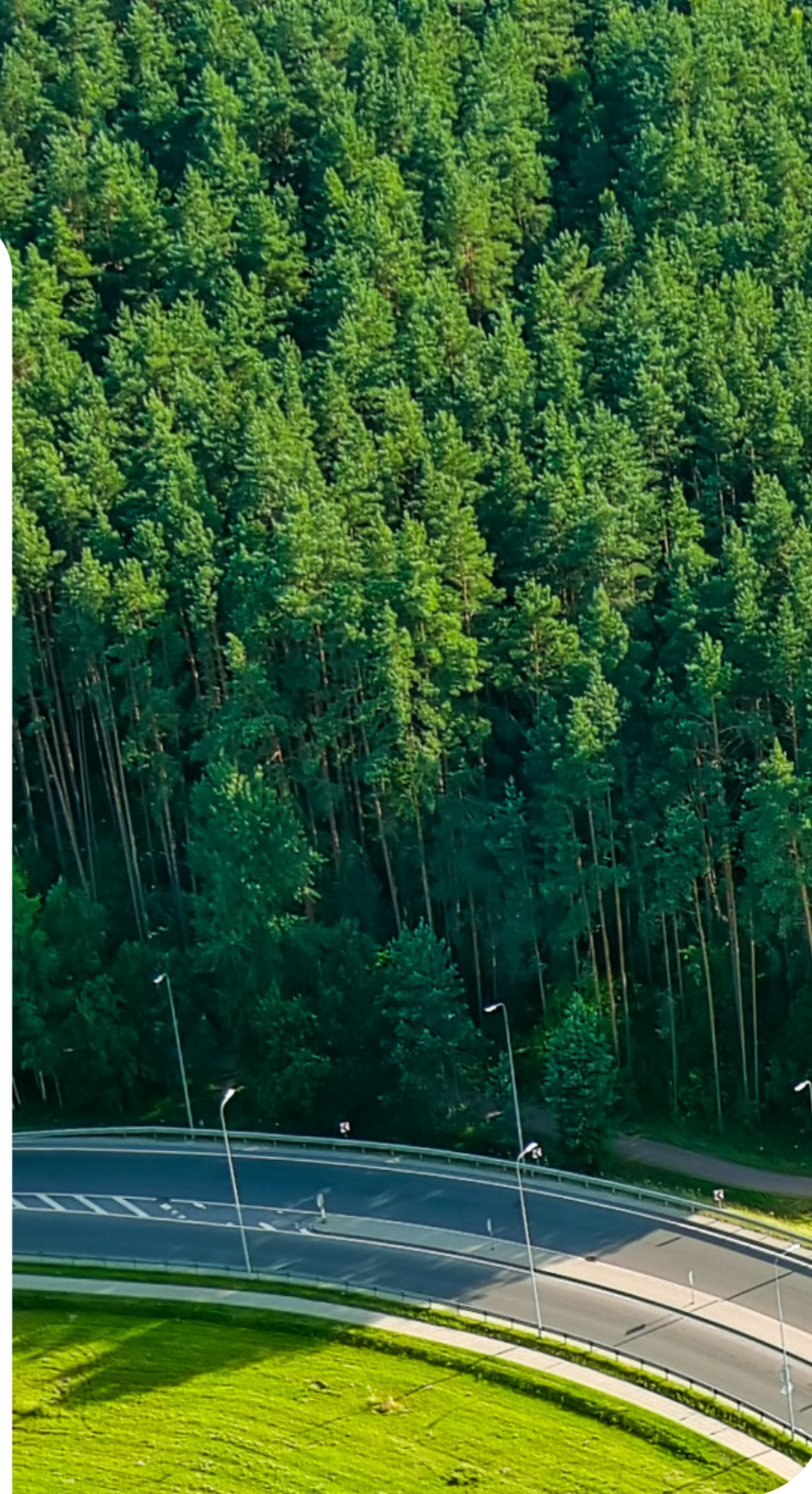
## Avoiding Deforestation

We recognize the importance of a thoughtful and effective sourcing strategy to reduce our impact on deforestation, forest degradation, and loss of biodiversity. To that end, since FY2016, Cimpres has significantly increased the percentage of our products and packaging that are certified by the world's leading forestry certifications.

In FY2024 we updated our approach and targets related to responsible forestry to align with the original implementation target dates for the European Union Deforestation Regulation (EUDR). Once fully implemented, this new law will provide Cimpres with significantly greater supply chain visibility than was historically available, and greater insight into the performance of our suppliers on this critical issue. Forestry certifications maintain a useful but diminished role under this regime, and thus we've continued to evolve our targets in this area leading into FY2026 to make sure that our targets continue to make sense in this new environment. Our work on responsible forestry has positioned us well to comply with these European regulations, as well as others that may arise in the coming years related to forestry.

More specifically, our updated targets now reflect not only the value of both FSC<sup>1</sup> and PEFC certifications, but also the potential duplication that exists between these certifications and EUDR requirements for our businesses.

1. FSC<sup>®</sup> = Forest Stewardship Council;  
PEFC = Programme for the Endorsement of Forest Certification.

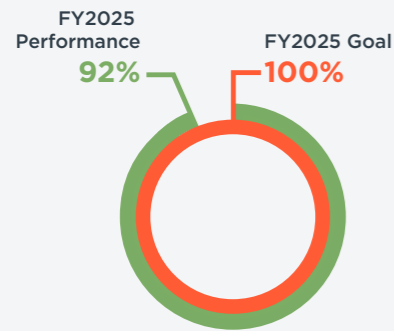


## FY2025 Performance

During FY2025, we continued to increase the levels of certified materials used in our facilities, reaching 92% conversion (up from 89% the year prior). We also built on the progress we saw in FY2024 toward our packaging goal, achieving 76% conversion to either FSC<sup>®</sup> or PEFC materials in FY2025. However, the greatest area of progress that we saw was in our conversion of 3rd party fulfillers to certified materials. In the final quarter of FY2024, we reached 49% of our expenditures on 3rd party-fulfilled paper products as being either FSC<sup>®</sup> or PEFC-certified. During FY2025, we continued to make strong progress with our suppliers, and reached 78% conversion to certified materials. We will continue to improve on this metric on two fronts – by continuing to emphasize the importance of these certifications with suppliers, as well as resulting from our multi-year effort to increase internal fulfillment (internal fulfillment carries with it a much higher likelihood of use of certified materials as a result of our internal certification rates). We have also adjusted our targets to ensure that work on our print supply chain, while important, does not take focus away from where the majority of our impact occurs, which is the raw materials that we buy for our own facilities.

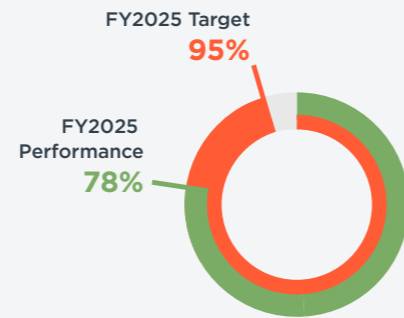
# Responsible Forestry Performance<sup>1</sup>

## In-house Production



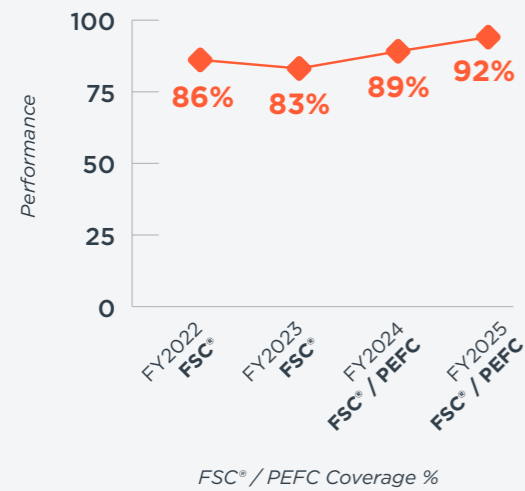
FY2025 Target: **100% Conversion**  
 FY2025 Performance: **92%**

## 3rd Party Fulfillment

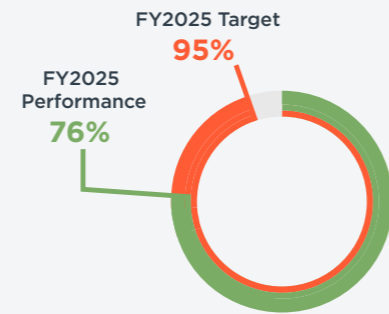


FY2025 Target: **95% Conversion**  
 FY2025 Performance: **78% Conversion**

## In-house Production (4 Year Trend)



## Packaging



FY2025 Target: **95% Conversion**  
 FY2025 Performance: **76%**

<sup>1</sup> Targets and performance are based on wood-fiber spend.

## Revised Targets Related to Responsible Forestry

- Businesses operating within the EU will comply with EUDR upon commencement of the law, while maintaining certified materials until that time<sup>1</sup>.
- 95% of spend on wood fibre-based material purchased or sold by Cimpress businesses operating outside the EU (either in-house or external fulfillment) will use either FSC®/PEFC-certified fibre or contain 90% recycled content exiting FY2028.
- 95% of spend on wood fibre-based packaging used to ship customer orders from Cimpress manufacturing facilities will be either FSC®/PEFC-certified or contain a minimum of 70% post-consumer waste (PCW) exiting FY2028.



<sup>1</sup> If EUDR requirements and compliance timing are changed, we will update this target to ensure that risk in the European Union is adequately addressed.

# Reducing Our Reliance On Fossil-Fuel Derived Plastic Packaging

Across our operations, plastic packaging plays a key role in protecting products during delivery to our customers. However, it's also subject to increasing regulations, from recycling fees (extended producer responsibility, or EPR) to restrictions on specific resins and single use plastics. We made significant improvements over the past five years to address these risks, and have refreshed our targets to ensure that we continue to rationally balance product protection and durability with our compliance obligations and overall environmental impact. We've also built a stronger understanding of, and data foundations around, the make-up of our packaging materials that has become increasingly useful as extended producer responsibility reporting continues to evolve and incentivize the use of more recyclable plastic types.

## Actions

Achieving our targets requires us to rethink our approach to the raw materials we use in our packaging. We are identifying and incorporating new materials and processes that minimize the amount of fossil fuel-derived plastic used in our packaging and products.

Following FY2023, we announced that we had completely eliminated PVC and polystyrene from our packaging, thus preventing at least 4,600 kg of this material from reaching a landfill or incinerator each year.



Since FY2020, we have increased the amount of recycled and fossil fuel-free bioplastic content in our packaging by more than 98,000 kg, a 427% improvement. In addition, by the end of FY2025 we had achieved a 2% reduction in overall virgin content use. While we have made significant efforts here, we fell short of our originally stated goal as we were unable to reduce the amount of plastic in our packaging faster than our sales growth. We intend to continue to reduce unnecessary packaging and integrate recycled content as reflected in our new FY2028 targets. In terms of recyclability, our largest challenges continue to be shrink wrap and polybags, both of which play an integral role in the efficiency of our manufacturing processes and the protective shipping of products. We continue to engage our procurement resources and manufacturing teams in pursuit of viable home compostable alternatives for these materials, or alternatively, new packaging solutions to eliminate the need for shrink wrap and polybags entirely.

## Revised Targets

- 5% absolute reduction in plastic packaging used to ship products to customers from Cimpress facilities by the end of FY2028 (relative to the FY2025 baseline and regardless of volume sold variations).
- 95% of plastic packaging (by weight) used in Cimpress facilities to ship products to customers will be either widely recyclable or home compostable by the end of FY2028.
- 30% of plastic packaging used in Cimpress manufacturing facilities to ship customer products will come from either post-consumer recycled content or bio-based content by the end of FY2028.
- PVC and polystyrene remain banned from use in our packaging.

# Reducing The Impact of our Plastic Products

Plastics provide the strength, flexibility, and finish needed for high-quality large format and promotional products. Traditional substrates used for these types of products, like PVC and polystyrene (PS), are facing increased scrutiny from regulators due to their environmental impacts. We're exploring alternative materials that maintain product performance while helping us move away from the most problematic plastics. By leveraging the ingenuity of our broad supplier base and industry-leading scale advantages in procurement, we have made significant progress in building a supply chain in the banner category supportive of furthering this transition, including the launch of PVC-free products at a number of our businesses.

## Actions

Over the past three years, we have been focused on leveraging our scale and centralized procurement expertise to engage with suppliers to identify new potential sources for PVC-free banners and close the gap on quality and cost between traditional and PVC-free options. During FY2025, we achieved significant cost reductions in PVC-free banner substrates, and launched these new materials at the majority of our European businesses. Our next steps will include expanding our trials from Europe to North America, and furthering our efforts to effectively merchandize these new products in a category that continues to be dominated by legacy PVC products.

Overall, although we missed our originally stated target of FY2025 to eliminate problematic plastic from our products, we continue to believe it is the directionally correct approach for both sustainability and product compliance reasons. Our work to test and launch new products that meet customer quality expectations and are competitively priced with traditional PVC materials is a key milestone to driving change, and we intend to continue this work in the coming years.



## Revised Targets

- Profitably transition to PVC-free and PS-free alternatives that customers love in banners, rigid signage, and decal categories by the end of FY2028<sup>1</sup>.

During our discussions about refreshing our product targets, we decided to suspend our focus on recycled content in products, as well as product recyclability and compostability. While we believe these would be positive developments and remain future opportunities for product development and reduction of our environmental impact, we believe the greatest risks and opportunities lie in the types of plastic resins that the industry is currently reliant on. We will continue our focus there until we are confident that these risks and opportunities have been addressed before shifting our focus to further product refinement.

<sup>1</sup> These three categories of products are the source of the vast majority of problematic plastics in our products today.

# Social

Designed by **yulianzone** on **99designs by Vista**

Based in Kendal, a small town on the island of Java in Indonesia, Yulian Aditya—known on 99designs by Vista as Yulianzone—is a self-taught designer with a lifelong passion for drawing and illustration. His creative journey began in childhood, and though he never had formal training in design, he honed his skills through online tutorials, peer learning, and a deep dedication to his craft. Yulian’s work often features rich, illustrative elements that bring character and emotion to every project he creates.

Since joining 99designs by Vista in 2011, Yulian has built a thriving freelance career through perseverance and creativity. After dozens of early contest losses, his persistence paid off when he won his first competition a year later—an achievement that marked the start of his professional growth. Since then, he has won many contests and formed lasting relationships with clients from around the world, many of whom return for repeat collaborations. Passionate about delivering meaningful, visually engaging designs, Yulian continues to embrace each project as an opportunity to evolve, inspire, and help brands tell their stories through illustration and design.

“99designs has helped me a lot. What I love about this platform is that even if you don’t win a contest, they still give designers a spotlight by featuring outstanding work on their blog or Instagram. So, don’t stop creating good designs.”



# Our People

We believe in the power of intellectual, cultural, and experiential diversity in service of building a meritocracy in which we recruit and promote based on performance and hard work. Every day Cimpres 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. Our leaders are expected to maintain a working environment where every team member is treated with respect, dignity, and merit-based fairness, regardless of nationality, race, gender, sexual orientation, religion, political views, family status, age, or (unless required for a given role) physical ability. This diversity includes being truly global as our team members live in many different countries and cultures.

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 Demographic<sup>1,2</sup>

| Gender       | Overall |
|--------------|---------|
| Female       | 47%     |
| Male         | 52%     |
| Other        | 0%      |
| Not reported | 1%      |

| Age               | Overall |
|-------------------|---------|
| Under 30          | 26%     |
| Between 30 and 50 | 63%     |
| Over 50           | 11%     |

## Workforce by Employment Type<sup>3</sup>

| Employment Type | Non-guaranteed hours |           |      | Full-Time | Part-Time |
|-----------------|----------------------|-----------|------|-----------|-----------|
|                 | Permanent            | Temporary |      |           |           |
| Female          | 47%                  | 45%       | 0%   | 46%       | 55%       |
| Male            | 52%                  | 55%       | 100% | 52%       | 44%       |
| Other           | 0%                   | 0%        | 0%   | 0%        | 0%        |
| Not reported    | 1%                   | 0%        | 0%   | 1%        | 1%        |

1. Excludes contractors, freelancers and interns.  
 2. Excludes team members 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.

## An Engaged And Empowered Workforce

Investing in attracting, developing, and retaining the best talent has always been a priority at Cimpres. 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 connection to work-life balance, 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.

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 confidential 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:

- In FY2025, Cimpres central teams maintained their employee engagement score at 8.3/10, while Vista's score increased to 8.2/10 from 8.0. This compares to a relevant benchmark of 7.8/10.
- BuildASign had a Net Promoter Score (eNPS) of +38 on a scale from -100 to +100.
- Printdeal's engagement survey showed key scores including development at 71, workplace atmosphere at 78, and meaningful work scored 70.
- In addition, Printi achieved an employee Net Promoter Score (eNPS) of 48 as of August 2024. Notable results from their survey include a rating of 4.2 for benefits and 4.0 for internal communications.



## Training and development

In FY2025, Cimpres central teams and Vista focused on advancing both team member development and the customer experience through a series of training initiatives emphasizing self-service and support, quality standards, remote-first onboarding, and personal leadership, part of a broader learning ecosystem hosted on a leading training platform. Across Cimpres central teams and Vista 533 active learning paths attracted 90,133 enrollments, reflecting strong engagement across the organization. By the end of FY2025, 6,336 team members had been assigned licenses on the platform.

The impact of these initiatives is clear in participant feedback and platform interactions. Learners registered 30,081 "I learned something" reactions compared to only 88 "I have a question" responses, demonstrating the clarity, relevance, and practical usefulness of the training content. These programs support career progression by providing team members with structured opportunities to master essential company processes.

Training initiatives are closely aligned with the strategic goals of Cimpres central teams and Vista, with key learning paths updated annually to reflect evolving priorities and core behaviors. Metrics such as enrollment and course completion rates are tracked across businesses, providing measurable insight into the effectiveness of our learning programs.

Over 5,970 LinkedIn Learning licenses have been activated by team members across Cimpres central teams, Vista, National Pen, Pixartprinting, Wirmachendruck, Easyflyer, and TunUp. We are above the industry benchmark, with 32% of learners logging in and 60% returning as repeat learners.

Continued focus will be on AI upskilling, empowering team members to leverage generative AI tools like Gemini to enhance productivity and streamline workflows.



## Developing Leadership Skills

During FY2025, Cimpres central teams and Vista focused on accelerating leadership capability and accountability through several core leadership development programs. These cohort-based, blended learning programs combine asynchronous learning, practical application activities, facilitated workshops, and peer group interactions over a period of three to four months. In total, nearly 240 leaders and aspiring leaders participated in a leadership development cohort during FY2025.

- The Leading Self program focuses on self-awareness and personal leadership, covering topics such as psychological safety, wellbeing and workload prioritization. It was designed for current and aspiring leaders, with more than 80 participants completing the program in FY2025. Participants valued increased self-awareness and leadership insights, rating the program 4.4/5 for relevance and 9/10 for recommendation.
- Leading Others equips managers with essential skills for team development, including coaching, feedback, developing team members, and navigating change. The program, completed by 122 current people leaders, was highly praised, scoring 4.5/5 for relevance and 8.7/10 for recommendation.
- Leading to Impact aims to cultivate strategic leadership competencies, foster cross-functional collaboration, and support the development of next-generation talent, reaching 35 participants. As a result, 81% agreed it was a good use of time and 100% plan to apply the learnings.

Participants highlighted the value of practical tools, peer exchange, and facilitator support, noting improvements in psychological safety, wellbeing, coaching, change navigation, and strategic leadership. These shifts are reflected in employee engagement: Leading Others participants improved their Peakon scores for Learning by +0.6. By strengthening leadership capabilities, these programs are driving a culture of growth, autonomy, and team development across the organization.

Additional examples of initiatives undertaken by other businesses in the area of training and development include:

- **Pixartprinting:** Delivered over 13,000 training hours in 2025, with the majority held in person and 5% through the LinkedIn Learning platform. Training covered technical skills, safety, leadership, project management, soft skills, and languages. Key initiatives included leadership programs, an MBA for managers, and soft skills development. Pixartprinting has a structured Performance Management System to set group and individual objectives, monitor performance, and ensure alignment with strategic goals.



- **National Pen:** Implemented succession planning for critical roles; career path guides with education and skills requirements; annual Human Skills training (e.g., communication, emotional intelligence, teamwork); mentor/coach program; and compliance training including fire brigade, first aid, and chemical handling. In FY2025, they also piloted the GROW Performance Development Program (Goals, Results, Opportunities, Workplan), supported by personalized LinkedIn Learning pathways and external development opportunities.
- **BuildASign:** Implemented annual compliance training; Manager Fundamentals for new people managers; and safety training (HAZMAT, lifting, evacuation, and forklift where applicable).
- **Printdeal:** Implemented a leadership program for managers; in-house project management training; online learning platform “Orange Academy” with e-learning and custom courses; and comprehensive onboarding and tailored training programs.

## Inclusive Culture and People Commitment

Cimpres 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, fostering a culture of mutual respect, collaboration, and inclusion.

We’re dedicated to maintaining a working environment where every team member is treated with respect, dignity, and merit-based fairness. This means we regularly review and refresh our people practices and policies to ensure they support such a corporate culture.

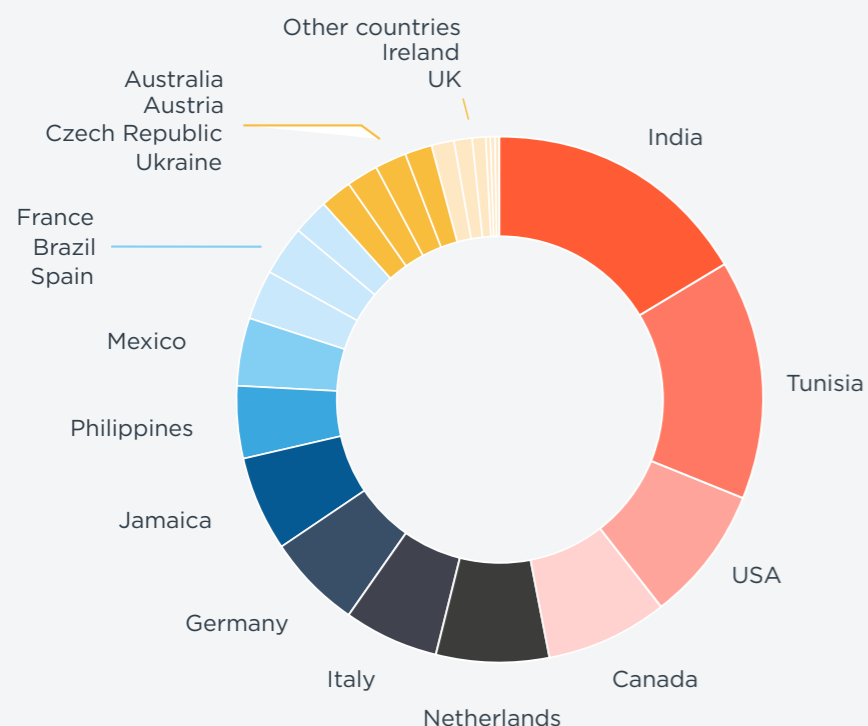
Our focus is on building a workplace where everyone feels a sense of belonging and has opportunities to develop and succeed.

We disclose Cimpres-wide gender, age, and ethnicity headcount data for our board, executive management, technology roles, and senior management, in alignment with sustainability regulatory and stakeholder expectations. We will continue to improve collection of team member demographic data, ensuring privacy and compliance with applicable laws. We are updating these numbers to better represent our global workforce and reflect the countries in which we operate.



## Team Member Location<sup>1 2</sup>

We are a global company with facilities, team members, and localized websites in many countries across six continents, and we manage our businesses and operations in a decentralized, autonomous manner. We have talent centers in India, Jamaica, Philippines and Tunisia for skilled capabilities in software engineering, data analytics, product photography, customer service, and graphic design.



## Workforce Diversity by Role Category<sup>1 2 3</sup>

|                               | Male | Female | Other | Not reported | Under 30 | Between 30 and 50 | Over 50 |
|-------------------------------|------|--------|-------|--------------|----------|-------------------|---------|
| <b>Board of Directors</b>     | 60%  | 40%    | 0%    | 0%           | 0%       | 20%               | 80%     |
| <b>Top Management</b>         | 74%  | 26%    | 0%    | 0%           | 0%       | 69%               | 31%     |
| <b>Senior Management</b>      | 62%  | 37%    | 0%    | 0%           | 1%       | 84%               | 15%     |
| <b>Tech Roles</b>             | 72%  | 27%    | 0%    | 0%           | 33%      | 65%               | 2%      |
| <b>All other Team Members</b> | 47%  | 51%    | 0%    | 1%           | 26%      | 61%               | 13%     |

1. Excludes contractors, freelancers and interns.  
 2. Excludes team members 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.

## Cimpress U.S. Team Member Racial Diversity<sup>1 2 3</sup>

|                                  | All Other Team Members | Top Management | Senior Management | Tech Roles |
|----------------------------------|------------------------|----------------|-------------------|------------|
| <b>Asian</b>                     | 7%                     | 12%            | 14%               | 30%        |
| <b>Black or African American</b> | 6%                     | 0%             | 1%                | 2%         |
| <b>Hispanic or Latinx</b>        | 22%                    | 2%             | 6%                | 5%         |
| <b>White</b>                     | 60%                    | 79%            | 77%               | 58%        |
| <b>Other</b>                     | 4%                     | 0%             | 2%                | 5%         |
| <b>Not disclosed/available</b>   | 0%                     | 7%             | 0%                | 0%         |

## 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, to celebrate the identities and cultures across our workforce.

In FY2025, Cimpress central teams and Vista supported four ERGs: Women at Work (W@W), Pride, Mental Health Alliance (MHA), and Military Veteran and Families (MVF), which stand as beacons of support, driven by team members themselves.


1. Excludes contractors, freelancers and interns.  
 2. Excludes team members 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.

# Awards & Recognitions

In FY2025, our commitment to employee engagement has been recognized with these awards:

 **Vista** was recognized as a Best Place to Work by BuiltIn and named a Top Diversity Employer by Circa Diversity Jobs. Vista also received Best Company for Women and Best Company for Diversity honors from Comparably.

 **Cimpress India** earned recognition as one of the “Happiest Places to Thrive” by HappyPlus Consulting. Based on internal pulse surveys measuring engagement and happiness, the certification reflects our remote-first, people-forward culture, with 84% of team members highly engaged. Additionally, Cimpress India received the “Workplace of Winners (WoW) Award” from Jombay, leveraging their AI-driven WOW Engagement Framework.

 **Pixartprinting** was honored with the Great Place to Work recognition award for its outstanding workplace culture.



# Affected Communities

## 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.

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.

We are aware of the growing importance of the Corporate Sustainability Due Diligence Directive (CSDDD) as a key step in advancing due diligence and human rights standards, and we are actively preparing to comply with its requirements. Additionally, we are monitoring new disclosure regulations emerging in Canada, France, Germany, Australia, and the UK. We are incorporating these evolving standards into our practices to ensure alignment with global expectations for human rights and environmental impact within our supply chain.



## Supplier Code Of Conduct

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. We enforce the requirements of our Code of Conduct requirements through a variety of approaches, depending on the business and level of risk. In any part of Cimpress which we assess to be high risk, we utilize third parties to conduct in-person social audits to confirm compliance with our Code and local laws. Where non-compliances are identified, our businesses notify the supplier and track that the issue is rectified; issues that are not resolved, or issues of heightened concern can result in termination of the supplier. While we have more work to do to address the full requirements of emerging human rights due diligence requirements around the world (such as the EU's CSDDD), we believe our current efforts have us positioned to achieve compliance on the required timeline.



## 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 Bank, SMBs represent about 90% of businesses and more than 50% of employment worldwide<sup>1</sup>.

At the same time, systemic barriers continue to create unequal access to capital for underrepresented communities. Recognizing their importance and the unique challenges faced, we 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.

The Vista North America team has focused on a strategy to support small business owners and entrepreneurs with limited access or opportunity. These efforts continue with an emphasis on broadening engagement channels and creating sustainable, long-term content across multiple platforms. Partnerships are guided by a structured evaluation framework to ensure alignment with our objectives and desired social impact. Initiatives include a combination of digital and in-person engagement—ranging from social content, editorial collaborations, and educational sessions to product support and grants—designed to foster ongoing relationships and empower entrepreneurs. Key partnerships with organizations such as the Boston Bruins, Boston Celtics, and Unrivaled help extend our reach, combining in-arena advertising, digital promotion, and community-focused initiatives to connect with small business communities and broader audiences. These collaborations, alongside initiatives with Female Founder World and other entrepreneurs, are carefully selected to align with our strategic objectives and promote inclusivity. In FY2025 alone, these efforts included six partnerships generating over 1.6 billion impressions. Through this approach, we aim to strengthen entrepreneurial ecosystems while advancing social impact.

In line with these efforts, the Vista Collective has brought together nearly 150 small business owners across North America since 2021, with participants representing industries from home-based shops to retail, trades, and professional services. These ambassadors receive tools, design support, and storytelling opportunities that help strengthen the visibility and viability of their businesses, while showcasing how VistaPrint products support their day-to-day operations. The program provides ambassadors with visibility, resources, and community, while Vista gains insight, credibility, and stronger ties to the small business ecosystem.

<sup>1</sup> World Bank Group, 2019: "Small and Medium Enterprises (SMEs) Finance".

Additional initiatives where Vista actively engaged to empower small business owners across multiple countries include:

- **Paris Commerces Pop-Up Support (France):** We partnered with Paris Commerces to help entrepreneurs test products and develop marketing materials. One winner received a 68 m<sup>2</sup> pop-up store free for 15 days, a €3,000 grant, and €500 in VistaPrint credits.
- **Trophée de Petites et Moyennes Entreprises (PME) by Radio Monte-Carlo (France):** In partnership with RMC Radio, we awarded seven SMBs with €5,000 grants each, VistaPrint credits, annual VistaCreate Pro subscriptions, and 99designs packages. The campaign also included radio advertising, speaking opportunities, and media coverage for the winners.
- **"Relook ton club!" Competition (France):** In partnership with the French Tennis Federation, five tennis clubs received a completely new visual brand identity and marketing design prizes valued at €20,000.
- **Enterprise Nation Growth Grants (UK):** A new grant program to support SMBs seeking finance for growth. £60,000 in grants were awarded to 20 businesses, alongside VistaPrint credits, 99designs packages, and VistaCreate Pro subscriptions.
- **Local Heroes Wanted (Germany):** A contest supporting small and medium gastronomy businesses. The winner received a €20,000 grant and 1,000 shopping credits, while second and third place winners received 1,000 shopping credits each.
- **Ukrainian Film Festival Support (Germany):** VistaPrint provided a €5,000 grant and 1,500 shopping credits to support the festival, which involves Ukrainian team members volunteering.
- **21future Educational Support (Germany):** To support competency-based education programs for children, we provided 4,000 shopping credits for printing educational materials.

Through these initiatives, we continue to strengthen SMBs by providing financial support, in-kind resources, and access to marketing and creative tools, helping businesses overcome barriers and thrive in their communities.



## Performance Data

| Company Summary Data                                      | FY2023       | FY2024       | FY2025       |
|---|--------------|--------------|--------------|
| <b>Revenue<sup>1,2</sup></b>                              |              |              |              |
| Revenue (\$ thousand USD)                                 | \$ 3,079,627 | \$ 3,291,856 | \$ 3,403,079 |
| Change from previous year (%)                             | 7%           | 7%           | 3%           |
| Organic constant-currency revenue growth (%) <sup>3</sup> | 11%          | 5%           | 3%           |
| Vista (\$ thousands)                                      | \$ 1,613,887 | \$ 1,742,494 | \$ 1,824,271 |
| PrintBrothers (\$ thousands)                              | \$ 578,431   | \$ 639,571   | \$ 669,151   |
| The Print Group (\$ thousands)                            | \$ 358,918   | \$ 354,775   | \$ 378,075   |
| National Pen (\$ thousands)                               | \$ 391,192   | \$ 389,027   | \$ 406,764   |
| All Other Businesses (\$ thousands)                       | \$ 215,807   | \$ 213,381   | \$ 227,363   |
| Vista (% of total)  | 52%          | 53%          | 54%          |
| PrintBrothers (% of total)                                | 19%          | 19%          | 20%          |
| The Print Group (% of total)                              | 11%          | 11%          | 11%          |
| National Pen (% of total)                                 | 12%          | 12%          | 12%          |
| All Other Businesses (% of total)                         | 7%           | 7%           | 7%           |
| North America (\$ thousands)                              | \$ 1,552,835 | \$ 1,623,468 | \$ 1,645,198 |
| Europe (\$ thousands)                                     | \$ 1,401,982 | \$ 1,541,635 | \$ 1,626,429 |
| Other (\$ thousands)                                      | \$ 124,810   | \$ 126,753   | \$ 131,452   |
| North America (% of total)                                | 50%          | 49%          | 48%          |
| Europe (% of total)                                       | 46%          | 47%          | 48%          |
| Other (% of total)  | 4%           | 4%           | 4%           |
| <b>Production Facilities<sup>4</sup></b>                  |              |              |              |
| Total (sqft)  | 3,086,716    | 3,125,961    | 2,472,809    |
| North America (sqft)                                      | 1,613,764    | 1,613,765    | 1,185,517    |
| Europe (sqft)   | 1,183,474    | 1,222,719    | 1,105,182    |
| Other Regions (sqft)                                      | 289,478      | 289,478      | 182,109      |
| North America (%)   | 52%          | 52%          | 48%          |
| Europe (%)  | 38%          | 39%          | 45%          |
| Other Regions (%)   | 10%          | 9%           | 7%           |

1. Revenue by reportable segment includes intersegment 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 \$102,545 (thousands) in FY2025.
2. Some figures do not add up to 100% due to rounding.
3. 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.
4. Inclusive of leased and owned facilities.

## Performance Data

| Board Composition & Attendance   | FY2023 | FY2024 | FY2025 |
|--|--------|--------|--------|
| <b>Independence</b>  |        |        |        |
| Independent  | 80%    | 80%    | 80%    |
| Executive  | 20%    | 20%    | 20%    |
| <b>Gender</b>  |        |        |        |
| Male   | 60%    | 60%    | 60%    |
| Female   | 40%    | 40%    | 40%    |
| <b>Age</b>   |        |        |        |
| Under 30   | -      | -      | -      |
| Between 30 and 50  | 40%    | 20%    | 20%    |
| Over 50  | 60%    | 80%    | 80%    |
| <b>Tenure</b>  |        |        |        |
| Less than 3 Years  | 20%    | 20%    | 20%    |
| Between 3 and 6 Years  | 20%    | -      | 20%    |
| Over 6 Years   | 60%    | 80%    | 60%    |
| Average Tenure (years)   | 10.2   | 11.2   | 10.9   |
| Median Tenure (years)  | 6.7    | 7.7    | 9.5    |
| <b>Board Meetings</b>  |        |        |        |
| Meetings Held (#)  | 4      | 3      | 3      |
| Attendance Rate (%)  | 100%   | 100%   | 100%   |
| Number of board members attending 100% of relevant committee meetings(#) | 3      | 3      | 3      |
| <b>Nationality</b>   |        |        |        |
| Non-U.S. Directors   | 40%    | 40%    | 40%    |
| U.S. Directors   | 60%    | 60%    | 60%    |

## Our Team Member Composition

To ensure transparency and accuracy in headcount reporting, we include various categories of team members while carefully defining our criteria. This detailed approach allows us to recognize the diverse contributions of all team members and maintain our focus on creating a supportive and equitable workplace. For headcount data purposes, we classify our team members as follows:

|                                   |  |
|-----------------------------------|--|
| Permanent team members            | These are team members who are enrolled in the payroll system of any Cimpres business, regardless of the number of hours worked. This group includes all contract types, both full-time and part-time.   |
| Temporary team members            | This category includes team members who are part of our payroll system on a temporary basis, with a defined end date to their employment. Temporary team members are often hired by Cimpres businesses primarily to manage increased demand during peak seasons, such as end-of-year holidays, when we experience a significant surge in workload. |
| Non-Guaranteed Hours team members | These team members make up a minority of our workforce and do not have a guaranteed minimum number of working hours. While they may need to be available for work as required, there is no contractual obligation for Cimpres to provide a fixed number of hours per day, week, or month.  |
| Full-Time team members            | Full-time team members work the standard number of hours typical for a full-time position, generally around 40 hours per week.   |
| Part-Time team members            | Part-time team members work fewer hours than the standard for a full-time position.  |

## Our Team Member Composition

While we value all contributions to our business, we do not include non-employees—such as contractors and interns—in our official headcount.

We also organize certain data tables based on the roles of our team members, as follows:

|                        |   |
|------------------------|---|
| Top Management         | Top Management roles include team members within one and two reporting levels below the administrative and supervisory bodies.  |
| Senior Management      | Senior Management roles include team members who are in Director-level roles or above (excluding team members in Top Management roles).   |
| Tech Roles             | 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. |
| All Other Team Members | The rest of the team members who don't fit into the roles described above.  |

## Workforce Data <sup>1 2 3</sup>

| Employment Type And Regional Distribution | FY2023 | FY2024 | FY2025 |
|---|--------|--------|--------|
| <b>Employment Type</b>                    |        |        |        |
| Permanent                                 | 95%    | 97%    | 97%    |
| Temporary                                 | 5%     | 3%     | 3%     |
| Non-guaranteed hours                      | -      | -      | -      |
| Full-Time                                 | 95%    | 94%    | 94%    |
| Part-Time                                 | 5%     | 6%     | 6%     |
| <b>Regional Distribution</b>              |        |        |        |
| North America                             | 30%    | 29%    | 26%    |
| Europe                                    | 33%    | 34%    | 32%    |
| All Other Regions                         | 37%    | 37%    | 42%    |

| Gender Diversity (Number of Women) | FY2023 | FY2024 | FY2025 |
|------------------------------------|--------|--------|--------|
| <b>Overall</b>                     |        |        |        |
| All Team Members                   | 45%    | 47%    | 47%    |
| <b>Employment Type</b>             |        |        |        |
| Permanent                          | 45%    | 47%    | 47%    |
| Temporary                          | 45%    | 45%    | 45%    |
| Non-guaranteed hours               | -      | 56%    | -      |
| Full-Time                          | 44%    | 46%    | 46%    |
| Part-Time                          | 63%    | 58%    | 55%    |
| <b>Roles</b>                       |        |        |        |
| Board of Directors                 | 40%    | 40%    | 40%    |
| Top Management                     | 31%    | 32%    | 26%    |
| Senior Management                  | 35%    | 34%    | 37%    |
| Tech Roles                         | 24%    | 26%    | 27%    |
| All Other Team Members             | 46%    | 52%    | 51%    |

1. Includes permanent full-time, part-time, temporary and non-guaranteed hours team members on payroll as of June 30, 2025.
2. Excludes contractors and interns.
3. Excludes team members whose information is not available, which represents less than 1% of team members whose information was included in data collection.

## Workforce Data

| Age Diversity <sup>1</sup>    | FY2023 | FY2024 | FY2025 |
|-------------------------------|--------|--------|--------|
| <b>Overall</b>                |        |        |        |
| Under 30                      | 36%    | 33%    | 26%    |
| Between 30 and 50             | 54%    | 56%    | 63%    |
| Over 50                       | 11%    | 11%    | 11%    |
| <b>Top Management</b>         |        |        |        |
| Under 30                      | 2%     | 4%     | -      |
| Between 30 and 50             | 73%    | 70%    | 69%    |
| Over 50                       | 25%    | 26%    | 31%    |
| <b>Senior Management</b>      |        |        |        |
| Under 30                      | 4%     | 3%     | 1%     |
| Between 30 and 50             | 82%    | 84%    | 84%    |
| Over 50                       | 14%    | 13%    | 15%    |
| <b>Tech Roles</b>             |        |        |        |
| Under 30                      | 50%    | 43%    | 33%    |
| Between 30 and 50             | 49%    | 53%    | 65%    |
| Over 50                       | 2%     | 3%     | 2%     |
| <b>All Other Team Members</b> |        |        |        |
| Under 30                      | 35%    | 34%    | 26%    |
| Between 30 and 50             | 53%    | 54%    | 61%    |
| Over 50                       | 12%    | 12%    | 13%    |

1. Some figures do not add up to 100% due to rounding.

## Workforce Data

| U.S. Ethnic Diversity <sup>1</sup> | FY2023 | FY2024 | FY2025 |
|------------------------------------|--------|--------|--------|
| <b>U.S. Overall</b>                |        |        |        |
| Asian                              | 12%    | 13%    | 12%    |
| Black or African American          | 5%     | 4%     | 4%     |
| Hispanic or Latinx                 | 16%    | 16%    | 16%    |
| White or Caucasian                 | 58%    | 59%    | 64%    |
| Other                              | 3%     | 3%     | 4%     |
| Not Disclosed/Available            | 6%     | 4%     | -      |
| <b>U.S. Top Management</b>         |        |        |        |
| Asian                              | 9%     | 10%    | 12%    |
| Black or African American          | -      | -      | -      |
| Hispanic or Latinx                 | 7%     | 5%     | 2%     |
| White or Caucasian                 | 80%    | 80%    | 79%    |
| Other                              | -      | -      | -      |
| Not Disclosed/Available            | 4%     | 5%     | 7%     |
| <b>Senior Management</b>           |        |        |        |
| Asian                              | 13%    | 13%    | 14%    |
| Black or African American          | 2%     | 1%     | 1%     |
| Hispanic or Latinx                 | 3%     | 6%     | 6%     |
| White or Caucasian                 | 75%    | 73%    | 77%    |
| Other                              | 2%     | 2%     | 2%     |
| Not Disclosed/Available            | 6%     | 5%     | -      |
| <b>U.S. Tech Roles</b>             |        |        |        |
| Asian                              | 29%    | 28%    | 30%    |
| Black or African American          | 1%     | 1%     | 2%     |
| Hispanic or Latinx                 | 6%     | 5%     | 5%     |
| White or Caucasian                 | 53%    | 55%    | 58%    |
| Other                              | 3%     | 4%     | 5%     |
| Not Disclosed/Available            | 7%     | 6%     | -      |
| <b>U.S. All Other Team Members</b> |        |        |        |
| Asian                              | 7%     | 8%     | 7%     |
| Black or African American          | 7%     | 7%     | 6%     |
| Hispanic or Latinx                 | 23%    | 22%    | 22%    |
| White or Caucasian                 | 53%    | 55%    | 60%    |
| Other                              | 3%     | 4%     | 4%     |
| Not Disclosed/Available            | 6%     | 4%     | -      |

1. Some figures do not add up to 100% due to rounding.

## Workforce Data

| Health & Safety                        | FY2023 | FY2024 | FY2025 |
|--|--------|--------|--------|
| <b>Fatalities</b>                      |        |        |        |
| Work-Related Fatalities (#)            | -      | -      | -      |
| <b>Compliance Training<sup>1</sup></b> |        |        |        |
| <b>Training Completion</b>             |        |        |        |
| Online Training                        | 99%    |        |        |
| Offline Training                       | 100%   |        |        |

1. Online Training generally includes non-production team members, while Offline Training generally includes production team members.

## Environmental Data

| GHG Emissions <sup>1,2</sup>  | FY2019               | FY2020               | FY2021                    | FY2022                    | FY2023                  | FY2024                  | FY2025                  |
|---|----------------------|----------------------|---------------------------|---------------------------|-------------------------|-------------------------|-------------------------|
| <b>Emissions</b>  |                      |                      |                           |                           |                         |                         |                         |
| Scope 1 (tCO <sub>2</sub> e)  | 6,630                | 7,261                | 7,570                     | 6,936                     | 6,976                   | 7,401 <sup>3</sup>      | 5,213 <sup>4</sup>      |
| Scope 2 - Location-based (tCO <sub>2</sub> e)   | 35,242               | 29,731               | 25,488                    | 26,563                    | 27,967                  | 28,897 <sup>5</sup>     | 26,859 <sup>4</sup>     |
| Scope 2 - Market-based (tCO <sub>2</sub> e)   | 23,825               | 19,777               | 14,617                    | 14,348                    | 19,060                  | 20,375 <sup>3</sup>     | 17,281 <sup>4</sup>     |
| Scopes 1 & 2 (MB) - Total (tCO <sub>2</sub> e)  | 30,455               | 27,038               | 22,187                    | 21,284                    | 26,036                  | 27,776                  | 22,494 <sup>4</sup>     |
| Scopes 1 & 2 (MB) - Change from Previous year (%)   | Not Applicable       | -11%                 | -18%                      | -4%                       | 22%                     | 7%                      | -19%                    |
| Scopes 1 & 2 (MB) - Change from Baseline (%)  | Not Applicable       | Not Applicable       | Not Applicable            | Not Applicable            | Not Applicable          | Not Applicable          | -19%                    |
| Scope 3 - Total (tCO <sub>2</sub> e) <sup>5</sup>   | 820,056 <sup>6</sup> | 704,282 <sup>6</sup> | 659,472 <sup>6,7,10</sup> | 806,679 <sup>6,7,10</sup> | 734,281 <sup>6,10</sup> | 784,904 <sup>4,10</sup> | 809,877 <sup>4,10</sup> |
| Scope 3 - Change from Previous year (%)   | Not Applicable       | -14%                 | -6%                       | 22%                       | -9%                     | 7%                      | 3%                      |
| Scopes 3 - Change from Baseline (%)   | Not Applicable       | Not Applicable       | Not Applicable            | Not Applicable            | Not Applicable          | Not Applicable          | 3%                      |
| Scope 3: Category 1 - Purchased goods and services (tCO <sub>2</sub> e)   | 465,779 <sup>6</sup> | 386,813 <sup>6</sup> | 367,836 <sup>6</sup>      | 551,272 <sup>3</sup>      | 523,442 <sup>6</sup>    | 628,274                 | 638,463                 |
| Scope 3: Category 2 - Capital Goods (tCO <sub>2</sub> e)  | 23,229               | 17,314               | 9,994                     | 16,818                    | 13,568                  | 11,178                  | 18,991                  |
| Scope 3: Category 3 - Fuel and Energy-Related Activities, Not Included in Scope 1 or Scope 2 (tCO <sub>2</sub> e) | 13,163               | 11,351               | 9,613                     | 9,758                     | 10,749                  | 10,796                  | 9,581                   |
| Scope 3: Category 4 - Upstream Transportation and Distribution (tCO <sub>2</sub> e)                               | 236,254              | 211,933              | 200,517                   | 120,981                   | 95,811                  | 80,577                  | 101,664                 |
| Scope 3: Category 5 - Waste Generated in Operations (tCO <sub>2</sub> e)  | 8,958                | 8,380                | 8,125                     | 12,244                    | 6,193                   | 5,321                   | 5,395                   |
| Scope 3: Category 6 - Business Travel (tCO <sub>2</sub> e)  | 4,525                | 3,682                | 1,296                     | 3,035                     | 5,013                   | 6,567                   | 7,067                   |
| Scope 3: Category 7 - Employee Commuting (tCO <sub>2</sub> e)   | 21,037               | 25,413               | 27,191                    | 29,591                    | 17,956                  | 18,492                  | 16,882                  |
| Scope 3: Category 8 - Upstream Leased Assets (tCO <sub>2</sub> e)   | 39                   | 88                   | 1,279                     | 1,271                     | 1,436                   | 1,253                   | 930                     |
| Scope 3: Category 9 - Downstream Transportation and Distribution (tCO <sub>2</sub> e)                             | Not Applicable       | Not Applicable       | Not Applicable            | Not Applicable            | Not Applicable          | Not Applicable          | Not Applicable          |
| Scope 3: Category 10 - Processing of Sold Goods (tCO <sub>2</sub> e)  | Not Applicable       | Not Applicable       | Not Applicable            | Not Applicable            | Not Applicable          | Not Applicable          | Not Applicable          |
| Scope 3: Category 11 - Use of Sold Goods (tCO <sub>2</sub> e)   | Not Applicable       | Not Applicable       | Not Applicable            | Not Applicable            | Not Applicable          | Not Applicable          | Not Applicable          |
| Scope 3: Category 12 - End of Life Treatment of Sold Products (tCO <sub>2</sub> e)                                | 47,072               | 39,308               | 33,623                    | 61,710                    | 60,115                  | 22,448                  | 10,903                  |
| Scope 3: Category 13 - Downstream Leased Assets (tCO <sub>2</sub> e)  | Not Applicable       | Not Applicable       | Not Applicable            | Not Applicable            | Not Applicable          | Not Applicable          | Not Applicable          |
| Scope 3: Category 14 - Franchises (tCO <sub>2</sub> e)  | Not Applicable       | Not Applicable       | Not Applicable            | Not Applicable            | Not Applicable          | Not Applicable          | Not Applicable          |
| Scope 3: Category 15 - Investments (tCO <sub>2</sub> e)   | Not Applicable       | Not Applicable       | Not Applicable            | Not Applicable            | Not Applicable          | Not Applicable          | Not Applicable          |
| <b>Energy Consumption<sup>8</sup></b>   |                      |                      |                           |                           |                         |                         |                         |
| Total Energy Consumption (MWh) (Scopes 1 & 2 energy - without RECs)   | 143,463              | 133,557              | 124,466                   | 122,832                   | 120,008                 | 121,757                 | 123,692                 |
| Energy Consumption - Grid electricity (%)   | 75%                  | 73%                  | 70%                       | 69%                       | 70%                     | 72%                     | 66%                     |
| <b>Intensity<sup>9</sup></b>  |                      |                      |                           |                           |                         |                         |                         |
| Energy Intensity Ratio (MWh/\$ thousand of revenue)   | 0.052                | 0.054                | 0.048                     | 0.043                     | 0.039                   | 0.037                   | 0.036                   |
| Scopes 1 & 2 Emissions Intensity Ratio (tCO <sub>2</sub> e/thousand of revenue)                                   | 0.011                | 0.011                | 0.009                     | 0.007                     | 0.008                   | 0.008                   | 0.007                   |

1. In FY2025, we updated our baseline year to FY2024 (previously FY2019) to reflect significant enhancements in the quality of our Scope 3 accounting; our targets continue to be informed by a science-based approach and are in alignment with a 1.5°C decarbonization pathway.
2. In FY2025, we launched new software to support the annual calculation of our consolidated carbon footprint. As part of this transition, we also updated our calculation methodologies and emission factor databases, including a shift from the US EEIO to the CEDA model. Consequently, we recalculated historical carbon footprints for all periods from FY2019 to FY2024 to ensure consistency and comparability. As a result, the FY2019-FY2024 carbon footprint figures presented above differ significantly from those reported in previous years. These changes reflect both the implementation of the new software platform and the updated methodologies, representing a significant update in our reporting approach.
3. Due to our transition to a new platform and updates in methodology, our FY2024 baseline values have changed compared with our previous report: Scope 1 increased by 11%, Scope 2 (location-based) increased by 4%, Scope 2 (market-based) increased by 39%, and Scope 3 increased by 24%. These methodology changes included a shift of emissions from Scope 3 - Category 3.8 (clarification of operational control boundaries) and a shift to Scope 2 emissions factors more closely aligned to our fiscal year (rather than calendar year).
4. Included in the FY2025 Report of Independent Certified Public Accountants.
5. Excludes emissions from Downstream transportation & distribution (Category 9), Processing of sold products (Category 10), and Franchises (Category 14), which are inapplicable to Cimpres, as well as emissions from Investments (Category 15), as Cimpres 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.
6. Excludes emissions from products and services relating to select suppliers of National Pen, which account for less than 2.5% of Cimpres spend.
7. 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.
8. Energy consumption differs significantly from those reported in previous years because we transitioned to new software and recalculated all prior years.
9. Intensity values differ significantly from those reported in previous years because we transitioned to new software and recalculated all prior years.
10. Scope 3 total does not precisely match the addition of Scope 3 sub-categories due to rounding.

### Reporting Scope, Boundaries, and Methodology

This report covers Cimpres's performance on sustainability topics for the 2025 fiscal year (July 1, 2024 to June 30, 2025), highlighting select initiatives across our businesses and central teams that contributed to our progress toward our sustainability commitments. Cimpres has chosen to calculate Scope 1, and 2 emissions based on the 'control approach' listed under the GHG Protocol Corporate Standard. This entails that we account for 100% of the GHG emissions from the operations that Cimpres has 'operational control' over. Cimpres' Scope 3 inventory accounts for emissions that are not under our operational control. This includes a range of activities, such as business travel, purchased goods and services, transportation, waste, and leased assets, among others. The data and references to years are based on fiscal years, and all currency is in United States dollars (USD). This report moves our reporting closer to the European Sustainability Reporting Standards (ESRS) required by the EU's Corporate Sustainability Responsibility Directive (CSRD) to provide guidelines on sustainability reporting for companies. These standards aim to increase transparency, comparability, and accountability in corporate sustainability performance. This report has been informed by the ESRS standards and the European Financial Reporting Advisory Group (EFRAG) guidance, an organization that advises the European Commission on financial reporting matters, including the development of the ESRS and the technical guidance to ensure high-quality and relevant sustainability disclosures. We will continue to progress our report, and we are confident that we will achieve full alignment with ESRS by the required compliance date after FY2028.

### Changes in Sustainability Statement

As part of our efforts to improve data quality and transparency, we continuously incorporate more accurate information, including updates to emission factor databases and new data sources that enable more detailed emissions calculations. To further strengthen these efforts, we transitioned to a leading carbon accounting software platform, Watershed. This transition also required a comprehensive re-assessment and recalculation of historical emissions back to FY2019.

In FY2025, we have also updated our emissions baseline to FY2024, replacing the previous FY2019 baseline. The FY2019 reference point had become less relevant to our current trajectory, and the shift to FY2024 reflects significant enhancements in the quality of our Scope 3 accounting. Our targets continue to be informed by a science-based approach and remain aligned with a 1.5°C decarbonization pathway.

| Revised GHG Emissions Baseline <sup>1,2</sup> | Previously Reported 2024 | Change in Methodology | Revised 2024 (New Baseline) |
|---|--------------------------|-----------------------|-----------------------------|
| <b>Overall</b>                                |                          |                       |                             |
| Scope 1 (tCO <sub>2</sub> e)                  | 6,680                    | 11%                   | 7,401                       |
| Scope 2 - Location-based (tCO <sub>2</sub> e) | 27,796                   | 4%                    | 28,897                      |
| Scope 2 - Market-based (tCO <sub>2</sub> e)   | 14,714                   | 39%                   | 20,375                      |
| Scope 3 - Total (tCO <sub>2</sub> e)          | 632,409                  | 24%                   | 784,904                     |

- In FY2025, we launched new software to support the annual calculation of our consolidated carbon footprint. As part of this transition, we also updated our calculation methodologies and emission factor databases, including a shift from the US EEIO to the CEDA model. Consequently, we recalculated historical carbon footprints for all periods from FY2019 to FY2024 to ensure consistency and comparability. As a result, the FY2019-FY2024 carbon footprint figures presented above differ significantly from those reported in previous years. These changes reflect both the implementation of the new software platform and the updated methodologies, representing a significant update in our reporting approach.
- These methodology changes included a shift of emissions from Scope 3 - Category 3.8 (clarification of operational control boundaries) and a shift to Scope 2 emissions factors more closely aligned to our fiscal year (rather than calendar year).

### Recalculation Policy Clarification

In line with Cimpres's base year recalculation policy, recalculations are triggered by any significant change—exceeding a 5% threshold—in areas such as data, inventory boundaries, organizational structure, methodology, accuracy improvements (including emission factors and activity data), or errors (single or cumulative). All subsequent year emissions are retroactively recalculated to reflect these changes wherever feasible, ensuring consistency and relevance of our GHG emissions information. As a result, the FY2019-FY2024 carbon footprint figures presented in this FY2025 ESG Report differ significantly from those reported in previous years.

In line with our recalculation policy, baseline and historical emissions are recalculated when warranted to permit meaningful year over year comparison.

| Scope | Category   | Methodology   | Emissions Factor Source  |
|-------|--|---|--|
| 1     | Stationary emissions (natural gas, fuel for generators)                  | The total consumption for the FY of all stationary combustion activities (natural gas, diesel, liquified petroleum gas, other fuels) is collected from each applicable Cimpres site, and the appropriate emissions factor is applied to that usage, to then produce total emissions.  | EPA, Aus.NGAF, DEFRA   |
|       | Mobile emissions from company owned vehicles (very small)                | The total consumption for the FY of all mobile combustion activities (fuels for all company owned or controlled fleet vehicles, etc.) is collected from each applicable Cimpres site, and the appropriate emissions factor is applied to that usage, to then produce total emissions.   |  |
|       | Fugitive emissions from refrigeration/air-conditioning                   | The total consumption (leakage from cooling equipment) for the FY of refrigerants is collected from each applicable Cimpres site, and the appropriate emissions factor is applied to that usage, to then produce total emissions.   |  |
| 2     | Purchased electricity (reported on a location and market-based approach) | The total consumption for the FY of all purchased or acquired electricity is collected from each applicable Cimpres 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, DEFRA, EU Residuals, Green-e Residuals, EU28, Aus.,NIR_CER CA, supplier-specific |
|       | Purchased external cooling   | The total consumption for the FY of all purchased external cooling utilized in cooling equipment is collected from each applicable Cimpres 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).  |  |
|       | Purchased external heating   | The total consumption for the FY of all purchased external heating the heating energy procured is collected from each applicable Cimpres 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).  |  |

| Scope | Category                   | Methodology   | Emissions Factor Source            |
|-------|----------------------------|---|------------------------------------|
| 3     | Purchased Goods & Services | <p>Five Methods for Emissions Calculation:</p> <p>1) SPEND-METHOD: spend data is downloaded from our Cimpress, centralized procurement software, uploaded into our carbon accounting software; mapped to the appropriate EEIO emissions factor category, so that the proper emissions factor can be applied to that spend data to generate emissions.</p> <p>2) ALLOCATION-METHOD: the spend data that is uploaded into our carbon accounting software- that has supplier information- is automatically mapped to suppliers within our carbon accounting software; this software has online emissions data for those suppliers who publicly report their emissions to CDP; so an EF is obtained (CO<sub>2</sub>e/USD) based off of the publicly disclosed corporate emissions and total revenue of the supplier; this EF is then applied to the amount of USD we spent with them in that FY</p> <p>3) SPEND-METHOD (Manual / Non-Procurement Software): spend data is manually collected from those businesses who are not connected to our procurement software; uploaded into our carbon accounting software; mapped to the appropriate EEIO emissions factor category, so that the proper emissions factor can be applied to that spend data to generate emissions.</p> <p>4) WEIGHT-METHOD (Generic): weight data is collected manually and uploaded into our procurement software; which is then exported and uploaded into our carbon accounting software; where the appropriate weight-based, generic emissions factor is applied, to then generate emissions.</p> <p>5) SUPPLIER-SPECIFIC METHOD: weight and emission factors and/or emissions data is collected from suppliers for the specific products and services we procure from them; this information is then uploaded into our carbon accounting software.</p> | CEDA, Ecoinvent, Supplier-Specific |

| Scope | Category  | Methodology   | Emissions Factor Source  |
|-------|---|---|--------------------------|
| 3     | Capital Goods   | <p>Four Methods for Emissions Calculation:</p> <p>1) SPEND-METHOD: spend data is downloaded from our Cimpress, centralized procurement software, uploaded into our carbon accounting software; mapped to the appropriate EEIO emissions factor category, so that the proper emissions factor can be applied to that spend data to generate emissions.</p> <p>2) ALLOCATION-METHOD: the spend data that is uploaded into our carbon accounting software- that has supplier information- is automatically mapped to suppliers within our carbon accounting software; this software has online emissions data for those suppliers who publicly report their emissions to CDP; so an EF is obtained (CO<sub>2</sub>e/USD) based off of the publicly disclosed corporate emissions and total revenue of the supplier; this EF is then applied to the amount of USD we spent with them in that FY</p> <p>3) SPEND-METHOD (Manual / Non-Procurement Software): spend data is collected from our Finance team for those businesses not connected to our procurement software; uploaded into our carbon accounting software; mapped to the appropriate EEIO emissions factor category, so that the proper emissions factor can be applied to that spend data to generate emissions.</p> <p>4) SUPPLIER-SPECIFIC METHOD: weight and emission factors and/or emissions data is collected from suppliers for the equipment and machinery we procure from them; this information is then uploaded into our carbon accounting software.</p> | CEDA, Supplier-Specific  |
|       | Fuel- and Energy-Related Activities, Not Included in Scope 1 or Scope 2 | <p>One Method for Emissions Calculation:</p> <p>1) Activity taken from Scope 1 &amp; 2 is automatically multiplied by a database emissions factor for generation and transmission &amp; distribution (T&amp;D) losses.</p>  | IEA, EU Residuals, DEFRA |

| Scope | Category                          | Methodology   | Emissions Factor Source                   |
|-------|-----------------------------------|---|---|
| 3     | Upstream Transport & Distribution | <p>Five Methods for Emissions Calculation:</p> <p>1) SPEND-METHOD: spend data is downloaded from our Cimpres, centralized procurement should be in lowercase software, uploaded into our carbon accounting software; mapped to the appropriate EEIO emissions factor category, so that the proper emissions factor can be applied to that spend data to generate emissions.</p> <p>2) ALLOCATION-METHOD: the spend data that is uploaded into our carbon accounting software - that has supplier information- is automatically mapped to suppliers within our carbon accounting software; this software has online emissions data for those suppliers who publicly report their emissions; so an EF is obtained (CO<sub>2</sub>e/USD) based off of the publicly disclosed corporate emissions and total revenue of the supplier; this EF is then applied to the amount of USD we spent with them in that FY</p> <p>3) SPEND-METHOD (Manual / Non-Procurement Software): spend data is manually collected from those businesses who are not connected to our procurement software; uploaded into our carbon accounting software; mapped to the appropriate EEIO emissions factor category, so that the proper emissions factor can be applied to that spend data to generate emissions.</p> <p>4) DISTANCE/WEIGHT-METHOD: tonne.km data is automatically downloaded from the Cimpres order tracking software (MCP) OR collected/provided by a business, and uploaded into our carbon accounting software; the appropriate t.km emissions factors are applied to then generate emissions.</p> <p>5) SUPPLIER-SPECIFIC METHOD: emissions or tonne.km data are collected from logistics suppliers/carriers for the specific shipments they deliver for us, and this is directly uploaded into our carbon accounting software.</p> | CEDA, Ecoinvent, DEFRA, Supplier-Specific |
|       | Waste Generated in Operations     | <p>Two Methods for Emissions Calculation:</p> <p>1) OFFICE WASTE- ESTIMATED METHOD: head count data from Employee Commuting is automatically used by our carbon accounting software to estimate the amount of office waste generated per employee, and the associated emissions.</p> <p>2) MANUFACTURING WASTE- WEIGHT METHOD: data is collected from all manufacturing sites such as weights, waste type, and disposal methods; this is uploaded into our carbon accounting software, where the appropriate waste treatment emissions factors are applied to then generate emissions.</p>  | DEFRA, EPA                                |

| Scope | Category               | Methodology   | Emissions Factor Source   |
|-------|------------------------|---|---|
| 3     | Business Travel        | <p>Five Methods for Emissions Calculation:</p> <p>1) SPEND-METHOD: spend data is downloaded from our Cimpres, centralized procurement software, uploaded into our carbon accounting software; mapped to the appropriate EEIO emissions factor category, so that the proper emissions factor can be applied to that spend data to generate emissions.</p> <p>2) ALLOCATION-METHOD: the spend data that is uploaded into our carbon accounting software- that has supplier information- is automatically mapped to suppliers within our carbon accounting software; this software has online emissions data for those suppliers who publicly report their emissions to CDP; so an EF is obtained (CO<sub>2</sub>e/USD) based off of the publicly disclosed corporate emissions and total revenue of the supplier; this EF is then applied to the amount of USD we spent with them in that FY</p> <p>3) SPEND-METHOD (Manual / Non-Procurement Software): spend data is collected from Finance for those businesses who are not connected to our procurement software; uploaded into our carbon accounting software; mapped to the appropriate EEIO emissions factor category, so that the proper emissions factor can be applied to that spend data to generate emissions.</p> <p>4) SITE-SPECIFIC METHOD: site-specific business travel data is obtained via travel agency or the site; activity data such as flights, passengers, hotel stay, distance travelled via mode of transport is collected, uploaded into our carbon accounting software, where the appropriate emissions factor is applied, to then generate emissions</p> <p>5) SUPPLIER-SPECIFIC METHOD: supplier-specific emissions are collected from travel agencies who are able to provide company specific data, and this is directly uploaded into our carbon accounting software.</p> | CEDA, DEFRA, EPA, Supplier-Specific                                   |
|       | Employee Commuting     | <p>Two Methods for Emissions Calculation:</p> <p>1) GENERIC METHOD: headcount information is collected via our Finance team; this information is then mapped to each business/site and uploaded into our carbon accounting software; this software then calculates the estimated emissions based on average commuting data for that site location and number of employees.</p> <p>2) SITE-SPECIFIC METHOD: headcount information is collected via our finance team; average distance travelled, mode of transport and work from home information is obtained via site-specific employee surveys; uploaded into our carbon accounting software, where the appropriate emissions factors are applied, to then generate emissions.</p>   | EPA, IEA, DEFRA, Green-e Residual, EU Residuals, Ecoinvent, Aus.NGAF, |
|       | Upstream Leased Assets | <p>One Method for Emissions Calculation:</p> <p>1) ESTIMATED METHOD: the area of the leased/ rented space is obtained, uploaded into the carbon accounting software, where the appropriate emissions factor is applied, and emissions calculated.</p>   | IEA, EU Residuals, Aus.,Green-e Residual                              |

| Scope          | Category   | Methodology   | Emissions Factor Source                   |
|----------------|--|---|---|
| 3 <sup>1</sup> | EOL of Sold Products (intermediate product, if relevant) | One Method for Emissions Calculation:<br>1) BUSINESS-SPECIFIC/GENERIC METHOD: total customer order weight, and product type information is provided by each business for the FY; the End-of-Life treatment/destination is then assumed (if paper product = recycled; if non-paper product = landfilled; as no business is performing customer surveys or research into how orders are disposed of); the appropriate EOL treatment emissions factors are then applied within our carbon accounting software to generate emissions. | DEFRA, EPA                                |
|                | Downstream Leased Assets                                 | One Method for Emissions Calculation:<br>1) ESTIMATED METHOD: the area of the sub-leased space is obtained, uploaded into the carbon accounting software, where an automatic calculation of emissions is performed.   | IEA, EU Residuals, Aus., Green-e Residual |
|                | Franchises   | Not Applicable  |   |
|                | Investments  | Not Calculated<br>(GHG Protocol, Scope 3 Standard- box 15.2: "where the use of proceeds is not specified can optionally be reported in a report company's Scope 3 inventory")   |   |
|                | Downstream Transport                                     | Not Applicable  |   |
|                | Processing of Sold Products                              | Not Applicable  |   |
|                | Use of Sold Products                                     | Not Applicable  |   |

1. Excludes emissions from Downstream transportation & distribution (Category 9), Processing of sold products (Category 10), and Franchises (Category 14), which are inapplicable to Cimpres, as well as emissions from Investments (Category 15), as Cimpres 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.

| Responsible Forestry <sup>1 2</sup>           | FY2020        | FY2021        | FY2022             | FY2023 | FY2024 | FY2025 |
|---|---------------|---------------|--------------------|--------|--------|--------|
| FSC®/PEFC-certified Material in Products (%)  | 85%           | 77%           | 86%                | 83%    | 89%    | 92%    |
| FSC®/PEFC-certified Material in Packaging (%) | Not Available | Not Available | 45% <sup>3 4</sup> | 44%    | 74%    | 76%    |

1. Targets and performance are based on spend.
2. Excludes third-party fulfillers (3PFs).
3. Due to internal data adjustments, the FY2022H2 reported packaging status has been updated; previously reported value for FY2022H2 was 51%.
4. FY2022 packaging performance is based on wood-fiber packaging spend in Q3 and Q4, which is when we developed internal capabilities for reliable, Cimpres-wide data collection.

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**GRANT THORNTON LLP**1000 Wilson Blvd., Suite 1500  
Arlington, VA 22209**D** +1 703 847 7500**F** +1 703 848 9580**REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS**Management  
Cimpress plc

We have reviewed the Scope 1 greenhouse gas (“GHG”) emissions, Scope 2 (location-based and market-based) GHG emissions, Scope 3 GHG emissions, and the related disclosures of Cimpress plc (“Cimpress”) for the year ended June 30, 2025 (“Subject Matter”). Cimpress’ management is responsible for preparing and presenting the Subject Matter in accordance with the GHG Protocol<sup>1</sup> (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 (AICPA). 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’ 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

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<sup>1</sup> World Resources Institute and World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance and Corporate Value Chain (Scope 3) Accounting and Reporting Standard (collectively, the “GHG Protocol”)

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.

Based on our review, we are not aware of any material modifications that should be made to the Subject Matter of Cimpress for the year ended June 30, 2025, in order for it to be presented in accordance with the Criteria.

Arlington, Virginia  
December 15, 2025

# Corporate Information

## Board of Directors

### Robert S. Keane

Founder, Chairman, and Chief Executive Officer

### Sophie A. Gasperment

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

### Dessislava Temperley

Independent Director  
Audit Committee Financial Expert  
Chair of the Audit Committee  
Member of the Compensation Committee  
Member of the Nominating Committee

### Wayne Ting

Independent Director

### Scott Vassalluzzo

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

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