



# ESG Report

We empower  
our customers  
to **make an  
impression.**



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

Cimpress makes customized print, signage, apparel, gifts, identity merchandise, packaging, and other products accessible and affordable to everyone.



Our customers are primarily small-and medium-sized businesses who want to express their brand identity and marketing messages through beautifully designed physical and digital products at attractive prices, in small order quantities, more sustainably produced, and with excellent customer support, fast delivery

and online convenience — so they can focus on their passion of running their businesses. Small-and medium-sized businesses collectively fuel a massive part of the world's economy. At 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 for everyone.

# ABOUT THIS REPORT

## OUR ESG REPORTING JOURNEY

The FY2022 Cimpress ESG Report marks our first comprehensive disclosure covering our environmental, social, and governance (ESG) programs and performance. Although this is our first annual report, Cimpress has a longstanding history of integrating ESG principles within our corporate decisions and operations. This report communicates our approach, actions, and progress to-date in

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

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## REPORTING SCOPE, BOUNDARIES, AND METHODOLOGY

This report covers Cimpress' performance on material ESG issues for the 2022 fiscal year (July 1, 2021 to June 30, 2022), while highlighting select initiatives across our businesses and central teams that contributed to our progress toward our commitments. Unless otherwise stated, the data in this report covers Cimpress' global operations for all entities where Cimpress has a controlling interest. The data and references to years are

based on fiscal years, and all currency is in United States dollars (USD).

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

## FORWARD-LOOKING STATEMENTS

This Report contains forward-looking statements that involve risks and uncertainties. The statements contained in this Report that are not purely historical are forward-looking statements for purposes of the safe harbor provisions under the Private Securities Litigation Reform Act of 1995, including but not limited to statements about our goals and targets with respect to our use of raw materials certified by the Forest Stewardship Council, reducing and improving our plastics, and reducing greenhouse gas emissions. All forward-looking statements included in this Report are based on information available to us up to, and including the date of this document, and we disclaim any obligation to update any such forward-looking statements. Our actual results could differ materially from those

anticipated in these forward-looking statements as a result of various important factors, including but not limited to flaws in the assumptions and judgments upon which our projections and estimates are based; our inability to make planned investments in our business that we plan to make or the failure of those investments to achieve the results we expect; our failure to execute on our ESG strategy and goals or changes in our ESG strategy; unavailability or excessive cost of materials, energy sources, and data from suppliers and other third parties that we need to meet our ESG goals and targets; unanticipated changes in our markets, customers, or businesses; changes in the laws and regulations, or in the interpretation of laws and regulations, that affect our businesses; our failure

to manage the growth and complexity of our business; competitive pressures; general economic conditions, including the possibility of an economic downturn in some or all of our markets; and other factors described in this Report and the documents that we periodically file with the Securities and Exchange Commission.

## INDEPENDENT ASSURANCE

For FY2022 and FY2021, Scope 1 greenhouse gas (GHG) emissions, Scope 2 (location-based and market-based) GHG emissions, and

Scope 3 GHG emissions of Cimpress plc and its subsidiaries have been reviewed by Grant Thornton LLP. Please refer to page

120 for the Report of Independent Certified Public Accountants.

A message  
from our  
Founder,  
Chairman  
& CEO  
**Robert  
Keane**



**DEAR STAKEHOLDER,**

I am excited to share our inaugural ESG report. I hope this report will be read by people in each of Cimpres's key constituent groups: customers, team members, long-term investors, and society (by society we mean both the communities in which our team members work and live and, in a broader sense, our impact on people, economic opportunity, and the environment).

When I started this company over 25 years ago, I wanted to help small businesses look as credible as larger businesses — easily and affordably. As time passed and with the hiring of many talented people and a lot of hard work, we grew our reach and the number and type of customers we served. I knew we were building something special, and two decades ago I began to talk about the importance of building a transformational and enduring business institution that would drive long-term value for all our constituents.

Today we serve 15 million customers per year, most of whom are small and medium businesses (SMBs). Collectively, SMBs fuel a majority of the world's economy and we are incredibly proud to be a part of their success. SMBs enable hundreds of millions of people to live their dreams, lift up themselves and their

communities financially, and provide vital products and services that the world needs. SMBs are resilient. They are entrepreneurial. They are inspiring.

Serving these customers well requires scale-based advantages that we have developed over the 25 years. Taking a long-term view toward value creation has enabled us to build a disruptive business model whose economic engine provides a valuable and affordable service to our customers, and significant cash flow that enables us to hire and retain top talent and provide meaningful careers to our team members around the world and remain focused on growing intrinsic value for long-term investors.

Our long-term view also gives us the opportunity to make an important choice to work toward solutions that support progress on some of the world's biggest challenges like climate change, income inequality, the systemic marginalization of women, LGBTQ+ individuals, and racial minorities, threats to democracy, and freedom from oppression. We can't solve these challenges on our own, but we can be clear about our ideals, setting progressively ambitious targets and holding ourselves accountable for achieving them. We have made progress in each of these

areas in ways that are deeply meaningful to our constituents.

This first ESG report reflects years of progress toward our ideals, yet you will see we have a lot more work ahead of us. While I am proud of the work we have already done, I am even more excited for the innovation, dedication, opportunity and support we will provide in the years to come.

Sincerely,



**Robert Keane**  
Founder, Chairman & CEO

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# About Cimpress





## **FY2022 ESG HIGHLIGHTS**

# **33%**

reduction in Scope 1  
and 2 greenhouse gas  
emissions from FY2019  
levels and 49% since  
FY2016

# **40%**

of board members  
are women

## **World-class 100-day onboarding program**

developed for new  
remote-first team members

# 8.5/10

**Cimpress Central  
and Vista  
diversity and  
inclusion score<sup>2</sup>**

# 22%<sup>3</sup>

**of U.S.-based team  
members identify  
as historically  
underrepresented  
minorities**

# 15M

**customers served**

# 86%<sup>1</sup>

**of the wood fibre  
products produced  
at our facilities is  
made from FSC<sup>(TM)</sup>  
— certified materials**

**Over**

# \$3.5M

**of cash and in-kind  
donations made**

**Recognized by the  
Human Rights Campaign  
Foundation as a**

# Best Place to Work

**for LGBTQ+ Equality**

<sup>1</sup> Based on spend.

<sup>2</sup> As of June 30, 2022, based on results of an internal survey to all regular team members employed by Vista and Cimpress central teams. Interns, temporary team members, contingent workers, and regular team members employed for less than 1 month at the time of survey delivery are excluded. Diversity and inclusion score is based on responses to the question "I'm satisfied with Vista/Cimpress' efforts to support diversity and inclusion (for example, in terms of gender, ethnicity, disability, socio-economic status)" on a scale of 1-10, with 1 being very dissatisfied and 10 being fully satisfied.

<sup>3</sup> Excludes interns and team members who are employees of third parties, such as contingent workers and contractors. Excludes U.S.-based team members of certain subsidiaries or parts of subsidiaries where data is unavailable or ethnicity is not disclosed/available, representing approximately 2% of U.S.-based team members. For this report, Historically underrepresented minorities refers to Hispanic/Latino, American Indian or Alaskan Native, Black or African American, Native Hawaiian or Other Pacific Islander, and Two or More Races minorities whose representation in our workforce has historically been lower than that group's representation in broader American society.

# ABOUT CIMPRESS

## WHO WE ARE

Cimpress is revolutionizing the large and highly fragmented market for custom marketing materials, business identity, signage, promotional products, logo apparel, and lower-volume applications for packaging, labels, books, catalogs, and magazines.

Cimpress is steadily penetrating its markets thanks to its disruptive business model: mass customization of print and print-related products. Mass customization delivers great value to customers through convenience, breadth and depth of choice, lower cost, fast production and delivery, and reduced obsolescence since small-quantity orders can be produced on-demand, only as needed.

We have grown substantially over our history. In 1994, Robert Keane founded the company (whose first brand was “Bonne Impression”) to give small business owners access to the same high-quality, custom-printed products enjoyed by big companies with big budgets. More than 25 years later, Cimpress remains founder led, and we have grown to nearly \$3 billion in annual revenue in FY2022.

> [Read more about our history.](#)



## WHO WE ARE BY THE NUMBERS

**15M**

Over 15 million customers served each year

**300K**

Approximately 300,000m<sup>2</sup> of production space<sup>4</sup>

**16K**

Over 16,000<sup>5</sup> team members in over 25 countries



**\$2.9B**

FY2022 Revenue

+12% vs FY2021

+13%<sup>6</sup> Organic constant-currency growth

<sup>4</sup> Inclusive of leased and owned facilities.

<sup>5</sup> Includes full-time and temporary employees on payroll as of June 30, 2022.

<sup>6</sup> Constant-currency revenue growth excluding acquisitions/divestitures. This excludes revenue results for businesses in the period in which there is no comparable year-over-year revenue.

## OUR BUSINESSES

Our businesses are responsible for delivering against business-specific objectives while operating within Cimpres-level requirements and guardrails. Our businesses are organized into the following five reportable segments.

### VISTA

Revenue (%): 52%

**Primary Markets Served:**

- North America
- Europe
- Australia
- India



### PRINTBROTHERS

Revenue (%): 18%

**Primary Markets Served:**

- Austria
- Belgium
- Germany
- Netherlands
- Switzerland





### NATIONAL PEN

Revenue (%): 12%

Primary Markets Served:

- North America
- Europe



### ALL OTHER BUSINESSES

Revenue (%): 7%

Primary Markets Served:

- United States (BuildASign)
- Brazil (Printi)



### THE PRINT GROUP

Revenue (%): 11%

Primary Markets Served:

- France
- Italy
- Spain
- UK



We group PrintBrothers and The Print Group together and refer to them as our Upload and Print businesses. They focus on serving graphic professionals such as local printers, print resellers, graphic artists, advertising agencies, and other customers with professional desktop publishing skill sets.

# OUR CUSTOMERS

WE DELIVER SIGNIFICANT VALUE TO A WIDE VARIETY OF CUSTOMERS



## CONSUMERS & HOBBYISTS

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



## SMALL BUSINESSES

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



## MEDIUM BUSINESSES

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



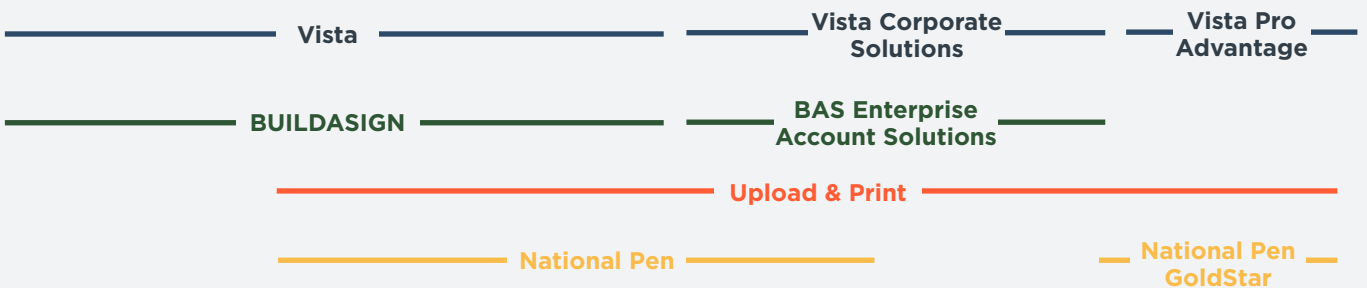
## LARGE BUSINESS

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



## GRAPHIC DESIGN PROFESSIONALS & PRINT/SIGNAGE / PROMO RESELLERS

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





# WHERE WE OPERATE

**CIMPRESS OFFICE, PRODUCTION  
& CUSTOMER SERVICE LOCATIONS**





	Revenue (% of total)	Team Members <sup>5</sup> (% of total)	Production Facilities <sup>4</sup> (% of total)
<b>NORTH AMERICA</b>	49%	22%	23%
<b>EUROPE</b>	45%	30%	50%
<b>ALL OTHER REGIONS</b>	6%	48%	27%

<sup>4</sup> Inclusive of leased and owned facilities.

<sup>5</sup> Includes full-time and temporary employees on payroll as of June 30, 2022.

# HOW WE OPERATE

## A REVOLUTIONARY WAY TO PRINT

The print mass customization business model is founded on three key core capabilities:

**E-commerce that includes the ability to specify customization details.**

**Order and production systems that automatically sort and aggregate high volumes of individual orders into streams of similar orders that are produced together.**

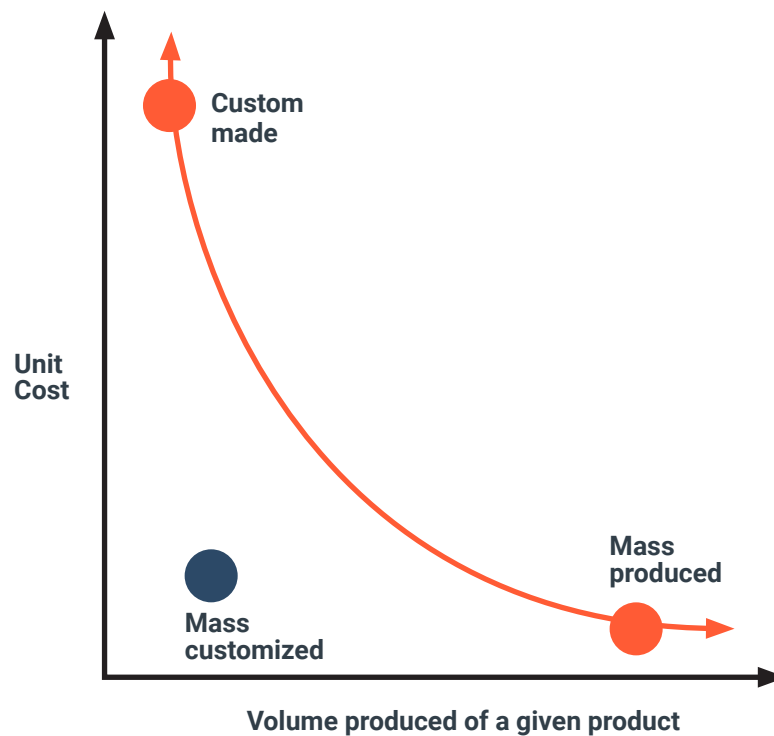
**Democratized design for customers who do not have the graphic design skills required to create attractively designed custom products by themselves.**

The first two capabilities are required no matter the customer, and the third is required to serve customers who don't have graphic design skills. Together, these capabilities enable businesses and consumers to access an ever-growing variety of high-quality custom products quickly and conveniently, at lower cost and with lower minimum order quantities than traditional suppliers provide.

To deliver these benefits, Cimpres has developed sophisticated, inter-dependent, differentiated capabilities, each with scale-based advantages. These capabilities are in the following domains: software engineering, innovation and

product development, data and analytics, manufacturing and supply chain, design and pre-press services, high-quality, low-cost talent operations, central procurement, e-commerce marketing, and value creation via mergers and acquisitions.

Compared to the typical printing company, Cimpres has made significant investments in talent, technology, process design, service operations and advertising that enable our businesses to deliver benefits to millions of customers per year.



# OUR DECENTRALIZED STRUCTURE AND SHARED STRATEGIC CAPABILITIES

**CIMPRESS'** decentralized operating structure drives accountability and autonomy, which enables it to attract and retain entrepreneurial leaders and team members. Cimpres's market leadership, modern technology and data infrastructure, global presence, long-term perspective, entrepreneurial autonomy for its businesses, competitive compensation programs, and "remote first" work culture extend the ability to attract and retain great talent beyond the leadership level in all types of roles.

At the same time, our businesses can, at their option, leverage Cimpres's scale-based strategic capabilities to drive levels of customer value and efficiency that are not possible for any of our businesses on their own.

These include:

**Mass customization platform (MCP):** A cloud-based collection of software services, APIs, web applications and related technology that can be leveraged independently or together by our businesses to perform common tasks that are important to mass customization. The benefits of the MCP include improved speed to market for new product introduction, reduction in fulfillment costs, improvement of product delivery or geographic expansion, improved website experience, automating manual tasks and avoidance of certain redundant costs.

**Central procurement:** The central procurement team negotiates and manages Cimpres-wide contracts for large-scale capital equipment, shipping services, and major categories of raw

materials (e.g., paper, plates, ink) and serves on an as-requested basis to help with procurement improvements, tools, and approaches across other aspects of Cimpres businesses' purchases. Beyond cost reductions, this capability has proven critical over the last year to isolate Cimpres from many disruptions to supply chains and to leverage scale advantages to mitigate inflation of input costs.

**High-quality / low-cost talent infrastructure:** Approximately half of our 15,000+ permanent team members are located in emerging economies such as India, Philippines, Tunisia, Eastern Europe, Mexico, and Jamaica. Most Cimpres businesses have team members in at least some of these locations in domains like technology, data and analytics, customer service, graphic design, merchandising, production, photography,

7 An application programming interface (API) is a mechanism that enable two software components to communicate with each other using a set of definitions and protocols.



**Cimpress' combination of entrepreneurial culture and global scale help us attract and retain great talent in all types of roles.**



and business support functions. Because of our attractive work culture and reputation, Cimpress is an employer of choice in these markets, which makes it easy for our businesses to reduce costs and/or increase their talent capacity.

**Information privacy and security capabilities and expertise:**

Each Cimpress business is responsible for ensuring that customer, company, and team member information is secure and handled in ways that are fully compliant with relevant laws and regulations. Because there

are many aspects of this topic that apply to all our businesses, Cimpress has a central security team that defines security policies, deploys security controls, and provides services and embeds security into the development processes of our businesses in a way that allows each business to address their unique challenges, lower their cost, and become more efficient in using their resources.

**Peer-to-peer knowledge sharing and career rotation opportunities:**

Our businesses frequently learn from each other to leverage business-specific

strengths and improve their velocity in customer and financial value delivery. We encourage the formation of voluntary, self-managed 'guilds' of subject matter experts on a peer-to-peer basis to share experiences and ideas across Cimpress. We also have many examples of team members who have grown their career through rotation across different businesses and central teams.



## OUR DECENTRALIZED OPERATING MODEL

We believe that a culture of autonomy, responsibility and clear expectations drives value to all constituents, so we operate as follows:

- 1. EMPOWER OUR BUSINESSES**  
to invest in the activities they believe will drive customer and long-term financial value
- 2. PROVIDE OPTIONAL SHARED STRATEGIC CAPABILITIES**  
that our businesses may adopt in function of their value to each business
- 3. REQUIRE OUR BUSINESSES TO MEET CERTAIN GUARDRAILS**  
in the areas of compliance, risk mitigation and environmental and social responsibility
- 4. HOLD OURSELVES AND OUR BUSINESSES ACCOUNTABLE**  
for delivering on the above, with a focus on the value that can be driven by incremental performance gains compounded over long periods of time



## OUR DECENTRALIZED STRUCTURE ENABLES AGILITY AND RIGOR

- We hold teams and leaders accountable for:
  - Being customer-focused and entrepreneurial
  - Creating value significantly above our cost of capital
  - Leveraging our shared strategic capabilities when valuable
  - Being ethical and trustworthy
  - Being socially responsible
  - Transparency on issues and challenges
  - Team member engagement
- Explicit guardrails & accountability mechanisms to mitigate risk
- Diverse portfolio across customer segments, products/ services, and geography
- Decentralized businesses promote focus on customers and financial returns
  - Better decisions, faster
  - More entrepreneurial
  - Clear accountability
  - Lower cost structure
- Select few strategic capabilities we invest in centrally drive advantages across our businesses

## OUR PRODUCTS

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

### 1 Marketing Products, Merchandise and Packaging

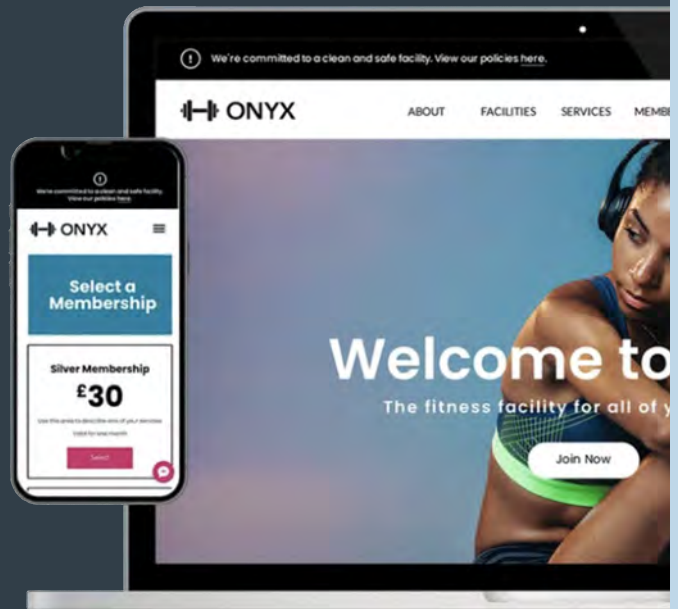
- Business cards, postcards & flyers
- Books, catalogs & magazines
- Drinkware, pens & promotional products
- Logo apparel
- Stickers & labels
- Signage
- Packaging



## 2 Design & Brand Identity



## 3 Digital Marketing



**SUSTAINABILITY IS  
INGRAINED IN OUR  
BUSINESS MODEL**



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

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

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

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

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

As we strive to create a more sustainable world, our business model offers the product varieties, quality, and value that customers have long expected, while introducing customization capabilities that help ensure our products meet each customer's unique needs with reduced environmental harm.



# OUR ESG PRIORITIES

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

## GOVERNING OUR BUSINESS

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

## PROTECTING OUR ENVIRONMENT

- Responsible forestry
- Reducing greenhouse gas emissions
- Reducing and improving plastics

## STRENGTHENING OUR COMMUNITIES

- Diversity, equity & inclusion
- Team member engagement & safety
- Equitable economic opportunity
- Community giving

## OUR STAKEHOLDERS

Understanding and addressing the expectations of our stakeholders is an integral part of our business. At Cimpres, active and ongoing engagement with stakeholders remains fundamental to creating meaningful business value. Driven by our decentralized approach, 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
<b>CUSTOMERS</b>	<ul style="list-style-type: none"> <li>• Product development 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>
<b>TEAM MEMBERS</b>	<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 connection events</li> <li>• Quarterly review newsletter and video conferences with our leaders</li> </ul>
<b>LONG-TERM INVESTORS</b>	<ul style="list-style-type: none"> <li>• Annual investor day and mid-year strategy update (presentation and Q&amp;A)</li> <li>• Quarterly earnings document</li> <li>• Annual Report on Form 10-K and Quarterly Reports on Form 10-Q filed with the U.S. SEC; 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>
<b>SOCIETY</b>	<ul style="list-style-type: none"> <li>• Fundraising and volunteer initiatives</li> <li>• Cash and in-kind donations based on the needs of the local communities</li> <li>• Collaborative partnerships and sponsorships</li> </ul>

**INVESTOR ENGAGEMENT PHILOSOPHY**

Cimpress seeks shareholders and debt holders who value long-term capital allocation approaches such as ours. We believe the best way to attract and retain these shareholders and debt holders is to be clear about our opportunity, strategy, and how we make decisions at Cimpress, and

to behave consistently. We recognize the importance of communication in achieving this, and have outlined our investor engagement principles in our publicly available [Investor Engagement Philosophy](#).

# Governance



Nominating Committee  
COMPLIANCE  
Aligned Incentives  
STANDARDS  
Compensation  
POLICIES  
Workplace  
LEGAL  
Policy  
AUDIT  
Insider Trading  
CULTURE  
Independence  
CAPITAL  
Social Media  
EXTERNAL  
External  
INCIDENT  
Transparency

CORPORATE GOVERNANCE  
COMPLIANCE  
BUSINESS  
GOVERNANCE  
RISK  
LEGAL  
ETHICS  
INTEGRITY  
POLICIES  
PROCEDURES  
CONTROLS  
DIRECTORS  
BOARD  
STAKEHOLDERS  
TRANSPARENCY  
ACCOUNTABILITY  
INTEGRITY  
ETHICS  
POLICIES  
PROCEDURES  
CONTROLS  
DIRECTORS  
BOARD  
STAKEHOLDERS  
TRANSPARENCY  
ACCOUNTABILITY

ER  
L AUDIT  
Investors  
Performance  
ALLOCATION  
Communication  
ASSESSMENTS  
External Audit  
RESPONSE  
Prevention Policy  
& INTEGRITY  
Operating Structure  
CONTROLS  
Board of Directors  
PROCEDURES  
and Security  
COMMITTEE  
Aligned Incentives  
PERFORMANCE  
Policy  
POLICIES  
Policy  
business reviews

**DESIGNED BY:****Stormyfuego****1-to-1 design project  
on 99designs by Vista**

Stormyfuego has been a graphic designer for more than 15 years, and has been part of the 99designs by Vista community since 2010.

She has developed a unique take on typography art, mapping words over objects to drive impact and meaning that neither words nor an illustration individually can. Freelancing gives her the freedom to move and work between Canada and Romania, and 99designs by Vista has helped her reach a global audience doing what she loves.

Over the years Stormyfuego has worked on hundreds of projects on the platform, connecting with customers from all over the world. She has built strong working relationships with dozens of repeat clients. She has also expanded her typography art into a retail and apparel business.

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*"I like that I am able to work from home and make some income doing what I love. I also appreciate that 99designs by Vista allows me to get my art out to a worldwide audience."*

# OUR CORPORATE GOVERNANCE STRUCTURE

## BOARD OF DIRECTORS

The Cimpres Board of Directors and its committees are responsible for overseeing the management of the company and its subsidiaries and, in so doing, serve the best interests of the Company and its constituents.

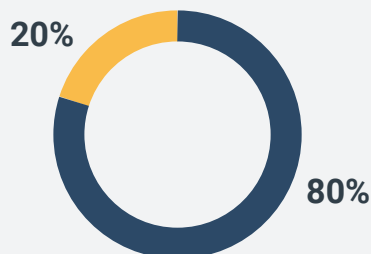
Cimpres' board is small by design, with five members including Robert Keane (our founder, chairman and Chief Executive Officer) and four independent directors who have diverse business and capital allocation backgrounds and experiences. Our independent

directors serve on our various board committees to oversee important topics such as financial reporting and controls and compensation. This board structure and composition allows for deep engagement and debate on strategic topics related to performance, capital allocation and risk management. Our primary method of board engagement is through quarterly meetings where management provides detailed pre-read narratives on business performance reviews, investment

proposals, and strategic topics. We use board meeting time for questions, discussion and decision making. We have found this approach to be mutually beneficial to Cimpres and its board members. The approach supports Cimpres' management team and the teams at each of our decentralized businesses through constructive feedback and dialog and gives our board members the knowledge and confidence they need to perform their fiduciary and strategic responsibilities.

## A SMALL AND BALANCED BOARD

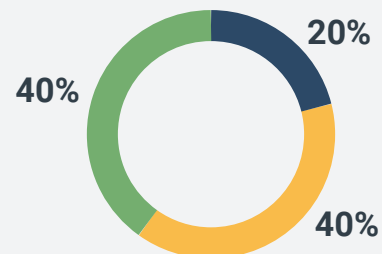
### Independence



■ Independent ■ Non-Independent

**80% Independent**

### Tenure



■ < 3 years ■ 3-6 years ■ > 6

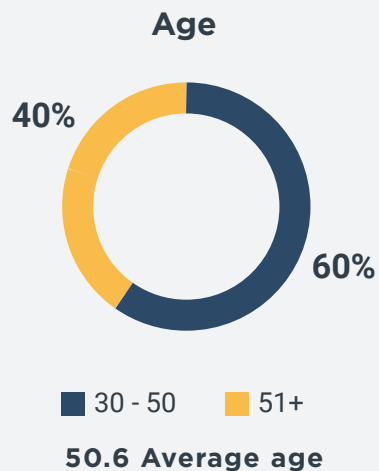
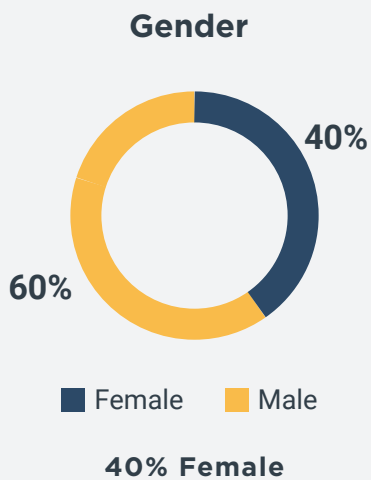
**9.2 Average years of tenure**  
**5.6 Median years of tenure**

**COMMITTEE COMPOSITION**

	Independent Director	Audit Committee	Compensation Committee	Nominating Committee
<b>SOPHIE A. GASPERMENT</b>	I		Member	Member
<b>ZACHARY S. STERNBERG</b>	I	Member	Member	Chairperson
<b>DESSLAVA TEMPERLEY</b> 	I	Chairperson		
<b>SCOTT VASSALLUZZO</b>	I	Member	Chairperson	Member

 *Financial Expert*    
 I *Independent Director*    
  *Chairperson*    
  *Member*

For more information on our Board of Directors and Committees, including guidelines and charters, please visit the Governance section of [ir.cimpress.com](http://ir.cimpress.com).



## BOARD OVERSIGHT OF ESG

Robert Keane, our founder, board chairman and CEO, in concert with other members of our board of directors, sets standards for the entire company as they relate to certain ESG matters.

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

Environmental sustainability matters are implemented by a dedicated central team

that works with all Cimpress businesses toward our sustainability goals. There are clearly defined roles and responsibilities for our sustainability team in the areas of responsible forestry, reducing and improving plastics, and climate change.

Social matters are implemented by a combination of team members within Cimpress central teams and businesses, including human resources, health and safety, and corporate social responsibility.



## ALIGNED INCENTIVES

About 40% of our equity ownership is represented by members of our Board of Directors. Each of our board members takes a long-term approach to capital allocation. That long-term approach aligns the interests of our constituents: customers, team members, long-term investors, and society, unlike companies with a short-term lens who must sacrifice driving value to one or more constituents for the sake of short-term gains for other constituents.

We have designed our compensation program to encourage our executives and team members to manage to a long-term time horizon and to forgo short-term actions and metrics except to the extent those short-term actions and metrics support our long-term goals.

The total compensation package for our executive officers is weighted heavily toward compensation based on Cimpress' long-term performance. For example, Robert Keane receives a vast majority of his compensation in the form of performance share units (PSUs) that are based on the performance of the 3-year moving average (3YMA) of Cimpress' share price over six to ten years (which must have at least an 11% 3YMA compound annual growth rate to pay out).

Other executives and team members have received long term incentives (LTI) in the form of PSUs, restricted share units, or business-specific cash-based LTI plans that are designed to incentivize growth in return on invested capital over a multi-year period. Additionally, in our decentralized structure, our businesses have the freedom to establish annual incentive mechanisms that best fit their business.

Our Compensation Committee takes into account shareholder feedback when designing our executive compensation program, which has received more than 90% approval from our shareholders at each of our annual general meetings of shareholders in calendar years 2013 through 2021.

## ENTERPRISE RISK MANAGEMENT & CONTROLS



Through our **Enterprise Risk Management (ERM)** processes we identify and assess the most significant enterprise risks that have an impact on the achievement of our strategic objectives. The board has overall responsibility for risk oversight, either directly or through its committees and senior management

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

All reports prepared by

the Internal Audit team and the risks outlined therein are shared with the Audit Committee and Cimpres executives. In addition, the Audit Committee Chair meets regularly with Cimpres' Head of Internal Audit to review overall compliance with and the effectiveness of our risk management policies and residual risks after implementation of controls. The board conducts quarterly meetings with senior management to discuss risks and opportunities relating to their areas of oversight.

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



## BUSINESS CONTINUITY

Our decentralized structure allows our businesses to be agile in the face of challenges but still leverage the strength of the collective organization and central teams when necessary. We have redundant production and customer service capabilities that can be called upon quickly in the event of continuity issues such as weather-related power outages, site closures or equipment failure. These capabilities, along with disaster recovery plans at our production facilities, help our businesses continue to serve customer needs while mitigating financial losses. Our centrally managed corporate insurance plans are designed to provide catastrophic coverage protecting Cimpres and our decentralized businesses against many unexpected continuity issues that could drive material losses.

Our pandemic response in 2020 provides a strong example of how we operate in an extreme crisis:

- Each decentralized business had unique circumstances to manage such as local government requirements and restrictions. They were able to respond quickly due to local relationships and presence.
- At the corporate level, we coordinated information sharing, liquidity planning, fundraising (necessary given our leverage covenants and uncertain outlook for demand recovery), and provided guardrails for operating in this environment (first priority: team member health and safety, then operational continuity, then new product introduction to support changing customer needs).
- Our mass customization platform was able to reroute orders quickly in the event of production facility closures.
- We also developed in a matter of a month an entirely new product line (custom facemasks) that provided customers with an important means to restart their own businesses safely, and generated over \$100 million in revenue in the year after launch, filling in some of the reduced demand in our other product categories.
- We were able to immediately shift to working remotely thanks to our cloud-based technology and collaboration tools that we already had in place.
- In the supply chain challenges that followed the pandemic, our central procurement team was able to ensure continued access to the supply of raw materials and shipping capacity with our partner carriers, and keep cost inflation below market levels.
- The global pandemic was an extreme test of our company's financial resilience and business continuity capabilities, and we executed very well. We have the playbook to use in the event of continued pandemic-related volatility or other unforeseen events.

# ETHICS & INTEGRITY

## CIMPRESS CODE OF BUSINESS CONDUCT

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

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 hires are expected to read the Code of Business Conduct and related policies as part of the new hire process. In addition, each year, we train all Cimpres team members on the Code, the Workplace Harassment Prevention Policy, and one or two additional policies. For non-production floor team members, training consists of reading the Code and the other

policies selected for that year, and then answering questions designed to make them reflect on how the policies apply to their role. Production floor team members are also trained every fiscal year by reviewing a summary for each policy highlighting the most important topics covered. All team members then complete a certification indicating that they have understood

and will comply with the Cimpres policies.

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, from their local HR teams, or from the Cimpres legal team.

## IDENTIFYING & INVESTIGATING CONCERNS

Cimpres maintains the Speak Up! Confidential Reporting Helpline ([SpeakUp.Cimpres.com](https://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 Compliance team and

then assigned to a member of HR or Legal, as appropriate. Only the Cimpres Compliance team has access to the Convercent site, while members of the HR and Legal teams have access to only those reports to which they have been assigned.

**Our Code of Business Conduct is the foundation of our corporate compliance program and sets the highest standard of ethics & integrity.**



# LABOR RELATIONS

As of June 30, 2022, we employed approximately 15,000 full-time and 1,000 temporary team members. We have a good relationship with our team members around the world. We do not have an employee council at the consolidated business level, but some of our businesses or locations have works councils or employee representatives. We take a proactive and transparent approach to communicating with team members and respond in a timely manner to all team member questions or concerns.

We make recruiting, retention, and other performance management

related decisions based solely on merit and organizational needs and considerations, such as an individual's ability to do their job with excellence and in alignment with the company's strategic and operational objectives.

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

We are committed to a work environment where team members are treated with respect and fairness, and we have invested in education

and awareness programs for team members to make further improvements in this area. We value individual differences, unique perspectives, and the distinct contributions that each one of us can make to the company.

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



## DATA SECURITY & PRIVACY

Protecting the security and privacy of the personal data we collect — and the systems that store and process that data — is a critical business priority. As a result, data security and privacy is a centrally managed function with uniform standards that apply across Cimpres.

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 and regulations and internal guidelines. However, we set a series of company-

wide standards that each Cimpres business must meet. We also 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.

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### CENTRAL OVERSIGHT

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

The central security team provides mandated security services, such as continuous monitoring, vulnerability management, code scanning, security

awareness training and end point protection. We have an internal security operations center which 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 Factor Analysis of Information Risk (FAIR) to help quantify risk and guide prioritization.

We also have a small central privacy team that can support privacy teams in each Cimpres business, oversee data protection

compliance of shared Cimpres technology services, and establish uniform minimum privacy standards.

Working in concert with the central 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.

## OUR SECURITY BASELINE

As a foundation to Cimpres's risk mitigation framework, the central 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.

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## TESTING, DETECTION & INCIDENT MANAGEMENT

The central 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 test our ability to detect, contain and remediate an incident.

Incident detection and response is a shared responsibility between the central security team and the Cimpres businesses.

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



# Environmental





**DESIGNED BY:****Hikko**

**Design contest winner  
on 99designs by Vista**

Hikko is a self-taught designer based in Central Java, Indonesia, and has been part of the 99designs by Vista community since 2009. She found her love for design while studying informatics in university. She won her first design contest on 99designs by Vista while still in school –and discovered the excitement of earning income from a creative passion. Hikko's style is clean, organic, and nature inspired, which shines through her illustration and logo design portfolio. Since winning that first contest in 2009, she has continued to grow her design skills through a mix of freelance design and full-time design work.

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*"I like that there are varieties of contests, and there is a freedom to choose the contest that is aligned with the designer's style and preferred values."*

# RESPONSIBLE FORESTRY

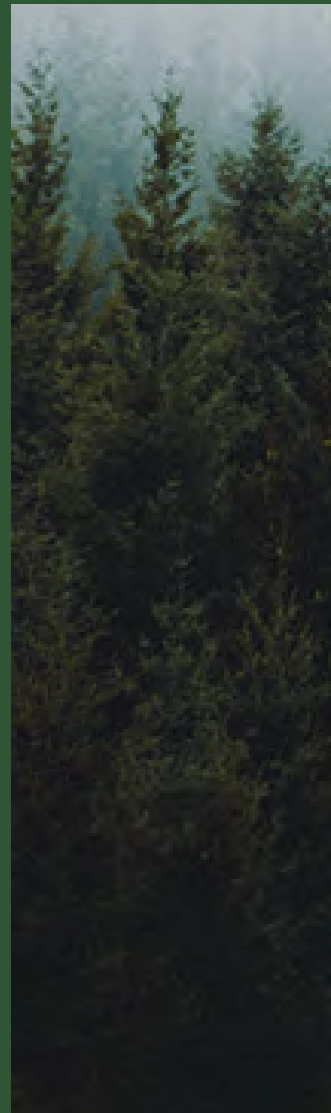
## AVOIDING DEFORESTATION

With approximately half of Cimpres's customer-bound product and packaging spend going towards wood fibre materials, we recognize the importance of long-term forest health in our ability to build an enduring business. We believe that a thoughtful, effective sourcing strategy is key to ensuring that the creation of our customized products does not contribute to deforestation. Since FY2016, Cimpres has been committed to increasing the amount of Forest Stewardship Council™ (FSC™)-certified raw materials that we use in our production process. **FSC** is an international nongovernmental organization that promotes the healthy, resilient, socially beneficial, and economically viable management of the world's forests.

Originally focused on products produced at our own facilities, our targets were expanded in FY2020 to include products produced on our behalf by third-party fulfillers (3PFs) and to include our packaging materials. We are transitioning to materials that are either FSC-certified or contain the highest feasible amount of post-consumer waste (PCW) materials for the application.

Currently, over 85% of the wood fibre products produced at our facilities is made from FSC-certified materials, while 45% of wood fibre packaging is made from FSC-certified materials. The majority of our non-FSC paper products are made with materials certified by other reputable responsible forestry certification bodies.

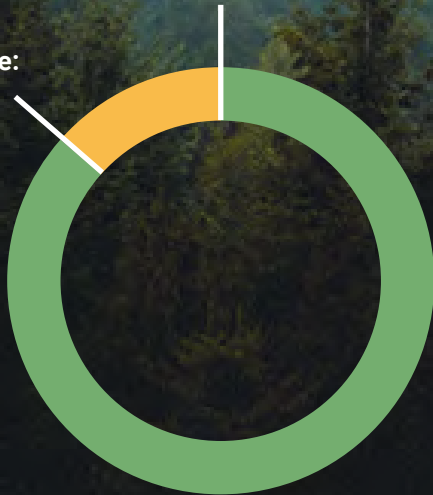
Accurately measuring our FSC progress with 3PFs remains a challenge, and will be an area of focus for us over the coming year. However, independent of our efforts to improve tracking, we have initiated conversations with our largest 3PFs to outline our growing expectations for FSC certified products and to discuss their capabilities in providing products that meet these expectations.



**Product FSC™  
Performance<sup>8</sup>**

FY2025 Goal:  
**100%**

FY2022  
Performance:  
**86%**



**Packaging FSC™  
Performance<sup>8 9</sup>**

FY2025 Goal:  
**95%**

FY2022  
Performance (H2):  
**45%**



**OUR TARGETS**

By FY2025, we aim to increase and expand our use of certified materials through the following targets:

- **100%** of wood fibre products produced in our facilities are made from FSC-certified materials
- **95%** of wood fibre products produced on our behalf by 3PFs are made from FSC-certified materials
- **95%** of wood fibre packaging used in our facilities is either made from FSC-certified materials or contains the highest feasible amount of PCW material

<sup>8</sup> Targets and performance are based on wood-fiber spend.

<sup>9</sup> FY2022 packaging performance is based on wood-fiber product spend in Q3 and Q4, which is when we developed internal capabilities for reliable, Cimpres-wide data collection.



## ACHIEVING FSC™ CHAIN OF CUSTODY CERTIFICATION

The FSC Chain of Custody certification is how people purchasing a product made of wood fibre can be certain that the forest-based materials used in that product are responsibly sourced from an environmental, worker safety, and human rights perspective (in accordance with the FSC standards requirements). In order to sell and market finished products as being FSC-certified, each organization with legal ownership of the product throughout its supply chain, including the Cimpres facilities that customize the paper or

wood product, must obtain the FSC Chain of Custody certification.

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

*The following FSC Chain of Custody certification codes are associated with subsidiaries of Cimpres plc:*  
 NC-COC-031390, NC-COC-007926, HFA-COC-100222, BV-COC-174460, SGSCH-COC-020189, HFA-COC-100235,  
 TSUD-COC-001228, CU-COC-816048.

## TRADEPRINT SUPPORTS THE PRINTING INDUSTRY IN COMBATING DEFORESTATION

As a leading online trade printer serving printers, print resellers, print buyers and graphic designers, and graphic arts professionals in the UK, Tradeprint offers a variety of customized wood fibre-based products to its customers, such as flyers, leaflets, business cards, booklets, posters, letterheads and more.

In evaluating ways to reduce the environmental impact of their products, Tradeprint remains committed to open, transparent communication with stakeholders and to implementing actions that are rooted in science.

Tradeprint is a member of the British Printing Industries Federation (BPIF), with their Sustainability Lead taking an active role as the Chair of the BPIF's Environmental Forum. The Environmental Forum sets out objectives towards sustainability and environmental custodianship, which are designed to benefit BPIF members, non-members, and industry partners.

In alignment with Cimpress' targets, in FY2018 Tradeprint began transitioning their paper stocks to FSC-certified materials. Beginning with flyers, folded leaflets and business cards, and then stitched booklets, Tradeprint has continued to expand their FSC certified product offerings. In FY2022 98% of the paper Tradeprint printed in their production facilities was FSC-certified, with that value reaching 100% during Q2 and Q3.

Alongside this achievement, Tradeprint obtained FSC Chain of Custody certification (SGSCH-COC-020189) in FY2021, attesting to their standards of care and management of the FSC-certified materials. In obtaining the certification, Tradeprint has been able to market their products as FSC-certified, benefiting both their business and their customers.



# REDUCING AND IMPROVING OUR PLASTICS

## OUR TARGETS

The responsible selection, use and disposal of plastics is increasingly a concern of stakeholders all over the world. Cimpres, as a producer and customizer of plastic products and shipper of millions of e-commerce packages each year, recognizes the importance of examining our product portfolios and packaging solutions to ensure that they are future-fit across a number of key areas, driving innovation where necessary.

Cimpres has set targets for its products and packaging in alignment with the goals of the New Plastics Economy Global Commitment, co-sponsored by the United Nations Environment Programme and the Ellen MacArthur Foundation. Although not formally a signatory of the program, we utilize the targets of the program to inform our efforts to remain aligned with market leaders regarding the use of these materials. We are committed to improving the profile of our plastic-based packaging and products in the following areas by FY2025:

- **Decrease our use of virgin plastic content in our packaging by at least 20%** through a combination of plastic elimination and increased recycled content.

Cimpres has completed a thorough FY2020 baselining of our plastic usage across our businesses. We continue to work on refining our data quality and management capabilities to inform decision-making and improve our reporting capabilities against our targets.

- **Eliminate 100% of problematic plastics** (PVC and polystyrene) in our packaging and products.
- **Transition 100% of non-reusable packaging to recyclable and/or compostable materials.**
- **Increase the recycled content in our plastic products by 20%** against our FY2020 baseline, to a minimum of 20% recycled content.



## REDUCING PLASTICS CONSUMPTION

Achieving our targets requires us to rethink our approach to the materials we source and the packaging used to deliver our products. As part of our commitment to responsible use of plastic, we're identifying and incorporating new materials and processes that minimize the amount of plastic used in our packaging. Alongside this transition is the continuous assessment of

our packaging to ensure they are the right size for our customer orders. These actions are helping to reduce waste without compromising product protection during delivery.

Although our product-based targets do not explicitly target a reduction in plastic, we believe that our transition to more sustainable materials will organically result in less plastic use as suitable

non-plastic alternatives are identified. An example of this is seen at WIRmachenDRUCK, which introduced plastic free paper cups alongside their standard cup offering. The paper cups use an inside liquid barrier using a water-based dispersion layer rather than a polyethylene coating, thus are fully recyclable and compostable.

## SELECTING THE RIGHT MATERIALS

We are partnering with our suppliers to identify alternative materials that can be used to excite our customers while enhancing circularity. When alternatives are identified, they are rigorously assessed and tested to ensure they meet our quality criteria.

We have also begun to dig deeper to better understand the characteristics of our products that matter most to our customers and ensure our products continue to meet customer needs, even as new

materials that align with our plastics targets are introduced. We recognize the importance of educating our customers on these new materials and on communicating the benefits they offer to both our customers and to the environment.

## LAUNCHING PVC-FREE BANNERS

Polyvinyl Chloride (PVC) scrim has long been the dominant material used to produce the banners used by small businesses at trade shows, as stand-up signage in their shops, as signage on fences, and in numerous other ways. However, disposal of the product has undesirable environmental impacts relative to other plastics. As part of Cimpress' commitment to eliminate PVC from our product

and packaging portfolios by the end of FY2025, a cross-functional group of Cimpress team members has been working over the last two years to identify alternative materials that can be used to produce the high quality, robust banners that our customers expect while decreasing their environmental impact. After a variety of small-scale trials and tests, in FY2022 Vista launched a

PVC-free banner product in its EU markets alongside its more traditional PVC counterpart to gain real world insights into customer perceptions and experiences with the product. We are continuing our search to optimize for product quality and performance, weight, recyclability and cost in pursuit of this important goal.

# REDUCING GREENHOUSE GAS EMISSIONS

No corporate sustainability program can be credible without a significant focus on reducing the carbon footprint of its products and operations. Recognizing that addressing climate change requires swift and bold action, Cimpress has set a target to achieve net-zero emissions by FY2040, encompassing our entire greenhouse gas (GHG) inventory, and to achieve a 53% reduction in emissions by FY2030 (compared to our FY2019 baseline).

We have not sought third party validation of our target; however, its development was informed by a science-based approach and ensures we are doing our part to contribute toward a 1.5°C emissions pathway. We first calculated our scope 1, 2, and 3 GHG inventories in FY2016. We began calculating all scopes annually and consistently in FY2019, which we have selected as our baseline year.

To date, Cimpress has not used carbon offsets in our Net Zero approach to GHG accounting. Although there may be a place for this in our future, we believe there are currently opportunities for decarbonization of our own operations more directly, so that is where we are focused.





# DELIVERING ON OUR NET ZERO COMMITMENT

## SCOPE 1 & 2 EMISSIONS

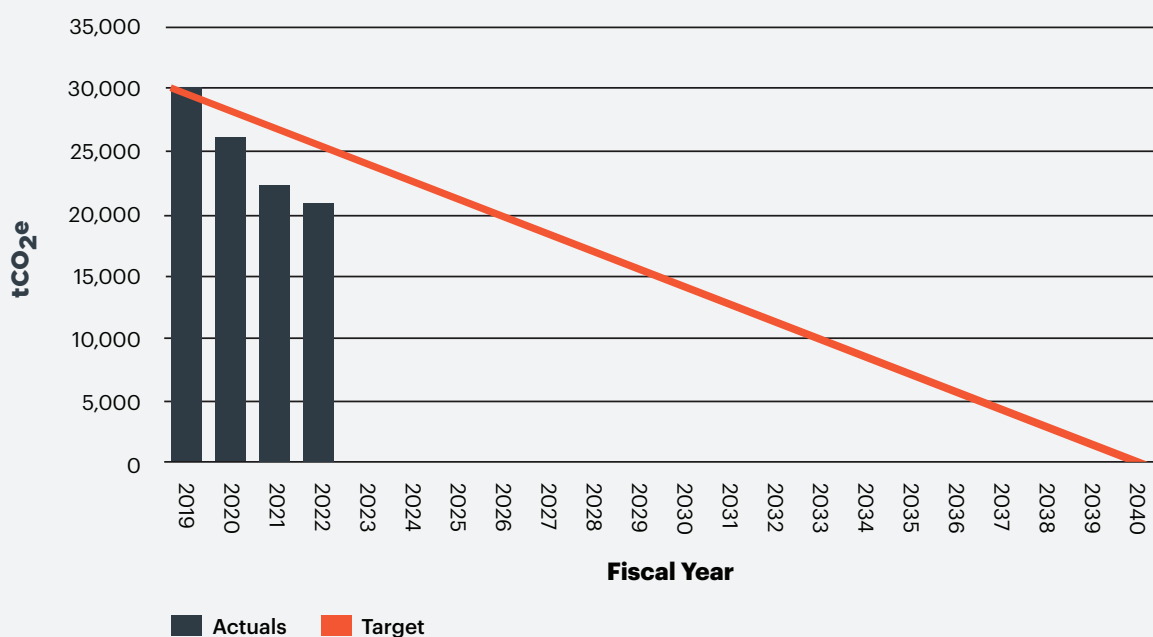
When we began calculating our GHG inventory in FY2016, our initial focus was on actively reducing Scope 1 and 2 emissions. Through investments in energy efficiency and energy generation (improved lighting and HVAC efficiency, transitioning to much

more energy-efficient printing presses, and onsite solar installations), as well as renewable energy procurement, we have reduced our Scope 1 and 2 market-based (MB) emissions by 49% between FY2016 and FY2022.

In assessing performance against our FY2019

baseline emissions, we are on track to meet our interim target of a 53% reduction by FY2030 through our continued work to increase our renewable energy usage, reduce natural gas consumption and improve energy efficiency within our operations.

### Performance against our pathway - Scope 1 & 2 Market-Based (MB)



Emissions Scope	FY2019 (tCO <sub>2</sub> e)	FY2022 <sup>10</sup> (tCO <sub>2</sub> e)	% Change
SCOPE 1	7,046	5,856	-17%
SCOPE 2 (LOCATION-BASED)	39,923	26,925	-33%
SCOPE 2 (MARKET-BASED)	23,235	14,421	-38%
<b>TOTAL SCOPE 1 &amp; 2 (MARKET BASED)</b>	<b>30,281</b>	<b>20,277</b>	<b>-33%</b>

<sup>10</sup> Included in the Subject Matter of the Report of Independent Certified Public Accountants.

## NATIONAL PEN LASER RETROFIT TIJUANA, MEXICO

# 1,258,692

## KWH

energy savings  
per year



As a leading provider of personalized writing instruments, as well as promotional products such as travel mugs, water bottles, tech gadgets and trade show items, National Pen utilizes laser engraving machines for fast, precise, and repeatable engraving.

With many laser engravers in operation at National Pen's manufacturing facility in Tijuana, Mexico, the business recognized the opportunity to achieve cost, efficiency, and GHG emission reduction gains by replacing these laser engravers with more efficient models.

In FY2021, National Pen completed the replacement of twenty low efficiency, high power consumption laser engravers with ten low power, high efficiency models. The new lasers require fewer consumables and less energy to operate, resulting in a reduction of 532 tCO<sub>2</sub>e per year.

## SOLAR PANEL INSTALLATION AT VISTA'S CUSTOMER SERVICE FACILITY MONTEGO BAY, JAMAICA

With Vista's Montego Bay customer service facility offering nearly 5000 m<sup>2</sup> of space under the Caribbean sun, it is an ideal location for solar power generation. In addition to the 3,000 hours of sunlight the facility receives a year, it was also attractive as a site of solar power generation due to

the high cost of energy consumption in Jamaica and the high emissions associated with the energy grid in that region.

Representing one of the largest solar installations in the country, Cimpres completed the installation of 2,330 solar panels at the

site in two phases (in spring 2018 and early 2020). With an estimated reduction of 640 tCO<sub>2</sub>e per year, the project was an important step in reducing the environmental impact of our operations.



# 2,330

solar cells installed

# 1,041,754

## KWH

solar energy  
generated per year



Montego Bay  
Solar Panels

# 640

## tCO<sub>2</sub>e

average  
emissions  
avoided per year



# 35%

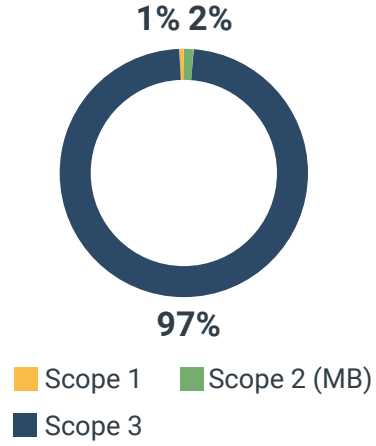
reduction in  
Montego Bay facility  
GHG emissions

### SCOPE 3 EMISSIONS

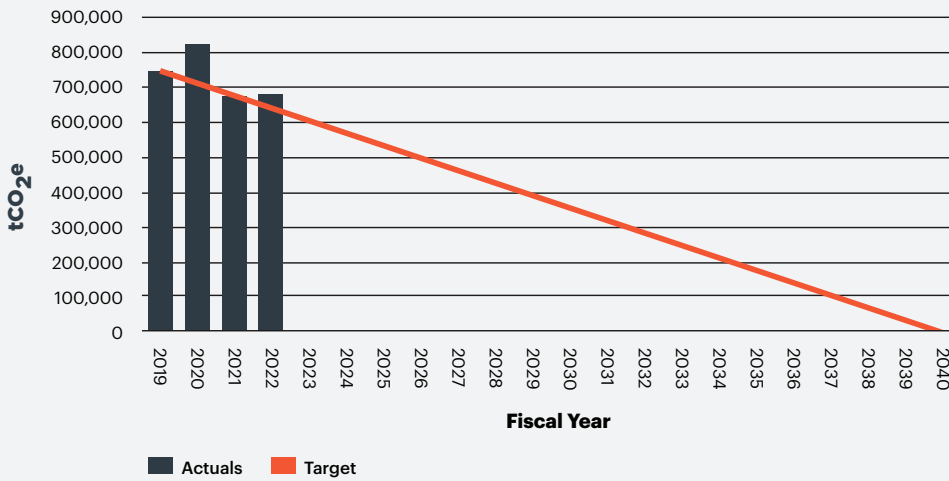
While we have made great progress in reducing our Scope 1 and 2 emissions, we recognize that our impact is much greater than that. More specifically, approximately 97% of our emissions fall into the category of Scope 3 emissions. In alignment with our commitment to

decarbonize across our entire value chain, Cimpres calculates emissions across all applicable Scope 3 categories. Within Scope 3, our upstream transportation and distribution, along with purchased goods and services, account for approximately 84% of total Scope 3 emissions.

### FY2022 Emissions by scope



### Performance against our pathway - Scope 3



Emissions Scope	FY2019 (tCO <sub>2</sub> e)	FY2022 <sup>10</sup> (tCO <sub>2</sub> e)	% Change
<b>SCOPE 3<sup>11 12 13 35 36</sup></b>	746,066	676,637	-9%

<sup>10</sup> Included in the Subject Matter of the Report of Independent Certified Public Accountants.

<sup>11</sup> 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 as these are extremely difficult to assess.

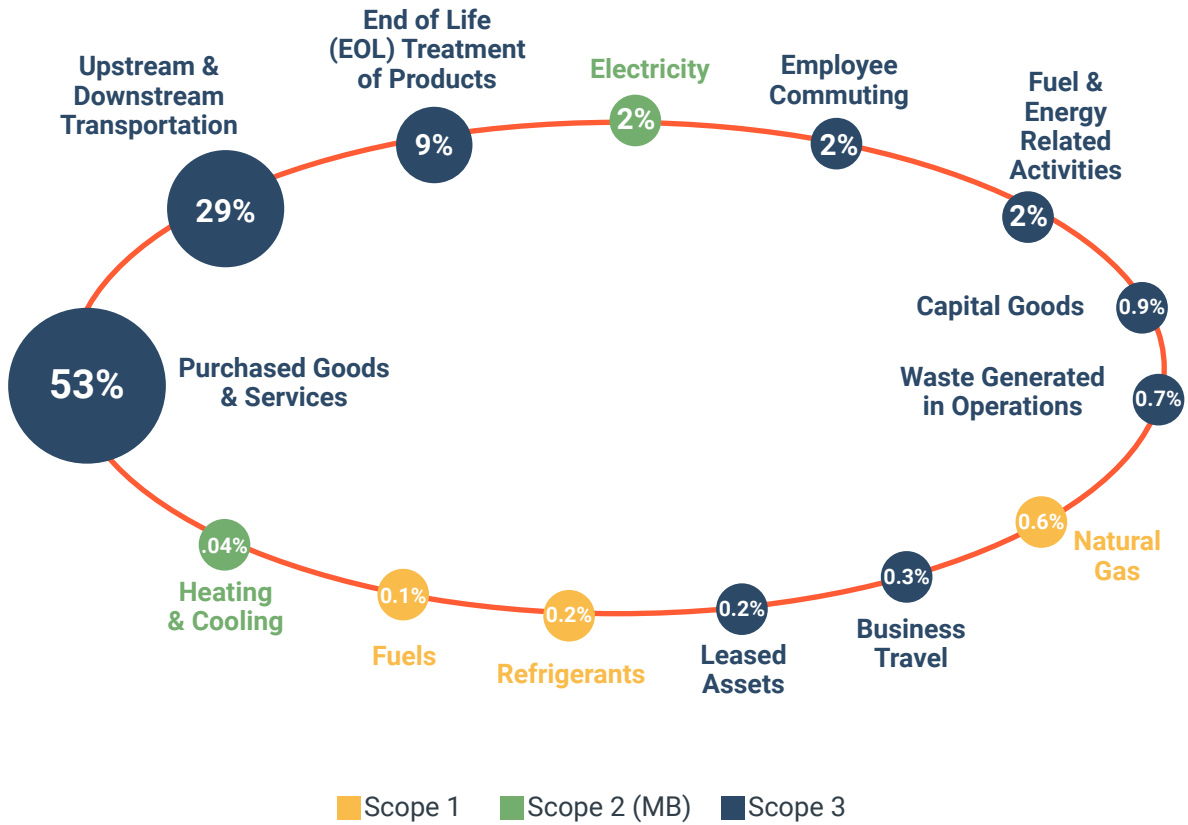
<sup>12</sup> Excludes emissions from Purchased goods & services (Category 1), Capital goods (Category 2), Waste generated in operations (Category 5), and Upstream transportation & distribution (Category 4), from certain subsidiaries representing less than 1% of consolidated revenues.

<sup>13</sup> Excludes emissions from products and services relating to select suppliers of National Pen, which account for less than 2.5% of Cimpres spend.

<sup>35</sup> Within Upstream transportation & distribution (Category 4), Cimpres transitioned from using spend-based emission factors to using supplier-specific emissions data for select suppliers beginning in FY2022. This change in methodology resulted in a 59% decrease in emissions within Upstream transportation & distribution. Historical emissions could not be recalculated based on this new methodology due to difficulties in historical data collection.

<sup>36</sup> Within End of Life Treatment of Sold Products (Category 12), Cimpres adopted a new business-specific data source to calculate emissions beginning in FY2022. This change in methodology resulted in a 58% increase in emissions within End of Life Treatment of Sold Products. Historical emissions could not be recalculated based on this new data source due to difficulties in historical data collection.

**FY2022 GHG INVENTORY  
BY SCOPE AND SOURCE**



Cimpress' Scope 3 performance has shown an overall reduction against our FY2019 baseline, but has remained relatively steady between FY2021 and FY2022. Improving the accuracy of our inventory and adopting methodologies that more closely link emissions to performance has been challenging

given the nature of our business, which includes an expansive, global network of team members, assets, and suppliers, as well as a variety of product offerings. Our current GHG calculation methodology relies on a spend-based approach in multiple categories; as a result, our year-over-year Scope 3 GHG inventory is

impacted by factors that are not always directly reflective of changes in actual emissions. These factors include growth of the business, the impact of inflation, and improvements to our calculation methodology and data accuracy.

## IMPROVING OUR DATA

Across many of our Scope 3 categories, including our largest categories, we have historically relied on company spend as the basis of emission calculations. Although this is an acceptable approach under the GHG Protocol Corporate Accounting and Reporting Standard, we recognize that in order to effectively inform the bold action needed to achieve our goals we need to adopt a new approach to emission calculations that decouples emissions from raw material and purchased services prices. As a result, we have taken significant steps toward identifying and adopting new emissions data and calculation methodologies that help us achieve this goal.

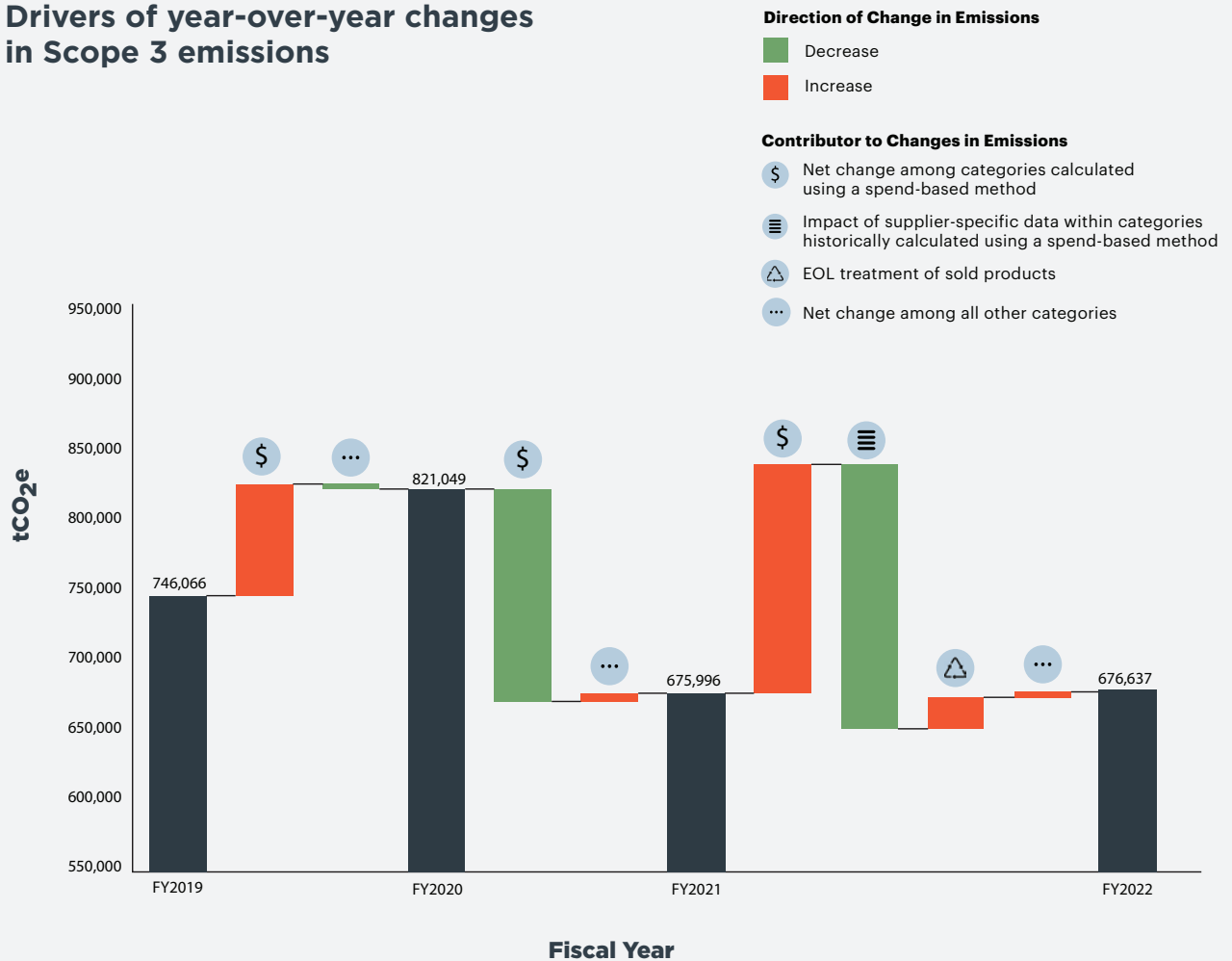
As a necessary step towards minimizing the impact of price fluctuations on the GHG inventory, we are focused on transitioning from spend-based calculations to supplier-specific calculations that reflect emissions specific to each supplier's goods and services. In FY2022 we engaged our largest suppliers of materials, IT services, and logistics to obtain supplier-specific emissions data, in accordance with our quality criteria, that replaces spend-based

emission factors. These engagements presented an opportunity to educate our suppliers on our climate change commitments and the role of sustainability considerations in our purchasing decisions. As a result, 24% of Scope 3 emissions that had previously been calculated using a spend-based approach have instead been calculated using supplier-specific data for the FY2022 GHG inventory. In addition, we have adopted the use of generic weight-based emission factors for select PG&S categories where supplier-specific data is not yet available, starting with emissions associated with our paper products.

Our transition to weight-based data has helped minimize the influence of price fluctuations on our FY2022 inventory. Historically, price fluctuations have had a notable impact on our calculation of annual emissions. Increased spending between FY2019 and FY2020 due to organic growth, following by a significant decline in spending between FY2020 and FY2021 as a result of the COVID-19 pandemic, resulted in large corresponding fluctuations in Scope 3 emissions.

Between FY2021 and FY2022, as purchasing resumed and many geographies experienced high inflation rates, our spending once again increased significantly. Previously, the inflationary component would have corresponded to a rise in what we calculated to be the emissions among our categories that relied on spend-based calculations, including purchased goods and services and upstream transportation. However, our transition to supplier-specific data, largely in the IT, paper and logistics categories, resulted in lower emissions estimates compared to spend-based calculations and largely offset the impact of inflation-driven spend increases in the 76% of the GHG calculation that remains spend-dependent. As a result, between FY2021 and FY2022, we saw a reduction in aggregated emissions among categories historically calculated using a spend-based approach.

## Drivers of year-over-year changes in Scope 3 emissions



Alongside our transition to weight-based and supplier-specific calculations, we continuously identify and incorporate more accurate data, such as updates to emission factor databases and new data sources that allow for refined emissions calculations. In line with our recalculation policy, baseline and historical

emissions are recalculated when warranted to permit meaningful year over year comparison. In FY2022, we began utilizing a new, business-specific source of data to calculate end of life (EOL) treatment of sold products that replaced our existing estimation approach. While this helps improve the accuracy

of our calculations and better inform our actions to reduce emissions, it resulted in a 58% increase in our calculated emissions within this category, which is our third largest scope 3 category. The new data source could not be applied to historical years due to limitations in data availability.

As we continue to make advances in our data and methodology, we expect to continue to see fluctuations in our calculated GHG inventories year over year. We are committed to remaining transparent in our approach to calculating emissions and

the drivers underlying our progress as we strive to utilize the latest, most accurate data available.

In addition to improving the accuracy of our data, we are building internal systems and processes that enhance our data management capabilities.

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





	FY2019	FY2020	FY2021	FY2022
<b>EMISSIONS</b>				
Scope 1 (tCO <sub>2</sub> e)	7,046	7,073	7,254 <sup>10</sup>	5,856 <sup>10</sup>
Scope 2 - Location-based (LB) (tCO <sub>2</sub> e)	39,923	34,231	29,007 <sup>10</sup>	26,925 <sup>10</sup>
Scope 2 - Market-based (MB) (tCO <sub>2</sub> e)	23,235	18,975	14,927 <sup>10</sup>	14,421 <sup>10</sup>
<b>Scope 1 &amp; 2 (MB) - Total (tCO<sub>2</sub>e)</b>	<b>30,281</b>	<b>26,048</b>	<b>22,181<sup>10</sup></b>	<b>20,277<sup>10</sup></b>
Scope 1 & 2 (MB) - Change from Previous year (%)	Not Applicable	-14%	-15%	-9%
Scope 1 & 2 (MB) - Change from Baseline (%)	Not Applicable	-14%	-27%	-33%
<b>Scope 3 - Total <sup>11 12 13 35 36</sup> (tCO<sub>2</sub>e)</b>	<b>746,066</b>	<b>821,049</b>	<b>675,996<sup>10</sup></b>	<b>676,637<sup>10</sup></b>
Scope 3 - Change from Previous year (%)	Not Applicable	10%	-18%	0%
Scope 3 - Change from Baseline (%)	Not Applicable	10%	-9%	-9%
Scope 3: Category 1 - Purchased Goods and Services <sup>13 14</sup> (tCO <sub>2</sub> e)	331,005	410,232	271,172 <sup>10</sup>	365,939 <sup>10</sup>
Scope 3: Category 2 - Capital Goods <sup>14</sup> (tCO <sub>2</sub> e)	5,723	4,332	3,960 <sup>10</sup>	6,306 <sup>10</sup>
Scope 3: Category 3 - Fuel and Energy-Related Activities, Not Included in Scope 1 or Scope 2 (tCO <sub>2</sub> e)	11,150	9,413	9,671 <sup>10</sup>	10,550 <sup>10</sup>
Scope 3: Category 4 - Upstream Transportation and Distribution <sup>14 35</sup> (tCO <sub>2</sub> e)	343,108	343,561	332,010 <sup>10</sup>	205,180 <sup>10</sup>
Scope 3: Category 5 - Waste Generated in Operations <sup>14</sup> (tCO <sub>2</sub> e)	2,550	3,244	3,003 <sup>10</sup>	5,066 <sup>10</sup>
Scope 3: Category 6 - Business Travel (tCO <sub>2</sub> e)	1,812	1,482	524 <sup>10</sup>	2,292 <sup>10</sup>
Scope 3: Category 7 - Employee Commuting (tCO <sub>2</sub> e)	10,713	13,412	13,497 <sup>10</sup>	15,067 <sup>10</sup>
Scope 3: Category 8 - Upstream Leased Assets (tCO <sub>2</sub> e)	765	7,948	1,248 <sup>10</sup>	1,294 <sup>10</sup>
Scope 3: Category 9 - Downstream Transportation and Distribution	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 10 - Processing of Sold Products	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 11 - Use of Sold Products	Not Available	Not Available	Not Available	Not Available
Scope 3: Category 12 - End of Life Treatment of Sold Products <sup>36</sup> (tCO <sub>2</sub> e)	37,902	26,643	40,911 <sup>10</sup>	64,799 <sup>10</sup>
Scope 3: Category 13 - Downstream Leased Assets (tCO <sub>2</sub> e)	1,338	782	0 <sup>10</sup>	144 <sup>10</sup>
Scope 3: Category 14 - Franchises	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 15 - Investments	Not Applicable	Not Applicable	Not Applicable	Not Applicable
<b>ENERGY CONSUMPTION</b>				
Energy Consumption (MWh)	Not Available	Not Available	124,216	117,652
Energy Consumption - Grid electricity (%)	Not Available	Not Available	72%	77%
<b>INTENSITY</b>				
Energy Intensity Ratio (MWh/\$ thousand of revenue)	Not Available	Not Available	0.048	0.041
Scope 1 & 2 Emissions Intensity Ratio (tCO <sub>2</sub> e/\$ thousand of revenue)	0.0110	0.0105	0.0086	0.0070

<sup>10</sup> Included in the Subject Matter of the Report of Independent Certified Public Accountants.

<sup>11</sup> 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 as these are extremely difficult to assess.

<sup>12</sup> Excludes emissions from Purchased goods & services (Category 1), Capital goods (Category 2), Waste generated in operations (Category 5), and Upstream transportation & distribution (Category 4), from certain subsidiaries representing less than 1% of consolidated revenues.

<sup>13</sup> Excludes emissions from products and services relating to select suppliers of National Pen, which account for less than 2.5% of Cimpres spend.

<sup>14</sup> Excludes emissions from certain subsidiaries representing less than 1% of Cimpres revenue.

<sup>35</sup> Within Upstream transportation & distribution (Category 4), Cimpres transitioned from using spend-based emission factors to using supplier-specific emissions data for select suppliers beginning in FY2022. This change in methodology resulted in a 59% decrease in emissions within Upstream transportation & distribution. Historical emissions could not be recalculated based on this new methodology due to difficulties in historical data collection.

<sup>36</sup> Within End of Life Treatment of Sold Products (Category 12), Cimpres adopted a new business-specific data source to calculate emissions beginning in FY2022. This change in methodology resulted in a 58% increase in emissions within End of Life Treatment of Sold Products. Historical emissions could not be recalculated based on this new data source due to difficulties in historical data collection.

# Social



**DESIGNED BY:****merci dsgn****1-to-1 design project  
on 99designs by Vista**

merci dsgn has been a graphic designer for many years and joined the 99designs by Vista community in 2012. She is based in Montenegro and has a degree in graphic arts.

Her primary design style is illustrative and evokes the organic beauty of the beaux arts movement. Yet she enjoys the freedom to experiment with new styles and forms of creative work, which is evident from the breadth and depth of her illustration portfolio. Through 99designs by Vista, merci dsgn has worked on hundreds of projects and has dozens of repeat customers. Working directly with so many clients from around the world has enabled Merci dsgn to continually develop her skills and stay up to date with new trends, which has led to career growth and personal fulfillment.

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*“I have multiple repeat clients on 99designs by Vista, with whom I collaborated for years. I follow their growth and help them to expand their brand. Seeing them grow, and being there for them when they needed help with design provides a great sense of satisfaction.”*



# OUR PEOPLE

We believe that building a culture where team members feel respected and engaged is key to delivering value to our stakeholders, today and into the future. We are committed to ensuring our over 16,000 team members feel connected to their work, empowered and accountable, and judged professionally on the value of their work, not who they are

personally. It is important that we offer a work environment that is respectful, safe, diverse, inclusive, and accountable. Our commitment to our team members is brought to life across our businesses and central teams through decentralized policies, guidelines, and management initiatives, each suited to the unique needs of the workforce.

## WORKFORCE BY EMPLOYMENT TYPE<sup>15</sup>

Employment Type	Overall	Male	Female	Gender Not Available/ Disclosed
PERMANENT <sup>16</sup>	94%	50%	46%	4%
TEMPORARY <sup>16</sup>	6%	49%	51%	0%
FULL-TIME <sup>17</sup>	97%	51%	45%	4%
PART-TIME <sup>17</sup>	3%	27%	70%	3%

## WORKFORCE BY DEMOGRAPHIC<sup>15 18</sup>

Gender <sup>16</sup>	Overall
MALE	52%
FEMALE	43%
NOT AVAILABLE/ DISCLOSED	5%

Age <sup>17</sup>	Overall
UNDER 30	35%
BETWEEN 30 - 50	55%
OVER 50	10%

<sup>15</sup> Excludes interns and employees of third parties, such as contingent workers and contractors.

<sup>16</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 6% of all Cimpres team members.

<sup>17</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 9% of all Cimpres team members.

<sup>18</sup> Age breakdown excludes employees whose information is not available, which represents approximately 1% of all team members whose information was included in data collection.

## FAIR LABOR PRACTICES

We are committed to fostering an inclusive work environment and do not tolerate discrimination on any basis. Through our [Code of Business Conduct](#) we establish our Cimpres-wide expectations for maintaining a safe and professional work environment that is free from all forms of discrimination and harassment.

We make recruiting, retention, and other performance management decisions based solely on merit and other organizational needs and considerations, such as an individual’s ability to do their job with excellence and in alignment with the company’s strategic and operational objectives. We do not tolerate discrimination on any basis protected by human rights laws or anti-discrimination regulations, and we strive to

do more in this regard than the law requires.

Building on our Code of Business Conduct, we have published a Workplace Harassment Prevention Policy and a Workplace Violence Prevention Policy to ensure we maintain a safe work environment and that all team members behave in a professional and respectful manner in both in-person and remote settings.

## TEAM MEMBER LOCATION



## AN ENGAGED AND EMPOWERED WORKFORCE

Investing in attracting, developing, and retaining the best talent has always been a priority at Cimpres, but within the context of a labor shortage affecting several sectors of the world's economy and the impact of the COVID-19 pandemic, today it has become more important than ever. For 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 where they connect, to how they disconnect, we are listening to what our team members have to say. We are taking action to ensure we evolve with the needs of our people and remain an employer of choice for our existing and future team members.

Keeping our people at the center of everything we do is essential for providing a work environment where they feel safe, valued and engaged.



## WELCOMING FEEDBACK

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

- National Pen rolled out its first global employee survey, introduced Culture Champions across their locations, and hired a Talent Performance and Engagement Manager to continue elevating team member experience in line with survey feedback.
- Printi launched its first third-party employee engagement survey, covering its entire workforce. This first survey achieved a 67% response rate and an overall satisfaction score of 82%<sup>19</sup>.
- Recognizing the value of regular feedback in implementing positive changes quickly and effectively, Cimpres central and Vista teams invested in a third-party engagement tool. The surveys provide important insights used to identify opportunities for improvement, helping Cimpres central and Vista achieve engagement scores of 8.5/10<sup>2</sup> and 8.1/10<sup>2</sup>, respectively.

Our businesses continue to evolve these surveys to understand team member perspective on new issues, improve the process by which surveys are administered, and collect the feedback most conducive to informing strategy.



<sup>2</sup> As of June 30, 2022, based on results of an internal survey to all regular team members employed by Vista and Cimpres central teams. Interns, temporary team members, contingent workers, and regular team members employed for less than 1 month at the time of survey delivery are excluded.

<sup>19</sup> As of October 2021, based on results of an internal survey to all team members employed by Printi. Team members employed for less than 3 months at the time of survey delivery are excluded.

## STAYING CONNECTED

Although we operate in a decentralized manner, it's important that team members across businesses remain unified and aligned with Cimpres's corporate-level goals and objectives. At the same time, our entrepreneurial spirit means that changes occur quickly as we continue to improve and evolve. To ensure all team members and businesses stay connected and informed, we make time

for Cimpres-wide updates throughout the year. These include touchpoints for our business leaders and teams, such as video conferences with our executives, which are recorded and made available to all team members. In addition, our Cimpres-wide intranet serves as a hub for team members to stay up to date on the latest news and resources.

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## KNOWLEDGE-SHARING AS A STRATEGIC BENEFIT

Knowledge-sharing is a strategic benefit of being part of Cimpres. In particular, the challenges and successes our businesses have faced during the past few years has led our teams to discover new, innovative ways to deliver exceptional value to customers. Through virtual and in-person meetings, teams across businesses and geographies take time to connect and share best practices in support of ensuring all Cimpres businesses thrive. We continue to encourage the formation of

voluntary, self-managed 'guilds' of subject matter experts on a peer-to-peer basis to share experiences and ideas across Cimpres. We also have many examples of team members who have grown their career through rotation across different businesses and central teams.



## PROCUREMENT WORKSHOP

In May 2022, nearly 40 Procurement professionals from 10 Cimpress businesses around the world gathered at our Barcelona Collaboration Center for the 7th annual Procurement Workshop. Marking a return to in-person gathering, the event focused on delivering long term strategic procurement value in the face of supply chain challenges and market forces.



# EMBRACING THE FUTURE OF WORK

When COVID-19 resulted in a global shutdown of workplaces, Cimpres successfully transitioned team members who could perform their jobs remotely to be fully remote with minimal disruption. Before the pandemic we were remote-averse, with very few team members having regular remote working patterns. We quickly realized the many benefits of working remotely for both our team members and our company — and our team members continued to deliver on our objectives. The vast majority of team members told us, in multiple surveys, that they did not want to return to full-time office working and that they were confident they could be productive while working remotely. We started to see a direct link between their satisfaction with remote working and both their productivity and their self-reported wellbeing. With this input from our team members, and with leaders feeling confident in the productivity and talent acquisition and retention benefits of a remote future, both Cimpres central teams and Vista made the decision in August 2020 to

move to permanent remote working for team members whose roles made that possible.

Today, we're making how and where we work a towering strength of our culture and a competitive advantage. We have a small team dedicated full-time to building and operating capabilities that ensure the success of our remote-first team culture, overseen by a cross-functional Remote-First Leadership Team. We've revisited and are continuing to evolve every aspect of how we work, including policies, benefits, tools, technology, routines, ways of working, communications and more, to ensure our transition to remote-first is a success.

Cimpres businesses, beyond our central teams and Vista, are adopting their own approaches to remote working. As examples, in FY2022 National Pen announced a strategy to permanently adopt remote working as the prevailing way they operate. Guided by a **Work from Home First Strategy**, they are ensuring their team members who are eligible for remote-first

have access to the spaces and support needed for a successful transition, while also reviewing the ways they work and implementing new policies and procedures across all sites to help team members improve work-life balance. Also in FY22, BuildASign's customer service and office-based teams permanently transitioned to remote first. Their approach provides team members with the autonomy to choose their workspace based on where they feel most comfortable and productive, while enabling in-person meetings where it facilitates collaborative and knowledge sharing-based discussions.

## 88%

**of team members agree that they have been provided with the right tools & technology to work effectively and productively in a remote-first environment.<sup>20</sup>**

<sup>20</sup> Based on results of internal surveys distributed in May and June 2022 to remote-first team members employed by Vista and Cimpres central teams. Interns, temporary team members, contingent workers, and regular team members employed for less than 1 month at the time of survey delivery are excluded.



**In FY2022 Cimpress and Vista won the award for Most Flexible Workplace** by Running Remote, and Vista was recognized as the Best Company for Work-Life Balance by Comparably. These are testaments to the remote-first culture we have been working hard to build, together.

# 91%

of remote-first team members agree that the decision to transition to permanent remote-first was the right decision.<sup>20</sup>

# 81%

of remote-first new hires feel that their first 100 days here was a world-class experience.<sup>20</sup>

# 96%

of remote-first new hires reported that "work life balance / remote work flexibility" was a reason for applying.<sup>20</sup>

# 75%

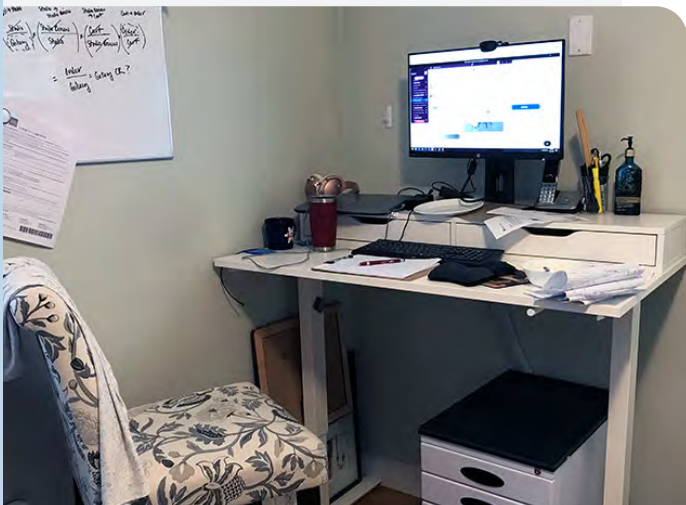
of remote-first team members feel confident that they can achieve their career development goals as a remote-first team member.<sup>20</sup>

<sup>20</sup> Based on results of internal surveys distributed in May and June 2022 to remote-first team members employed by Vista and Cimpress central teams. Interns, temporary team members, contingent workers, and regular team members employed for less than 1 month at the time of survey delivery are excluded.



## CO-CREATED WITH OUR TEAM MEMBERS

It's important that our remote-first ways of working are co-created by both our team members and executives. The decisions we are making as we embrace remote work are informed by extensive team member input and feedback. We provide frequent feedback opportunities and data collection to keep a pulse on our progress and make those results available to our team members.



## OUR REMOTE-FIRST BUILDING BLOCKS

As a global company, successfully transitioning to remote-first requires a shared understanding of resources and expectations. We've defined remote-first tenets to guide our team members toward the habits and behaviors that will make remote working a towering strength of our culture. Building on these tenets, we created an evolving remote-first handbook to serve as a single source of truth for knowledge sharing, how we work, where we communicate, what we expect from each other, and where to turn when team members have questions.

## REMOTE-FIRST, NOT REMOTE-ONLY

We embrace the reality that there are some things that are still done best in person, and that part of supporting our team members is offering them options when it comes to spaces where they feel they can do their best work. We've evolved our real estate strategy to convert existing office space that was designed for an office-centric culture into remote-friendly collaboration centers. We also provide our remote-first team members with WeWork Pay Per Use – access to any WeWork, anywhere at any time.



## A WORLD-CLASS ONBOARDING EXPERIENCE

We've embraced a borderless world of talent. We have always been a globally distributed business, and remote-first has allowed us to open the marketplace to new and diverse pools of people, as we recruit top talent from a much broader set of geographies. While remote-first offers clear recruitment and retention benefits, it requires a new approach to onboarding suitable for remote ways of working. That's why we developed a world-class, 100-day onboarding program that fosters a sense of culture and community with every new remote-first team member who joins, from the day they sign their offer letter through feeling fully acclimated. Remote-first team members are eligible for a new hire reimbursement to ensure they have the necessary workspace to work safely and comfortably, as well as monthly expense offset to cover some of the costs of remote working.



# DIVERSITY, EQUITY, AND INCLUSION

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 and in doing so, develop a mutual respect and shared sense of purpose. We believe in the power of diversity and debating as trusting colleagues to surface multiple points of view and opinions, after which team

members commit to the decision that is taken, make us stronger. Our businesses are expected to maintain a working environment where every team member is treated with respect, dignity, and fairness, regardless of nationality, race, gender, sexual orientation, religion, political views, family status, age, or (unless required for a given role) physical ability. We know that achieving true diversity is a continuous journey, not

a one-off destination. We are seeing businesses and teams across Cimpres enhance their focus on understanding the diversity of their team members, being intentional in their actions to provide education around diversity, inclusion and bias, increasing representation for underrepresented groups and fostering a sense of belonging for everyone.

## COMMITTING TO TRANSPARENCY

We recognize the vital role data plays in informing our DEI agenda; to keep ourselves accountable for creating positive change; and to motivate our businesses to keep improving. As a company with businesses and team members around the world, we also know that DEI topics are heavily influenced by local cultures. We are working to better understand how regional DEI issues, cultural sensitivities,

and legal complexities can be considered as we refine our measurement approach.

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

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

**Workforce Diversity  
by Role Category<sup>15 18 31</sup>**

	Male	Female	Gender Not Disclosed/ Available	Under 30	Between 30-50	Over 50
<b>BOARD OF DIRECTORS</b>	60%	40%	0%	0	60%	40%
<b>EXECUTIVE MANAGEMENT<sup>21 22</sup></b>	64%	35%	1%	2%	78%	20%
<b>TECH ROLES<sup>21 23</sup></b>	74%	25%	1%	36%	59%	5%
<b>ALL OTHER TEAM MEMBERS<sup>21</sup></b>	48%	47%	5%	30%	58%	12%
<b>SENIOR MANAGEMENT - VISTA &amp; CIMPRESS CENTRAL TEAMS<sup>24</sup></b>	62%	36%	2%	0%	77%	23%

**Cimpress U.S. Team  
Member Racial  
Diversity<sup>15 25 31</sup>**

	All Team Members	Executive Management	Tech Roles <sup>23</sup>	For Reference: 2020 U.S. Census
<b>ASIAN</b>	13%	18%	25%	6%
<b>BLACK OR AFRICAN AMERICAN</b>	5%	1%	1%	12%
<b>HISPANIC OR LATINO</b>	14%	10%	4%	19%
<b>WHITE</b>	62%	67%	60%	58%
<b>OTHER</b>	3%	1%	2%	5%
<b>NOT DISCLOSED/ AVAILABLE</b>	4%	2%	6%	N/A

<sup>15</sup> Excludes interns and employees of third parties, such as contingent workers and contractors.

<sup>18</sup> Age breakdown excludes employees whose information is not available, which represents approximately 1% of all team members whose information was included in data collection.

<sup>21</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 28% of all Cimpress team members.

<sup>22</sup> Executive Management roles include team members within two reporting levels of the business CEOs whose responsibilities require frequent interaction with the CEO, in alignment with SASB guidance.

<sup>23</sup> 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.

<sup>24</sup> Senior Management roles include team members who are in Director-level roles or above (excluding employees in Executive Management roles). The figures are inclusive only of Cimpress central teams and of Vista (excluding VistaCreate/Depositphotos and 99designs).

<sup>25</sup> Excludes U.S.-based team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 2% of all U.S.-based team members.

<sup>31</sup> Some figures do not add up to 100 due to rounding.

# INGRAINING DIVERSITY, EQUITY & INCLUSION INTO OUR CULTURE

Since Cimpress' founding, we have strived to create workplaces that support gender equality, racial equality, LGBTQ+ rights, internationalism, religious and political freedom and tolerance. In 2020, in response to the social and racial unrest the U.S. faced, we committed to making Cimpress more proactively part of the solution.

Across Cimpress, our businesses are implementing policies that help ingrain DEI as meaningful elements of our culture. These include, for example, Tradeprint's Equal Opportunities policy, BuildASign's Equal Employment Opportunity Policy, and Exaprint's Professional Equality trade union agreement. As an extension to the Cimpress Code of Conduct, a **Gender Inclusion and Affirmation Statement** was published internally to establish Cimpress' commitment to gender inclusion. Originally applicable to only Cimpress central and Vista entities located in the U.S., the statement has since been expanded to team members in Canada and

several European entities.

In further defining their paths toward fostering a diverse and inclusive workforce, we are seeing many of our businesses build and deliver cross-functional, multi-year DEI strategies. Through these strategies DEI is being embedded across our operations - including the way we recruit talent, develop team members, conduct meetings, and more. Our businesses are developing new approaches for creating change, measuring progress, and holding ourselves accountable.



**EDUCATION AND AWARENESS**

Recognizing the importance of DEI education and awareness in building a safe and equitable work environment, Cimpres central teams and Vista have implemented DEI learning resources for all team members, along with unconscious bias training for all new hires. As they define their own long-term DEI strategy, National Pen held a Lunch & Learn session for teams focused on Unconscious Biases.

In FY2022, Cimpres central teams and Vista made important progress in their DEI journeys, including:

- Published inaugural **internal DEI Reports** for both Vista and Cimpres Technology, establishing a foundation for reporting

and creating a baseline for transparency. Based on the data, Vista has set **internal DEI objectives**. For its next report, Vista will show progress against representation and inclusion goals and broaden the scope to include more global diversity data.

- Embedded DEI within **hiring practice and core behaviors**.
- Created and delivered **DEI Awareness Boosters** at several all-hands sessions
- Built internal **inclusive practices toolkits**, such as to promote inclusive meetings and collaboration practices.
- Enhanced tracking of DEI initiatives via established **Objectives and Key Results**.

- Held **DEI action planning sessions** across all Vista organizations.

These actions have helped Cimpres earn a score of 100 out of 100 in the 2021 Human Rights Campaign (HRC) Corporate Equality Index (CaEI) survey and the designation of being one of the “Best Places to Work for LGBTQ+ Equality.” While we are proud of these achievements, we know there’s still more we can do. We remain optimistic about the progress we’ve seen, and the substantial work that remains to be done.



8.5/10

Cimpres Central and Vista diversity & inclusion score<sup>2</sup>

8.3/10

Peakon benchmark diversity & inclusion score

<sup>2</sup> As of June 30, 2022, based on results of an internal survey to all regular team members employed by Vista and Cimpres central teams. Interns, temporary team members, contingent workers, and regular team members employed for less than 1 month at the time of survey delivery are excluded. Diversity and inclusion score is based on responses to the question “I’m satisfied with Vista/Cimpres’ efforts to support diversity and inclusion (for example, in terms of gender, ethnicity, disability, socio-economic status)” on a scale of 1-10, with 1 being very dissatisfied and 10 being fully satisfied.

## INCLUSIVE RECRUITMENT & HIRING

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

- Vista has established objectives relating to attracting, retaining, and supporting diverse talent and increasing diversity among key leaders. They have taken a holistic approach toward achieving these

objectives, with their Talent Acquisition team introducing a suite of new programs that touch on education and awareness, talent advising and sourcing. New tools and partnerships are being used to source diverse candidates include: Textio, The Mom Project, Hiretual, WayUp, Welcome to the Jungle, Hack.Diversity, and LGBTQ Remotely. Vista has also joined the Gender Equality Tech Hub (GETHub), a Barcelona City public-private initiative to promote and develop specific measures to reduce the gender gap in the Barcelona Tech sector.

- Tradeprint has partnered with Dundee Employability, Enable Works, and Remploy to offer employment opportunities to underrepresented and disadvantaged groups, such as refugees, persons with disabilities, single parents, and racial and ethnic minorities. In partnering with these local organizations, Tradeprint has enhanced its access to diverse talent pools and continues to position itself as an employer of choice among these groups.

## NEW HIRE DEMOGRAPHICS<sup>15 18 21</sup>

Gender	Percentage
MALE	50%
FEMALE	45%
GENDER NOT AVAILABLE/ DISCLOSED	5%

Age	Percentage <sup>31</sup>
UNDER 30	49%
BETWEEN 30 - 50	46%
OVER 50	6%

<sup>15</sup> Excludes interns and employees of third parties, such as contingent workers and contractors.

<sup>18</sup> Age breakdown excludes employees whose information is not available, which represents approximately 1% of team members whose information was included in data collection.

<sup>21</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 28% of all Cimpress team members.

<sup>31</sup> Some figures do not add up to 100 due to rounding.



### CIMPRESS INDIA WELCOMES WOMEN BACK TO WORK

The leadership of Cimpres India is on a journey to define what DEI will mean for them. Their current focus is on enhancing gender-based DEI. Through internal and public campaigns, they are sharing the experiences of many women in different career and life stages. In addition, they have also been working to create a safe space for women in technology and allies in India to come and share their learnings and challenges through the creation of **Mentoring Circles** and of an India chapter for the **Women in Technology** employee resource group.

In support of women looking to re-enter the workforce, Cimpres India's Women In Technology group helped create a **Back to Work**

program in FY2022. The program is designed for women who have taken a sabbatical for any reason but now want to re-ignite their career and re-enter the workforce. Through the program, women are provided with learning opportunities based on their previous expertise and experience. Participants also benefit from our remote work culture and flexible working hours, helping to achieve work-life harmony and transition into a work routine. Participants not only develop new skills; they also forge new relationships, interact and learn from subject matter experts, and embark on a path to a potential full-time opportunity with Cimpres India.

## 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. They champion DEI awareness, respect, and inclusion within the workplace by:

- Providing an open forum for sharing ideas and experiences, finding community, and celebrating identities.
- Organizing educational events around diversity, inclusion, and bias, as well as networking opportunities across all levels and organizations.
- Advising the business on actions that support our DEI objectives.
- Engaging with communities Cimpress serves.

Backed by executive sponsors and dedicated budgets, our ERGs develop high-impact events and initiatives, often in partnership with experts and leaders in the DEI field, to celebrate the diversity and cultures across our workforce and build a deeper understanding and appreciation for DEI issues.

While our ERGs work year-round to foster a diverse and inclusive workplace, they leveraged the following awareness months in FY2022 to launch a suite of engaging and educational events that celebrate and honor these cultures and groups:

- **Hispanic Heritage Month**
- **Black History Month**
- **Asian American Pacific Islander Heritage Month**
- **Women's History Month**
- **PRIDE Month**

We continue to encourage our team members to form new groups as they see fit and are in the process of supporting the creation of two new ERGs that will build awareness and open a forum to discuss topics relating to **Mental Health** and **Veterans**. We are also focused on sharing best practices with other Cimpress businesses so they can build new groups.

1

### PRIDE

The Pride ERG works to collectively celebrate and elevate our LGBTQIA+ team members globally. Comprised of an internal network of passionate LGBTQIA+ team members and allies, the PRIDE ERG aims to create an inclusive and diverse work environment for lesbian, gay, bisexual, transgender, queer, questioning, nonbinary, intersex, and asexual team members within Vista and Cimpress central teams.

3

### WOMEN AT WORK

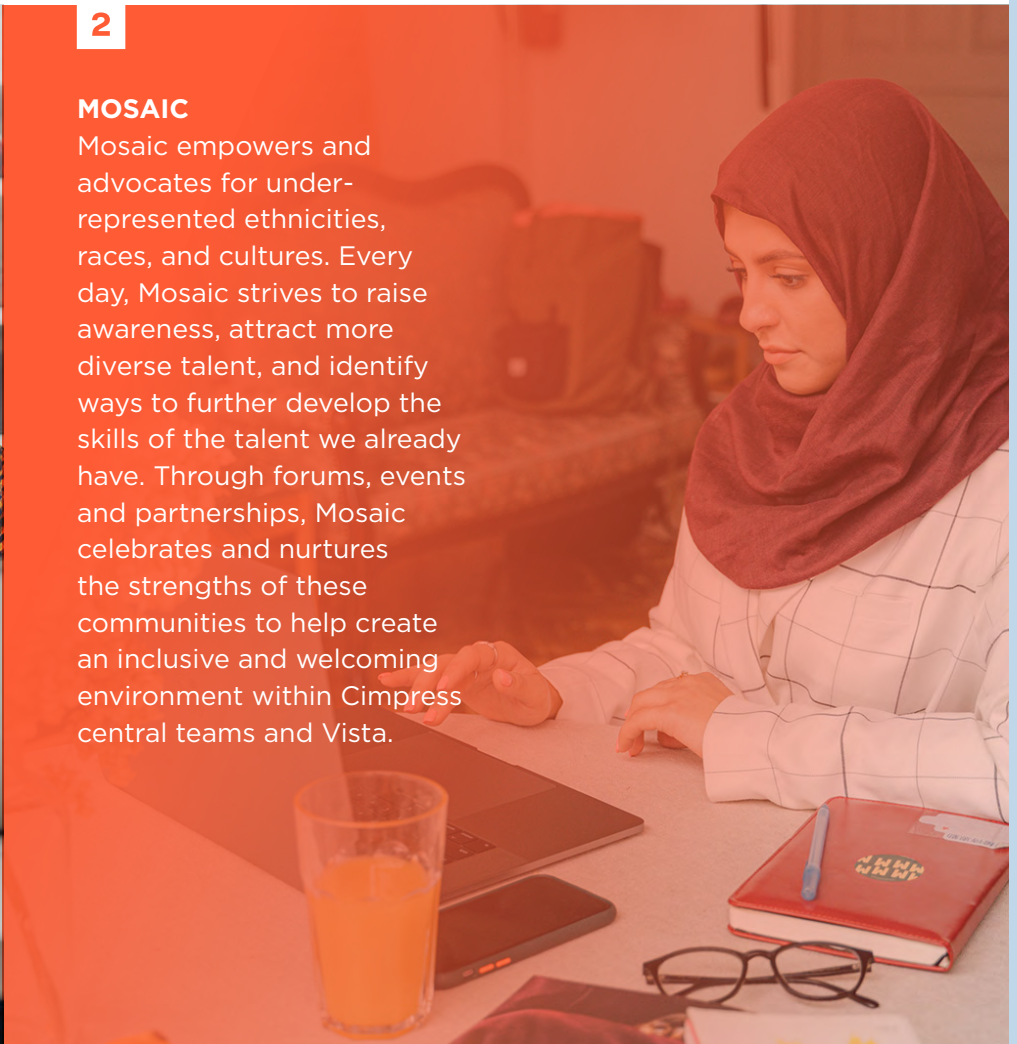
Formerly named Women in Technology, Women at Work (W@W) welcomes women and allies in all roles within Vista and Cimpress central teams. The mission of W@W is to promote equality in the workplace by building a supportive community for women and allies to network, grow and develop through programs of enrichment, advocacy, and outreach.



2

**MOSAIC**

Mosaic empowers and advocates for under-represented ethnicities, races, and cultures. Every day, Mosaic strives to raise awareness, attract more diverse talent, and identify ways to further develop the skills of the talent we already have. Through forums, events and partnerships, Mosaic celebrates and nurtures the strengths of these communities to help create an inclusive and welcoming environment within Cimpress central teams and Vista.



4

**BUILDASIGN'S WOMEN'S GROUP**

BuildASign's Women's Group ERG empowers women within BuildASign through educational and inclusive activities and events. They provide women with opportunities to connect and build relationships that will help them succeed and rise up in their life and the workplace.



# BENEFITS & COMPENSATION

Compensation and benefits play an important role in achieving our business objectives and retaining top talent. We expect compensation and

performance management decisions to be based on results and in alignment with our strategic and operational objectives. In line with Cimpress' decentralized

model, each business compensates team members through remuneration packages adapted to their local market and pay philosophy.

## EQUITABLE PAY

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

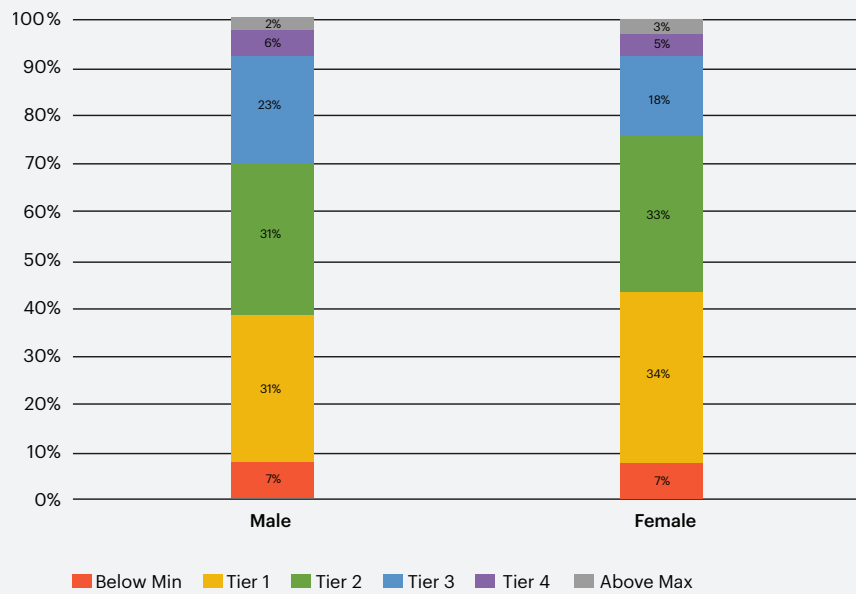
In FY2022, Printi introduced a Career and Compensation Plan that applies to all team members, outlining the processes and parameters by which remuneration is determined. The plan outlines the architecture for Printi's job position categories, levels, and compensation strategy, which help ensure an equitable approach to pay and performance management.

With a workforce spanning over 20 countries, Cimpress central teams and Vista have established compensation practices to make sure pay remains fair and equitable across regions. Regular salary reviews are conducted both internally, and by independent third parties where required by law, and concerns are addressed with leadership. In alignment with their commitment to fair pay, Cimpress central teams and Vista do not utilize global salary grades or bands. Instead, they market-price every position to local market and review each team members' pay tier at the time of hiring, promotion and annually, during the focal point review. This ensures that pay aligns with the job's local labor market and reflects team members' experience, knowledge, skills and proficiency. This year, there were atypical market conditions to consider, including uncharacteristically high inflation rates in several geographies. Given the circumstances, we invested

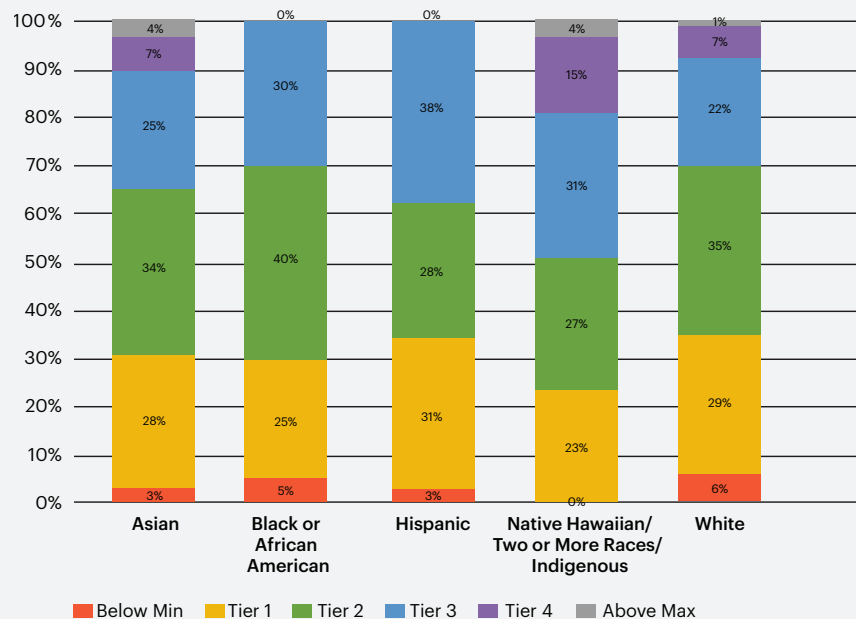
in third party research to understand market trends and inform our merit increase guidelines so that we continue to provide fair and reasonable salary adjustments across our operations. In FY2022, Vista conducted and began internally sharing pay equity data, as shown in the charts on page 87. Improving transparency around compensation programs is a key initiative for Vista and continues to be fundamental to Vista's diversity and inclusion strategy.

The charts on this page reflect pay distribution by self-reported team member group. For each group (i.e., Male, Female, Asian, Black or African American, Hispanic, Native Hawaiian/Two or More Races/Indigenous, White), we report the percent of team members whose pay is within each tier of role-specific compensation ranges, which are all market-based. For example, team members whose compensation is in the bottom quartile of their role-based compensation range are reported within "Tier 1"; team members whose compensation is in the highest quartile are reported in "Tier 4", and team members whose compensation is outside their role's compensation range are reported as either below the minimum or above the maximum. We use compensation ranges for roles to reflect the fact that for any given job level and role, people have varied experience levels and performance.

### VISTA GLOBAL COMPENSATION DISTRIBUTION BY SELF-REPORTED GENDER<sup>27</sup>



### VISTA U.S. COMPENSATION DISTRIBUTION BY SELF-REPORTED ETHNICITY<sup>27</sup>



<sup>27</sup> As of June 30, 2022. Represents Vista's regular team members (interns and temporary team members excluded), excluding Direct Labor and CARE Agents. Direct Labor and CARE Agents have fixed pay rates for most jobs and do not utilize Tiers.

## COMPREHENSIVE AND INCLUSIVE BENEFITS

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

We strive to offer comprehensive and competitive benefits packages that support all team members and their families, including people of color, women, LGBTQ+ individuals, veterans, and persons with disabilities. As steps toward meeting the needs of all team members, in FY2022 we made the

following updates to our benefit offerings for eligible Cimpres central teams and Vista U.S.-based team members:

### **Enhanced Fertility Benefit –**

We expanded the definition of fertility services covered under the medical plan so that plan members can take advantage of fertility services regardless of medical necessity. The plan also covers abortion services care, which were in place prior to reversal of Roe v Wade.

### **Adoption and Surrogacy**

**Reimbursement –** We recognize that there are different ways for team members to grow their families. As such, we launched a new reimbursement program for team members to use for adoption and surrogacy fees.





# HEALTH & WELLBEING

## HELPING TEAM MEMBERS FEEL THEIR BEST

Issues related to health and wellbeing, including mental and physical health, continue to be a part of our society, and have become even more critical during the uncertainty of the past two years. We know that our team members bring their best work when they feel their best—and our businesses continue to introduce programs to help team members develop sustainable wellness practices for the long term. Examples of tailored programs our businesses have delivered in FY2022 include:

- Health professionals provided monthly talks to our Printi team members addressing wellness topics, such as the mental health, self care, and well-being. The topics were selected by team members, to ensure they are tailored to the needs of the workforce.
- A male suicide prevention support group raised awareness for the cause at our Tradeprint office. Tradeprint also

arranged mental health first aid training for team members to establish a team of qualified mental health first aiders in the workplace, and they added a wellbeing check as an added component of their performance review process.

- Cimpress central teams and Vista built a global, multi-year benefit strategy; Health, Wealth and Self which includes a wellbeing focus. As part of this strategy, Headspace, a mindfulness and meditation app, was made available to team members in more than ten countries, mental health seminars were held at various facilities and, in the U.S., an annual reimbursement for qualified alternative medicine expenses, such as massage therapy, acupuncture, meditation, and tai chi, was introduced to eligible team members. Cimpress central teams and Vista also partnered with Peloton, offering

U.S. team members free access to Peloton's online fitness content and preferred pricing on equipment. In FY2022, Cimpress central teams and Vista were among 22 businesses within the New England region of the United States to receive the NEEBC Silver Linings Award, celebrating new, creative, and thoughtful approaches to benefits and total rewards – the 'silver linings' of the pandemic.

Our businesses evaluate the effectiveness of these programs and utilize team member engagement surveys to gain valuable insights and feedback.

## PRIORITIZING WORK-LIFE HARMONY

We empower our remote-first team members to define work-life harmony for themselves, as long as they're delivering results. Remote-first team members are encouraged to embrace the non-linear work day; empowering them to work when they are most productive – whether that be early mornings, into the evenings, or dispersed timeslots throughout the day. In addition, we've introduced the following tools, policies, and practices to further support work-life harmony:

- Enabled by technology, we default to asynchronous collaboration whenever possible—moving projects forward without the need for two or more people to be online at the same time. We prioritize which meetings are truly necessary, what tasks can be done async, and how to improve meeting quality overall. This further enables team members with flexibility regarding their working hours.
- In 2021, we piloted a Wellbeing Day, an additional paid day off to take time away from work and relax. With overwhelmingly positive feedback, we introduced Focus Fridays, which encourages meeting-free Friday afternoons for career development, deep thinking, and other work-related tasks that require focus.
- In the Northern hemisphere summer months, we implement Recharge Fridays, allowing team members to take Friday afternoons off from May through August and disconnect from work.
- We work with a remote ergonomic assessment provider, Rising Workplace, to provide quarterly webinars and one-on-one workspace consultations.



# 74%<sup>20</sup>

**of remote-first team members agree that remote-first has improved their work-life harmony.**

20 Based on results of internal surveys distributed in May and June 2022 to remote-first team members employed by Vista and Cimpres central teams. Interns, temporary team members, contingent workers, and regular team members employed for less than 1 month at the time of survey delivery are excluded.

# WORKFORCE SAFETY

## APPROACH TO HEALTH & SAFETY

We are committed to providing a safe, healthy, and secure work environment for every one of our team members and have not had a workplace fatality in recent years, but we operate production facilities that use heavy equipment, conveyance systems, forklifts, etc., and onsite accidents are possible.

We require training on and compliance with safe work practices and procedures at all our manufacturing facilities to ensure the safety of our team members and visitors to our plant floors. We do not tolerate unsafe conditions that may endanger our team members or other parties and we comply with all health and safety laws and regulations at a minimum.



## Hazard Identification and Assessment

Procedures are put in place to continually identify workplace hazards and evaluate risks.

## Hazard Control

Controls are selected according to a hierarchy that uses engineering solutions first, followed by safe work practices, administrative controls, and personal protective.

## Ongoing Inspections

An ongoing system for conducting work site inspections is in place to proactively identify potential hazards that may not have been previously noted and confirm the effectiveness of controls.

## Leadership and Organizational Commitment

Management establish health and safety goals and objectives, provide adequate resources and support for the program, and set a good example for all team members.

## MAINTAINING SAFE WORKING CONDITIONS IN VENLO, NETHERLANDS

Vista's manufacturing facility in Venlo, Netherlands has over 33,000 m<sup>2</sup> of production space and employs nearly 1,000 team members. Based on the belief that all injuries and incidents are preventable, and that legislative and statutory requirements should only represent our minimum compliance, Venlo's safety management system involves the following components designed to decrease the incidence of injury and illness within operations.

As an added measure, Venlo will be conducting internal audits of the health and safety management system in FY2023. Based on the results, detailed corrective actions and clear objectives will be developed as necessary to uphold a safe working environment for all employees, contractors and visitors.

## Team Member Competency and Training

Health and safety competency is achieved through orientation, role-specific training, an AG5 skills matrix, and a gamification elements.

## Program Administration

Aspects of Venlo's health and safety management system are consistently and formally recorded, tracked, and maintained.

## Incident Reporting and Investigation

Cloud-based software is used to track and report safety data, analyze trends and draw insights, meet compliance requirements and cut down administrative work.

## Emergency Response Planning

In order to minimize the risk and potential severity of sudden accidents, Venlo's Emergency Response Team utilizes an emergency software system that facilitates communication and shortens response times.

# HUMAN RIGHTS IN OUR SUPPLY CHAIN

Cimpress is committed to ensuring that working conditions across our supply chain are safe and that workers are treated with respect and dignity. We expect our network of suppliers to understand and uphold our high standards of integrity, values, and

operating principles, as well as act in full compliance with the laws, rules, and regulations of the countries in which they operate.

As a global corporate citizen, we have a responsibility to set an example in our business dealings with

others. Our commitment to human rights starts within our own operations. As outlined in our Code of Business Conduct, we do not use forced, involuntary or child labor in any of our facilities and take steps to prohibit its use in our supply chain.

## SUPPLIER CODE OF CONDUCT

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

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

comply with applicable laws and regulations regarding compensation and working hours for their team members.

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

## MONITORING COMPLIANCE

As outlined in the Supplier Code of Conduct, Cimpres reserves the right to visit supplier facilities to assess compliance with our policies and audit each supplier's records, policies, and practices. Following challenges in utilizing in-person audits as a compliance tool during

COVID-19, we have resumed these audits in FY2022 for suppliers of Vista. These audits are conducted by a third-party, with the initial focus being on first-tier suppliers in geographies and industries at high risk for human rights violations.



## CONFIDENTIAL REPORTING HELPLINE

Cimpres maintains a **confidential ethics reporting helpline** that is available to our team members, customers, suppliers, and members of the public to report any concern about ethical supply chain matters. We publish our helpline website [SpeakUp.Cimpres.com](https://www.cimpres.com/speakup) and phone number in our Code of Business

Conduct, which is available on our company website. We thoroughly investigate every report submitted through that helpline and report the results of those investigations on a regular basis to our CEO and the Nominating Committee of our Board of Directors.

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## FSC™ CERTIFICATION AS AN ADDED TOOL

Our commitment to enhancing the proportion of **FSC-certified raw materials** we are purchasing provides added assurance that our wood-fibre products and packaging were sourced in an environmentally sound, socially beneficial, and economically prosperous way. More specifically, certification to FSC standards provides external assurance that the value chain through which our products are produced maintains or enhances

employees' social and economic well-being and protects traditional and civil rights.

This is achieved through requirements in its standards for certificate holders, as well as third-party verification of performance against these standards. The standards focus on labor rights at all levels, with specific requirements regarding customary, community, and Indigenous Peoples' rights

at the forest management level. We believe our transition to FSC-certified paper is a significant step toward assurance that human trafficking and modern slavery are not occurring in our supply chain.





# SUPPORTING THE SMALL & MEDIUM BUSINESS COMMUNITY

Small and medium businesses (SMBs) are an important economic engine for both local communities and the global economy. Although the definition of SMBs vary across regions, research continues to show the vital role they play in fueling economic growth. According to the World Trade Organization, SMBs represent over 60% of employment and 45% of

GDP (50% in developed economies and 35% in developing economies)<sup>28</sup>. At the same time, systemic barriers continue to create inequalities in wealth and access to capital for underrepresented communities.

Recognizing their importance and the unique challenges faced, we are introducing new ways to support small

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

<sup>28</sup> "World Trade Report 2016: Levelling the trading field for SMEs"



## SHINING A SPOTLIGHT

We recognize the power of our platform in bringing attention to small business owners, raising awareness of the systemic barriers and challenges they face, and celebrating their success. Through **The Spotlight**, Vista features inspiring stories of small businesses and their owners. Businesses are selected based on key cultural moments. In FY2022, The Spotlight featured Black, Asian, Women, and LGBTQ+-owned businesses, as well as businesses that are promoting more sustainable lifestyles.

Running from Spring of FY2021 into summer FY2022, **99 Days of Design** was a global initiative led by 99designs by Vista to empower 99 small businesses across 12 countries with financial support on the heels of a challenging year. Each selected business received a refreshed brand identity and supporting marketing materials, a \$15,000 financial donation, and a feature on the platform of 99designs and our program partners. The whole of the program represents a total commitment of nearly \$2 million to the small business community including direct financial assistance and design services.

As part of 99 Days of Design, Vista celebrated **Small Business Week** by showcasing Los Angeles founders and entrepreneurs who are making their big dreams a reality through their small business. These businesses were selected based on the positive impact they are having on their local communities and economies through vibrant energy, hard work and unique products & services.

### Empowering Freelancers

99designs by Vista believes in people helping people create their own success. Which is why, each year, they survey thousands of freelancers and share their experiences, stories and industry insights through our Design Without Borders report. These are the voices that shape this diverse community of self-employed small businesses.



## BUILDING CONNECTIONS

In September 2021, National Pen attended the annual San Diego Small Business Expo, which presented a great opportunity to connect with local small business owners and entrepreneurs. National Pen ran a competition at the expo whereby attendees could sign up for exclusive discounts and enter a competition to win \$500 of

customizable promotional products. The event was a great success, with the team networking with hundreds of local business owners, learning about their needs and priorities post-pandemic and discussing how National Pen's capabilities and new product lines can further elevate each brand.

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## SPONSORING ENTREPRENEURSHIP

Recognizing the added challenges faced by small businesses operating during COVID-19, Exaprint sponsored actions taken by Mouvement des Entreprises de France (MEDEF), an employer's association to which Exaprint is a member. MEDEF is the leading network of entrepreneurs in France, with over 95% of the businesses belonging to the MEDEF being SMEs.

In sponsoring MEDEF, Exaprint is helping to promote free enterprise and encourage and enhance entrepreneurship.



### BIPOC ENTREPRENEURS

In partnership with the NAACP and the Boston Celtics Shamrock Foundation, Vista introduced the Power Forward Small Business Grant. This grant is a shared commitment of \$1 million designed to create a lasting impact through the economic empowerment of Black-owned small businesses across New England, United States. It features grants of \$25,000, and design and marketing assistance. In FY2022, 38 small businesses received the grant.



## \$15,000 GRANT

We teamed up with **Claima** to launch a one-of-a-kind initiative that provided two deserving BIPOC small business owners activation space at ComplexCon in Los Angeles, along with a **\$15,000 grant**, marketing collateral, mentorship and creative services. We also provided the Claima Stories team with resources to create a mobile podcast studio for a 4-city tour conducting interviews with BIPOC entrepreneurs. Vista supports these activations through financial support, in-kind product support, and a \$25,000 donation to local charities that supports entrepreneurs.

## FEMALE ENTREPRENEURS

In partnership with IFundWomen (IFW), we launched ReferHER, a funding marketplace that connects female entrepreneurs around the world with resources, funding, and coaching through female co-working spaces. The campaign invites women-owned small business owners to 'refer her' - an invitation from one female business owner to another - to an exclusive dinner with

the opportunity to potentially receive capital, coaching and access to a suite of services and resources to build a community of support. By inviting "one more" to the table, Vista is playing an active role in helping to grow women-owned business. Through the program, Vista and IFW granted over \$100,000 in funding to female small business owners across five markets.



Changed the lives of  
**10 WOMEN**  
 entrepreneurs  
 by awarding each a  
**\$10,000**  
**GRANT**

**50** IFundWomen  
 memberships and  
**100** localized  
 co-working coaching  
 memberships  
 provided



## LGBTQ+ ENTREPRENEURS

In the U.S., we partnered with StartOut, a non-profit dedicated to empowering, supporting, and amplifying LGBTQ+ entrepreneurs. In FY2022, Vista donated \$250,000 to the organization with 40% going to mentorship, education, and scholarship programs and 60% going to individual grants for 10 businesses to utilize while receiving complimentary design support. As part of an 'Owners Only' dinner series, Vista and StartOut hosted a gathering

centered around supporting LGBTQ+ entrepreneurs in Los Angeles, United States.

In the UK, we partnered with Gaydio, an academy that helps students find a career in the radio industry. The partnership will help students create free advertising for five small business owners who support or come from LGBTQ+ community.

In Spain, Vista was an official sponsor of Pride Barcelona. Through a variety of events, interviews, and performances, some of which our Vista team members are a part of, the event celebrates diversity and continues its fight for justice, dignity, and respect for the LGBTQ+ community.

## A GAME-CHANGER FOR SMALL BUSINESSES

Sports often bring members of communities together and build highly visible platforms. That's why Vista has partnered with some of the world's most well-known sports teams to leverage their popularity and shine a spotlight on what Vista can do to help small businesses. Since FY2021, Vista has established multi-year partnerships with 17-time NBA World Champion Boston Celtics, and 6-time European Cup/Champions League winner Liverpool Football Club.

Through these partnerships, we are providing local small businesses with a platform they may otherwise not be

able to access - allowing them to connect with more members of their community. Striving to do more, we have found new and exciting ways to build on these partnerships so that we can help even more small businesses and their communities thrive. The following examples highlight the many ways we have made an impact through these partnerships:

**Boston Celtics/Liverpool FC — Small Business of the Game/Match:** This exciting initiative celebrates one small business from the local community during each home game/match. The selected business receives two amazing seats to the game with VIP

treatment, and is honored through high-profile channels, including digital and social exposure, in-stadium activation, and TV-visible courtside/pitchside advertising.

### **Boston Celtics — Small Business Swag Grab:**

To celebrate the recent Celtics playoff run, free co-branded merchandise was made available at select small businesses in the Boston area, driving foot traffic to those businesses and building community engagement in the process.

### **Boston Celtics — Food for Heroes & Small Business Assist:**

In FY2022 Vista purchased 420 delicious meals from various small

# \$1.39M<sup>29</sup>

worth of in-kind contributions made to small businesses through our sports partnerships in FY2022



<sup>29</sup> Includes the value of merchandise, design services, food, and marketing space donated to businesses through partnerships between Vista and the Boston Celtics, Liverpool Football Club, and Boston Bruins.



businesses in the food industry, which in turn fed deserving or in-need members of our community. Food for Heroes provided meals to frontline workers during the initial phases of the pandemic, while Small Business Assist provided meals to people in need within the local communities.



**78<sup>30</sup>**

**businesses featured through the Small Business of the Game/Match in FY2022**

**147<sup>30</sup>**

**businesses supported through our sports partnerships in FY2022**

30 Based on partnerships between Vista and the Boston Celtics, the Liverpool Football Club, the Maine Celtics and the Boston Bruins.

# COMMUNITY INVESTMENTS AND LOCAL IMPACT

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

When National Pen was left with personalized mail samples that could not be delivered, they decided to donate the products, including pens, notepads and flashlights, to schools across Africa. These donations were made as part of **National Pen's ongoing partnership with Spring Global Delivery Solutions.** >

Over

# \$2.3M

of in-kind donations made in FY2022



< For I Live Here I Give Here's tenth annual Amplify Austin event, BuildASign matched team member donations. The initiative was great success, with over \$22,000 being donated to forty-eight different local Austin non-profit organizations. To further support the initiative, BuildASign designed Amplify Austin Day yard signs for businesses and residents to use for free.



< Under the motto "Shopping & doing good", Druck.at donated a portion of their Black Friday shopping event sales to Regenbogental, a therapeutic farm in Leobersdorf, Lower Austria. This resulted in a donation of nearly \$15,000 to the farm, which provides holistic support for children and young people.

Over

**\$1.2M**

in cash donations  
made in FY2022

**For Tradeprint's 25th anniversary, it kicked off a "25 Pledges to Pay it Forward" initiative.**

The initiative included the introduction of paid volunteer time off for all team members, donating notebooks to a local high school, donating Easter eggs to a local domestic violence refuge, providing financial donations to two local charities, a team member walking challenge to raise money for the Maggie's Cancer Care charity, along with continued sponsorship of an elephant via Wildlife SOS.

As part of the Cimpres Services team's first in-person gathering since transitioning to remote-first, the team spent time **volunteering at Boston-based Cradles to Crayons**, a nonprofit that provides everyday essentials for children whose families are experiencing low-income and/or homelessness. >



## OUR RESPONSE TO RUSSIA'S WAR AGAINST UKRAINE

Our Vista business employs about 500 team members in Ukraine. As such, the war hits us close to home.

Our first priority in our response was to do everything in our power to protect the safety of our team members and their families. This included team member and/or family relocation to safer locations within Ukraine or other parts of Europe. We organized a cross-functional team that has focused on tracking team member safety, supporting relocation and other logistical requests, ensuring our team members' financial security, and business continuity for operations, customer service, and product development.

Team members in other parts of Europe opened their homes and resources to refugees. We used the global platform of the Vista business to raise awareness of the situation and generate support. We donated \$50,000 and team members raised another nearly

\$20,000 for World Central Kitchen to support Ukrainians on both sides of the border.

We quickly ceased all operations in Russia and stopped taking any revenue from customers located in Russia.



## #STANDWITHUKRAINE CAMPAIGN

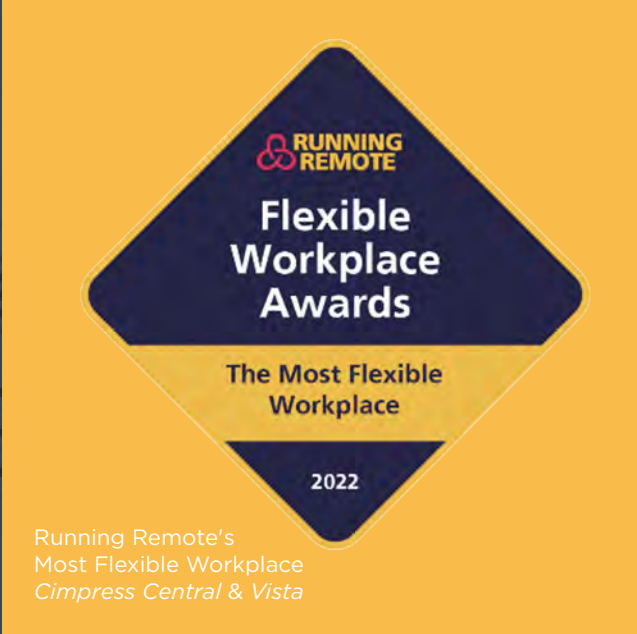
Vista's #standwithukraine campaign raised awareness for this unjust war in several ways:

- We gave away 80,000 free posters and stickers with VistaPrint customer orders to help them show support for the Ukrainian people.
- Through our team members based in Kyiv, Depositphotos is leveraging its Russian website to counter Russian propaganda through its free image collection Say No to War. By showing life on the ground in Ukraine, we hope to show the truth about this brutal war. This unfiltered view is updated in real time, and available for use by news organizations. Depositphotos also encourages people to use these images to raise visibility through social media.
- VistaCreate launched a free template collection designed to help people use their voices for change. Templates were created by designers within the global Vista creative community. They can be reposted as is, or customized to add unique messages of support.



# AWARDS & RECOGNITIONS

We are proud to be recognized for our commitment to excellence. In FY2022, the following awards were received across Cimpress and our businesses:





Comparably's Best Company for Work-Life Balance  
*Vista*



Human Rights Campaign Foundation's Best Place to Work for LGBTQ+ Equality  
*Cimpress*



Comparably's Best Company for Happiness  
*Vista*



Institute of Research & Data Aggregation GmbH Leading Employer  
*Druck.at*

# PERFORMANCE DATA

COMPANY OVERVIEW	FY2022
<b>REVENUE</b>	
Cimpres (\$ thousand)	\$ 2,887,555
Change from previous year (%)	12%
Constant-Currency Revenue Growth (%)	15%
Constant-Currency Revenue Growth - Excluding Acquisitions/Divestments <sup>6</sup> (%)	13%
Vista (\$ thousands)	\$1,514,909
PrintBrothers (\$ thousand)	\$ 526,952
The Print Group (\$ thousands)	\$ 329,590
National Pen (\$ thousands)	\$ 341,832
All Other Businesses (\$ thousands)	\$ 205,862
Vista (% of total)	52%
PrintBrothers (% of total)	18%
The Print Group (% of total)	11%
National Pen Revenue (% of total)	12%
All Other Businesses (% of total)	7%
North America (\$ thousands)	\$ 1,402,222
Europe (\$ thousands)	\$ 1,304,175
Other (\$ thousands)	\$ 181,158
North America (% of total)	49%
Europe (% of total)	45%
All Other Regions (% of total)	6%
<b>PRODUCTION FACILITIES<sup>4</sup></b>	
Total (#)	22
North America (#)	5
Europe (#)	11
Other Regions (#)	6
Total (m <sup>2</sup> )	294,130
North America (m <sup>2</sup> (%))	43%
Europe (m <sup>2</sup> (%))	38%
All Other Regions (m <sup>2</sup> (%))	19%
<b>CUSTOMERS SERVED</b>	
Customers Served (#)	15M

<sup>4</sup> Inclusive of leased and owned facilities.

<sup>6</sup> 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.



<b>BOARD COMPOSITION &amp; ATTENDANCE</b>		<b>FY2022</b>
<b>INDEPENDENCE</b>		
Independent (%)		80%
Non-Independent (%)		20%
<b>GENDER</b>		
Male (%)		60%
Female (%)		40%
<b>AGE</b>		
Under 30 (%)		-
Between 30 and 50 (%)		60%
Over 50 (%)		40%
<b>TENURE</b>		
Less than 3 Years (%)		20%
Between 3 and 6 Years (%)		40%
Over 6 Years (%)		40%
Average Tenure (years)		9.2
Median Tenure (years)		5.6
<b>ETHNICITY</b>		
Asian (%)		-
Black or African American (%)		-
Hispanic or Latinx (%)		-
White (%)		80%
Other (%)		-
Not Disclosed/Available (%)		20%
<b>BOARD MEETINGS</b>		
Meetings Held (#)		4
Attendance Rate (%)		100%

<b>WORKFORCE</b>		<b>FY2022</b>
<b>EMPLOYMENT TYPE<sup>15</sup></b>		
Permanent <sup>16</sup> (%)		94%
Temporary <sup>16</sup> (%)		6%
Full-Time <sup>17</sup> (%)		97%
Part-Time <sup>17</sup> (%)		3%
<b>REGIONAL DISTRIBUTION<sup>5</sup></b>		
North America (%)		22%
Europe (%)		30%
All Other Regions (%)		48%

<sup>5</sup> Includes full-time and temporary employees on payroll as of June 30, 2022.

<sup>15</sup> Excludes interns and employees of third parties, such as contingent workers and contractors.

<sup>16</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 6% of all Cimpres team members.

<sup>17</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 9% of all Cimpres team members.

ANTI-CORRUPTION POLICIES AND PROCEDURES		FY2022
<b>TRAINING COMPLETION</b>		
Corporate Employees (%)		95%
Manufacturing Employees (%)		88%
All Employees (%)		93%

WOMEN AS PERCENTAGE OF TOTAL <sup>15</sup>		FY2022
<b>OVERALL<sup>16</sup></b>		
All Employees		43%
<b>REGIONAL<sup>17</sup></b>		
North America (%)		56%
Europe (%)		44%
All Other Regions		32%
<b>EMPLOYMENT TYPE</b>		
Permanent <sup>16</sup> (%)		46%
Temporary <sup>16</sup> (%)		51%
Full-Time <sup>17</sup> (%)		45%
Part-Time <sup>17</sup> (%)		70%
<b>ROLES</b>		
Board of Directors (%)		40%
Executive Management <sup>21 22</sup> (%)		35%
Tech Roles <sup>21 23</sup> (%)		25%
All Other Team Members <sup>21</sup> (%)		47%
Senior Management - Vista and Cimpress Central Teams <sup>24</sup> (%)		36%

<sup>15</sup> Excludes interns and employees of third parties, such as contingent workers and contractors.

<sup>16</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 6% of all Cimpress team members.

<sup>17</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 9% of all Cimpress team members.

<sup>21</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 28% of all Cimpress team members.

<sup>22</sup> Executive Management roles include team members within two reporting levels of the business CEOs whose responsibilities require frequent interaction with the CEO, in alignment with SASB guidance.

<sup>23</sup> 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.

<sup>24</sup> Senior Management roles include team members who are in Director-level roles or above (excluding employees in Executive Management roles). The figures are inclusive only of Cimpress central teams and of Vista (excluding VistaCreate/Depositphotos and 99designs).

<b>AGE DIVERSITY<sup>15 18</sup></b>	<b>FY2022</b>
<b>OVERALL<sup>17</sup></b>	
Under 30 (%)	35%
Between 30 and 50 (%)	55%
Over 50 (%)	10%
<b>EXECUTIVE MANAGEMENT<sup>21 22</sup></b>	
Under 30 (%)	2%
Between 30 and 50 (%)	78%
Over 50 (%)	20%
<b>TECH ROLES<sup>21 23</sup></b>	
Under 30 (%)	36%
Between 30 and 50 (%)	59%
Over 50 (%)	5%
<b>ALL OTHER EMPLOYEES<sup>21</sup></b>	
Under 30 (%)	30%
Between 30 and 50 (%)	58%
Over 50 (%)	12%
<b>SENIOR MANAGEMENT - VISTA AND CIMPRESS CENTRAL TEAMS<sup>24</sup></b>	
Under 30 (%)	–
Between 30 and 50 (%)	77%
Over 50 (%)	23%

<sup>15</sup> Excludes interns and employees of third parties, such as contingent workers and contractors.

<sup>17</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 9% of all Cimpres team members.

<sup>18</sup> Age breakdown excludes employees whose information is not available, which represents approximately 1% of team members whose information was included in data collection.

<sup>21</sup> Excludes team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 28% of all Cimpres team members.

<sup>22</sup> Executive Management roles include team members within two reporting levels of the business CEOs whose responsibilities require frequent interaction with the CEO, in alignment with SASB guidance.

<sup>23</sup> 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.

<sup>24</sup> Senior Management roles include team members who are in Director-level roles or above (excluding employees in Executive Management roles). The figures are inclusive only of Cimpres central teams and of Vista (excluding VistaCreate/Depositphotos and 99designs).

**U.S. ETHNIC DIVERSITY<sup>15 25 31</sup>**

	<b>FY2022</b>
<b>U.S. OVERALL</b>	
Asian (%)	13%
Black or African American (%)	5%
Hispanic or Latinx (%)	14%
White (%)	62%
Other (%)	3%
Not Disclosed/Available (%)	4%
Historically Underrepresented Minorities <sup>26</sup> (%)	22%
<b>U.S. EXECUTIVE MANAGEMENT<sup>22</sup></b>	
Asian (%)	18%
Black or African American (%)	1%
Hispanic or Latinx (%)	10%
White (%)	67%
Other (%)	1%
Not Disclosed/Available (%)	2%
Historically Underrepresented Minorities <sup>26</sup> (%)	12%
<b>U.S. TECH ROLES<sup>23</sup></b>	
Asian (%)	25%
Black or African American (%)	1%
Hispanic or Latinx (%)	4%
White (%)	60%
Other (%)	2%
Not Disclosed/Available (%)	6%
Historically Underrepresented Minorities <sup>26</sup> (%)	7%
<b>U.S. ALL OTHER TEAM MEMBERS</b>	
Asian (%)	6%
Black or African American (%)	7%
Hispanic or Latinx (%)	19%
White (%)	60%
Other (%)	3%
Not Disclosed/Available (%)	4%
Historically Underrepresented Minorities <sup>26</sup> (%)	29%

<sup>15</sup> Excludes interns and employees of third parties, such as contingent workers and contractors.

<sup>22</sup> Executive Management roles include team members within two reporting levels of the business CEOs whose responsibilities require frequent interaction with the CEO, in alignment with SASB guidance.

<sup>23</sup> 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.

<sup>24</sup> Senior Management roles include team members who are in Director-level roles or above (excluding employees in Executive Management roles). The figures are inclusive only of Cimpress central teams and of Vista (excluding VistaCreate/Depositphotos and 99designs).

<sup>25</sup> Excludes U.S.-based team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 2% of all U.S.-based team members.

<sup>26</sup> For this report, Historically underrepresented minorities refers to Hispanic/Latino, American Indian or Alaskan Native, Black or African American, Native Hawaiian or Other Pacific Islander, and Two or More Races minorities whose representation in our workforce has historically been lower than that group's representation in broader American society.

<sup>31</sup> Some figures do not add up to 100 due to rounding.

<b>TEAM MEMBER TURNOVER<sup>15 18 21</sup></b>		<b>FY2022</b>		
<b>EMPLOYEE-INITIATED VOLUNTARY LEAVERS BY GENDER</b>				
Male (%)			52%	
Female (%)			46%	
Gender Not Available/Disclosed			2%	
<b>EMPLOYEE-INITIATED VOLUNTARY LEAVERS BY AGE</b>				
Under 30 (%)			45%	
Between 30 and 50 (%)			50%	
Over 50 (%)			5%	
<b>COMPANY-INITIATED INVOLUNTARY LEAVERS BY GENDER</b>				
Male (%)			55%	
Female (%)			43%	
Gender Not Available/Disclosed			2%	
<b>COMPANY-INITIATED INVOLUNTARY LEAVERS BY AGE</b>				
Under 30 (%)			49%	
Between 30 and 50 (%)			44%	
Over 50 (%)			6%	
<b>NEW HIRES<sup>15 18 21</sup></b>		<b>FY2022</b>		
<b>GENDER</b>				
Male (%)			50%	
Female (%)			45%	
Gender Not Available/Disclosed			5%	
<b>AGE</b>				
Under 30 (%)			49%	
Between 30 and 50 (%)			46%	
Over 50 (%)			6%	
<b>HEALTH &amp; SAFETY</b>		<b>FY2022</b>		
<b>FATALITIES</b>				
Work-Related Fatalities (#)			0	
<b>VOLUNTARY TURNOVER RATE<sup>32 33</sup></b>		<b>FY2021</b>	<b>FY2022</b>	
<b>FATALITIES</b>				
Vista and Cimpres Central Teams (%)		8.3%	13.2%	
<b>DONATIONS</b>		<b>FY2022</b>		
Cash Donations (\$)			\$1,210,644	
In-Kind Contributions (\$)			\$ 2,348,954	
Total (\$)			\$3,559,599	
<b>RESPONSIBLE FORESTRY<sup>8 34</sup></b>		<b>FY2020</b>	<b>FY2021</b>	<b>FY2022<sup>9</sup></b>
<b>FSC™-CERTIFIED RAW MATERIALS</b>				
In Wood Fibre Products (%)		85%	77%	86%
In Wood Fibre Packaging (%)		N/A	N/A	45%

8 Targets and performance are based on spend.

9 FY2022 packaging performance is based on wood-fibre product spend in Q3 and Q4, which is when we developed internal capabilities for reliable, Cimpres-wide data collection.

15 Excludes interns and employees of third parties, such as contingent workers and contractors.

18 Age breakdown excludes employees whose information is not available, which represents approximately 1% of team members whose information was included in data collection.

21 Excludes U.S.-based team members of certain subsidiaries or parts of subsidiaries where data is unavailable, representing approximately 28% of all Cimpres team members.

32 The figures are inclusive only of Cimpres central teams and of Vista (excluding VistaCreate/Depositphotos and 99designs).

33 Excludes interns, temporary team members, and employees of third parties, such as contingent workers and contractors. These employee groups have been excluded due to the fixed-term nature of their contracts and increased propensity to leave their role, which we believe would misrepresent the turnover rate.

34 Excludes third-party fulfillers (3PFs).

GHG EMISSIONS	FY2019	FY2020	FY2021	FY2022
<b>EMISSIONS</b>				
Scope 1 (tCO <sub>2</sub> e)	7,046	7,073	7,254 <sup>10</sup>	5,856 <sup>10</sup>
Scope 2 - Location-based (LB) (tCO <sub>2</sub> e)	39,923	34,231	29,007 <sup>10</sup>	26,925 <sup>10</sup>
Scope 2 - Market-based (MB) (tCO <sub>2</sub> e)	23,235	18,975	14,927 <sup>10</sup>	14,421 <sup>10</sup>
<b>Scope 1 &amp; 2 (MB) - Total (tCO<sub>2</sub>e)</b>	<b>30,281</b>	<b>26,048</b>	<b>22,181<sup>10</sup></b>	<b>20,277<sup>10</sup></b>
Scope 1 & 2 (MB) - Change from Previous year (%)	Not Applicable	-14%	-15%	-9%
Scope 1 & 2 (MB) - Change from Baseline (%)	Not Applicable	-14%	-27%	-33%
<b>Scope 3 - Total<sup>11 12 13 35 36</sup> (tCO<sub>2</sub>e)</b>	<b>746,066</b>	<b>821,049</b>	<b>675,996<sup>10</sup></b>	<b>676,637<sup>10</sup></b>
Scope 3 - Change from Previous year (%)	Not Applicable	10%	-18%	0%
Scope 3 - Change from Baseline (%)	Not Applicable	10%	-9%	-9%
Scope 3: Category 1 - Purchased Goods and Services <sup>13 14</sup> (tCO <sub>2</sub> e)	331,005	410,232	271,172 <sup>10</sup>	365,939 <sup>10</sup>
Scope 3: Category 2 - Capital Goods <sup>14</sup> (tCO <sub>2</sub> e)	5,723	4,332	3,960 <sup>10</sup>	6,306 <sup>10</sup>
Scope 3: Category 3 - Fuel and Energy-Related Activities, Not Included in Scope 1 or Scope 2 (tCO <sub>2</sub> e)	11,150	9,413	9,671 <sup>10</sup>	10,550 <sup>10</sup>
Scope 3: Category 4 - Upstream Transportation and Distribution <sup>14 35</sup> (tCO <sub>2</sub> e)	343,108	343,561	332,010 <sup>10</sup>	205,180 <sup>10</sup>
Scope 3: Category 5 - Waste Generated in Operations <sup>14</sup> (tCO <sub>2</sub> e)	2,550	3,244	3,003 <sup>10</sup>	5,066 <sup>10</sup>
Scope 3: Category 6 - Business Travel (tCO <sub>2</sub> e)	1,812	1,482	524 <sup>10</sup>	2,292 <sup>10</sup>
Scope 3: Category 7 - Employee Commuting (tCO <sub>2</sub> e)	10,713	13,412	13,497 <sup>10</sup>	15,067 <sup>10</sup>
Scope 3: Category 8 - Upstream Leased Assets (tCO <sub>2</sub> e)	765	7,948	1,248 <sup>10</sup>	1,294 <sup>10</sup>
Scope 3: Category 9 - Downstream Transportation and Distribution	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 10 - Processing of Sold Products	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 11 - Use of Sold Products	Not Available	Not Available	Not Available	Not Available
Scope 3: Category 12 - End of Life Treatment of Sold Products <sup>36</sup> (tCO <sub>2</sub> e)	37,902	26,643	40,911 <sup>10</sup>	64,799 <sup>10</sup>
Scope 3: Category 13 - Downstream Leased Assets (tCO <sub>2</sub> e)	1,338	782	0 <sup>10</sup>	144 <sup>10</sup>
Scope 3: Category 14 - Franchises	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 15 - Investments	Not Applicable	Not Applicable	Not Applicable	Not Applicable
<b>ENERGY CONSUMPTION</b>				
Energy Consumption (MWh)	Not Available	Not Available	124,216	117,652
Energy Consumption - Grid electricity (%)	Not Available	Not Available	72%	77%
<b>INTENSITY</b>				
Energy Intensity Ratio (MWh/\$ thousand of revenue)	Not Available	Not Available	0.048	0.041
Scope 1 & 2 Emissions Intensity Ratio (tCO <sub>2</sub> e/\$ thousand of revenue)	0.0110	0.0105	0.0086	0.0070

<sup>10</sup> Included in the Subject Matter of the Report of Independent Certified Public Accountants.

<sup>11</sup> Excludes emissions from Downstream transportation & distribution (Category 9), Processing of sold products (Category 10), and Franchises (Category 14), which are inapplicable to Cimpress, as well as emissions from Investments (Category 15), as Cimpress investments are short-term debt holdings with unspecified use of proceeds. Emissions from Use of sold products (Category 11) are also excluded as these are extremely difficult to assess.

<sup>12</sup> Excludes emissions from Purchased goods & services (Category 1), Capital goods (Category 2), Waste generated in operations (Category 5), and Upstream transportation & distribution (Category 4), from certain subsidiaries representing less than 1% of consolidated revenues.

<sup>13</sup> Excludes emissions from products and services relating to select suppliers of National Pen, which account for less than 2.5% of Cimpress spend.

<sup>14</sup> Excludes emissions from certain subsidiaries representing less than 1% of Cimpress revenue.

<sup>35</sup> Within Upstream transportation & distribution (Category 4), Cimpress transitioned from using spend-based emission factors to using supplier-specific emissions data for select suppliers beginning in FY2022. This change in methodology resulted in a 59% decrease in emissions within Upstream transportation & distribution. Historical emissions could not be recalculated based on this new methodology due to difficulties in historical data collection.

<sup>36</sup> Within End of Life Treatment of Sold Products (Category 12), Cimpress adopted a new business-specific data source to calculate emissions beginning in FY2022. This change in methodology resulted in a 58% increase in emissions within End of Life Treatment of Sold Products. Historical emissions could not be recalculated based on this new data source due to difficulties in historical data collection.



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**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, and Scope 3 GHG emissions of Cimpress plc and its subsidiaries (“Cimpress” or the “Company”) for the years ended June 30, 2022 and June 30, 2021 as reported in the Company's FY2022 ESG Report (“Subject Matter”). The Company's management is responsible for preparing and presenting the Subject Matter in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), GHG Protocol Scope 2 Guidance and Corporate Value Chain (Scope 3) Accounting and Reporting Standard (collectively, the “Criteria”). Our responsibility is to express a conclusion on the Subject Matter based on our reviews.

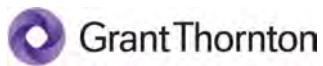
Our reviews were conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Subject Matter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

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

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

The other information included in the Cimpress FY2022 ESG Report is presented by management of the Company and is not part of the Subject Matter. Such information has not been subjected to the procedures applied in the review engagement and accordingly, we do not express an opinion or provide assurance on it.





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

Based on our reviews, we are not aware of any material modifications that should be made to the Subject Matter for the years ended June 30, 2022 and June 30, 2021, in order for it to be presented in accordance with the Criteria.

*Grant Thornton LLP*

Arlington, Virginia  
December 16, 2022

# BOARD OF DIRECTORS

1

**Robert S. Keane**  
Chairman

Chief Executive Officer

2

**Sophie A. Gasperment**  
Independent Director

Member of the Nominating  
Committee

Member of the  
Compensation Committee

3

**Zachary S. Sternberg**  
Independent Director

Member of the Audit  
Committee

Member of the Compensation  
Committee

Chair of the Nominating  
Committee

4

**Dessislava Temperley**  
Financial Expert

Independent Director

Chair of the Audit  
Committee

5

**Scott Vassalluzzo**  
Independent Director

Member of the Audit  
Committee

Chair of the Compensation  
Committee

Member of the Nominating  
Committee

## CORPORATE INFORMATION

### ESG & INVESTOR RELATIONS CONTACT

**Meredith Burns**  
Cimpres Investor  
Relations & Sustainability

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[ir@cimpres.com](mailto:ir@cimpres.com)

### CIMPRESS PLC

Building D, Xerox  
Technology Park  
Dundalk, Co. Louth  
Ireland



# ESG Report