



FY2025 ESG REPORT

FACTSHEET

This executive summary provides an overview of our Sustainability approach and progress. Comprehensive information, including detailed data points and performance results, is available in the full ESG Report.

ABOUT THE ARTIST

Designed by **Dennis On.Off** on **99designs** by **Vista**

Based in Timișoara, Romania, Dennis Tundrea is a graphic and UI/UX designer with a strong foundation in fine arts and visual communication. His creative journey began through formal art education, shaping a design approach that balances artistic sensitivity with strategic thinking. Dennis' style focuses on clarity, energy, and meaning, using color, form, and composition to communicate ideas quickly and effectively, often enhanced by subtle symbolism.

"When I started working on 99designs as a student, I saw it as a real-world classroom. The projects were challenging, but that challenge pushed me to grow faster. Working with different clients, ideas, and cultures taught me that good design is not just about aesthetics — it's about communication, clarity, and trust."

RESPONSIBLE FORESTRY

In FY2025, we continued to reduce risks of deforestation and biodiversity loss within our supply chain

Targets

Performance Highlights

Governance & Approach



Prepared for EUDR requirements one implemented



95% of non EU operations using FSC®/PEFC-certified materials by the end of FY2028



95% of spend on wood fibre-based packaging to be FSC®/PEFC-certified or contain 70% post-consumer waste by the end of FY2028



FY2022



FY2025

Upward trend in internal certification rates. 92% of spend on wood fibre materials used at our manufacturing plants is either FSC® or PEFC-certified



Multi-year effort underway to expand internal fulfillment, which consistently achieves higher certification levels



76% of wood-fiber packaging spend is either FSC® or PEFC-certified



78% of spend on products produced by third-party fulfillers is either FSC® or PEFC-certified (up from 49% in FY2024 - H2)




Strengthened supplier engagement to drive continued conversion to certified materials and transparency across the value chain


PLASTICS AND CIRCULAR ECONOMY

In FY2025, we improved resource efficiency and circularity by reducing fossil fuel-based plastics in packaging and launching products that move us away from resins most exposed to regulatory bans and higher waste management costs.




Performance Highlights


 4,600 kg of PVC & polystyrene removed annually from packaging since FY2023
 ↓ 4.600kg


 98,000 kg increase in recycled/bioplastic packaging content since FY2020 (+427%)


 PVC-free banners launched across most European businesses

Targets

 5% reduction in plastic packaging by the end of FY2028 (against FY25 baseline)


 95% of packaging widely recyclable or home-compostable by the end of FY2028


 Plastic packaging will contain at least 30% recycled or bio-based content by the end of FY2028

 PVC and polystyrene remain banned in our packaging

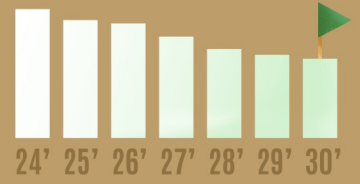
Governance & Approach

 Material innovation and supplier partnerships


 Recycled-content and recyclability goals paused to focus on eliminating targeted resins

 Improved data systems for Extended Producer Responsibility (EPR) compliance

Targets



38% reduction in combined Scope 1, 2 and 3 carbon emissions by FY2030

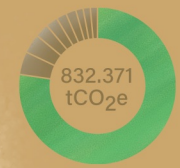
26%

reduction in Scope 1 and 2 emissions since FY2019

Performance Highlights



Five-year trend of reducing our electricity intensity in relation to revenue growth since FY2021 (from 0.048 MWh/\$1,000 USD to 0.036 MWh)



Scope 3 emissions increased 3.2% versus FY2024 due to business growth, while accounting quality continued to improve



100% renewable energy in Canada, U.S., EU, UK & Australia by FY2030

CLIMATE CHANGE

We continued our progress toward FY2028 decarbonization targets.



Emissions progress could reduce transition risks and capture emerging opportunities



Improved carbon accounting + reduced fossil fuel use lowers exposure to future costs



Carbon guardrail launched to guide investment decisions



Scope 3 emissions accounting continues to shift away from spend-based methods



Physical climate risks remain low for at least the next five years

Risk & Opportunity

Governance & Approach



OUR PEOPLE

In FY2025, we continued to invest in team members' professional growth, emphasizing respect, engagement, and inclusion.

Learning Initiatives

Leadership Development

Workforce Overview

Engagement and Culture

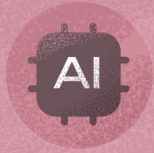
Awards & Recognition



533 active learning paths attracted 90,133 enrollments across Cimpress central teams and Vista, supported by learning platforms



Nearly 6,000 LinkedIn licenses assigned across key businesses, with participation rates above industry benchmarks



Continued focus on AI upskilling, empowering team members to leverage generative AI tools for greater efficiency



Nearly 240 leaders and aspiring leaders participated in programs such as Leading to Impact



Programs achieved a 9/10 score for "Recommended to others"



Enhanced psychological safety, well-being, and coaching practices have translated into stronger employee engagement metrics



49% Female
51% Male
<1% Other or not reported



26% under 30,
66% between 30–50,
8% over 50



Employment Type:
Majority full-time and permanent contracts across vast majority of businesses



Employee engagement scores remained above benchmark levels, with Cimpress central teams at 8.3/10 and Vista improving to 8.2/10 (vs. benchmark 7.8)



Businesses such as BuildASign (+38 eNPS), Printdeal (Development 71, Atmosphere 78, Meaningful Work 70), and Printi (+48 eNPS) continued to show strong team sentiment and feedback culture



Vista was named a Best Place to Work by BuiltIn, a Top Diversity Employer by Circa Diversity Jobs, and received Best Company for Women, and Best Company for Diversity honors from Comparably



Cimpress India, and Pixartprinting each earned awards for workplace culture, innovation, and sustainability, reflecting a shared commitment to employee wellbeing and engagement