ESG Report

FY2024

About This Report

Our ESG Reporting

The FY2024 Cimpress ESG Report marks our third comprehensive disclosure covering our environmental, social, and governance (ESG) programs and performance. We continue to engage with our stakeholders to understand expectations, enhance processes and controls, and refine our reporting capabilities. We look forward to continuing to share our ESG performance more comprehensively and transparently as we progress through our ESG reporting journey.

Reporting Scope, Boundaries, and Methodology

This report covers Cimpress' performance on ESG topics for the 2024 fiscal year (July 1, 2023 to June 30, 2024), highlighting select initiatives across our businesses and central teams that contributed to our progress toward our ESG commitments. Unless otherwise stated, the data in this report covers Cimpress' operations for all entities where Cimpress has operational control. The data and references to years are based on fiscal years, and all currency is in United States dollars (USD).

This report moves our reporting closer to the European Sustainability Reporting Standards (ESRS) required by the EU's Corporate Sustainability Responsibility Directive (CSRD) to provide guidelines on sustainability reporting for companies. These standards aim to increase transparency, comparability, and accountability in corporate sustainability performance. This report has been informed by the ESRS standards and the European Financial Reporting Advisory Group (EFRAG) guidance, an organization that advises the European Commission on financial reporting matters, including the development of the ESRS and the technical guidance to ensure high-quality and relevant sustainability disclosures. We will continue to progress our report, and we are confident that we will achieve full alignment with ESRS by the required compliance date after FY2026.

Forward-Looking Statements
This Report contains forward-looking statements that involve risks and uncertainties. The statements contained in this Report that are not purely historical are forward-looking statements for purposes of the safe harbor provisions under the Private Securities Litigation Reform Act of 1995, including but not limited to statements about our timeline for compliance with the Corporate Sustainability Reporting Directive and other regulations relating to environmental and sustainability disclosures; the effectiveness of our cybersecurity and data privacy programs; our plans for artificial intelligence; the expected effects of climate change on our business; and our goals and targets, as well as expected progress against our goals and targets, with respect to our use of raw materials certified by the Forest Stewardship Council (FSC®) and the Programme for the Endorsement of Forest Certification (PEFC), reducing and improving our plastics, and reducing greenhouse gas emissions.

All forward-looking statements included in this Report are based on information available to us up to, and including, the date of this document, and we disclaim any obligation to update any such forward-looking statements. Our actual results could differ materially from those anticipated in these forward-looking statements as a result of various important factors, including but not limited to flaws in the assumptions and judgments upon which our projections and estimates are based; our inability to make planned investments in our business that we plan to make or the failure of those investments to achieve the results we expect; our failure to execute on our ESG strategy or goals, or changes in our ESG strategy or goals; unavailability or excessive cost of materials, energy sources, and data from suppliers and other third parties that we need to meet our ESG goals and targets; our failure to protect our information systems and the confidential information of our customers, employees, and business partners against security breaches and thefts; our failure to comply with cybersecurity and data protection laws, guidelines, and principles; our failure to advance the use of artificial intelligence as planned; our failure to anticipate or mitigate the risks of climate change; unanticipated changes in our markets, customers, or businesses; disruptions caused by political instability and war in Ukraine, Israel, the Middle East or elsewhere; changes in the laws and regulations, or in the interpretation of laws and regulations, that affect our businesses; our failure to manage the growth and complexity of our business; competitive pressures; general economic conditions, including the possibility of an economic downturn in some or all of our markets; and other factors described in this Report and the documents that we periodically file with the Securities and Exchange Commission.

Independent Assurance
For FY2024, Scope 1 greenhouse gas (GHG) emissions, Scope 2 (location-based and market- based) GHG emissions, and Scope 3 GHG emissions for all businesses under the operational control of Cimpress plc have been reviewed by Grant Thornton LLP. Please refer to page 82 for the Report of Independent Certified Public Accountants.

A Message From Our Founder, Chairman & CEO

Dear Stakeholder,

Three objectives drive Cimpress's Environmental, Social and Governance (ESG) work:

- Be a responsible corporate citizen.
- Motivate customers and team members who prefer to buy from or work for companies that are responsible corporate citizens.
- Be prepared for pending expansion of ESG regulation.

Much of the content in this report illustrates the result of the first two objectives, which we have pursued for our 30-year history, serving the interests of multiple stakeholders: customers, team members, long-term investors, and society.

As to the third objective, we have completed significant foundational work to build measurement systems and processes that will help us comply with new ESG regulations while supporting our first two objectives: This includes increasing the quality of actionable data to guide our decarbonization priorities and other environmental and social activities.

Thank you for reading this report. If you have questions, please reach out to our investor relations team at ir@cimpress.com.
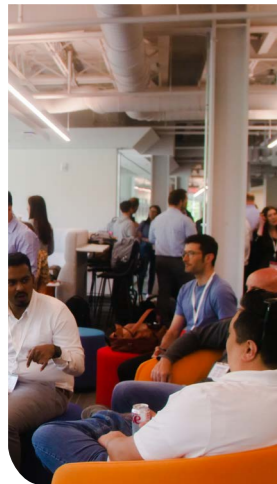
Sincerely,

Robert Keane
Founder, Chairman & CEO

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Empowering People to Make an Impression

Made By Taylah Rose

"VistaPrint has helped my business through branding. People see a floral logo in white & black and they know it's me. At markets, I have my big banner up, and you can see me from a mile away."

| Taylah Rose, VistaPrint customer

About Cimpress

Who We Are

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

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

Our customers want to express their ideas through beautiful products at attractive prices, in small order quantities, and with excellent customer support, fast delivery, and online convenience.

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

How We Operate

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

We complement those select few shared strategic capabilities by empowering our businesses and teams with autonomy and accountability within context and guardrails. This increases organizational agility and velocity through decision making close to the customer, an embrace of entrepreneurial risk taking, and the right to fail, learn from mistakes, and try again.

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

Who We Are By The Numbers

Over **15 million** customers served each year

Approximately **290,000m²** of production space[1]

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

$3.3B FY2024 Revenue[3]

+5% Organic constant-currency revenue growth in FY2024[3]

Our Businesses

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

FY2024 Revenue by Segment (USD Millions)

- All Other Businesses $216M
- National Pen $391M
- The Print Group $359M
- PrintBrothers $638M
- Vista $1,742M

VISTA	PRINTBROTHERS	THE PRINT GROUP

vistaprint · vista corporate solutions · vistacreate · 99designs by vista

Printdeal.be · WirmachenDruck.de · Drukwerkdeal.nl

pixartprinting · TRADEPRINT.co.uk · exaprint l'atelier de tous les créatifs · easyflyer · druck.at · Packstyle

NATIONAL PEN	ALL OTHER BUSINESSES

pens.com · goldstar

Build A Sign · printi

ABOUT

Where we are located

	Revenue (% of total)	Team Members[1] (% of total)	Production Facilities[2] (% of total m²)
North America	49%	29%	52%
Europe	46%	34%	39%
All Other Regions	4%	37%	9%

1. Includes full-time and temporary employees on payroll as of June 30, 2024. Excludes contractors, interns and thousands of freelancers who work as part of the 99designs by Vista network.
2. Inclusive of leased and owned facilities.

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

Sustainability is Ingrained in Our Business Model

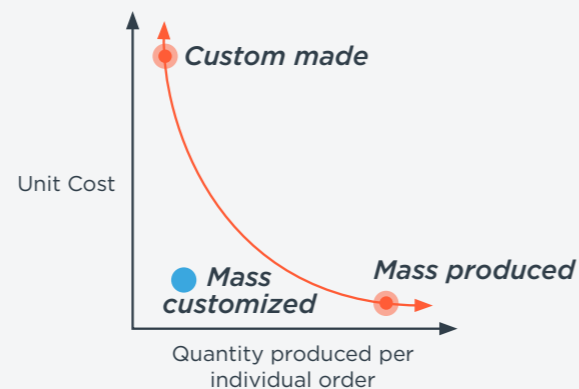## Building A Great Business And A Better Future, One Right-Sized Order At A Time

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, and the waste associated with individually setting up a custom production. Job shop production allowed for small batch production of customer-specific orders, but at a much greater cost, significant scrap and waste of resources. Furthermore, customers seeking lower quantities of custom products often faced minimum order quantities that led to wasteful overproduction, leaving customers with more than they needed.

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

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

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

Our ESG Priorities

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

Governing Our Business
- Responsible governance
- Aligned incentives
- Risk management
- Data privacy and security

Protecting Our Environment
- Responsible forestry
- Reducing greenhouse gas emissions
- Reducing plastics

Empowering People And Communities
- Rewarding those who work hard
- Diversity, equity & inclusion
- Human Rights

Mass Customization Concept

Unit Cost

Custom made

Mass customized

Mass produced

Quantity produced per individual order
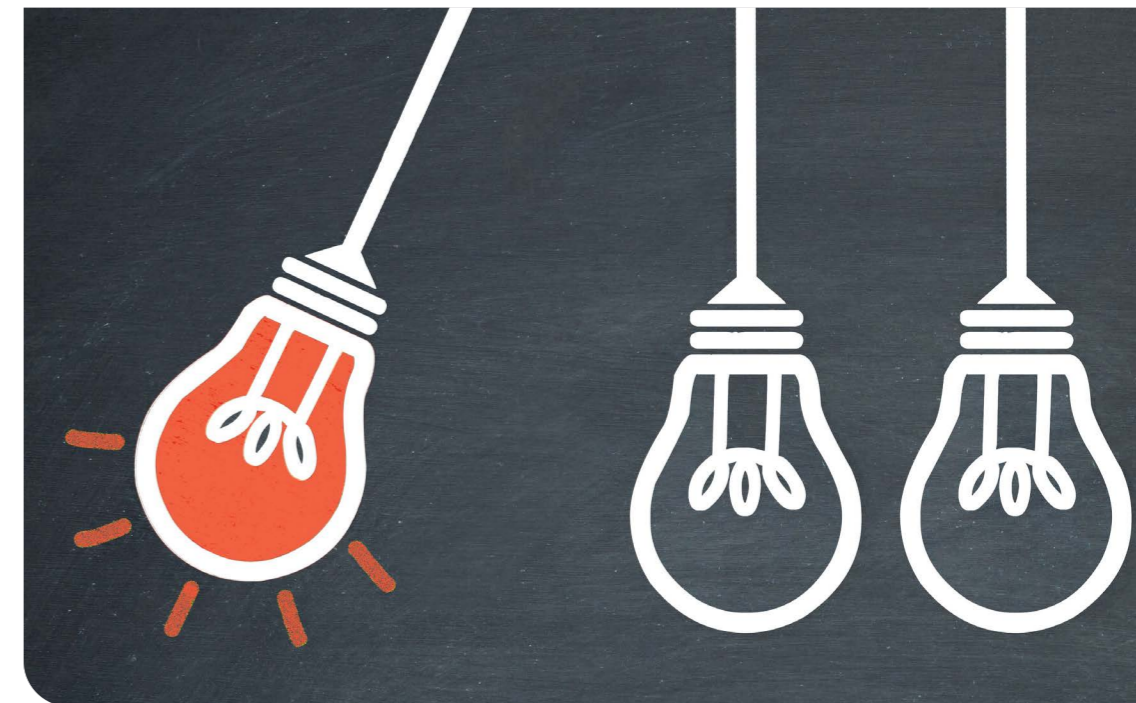
Double Materiality Assessment

In July 2024, Cimpress began conducting a Double Materiality Assessment. This assessment aims to identify the most relevant material environmental, social, and governance (ESG) topics by evaluating two key dimensions: how sustainability topics affect our financial performance and how our operations impact the environment and society. The findings will guide our future sustainability disclosures and reporting.

The Corporate Sustainability Reporting Directive (CSRD), which applies to Cimpress for FY2026 and beyond, requires this Double Materiality Assessment. The CSRD requires companies to evaluate both financial materiality and impact materiality. By involving our businesses and key external stakeholders in this process, we aim to enhance our transparency and accountability, ensuring we address the most significant sustainability topics while meeting regulatory requirements.

Our Stakeholders

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

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

Investor Engagement Philosophy

Cimpress seeks shareholders and debt holders who value leaders committed to managing companies for the long term. We believe the best way to attract and retain these investors is to be clear about our opportunity, strategy, and how we make decisions at Cimpress, and to adhere consistently to those principles. We recognize the importance of communication in achieving this and have outlined our investor engagement principles in our publicly available Investor Engagement Philosophy.

Engaging Customers In Our Sustainability Strategy

The illustration below shows what types of customers our different businesses and segments serve, along with a description of the needs of each customer group.

To serve our customers well, our businesses need to understand them. We regularly seek customer feedback on their needs and our product offering, customer experience, quality, customer service. We also analyze the significant data from millions of annual customer transactions and sessions on our e-commerce websites.

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

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

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

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

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

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

Vista ——— **Vista Corporate Solutions** — **Vista Pro Advantage**

BUILDASIGN ——— **BAS Enterprise Account Solutions**

**PrintBrothers
The Print Group
National Pen**

FY2024
ESG Highlights

36%
of U.S. team members identify themselves as non-white, similar to the 2020 US Census respondents who did not identify as "white alone" [1]

**9%
reduction**
in Scopes 1 and 2 (market-based) greenhouse gas emissions compared to FY2023, and 29% reduction from FY2019 baseline levels

95%
of wood fiber products purchased in Q4 were either Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) certified (89% for full fiscal year)

50%
of independent board members, and 40% of all board members, are women

Cimpress received a score of
90 out of 100
on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

782%
Increase in the amount of recycled content and fossil fuel-free bioplastic content in our packaging (>146,000 kg) since 2020

ABOUT

1. The United States Census Bureau. "Racial and Ethnic Diversity in the United States: 2010 Census and 2020 Census"

Governance

Designed by Fe Melo on 99designs by Vista

Based in Spain, Fe Melo, originally from São Paulo, Brazil, is a graphic designer with a background in fashion studies. Known on the freelancer network at 99designs by Vista as Fe Melo, she first explored her artistic passion in São Paulo's lively arts scene before transitioning into graphic design. Her style combines playful illustrations with bold geometric shapes, creating visually engaging work incorporating unexpected elements that keep her designs fun and fresh.

Since joining 99designs by Vista in 2012, Fe Melo has thrived in a space that offers creative freedom and a diverse, global clientele. She's passionate about helping businesses communicate effectively through thoughtful design, and she values the platform's support in managing the administrative side of freelancing, allowing her to focus fully on the creative process. Working with clients of various sizes has given her insight into different business needs, making her adaptable and client-focused in her approach. Dedicated to impactful and visually striking design, she finds great satisfaction in helping brands reach their goals.

"When I first joined 99designs, I loved the freedom of contests—the ability to choose briefs and create something unique each time. The flexibility to work with clients from all over the world was a huge draw. Collaborating with people from different cultures brings fresh perspectives and adds richness to the work."
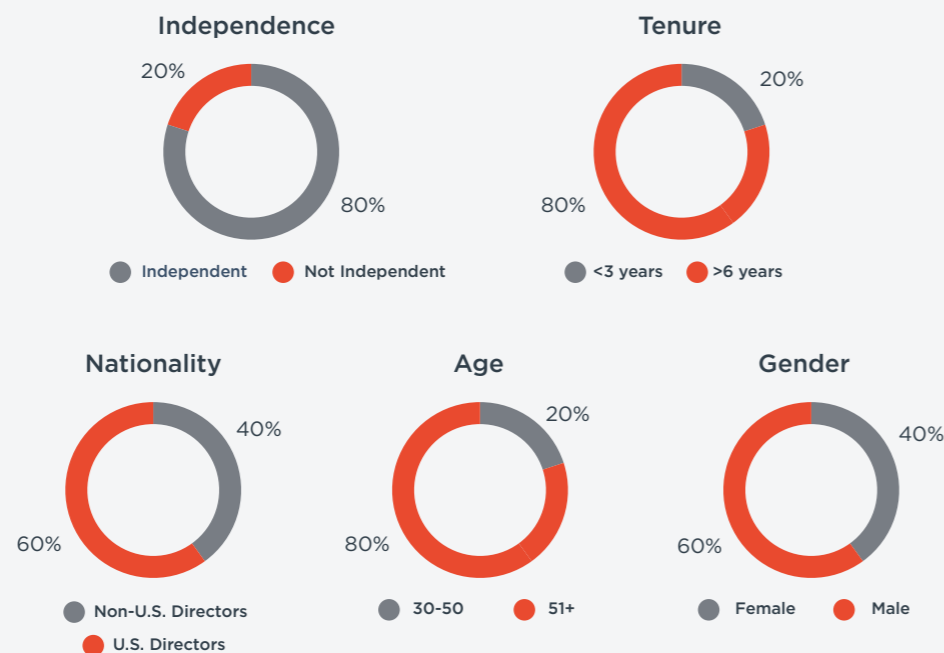
Our Corporate Governance Structure

Board of Directors[1]

Our board of directors and its committees are responsible for overseeing the management of the company and its subsidiaries and, in so doing, serving the best interests of the company, its long-term investors and its other constituents. Cimpress' board is small by design, with five members as of June 2024: our Founder, Chairman and Chief Executive Officer (Robert Keane) and four independent directors who have diverse backgrounds and experience.

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

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

Board Diversity

Independence
- 20%
- 80%
- ● Independent ● Not Independent

Tenure
- 20%
- 80%
- ● <3 years ● >6 years

Nationality
- 40%
- 60%
- ● Non-U.S. Directors
- ● U.S. Directors

Age
- 20%
- 80%
- ● 30-50 ● 51+

Gender
- 40%
- 60%
- ● Female ● Male

1. The board member demographics provided reflect the composition for FY2024. As of November 2024, one of our independent directors, Zachary Sternberg, did not stand for re-election at the annual general meeting of shareholders.

Committee Composition

	Independent Director	Audit Committee	Compensation Committee	Nominating Committee
SOPHIE A GASPERMENT	I		Member	Member
ZACHARY S. STERNBERG	I	Member	Member	Chairperson
DESSISLAVA TEMPERLEY (Audit Committee Financial Expert)	I	Chairperson		
SCOTT VASSALLUZZO	I	Member	Chairperson	Member
ROBERT KEANE				

▦ Audit Committee Financial Expert I Independent Director ◎ Chairperson ⨀ Member

Committee composition as of November 2024

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

Board Oversight of ESG

Our Board of Directors has oversight responsibility for environmental sustainability and governance matters (ESG).

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

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

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

Aligned Incentives

Shareholders represented by the members of our board of directors during FY2024 represented about 39% of Cimpress' equity ownership[1]. Each of our board members supports Cimpress' long-term approach to creating value for long-term shareholders, which can only be successfully done by first and foremost serving customers, motivating team members and being a responsible corporate citizen.

Our long-term incentive (LTI) program encourages a long-term perspective while also being tied to short term (fiscal year) performance including financial results. For leaders in Vista and Cimpress central teams, long-term incentives combine performance share units and restricted share units, with higher performance-based weighting at more senior levels in the company.

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

Our compensation committee considers shareholder feedback when designing our executive compensation program, which has received at least 84% approval from our shareholders at each of our annual general meetings of shareholders in calendar years 2013 through 2023.

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

Enterprise Risk Management & Controls

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

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

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

Open communication channels between management, business leaders, executive officers, and the board ensure that risks are discussed and escalated on a regular basis. Leaders discuss risk-related matters directly with our CEO and CFO as part of quarterly business review meetings and on an ad-hoc basis if and when warranted.

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 six languages, the Code applies to every team member who works for Cimpress.

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

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

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

Team Member Training

All new team members are expected to read the Code and related policies as part of their on-boarding process. In addition, each year, we train all Cimpress team members on the Code and related policies. For non-production floor team members, training consists of reading summaries of the Code and the other policies selected for that year, and then answering questions designed to make them reflect on how the policies apply to their role. Production floor team members are also trained every fiscal year by reviewing a summary for each policy highlighting the most important topics covered. All team members then complete a certification indicating that they have understood and will comply with the Cimpress policies. In FY2024, the rate of completion was 96% for non-production team members.

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

Identifying & Investigating Concerns

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

Reports made to the Speak Up! Confidential Reporting Helpline are triaged by the Cimpress Legal team and then assigned to the appropriate member of the business HR or Legal team. Only the Cimpress Legal team has full access to the Helpline website, while members of the business teams can only access the reports assigned to them.

Labor Relations

As of June 30, 2024, we employed approximately 15,000 full-time and 600 temporary team members. We have a good relationship with our team members around the world. Some of our businesses or locations have works councils or team member representatives. We take a proactive and transparent approach to communicating with team members and respond in a timely manner to team member questions or concerns. We make recruiting, retention, and other performance management related decisions based solely on merit and organizational needs and considerations, such as an individual's ability to do their job with excellence and in alignment with the company's strategic and operational objectives.

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

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

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

Data Security & Privacy

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

Within those standards, each Cimpress business is responsible for ensuring that customer, company, and team member information is secure and handled in ways that are fully compliant with relevant laws. We test the effectiveness of those controls and consistently look to improve our security and privacy programs to address new risks and test improved security and privacy technologies.

Central Oversight

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

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

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

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

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

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

Testing, Detection & Incident Management
The security team conducts penetration tests and phishing campaigns to test the controls at each Cimpress business.

Approximately once a year, we also hire external security experts to conduct a full "red team test," which closely simulates a real cybersecurity attack and tests our ability to detect, contain and remediate an incident.

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

Generative AI Guidelines

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

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

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

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

GOVERNANCE
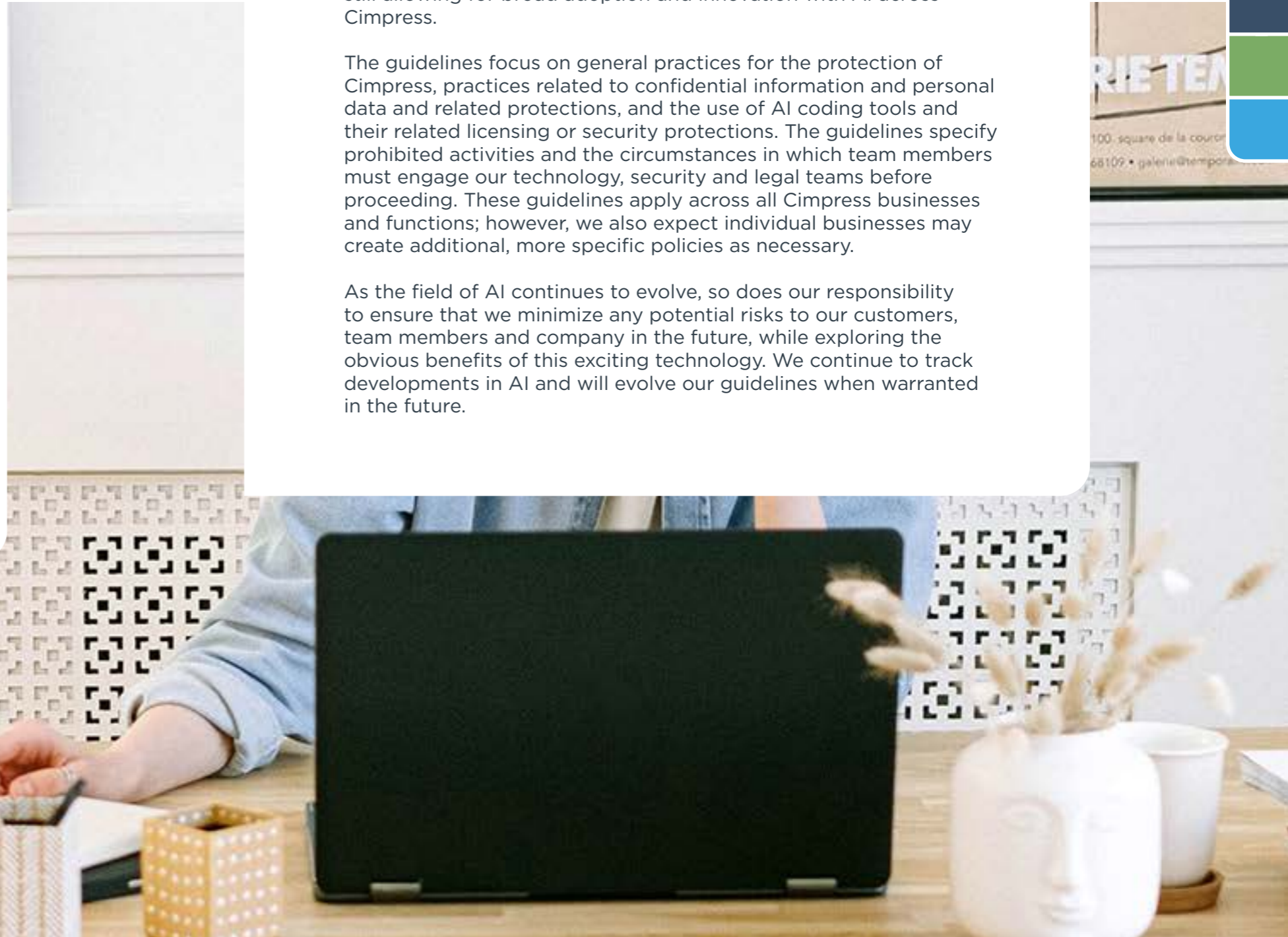
Environmental

Designed by HannaSymo on 99designs by Vista

HannaSymo is a talented graphic designer, artist, and illustrator specializing in fabric design, prints, character design, and book illustrations. Originally from Ukraine and now based in Poland, she joined the 99designs by Vista freelance network in 2015, where design contests became an ideal outlet for her creativity. These projects not only enabled her to build a diverse portfolio but also allowed her to refine her skills with direct client feedback. Winning her first contest was a pivotal career moment, boosting her confidence and professional credibility.

Hanna's design style features vibrant illustrations, modern storytelling elements, and hand-drawn accents that bring her work to life. Her project for the Cimpress ESG report showcased her innovative spirit through bright colors and captivating details. The structure of the 99designs by Vista freelance platform has provided her with the autonomy to manage her workload while building lasting relationships with clients. This flexibility allows her to explore a wide range of projects—from logos and web design to packaging and illustration— broadening her skills and establishing a global client base. Her adaptability and consistency have solidified her reputation as a designer who helps brands succeed.

"Collaborating with clients from different regions keeps me updated on global trends and allows me to adapt my style, bringing fresh inspiration to every project."

Responsible Forestry

Avoiding Deforestation

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

As planned, during FY2024 we updated our approach and targets associated with responsible forestry to address the incoming European Union Deforestation Regulation (EUDR). The EUDR requirements currently are scheduled to come into force at the close of calendar year 2024, although this could be delayed. When fully implemented, the new law will provide Cimpress with significantly greater supply chain visibility than was historically available, and greater insight into the performance of our suppliers on this critical issue. Forestry certifications maintain a useful but diminished role under this regime, and thus we made the move to ensure our targets continue to make sense in this new environment.

More specifically, our updated targets now reflect the value of both the FSC and PEFC certifications[1], as well as require suppliers of paper to all our locations, not just our European locations, to be able to provide proof of compliance with the EUDR requirements (or equivalent). Our work on responsible forestry has positioned us well to comply with these European regulations, as well as others that may arise in the coming years related to forestry.
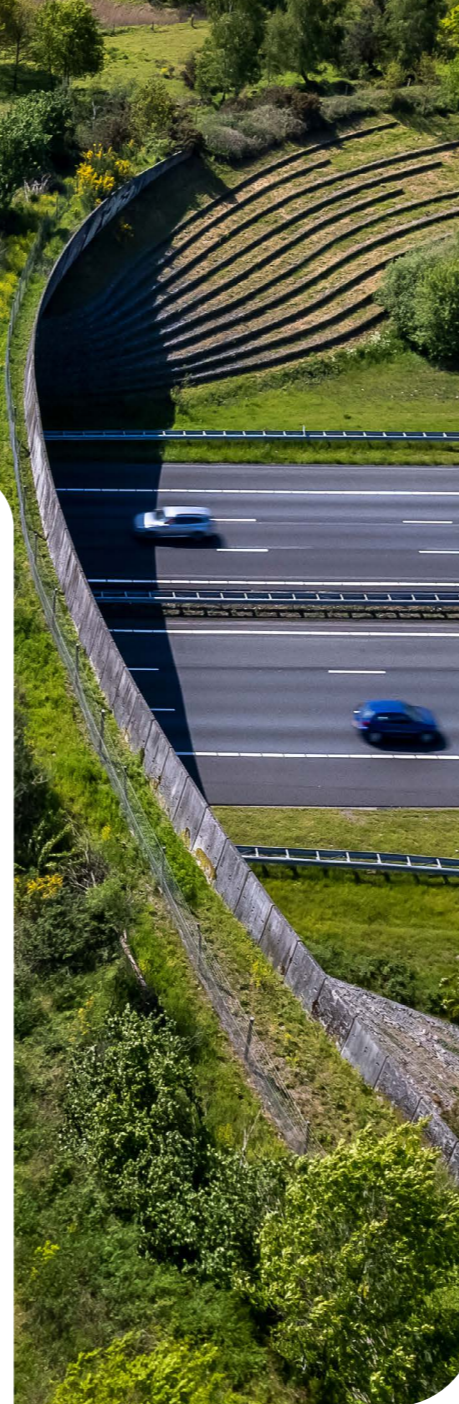
Our Targets

By the end of FY2025, we expect to reach some, but not all, of the forestry targets that we set for ourselves at the beginning of FY2020. Those targets, revised as discussed on the previous page, are[1]:

Product
- 100% of wood fiber products produced in Cimpress facilities comes from FSC or PEFC-certified sources[2]
- 95% of wood fiber products produced on behalf of Cimpress by third-party fulfillers (3PFs) comes from FSC or PEFC-certified sources[3]

Packaging
- 95% of Cimpress packaging comes from FSC or PEFC-certified sources or meets minimum post consumer waste (PCW) requirements[2]

During FY2024, 89% of the wood fiber products produced at our facilities were made from either FSC or PEFC-certified materials, with performance reaching 94% in Q4[1]. We also saw big gains towards our packaging goal, achieving 74% conversion to either FSC or PEFC materials in FY2024. This represents an increase of 30 percentage points over FY2023 full-year performance, and a marked improvement from starting at 0% in 2020. In each case, our teams have plans to continue to improve performance toward the FY2025 targets throughout the year, although we expect that we will finish the year a few percentage points short of the original goal in each case.

At the close of FY2023, we only had insight into the certification performance at the third-party fulfillers of two of our businesses – Vista and druck.at. In FY2024, we increased our visibility in this regard, now receiving reporting from all our businesses over the final six months of the year. This increased level of insight showed us both significant progress, but also the areas where the most work is required to achieve our responsible forestry targets. In the final quarter of FY2024, 49% of the expenditures with third-party fulfillers on paper products was for products that were either FSC or PEFC-certified. Anticipated increases to cross-Cimpress fulfillment will likely positively impact our push toward our sustainability targets, as the orders we internally fulfill carry with them a much higher chance of being printed on certified materials. However, we expect that we will still have work to do to reach our 95% target after FY2025; we are also carefully prioritizing where to focus our efforts and investment here as the portion of uncertified products purchased from all third-party fulfillers represents less than 9% of our total spend on all paper products (including raw material purchases).

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1. FSC = Forest Stewardship Council;
   PEFC = Programme for the Endorsement of Forest Certification.

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1. Targets and performance are based on spend.
2. Suppliers of Cimpress' businesses with operations located outside the EU must provide evidence/assurance of the same level of compliance with the EUDR as a supplier that is selling paper into the EU.
3. Calculation of this target does not include fulfillment from other Cimpress businesses (2PF), as performance to target will be measured by direct measurement of the 2PF's performance.
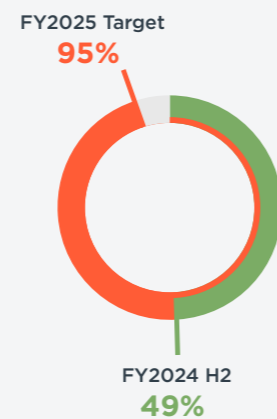
Responsible Forestry Performance[1]
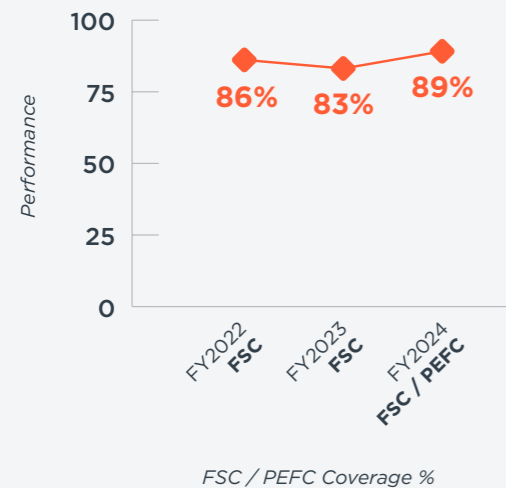
In-house Production

FY2024 Q4 Performance
94%

FY2024 Performance
89%
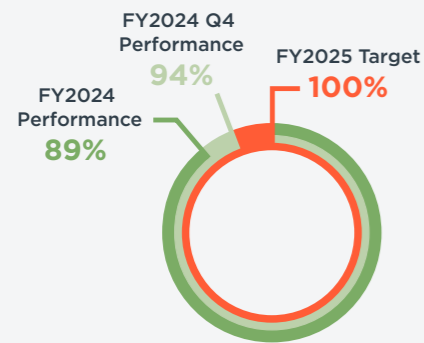
FY2025 Target
100%

FY2025 Target: **100% Conversion**

FY2024 Performance: **89%**

3rd Party Fulfillment

FY2025 Target
95%

FY2024 H2
49%

FY2025 Target: **95% Conversion**

FY2024 Performance (H2): **49%**

In-house Production (3 Year Trend)
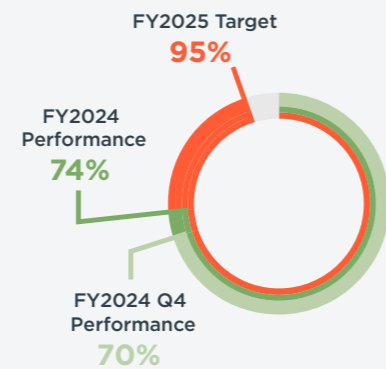
86%   **83%**   **89%**

Performance

100 — 75 — 50 — 25 — 0

FY2022 **FSC**   FY2023 **FSC**   FY2024 **FSC / PEFC**

FSC / PEFC Coverage %

Packaging

FY2025 Target
95%

FY2024 Performance
74%

FY2024 Q4 Performance
70%

FY2025 Target: **95% Conversion**

FY2024 Performance: **74%**

Reducing and Transitioning Our Plastics

Our Targets

The responsible selection, use and disposal of plastics continues to be a concern of our stakeholders. Cimpress customizes millions of plastic products each year and ships them to our customers in packaging that, in some cases, includes plastic to protect the product while in transit. We continue to make strides to provide customers with products and packaging that help them market and grow their businesses with reduced impact to the environment.

In FY2020, we used the goals of the New Plastic Economy Global Commitment[1] and the European Plastics Pact to inform our plastic packaging and product targets. While we do not expect to reach them all, they have been invaluable in providing inspiration to our teams to re-engineer our packaging to reduce plastic and increase recycled content, and innovate around our large format and promotional products to begin to shift away from PVC and polystyrene.

Starting in FY2020, we voluntarily defined goals for where we wanted to exit FY2025:

- Eliminate 100% of problematic plastics (PVC and polystyrene) in our packaging and products
- Transition 100% of non-reusable packaging to recyclable and/or compostable materials
- Increase the recycled content in our plastic products by 20% against our FY2020 baseline, to a minimum of 20% recycled content
- Decrease our use of virgin, fossil-fuel based plastic content in our packaging by at least 20% through a combination of plastic elimination and increased recycled content
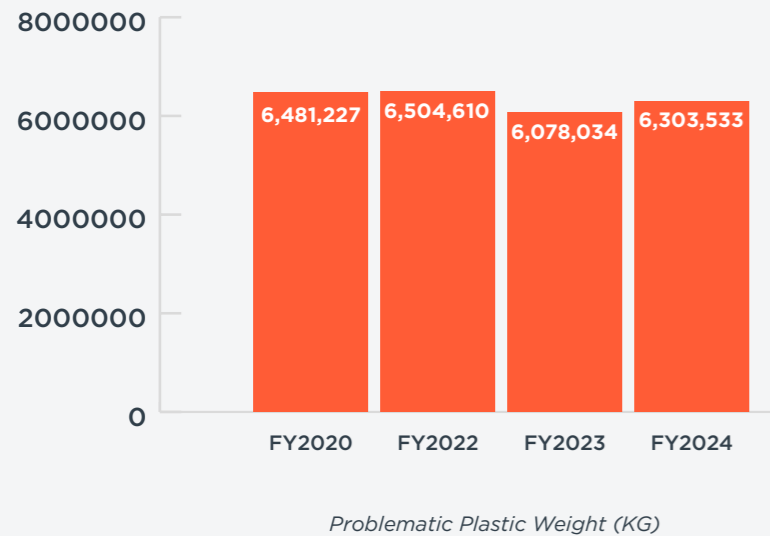
ENVIRONMENTAL

Eliminating Problematic Plastics Such As PVC And Polystyrene From Packaging And Products

Last year, we announced that we had completely eliminated PVC and polystyrene from our packaging, thus preventing at least 4,600 kg of this material from reaching a landfill or incinerator each year. We've also built a stronger understanding of, and data foundations around, the make-up of our packaging materials that will become increasingly useful as Extended Producer Responsibility (EPR) reporting continues to evolve and incentivize the use of more recyclable plastic types.

On the plastic product front, we have taken important steps forward on key products in FY2024 (banners and decals, most notably). As shared in our last report, a lack of viable options in the supply chain from a cost and quality standpoint have made the transition of key products difficult. Our work in FY2024 focused on our largest PVC product category (banners), where we leveraged our scale and centralized procurement expertise to engage with suppliers to identify new potential sources for PVC-free banners, and close the gap on quality and cost between traditional and PVC-free options. While we took a step backward in performance due to volume growth (we used 225,000 kg more PVC plastic in FY2024 than we did in FY2023, albeit in the same proportions as previous years as a percentage of total plastic used), we completed critical background work that should pay off in reductions in the future, even as the volume of "traditionally PVC" products we sell grows.

Throughout FY2024, five of our businesses participated in testing of numerous PVC-free banner materials, and our procurement team completed a comprehensive supplier tender to optimize cost of goods. In some countries we were able to achieve cost parity on key PVC-free products; in others we dramatically reduced the cost difference between PVC and PVC-free material. Though this work alone will not fully eliminate PVC from our banner product line nor put us on track to fully achieve our FY2025 problematic plastic target, it does represent progress on materials that account for greater than 45% of our problematic plastic use by weight. Our next steps will include expanding our trials from Europe to North America, and furthering our efforts to educate and encourage customers to make the switch to this exciting new option.
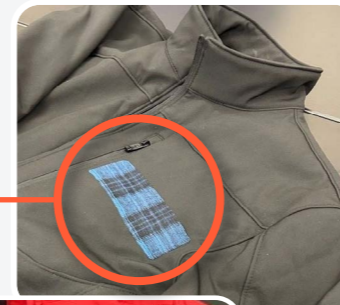
Overall, although we expect to miss our originally stated target of FY2025 to eliminate problematic plastic from our products, we continue to believe it is the directionally correct approach for both sustainability and product compliance reasons. Our work to test and launch new products that meet customer quality expectations and are competitively priced with traditional PVC materials is a key milestone to driving change, and we intend to continue this work in the coming years.

Problematic Plastic Weight (KG)

Chart values:
- FY2020: 6,481,227
- FY2022: 6,504,610
- FY2023: 6,078,034
- FY2024: 6,303,533

Before

Customer Branding

After

Textile Recycling

Textile Recycling of Branded Goods

From time to time during the manufacturing process, high-quality items are customized with customer designs that ultimately are not shipped to the customer. The reasons for this vary, but are often the result of a manufacturer defect, an issue that occurred at our facility, or an order cancellation by the customer. The result from this is a hat, or backpack, or other custom product that contains a customer's branding that cannot be used elsewhere.

Our commitment to protecting our customers' brand identities prevents us from donating clothing with partial or misprinted images and logos. However, we recognized that destruction of these otherwise high-quality items was both wasteful and a source of frustration to many of our team members.

To resolve this situation, the team at our VistaPrint manufacturing plant in Windsor, Canada, identified a registered charity headquartered in Toronto that deals with textile re-use and recycling, called Brands for Canada (BFC).

Our work with BFC offers us two unique ways to address our textiles challenge: (1) "de-branding"; and (2) "converting". In the case of "de-branding", BFC physically removes the decorated area and stitches a decorative patch over the opening. This simple solution for higher quality and/or in-demand items such as coats, sweaters, backpacks, and winter hats (known as toques in Canada) keeps new, perfectly usable decorated items out of landfills and puts them into the hands of people who need them the most. BFC distributes de-branded items to people across Canada who are living in need through its partnerships with shelters, community centers, job training programs, First Nations, youth programs, schools, colleges, and universities. Providing them with de-branded, "like-new" items can not only meet their physical needs but also have a positive impact on their pride and self-esteem compared to obtaining used clothing from other organizations.

The second service BFC provides is "converting", or mechanical recycling, through their partnership with Synergy Conversion. Textiles that are difficult or costly to de-brand, such as T-shirts with large logos, are converted into a sterile 'lint-like' composite used as stuffing for furniture.

Since we began this process in October 2023, we have already diverted over 37 tons of textiles from the landfill, and we expect even greater diversion in FY2025 following a full year of implementation.

Growth of SEAQUAL®

In our FY2023 ESG report, we shared an exciting new product that we had launched at one of our businesses called SEAQUAL®. This unique yarn is composed of 10% rescued ocean plastic, and 90% recycled content. In FY2024, we grew the SEAQUAL® product line to 14 products, including flags, pillows, and beach chairs. We have seen significant preference for this product among new customers, as highlighted in our September 2024 Investor Day presentation.
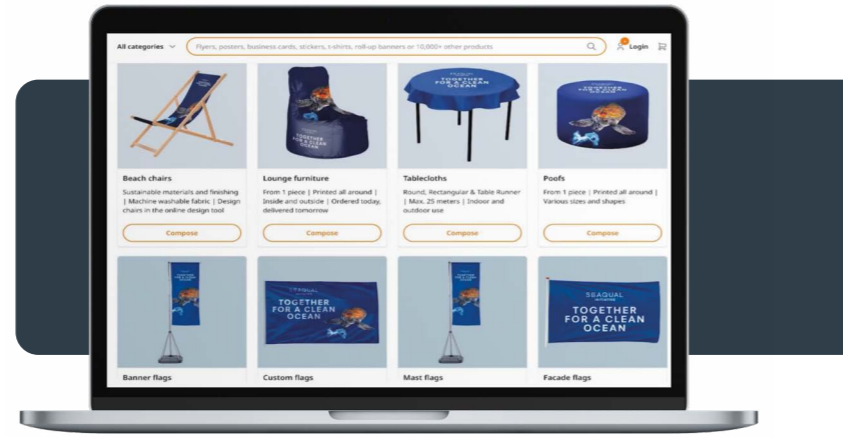
Reducing Fossil Fuel-Derived Plastic Through Bioplastic Adoption And Increasing Recycled Content

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

Packaging

The target we set for ourselves in FY2020 was a 20% reduction in virgin plastic use by the end of FY2025. We expected to achieve this through a combination of reducing plastic use per package and the introduction of recycled and bioplastic content. While we have made significant efforts here, we believe we will fall short of our originally stated goal. Since FY2020, we have increased the amount of recycled and fossil fuel-free bioplastic content in our packaging by more than 146,000 kg, a 782% improvement. In addition, by the end of FY2023 we had achieved a 5% reduction in overall virgin content use. While we have made significant efforts here, we believe we will fall short of our originally stated goal because, as our businesses grew significantly in FY2024, we had a corresponding increase in the amount of virgin plastic being used to ship our products. We intend to continue to reduce unnecessary packaging and integrate recycled content, and will re-evaluate what new targets make sense upon completion of FY2025.

For those plastics that remain, we continue to see slow but steady progress to greater levels of circularity. In FY2020, less than a quarter of the plastic packaging that we used was recyclable or compostable; in FY2024, more than 50% of the plastic packaging that we use is recyclable. Our largest challenges continue to be shrink wrap and polybags, both of which play an integral role in the efficiency of our manufacturing processes and the protective shipping of products. We continue to engage our procurement resources and manufacturing teams in pursuit of viable home compostable alternatives for these materials.

Product

We set similar targets in FY2020 to reduce the amount of virgin plastic we were using in our products by increasing the amount of recycled content and bioplastic. We have prioritized our above-discussed problematic plastic targets as we do not believe that (1) integrating recycled content into materials we are trying to phase out is the right approach, and (2) the integration of recycled content into products is an easier problem to address than wholesale material changes. We have increased the amount of recycled content in our plastic product portfolio by 247% since FY2020 (from under 287,000 kg to almost one million kg), but this was not enough to drive a decrease in our overall virgin plastic use. Since FY20, our virgin plastic use in products has increased 6%, while revenue from plastic large format products has increased more than 40%.

Reducing Greenhouse Gas Emissions

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

Cimpress has set a target to achieve net zero emissions by FY2040 across Scopes 1, 2 and 3, along with an interim goal to reduce those emissions by 53% by FY2030 compared to our FY2019 baseline. We have not sought third-party validation of our target; however, its development was informed using the Science Based Targets initiative's (SBTi) Absolute Contraction Approach, which ensures that we remain aligned with overall market decarbonization and are doing our part to contribute toward a 1.5°C emissions pathway.

We believe that the most relevant way to evaluate a company's intention and ability to decarbonize is through their (1) track record regarding carbon reduction, (2) high quality accounting of emissions, including Scope 3, and (3) robust and transparent plans to reduce emissions through at least FY2030. We have been working to incrementally improve performance and accounting, and we are now starting to use that data to identify impactful and financially efficient ways to drive decarbonization within our business (Scope 1 and 2) and within our supply chain (Scope 3). Our continued focus on improving accounting is giving us greater visibility into the approximate cost of achieving decarbonization aligned with our goals over the next few years, as well as the most financially rational places to focus our decarbonization efforts.

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

Delivering on our Net Zero Commitment
Scopes 1 & 2 Emissions
We remain on track to meet our Scope 1 and 2 target of a 53% reduction by FY2030, having reduced our Scope 1 and Scope 2 (market-based) emissions by 29% since our FY2019 baseline year and by 9% year over year.

Scope 1 & 2 CO_2e (tonnes)

Table:
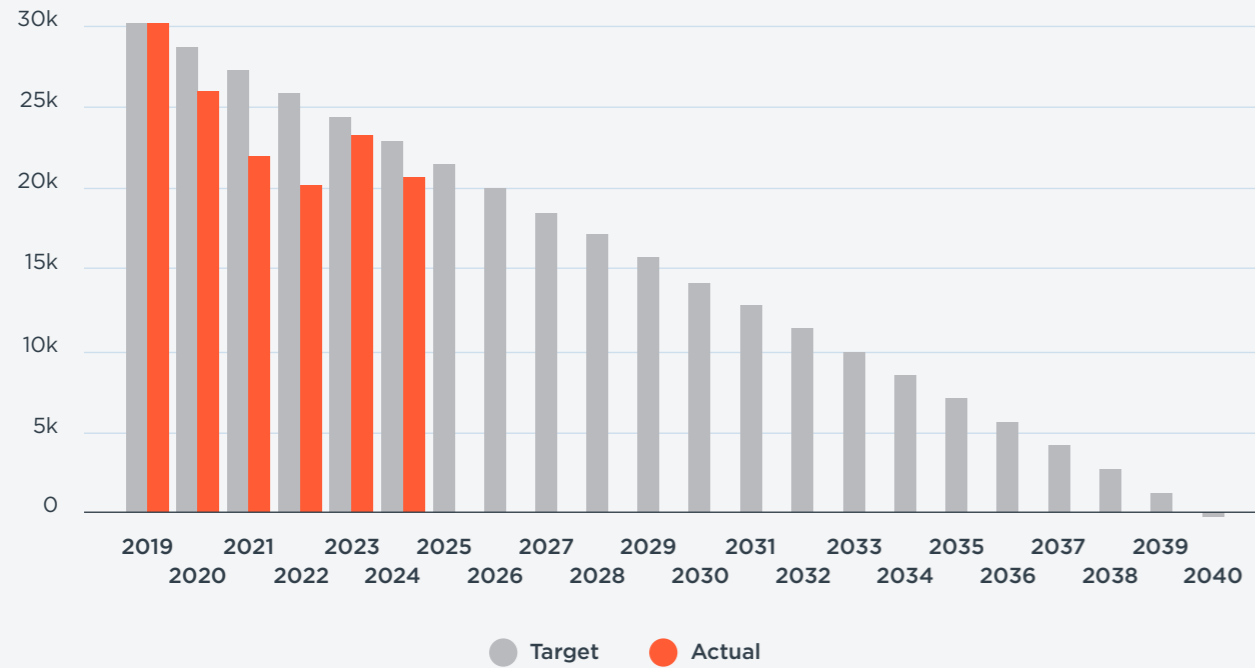
Emissions Scope	FY2019 (tCO$_2$e)	FY2023[1] (tCO$_2$e)	FY2024[2] (tCO$_2$e)
Scope 1	7,046	6,131	6,680
Scope 2 (Location-Based)	39,923	27,429	27,796
Scope 2 (Market-Based)	23,235	17,461	14,714
Total Scopes 1 & 2 (Market-Based)	30,281	23,592	21,394

We continue to prioritize our work to increase our renewable energy usage at our facilities, reduce natural gas consumption, and improve energy efficiency within our operations. During FY2024, we continued our four-year trend of reducing our electricity intensity in relation to revenue growth (from 0.054 MWh/$1000 USD in FY2021 down to 0.040 MWh in FY2024[1]). In addition to energy use reductions, we achieved emissions reductions as a result of a shift to energy providers with better emissions profiles.

These reductions were partially offset by the purchase of fewer Renewable Energy Credits (RECs), driven largely by limitations in existing multi-year contracts. Other increases in emissions resulted from the inclusion of a new site due to business growth, production shifts, and more carbon intensive energy mixes being used by electricity suppliers this past year.

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

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

Scope 3 Emissions

Scope 3 emissions is the measure of emissions that are related to Cimpress but which occur outside of our own operations. Scope 3 emissions account for 97% of the total of Scopes 1, 2 and 3. In alignment with our commitment to decarbonize across our entire value chain, Cimpress calculates emissions across all applicable Scope 3 categories. Within Scope 3, our Upstream Transportation and Distribution (UTD), along with Purchased Goods and Services (PG&S), account for approximately 90% of total Scope 3 emissions.

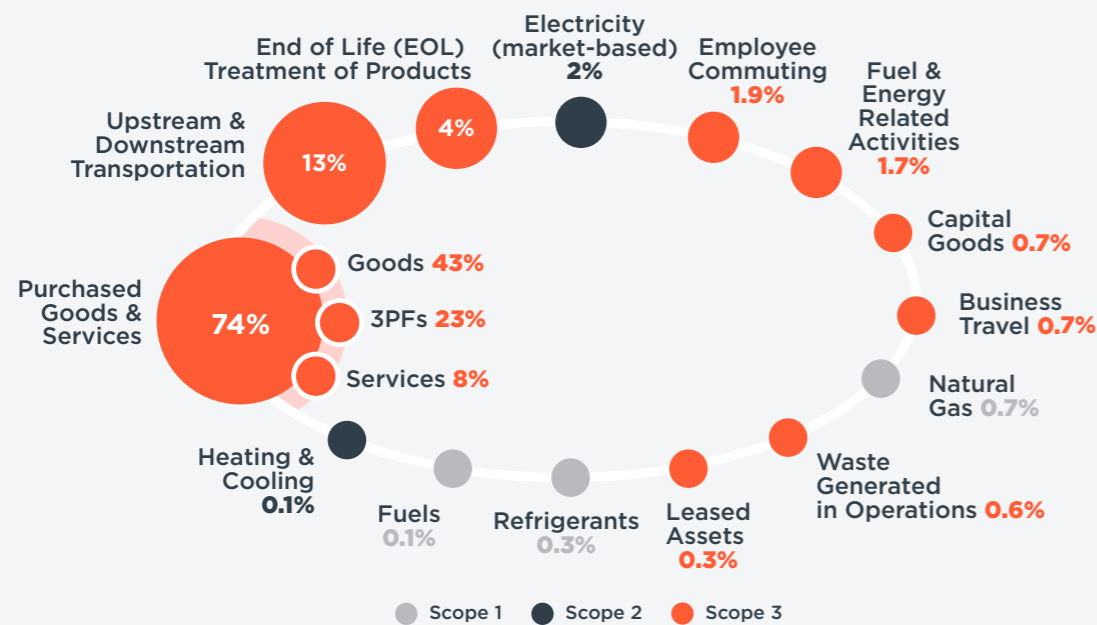We have historically relied on procurement expenditures as the basis of emission calculations. Although this is an acceptable approach under the GHG Protocol Corporate Accounting and Reporting Standard to effectively inform the action needed to achieve our goals we continue to shift toward emissions accounting methodologies that decouple emissions calculations to the greatest degree possible from raw material and purchased services costs. This is particularly important in an inflationary economy where price and volume levels do not move together. However, improving the accuracy of our inventory and adopting methodologies that more closely link emissions to activity has been challenging given the nature of our business, which includes an expansive, global network of team members, assets, and suppliers, as well as a variety of product offerings.

As a part of our continued shift away from spend-based accounting, we made significant strides in our accounting quality in our two largest Scope 3 categories – Purchased Goods and Services, and Upstream Transportation and Distribution (logistics). This enhanced visibility into the emissions of specific suppliers and products in high emitting categories allows us to engage more meaningfully with suppliers around their existing and potential reduction plans, as well as include emissions as a consideration when comparing commodities and services that are available from multiple suppliers on the market. For the first time, we are beginning to see signs of a decoupling of emissions from expenditures in these categories.

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

In FY2024, we deepened our engagement with our largest suppliers of materials, IT services, and logistics to obtain supplier-specific emissions data, in accordance with our quality criteria, that replaces spend-based emission factors. As a result, we have now successfully shifted 47% of our Scope 3 emissions accounting away from inflation- and growth-influenced spend (up from 33% the previous year). Where possible, we have adopted the use of generic weight-based emission factors for select PG&S categories where supplier-specific data is not yet available, starting with emissions associated with our paper products.

Our transition to weight-based data and supplier-specific emissions factors has helped improve the accuracy of our emissions calculations and reduced distortions of price inflation on our FY2024 inventory. 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, however this was not necessary in FY2024.

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FY2024 GHG Inventory by Scope and Source

Cimpress' Scope 3 performance has shown an overall reduction of 15% against our FY2019 baseline, and 9% improvement year over year. This reduction came despite a 0.7% increase in expenditures across all businesses in FY2024 compared to FY2023. We remain above our targeted decarbonization pathway for FY2030, but as discussed above have now reached a place where more meaningful decisions can be made about the most efficient places to drive progress on Scope 3 emissions.

Scope 3 Decarbonization Pathway

Scope 3 CO_2e (tonnes)

Target   Actual
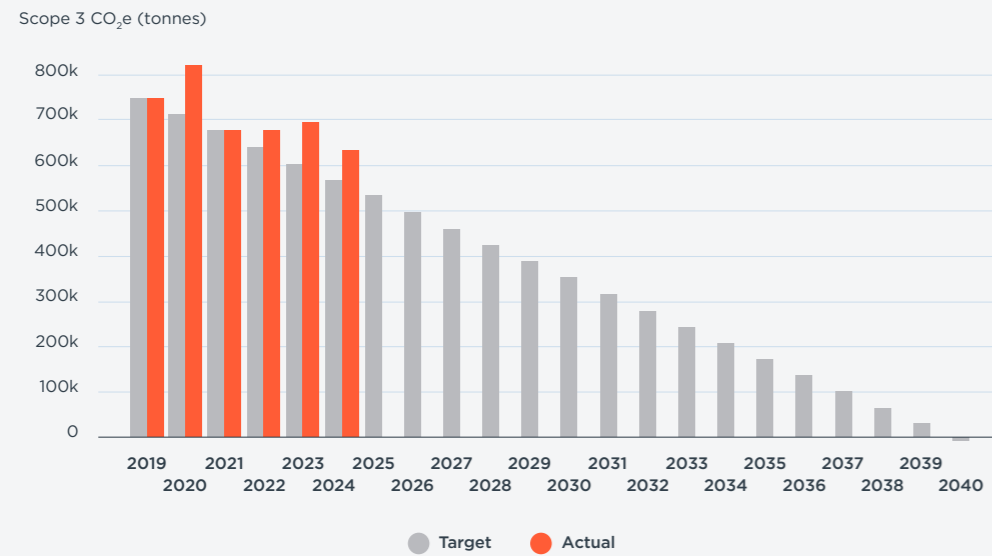
In FY2024, we reduced our Scope 3 emissions footprint by almost 61,000 tCO_2e. Approximately 85,000 tCO_2e of reduced emissions are the result of improved accounting and actual emissions reductions. While improved accounting does not reduce the "real world" impact of carbon that is being emitted as a result of our operations, these reductions came as a result of more than three years of work by a significant number of Cimpress team members, and is foundational to future decarbonization. We saw offsetting emissions increases resulting from increased spend on raw materials and services, and as a result of an immaterial error from one of our suppliers in FY2023.
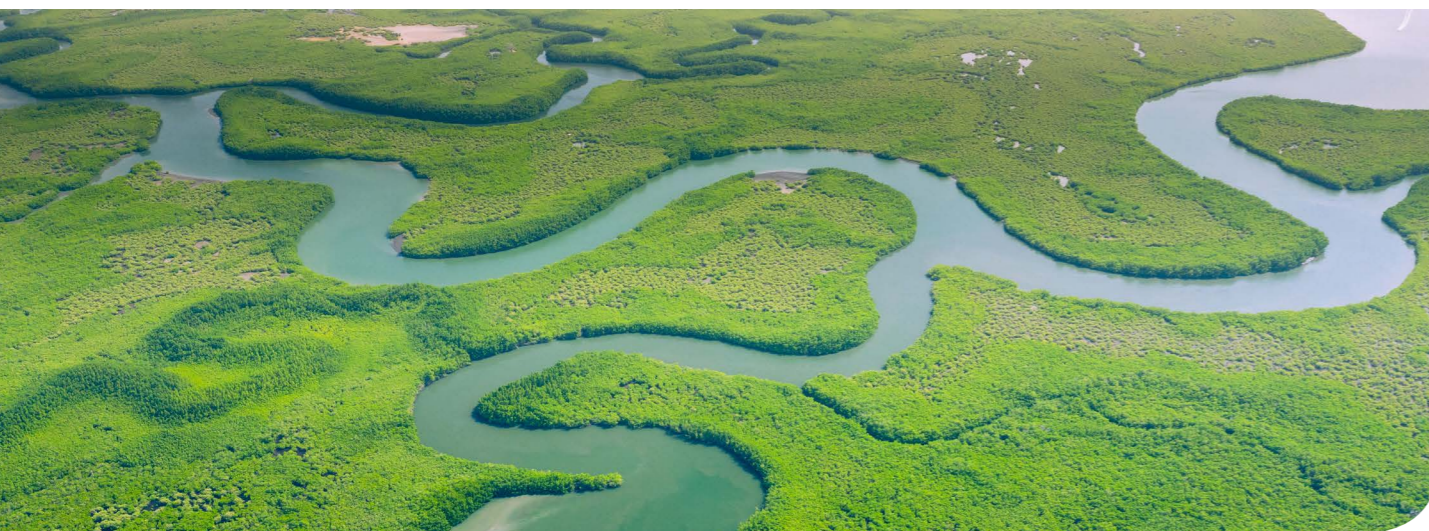
FY2024 Scope 3 Changes in Emissions (tCO$_2$e)

Increase   Decrease   FY Total

Emissions Scope[2]	FY2019 (tCO$_2$e)	FY2023[3 4 5] (tCO$_2$e)	FY2024[7] (tCO$_2$e)
Scope 3 – Total (tCO$_2$e)[6]	746,066	693,331	632,409

We expect to continue to see fluctuations in our calculated GHG inventories year over year as a result of improved accounting. While to date the vast majority of the accounting improvements we have seen in the Upstream Transportation and Purchased Goods and Services categories have resulted in lowered emissions, we do not believe that this trend will continue through all raw materials and categories. We are committed to remaining transparent in our approach to calculating emissions as we strive to utilize the latest, most accurate data available. In addition to improving the accuracy of our data, we are building internal systems and processes that enhance our insights into carbon reduction that are independent of spend and account for business growth.

1. Some figures do not add up due to rounding.
2. Each individual increase and decrease in emissions reflected in the above waterfall chart is rounded to the nearest whole number; therefore, a sum of the individual categories will not exactly match the total.
3. Included in prior periods' Report of Independent Certified Public Accountants.
4. Within Upstream transportation & distribution (Category 4), Cimpress continued to transition from using spend-based emission factors to using supplier-specific emissions data for select suppliers in FY2024 (a process which began in FY2022). Historical emissions cannot be recalculated based on this new methodology because historical data could not be obtained.
5. Within the End of Life Treatment of Sold Products (Category 12), Cimpress adopted new business-specific data sources to calculate emissions beginning in FY2024. These data sources included use of country-specific recycling and waste diversion data for all markets, as well as segregation of end-of-life data for paper from other materials. Historical emissions could not be recalculated based on this new data source because historical data could not be obtained.
6. Excludes emissions from Downstream transportation & distribution (Category 9), Processing of sold products (Category 10), and Franchises (Category 14), which are inapplicable to Cimpress, as well as emissions from Investments (Category 15), as Cimpress investments are short-term debt holdings with unspecified use of proceeds. Emissions from Use of sold products (Category 11) are also excluded as these are considered de minimis and are extremely difficult to assess.
7. Included in the FY2024 Report of Independent Certified Public Accountants.

Climate Risk & Opportunity Assessment

Physical Risk & Opportunity

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

We don't see material opportunities resulting from the physical risk of climate change.

Financial Risk & Opportunity

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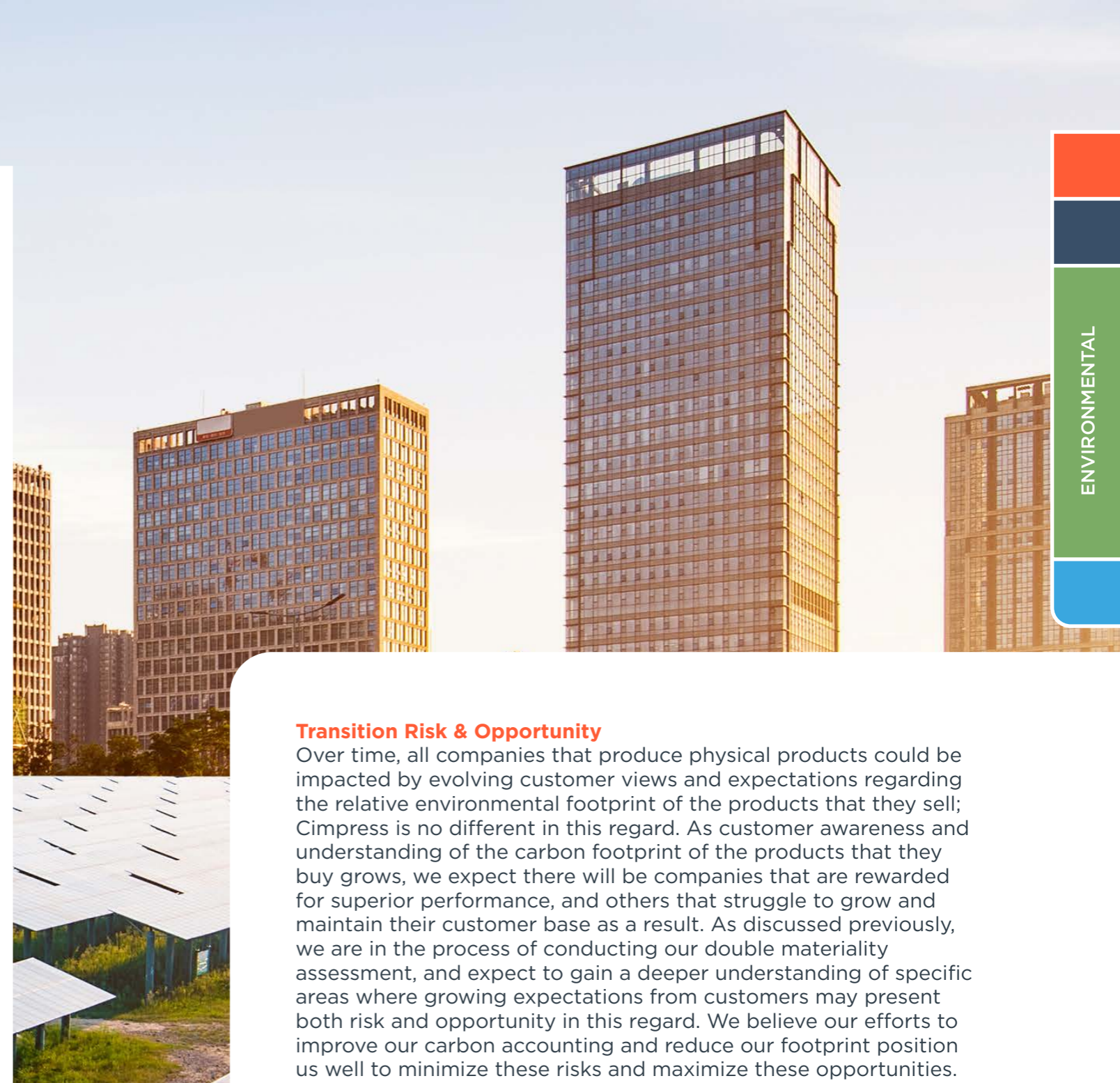
Transition Risk & Opportunity

Over time, all companies that produce physical products could be impacted by evolving customer views and expectations regarding the relative environmental footprint of the products that they sell; Cimpress is no different in this regard. As customer awareness and understanding of the carbon footprint of the products that they buy grows, we expect there will be companies that are rewarded for superior performance, and others that struggle to grow and maintain their customer base as a result. As discussed previously, we are in the process of conducting our double materiality assessment, and expect to gain a deeper understanding of specific areas where growing expectations from customers may present both risk and opportunity in this regard. We believe our efforts to improve our carbon accounting and reduce our footprint position us well to minimize these risks and maximize these opportunities.

Social

Designed by TikaDesign on 99designs by Vista

Heloisa Helena, known as TikaDesign on the 99designs by Vista freelance network, is a Brazilian designer celebrated for her vibrant, colorful designs across branding, packaging, web design, and illustration. She joined the 99designs platform after the birth of her daughter, finding in the platform a path for creative and professional growth. Working with clients worldwide has helped Heloisa refine her unique, dynamic style and improve her foreign language skills in both English and Spanish. Over the years, she's established lasting relationships with many clients who appreciate the high-quality results she consistently delivers.

Heloisa's design for this report reflects her capacity for vibrant storytelling: her colorful, dynamic approach, portraying a collaborative, inclusive workspace with digital and artistic elements that symbolize creativity and teamwork. The colorful geometric shapes enhance the creativity and playfulness, reflecting an inspiring environment where diverse minds come together to innovate.

"I started to work on 99designs because I sought the flexibility to work from home, enabling me to care for my baby girl. My husband (who also works as a freelance graphic designer on 99designs) and I chose this platform to be able to stay home for our daughter, who was born prematurely and needed special care. Now she is a healthy, beautiful 10-year-old. 99designs has helped us grow as a family, and I look forward to continuing this partnership for many years."

Our People

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

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

Workforce by Demographic[1]

Gender	Overall
Male	51%
Female	47%
Other	0%
Not reported	2%

Age	Overall
Under 30	33%
Between 30 and 50	56%
Over 50	11%

Workforce by Employment Type[2]

Employment Type	Overall	Male	Female	Other	Not reported
Permanent	97%	51%	47%	0%	2%
Temporary	3%	55%	45%	0%	0%
Full-Time	94%	52%	46%	0%	2%
Part-Time	6%	41%	58%	0%	1%
Non-guaranteed hours	0%	44%	56%	0%	0%

1. Excludes contractors, freelancers and interns.
2. Excludes team members whose information is not available, which represents less than 1% of team members whose information was included in data collection.

Diversity, Equity & Inclusion (DEI)

Cimpress is made up of a culturally and internationally diverse workforce. Every day, team members with diverse backgrounds and perspectives work closely together toward business goals and in doing so, develop a mutual respect and shared sense of purpose.

We believe in the power of inclusive teams where debating as trusting colleagues to surface multiple points of view, 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 recognize, reward and promote based on hard work and results, not other factors. We know that achieving an inclusive, merit-based culture is a continuous journey, not a one-off destination.

Businesses and teams across Cimpress support diversity of team members, being intentional in their actions to provide education around diversity, inclusion and bias, increasing representation for underrepresented groups and fostering belonging and meritocracy for everyone.

Embracing Transparency And Accountability

Where legally permitted, we leverage data on diversity to create positive change. In addition to monitoring performance data, we actively track team member sentiment. We strive to better understand how regional cultures and legal systems are considered as we refine our measurement approach.

We disclose Cimpress-wide gender and age distribution data of our board, executive management, technology roles, and senior management, as well as the ethnicity 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 countries in which we operate.

Donut chart labels: Other countries, Ireland, UK, Australia, Austria, Czech Republic, Ukraine, France, Brazil, Spain, Philippines, Mexico, Germany, Italy, Netherlands, Jamaica, Canada, USA, Tunisia, India
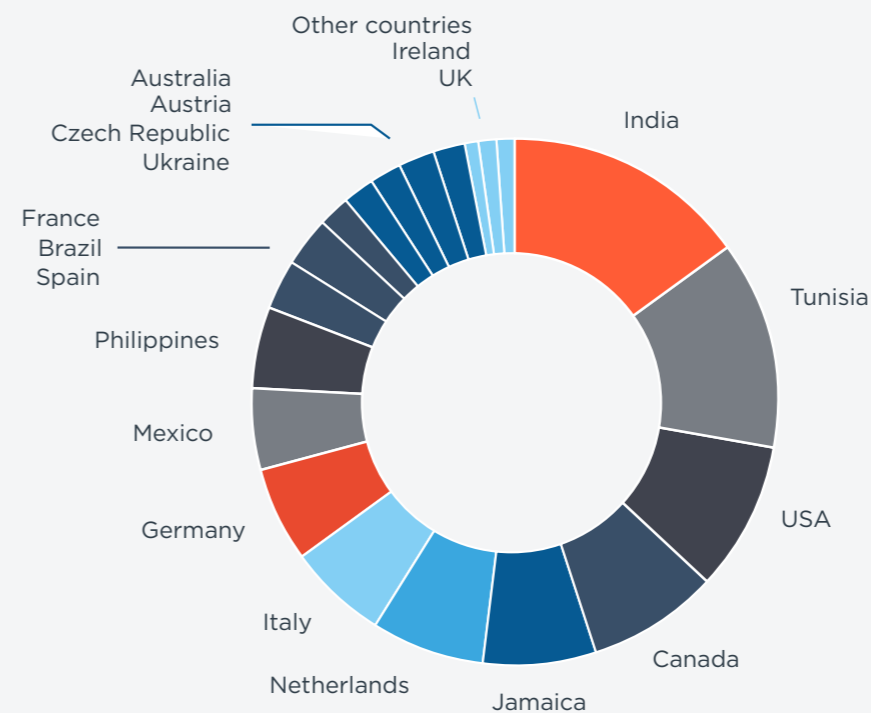
Team Member Location

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

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

Workforce Diversity by Role Category	Male	Female	Other gender	Not reported	Under 30	Between 30 and 50	Over 50
Board of Directors[4]	60%	40%	0%	0%	0%	20%	80%
Top Management[5]	68%	32%	1%	0%	4%	70%	26%
Senior Management[6]	66%	34%	0%	0%	3%	84%	13%
Tech Roles[7]	73%	26%	0%	0%	43%	53%	3%
All other Team Members	46%	52%	0%	2%	34%	54%	12%

1. Some figures do not add up to 100% due to rounding.
2. Excludes contractors, freelancers and interns.
3. Gender and age breakdown excludes team members whose information is not available, which represents less than 1% of all team members whose information was included in data collection.
4. The board member demographics provided reflect the composition for FY2024. As of November 2024, one of our independent directors, Zachary Sternberg, did not stand for reelection at the annual general meeting of shareholders.
5. Top Management roles include team members within one and two reporting levels below the administrative and supervisory bodies.
6. Senior Management roles include team members who are in Director-level roles or above (excluding team members in Top Management roles).
7. 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.

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Cimpress U.S. Team Member Racial Diversity[1][2]

Cimpress U.S. Team Member Racial Diversity	All Team Members	Top Management[3]	Senior Management[4]	Tech Roles[5]	For reference: 2020 U.S.Census
Asian	13%	10%	13%	28%	6%
Black or African American	4%	0%	1%	1%	12%
Hispanic or Latinx	16%	5%	6%	5%	19%
White or Caucasian	59%	80%	73%	55%	62%
Other	3%	0%	2%	4%	1%
Not reported	4%	5%	5%	6%	N/A

Since Cimpress' founding, we have strived to create workplaces that support gender equality, racial equality, LGBTQ+ rights, globalism, and religious and political freedom and tolerance. Importantly, we believe that our DEI initiatives must support a culture in which team feel comfortable regardless of political views (for example, right, left or centrist) as long as those views do not infrige on the rights of others to express alternative perspectives. Example policies which help ingrain DEI in our culture include Tradeprint's Equal Opportunities policy, BuildASign's Equal Employment Opportunity Policy, Cimpress central teams and Vista Transgender Inclusion Guidelines and Exaprint's Professional Equality trade union agreement.

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.

1. Some figures do not add up to 100% due to rounding.
2. Excludes contractors, freelancers and interns.
3. Top Management roles include team members within one and two reporting levels below the administrative and supervisory bodies.
4. Senior Management roles include team members who are in Director-level roles or above (excluding team members in Top Management roles).
5. Tech Roles include team members whose role is categorized in or generally consistent with the 15-0000 group (Computer and Mathematical Occupations) or 17-0000 group (Architecture and Engineering Occupations) of the U.S. Bureau of Labor Statistics' 2018 Standard Occupational Classification System.

Cimpress Central Teams and Vista Team Member Self ID Survey
To understand our team member population better, we conduct an annual voluntary and anonymous self-identification survey (Self-ID survey) among Cimpress central teams and Vista team members.

From the FY2024 Self-ID survey, a reflection of the diversity of our team members can be found below:

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53% of respondents are caregivers

12% are members of LGBTQ+ community; 2% identified themselves as non-binary or transgender

38% of respondents either identified themselves as part of the LGBTQ+ community and/or have a loved one who does

21% of respondents live in a country different from their birth country

67% of respondents speak two or more languages

More than 20% of respondents have a personal connection with military service. 22% have a relative in the military and 4% have or are actively serving in the military

18% of respondents identify as having a disability, mental health condition, or being neurodiverse

Strong and increasing levels of awareness and interest in DEI offerings: 23% YOY increase in the Self-ID Survey participation

Launched the first annual in-person ERG Leadership Summit to provide ERG leadership teams with networking and professional development opportunities

The Vista DEI team works in tandem with Human Resources to expand Cimpress central teams and Vista people programs, fostering team member growth and creating fairer, more equitable experiences through aligned policies and practices. The Vista DEI team also provides support for Employee Resource Groups, establishing sustainable processes and fostering intersectional partnerships and funding activities of these groups.

1. The anonymous Self-ID survey garnered over 700 responses from team members across Vista, Cimpress Services, and Cimpress Technology.

Employee Resource Groups

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

In FY2024, Cimpress central teams and and Vista supported five ERGs: Women at Work (W@W), Mosaic, Pride, Mental Health Alliance (MHA), and Military Veteran and Families (MVF), which stand as beacons of support, driven by team members themselves.

Education and Awareness

The culture pillar of our DEI approach focuses on building experiences and opportunities that create empathy and awareness and equip team members with practical actions to contribute to an inclusive workplace. By the end of FY2024, at Cimpress central teams and Vista we:

- Identified learning & resource needs through self-ID & internal engagement surveys, ERGs and internal stakeholder teams.
- Developed a framework of DEI capabilities, resources & toolkits.
- Piloted learning experiences, including bespoke learning courses and hybrid learning paths (async content and sync sessions), keynote talks, and learning circles.
- Launched the DEI Foundations Certificate with practical, evidence-based approaches to:
  - Manage unconscious bias in your everyday interactions & business decisions
  - Work effectively in culturally diverse teams
  - Create inclusive work experiences that enable all team members to contribute fully
  - Provide support and allyship to help level the playing field for team members from under-represented identities

Cimpress India conducted a persons with disability accessibility evaluation at our Mumbai and Ahmedabad offices, in alignment with the Indian government's Universal Access guidelines. This comprehensive assessment identified key infrastructure improvements that will enhance the office environments, making them welcoming, inclusive, and accessible for everyone. The project aims to create spaces where all team members, regardless of ability, can thrive.

Pixartprinting launched a notable initiative to enhance team member wellbeing. In FY2024, Pixartprinting introduced WECARE for People, which provides all team members with two free cycles of sessions with wellness professionals, including psychologists, to support those facing violence or abuse. Furthermore, two Pixartprinting team members have completed a Master's program in Diversity, Equity, and Inclusion to implement new practices and drive projects within the company.

Understanding and Enhancing Team Member Experience

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

- In FY2024, Cimpress central teams increased their employee engagement score to 8.3/10 from 8.0 the prior year, while Vista's score improved to 8.0/10 from 7.6. This compares to a relevant benchmark score of 7.9/10.
- Printdeal's engagement survey showed key scores including Health at 75/100, Development at 73, Strong Management at 72, and Faith in the Organization at 81. Vitality and Workplace Atmosphere were rated 68 and 72, respectively, while Meaningful Work scored 75.
- In addition, Printi achieved an employee Net Promoter Score (eNPS) of 51 as of April 2024. Notable results from their survey include a rating of 4.1/5 for DEI promotion, 4.2 for benefits, and 4.1 for quality of life.

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 reduce biases and ensure that open positions are accessible to all potentially qualified candidates who are interested in applying.

New Hire Demographics[1][2]

Gender	Percentage
Male	48%
Female	51%
Other	1%
Not reported	1%

Age	Percentage
Under 30	59%
Between 30 and 50	37%
Over 50	4%
Unknown	0%

1. Some figures do not add up to 100% due to rounding.
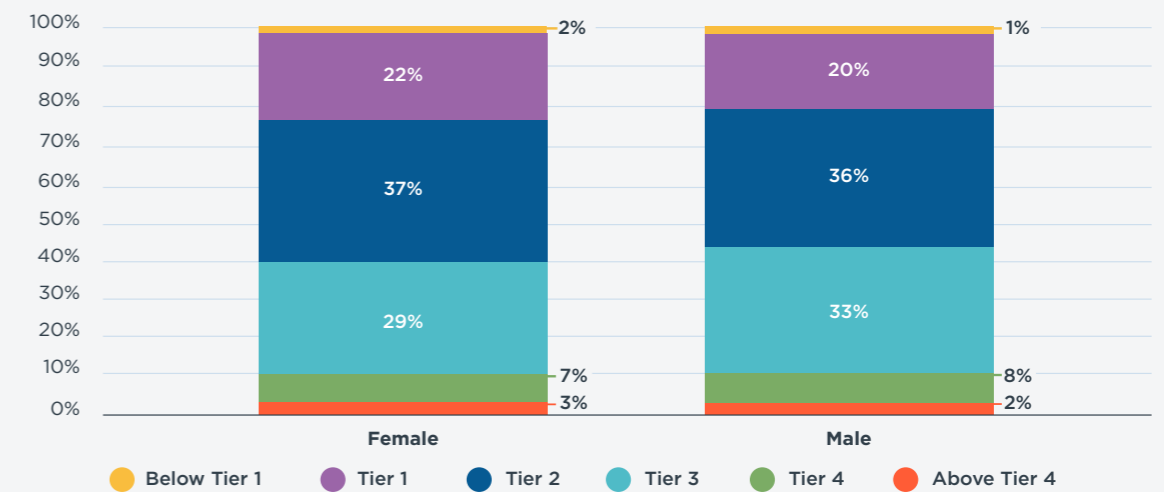2. Excludes contractors, freelancers and interns.

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Equitable Pay

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

With a workforce spanning over 20 countries and many locations within countries that have vastly different cost of living and prevailing compensation rates, Cimpress central teams and Vista have established compensation practices to ensure fair and equitable within comparable 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 our commitment to fair pay, we do not utilize global salary grades or bands. Instead, we market-price every position to the local market and review 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.

Cimpress central teams and Vista operate performance-based compensation programs, designed to incentivize and reward team members for achieving their goals and objectives. The pay-for-performance program aims to reward team members for contributions and behaviors that align with the company's goals and values. Additionally, annual merit pay increases are implemented to acknowledge top performers, resulting in a base salary increase for the following year. Various factors are taken into account when determining merit increases, including length of service, time in role, pay position within the range, internal equity, and performance rating. Team member performance is thoroughly evaluated through our annual Performance Excellence Process.

The charts on this page reflect Vista pay distribution by self-reported team member group. For each group (i.e., Male, Female, Asian, Black or African American, Hispanic, Native Hawaiian/Two or More Races/Indigenous, White), we report the percent of team 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 "Tier 1" or above "Tier 4". We use compensation ranges for roles to reflect the fact that for any given job level and role, people have varied experience levels and performance.

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

	Female	Male
Below Tier 1	2%	1%
Tier 1	22%	20%
Tier 2	37%	36%
Tier 3	29%	33%
Tier 4	7%	8%
Above Tier 4	3%	2%

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

Vista U.S. Compensation Distribution by Self-Reported Ethnicity
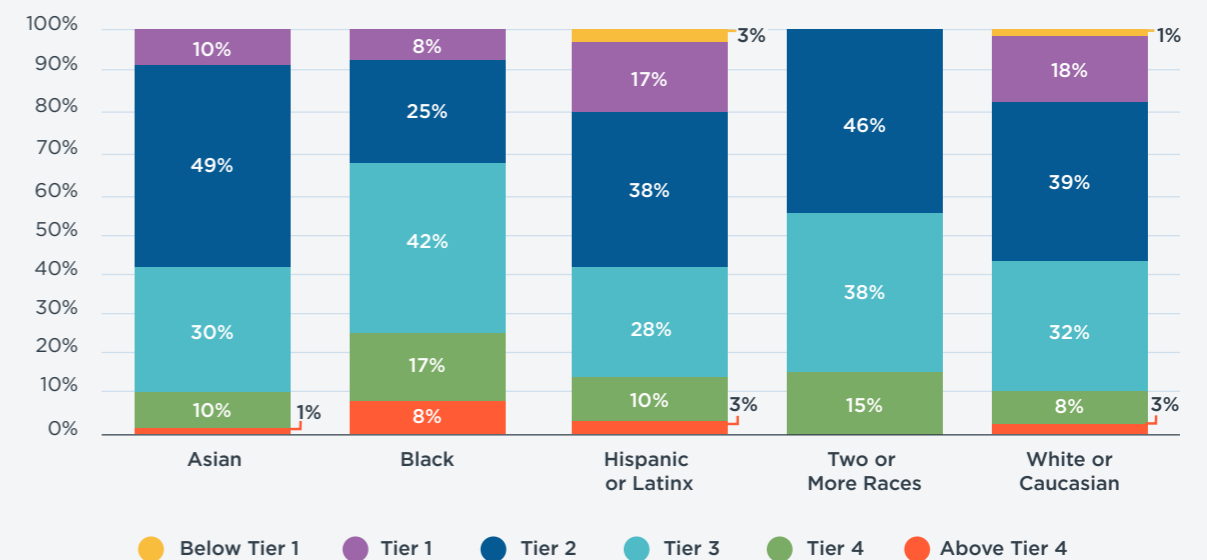
	Asian	Black	Hispanic or Latinx	Two or More Races	White or Caucasian
Below Tier 1			3%		1%
Tier 1	10%	8%	17%		18%
Tier 2	49%	25%	38%	46%	39%
Tier 3	30%	42%	28%	38%	32%
Tier 4	10%	17%	10%	15%	8%
Above Tier 4	1%	8%	3%		3%

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

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Gender Pay Gap

The Cimpress central teams and Vista compensation teams perform regular internal pay equity analyses and work closely with leadership and human resources business partners to research and address any concerns. The foundation of our compensation program commits to fair pay and the Compensation team continuously reviews data and leverages tools that enable in-depth pay analysis. Cimpress central teams and Vista maintain fair pay practices across gender lines for individuals in the same job, level, and location. This is supported by the closely aligned compa-ratio (the calculated relationship between a team member's salary and the market pay position for that job level, category and geography), which shows a near-equal distribution of pay between males and females when these factors are taken into account. For example, the average compa-ratio for females is 95.66%, compared to 94.61% for males, indicating that we provide equitable compensation to both genders for comparable roles across the organization.

This year, in alignment with the evolving Corporate Sustainability Reporting Directive (CSRD) and our commitment to transparency, we have integrated a new formula into our reporting. We conducted a gender pay gap analysis according to the European Sustainability Reporting Standards (ESRS), which outline detailed requirements for measuring and disclosing pay disparities. This analysis was conducted specifically for Cimpress central teams and Vista. In our view, this prescribed approach for measuring and disclosing pay disparities doesn't represent pay equity for Cimpress based on the distribution of team member roles and geographies as compared to the data previously described. For example, certain higher-compensated job functions, most notably technology, are skewed to males. Additionally, as it relates to the geographic distribution of Cimpress central teams and Vista, over 35% of females are employed in lower labor cost locations, which also is based on the functions most prevalent in those locales. We continue to be focused on making progress in improving gender representation in senior roles, particularly in leadership and technical positions. The identified pay gap based on this approach is 20.68% and is not adjusted for a comparison of like-for-like roles and levels. This figure is derived from the average gross hourly pay levels for male and female team members, using the following formula:

$$\frac{(\text{Average gross hourly pay level of male employees} - \text{average gross hourly pay levels of female employees})}{\text{Average gross hourly pay level of male employees}} \times 100$$

This calculation excludes 3% of team members from Cimpress central teams and Vista, for whom gender data was unavailable, as well as contractors, freelancers and interns. Although Cimpress central teams and Vista recognize gender options beyond male and female, the methodology used for the gender pay analysis does not.

Driving Community Impact In FY2024

In FY2024, our businesses made contributions that align with our approach to social responsibility. By investing in projects that promote educational advancement, empowerment, and support for marginalized communities, we aim to drive positive change and foster an inclusive environment for all. Below, we highlight the key contributions made across various businesses:

BuildASign
Their support went to Huston-Tillotson University, Girlstart, and Williams School, focusing on educational and empowerment programs. They also contributed to the Girls Empowerment Network, OutYouth, and Project Transitions, aiding young women, LGBTQ+ youth, and transitional housing services, respectively.

Pixartprinting
Pixartprinting provided in-kind donations to ten local charities in FY2024, benefiting people with disabilities, the elderly, and victims of domestic violence.

Tradeprint
Tradeprint launched the Employee Sponsorship Fund in March 2024, allowing team members to seek donations for charitable causes. Tradeprint also maintained their Volunteer Time Off policy, with team members volunteering at food banks, clothing shelters, and more, including a notable life-saving rescue featured in a documentary.

Cimpress India
Cimpress India contributed to several initiatives, including the Vallabhdas Dagara Indian Society for Mentally Challenged, Sarthak Educational Trust, and TATA STRIVE, supporting skills development and empowerment for disadvantaged youth. They also donated to the Akshaya Patra Foundation for mid-day meals, benefiting 2,107 individuals.

WirMachenDruck
WirMachenDruck donated 10,000 "Happy Friday" gift boxes to children from low-income households in Eastern Europe. This initiative aimed to bring joy and support to children in economically challenged regions.

Awards & Recognitions

Awards & Recognition

This FY2024, we have received several awards recognizing our efforts in Diversity, Equity, and Inclusion (DEI) in the workplace. These acknowledgments highlight our initiatives to create an inclusive and diverse environment where each team member can contribute their unique perspectives. We remain committed to continuously improving in these areas as part of our ESG strategy and in support of a more equitable workplace for everyone.

Best Company
CULTURE
2023

DiversityJobs
MITRATECH
EMPLOYER MEMBER
2024
Committed to diversity in the workplace

Great Place To Work®
Certified
OCT 2023 - OCT 2024
INDIA

🏆 **Cimpress India** was recognized by The Economic Times as a Future Ready Organization for 2024-2025, and certified as a Great Place to Work, highlighting its status among India's leading employers for creating an outstanding employee experience.

🏆 **druck.at** was awarded the title of 'Leading Employer' by The Leading Employers Awards for the fourth consecutive year.

🏆 **Goldstar**, part of **National Pen**, has been recognized as one of the 2024 PPAI Greatest Companies to Work For, awarded by the Promotional Products Association International (PPAI).

3rd Edition

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2024-2025

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CONGRATULATIONS

Large Scale Enterprise

cimpress

HUMAN RIGHTS CAMPAIGN FOUNDATION

2023-2024 Corporate Equality Index

Human Rights In The Value Chain

Our Commitment to Human Rights In Our Supply Chain

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

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

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

Supplier Code Of Ethics

Our Supplier Code of Conduct outlines our expectations on how our suppliers should work when partnering with Cimpress. Once signed, it applies to Cimpress suppliers and their team members, officers, and directors. Suppliers are responsible for ensuring that their next tier suppliers and subcontractors receive and comply with the Code.

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

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

Empowering Small & Medium Businesses: A Year of Lasting Impact

Small and medium businesses (SMBs) are an important economic engine for both local communities and the global economy. Although the definition of SMBs vary across regions, research continues to show the vital role they play in fueling economic growth.

According to the World Trade Organization, SMBs represent about 90% of businesses and more than 50% of employment worldwide[1]. At the same time, systemic barriers continue to create inequalities in wealth and access to capital for underrepresented communities.

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

Collaborating with the National Association for the Advancement of Colored People (NAACP) and the Boston Celtics Shamrock Foundation, Vista extended its support for the Power Forward Small Business Grant initiative. This joint effort, totaling $1,500,000 (shared between Vista and the Celtics), is dedicated to fostering lasting economic empowerment for Black-owned small businesses throughout New England, United States. The program offers grants of $25,000 along with invaluable design and marketing assistance.

As part of Vista's partnership with Wrexham Association Football Club (AFC), they donated £3,000 to the Wrexham Food Bank, supporting the fight against food insecurity in the community. Additionally, Vista created custom marketing materials for three Welsh small businesses recognized as "Small Business of the Match", and printed posters for the Wrexham AFC Women's U.S. Tour, showcasing their commitment to local development and support for sports initiatives.

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

Company Summary Data	FY2023	FY2024
Revenue[1][2]		
Revenue ($ thousand USD)	$ 3,079,627	$ 3,291,856
Change from previous year (%)	7%	7%
Organic constant-currency revenue growth (%)[3]	11%	5%
Vista ($ thousands)	$ 1,613,887	$ 1,741,600
PrintBrothers ($ thousands)	$ 578,431	$ 638,036
The Print Group ($ thousands)	$ 346,949	$ 358,918
National Pen ($ thousands)	$ 366,294	$ 391,192
All Other Businesses ($ thousands)	$ 213,455	$ 215,807
Vista (% of total)	52%	53%
PrintBrothers (% of total)	19%	19%
The Print Group (% of total)	11%	11%
National Pen (% of total)	12%	12%
All Other Businesses (% of total)	7%	7%
North America ($ thousands)	$ 1,552,835	$ 1,623,468
Europe ($ thousands)	$ 1,401,982	$ 1,541,635
Other ($ thousands)	$ 124,810	$ 126,753
North America (% of total)	50%	49%
Europe (% of total)	46%	46%
Other (% of total)	4%	4%
Production Facilities[4]		
Total (#)	21	22
North America (#)	7	7
Europe (#)	11	12
Other Regions (#)	3	3
Total (sqft)	3,086,716	3,125,961
North America (sqft)	1,613,764	1,613,765
Europe (sqft)	1,183,474	1,222,719
Other Regions (sqft)	289,478	289,478
North America (%)	33%	32%
Europe (%)	53%	55%
Other Regions (%)	14%	14%
North America (sqft (%))	52%	52%
Europe (sqft (%))	38%	39%
Other Regions (sqft (%))	10%	9%

1. Revenue by reportable segment includes intersegment revenue for businesses that fulfill on behalf of businesses in other segments. This inter-segment revenue, which is eliminated in our consolidated revenue results, was $53,697 (thousands) in FY2024.
2. Some figures do not add up to 100% due to rounding.
3. Constant-currency revenue growth excluding acquisitions/ divestitures. This excludes revenue results for businesses in the period in which there is no comparable year-over-year revenue.
4. Inclusive of leased and owned facilities.

Board Composition & Attendance	FY2023	FY2024
Independence		
Independent (%)	80%	80%
Executive (%)	20%	20%
Gender		
Male (%)	60%	60%
Female (%)	40%	40%
Age		
Under 30 (%)	–	–
Between 30 and 50 (%)	40%	20%
Over 50 (%)	60%	80%
Tenure		
Less than 3 Years (%)	20%	20%
Between 3 and 6 Years (%)	20%	–
Over 6 Years (%)	60%	80%
Average Tenure (years)	10.2	11.2
Median Tenure (years)	6.7	7.7
Ethnicity		
Asian (%)	–	–
Black or African American (%)	–	–
Hispanic or Latinx (%)	–	–
White or Caucasian (%)	80%	80%
Other (%)	–	–
Not reported (%)	20%	20%
Board Meetings		
Meetings Held (#)	4	3[1]
Attendance Rate (%)	100%	100%
Number of board members attending 100% of relevant committee meetings(#)	3	3
Nationality		
Non-U.S. Directors	40%	40%
U.S. Directors	60%	60%

1. Four of our five board members sit on committees. In FY2024, one board member missed one of 7 relevant committee meetings.

Our Team Member Composition

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

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

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

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

Top Management	Top Management roles typically include team members within one and two reporting levels below our CEO.
Senior Management	Senior Management roles include team members who are in Director-level roles or above (excluding team members in Top Management roles).
Tech Roles	Tech Roles include team members whose role is categorized in or generally consistent with the 15-0000 group (Computer and Mathematical Occupations) or 17-0000 group (Architecture and Engineering Occupations) of the U.S. Bureau of Labor Statistics' 2018 Standard Occupational Classification System.
All Other Team Members	The rest of the team members who don't fit into the roles described above.

Workforce Data [1][2]

Employment Type And Regional Distribution[3]	FY2023	FY2024
Employment Type[3]		
Permanent (%)	95%	97%
Temporary (%)	5%	3%
Non-guaranteed hours (%)	N/A	0%
Full-Time (%)	95%	94%
Part-Time (%)	5%	6%
Regional Distribution		
North America (%)	30%	29%
Europe (%)	33%	34%
All Other Regions (%)	37%	37%

Compliance Training	FY2023	FY2024
Training Completion[3]		
Corporate Team Members (%)	98%	100%
Non-Production Team Members (%)	95%	96%

Gender Diversity (Percentage Of Women)	FY2023	FY2024[3]
Overall[3]		
All Team Members (%)	45%	47%
Employment Type		
Permanent (%)	45%	47%
Temporary (%)	45%	45%
Non-guaranteed hours	N/A	56%
Full-Time (%)	44%	46%
Part-Time (%)	63%	58%
Roles		
Board of Directors (%)	40%	40%
Top Management (%)	31%	32%
Senior Management (%)	35%	34%
Tech Roles (%)	24%	26%
All Other Team Members (%)	46%	52%

Workforce Data

Age Diversity [1][2]	FY2023	FY2024
Overall		
Under 30 (%)	36%	33%
Between 30 and 50 (%)	54%	56%
Over 50 (%)	11%	11%
Top Management		
Under 30 (%)	2%	4%
Between 30 and 50 (%)	72%	70%
Over 50 (%)	26%	26%
Senior Management		
Under 30 (%)	4%	3%
Between 30 and 50 (%)	82%	84%
Over 50 (%)	14%	13%
Tech Roles		
Under 30 (%)	50%	43%
Between 30 and 50 (%)	49%	53%
Over 50 (%)	2%	3%
All Other Team Members		
Under 30 (%)	35%	34%
Between 30 and 50 (%)	53%	54%
Over 50 (%)	12%	12%

1. Includes permanent full-time, part-time, temporary and non-guaranteed hours team members on payroll as of June 30, 2024.
2. Excludes contractors and interns.
3. Excludes team members whose information is not available, which represents less than 1% of team members whose information was included in data collection.

1. Some figures do not add up to 100% due to rounding.
2. Age breakdown excludes team members whose information is not available, which represents less than 1% of all team members whose information was included in data collection.

Workforce Data

U.S. Ethnic Diversity[1]	FY2023	FY2024
U.S. Overall		
Asian (%)	12%	13%
Black or African American (%)	5%	4%
Hispanic or Latinx (%)	16%	16%
White or Caucasian (%)	58%	59%
Other (%)	3%	3%
Not Disclosed/Available (%)	6%	4%
U.S. Top Management		
Asian (%)	9%	10%
Black or African American (%)	0%	0%
Hispanic or Latinx (%)	7%	5%
White or Caucasian (%)	80%	80%
Other (%)	0%	0%
Not Disclosed/Available (%)	4%	5%
Senior Management		
Asian (%)	13%	13%
Black or African American (%)	2%	1%
Hispanic or Latinx (%)	3%	6%
White or Caucasian (%)	75%	73%
Other (%)	2%	2%
Not Disclosed/Available (%)	6%	5%
U.S. Tech Roles		
Asian (%)	29%	28%
Black or African American (%)	1%	1%
Hispanic or Latinx (%)	6%	5%
White or Caucasian (%)	53%	55%
Other (%)	3%	4%
Not Disclosed/Available (%)	7%	6%
U.S. All Other Team Members		
Asian (%)	8%	8%
Black or African American (%)	7%	7%
Hispanic or Latinx (%)	23%	22%
White or Caucasian (%)	53%	55%
Other (%)	3%	4%
Not Disclosed/Available (%)	6%	4%

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

Workforce Data

Employee Turnover	FY2023	FY2024[1]
Team Member-Initiated Voluntary Leavers by Gender		
Male (%)	48%	48%
Female (%)	50%	51%
Other (%)		0%
Not reported (%)	1%[2]	1%
Team Member-Initiated Voluntary Leavers by Age		
Under 30 (%)	55%	54%
Between 30 and 50 (%)	38%	40%
Over 50 (%)	6%	6%
Company-Initiated Involuntary Leavers by Gender		
Male (%)	50%	51%
Female (%)	47%	47%
Other (%)		1%
Not reported (%)	4%[2]	1%
Company-Initiated Involuntary Leavers by Age		
Under 30 (%)	46%	45%

New Hires[3]	FY2023[4]	FY2024
Gender		
Male (%)	46%	48%
Female (%)	44%	51%
Other (%)		1%
Not reported (%)	9%[2]	1%
Age		
Under 30 (%)	55%	59%
Between 30 and 50 (%)	40%	37%

Voluntary Turnover Rate[1][5]	FY2023	FY2024
Voluntary Turnover Rate		
Vista and Cimpress Central Teams (%)	12.9%	15.9%

Health & Safety	FY2023	FY2024
Fatalities		
Work-Related Fatalities (#)	0	0

1. Excludes team members whose information is not available, which represents less than 1% of team members whose information was included in data collection.
2. In FY2023, we calculated the data for the "Other" and "Not reported" categories jointly.
3. Some figures do not add up to 100% due to rounding.
4. Age breakdown excludes employees whose information is not available, which represents less than 1% of team members whose information was included in data collection
5. The figures are inclusive only of Cimpress central teams and of Vista (excluding VistaCreate/Depositphotos and 99designs).

Environmental Data

GHG Emissions	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Emissions						
Scope 1 (tCO$_2$e)	**7,046**	**7,073**	**7,254** [1]	**5,856** [1]	**6,131** [1]	**6,680** [Z]
Scope 2 - Location-based (tCO$_2$e)	39,923	34,231	29,007 [1]	26,925 [1]	27,429 [1]	27,796 [Z]
Scope 2 - Market-based (tCO$_2$e)	**23,235**	**18,975**	**14,927** [1]	**14,421** [1]	**17,461** [1]	**14,714** [Z]
Scopes 1 & 2 (MB) – Total (tCO$_2$e)	**30,281**	**26,048**	**22,181** [1]	**20,277** [1]	**23,592** [1]	**21,394** [Z]
Scopes 1 & 2 (MB) – Change from Previous year (%)	Not Applicable	-14%	-15%	-9%	16%	-9%
Scopes 1 & 2 (MB) - Change from Baseline (%)	Not Applicable	-14%	-27%	-33%	-22%	-29%
Scope 3- Total (tCO$_2$e) [2 5 6]	**746,066** [4]	**821,049** [4]	**675,996** [1 3 4]	**676,637** [1 3 4]	**693,331** [1 4 9]	**632,409** [Z]
Scope 3 - Change from Previous year (%)	Not Applicable	10%	-18%	0%	2%	-9%
Scope 3: Category 1 - Purchased goods and services (tCO$_2$e)	331,005 [4]	410,232 [4]	271,172 [14]	365,939 [14]	447,646 [14]	484,038 [Z]
Scope 3: Category 2 – Capital Goods (tCO$_2$e)	5,723	4,332	3,960 [1]	6,306 [1]	5,961 [1]	4,586 [Z]
Scope 3: Category 3 – Fuel and Energy-Related Activities, Not Included in Scope 1 or Scope 2 (tCO$_2$e)	11,150	9,413	9,671 [1]	10,550 [1]	10,763 [1]	10,803 [Z]
Scope 3: Category 4 – Upstream Transportation and Distribution (tCO$_2$e)	343,108	343,561	332,010 [1]	205,180 [1]	142,426 [1]	85,196 [Z]
Scope 3: Category 5 – Waste Generated in Operations (tCO$_2$e)	2,550	3,244	3,003 [1]	5,066 [1]	2,762 [1]	3,616 [Z]
Scope 3: Category 6 – Business Travel (tCO$_2$e)	1,812	1,482	524 [1]	2,292 [1]	4,059 [1]	4,618 [Z]
Scope 3: Category 7 – Employee Commuting (tCO$_2$e)	10,713	13,412	13,497 [1]	15,067 [1]	13,019 [1]	12,390 [Z]
Scope 3: Category 8 – Upstream Leased Assets (tCO$_2$e)	765	7,948	1,248 [1]	1,294 [1]	1,322 [1]	2,035 [Z]
Scope 3: Category 9 – Downstream Transportation and Distribution (tCO$_2$e)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 10 – Processing of Sold Goods (tCO$_2$e)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 11 – Use of Sold Goods (tCO$_2$e)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 12 – End of Life Treatment of Sold Products (tCO$_2$e)	37,902	26,643	40,911 [1]	64,799 [16]	65,268 [1]	25,061 [Z]
Scope 3: Category 13 – Downstream Leased Assets (tCO$_2$e)	1,338	782	0 [1]	144 [1]	104 [1]	66 [Z]
Scope 3: Category 14 – Franchises (tCO$_2$e)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Scope 3: Category 15 – Investments (tCO$_2$e)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Energy Consumption						
Total Energy Consumption (MWh) (Scopes 1 & 2 energy - without RECs)	153,657	143,291	139,358	132,280	135,138	132,487
Energy Consumption - Grid electricity (%)	81%	78%	75% [Z 8]	79% [Z 8]	77%	79%
Intensity						
Energy Intensity Ratio (MWh/$ thousand of revenue)	0.056	0.058	0.054 [Z 8]	0.046 [Z 8]	0.044	0.040
Scopes 1&2 Emissions Intensity Ratio (tCO$_2$e/thousand of revenue)	0.011	0.010	0.009	0.007	0.008	0.006

1. Included in the prior periods' Report of Independent Certified Public Accountants.
2. Excludes emissions from Downstream transportation & distribution (Category 9), Processing of sold products (Category 10), and Franchises (Category 14), which are inapplicable to Cimpress, as well as emissions from Investments (Category 15), as Cimpress investments are short-term debt holdings with unspecified use of proceeds. Emissions from Use of sold products (Category 11) are also excluded because they are considered de minimis and are extremely difficult to assess.
3. Excludes emissions from Purchased goods & services (Category 1), Capital goods (Category 2), Upstream transportation & distribution (Category 4), and Waste generated in operations (Category 5), from certain subsidiaries representing less than 1% of consolidated revenues.
4. Excludes emissions from products and services relating to select suppliers of National Pen, which account for less than 2.5% of Cimpress spend.
5. Within Upstream transportation & distribution (Category 4), Cimpress transitioned from using spend-based emission factors to using supplier-specific emissions data for select suppliers beginning in FY2022. This change in methodology resulted in a 59% decrease in emissions as compared to our FY2019 baseline year within Upstream transportation and distribution. Historical emissions could not be recalculated based on this new methodology because historical data could not be obtained.
6. Within End of Life Treatment of Sold Products (Category 12), Cimpress adopted a new business-specific data source to calculate emissions beginning in FY2022. This change in methodology resulted in a 58% increase in emissions within End of Life Treatment of Sold Products. Historical emissions could not be recalculated based on this new data source because historical data could not be obtained.
7. Included in the FY2024 Report of Independent Certified Public Accountants.
8. FY2021 & FY2022 values for "Energy Consumption – Grid Electricity (%)" and "Energy Intensity Ratio (MWh/$1000 USD revenue)" has been adjusted since the FY2022 report following identification of an error related to inclusion of EACs in the calculation. Energy consumption from the grid moved from 72% to 75% in FY2021, and 77% to 79% in FY2022. FY2021 Energy Intensity has been adjusted from 0.048 to 0.054, and FY2022 Energy Intensity has been adjusted from 0.041 to 0.046.
9. Scope 3 total does not precisely match the addition of Scope 3 sub-categories due to rounding.

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

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

Scope	Source	Methodology & Assumptions	Emissions Factor Source
3	Employee Commuting	Two methods exist for this category: Generic Method: headcount information is collected for each location via our Cimpress finance software; average distance travelled, mode of transport, and work from home information is obtained via online, city-specific census data that is available, and then multiplied by the appropriate emissions factors. Site-Specific Method: headcount, average distance travelled, mode of transport, and work from home information is obtained via site-specific employee commuting surveys, and then multiplied by the appropriate emissions factors.	BEIS (formly known as DEFRA)
	Upstream Leased Assets	The area of each rented (no operational control) asset within the FY is collected, and the appropriate database emissions factor (CBECS) is applied to that area.	IEA, CBECS
	Downstream Transport	Not Applicable	
	Processing of Sold Products	Not Applicable	
	Use of Sold Products	Not Applicable	
	EOL of Sold Products (intermediate product, if relevant)	Two methods exist for this category: Weight Method (actual): the total kilograms of shipments is collected via the manufacturing sites; the most current MSW %'s on how much of that weight was landfilled, recycled, incinerated for each business' main market or per market are then applied, and then further multiplied by a database emissions factor for the appropriate mode of disposal - which was either general or paper product specific. Weight Method (estimated): for those businesses who could not provide shipment data (BAS- JRZ), an extrapolation was made based off of BAS's main facility for the shipment weight for JRZ, and then the MSW % 's were applied to its main market.	US EPA
	Downstream Leased Assets	The lessor area for the FY is obtained, as well as the leased asset area. The total scope 1&2 emissions of the lessor is obtained via previously calculated Scope 1 & 2 data; the emissions are multiplied by the leased asset area and divided by the lessor area to get total emissions of the leased assets.	No EF; it is a calculation found in GHG Protocol; Scope 3 Guidance
	Franchises	Not Applicable	
	Investments	Not Calculated (use of proceeds is not specified, therefore optional)	

Responsible Forestry[1][2]	FY2020	FY2021	FY2022	FY2023	FY2024
FSC/PEFC-certified Material in Products (%)	85%	77%	86%	83%	89%
FSC/PEFC-certified Material in Packaging (%)	Not Available	Not Available	45%[3][4]	44%	74%

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

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 for the year ended June 30, 2024 ("Subject Matter"). Cimpress' management is responsible for preparing and presenting the Subject Matter in accordance with the criteria set forth in Note 1 (collectively, the "Criteria"). Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in AT-C section 102, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. 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 set forth in Note 1. 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 set forth in Note 1, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

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

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

The preparation of the Subject Matter requires management to evaluate the criteria set forth in Note 1, 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 review, we are not aware of any material modifications that should be made to the Subject Matter of Cimpress for the year ended June 30, 2024, in order for it to be presented in accordance with the criteria set forth in Note 1.

Grant Thornton LLP

Arlington, Virginia
December 6, 2024

Note 1

Metrics included in the Subject Matter and the Criteria presented in accordance with (or based on) the following:

Metrics included in the Subject Matter and the Criteria presented in accordance with the following:

Subject Matter	Criteria
- Scope 1 GHG emissions: Stationary emissions (natural gas, fuel for generators) - Scope 1 GHG emissions: Mobile emissions for company owned vehicles - Scope 1 GHG emissions: Fugitive emissions from refrigeration/ air conditioning	Greenhouse Gas Protocol[1]
- Scope 2 GHG emissions: Location-based purchased electricity - Scope 2 GHG emissions: Market-based purchased electricity	

- Scope 3 greenhouse gas ("GHG") emissions
 	
   o Category 1: Purchased goods and services
 	
   o Category 2: Capital goods
 	
   o Category 3: Fuel-and energy-related activities (not included in scope 1 or 2)
 	
   o Category 4: Upstream transportation and distribution
 	
   o Category 5: Waste generated in operations
 	
   o Category 6: Business travel
 	
   o Category 7: Employee commuting
 	
   o Category 8: Upstream leased assets
 	
   o Category 12: End-of-life treatment of Sold products
 	
   o Category 13: Downstream leased assets	

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[1] World Resources Institute and World Business Council for Sustainability Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), GHG Protocol Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard (collectively, the "GHG Protocol")

Corporate Information

Board of Directors

Robert S. Keane
Founder, Chairman and Chief Executive Officer

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

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

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

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

ESG & Investor Relations

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