2023
Sustainability
Impact Report

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About this Report

This report contains data covering our 2023 calendar year sustainability activities across all EFI locations, unless otherwise noted. The data contained in this report was vetted by internal subject matter experts and reviewed by our leadership team. We believe this information accurately represents our environmental, social, and economic impacts in 2023. This report was prepared with reference to the reporting principles and disclosures of the GRI Standards as detailed in the GRI Index on page 41.

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Message from Leadership

Our purpose is to help our customers maximize their success. We do that through the relentless pursuit of what's next in digital inkjet printing and with thoughtful care for the environment and minimizing waste.

EFI™ is pleased to present our second sustainability impact report, highlighting how we integrate sustainability into our culture and business activities.

Building on the governance infrastructure established last year, 2023 focused on formalizing our approach, collecting ESG data, and setting priorities to guide future targets.

We maintain industry certifications, receive accolades, and continuously innovate for higher quality and sustainability.

In response to customers' needs, we developed an environmental impact tool to quantify emissions, water, and waste for EFI technologies. We look forward to sharing our progress and continuing to position EFI as a sustainability leader in the print industry supply chain.

About Us

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Organizational Overview

Electronics for Imaging, Inc (EFI) was incorporated in 1988 and began operating in 1989. In 2018, EFI was acquired by the private equity firm Siris Capital. EFI's corporate headquarters are in Londonderry, NH, and now focuses its business on industrial inkjet innovation. At the end of 2023, EFI employed 1,300 employees across ten countries, with its largest populations located in the United States, India, Spain, Italy, and Israel facilities.

EFI is a global technology company, leading the worldwide transformation from analog to digital imaging. As an

innovator in the digital inkjet printing and ink technology space, EFI strives for continued excellence in helping its customer achieve cost and energy savings and reduce waste while enabling new digital inkjet applications.

Note: This report focuses on EFI Inkjet.

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Value Chain

EFI's industrial inkjet products address high-growth, digital inkjet markets where significant conversion of production from analog to digital printing is occurring. The operating segments consist of digital inkjet printers, solvent, UV LED and water-based inks, digital inkjet printer parts, and professional services. Our products enable printing on paper, vinyl, corrugated, textile, glass, plastic, aluminum composite, ceramic tile, wood, and countless other flexible and rigid substrates.

EFI products are sold primarily through our direct sales team, augmented by select distributors and resellers. Our Nozomi single-pass industrial digital inkjet platforms and inks are sold into the corrugated packaging, sign and display, and metal packaging markets. We also market a broad portfolio of flatbed, roll-to-roll, and hybrid UV LED wide- and superwide-format digital inkjet printers and inks for sign and display graphics printing. Our dye-sublimation fabric printers are marketed to display graphics soft signage producers and the hospitality and home furnishings markets. EFI textile printers, equipment and inks are marketed to the global textile industry. Our ceramic tile decoration and building materials single-pass, digital inkjet printers and inks are marketed to the ceramic tile industry and building materials manufacturing industries (e.g., wood flooring).

Most components used to manufacture our printers and ink are available from multiple suppliers, except for certain key components that are sourced from single vendors.

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Our Approach to Sustainability

Sustainability Governance

EFI has integrated oversight of sustainability considerations throughout all levels of our organization as shown in the organizational chart below. Executive roles are directly responsible for establishing policies and initiatives, with our Global Lead of Health, Safety, Sustainability and Environment (HSSE) overseeing environmental sustainability, health, and safety; our Chief Legal Officer (CLO) overseeing business ethics, corporate governance, and human rights, our Chief Technology Officer (CTO) overseeing cybersecurity/IT risk, our Chief Financial Officer overseeing cybersecurity and internal controls, and our Chief Human Rights Officer (CHRO) overseeing employee engagement, diversity, equity and inclusion (DE&I), labor practices, and community engagement. These executive roles then report into the Board Audit & Risk Committee or the Board Human Capital Committee, The Audit & Risk Committee assesses and reviews EFI's cybersecurity and other information technology risks, incidents, investigations, controls, and procedures. In the event of any cybersecurity or information technology incidents, the Audit & Risk Committee is responsible for reviewing investigative findings as well as recovery and communication plans.

In addition, the Human Capital Committee is directly responsible for the topics of compensation, performance management, development, and succession.

Ultimate accountability for sustainability oversight is the responsibility of our executive leadership team, managed by EFI's Sustainability Committee. The

Sustainability Committee is chaired by the Chief Supply Chain and Operations Officer and includes representatives from all business functions. The Board Audit & Risk Committee and Human Capital Committee report to the Sustainability Committee on their respective oversight topics.

Sustainability Committee

BOD Audit & Risk Committee

BOD Human Capital Committee

- Compenstation policies
- Executive compensation
- Performance management
- Talent acquisition, development and succession

Global Head of HSSE	Chief Legal Officer	Chief Technology Officer	Chief Financial Officer

Chief Human Resources Officer

- Environmental Sustainability
- Health & Safety

- Business Ethics
- Corporate Governance

- Cybersecurity
- Other IT Risks

- Cybersecurity
- Internal Controls

- Employee Engagement
- DE&I
- Labor Practices
- Community Engagement
- Human Rights

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Our Approach to Sustainability

Process to Determine Material Topics

EFI worked with a third party in 2023 to conduct an ESG materiality assessment. The assessment began with a series of internal workshops to identify key internal and external stakeholders who were well positioned to provide information on EFI's sustainability risks and opportunities. Semi-structured interviews were conducted with the shortlisted stakeholders to explore any material sustainability risks and opportunities associated with their respective functions.

As part of the materiality assessment process, we reviewed the Sustainability Accounting Standards Board (SASB) standards, Global Reporting Initiative (GRI) Standards, and other standards relevant to EFI. We also conducted a peer review of sustainability-related trends and practices in our industry.

Analysis of the resulting data yielded a list of material topics, which were ranked according to the likelihood and potential severity of risks as well as impact to stakeholders. The output of the impact identification and prioritization exercise was reviewed for consensus by EFI's leadership team.

Material Topics

A total of eight topics are considered material for EFI. These topics are as follows:

⭐⭐⭐

**HIGH
PRIORITY**

Supply Chain Management

Employee Experience

Ethics and Compliance

Water and Effluents

Circular Economy

⭐⭐

**MEDIUM
PRIORITY**

Occupational Health
and Safety

Energy and Emissions

Economic Performance

Our Employees

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In fostering an environment conducive to EFI's success, we diligently cultivate a unified workforce comprising 1,300 full-time equivalent employees spanning 10 major countries. Central to this endeavor is our Chief Human Resources Officer, whose pivotal role entails spearheading strategies to optimize our human capital, promote growth, and solidify our standing as an employer of choice. With a mandate encompassing recruitment, employee engagement, development, compensation, and benefits, our CHRO oversees the cultivation of an inclusive workplace culture. Moreover, the CHRO is tasked with managing our diversity, equity, and inclusion initiatives, providing vital insights to the Human Capital Committee.

Summary of Global Full-Time Workforce Diversity

	FEMALE	% FEMALE	MALE	% MALE	TOTAL
Number of permanent employees (head count / FTE)	296	22%	1,034	78%	1,330

Gender as specified by the employees

Below 30	# of employees	% of population
Female	25	21%
Male	93	79%
Total	118	
30 to 50	# of employees	% of population
Female	198	25%
Male	602	75%
Total	800	
Above 50	# of employees	% of population
Female	73	18%
Male	339	82%
Total	412	

Global New Employee Hires Demographics Breakdown
As of December 31, 2023

	Number	% of total employees
New employees	150	11%
Male	119	
Female	31	
Below 30	28	
30 to 50	85	
Above 50	37	

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Employee Experience

Diversity, Equity, and Inclusion (DE&I) at EFI

As a global entity, we embrace the belief that diversity across our workforce, clientele, product offerings and operational scope distinguishes our organization. Embedded within our winning strategy is a steadfast commitment to fostering an environment where DE&I are fundamental to our identity. Through collaborative efforts, EFI ensures that every individual's voice is not only respected but also valued. Our overarching objective is to attract and retain a talented and diverse workforce that mirrors the communities we serve. Underpinning our DE&I strategy are five core pillars, delineated in the accompanying graph. We are dedicated to establishing and documenting robust processes, mechanisms, and policies to uphold equality for all employees, irrespective of factors such as race, age, gender, sexual orientation, gender identity, ethnicity, disability status, religion, political affiliation, or veteran status. Our approach encompasses raising awareness, providing relevant training and education, establishing employee resource groups (ERGs), and refining policies, processes, and benefits. We also prioritize fostering external relationships aligned with our mission, strategy, and goals, while maintaining accountability through diligent monitoring of relevant metrics.

DE&I initiatives at EFI: Fostering Inclusion and Belonging

Mission, Strategy, Goals, Accountability, Metrics

Awareness and Commitment

EVERYBODY FEELS INCLUDED

Policies, Processes, Benefits, External Relationships

Training and Education

Employee Resource Groups

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Executive Leadership Team

Board And Executive Leadership Team (ELT) Composition Overview

	Board	Executive Leadership Team
Total members	10	8
Women members	2	2
Members from underrepresented ethnic groups*	2	2

* The total number of board members from under-represented groups, including African American or Black, Asian or Pacific Islander, Hispanic or Latino, Two or More Races/Other.

Frank Pennisi,
Chief Executive Officer

Ben Mackenzie Grieve,
Chief Financial Officer

Scott Schinlever,
Chief Operating Officer

Geoff Loftus,
Chief Technology Officer
& Senior VP Engineering

Amanda Arria,
Chief Human
Resources Officer

Anna Lee,
Chief Legal Officer

Dan Haddad,
Chief Supply Chain &
Operations Officer

Todd Zimmerman,
Chief Revenue Officer

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Employee Engagement

As part of our approach to engagement, the CHRO oversees key initiatives, including performance management and development, recognition, and engagement activities. Central to fostering employee connection and growth are our communication and recognition programs. To ensure transparency, we conduct quarterly update meetings, providing insights into company developments and addressing employee queries and concerns. These sessions, open to all staff, offer a platform for direct interaction with our executive team, encouraging active participation and the sharing of viewpoints. Additionally, as part of our commitment to professional development, we emphasize the importance of regular feedback and goal setting through our formalized annual employee review and talent review processes, urging all employees to engage in this opportunity for growth and dialogue. This review process is managed by our HR department and assessed by our senior leadership team to monitor progress on action plans.

Benefits and Compensation

As part of our dedication to fostering a thriving workforce, we provide a comprehensive and competitive array of employee benefits aimed at attracting and retaining top talent. These benefits are tailored to meet the diverse needs of our workforce across different countries and facilities, ensuring compliance with local regulations in each operational region. Upholding ethical standards, we adhere rigorously to minimum wage laws in all jurisdictions of operation. Given the specialized nature of our workforce, comprised mainly of skilled and technical professionals, our compensation structure is benchmarked against prevailing market rates rather than solely relying on legally mandated minimum wages.

We are deeply committed to contributing positively to the communities we serve, a commitment reflected in the composition of our leadership team, which is publicly accessible on our website.

Executive Compensation

Executive compensation and remuneration policies are determined by EFI's Human Capital Committee. The Human Capital Committee reviews executive compensation and overall compensation and benefit programs on an annual basis. EFI's goal is provide compensation and benefits programs in line with the competitive landscape to support our attainment of our organizational strategies.

Human Rights and Labor

EFI's steadfast commitment to upholding human rights of workers emphasizes the dignity and respect owed to all workers in alignment with international standards. We remain vigilant against any potential risks related to child labor, forced labor, or restrictions on freedom of association or collective bargaining across our operations.

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EFI maintains a Modern Slavery Transparency Notice effective Jan 1, 2022, reaffirming our dedication to identifying and combatting the threat of modern slavery within our supply chain. We collaborate closely with our suppliers to establish a business ethos rooted in respect for human rights. This declaration outlines the measures undertaken by EFI and its subsidiaries to prevent modern slavery within its operations and supply chain.

As of December 31, 2023, a portion of our workforce was affiliated with labor unions or governed by collective bargaining agreements, reflecting our ongoing engagement with labor rights issues. Notably, our operations have not experienced any work stoppages, indicative of positive relations with our employees.

Occupational Health and Safety

Safety Standards

Safeguarding the well-being of our workforce remains paramount with our organization's ethos. We are deeply committed to fostering a safe work environment, recognizing the inherent value of our employees, customers, and stakeholders. Our duty to uphold health and safety standards extends beyond mere compliance; it reflects our respect for the individuals who contribute to our success. Operating under a unified framework, EFI's regional Health, Safety and Environment (HSE) managers assume responsibility for coordinating, planning, and implementing compliance measures across all company locations. Comprehensive health and safety manuals serve as repositories for hazard and risk identification protocols, underpinning our commitment to proactive risk mitigation. Our health and safety policy statement, endorsed by senior management and overseen by the

Human Capital Committee of our Board of Directors, delineates our organizational objectives and commitment to our practices.

Operationalizing our health and safety initiatives is facilitated through the concerted efforts of our HSE committee, tasked with executing communication activities and driving actionable strategies. Recognizing the unique context of each site, local management assumes accountability for setting health and safety goals in alignment with regional laws and regulations. Through tailored programs and training initiatives, we strive to mitigate risks, foster accident prevention, and implement effective controls, thereby ensuring the well-being of our workforce remains a top priority.

Reducing Accident Risk

Embedded within our health and safety protocols is a pragmatic and proportionate approach aimed at continually enhancing risk management practices. EFI Cretaprint SLU conducts a comprehensive risk assessment and planning process as part of our proactive safety measures, with the participation of Daniel Fons, and under the guidance of Carmen Alvarez Ale and the technical staff of EFI's interdisciplinary team. Utilizing data collected both internally and during site visits, the assessment builds upon previous evaluations while introducing new preventative measures. This document not only supplements our existing action plan but also introduces a refreshed schedule for preventive measures. Importantly, it maintains the integrity of our established preventive planning while providing detailed insights into activity description and organizational structures, including job roles.

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Communication and Training

EFI's HSE Committee facilitates communication and consultation on health and safety issues across the organization. The committee ensures regular communication on health and safety issues throughout the organization. Additionally, the committee is responsible for: ensuring that health and safety issues raised by employees are discussed and considered for action; health and safety standards are monitored; trends in accident statistics across the company are identified and recommendations for improvement are outlined; health and safety is promoted and new initiatives are considered to progressively improve standards in all areas; and employees are aware of significant changes to our health and safety policy documentation. During EFI's onboarding process, employees receive basic safety training based on the requirements of their specific site and job duties.

Accident prevention and reporting

We recognize that improvement in health and safety will not happen by chance and improvement must be managed using a systematic approach and an ongoing metric driven process. We also recognize the importance of establishing performance standards against which we can monitor progress and identify future actions. EFI has implemented an occupational health and safety management system, known as our HSE portal to facilitate internal reporting of accidents (reportable and non-reportable) incidents, near misses, ill health (work related), and relapses (return of illness). Our HSE portal governs reporting of health and safety metrics for all EFI's employees, across all facilities and including reporting for temporary workers. Reporting from our HSE portal is reviewed periodically and presented to our Board of Directors Human Capital Committee on an annual basis.

2023 Safety Metrics

Number of Work-Related Injuries	Days Lost to Injury
24	40

TOTAL NUMBER OF INCIDENTS	
LOST TIME	NON-LOST TIME
11	13

Total Number of Hours Worked at Manufacturing Sites	EMPLOYEE FATALITIES
1,497,120	0

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Industry Associations

As part of our commitment to industry collaboration and continuous improvement, EFI maintains active membership in several prominent industry associations. These partnerships, including the European Federation of Corrugated Board Manufacturers (FEFCO), Association of Independent Corrugated Converters, US and Mexico, ABFlexo Brazil, the Sheet Plant Association, UK, and the Malaysian Packaging Association, enable us to stay abreast of emerging trends, share best practices, and contribute to the advancement of our field.
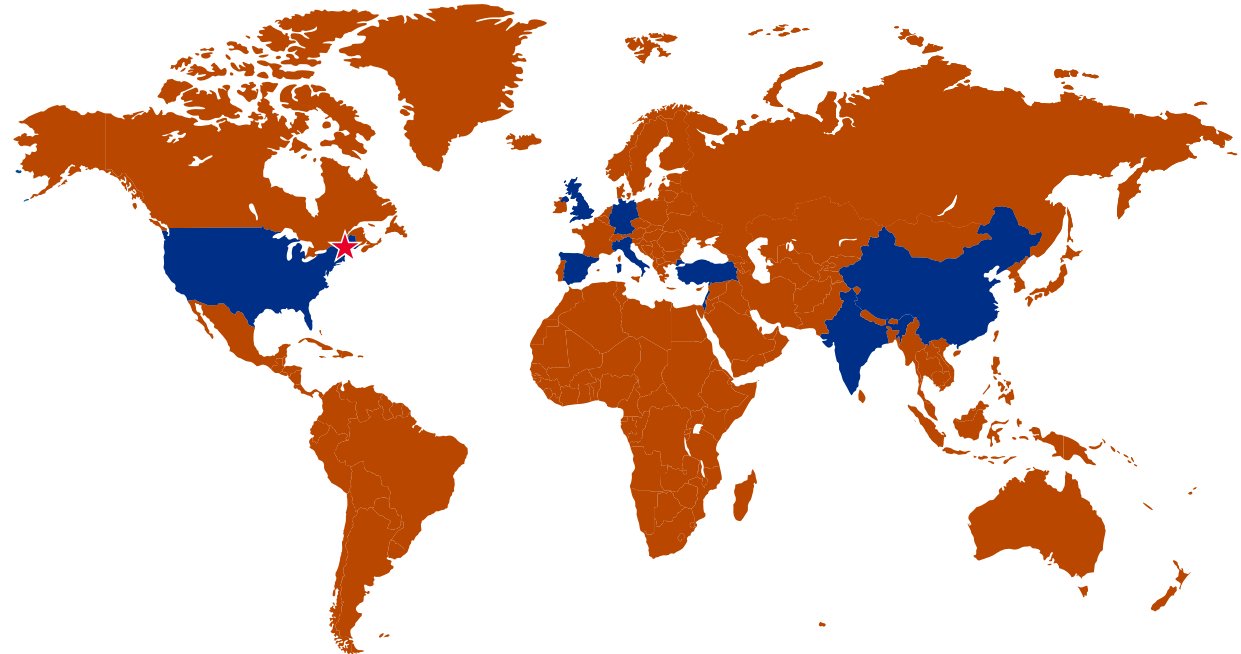
Operations

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EFI is a truly global company with facilities located in the U.S., the U.K, Spain, the Netherlands, Germany, Italy, Israel, Turkey, India, and China. Our facilities consist of offices, research and development labs, warehouses, and manufacturing sites.

Raw Materials

The primary inputs used by EFI to manufacture our products include electronic components, metal, and plastic for our printers, as well as pigments, binders and solvents for our ink products. Our packaging materials require paper and plastic inputs. EFI's Supply and Quality Assurance functions are responsible for ensuring the integrity of EFI's raw materials. EFI has a defined Supplier Code of Conduct and Supplier Improvement Program policy to govern and verify supplier performance (see Supply Chain Management section).

Chemicals of Concern

EFI's products are compliant with RoHS, WEEE, REACH and other EU regulations, as well as with China RoHS and other applicable international, U.S. state and local environmental regulations. All chemical deliveries to EFI facilities must be accompanied by Certificates of Analysis and Safety Data Sheets.

■ EFI prescence   ★ EFI headquarters

![efi logo]

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Product Innovation

At EFI, we believe that development of new products and enhancement of existing products is key to our continued success. Nearly one-third of our full-time employees are involved in our research and development efforts. Industry trends that will continue to drive our innovation include the continued transition from analog to digital technology, the transition from solvent-based printing to UV curable ink printing, and growing adoption of digital textile printing.

In 2023, EFI commissioned a comparative Lifecycle Assessment for corrugated printing that showed, on average globally, a ~50% reduction in global warming potential when using EFI Nozomi technology versus analog printing technologies. In addition, we developed an LCA calculator to estimate global warming potential and resource usage (water, energy and waste) of print jobs. For sustainability-minded customers, this provides critical information to assist in purchasing decision-making.

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Circular Economy

In the design of its printers and printing inks, EFI incorporates circular economy principles aimed at minimizing waste and resource usage.

EFI has demonstrated market leadership with its energy efficient "Cool Cure" LED printing technologies, with EFI UV LED printers having earned major printing technology awards. The LED curing technology results in a significant reduction in energy usage for EFI's wide- and superwide-format inkjet printers. The technology enables customers to realize material reductions, as well, with its ability to print on thinner and lighter substrates. Additionally, UV LED lamps generally last about 16,000 hours before replacement, compared to traditional mercury vapor UV lamps, which typically only last about 1,000 hours before replacement. As such, use of EFI's UV LED printing technology reduces customers' waste streams and replacement costs. Using UV LED lamps in place of mercury vapor lamps also eliminates customers' need to dispose of mercury – an element that has been classified by the World Health Organization as "one of the top ten chemicals or groups of chemicals of major public health concern."[3]

EFI continues to strive for excellence in the water-based ink technology market, with continued investment in the development of water-based inks and water-based ink printers. Compared with traditional petroleum-based ink products, water-based inks emit fewer Volatile Organic Compounds (VOCs). This means that the manufacturing of water-based inks results in relatively fewer emissions to the environment, as well as reducing or eliminating hazardous wastes and improving the quality of effluents discharged during manufacturing. These inks also release significantly less emissions into the atmosphere during our customers' printing processes. Water-based inks also require fewer chemical solvents used for cleaning, reducing the waste created by our customers.

EFI also maintains GREENGUARD and GREENGUARD Gold Certification on several UV LED inks for display graphics printing. GREENGUARD Certification helps consumers identify healthier products by certifying only products that have met some of the world's most rigorous and comprehensive standards for low emission of VOCs into indoor air. The GREENGUARD Gold standard includes health-based criteria for additional chemicals and requires lower total VOC emission levels to ensure that products are acceptable for use in environments such as schools and healthcare facilities.

Economic Performance

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EFI's financial reporting is audited and reported in accordance with the standards of the U.S. Public Company Accounting Oversight Board. EFI does not publicly disclose its financial results.

Climate Change Risks and Opportunities

EFI recognizes that impacts of climate change can result in significant operational and market risks for our business and can also present opportunities. All the material ESG topics outlined in the "Our Approach" section of this report can be understood as being impacted by climate change risk. Extreme weather conditions or natural disasters could have impacts on our employees' health and safety and could impact the ability of our manufacturing facilities to operate normally. Droughts can adversely impact global supply chains by impacting marine shipping and may also cause water constraints. Such risks will require us to continue evaluating various redundancy and resilience measures to better adapt our business operations to the impacts of the changing climate.

We also expect climate change to drive greater environmental regulatory demands in the coming years and are prepared to dedicate more resources to understanding and remaining compliant with such requirements.

Finally, we are already seeing climate change drive changes in consumer expectations. Our customers seek solutions to reduce the environmental impacts of their businesses, and we believe we are well positioned as innovators in the industry to help our customers achieve their sustainability goals.

Supply Chain Management

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EFI works with approximately 8,000 suppliers globally. Our top suppliers are manufacturers of the electronic products, metal, and plastic for our printers, and the pigments, binders and solvents for our ink products, located throughout Asia, North America, the Middle East, and Europe.

Social Risks in our Supply Chain

Some of the electronic components in EFI's printers contain minerals that are identified by the U.S. Securities and Exchange Commission as potential Conflict Minerals. Minerals on this list are: tin, tantalum, tungsten, and gold (3TG), which are extracts of the minerals cassiterite, columbite-tantalite (coltan), and wolframite, respectively. Listed materials are sourced from the Democratic Republic of the Congo, the Republic of the Congo, the Central African Republic, South Sudan, Uganda, Rwanda, Burundi, Tanzania, Zambia, or Angola ("covered countries"), and it is speculated that revenue from the sales of these minerals may be used to finance activities linked to conflict and human rights abuses. To avoid directly or indirectly financing or benefiting armed groups in the covered countries, EFI does not purchase raw materials, subassemblies, or supplies that are known to contain 3TG, and expects its direct and indirect suppliers to undertake reasonable due diligence with respect to materials supplied to EFI, in compliance with our Conflict Minerals Corporate Policy. EFI may require proof of such due diligence, including documentation showing that raw materials used to produce 3TG in components and products supplied to EFI originate from outside the covered countries, or are from scrap or recycled sources. In cases where 3TG used to produce components or products supplied to EFI originate from the covered countries, the mines or smelters used to produce such 3TG must be shown to be certified as "conflict free" by an independent third party.

Supplier Due Diligence

EFI undertakes an ethical risk assessment when contracting with new suppliers, which incorporates due diligence on modern slavery risks. EFI intends to conduct an assessment of its supply chain to assign risk ratings to each supplier and implement further due diligence accordingly based on risk level, which could include public information searches, assessment questionnaires, and site-based audits. Regardless or risk ratings, all suppliers will be required to self-certify their compliance with applicable modern slavery and human trafficking regulations.

EFI established a Supplier Code of Conduct in 2022. The Code outlines EFI's expectations for suppliers in their labor, health and safety, environmental, and ethical practices, as well as their use of management systems to promote conformance with EFI's Code of Conduct and with all applicable laws and regulations.

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EFI is currently establishing a process to assess supplier compliance with its Supplier Code of Conduct and expects to begin implementing the process in late 2024 or early 2025.

Supplier Labor Practices

EFI's Code of Conduct outlines six standards in line with international labor standards. These standards are: Freely Chosen Employment, including provisions on employment of young workers; Working Hours; Wages and Benefits; Humane Treatment; Non-discrimination/Non-harassment; and Freedom of Association.

Supplier Health and Safety Practices

EFI developed the Health and Safety standards for its Supplier Code of Conduct with reference to ISO 45001: Occupational Health and Safety Management Systems and the ILO Guidelines on Occupational Safety and Health. The standards are: Occupational Safety; Emergency Preparedness; Occupational Injury and Illness; Industrial Hygiene; Physically Demanding Work; Machine Safeguarding; Sanitation, Food, and Housing; and Health and Safety Communication.

Supplier Environmental Responsibility

EFI expects its suppliers to identify their environmental impacts and minimize adverse effects on the community, environment, and natural resources. ISO 14001: Environmental Management Systems and the Eco Management and Audit System (EMA) were referenced in developing EFI's environmental standards. These standards are: Environmental Permits & Reporting; Pollution Prevention & Resource Reduction; Hazardous Substances; Solid Waste; Air Emissions; Materials Restrictions; Water Management; Energy Consumption & Greenhouse Gas Emissions.

Supplier Ethics Requirements

EFI expects its suppliers and their agents to adhere to the highest standards of ethics, including those pertaining to Business Integrity, No Improper Advantage, Disclosure of Information, Intellectual Property, Fair Business, Advertising & Competition; Protection of Identity & Non-retaliation; Responsible Sourcing of Minerals, and Privacy.

Supplier Management Systems

EFI expects its suppliers to establish a management system designed to ensure compliance with applicable laws, conformance with EFI's Code of Conduct, and identification and mitigation of operational risks related to this Code, as well as facilitation of continuous improvement.

Natural Resources

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The stewardship of natural resources is an important pillar of our sustainability program. We recognize the urgent need to protect and preserve these finite resources for future generations. Through a conscientious approach to resource management, we aim to minimize the environmental impact of our operations and promote the sustainable use of resources.

Throughout 2023, EFI reviewed the current corporate procedures related to energy, water, and waste management as well as the overall sustainability of the company. Based on this review, we plan to formalize policies in 2024 to provide guidelines to oversee our use of natural resources at each EFI operational facility.

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Energy and Emissions

In the past year, EFI has witnessed firsthand the devastating effects of climate change. We have seen our supply chains impacted as transport waterways withered from drought and our local communities experienced the effects of extreme temperatures. To mitigate the effects of climate change, we believe we must do all we can to conserve energy and minimize GHG emissions across our business operations. Our first step is to understand our current emissions levels and sources so we can create an effective action plan for reduction.

EFI Energy and Emissions Calculations and Methodology

This year, we calculated the Scope 1 and Scope 2 GHG Emissions for our eight EFI manufacturing facilities worldwide. The emissions calculations were completed using primary data, including energy consumption at the sites and fuel use from company cars, directly provided by the facilities. Scope 3: Business Travel emissions were calculated and provided by our third-party travel partner, FCM, for all facilities except the office in Barcelona, Spain[1].

Calculations are in accordance with the GHG Protocol. The emissions factors for mobile combustion were provided by the Environmental Protection Agency (EPA). The emissions factors for purchased electricity vary by country and were provided by the EPA, the Association of Issuing Bodies (AIB), and the Organization for Economic Co-operation and Development (OECD).

In order to reduce our GHG emissions, EFI has begun to source renewable energy throughout our facilities. Currently, our manufacturing locations in Italy and Spain both consume 27% renewable energy, accounting for 54% of our total energy consumption.

EFI's Carbon Footprint

Direct (Scope 1) GHG Emissions	2023 Emissions
Gross Direct Emissions (MTCO2e)	751.09
Gases Included	CO_2, CH_4, N_2O
Consolidation Approach	Operational Control
Energy Indirect (Scope 2) GHG Emissions	
Gross Location-based Indirect Emissions (MTCO2e)	743.32
Gross Market-based Indirect Emissions (MTCO2e)	3153.09
Gases Included	CO_2, CH_4, N_2O
Consolidation Approach	Operational Control
Other Indirect (Scope 3) GHG Emissions	
Business Travel Emissions (MTCO2e)	8389.00
Gases Included	CO_2, CH_4, N_2O
Consolidation Approach	Operational Control
Total Scope 1, Scope 2 (market-based), and Scope 3 (Business Travel) Emissions (MTCO2e)	12,293.18

1   Data unavailable.

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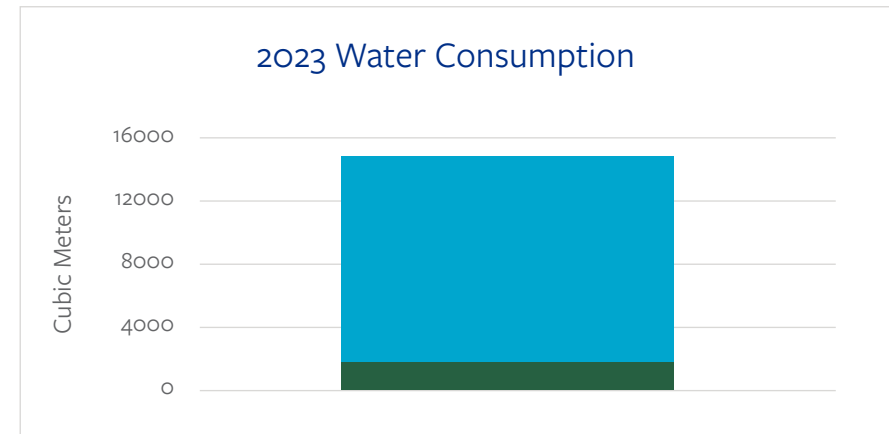Impact Report

Water and Effluents

Because we understand the importance of sustainably using finite natural resources, we have begun to review our current water consumption processes and amounts. Our water footprint begins with the water that is consumed by our suppliers as they produce and transport our raw materials. Once these raw materials are received, EFI's operations consume water directly in our manufacturing processes and utilize water as a raw material for our water-based inks. Our processes create wastewater, and EFI manages wastewater in accordance with all applicable permits, discharge limitations, and regulations of the locations in which we operate. Additionally, EFI indirectly utilizes a significant amount of water through the electricity production process for manufacturing and downstream use of our products.

Our printers are designed to print in a wide variety of mediums, from textiles to packaging. At the end of their life, these printed products are disposed of through methods such as landfilling and waste-to-energy or are recycled and become inputs for other products. Depending on the technology deployed, water consumption can be a significant input in the recycling process for these products. We recognize that the materials used in the production of our ink products can impact the quality of wastewater at our customers' operations and the recycling operations that ultimately recycle the products created by our customers.

Looking forward, EFI recognizes that our strategies to reduce water consumption must comprehensively address our water footprint and must also provide for the

continued health and safety of employees. After reviewing our water management procedures in 2023, we plan to implement a formal policy to provide guidelines to establish our commitment to prioritize saving water.

To further our understanding of our water consumption, we evaluated our manufacturing facilities using the WRI Aqueduct Tool. Out of the seven ink manufacturing facilities, two, those in Turkey and Israel, were found to be in areas of high-water stress. This indicates that, in these locations, the gap between water supply and demand is narrow, and therefore, these areas are at higher risk of vulnerabilities, such as water scarcity and drought. We plan to develop a comprehensive water strategy and initiatives, focusing initially on our facilities in water stressed areas.
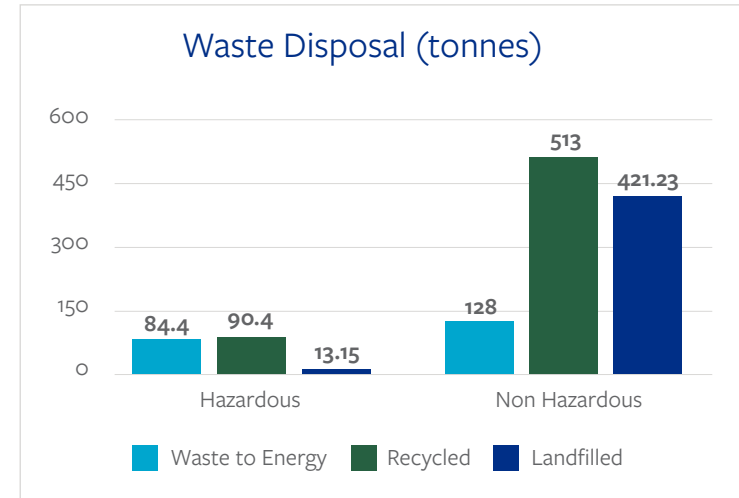
2023 Water Consumption

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Waste Management

As a leading provider of digital printing technology solutions, throughout our business operations, we generate both hazardous and non-hazardous waste. To minimize generation, we are in the process of identifying key areas of our operations that generate the most waste and evaluating the most efficient methods to maximize re-use of materials and minimize generation. Our Research and Design Team is also assessing the design of our products to determine ways to create additional efficiencies throughout the manufacturing process.

Types of Waste Generated
Wood
Cardboard
Paper
Metal Scrap
Chemical Products
Plastic
Organic
E-Waste

Waste Disposal (tonnes)

Hazardous: Waste to Energy 84.4, Recycled 90.4, Landfilled 13.15

Non Hazardous: Waste to Energy 128, Recycled 513, Landfilled 421.23

Legend: Waste to Energy, Recycled, Landfilled

Ethics and Compliance

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At EFI, Ethics and Compliance are foundational principles that guide everything that we do. We are unwaveringly committed to integrating high standards of business ethics and compliance into our business operations, and we maintain a number of policies and procedures that govern our employees and intermediaries to ensure that our standards and applicable laws and regulations are consistently met. Because of this proactive approach, in 2023, we did not experience any material instances of non-compliance with laws and regulations that resulted in fines or monetary sanctions, nor any material fines or non-monetary sanctions related to non-compliance regarding social or economic areas.

0	96%	100%
Monetary losses as a result of related legal proceedings	of employees received anti-bribery & corruption training	of employees received Code of Conduct training

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Board and Executive Level Governance

EFI's business operations are governed by the Board of Directors, which is divided into committees to provide additional oversight for material topics. The Audit and Risk Committee and the Human Capital Committee oversee the ethics and compliance of our organization as related to ESG and DE&I matters. The Audit and Risk Committee oversees topics related to audit and controls, enterprise risk and compliance, cybersecurity, and sustainability. The Human Capital Committee oversees all matters related to compensation, benefits, talent development, succession, employee engagement, and diversity, equity, and inclusion. These committees each meet at least four times annually to review all factors and decisions related to their assigned topics to ensure that all laws, regulations, and commitments are being met. The full Board of Directors has final oversight of the ESG and DE&I programming at EFI and reviews these topics at least annually.

Code of Business Conduct and Ethics

Our daily business operations are guided by the Code of Business Conduct and Ethics that helps to ensure compliance with legal requirements and our ethical standards of conduct. The Code provides guidelines to our employees, members of the board of directors, contractors, and consultants. They are all expected to read and understand the Code and uphold the standards in all business-related activities, and all new employees are required to review and sign the code during the onboarding process.

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In addition to requiring all parties to comply with regulations, the Code provides specific guidance around a variety of business ethics related topics, including conflicts of interest. To prevent conflicts of interest from arising, EFI prohibits employees from engaging in any activity that may interfere with their performance or responsibilities to EFI or which is otherwise in conflict with, or prejudicial to, the company. Potential conflicts may include outside employment, transactions with related parties, or outside directorships.

The Code also governs the use of company assets, confidentiality, payment practices, such as political contributions, responsibilities to our customers and suppliers, competitive behavior, including use of competitive information and free and fair competition guidelines, and disciplinary actions, among other topics. We require our employees to receive training related to the Code and 100% of employees completed the training in 2023. With these strong procedures in place**,** we were not involved in any business ethics violations, including legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.

Ethics Hotline Policy

In addition to our Code of Business Conduct and Ethics, this year, we instituted an Ethics Hotline Policy that illustrates our commitment to creating an environment that aligns to the highest possible standards of openness, transparency, and accountability. The policy provides guidelines for employees, contractors, suppliers, customers, and the general public to feel empowered to report activities that may violate any of our standards or concerns, including those about modern slavery or other human rights violations, without fear of retaliation.

Complaints can be raised to managers, supervisors, and HR representatives, or through the confidential, anonymous online hotline. After a complaint is raised, the Chief Human Resources Officer (CHRO) will be alerted and will begin an investigation to understand and assess the complaint, honoring confidentiality to the furthest extent possible. This proactive approach reinforces our commitment to ethics and compliance and to swiftly address any deviations from our standards.

Anti-bribery Policy

Our Anti-bribery Policy applies to all our employees and intermediaries and provides specific guidelines and procedures for complying with anti-bribery laws around the globe. The Policy requires all parties, whether located in the US or abroad, to fully comply with the US Foreign Corrupt Practices Act (FCPA) and other applicable anti-bribery or anti-corruption laws. Our Chief Legal Officer is responsible for overseeing all anti-corruption efforts. If there is a confirmed instance of corruption or bribery, the CLO is to report the violation to the Audit and Risk Committee.

To ensure that our employees are aware of the protocols related to anti-bribery and corruption, we require all employees to receive training related to the policies and procedures. In 2023, 96% of employees completed the training. Through this proactive approach, there were no confirmed instances of corruption or bribery in 2023 nor any related legal proceedings.

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Product Disclosure

EFI is committed to managing the use of chemical substances in accordance with governmental regulations, industry standards, and customer-specific requirements to protect workers, our customers, and the environment. We work to identify and minimize potential risks to human health and the environment by assessing potential impacts of chemical substances used throughout the product life cycle.

Responsibility for labeling requirements related to the sourcing of components, chemicals of concern, safe product use, and product disposal is managed by EFI's SVP Global Supply Chain and Operations. Product communications are managed by EFI's marketing department lead by EFI's Vice President, Worldwide Marketing, with oversight for regulatory compliance by EFI's Legal Department. During 2023, EFI did not experience any incidents of non-compliance with product labeling requirements.

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Cybersecurity and Data Privacy

Protecting our customers' data and privacy is of the utmost importance, especially as data breaches and cyber-attacks become more frequent and sophisticated. To actively manage cyber related risks, we implemented a Vulnerability Management Policy in 202,3 which outlines the roles, responsibilities, and practices related to preventing vulnerabilities and loss of sensitive data. Key facets of the program include:

Vulnerability Management Scanning: Our Information and Security team is responsible for regularly scanning our IT infrastructure and providing reports to Asset Owners and EFI management, as requested.

Penetration Testing: Annual penetration tests are completed to test for unknown and exploitable vulnerabilities, which are corrected and re-tested.

Cybersecurity Training: During onboarding and annually thereafter, employees are required to complete cybersecurity training to educate them on the related policies and procedures.

Additionally, in 2023, we reviewed and updated our Privacy Policy that is found on our website to ensure it meets industry best practices. It describes the guidelines for data collection, processing, disclosure, and protection. In addition, we also have a Data Classification Policy to protect our corporate, customer, and employee data from security breaches.

Cybersecurity by the Numbers

0	95%	0
Monetary losses as a result of cyber-related issues	of employees successfully completed Cybersecurity Training	Data breaches

Community

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Memberships and Associations

EFI is proud to be a gold patron of the Sustainable Green Printing Partnership (SGP), the industry's leading supply chain certification authority in sustainable printing. EFI supports SGP's mission to promote and advance the sustainability of the printing industry. The SGP provides the printing industry a valuable network to share expertise and best practices with their certified printers and as well as other industry participants.

In addition to SGP, EFI is a member of the following industry associations:

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Industry Awards

In 2023, EFI was awarded 3rd place in the
Independent Packaging Association (AICC)'s
Innovator of the Year Competition for
its 100% LED cured, non-odor, flexible
and sustainable inkjet ink for corrugated
packaging.

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GRI Index

Statement of use	EFI has reported the information cited in this GRI content index for the period January 1, 2022 through December 31, 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Organizational Overview
	2-2 Entities included in the organization's sustainability reporting	About this Report
	2-3 Reporting period, frequency and contact point	About this Report
	2-5 External assurance	About this Report
	2-6 Activities, value chain and other business relationships	Organizational Overview Supply Chain Management
	2-7 Employees	About this Report
	2-9 Governance structure and composition	Our Approach
	2-11 Chair of the highest governance body	Our Approach
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Approach
	2-13 Delegation of responsibility for managing impacts	Our Approach
	2-14 Role of the highest governance body in sustainability reporting	Our Approach
	2-15 Conflicts of interest	Ethics and Compliance
	2-16 Communication of critical concerns	Ethics and Compliance
	2-19 Remuneration policies	Benefits and Compensation
	2-20 Process to determine remuneration	Benefits and Compensation
	2-22 Statement on sustainable development strategy	Message from Leadership
	2-23 Policy commitments	Human Rights and Labor Ethics and Compliance
	2-24 Embedding policy commitments	Ethics and Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance

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GRI STANDARD	DISCLOSURE	LOCATION
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	2-23 Policy commitments	Human Rights and Labor Ethics and Compliance
	2-24 Embedding policy commitments	Ethics and Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance
	2-27 Compliance with laws and regulations	Ethics and Compliance
	2-28 Membership associations	Memberships of Associations
	2-30 Collective bargaining agreements	Human Rights and Labor
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Approach
	3-2 List of material topics	Our Approach

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GRI STANDARD	DISCLOSURE	LOCATION
	3-3 Management of material topics	Our Employees Occupational Health and Safety Circular Economy Economic Performance Supply Chain Management Natural Resources Ethics and Compliance
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance
	201-2 Financial implications and other risks and opportunities due to climate change	Economic Performance
	201-4 Financial assistance received from government	Economic Performance
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Benefits and Compensation
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Economic Performance
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and Compliance
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Compliance
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Effluents
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Operations Circular Economy

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GRI STANDARD	DISCLOSURE	LOCATION
	306-2 Management of significant waste-related impacts	Operations
		Circular Economy
	306-3 Waste generated	Operations
	306-4 Waste diverted from disposal	Operations
	306-5 Waste directed to disposal	Operations
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and Compensation
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3 Occupational health services	Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety
	403-9 Work-related injuries	Occupational Health and Safety
	403-10 Work-related ill health	Occupational Health and Safety
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Engagement, Training and Education
	404-3 Percentage of employees receiving regular performance and career development reviews	Engagement, Training and Education
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employee Experience

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain Management
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Management
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management
GRI 415: Public Policy 2016	415-1 Political contributions	Community
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Operations
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Circular Economy
	417-2 Incidents of non-compliance concerning product and service information and labeling	Ethics and Compliance
	417-3 Incidents of non-compliance concerning marketing communications	Ethics and Compliance
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics and Compliance

Contact us

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