



# | 2024 Sustainability Impact Report

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# Message from Leadership

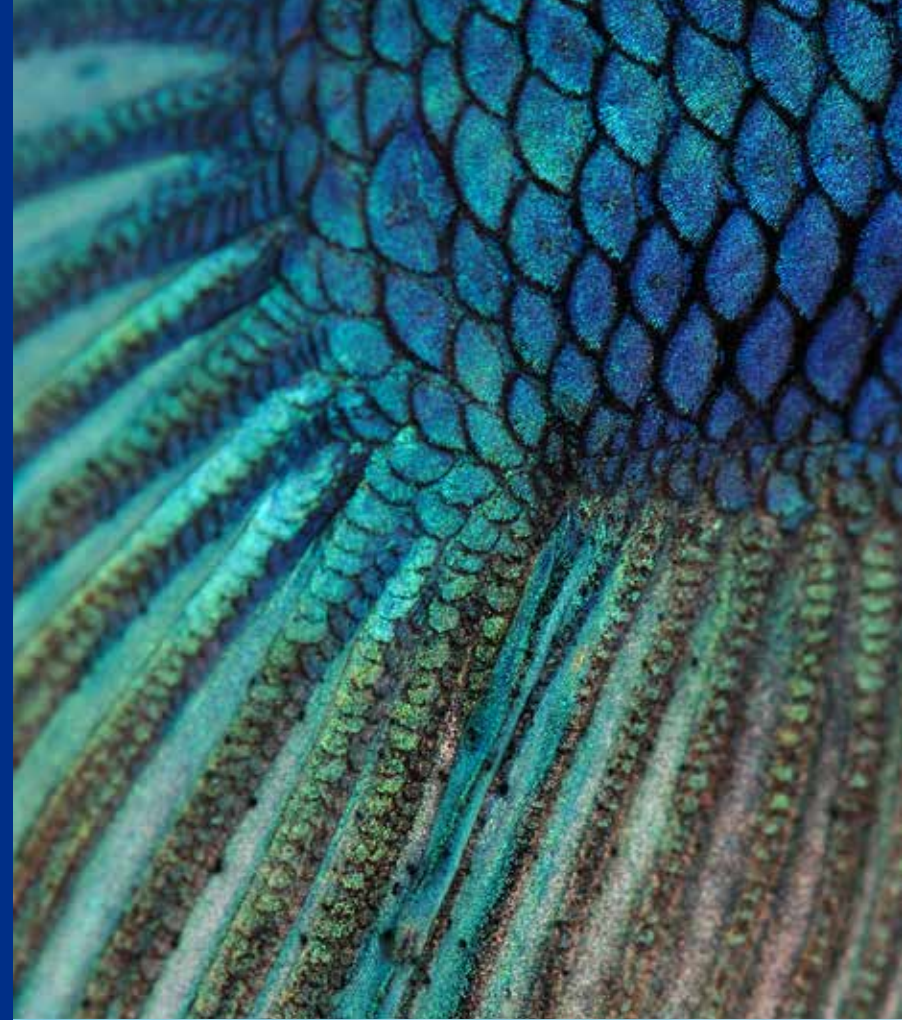
EFI™ is proud to present our third annual sustainability impact report, showcasing our ongoing efforts to operate our business with integrity and sustainability in mind.

In 2024, a key milestone in the formalization of our sustainability program was the establishment of environmental, social and governance-focused KPIs, each assigned to a member of the Executive Leadership Team and tracked continuously against annual targets. Defining these areas of priority and tracking our progress holds us accountable and helps us to drive ongoing improvement.

In the meantime, we continue to push the boundaries of product innovation to help our clients achieve greater quality, efficiency, and sustainability. We hope you enjoy learning about our ongoing progress and accomplishments in this year's report.



# | About Us



# Organizational Overview

Electronics For Imaging, Inc. (EFI) was incorporated in 1988 and began operating in 1989. In 2019, EFI was acquired by the private equity firm Siris Capital. EFI's corporate headquarters are in Londonderry, NH. At the end of 2024, EFI employed 1,185 employees across 15 countries, with our largest headcounts located in our Ypsilanti, MI, Londonderry, NH, Bangalore, India, Castellon, Spain, and Rosh Ha'ayin, Israel facilities.

EFI is a global technology company and a leader in the transition 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 customers achieve cost and energy savings and reduce waste while enabling new digital applications.



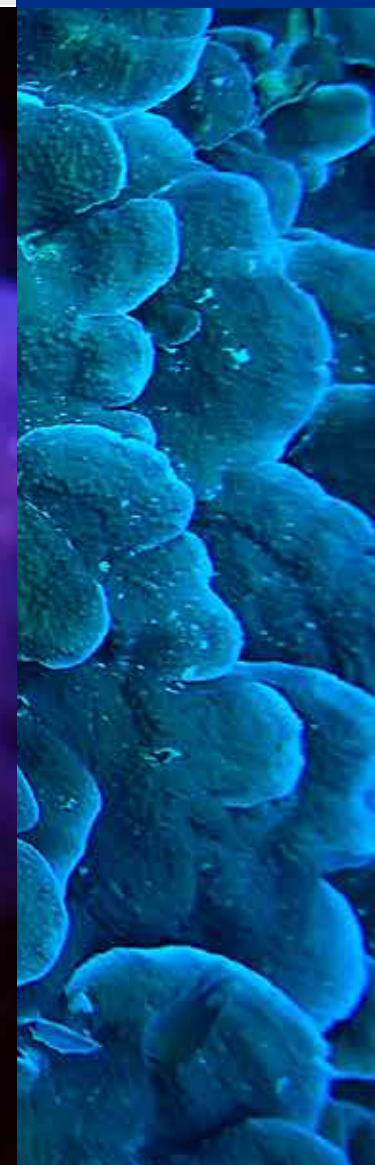


# Value Chain

EFI is a provider of industrial inkjet products and services. Industrial inkjet products address high-growth digital inkjet markets where significant conversion of production from analog to digital printing is occurring. The industrial inkjet operating segments consist of our 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, and countless other flexible and rigid substrates.

EFI industrial inkjet 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 and paper packaging, display graphics, and other 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.

Most components used to manufacture our printers and ink are available from multiple suppliers and typically sourced by local procurements teams. A small number of key components are sourced from single vendors.



# 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 on page 8.

Overall sustainability oversight, including strategy development is the responsibility of our Executive Leadership Team via EFI's Sustainability Committee. The Sustainability Committee is chaired by the Senior Vice President, Global Supply Chain and Operations, and includes representatives from all business functions. Responsibilities of the Sustainability Committee relate primarily to the company's environmental impacts, and include the development and execution of a sustainability program and action plan. In 2024, a key milestone achieved by the Sustainability Committee was the establishment of enterprise-wide sustainability targets and KPIs that are tracked on a monthly basis. These KPIs are:

**ENVIRONMENTAL:** Use of Lifecycle Assessment for packaging in all customer sales pitches.

**SOCIAL:** Recordable Incident Rate (RIR); number of EmpowerHer (women's ERG) global sessions conducted.

**GOVERNANCE:** Actions closed to improve annual Cybersecurity Maturity Score; Stage Gate Adherence for R&D projects.

Each KPI is owned and tracked by a member of the Executive Leadership Team.

Executive roles are responsible for establishing policies and initiatives relating to their area of oversight; our Global Lead of Health, Safety, Sustainability and Environment (HSSE) oversees environmental sustainability, health, and safety; our Chief Legal Officer (CLO) oversees business ethics, corporate governance; and our Chief Financial Officer oversees cybersecurity and internal controls. These executive roles report up to EFI's Audit & Risk 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.

EFI's Chief Human Resources Officer (CHRO) oversees employee engagement, diversity, equity and inclusion (DE&I), labor practices, and community engagement, and reports up to the EFI's Human Capital Committee, which is directly responsible for the topics of compensation, performance management, development, and succession.

## 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, 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 material topics is considered to be 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

## About this Report

This report contains data covering our 2024 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 2024. This report was prepared with reference to the reporting principles and disclosures of the Global Reporting Initiative (GRI) Standards as detailed in the GRI Index on page 45.

# | Our Employees





# Our Employees

In fostering an environment conducive to EFI's success, we diligently cultivate a unified workforce comprising 1,185 full-time equivalent employees spanning 15 countries. Central to this endeavor is our Chief Human Resources Officer (CHRO), 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.

To support this work at the highest level, we have established a Human Capital Committee of the Board of Directors, guided by a formal charter. The primary purpose of the Committee is to act on behalf of the Board in overseeing EFI's compensation policies, plans and programs. It is responsible for reviewing and recommending executive and director compensation, while also providing strategic direction and oversight on key areas such as performance management, talent development and succession, talent acquisition, employee engagement, and diversity and inclusion (DE&I) initiatives.

The Committee is composed of at least three board members and strives to include at least one member with expertise in human capital or talent management, as determined by the Board. Meeting at least four times annually, the Committee relies on regular updates from the CHRO, who provides key insights on DE&I efforts and broader workforce strategy.



## Summary of Global Full-time Workforce Diversity

As of December 31, 2024

	Female #	Female %	Male #	Male %	Total
Number of permanent employees (Headcount/FTE)	275	23%	910	77%	1,185

Below 30	# of employees	% of population
Female	31	32%
Male	67	68%
Total	98	
30 to 50	# of employees	% of population
Female	175	25%
Male	513	75%
Total	688	
Above 50	# of employees	% of population
Female	69	17%
Male	330	83%
Total	399	

## Global New Employee Hires Demographics Breakdown

As of December 31, 2024

	# of employees
New employees	94
Male	66
Female	28
Below 30	21
30 to 50	58
Above 50	15



# 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 diversity, equity, and inclusion (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), 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.

As part of our commitment to fostering an inclusive and respectful workplace, EFI maintains a Discrimination, Harassment and Retaliation Prevention Policy. This policy applies to all employees, agents, contractors and consultants, all of whom are required to comply with its standards.

## DE&I Initiatives at EFI: Fostering Inclusion and Belonging



# Executive Leadership Team

## Board and Executive Leadership Team (ELT) Composition Overview

	Board	Executive Leadership Team (ELT)
Total members	8	8
Women members	1	2
Members from underrepresented ethnic groups*	2	1

\* 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



Remco Heinsdijk,  
Interim Chief Financial Officer



Scott Schinlever,  
Chief Operating Officer



Geoff Loftus,  
Chief Technology Officer & Senior VP Engineering



Anna Lee,  
Chief Legal Officer



Kendra Langevin,  
Chief Human Resources Officer



Dan Haddad,  
Chief Supply Chain & Operations Officer



Todd Zimmerman,  
Chief Revenue Officer



Adam Rider,  
SVP, Business Excellence



Greg Hatchett,  
VP, Global Service



# 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 Executive Leadership Team to monitor progress on action plans.

## Employee Resource Group (ERG) Engagement and Activities

The ERG convenes on a quarterly basis for a global one-hour meeting, fostering cross-regional connection and collaboration. In addition to internal updates and initiatives, these meetings have featured a range of external speakers, including inspirational leaders and experts on mental health and self-care, who have led workshops aimed at supporting employee well-being.

Beyond the global meetings, regional ERG chapters in India, Spain, U.S. (New Hampshire, Michigan), Italy and the UK regularly organize in-person meetings. These local events often include informal lunches and team-building activities that strengthen community and engagement within each office.



Recent highlights have included a company-wide networking event, and a panel discussion focused on work-life balance, reinforcing the ERG's commitment to creating a supportive and inclusive workplace culture across all geographies.



ERG members connecting and celebrating community during a local event in India.



Moments of connection from an ERG event in Italy.



# 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 to provide compensation and benefits programs in line with the competitive landscape to support the 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.

EFI maintains a Modern Slavery and Human Trafficking Statement on its website, addressing our efforts for the 2024 fiscal year. This statement reflects our ongoing dedication to human rights and ethical business practices across our global operations. Internal policies are in place to prevent modern slavery and human trafficking within the organization. Additionally, EFI carefully evaluates the potential risks of such practices within its supply chain and is committed to ensuring that all operations and transactions comply with the applicable laws of the countries in which we operate. To further support these commitments, EFI has established accessible grievance mechanisms. Individuals with concerns or information about potential violations involving modern slavery or human trafficking- whether within the company or across its supply chain- are encouraged to report through the Human Resources Department or via the company's confidential ethics hotline.

As of December 31, 2024, 40% 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, indicating 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. Given the nature of our operations, many of our employees are engaged in tasks that may involve inherent occupational risks. These include operating and maintaining industrial printers- activities that can involve exposure to moving machinery, high temperatures and electrical hazards. Employees may also work with inks and solvents, which pose chemical risks such as inhalation exposure and potential skin irritation.

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.

The risk assessment process is structured around a comprehensive form that captures a wide range of activities, hazards, and control measures. These assessments span general business operations and specific activities, such as

electrical panels, installations, and equipment, where potential hazards may include non-insulated materials, lack of safety signage, or improperly placed residual current relays. Identified risks, such as electric shock, heart fibrillation, serious injury and fatality, are evaluated and documented with supporting visuals and cross-referenced against applicable legal and regulatory requirements. Each risk is scored using a proprietary scale, ranging from “unacceptable” and “significant” to “medium”, “possible” and “weak,” to prioritize mitigation strategies. The form also includes required precautions, assigned responsibilities, and implementation deadlines. To ensure a holistic approach, the assessment is divided into multiple detailed tabs that address key workplace safety domains, including but not limited to employee training, firefighting equipment, emergency exits and rills, ergonomics, machinery with moving parts, chemical exposure, forklift and pallet truck operations, personal protective equipment (PPE) use, biological risk factors, and environmental monitoring. Each tab reflects a specific risk area and reinforces our commitment to continuously improving workplace safety through data-driven planning and accountability. 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 descriptions and organizational structures, including job roles.

## 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 foundational safety training aligned with the requirements of their specific site and job duties. While training content may vary by role, several core modules are delivered to all employees regardless of the department. These include training on New Hire Orientation; GHS/HazCom (conducted upon hire and when a new chemical is introduced); Fire Safety, Emergency Response, Extinguisher; PPE; and First Aid Awareness, Incident Reporting & Emergency Response. Additional training requirements are tailored to specific departments based on operational exposure and job-specific risks. The production department receives Hazardous Waste (RCRA) & Spill Response training, Forklift and HI-REACH Truck training, Incident Reporting, and Heat-related Illness Prevention training. Designated first aid responders undergo First Aid/CPR/AED certification training.



Training frequency varies by topic and role. Core trainings such as PPE and Fire Safety are typically conducted upon hire and annually thereafter, while department-specific modules are delivered either annually or on a multi-year basis (e.g. every two to three years for Hazardous Materials Transportation or Forklift training). The format and delivery of these training courses are also tailored for effectiveness. Instructor-led sessions are used for high-impact topics such as fire safety and emergency response, PPE usage, forklift operation, and chemical hazards. Other training courses may be delivered through digital presentations and/or quizzes to reinforce learning and enable flexible access.

To ensure accessibility and effectiveness, all health and safety training is delivered in the local language of the jurisdiction in which EFI operates, using clear and easily understood language tailored to the workforce.

## Accident Prevention and Reporting

We recognize that improvement in health and safety will not happen by chance and improvement must be made 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 the reporting of health and safety metrics for all EFI's employees, across all facilities, and includes 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.

### # of Employees that Received H&S Training in 2024\*

1,179

\*Includes all employees based at EFI's manufacturing sites

2024 Safety Metrics

EMPLOYEE  
FATALITIES

0

DAYS LOST TO INJURY

314

NUMBER OF  
WORK-RELATED INJURIES

14

TOTAL NUMBER OF INCIDENTS

LOST TIME

7

NON-LOST TIME

7

TOTAL NUMBERS OF HOURS WORKED  
AT MANUFACTURING SITES

2,382,720



# Industry Associations and Memberships

As part of our commitment to industry collaboration and continuous improvement, EFI maintains active membership in several prominent industry associations to stay informed of evolving standards, share best practices and contribute to the advancement of its sectors. These partnerships, including the Brazilian Association of Graphic Arts (ABIGRAF), European Federation of Corrugated Board Manufacturers (FEFCO), European Specialist Printing Manufacturers Association (ESMA), Printing Industries of New England (PINE), and Paperboard Packaging Council, among others, support EFI's ongoing commitment to industry collaboration and responsible business practices.

For a full list of our industry associations, please refer to our [website](#).

# | Operations





# Operations

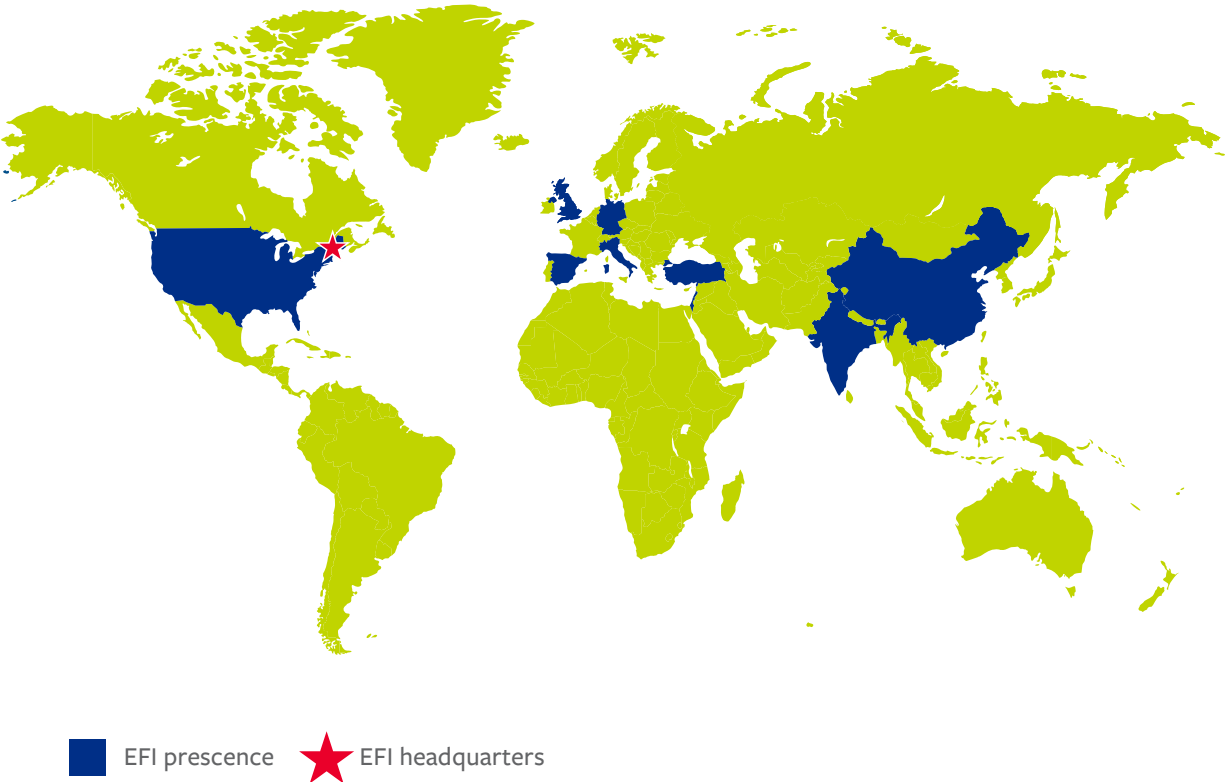
## Raw Materials

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

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



accompanied by Certificates of Analysis and Safety Data Sheets.

## Product Innovation

At EFI, we believe that the development of new products and the 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 the growing adoption of digital textile printing.

EFI continues to push the boundaries of industrial digital printing to help its clients, including independent sheet plants, box manufacturers, and integrated paper and packaging producers, achieve greater efficiency, sustainability and profitability.

A groundbreaking innovation rolled out in 2024 is the Packsize® EFI X5® Nozomi, an on-demand, full-color LED inkjet system for custom-sized corrugated packaging that prints, cuts, creases, glues and folds customized boxes at rates as fast as one box every six seconds.

The roll-out of EFI's new line of VUTEk® Q3h series high-speed hybrid flatbed/roll-fed inkjet printers is another major achievement for 2024, providing the highest-quality imaging and versatile production-level printing featuring the most advanced high-speed automation options EFI has ever released. This offers customers

unprecedented benefits for minimizing labor risk and achieving cost reductions. Its LED technology also promotes more sustainable production with lower energy consumption, VOC generation, and waste generation.

The EFI Pro 16h+ Hybrid LED printer, also rolled out in 2024, is the ultimate wide-format business tool, allowing customers to expand into higher-margin, wide-format graphics at production-level speeds. The printer allows for rapid changeover between flexible and rigid substrates of varying thicknesses for easy transition between jobs, and outstanding image quality with industry-leading white ink and multilayer printing in up to five layers in a single pass. EFI's LED technology allows for lower energy consumption, lower VOC emissions and less waste generation, with TPO- and THFA-free inks formulated to meet EU regulations.

EFI continues to leverage its Lifecycle Assessment tool, developed in 2023, to calculate estimated global warming potential and resource usage (water, energy and waste) of print jobs. The tool is used to quantify resource efficiency benefits per print job of EFI's technologies as compared to competitors. For sustainability-minded customers, this provides a critical data input for purchasing decisions.

## 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 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, since it can 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 1000 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.”<sup>3</sup>

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.

In 2024 EFI obtained an Environmental Product Declaration (EPD) in line with ISO 14025:2006 for its VUTEK GSLX® UV Inks, which contain up to 50% of monomers and oligomers derived from renewable organic matter. The inks are also free of VOCs, heavy metals, and greenhouse gases and are considered non-hazardous per the U.S. Resource Conservation and Recovery Act (RCRA).

EFI also maintains GREENGUARD and GREENGUARD Gold Certification on several UV inks for display graphics. 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.

EFI has also achieved gold certification from the Sustainable Green Printing Partnership



# | Economic Performance



# Economic Performance

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. In 2024, EFI was not the recipient of any financial assistance from governments in any of its operating locations.

## 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 of 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.

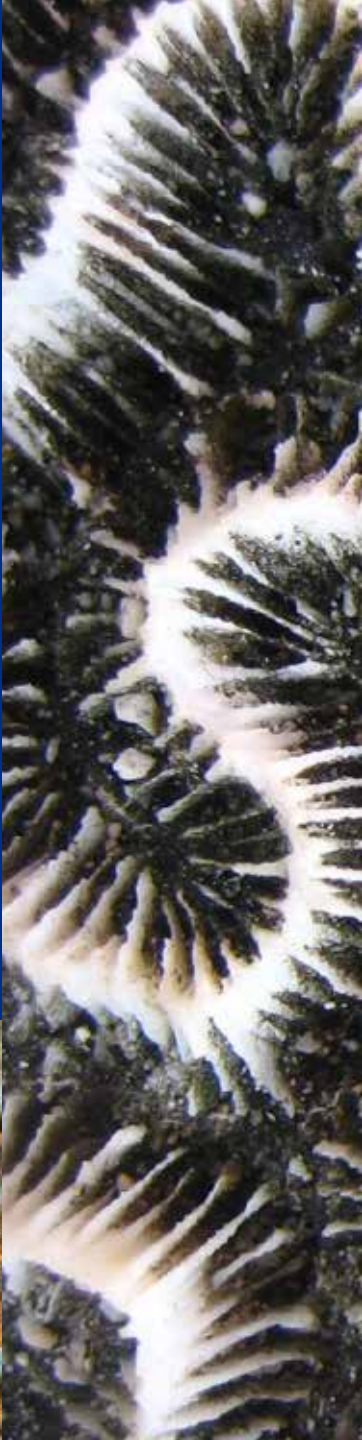
We also expect climate change to drive greater environmental regulatory demands in the coming years and are prepared to dedicate more resources to understanding and remaining compliant with such requirements.

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





# Supply Chain Management

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.

## Environmental Risks in our Supply Chain

EFI uses small amounts of rubber in the manufacture of its printer conveyor belts. Rubber is identified by the EU's Regulation on Deforestation-free Products (EUDR) as one of the commodities linked to significant agricultural expansion that drives deforestation, leading to carbon emissions and threats to biodiversity. Some of EFI's European entities have been identified as operators or traders of rubber under the EUDR and as such will begin a process of supplier due diligence in 2025 to verify its products do not originate from recently deforested land or contribute to forest degradation.

## Supplier Due Diligence

EFI does not tolerate modern slavery or human trafficking, and works with its suppliers to build a business that upholds international principles of human rights. In addition to ensuring that all operations and transactions are within the laws in which we operate, we further seek to apply international standards where feasible in our employment and business practices. This includes investigating any claims or other information leading to a reasonable suspicion that goods or services we procure have been produced with the help of child labor, and adopting and implementing a strategic remediation/assistance plan if such suspicion is substantiated.

EFI intends to implement an ethical risk assessment process when contracting with new suppliers, which incorporates due diligence on modern slavery risks, and to assess modern slavery risks in its supply chain by way of external assessments, inspections, investigations and reviews, in addition to requiring suppliers to complete periodic self-evaluations.

EFI established a Supplier Code of Conduct in 2022. The Supplier Code of Conduct outlines EFI's expectations for suppliers in their labor, health & 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. EFI is committed to engaging suppliers with the capability to comply with the standards set forth in the Supplier Code of Conduct, and reserves the right to take disciplinary action against suppliers who are found to be in violation of its standards, up to and including termination of the business relationship.



## The standards outlined in the Supplier Code of Conduct are as follows:

### Supplier Labor Practices

EFI's Supplier 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

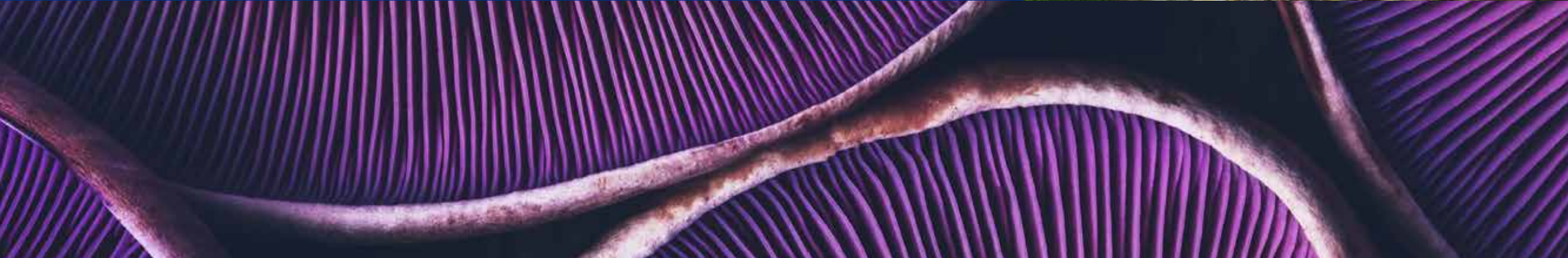
EFI expects its suppliers and their agents to adhere to the highest standards of ethics, including those pertaining to Business Integrity, No Improper Advantage, Disclosure of Information, Intellectual Property, Fair Business, Advertising & Competition; Protection of Identity & Non-retaliation; Responsible 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 Supplier Code of Conduct, and identification and mitigation of operational risks related to the Supplier Code of Conduct, as well as facilitation of continuous improvement.



# | Natural Resources



# Natural Resources

Our approach to natural resource management is focused on incorporating sustainable and responsible consumption into our everyday business practices. We strive to implement efficient processes to reduce our usage, where possible, and protect and preserve Earth's ecosystems for future generations.

## Energy and Emissions

At EFI, we have experienced firsthand the negative impacts climate change can have on our society. Our supply chains have been impacted as transport waterways withered from drought. Our local communities experience the effects of extreme temperatures and severe weather events. Our manufacturing locations analyze our natural resource usage to understand where there may be risks. 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. As we continue to track our emissions, we are beginning to evaluate potential measures that will help us reduce our footprint.

## EFI Energy and Emissions Calculations and Methodology

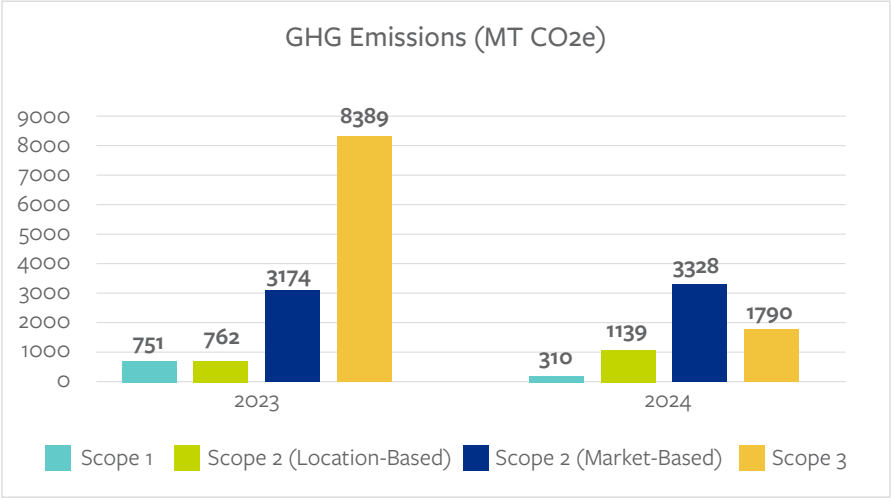
This year, we calculated the Scope 1 and Scope 2 GHG Emissions for our ten EFI manufacturing facilities worldwide. The emissions calculations were completed using primary data, including energy consumption at the sites and fuel use from company cars, directly provided by the facilities. Scope 3: Business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

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).



## EFI's Carbon Footprint

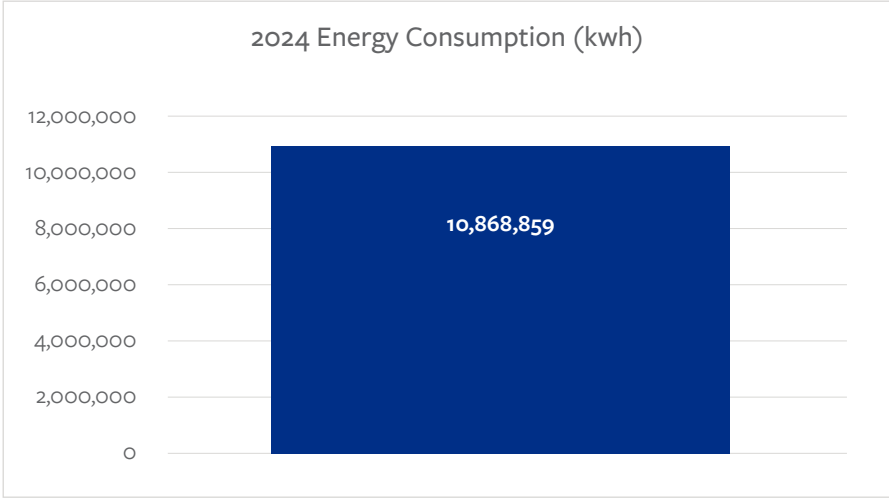
EFI is committed to reducing our GHG emissions, where possible. EFI has begun to source renewable energy throughout our facilities. Currently, three manufacturing locations utilize renewable energy: our facilities in Barcelona, which is 100% powered by renewables, and Castellon procure renewables and our facility in Italy has solar panels onsite. In total, renewables account for 15% of our total energy consumption. Additionally, we have implemented business travel restrictions, which account for the significant decrease in the Scope 1 and Scope 3 emissions from 2023 to 2024. Looking forward, we seek to improve our energy use efficiency and increase our renewable energy consumption, where feasible, to reduce our carbon footprint.



All emissions are calculated using the operational approach and include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O.

## Water and Effluents

Because we understand the importance of sustainably using finite natural resources, we have begun to review our consumption processes to identify potential methods to improve our water use efficiency. Our water footprint begins with the water that is consumed by our suppliers as they produce and transport our raw materials. 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.





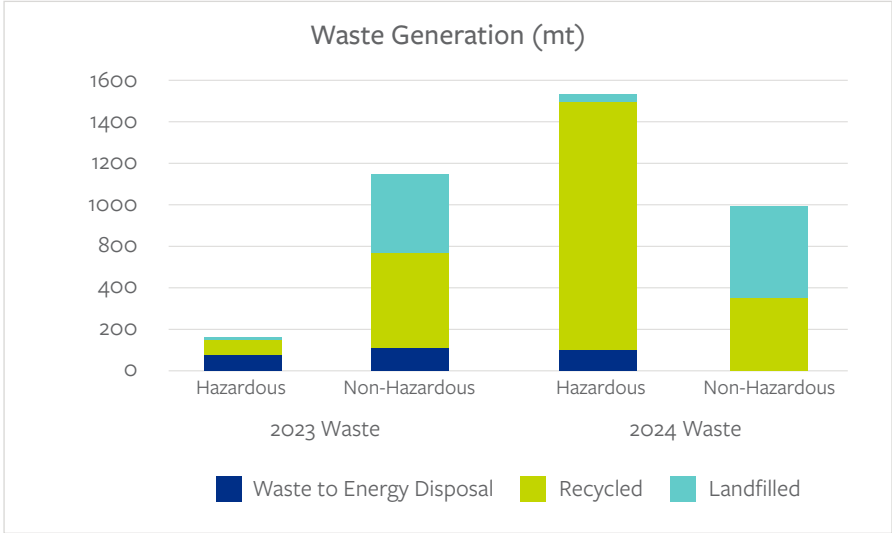
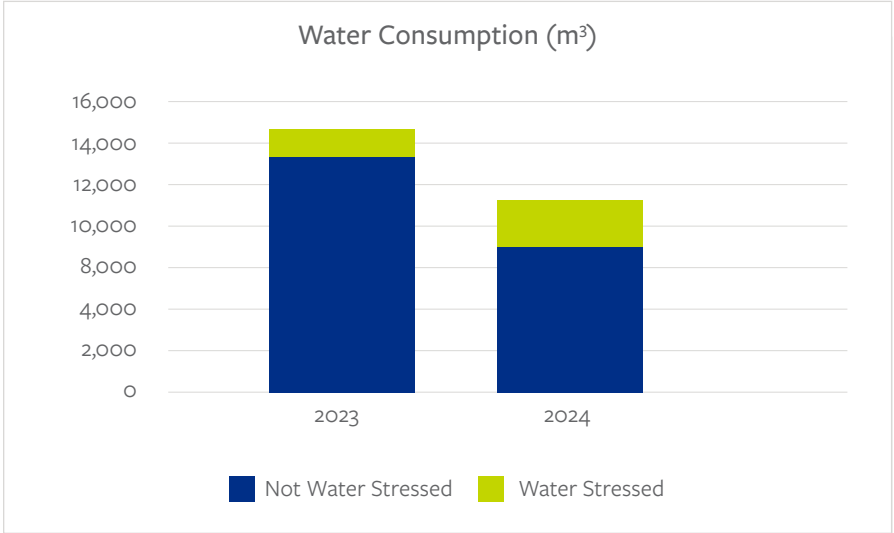
Our printers are designed to print in a wide variety of mediums, from textiles to packaging. At the end of their life, these printed products are disposed of through methods such as landfilling and waste-to-energy or are recycled and become inputs for other products. Depending on the technology deployed, 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.

To further our understanding of our water consumption and associated risks, we evaluated our manufacturing facilities using the WRI Aqueduct Tool. Out of the seven manufacturing facilities, 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.

Waste Management

As a global manufacturer of printer and ink products, EFI generates both hazardous and non-hazardous waste. We are committed to minimizing our waste production by employing Reduction, Reuse, and Recycling (RRR) practices throughout our business operations.



In addition to our RRR practices, the EFI Research and Design Team strives to integrate waste management into our products. In addition to designing new products with added efficiencies already built in, we are in the process of identifying key areas of our operations that generate the most waste and evaluating the most methods to maximize the re-use of materials and reduce waste generation.

In addition to striving to improve the efficiency of our manufacturing processes, we also engage with our supply chain to encourage the management of the waste associated with the products and services we procure. Our Supplier Code of Conduct requires our suppliers to minimize their waste generation by modifying their production, maintenance, and/or facility processes.

### Types of Waste Generated

- Wood
- Cardboard
- Paper
- Metal Scrap
- Chemical Products
- Plastic
- Organic
- E-waste

# | Ethics and Compliance





# Ethics and Compliance

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.

## 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 ("Code") that helps to ensure compliance with legal requirements and our ethical standards of conduct. The Code provides guidelines for 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.

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 96% of employees completed the training in 2024. 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, we have implemented 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 2024, 96% of employees successfully completed the training. Through this proactive approach, there were no confirmed instances of corruption or bribery in 2024 nor any related legal proceedings.

## Product Disclosure

Chemical materials are a key input for EFI's inks and other products. We are committed to managing the use of these 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.

## 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 stay ahead of potential threats to our data and computer systems, EFI implements a multi-faceted approach.

### Key facets 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 that reviews the related policies and procedures. In addition, EFI partners with a cybersecurity firm to perform phishing training and testing to ensure they can identify a potential scam.

In addition, in 2024, EFI reviewed and revised our Vulnerability Management Policy which outlines the practices used by the company to proactively prevent loss of sensitive data. The revisions formalized the strong practices we implement to protect EFI computing systems and reduce the impact of threats to the company and our customers.





# | Community



# 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:

# GRI Index

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, Value Chain and Supply Chain Management
	2-7 Employees	Our Employees
	2-9 Governance structure and composition	Our Approach to Sustainability
	2-11 Chair of the highest governance body	Our Approach to Sustainability
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Approach to Sustainability
	2-13 Delegation of responsibility for managing impacts	Our Approach to Sustainability
	2-14 Role of the highest governance body in sustainability reporting	Our Approach to Sustainability
	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
	2-23 Policy commitments	Human Rights and Labor; Ethics and Compliance
	2-24 Embedding policy commitments	Human Rights and Labor; Ethics and Compliance



GRI STANDARD	DISCLOSURE	LOCATION
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	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	Our Employees; Community
	2-29 Approach to stakeholder engagement	Supply Chain Management
	2-30 Collective bargaining agreements	Human Rights and Labor
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Approach to Sustainability
	3-2 List of material topics	Our Approach to Sustainability
	3-3 Management of material topics	Our Employees; Human Rights and Labor; Occupational Health and Safety; Operations; 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 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 STANDARD	DISCLOSURE	LOCATION
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GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Effluents
	303-3 Water withdrawal	Water and Effluents
	303-5 Water consumption	Water and Effluents
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Natural Resources
	305-2 Energy indirect (Scope 2) GHG emissions	Natural Resources
	305-3 Other indirect (Scope 3) GHG emissions	Natural Resources
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GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Natural Resources; Operations
	306-2 Management of significant waste-related impacts	Natural Resources; Operations
	306-3 Waste generated	Natural Resources
	306-4 Waste diverted from disposal	Natural Resources
	306-5 Waste directed to disposal	Natural Resources
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 STANDARD	DISCLOSURE	LOCATION
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
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GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Our Employees; Occupational Health and Safety; Ethics and Compliance
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Employees
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 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management
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



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## Follow us on social



For general or media inquiries, please send an email to [info@efi.com](mailto:info@efi.com)