2025 Sustainability Impact Report

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Message from Leadership

EFI is pleased to issue our fourth annual sustainability impact report, showcasing our ongoing efforts to operate our business to high standards of ethics and sustainability.

In 2025, we continued to expand the use of Lifecycle Assessment (LCA) to better substantiate and communicate the environmental benefits of our technologies over analog solutions. We underwent an initiative to assess our Nozomi product line and quantify the environmental benefits that customers can achieve with its use.

In addition, we continue to uphold and advance our social practices at the company and supply chain levels, promoting inclusion and ethical labor practices in our daily operations. We hope you enjoy reading about our ongoing progress and accomplishments in this year's report.

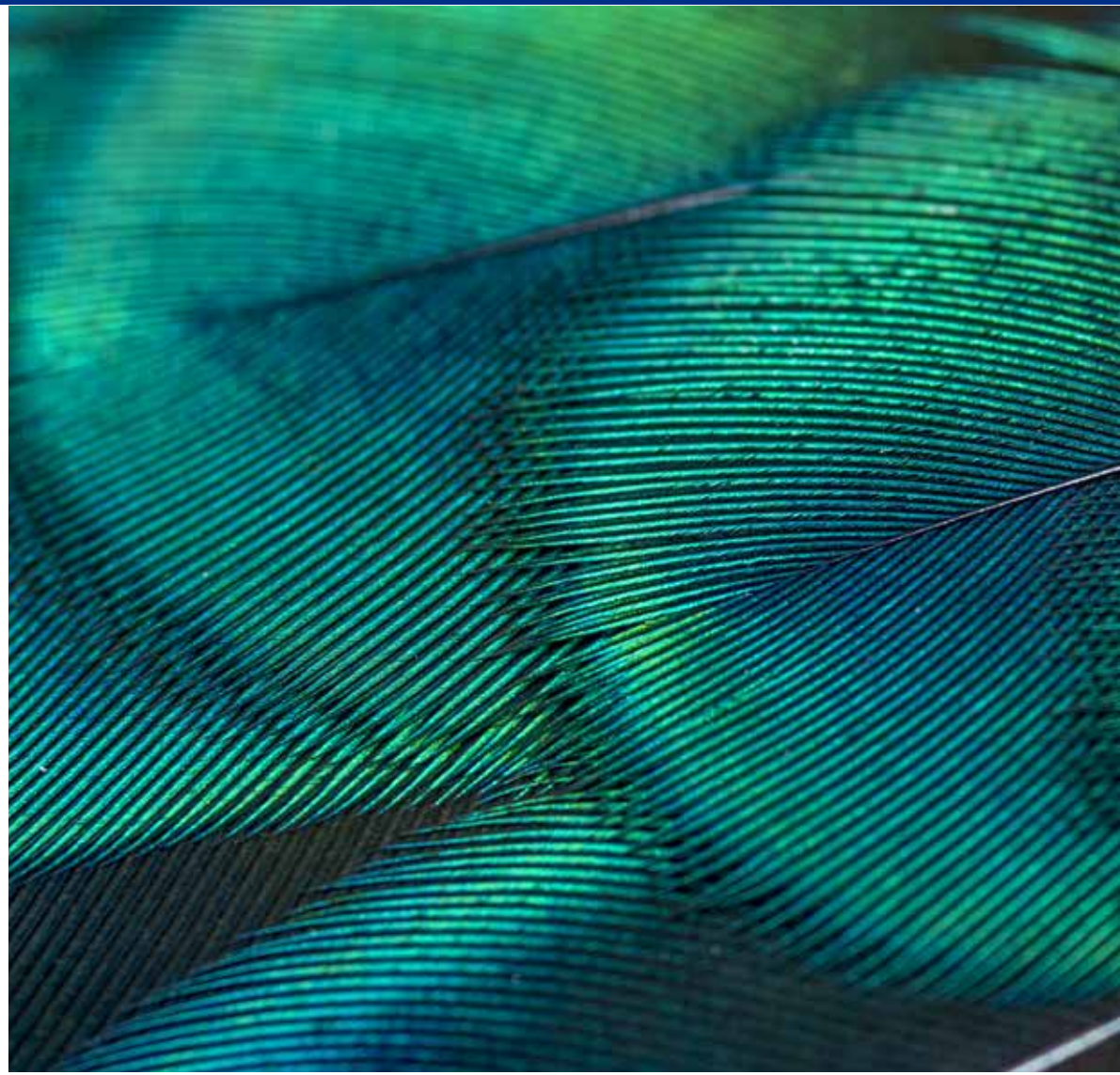


About Us



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 2025, EFI employed 1,086 employees across 11 countries, with our largest headcounts located in our Ypsilanti, MI, Londonderry, NH, Bangalore, India, Castellon, Spain, Bergamo, Italy 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 waste reduction 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 Sustainability Governance organizational chart.

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 and Chief Operating Officer, 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.

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 and 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 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, 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



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 2025 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 2025. 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 pages 41-44. Questions regarding this report may be directed to info@efi.com.



Our Employees



Our Employees

In fostering an environment conducive to EFI's success, we diligently cultivate a unified workforce comprising 1,086 full-time equivalent employees spanning 11 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 into DE&I efforts and broader workforce strategy.



Summary of Global Full-time Workforce Diversity

As of December 31, 2025

	Female #	Female %	Male #	Male %	Total
Number of permanent employees (Headcount/FTE)	259	24%	827	76%	1,086

Below 30	# of employees	% of population
Female	42	38%
Male	68	62%
Total	110	
30 to 50	**# of employees**	**% of population**
Female	154	26%
Male	443	74%
Total	597	
Above 50	**# of employees**	**% of population**
Female	63	17%
Male	316	83%
Total	379	

Global New Employee Hires Demographics Breakdown

As of December 31, 2025

	# of employees
New employees	65
Male	47
Female	18
Below 30	15
30 to 50	35
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



Frank Pennisi, Chief Executive Officer & Chief Product Officer



Walter Loh, Chief Financial Officer



Todd Zimmerman, Chief Revenue Officer



Dan Haddad, Chief Operating Officer



Anna Lee, Chief Legal Officer



Kendra Langevin, Chief Human Resources Officer



Scott Schinlever, Outgoing Chief Operating Officer

Board and Executive Leadership Team (ELT) Composition Overview

	Board	Executive Leadership Team (ELT)
Total members	7	7
Women members	2	2
Members from underrepresented ethnic groups*	2	1

* The total number of under-represented groups, including African American or Black, Asian or Pacific Islander, Hispanic or Latino, two or more races/other.

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.

We conduct an annual employee engagement survey to gather feedback and better understand the employee experience. In 2025, the survey achieved a 91% participation rate, a five-point-increase from 2024. Survey results indicated an employee engagement score of 66%, an intent-to-stay score of 73%, an inclusion score of 76%, and a well-being score of 80%. The primary drivers of employee engagement and retention included employees' confidence that their career goals can be achieved at EFI, optimism about EFI's future, confidence in senior leadership's decision-making, and a clear understanding of EFI's strategic objectives.



2025 EFI Cares for Communities event participants

Employee engagement extends beyond the workplace. The Company launched EFI Cares for our Communities program globally in 2025 to encourage employees to make a positive impact in the communities where they live and work. Through the program, eligible employees receive up to eight hours to support charitable organizations and causes of their choice or participate in EFI-sponsored volunteer activities. During the reporting period, employees contributed a total of 200 volunteer hours. Employees can record their volunteer hours through our time-off tracking system, which also provides information on EFI-sponsored volunteer opportunities.

Employee Resource Group (ERG) Engagement and Activities

The ERG primarily delivers programming through virtual events, enabling participation from employees across global offices. Local offices may also organize in-person activities, such as networking lunches and social gatherings. An internal ERG webpage provides employees with information on upcoming events, including event topics and guest speakers.

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.

During 2025, the ERG hosted a range of well-attended initiatives focused on employee well-being, professional development, and inclusion. Notable events included Beyond Burnout: Finding Balance Without the Guilt (November 2025), which featured facilitators, resources and educational materials to support employee well-being; Courage in Action: Women Owning Courageous Conversations (September 2025), a panel discussion; The Power of You: Creating a Personal Brand with Purpose (June 2025), led by a guest speaker; and a virtual celebration of International Women's Day featuring a keynote speaker.

A training on psychological safety was offered as an optional learning opportunity for employees during 2025. The training is expected to become mandatory for all employees beginning in 2026.





ERG members connecting and celebrating during Women's Day in India

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 2025 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, 2025, 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 Health, Safety and Environment (HSE) global team 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 Audit & Risk 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 global team, 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 conducts a comprehensive risk assessment and planning process as part of our proactive safety measures for each EFI site, with the participation of Francis Ferreres and the collaboration of different EHS third parties. 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 drills, 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 global team 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 occupational health and safety management system covers all employees. At the end of 2025, the program applied to all 1,086 employees across the company.

During 2025, we recorded 7 work-related injuries. The most common injury types were associated with ink management and material handling activities. We continue to focus prevention efforts on high-consequence hazards, including entrapment, moving and operating machinery, and chemical management at ink sites, where improper handling may result in chemical burns.

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 2025*

255

*Includes 65 new hires

2025 Safety Metrics

EMPLOYEE FATALITIES

0

DAYS LOST DUE TO INJURY

54

NUMBER OF WORK-RELATED INJURIES

7

TOTAL NUMBER OF INCIDENTS

LOST TIME	NON-LOST TIME
3	4

TOTAL NUMBERS OF HOURS WORKED AT MANUFACTURING SITES

2,156,000

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.

ABIGRAF

FEFCO Corrugated Packaging

ESMA Driving Print Excellence

PINE PRINTING INDUSTRIES OF NEW ENGLAND

PAPERBOARD PACKAGING COUNCIL

Operations



Operations

Raw Materials

The primary inputs we use 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.

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. In 2025, EFI premiered the new EFI Pro 30h+ hybrid printer, a 126-inch-wide production-level, direct-to-board and roll-to-roll printer that allows production of a wider variety of high-margin applications at faster speeds and lower cost. EFI's energy-efficient LED curing and UV LED Inks provide more sustainable production while maintaining excellent adhesion and elongation. EFI also continues to leverage its Lifecycle Assessment tool, first 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. In 2025, EFI engaged a third-party LCA specialist to establish a tool specific to the EFI Nozomi line of printers, allowing for calculation of environmental impact differences by print volume between Nozomi printers and other printing technologies; this is described further in the Energy and Emissions section of this report 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 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 toxic to human health and "one of the top ten chemicals of major public health concern." 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 holds 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 2025, EFI's Spain entity was the recipient of two R&D grants from the Valencia Innovation Agency for industrial value chain improvement projects.

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 adjustments 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 and maintains strong business relationships that enable the operational efficiency, quality control and innovation that are essential for long-term success. 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

EFI's products are free of materials classified by the U.S. Securities and Exchange Commission as Conflict Minerals – namely tin, tantalum, tungsten and gold.

EFI maintains a Supplier Code of Conduct that outlines a range of standards that vendors are expected to adhere to, including those relating to labor practices (including prohibition on any form of forced, bonded, involuntary or otherwise exploitative practices; reasonable working hours; compliance with applicable wage laws; non-discrimination, and respect for the right of freedom of association) and health & safety. Where vendors are found to be in violation of the Code, EFI reserves the right to require corrective actions, suspend purchases, refuse to accept deliveries, and terminate business relationships.

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 we have initiated a process of supplier due diligence to verify its products do not originate from recently deforested land or contribute to forest degradation.

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 were depleted 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 have begun to evaluate potential measures that will help us reduce our footprint.

In 2025, a key initiative was the installation of a solar photovoltaic plant at EFI's Bergamo, Italy facility. The plant, with a nominal capacity of approximately 500 kW, became operational in May 2025 and feeds into the local power grid. It has an expected annual average gross production of 549,945 kWh.

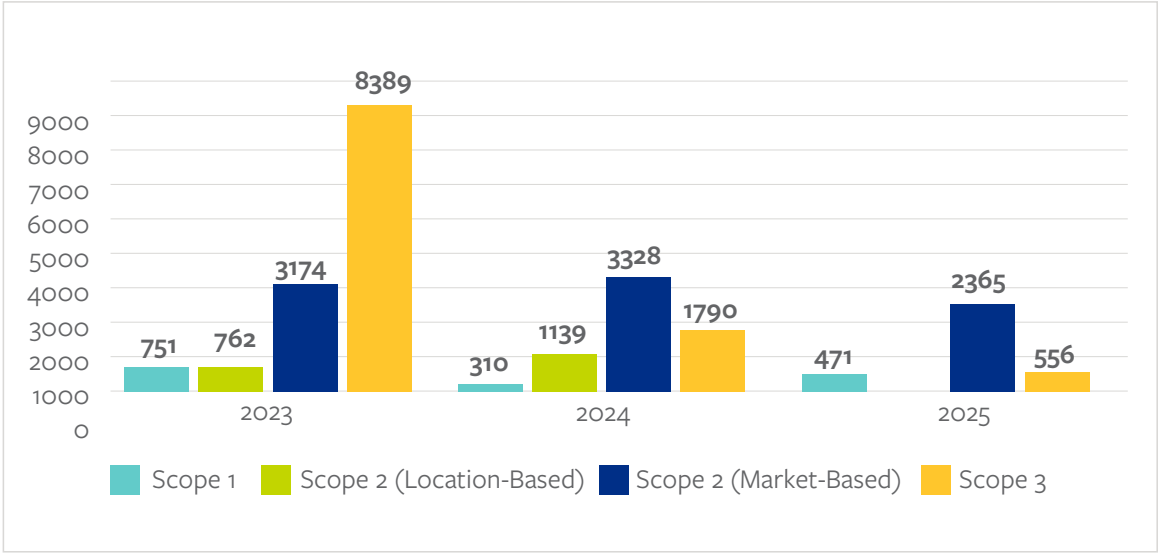
A further initiative was the application of EFI's Lifecycle Assessment methodology to the sales process for its Nozomi product line. The initiative sought to quantify and substantiate the environmental impacts of EFI's Nozomi business activities, allowing customers, brands and retailers to calculate their environmental impact by print volume and compare such impacts with other printing technologies. EFI worked with a third-party LCA specialist to establish an approach aligned with ISO 14040 and 14044 standards, taking into account raw materials, transport, manufacturing and operation of the Nozomi digital press. The LCA was then independently verified by a qualified third party. General findings of the LCA included a greater than 30% reduction in energy consumption, greater than 40% reduction in water consumption, and approximately 50% reduction in global warming potential from use of Nozomi technology vs. analog printing.

EFI Energy and Emissions Calculations and Methodology

This year, we calculated the Scope 1 and Scope 2 GHG Emissions for our seven EFI manufacturing facilities worldwide, as well as partial Scope 3 (business travel) using our internal emissions accounting tool. 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 sourced from 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 at a number of our facilities. Currently, three of our seven manufacturing locations utilize renewable energy: our facility in Castellon, which procures its electricity from 100% renewable sources, our UK facility which sources 35% renewable energy, and our facility in Italy which recently installed solar panels onsite. In total, renewables account for more than 20% of our manufacturing facilities' energy consumption. Additionally, we have implemented business travel restrictions, which account for the significant decrease in the Scope 1 and Scope 3 emissions since 2023. Looking forward, we seek to improve our energy use efficiency and increase our renewable energy consumption, where feasible, to reduce our carbon footprint.



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 considerations 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 effective methods to maximize the re-use of materials and reduce waste generation. In 2025, we generated 2,048 tons of non-hazardous waste, of which 100% was recycled. 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.

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. 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 made, 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. We provided anti-bribery and anti-corruption training to employees in 2025 to reinforce expectations related to ethical business conduct and compliance. Through this proactive approach, there were no confirmed instances of corruption or bribery in 2025 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 led 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 the reporting period, 100% of employees completed the required cybersecurity training.

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. In 2025, EFI began tracking the organization's overall cybersecurity rating via Bitsight, with a rating of 760 at the end of the year.

During the reporting period, EFI did not experience any cybersecurity incidents resulting in data breaches, ransomware attacks, operational disruptions, or monetary losses.

Community



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

Statement of use: EFI has reported the information cited in this GRI content index for the period January 1, 2025 through December 31, 2025 with reference to the GRI Standards.

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

GRI STANDARD	DISCLOSURE	LOCATION
	2-24 Embedding policy commitments	Human Rights and Labor; Ethics and Compliance
	2-25 Processes to remediate negative impacts	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	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 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Compliance

GRI STANDARD	DISCLOSURE	LOCATION
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
	305-5 Reduction of GHG emissions	Natural Resources
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
	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	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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