MODERN SLAVERY
DISCLOSURE STATEMENT (CANADA)

Introduction

At Cimpress, we recognize the critical role we play in ensuring that our suppliers share our commitment to the protection of human rights, including the elimination of human trafficking and modern slavery. We are focused on ensuring not only that we are sourcing our raw materials responsibly but also that we are protecting the human rights of the people who help us make our products.

Cimpress has a large product catalogue with products from a variety of industries and a supply chain that spans the globe. We have a global procurement organization, as well as local procurement teams in our various businesses.

This report is made by Vistaprint B.V. and its subsidiary Cimpress Windsor Corporation (together, the "Cimpress Reporting Entities") for the financial year ended June 30, 2025, in accordance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. Our report outlines the measures we have in place and the efforts we have commenced to assess and address risks of modern slavery and human trafficking in our business and supply chain.

Structure, Activities and Supply Chains

Cimpress is a strategically focused group of businesses that specialize in mass customization of printing and related products, via which we deliver large volumes of individually small-sized customized orders. Cimpress is comprised of dozens of legal entities, including the Cimpress Reporting Entities, employing over 15,000 people worldwide. The ultimate parent company of the Cimpress group of entities is Cimpress plc (NASDAQ: CMPR).

Our products and services include a broad range of marketing materials, business cards, signage, promotional products, logo apparel, packaging, books and magazines, wall décor, photo merchandise, invitations and announcements, design and digital marketing services, and other categories. Mass customization is a core element of the business model of each Cimpress business and is a competitive strategy which seeks to produce goods and services to meet individual customer needs with near mass production efficiency.

We source products such as the equipment and raw materials used in our production operation, apparel, writing instruments, and other promotional products. We contract with multiple suppliers, fulfillers, merchants, and other business partners in many jurisdictions worldwide.

More information about Cimpress is available on our website at www.cimpress.com and in documents that we periodically file with the United States Securities and Exchange Commission.

Risks and Steps Taken to Assess and Manage Risks

Within the Cimpress Reporting Entities' operations, we believe the risk of modern slavery is low. The Cimpress Reporting Entities employ team members in Canada and the Netherlands, and we have fair and responsible employment practices in place to protect and promote our employees' rights.

That said, we recognize that risks of modern slavery may be present in our supply chain due to the procurement of products through direct and indirect suppliers. As such, Cimpress has an interconnected series of processes intended to ensure that our operations and supply chain are free from human trafficking and modern slavery. These processes (described in detail in the following sections) include:

a) Our Code of Business Conduct & Annual Training;
b) Our Supplier Code of Conduct;
c) Raw Material Certification;
d) Supplier Auditing & Development;
e) Monitoring risks at various levels of our supply chain, from raw materials to finished goods; and
f) Confidential Reporting Helpline.

At present, we have not identified or been made aware of any issues related to human trafficking or modern slavery (including forced labour and child labour) in our supply chain; however, should we become aware of any such issues, we will take action which could range from working with the supplier to resolve the issue and conducting follow-up site audits to ensure that the deficiency has been corrected, to terminating the supplier relationship entirely.

We have not identified or been made aware of any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour either; however, should we become aware of such losses, we will take appropriate action.

Code of Business Conduct & Annual Training

Our commitment to human rights is outlined in our Code of Business Conduct, which is available in 6 languages. Each year, every Cimpress employee is required to participate in our annual compliance and security training, which includes an acknowledgement that they have read, understood and agree to comply with our Code of Business Conduct. Our Code of Business Conduct is the foundation of our compliance program and outlines:

- Our refusal to use any form of forced, involuntary or child labor in any of our facilities or permit its use in any part of our supply chain;
- Our commitment to a harassment-free work environment;
- The importance of treating others with fairness and respect;
- Our commitment to workplace safety;
- The importance of honesty, fair dealing and ethical conduct;
- Our efforts to combat corruption and bribery; and
- Our strict anti-retaliation policy, which is intended to ensure that employees do not suffer negative consequences for reporting an ethics concern in good faith.

We report to our CEO and Audit Committee on the status of our compliance and training program. We think this level of attention by our CEO and Audit Committee helps set the right tone from leadership and underlines our commitment to doing business ethically and with integrity.

Supplier Code of Conduct

In addition to our Code of Business Conduct, we also have a Supplier Code of Conduct, which outlines our expectations that our suppliers:

- Do not use forced, compulsory or child labor in any of their own or their business partners' facilities;
- Do not permit any form of harassment or discrimination in their workplaces;
- Do not tolerate inhumane treatment, threats of violence, corporal punishment or other forms of physical coercion in their workplaces;

- Share our commitment to honesty, fair dealing and ethical conduct;
- Do not tolerate unsafe conditions or conditions that endanger their employees;
- Are committed to anti-corruption and anti-bribery policies and practices;
- Pay their workers at least the minimum wage required by applicable laws and provide all legally mandated benefits; and
- Pay their workers in a timely manner and comply with applicable laws and regulations regarding working hours for their employees.

We intend for our suppliers to comply with the principles set out in our Supplier Code of Conduct, as well as applicable laws and regulations (including Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9). We may conduct audits to ensure that our supply chain partners are living up to our standards of business integrity.

Raw Material Certification

In 2016, we began sourcing a significant portion of the paper used in Cimpress-owned facilities from suppliers certified by the world's leading forestry organizations: FSEC and PEFC. The Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) are international non-profits dedicated to promoting responsible forestry management through third-party certification processes. Conformance with their standards provides assurance that forests are protected from deforestation and degradation, biodiversity is preserved, the rights of forest workers and communities are protected, and economic viability is maintained.

In FY25, 92% of the wood fiber products produced at Cimpress-owned facilities were made from either FSC or PEFC-certified materials. We also extended the reach of our FSC and PEFC commitments to ensure that these same values are protected in our 3rd party fulfillment supply chain, reaching 78% conversion to FSC or PEFC in FY25. We are now actively working towards reaching a combined 95% conversion rate between in-house and third party fulfilled products by the end of FY28.

In 2020, we set a target for 95% of Cimpress packaging to be sourced from FSC or PEFC-certified sources or meet minimum post-consumer waste requirements. In FY25, we made substantial progress towards our packaging goal, with 76% conversion to either FSC or PEFC materials, up from 0% in 2020.

We believe our ongoing transition to FSC and PEFC-certified wood-fiber products and packaging is a significant step towards assurance that human trafficking and modern slavery are not occurring in our supply chain.

Supplier Auditing & Development

Since 2016 we have conducted independent third party, in-person social audits of select first-tier suppliers, starting with suppliers in geographies and industries indicating a high risk for human rights violations. These social audits include a number of topics, including child labor, forced labor, safety conditions, fair labor standards and fair wages.

Monitoring Our Supply Chains
We develop strategic partnerships with our suppliers, conduct periodic site audits of select suppliers, and trust that our suppliers will inform us of any issues they are facing in their business.

Confidential Reporting Helpline
Finally, Cimpress maintains a confidential reporting helpline (Speakup.Cimpress.com) that is available to our employees, customers, suppliers and members of the public to report any concern about ethical supply chain matters, among other topics. We publish our helpline website and phone number in our Code of Business Conduct, which is available on our company website. We thoroughly investigate every report submitted through that helpline and update our Audit Committee on helpline-related matters on a regular basis.

Assessing Effectiveness
We are committed to the elimination of human trafficking and modern slavery in our supply chain. We have taken a number of significant actions designed to address the risk of human rights violations in our operations and our supply chain, but we still have work to do. We intend to continue these efforts in coming years, including through increased supplier due diligence that includes human rights assessments. As we take further measures to prevent and mitigate modern slavery risks in our business and supply chains, we plan to keep track of our actions and review our performance in modern slavery compliance so that we can continue to improve.

Approved by the Board of Directors of Vistaprint B.V., as the entity that controls each of the Cimpress Reporting Enitties included in this report, pursuant to subparagraph 11(4)(b)(ii) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act on May 29, 2026.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I, in my capacity as Managing Director of Vistaprint B.V., attest that I have reviewed the information contained in this report on behalf of the Board of Directors of Vistaprint B.V., as the governing body of the entity that controls each of the Cimpress Reporting Entities included in this report.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ended June 30, 2025.

I have the authority to bind Vistaprint B.V., including for purposes of this report made pursuant to subparagraph 11(4)(b)(ii) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Signed by:



Sean Quinn
Managing Director
Vistaprint B.V.
Date: May 29, 2026