

2025



# SUSTAINABILITY Report

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# Introduction

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## BASIS OF THIS REPORT

This report provides a comprehensive account of Thumbprints Ltd. Sdn. Bhd.'s performance from 1 January to 31 December 2025. Our focus transcends traditional profit-making; we have dedicated this period to the meticulous management of our carbon footprint and the reinforcement of value-chain responsibility. With a workforce of over 280 dedicated professionals, we are steering our operations toward a legacy of long-term global impact.

Our strategic evolution is anchored in three core commitments. First, we prioritise sustainable sourcing, by ensuring at least 50% of our paper stocks are now Forest Stewardship Council® (FSC®) (FSC® C101773) – certified or recycled, complemented by our transition to eco-friendly mineral oil-free (MOF) inks. Second, we drive resource efficiency through targeted water and emission reductions. Finally, we lead through technological innovation, entering the "Smarter Print" era by cutting production waste and optimising energy demand across our facility.

Turning vision into reality requires rigorous operational execution. In 2025, we achieved a significant milestone by expanding our Scope 3 accounting to include upstream and downstream transportation, business travel, and employee commuting. This enhanced data maturity resulted in a total gross emission of 2,254.36 tCO<sub>2e</sub>, marking a significant 14.6% reduction from our 2024 baseline. This achievement reflects our journey toward greater data integrity and transparency.

Our "People-First" values are the heartbeat of our organisation. We maintain a robust governance framework verified by ISO 45001 for safety and ISO 37001 for anti-bribery. Our 2026 roadmap remains focused on 13 key material matters, ensuring our environmental and social goals, ranging from water quality to worker safety, remain central to our corporate identity.

As we look forward, Thumbprints remains committed to the marriage of machine intelligence and human integrity. Our future focus centres on deeper AI integration and formalising supplier data collaboration. We pledge to continue our journey of transparent reporting, ensuring that our growth contributes to both industry leadership and a more sustainable world.

OUR BUSINESSES

Thumbprints Utd. Sdn. Bhd. is an established offset printing and packaging company based in Rawang, Selangor, Malaysia. Incorporated in 1990, our company has grown to become a significant player in the printing industry, offering a comprehensive range of services and products to both local and international markets.

Thumbprints Utd. Sdn. Bhd. primarily offers offset printing, specialising in diverse packaging (boxes, labels, paper bags), children's books – including specialty formats like magic painting and scratch art, – and Point-of-Sale Materials (POSM). Powered by a dedicated workforce of more than 280 employees, we are heavily export-oriented, serving markets in the UK, USA, Canada and beyond.



At the heart of Thumbprints Utd. Sdn. Bhd. lies a steadfast commitment to Honesty and Integrity. These are not merely corporate values; they are the bedrock of our operations, practiced consistently at every level of the organisation. Since our inception, we have built a culture where ethical conduct and transparency define who we are and how we do business.

We believe that true success is collaborative, and to that end, we operate on a framework of shared values that seamlessly bridges the gap between our internal teams and our valued customers.

Shared Values Framework

**Growing Business Together:**  
Cultivating mutual success through partnership

**Team Support:**  
Fostering a collaborative environment where every voice is heard.

**Going Green:**  
Integrating sustainability into every stage of our production.

**Accreditations:**  
Maintaining the highest global standards of compliance and quality.

**Continuous Improvement:**  
A relentless pursuit of operational excellence.

## COMMUNITY ENTERPRISE MODEL

The vision of Thumbprints Utd. Sdn. Bhd. centres on being a Community Enterprise – a business model that prioritises employees by sharing profits and benefits. Concurrently, we drive sustainable growth through continuous improvement programs and strong partnerships with clients and suppliers, all underpinned by an unwavering commitment to the highest ethical standards.

Our employees are our most valuable asset. By prioritising a business model rooted in profit-sharing and enhanced welfare benefits, we ensure that our team members are not just workers, but stakeholders in our collective success. This commitment to 'People First' is why we attained the ISO 45001 certification – to ensure their safety is as guaranteed as their prosperity.

We achieve sustainable growth by fostering deep, collaborative relationships across our entire value chain. Through structured continuous improvement programmes, we consistently refine our processes and scale our impact, ensuring that as our business grows, our partners and suppliers rise alongside us.

We believe that a company should serve more than just its bottom line. As a Community Enterprise, our vision focuses on a model where business growth and social responsibility coexist. By prioritising our employees through profit-sharing, driving growth via continuous improvement, and maintaining the highest ethical standards verified by global certifications, we ensure that our success is shared by our staff, our partners, and the wider community.



## A MESSAGE FROM OUR CHAIRMAN: REDEFINING THE IMPRESSION WE LEAVE

To our stakeholders, partners, and colleagues,

As we reflect on the past year, it is clear that the definition of corporate success has fundamentally shifted. Growth is no longer measured solely by financial balance sheets, but by the depth of our footprint on the planet and the value we return to the communities we serve.

As a community enterprise, our profit is inseparable from our people's prosperity. For Thumbprints, sustainability is not a peripheral initiative or a line item in our budget; it is the core of our identity. By prioritising our employees' well-being and local stability, we ensure that our business model is as renewable and resilient as the paper we print on.

To us, ESG is not a rigid set of rules, but a profound promise. We will continue to refine our printing processes to minimise our footprint while maximising our social handprint.

As you read through our 2025 progress, I hope you see more than just data and metrics. I hope you see a company that is deeply rooted, purposefully driven, and committed to leaving a mark that the next generation will be proud of.

Thank you for trusting us with your vision. Together, we are printing a future that lasts.



**Mr. Tam Wah Fiong**  
Chairman of the Board

*“ As part of a community enterprise, I know that when the company wins, our family and our neighbours win too. Sustainability here means I’m not just printing for today; I’m building a future into eternity.”*

## FROM THE DESK OF THE MANAGING DIRECTOR: TURNING VISION INTO REALITY

To our valued stakeholders,

At Thumbprints Utd. Sdn. Bhd., sustainability is not an aspiration; it is embedded in how we operate every day. For 2025, we have concentrated our efforts on three operational pillars that translate our ESG commitments into measurable outcomes.

- **Sustainable Sourcing:** We are strengthening our circular-economy practices: half of our paper is now recycled or FSC®-certified, and we are transitioning to mineral oil-free (MOF) inks to ensure safer, cleaner print processes.
- **Waste Reduction:** We have reduced scheduled waste beyond regulatory requirements, shrinking our environmental footprint while improving workplace safety and cleanliness.
- **Resource Efficiency:** Through targeted initiatives, we have cut water consumption and carbon emissions, demonstrating that high-volume printing can be both productive and environmentally responsible.

These technical achievements are ultimately human ones. They reflect the skill, dedication, and ingenuity of our people. By investing in our team, we are not only improving operational performance and margins; we are strengthening the future of our local workforce and the communities we serve.

*“Sustainability rarely begins with comfort. The first steps are hard, but persistence turns difficulty into progress. If sustainability is to succeed, those first steps must be ours.”*



**Mr. Lim Chee Yoong**  
Managing Director

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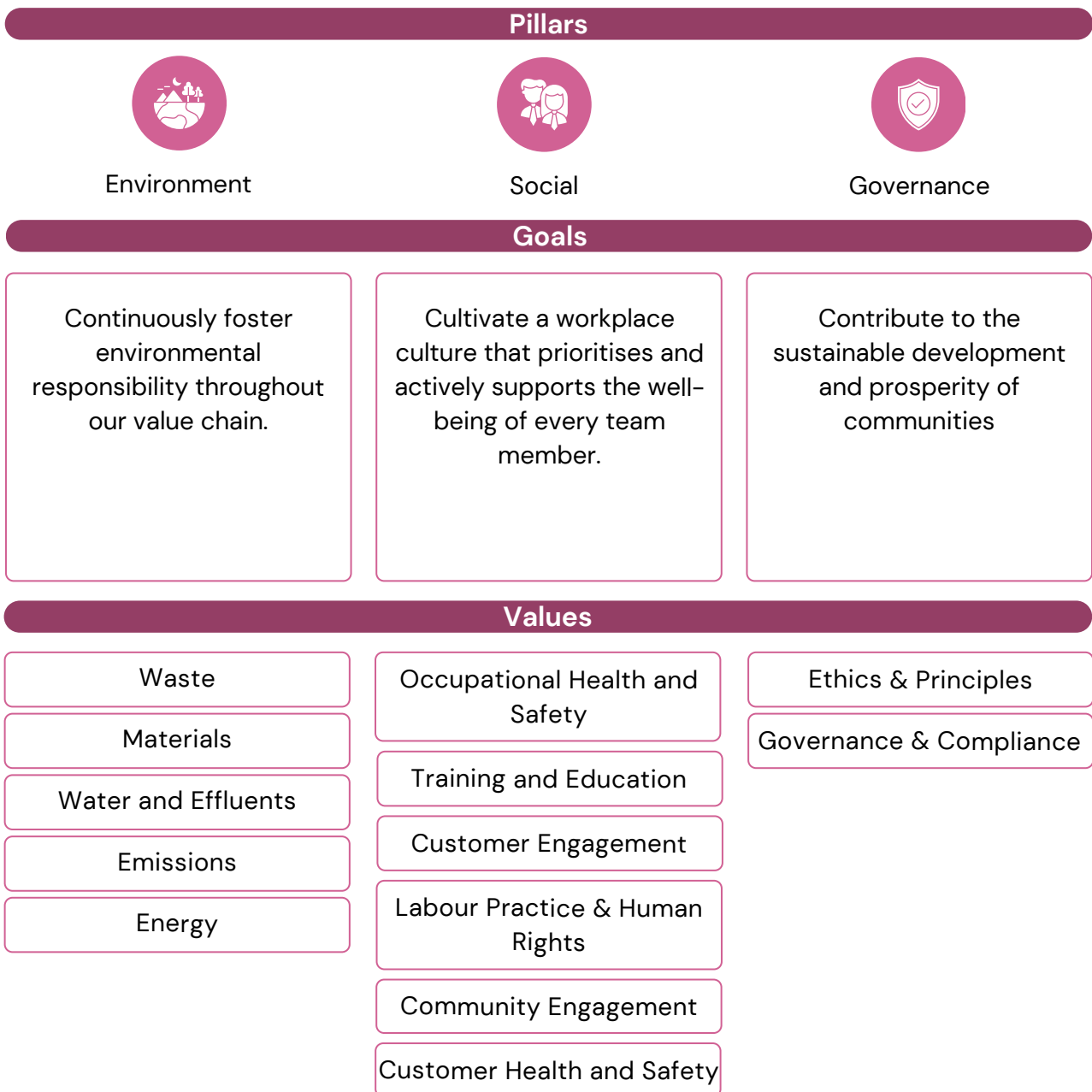
# Sustainability Frameworks

- Our Strategic Frameworks
- Our Material Focus

OUR STRATEGIC FRAMEWORKS

By setting clear, measurable goals, we not only manage and mitigate operational risks but also create a framework to monitor our ESG performance rigorously. This process ensures we remain on track to fulfill our commitments while enabling our leadership to make informed, data-driven decisions.

Central to this strategy is our focus on materiality. We continue to prioritise the 13 material matters identified in 2024, which remain highly relevant to our strategic goals and stakeholder expectations. As our core business activities have remained consistent since our previous review, these 13 pillars continue to best represent our tangible impact on the environment and society.



OUR MATERIAL FOCUS

We are dedicated to continuously monitoring and adapting our materiality focus to ensure it aligns with the evolving regulatory landscape and stakeholder expectations. By linking our specific sustainability targets directly to these 13 key material matters, we ensure our approach remains both focused and responsive to the challenges and opportunities ahead.

**Legend of Status**    ● Achieved    ● Improving    ● Need more effort

Material Matters	Targets	Status
Waste	<ul style="list-style-type: none"> <li>Limit solid waste to a maximum of 3 bins per month.</li> </ul>	●
	<ul style="list-style-type: none"> <li>Reduce scheduled waste generation by 2% through targeted prevention and reduction initiatives.</li> </ul>	●
Materials	Achieve at least 50% rate of FSC®-certified paper usage across our annual paper supply.	●
Water and Effluents	<ul style="list-style-type: none"> <li>Meet all regulatory effluent standards and achieve zero water pollution incidents annually.</li> </ul>	●
	<ul style="list-style-type: none"> <li>Reduce overall water consumption by 2% compared to the previous year.</li> </ul>	●
	<ul style="list-style-type: none"> <li>Ensure safe drinking water at the workplace.</li> </ul>	●
Emissions	Reduce gross carbon emissions (Scope 1, 2 & 3) by 10% from our established 2020 levels.	●
Energy	<ul style="list-style-type: none"> <li>Reduce electricity usage per tonne of paper or board by 2% compared to the previous year.</li> </ul>	●
	<ul style="list-style-type: none"> <li>Achieve 30% of renewable energy usage sources from our solar energy system.</li> </ul>	●
Occupational Health and Safety	<ul style="list-style-type: none"> <li>Achieve zero work-related fatalities, and zero major work related accidents, injuries, and diseases.</li> </ul>	●
	<ul style="list-style-type: none"> <li>Limit total lost working days to not more than 25 per year.</li> </ul>	●
Training and Education	Ensure all employees complete their designated minimum training hours annually.	●

**Legend of Status**    ● Achieved    ● Improving    ● Need more effort

Material Matters	Targets	Status
Labour Practices and Human Rights	<ul style="list-style-type: none"> <li>• Achieve zero labour and human rights non-compliance incidents per year.</li> </ul>	●
	<ul style="list-style-type: none"> <li>• Maintain zero tolerance of discrimination and harassment at the workplace.</li> </ul>	●
Community Engagement	Make a positive impact on community welfare.	●
Customer Health and Safety	Ensure full compliance with all product health and safety regulations annually.	●
Customer Engagement	Achieve at least an 80% customers satisfaction rating defined by clients rating their experience as 'satisfied' or 'very satisfied'.	●
Ethics and Principles	<ul style="list-style-type: none"> <li>• Ensure zero cases of fraud.</li> </ul>	●
	<ul style="list-style-type: none"> <li>• Achieve a target where 90% of contractors and suppliers have signed an integrity statement.</li> </ul>	●
Governance and Compliance	<ul style="list-style-type: none"> <li>• Achieve zero cases of bribery and corruption.</li> </ul>	●
	<ul style="list-style-type: none"> <li>• Ensure zero incidents of conflict of interest.</li> </ul>	●
	<ul style="list-style-type: none"> <li>• Achieve 80% employee awareness regarding the company's official whistleblowing procedure</li> </ul>	●

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# Environment

- Evolution of Scope 3 in our Calculations
- Comparative Analysis: Sustainability Performance

## EVOLUTION OF SCOPE 3 IN OUR CALCULATIONS

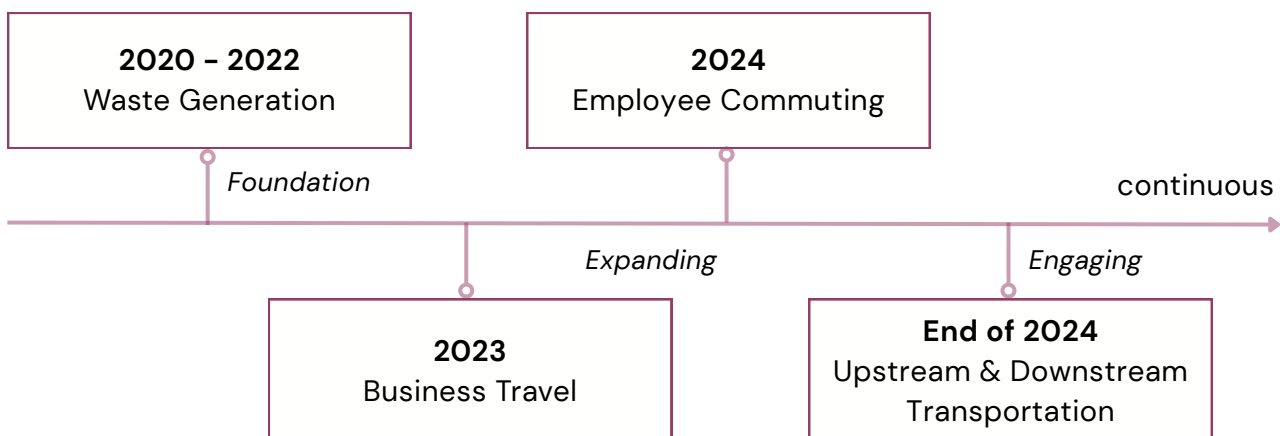
We are significantly enhancing our carbon footprint reporting, with a specific focus on Scope 3 emissions. Previously, certain categories were omitted due to data gaps and technical constraints. Moving forward, we have successfully integrated upstream and downstream transportation into our greenhouse gas (GHG) accounting.

While the inclusion of these factors may result in a sharp increase in our total reported carbon footprint compared to previous years, it represents a crucial step toward holistic accountability. This comprehensive data allows us to pinpoint high-impact areas for intervention, enabling more effective carbon reduction strategies and reinforcing our commitment to a sustainable future.

### Our Journey Toward Sustainability Maturity

Our sustainability journey began with tracking scheduled waste. As our understanding of carbon footprint concepts deepened, so did our commitment to comprehensive reporting. In 2023, we expanded our scope to include business travel data from our export team. By 2024, we took further strides by calculating employee commuting impacts, conducting annual surveys to capture travel modes and distances for our entire workforce.

Towards the end of 2024, we initiated a collaborative effort with our suppliers to calculate upstream and downstream transportation emissions. While initially challenging, our dedication to transparency and open dialogue successfully fostered supplier cooperation, significantly strengthening the integrity of our Scope 3 reporting.

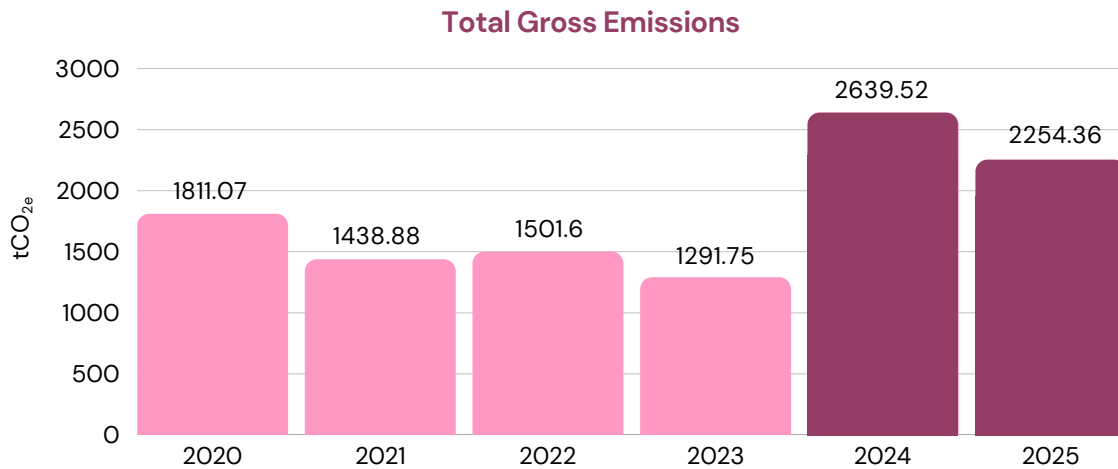


This, however, is not our final destination. Our journey toward greater data precision and transparency is ongoing. We are fully committed to continuously identifying and calculating remaining emission categories, ensuring our sustainability roadmap remains both rigorous and ambitious.

Thumbprints' Carbon Emissions Summary								
Description / Activity	Scope	Unit	Tonne of CO <sub>2e</sub>					
			2020	2021	2022	2023	2024	2025
Fuel Combustion	1	tonnes	7.24	6.25	7.37	5.39	6.87	2.18
Diesel Consumption	1	litre	141.14	117.6	121.75	109.72	149.21	117.41
Electricity Consumption	2	MWh	1599.25	1266.56	1324.65	1107.74	1334.97	1349.31
Water Consumption	2	m3	2.95	2.87	3.08	2.88	3.23	2.4
<b>Total emissions of Scope 1 &amp; 2</b>			<b>1750.58</b>	<b>1393.28</b>	<b>1456.85</b>	<b>1225.73</b>	<b>1494.28</b>	<b>1471.3</b>
Waste Disposal	3	tonnes	0.25	0.37	0.58	0.88	0.96	0.86
Scheduled Waste	3	kg	60.24	45.23	44.17	47.56	35.18	28.73
Business Travel	3	km	0	0	0	17.58	14.06	10.53
Employee Commuting	3	km	0	0	0	0	340.14	238.05
Upstream Transportation	3	km	0	0	0	0	326.33	141.21
Downstream Transportation	3	km	0	0	0	0	437.35	363.68
<b>Total gross emissions (Scope 1, 2, &amp; 3)</b>			<b>1811.07</b>	<b>1438.88</b>	<b>1501.6</b>	<b>1291.75</b>	<b>2639.52</b>	<b>2254.36</b>

**COMPARATIVE ANALYSIS: SUSTAINABILITY PERFORMANCE**

The 2025 analysis marks a strategic shift from data gathering to data optimisation. Following our comprehensive inclusion of Scope 3 factors in 2024, our 2025 performance data demonstrates that this transparency has paved the way for actionable carbon reduction.



Our total gross emissions for 2025 stand at 2,254.36 tonnes of CO<sub>2e</sub>, representing a significant reduction of approximately 14.6% compared to the 2024 total of 2,639.52 tonnes of CO<sub>2e</sub>. While 2024 marked a comprehensive expansion in our reporting boundary — encompassing Scope 3 categories such as employee commuting and logistics — the 2025 data reflects our first full year of optimisation based on this new, transparent baseline.

Year	2024	2025
Σ Emissions of Scope 1 & 2 (tCO <sub>2e</sub> )	1494.28	1471.3

Total emissions for Scope 1 & 2 decreased slightly from 1,494.28 tonnes of CO<sub>2e</sub> (2024) to 1,471.3 tonnes of CO<sub>2e</sub> (2025).

Our direct operational footprint (Scope 1 & 2) remains well-managed and stable. Despite the complexities of running a large-scale offset printing operation, we have successfully maintained consistency in electricity and water consumption, proving that our production processes are not only high-output but energy-conscious.

The year 2025 has demonstrated the efficacy of the collaborative initiatives we launched with our suppliers and employees in late 2024. Our targeted strategies yielded the following results across our key Scope 3 categories:

Year	2024	2025
	tCO <sub>2e</sub>	
Employee Commuting	340.14	238.05
Downstream Transportation	326.33	141.21
Upstream Transportation	437.35	363.68

- **Employee commuting:** Through our focus on raising sustainable commuting awareness, we observed a reduction in emissions from 340.14 tCO<sub>2e</sub> (2024) to 238.05 tCO<sub>2e</sub> (2025).
- **Downstream transportation:** By improving our logistics planning, we achieved a substantial reduction in Downstream Transportation emissions which dropped from 326.33 tCO<sub>2e</sub> to 141.21 tCO<sub>2e</sub>.
- **Upstream transportation:** Through successful collaboration with our suppliers, we saw a downward trend, that validates the effectiveness of our shipment consolidation strategies, with emissions falling from 437.35 tCO<sub>2e</sub> to 363.68 tCO<sub>2e</sub>.

The fluctuations in our data over the past two years are not merely statistical — they represent our journey towards "Data Maturity". By acknowledging the 2024 baseline and achieving a reduction in 2025, we have validated our strategy: transparency leads to accountability, and accountability leads to improvement. We remain committed to further refining these figures and identifying new areas for carbon reduction in the coming fiscal year.

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# People

- Our Social Responsibility: People, Ethics, and Safety
- Four Cornerstones of our Operational Integrity

**OUR SOCIAL RESPONSIBILITY: PEOPLE, ETHICS, AND SAFETY**

At Thumbprints Utd. Sdn. Bhd., we believe that our greatest asset is our workforce. Our commitment to sustainability extends far beyond environmental metrics; it is deeply rooted in the fair treatment of our people, the safety of our facilities, and the integrity of our governance.

Social compliance is not a modern trend for us – it is our foundation. Since 2005, we have opened our doors to the world’s most rigorous third-party auditors and global brands, consistently demonstrating our commitment to ethical labour, safety, and transparency.

With 20 years of successful audits, we offer our partners more than just high-quality printing; we offer the peace of mind that comes with a verified, ethical supply chain. From the 2008 financial crisis to the challenges of the global pandemic, our commitment has remained unbroken. We were ethical before it was a "trend," and we remain deeply dedicated to these values today.

Our long-term audit history provides our partners with the ultimate peace of mind regarding supply chain ethics. Our facilities consistently meet the rigorous, multi-faceted social standards of the world’s most demanding brands, including Sedex (SMETA), EcoVadis and Disney’s International Labour Standards (ILS) Program.

Today, we are proud to celebrate 20 years of continuous, verified social responsibility. Passing customer audits year after year is not just about "checking a box"—it is about:

Consistency	Transparency	Trust
<p>Maintaining uncompromisingly high standards through every economic cycle.</p>	<p>Welcoming third-party scrutiny to safeguard worker welfare.</p>	<p>Giving our global customers the confidence that their brand is in safe hands.</p>

We do not just follow rules; we lead by example, ensuring that every person in our supply chain is treated with the dignity and respect they deserve. In the world of ethical business, a 20-year milestone proves that Thumbprints’ ethics survived the 2008 financial crisis, the pandemic, and countless shifts in global trade.

## The Strength of Our Promise: A Milestone in Responsible Practice

Year	Milestone	Impact
2005	Established baseline compliance with major retail standards (e.g., Disney ILS, Costco Code of Conduct, Sedex, Lego Code of Conduct, NBCUniversal Social Responsibility audit ).	Commenced operations with a core focus on ethical transparency.
2010	Formally achieved FSC certification.	Solidified our verification and commitment to responsible sourcing.
2018	EcoVadis assessment.	Initiated global ESG benchmarking.
2020	Formally achieved ISO 37001 Certification.	Implemented a rigorous Anti-Bribery Management System.
2024	Formally achieved ISO 45001 & Global Security Verification (GSV) certification.	Achieved gold standards in Occupational Health & Safety and Supply Chain Security.
2025	20 Years of Integrity.	Celebrating two decades of unwavering, third-party-verified commitment.

As we reflect on 20 years of verified integrity, we recognise that sustainability is not a destination, but a continuous journey of improvement. Looking ahead, we remain committed to evolving alongside global standards, ensuring that the trust our partners placed in us in 2005 remains justified for decades to come. We do not just meet standards – we set them.

## FOUR CORNERSTONES OF OUR OPERATIONAL INTEGRITY

As we mentioned, to provide our global partners with absolute transparency, Thumbprints adheres to the SMETA 4-Pillar Audit protocol. This comprehensive framework ensures that our ethical commitments are integrated into every facet of our business, from the treatment of our people to the integrity of our operational data.

### Ensuring dignity, equality, and fair compensation for all members of our workforce.

We achieved full compliance with the Malaysia Minimum Wages Order 2024. Furthermore, our Living Wage Policy ensures that our team's take-home pay meets the necessary benchmarks, to support a high quality of life for both local and migrant employees.

#### Labour Standards



### Minimising our footprint through rigorous ISO 14001 management systems.

Beyond mere compliance, we actively monitor air quality, wastewater, and energy consumption. Our facility utilises on-site solar energy, aligning our production with the global transition to a low-carbon economy.

#### Environment



#### Health & Safety



### Providing a secure, "zero-harm" environment that meets international ISO 45001 standards.

We have fully aligned our practices with our safety systems, including advanced fire safety and Department of Occupational Safety and Health (DOSH) compliance. We have enhanced the standards in our worker accommodations, ensuring our "People First" philosophy extends fully to their living environment

#### Business Ethics



### Operating with absolute honesty and zero tolerance for corruption.

Backed by our ISO 37001 Anti-Bribery certification, we maintain a transparent whistleblowing policy and strict data protection measures. This pillar ensures that Thumbprints remains a partner of choice for brands that demand the highest levels of corporate integrity.

Thumbprints has remained committed to a simple principle: that business success and social responsibility must go hand in hand. For our partners, 20 years of continuous compliance mean:

- **Zero risk:** A battle-tested supply chain that meets the highest global standard
- **Expertise:** Deep knowledge of international labour laws and safety protocols.
- **Stability:** A culture of responsibility that has stood the test of time.

We were ethical before it was a "trend," and we remain dedicated to these values today. Thank you to our partners who have trusted us since 2005.

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# Governance

- Our Ethical Standards
- Zero Corruption Committee
- Anti-Bribery & Corruption Awareness and Training
- Cultivating a Culture of Integrity
- Alignment to Sustainable Development Goals (SDGs)

## OUR ETHICAL STANDARDS

Thumbprints exercises zero tolerance for all types of fraud, including illegal practices, corruption, and misconduct. We are committed to ensuring that any allegation of fraud is thoroughly investigated. Any improper behaviour may result in disciplinary action, including dismissal in serious cases, or the termination of contracts and other sanctions in cases involving non-staff members or contractors. Our dedication to ethical conduct not only safeguards our organisational integrity but also promotes a fair and just business environment.



### The Core Principles:

- **Honesty:** We say what we mean
- **Integrity:** Doing the right thing even when nobody is watching.

These core principles are reinforced at all levels of our organisation. Transparency and fairness are the key factors in all our dealings and decisions, as we believe trust and transparency form the foundation for long-term partnerships. To formalise this commitment, Thumbprints became the first printer in Malaysia to be certified by SIRIM Bhd. for the ISO 37001 Anti-Bribery Management System standard in 2020. We have been practising self-governance since 1997 but the ISO 37001 certification adds a further level of rigour, aligning our internal practices directly with international standards.

In 2011, Thumbprints and Transparency International-Malaysia (TI-M) collaborated on the implementation of the "TI SMEs Integrity System," after which Thumbprints progressed through the "TI Integrity Program 6 Step Project Plan." Concurrently, Thumbprints became a signatory to the Malaysia Corporate Integrity Pledge on 6 August 2011. Through this pledge, we commit to conducting business that is always free from corruption and in strict accordance with the Anti-Corruption Principles for Corporations in Malaysia.



## ZERO CORRUPTION COMMITTEE

Thumbprints established the Zero Corruption Committee (ZCC) in 2012, and subsequently initiated the process for ISO 37001:2016 certification in 2019. In 2020, Thumbprints was officially certified by SIRIM as the first printer in Malaysia to achieve the ISO 37001:2016 standard. We are committed to working closely with our business partners, regulators and law enforcement agencies to create a business environment that is free entirely from corruption.

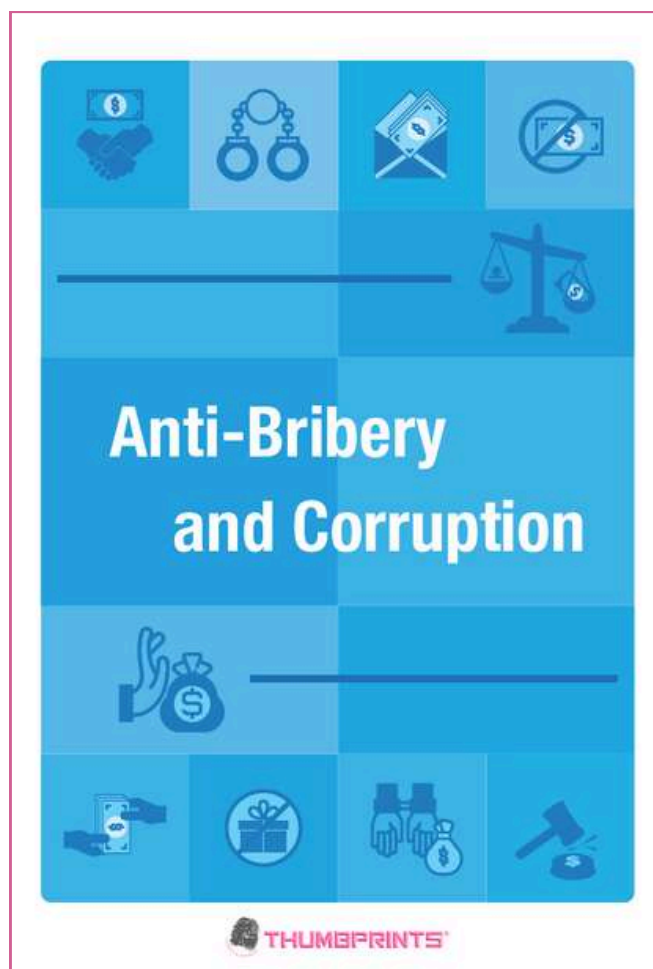
To actively promote the awareness of honesty and integrity and zero corruption principles, Thumbprints has established an Anti-Bribery and Corruption Manual. This manual designed to educate our workforce and promote the importance of maintaining a “clean” message in today’s business environment. Furthermore, we seek to foster a culture of zero corruption across public services, the private sector and civil society through continuous advocacy, education and transparent information sharing.

### Adhering to Our Policies and Procedures:

- Anti-Bribery and Anti-Corruption Policy and Procedures
- Gifts, Donations & Sponsorships Policy and Procedures
- Charitable Donation Procedure
- Sponsorship Procedure
- Third Party Due Diligence Guidelines
- Whistleblowing Policy and Procedures

### Mitigating Risks Related to Corruption

Aligned with the Malaysian Anti-Corruption Commission (MACC) T.R.U.S.T principles, Thumbprints has established corruption risk registers across all core departments. This system ensures that we proactively identify activities which may pose possible risks of bribery and corruption, guaranteeing that appropriate mitigating controls are duly implemented. Our corruption risk registers are maintained via a dedicated and secure platform to ensure process efficiency, accuracy and the absolute consistency of our data.



ANTI-BRIBERY & CORRUPTION AWARENESS AND TRAINING

Anti-bribery and corruption training is integrated into induction training for new hires and reinforced through regular refresher training, supplemented by tailored training where required for specific employees. The Human Resources department and the Zero Corruption Committee collaborate to ensure that employees receive basic training which is monitored and measured. Furthermore, employee participation and performance are recorded on personnel files and form a core part of annual assessments. Anti-bribery survey form is also conducted annually to evaluate the overall effectiveness of the anti-bribery management system.

At Thumbprints, we believe that integrity is the bedrock of sustainability. In 2025, we reaffirmed our zero-tolerance approach to bribery and corruption by aligning our annual awareness campaign with International Anti-Corruption Day on 9 December. This initiative was not merely a compliance exercise but a reinforcement of our core values. By fostering a culture where ethical decision-making is celebrated, we ensure the long-term resilience of our business and the trust of our global stakeholders.

Creative Advocacy: The 2025 Anti-Corruption Comic Competition

Between September and November 2025, Thumbprints transitioned from traditional compliance training to a more immersive, creative format by launching our first-ever 'Comic Competition Against Corruption.' By challenging our employees to visualise ethical dilemmas and 'integrity heroes' through the medium of storytelling, we empowered our workforce to explore the complexities of bribery and corruption in an accessible way. The competition culminated on 9 December, International Anti-Corruption Day, where the winning entries were showcased via our corporate website.



This initiative not only improved policy awareness but also sparked vital conversations across departments about the real-world impact of ethical choices, proving that integrity is a shared narrative at Thumbprints.

## CULTIVATING A CULTURE OF INTEGRITY

At Thumbprints, we recognise that policies alone do not prevent corruption – culture does. In 2025, we intensified our 'Culture Change' initiative, moving beyond annual training to a comprehensive 365-day engagement strategy. By utilising a wide range of internal and external channels – including our digital handbooks, targeted memos, and active helplines – we have embedded anti-bribery principles into the daily workflow of our global team.

Our strategy is characterised by customised promotional materials and targeted campaigns that make anti-bribery information both accessible and relatable.

Our engagement channels are structured as follows:

Strategic Goal	Channels Used	Result
Foundational Knowledge	Handbooks, Manuals, Training	Employees understand the legal framework and baseline expectations
Ongoing Awareness	Newsletters, Memos, Social Media	Integrity remains “top of mind” through the year
Two-Way Engagement	Surveys, Helplines	Leadership understands and address employee concerns and operational challenges
Creative Reinforcement	Competitions, Bespoke Materials	Policy becomes an intrinsic part of the corporate identity

Our anti-bribery programme is designed to be as unique as a fingerprint. By using targeted campaigns and personalised engagement, we ensure that every employee – from the boardroom to the front line – understands their individual role in protecting the company’s reputation. This “Thumbprint” approach has turned a complex policy into a shared responsibility.

## ALIGNMENT TO SUSTAINABLE DEVELOPMENT GOALS (SDGs)

As a member of UN Global Compact (UNGC), Thumbprints is committed to and supports the SDG 16, which focuses on combatting corruption and bribery in all their forms. The Sustainable Development Goals (SDGs) now make an explicit link between reducing corruption and fostering peaceful, just and inclusive societies.

SDG 16 and its targets on reducing bribery, strengthening institutions and increasing access to information are not only valuable aspirations in their own right, but they are also vital conditions for the achievement of all the 17 global goals.

Thumbprints continue to work diligently to build trust as an ethical and sustainable business. Our goal is to inspire the industry, collaborate with our peers and encourage suppliers to make changes that all help in the shift toward more regenerative printing systems.

The Thumbprints anti-bribery & corruption system enables our employees and managers to do the right thing for the right reason, while simultaneously protecting and strengthening the company's reputation. Furthermore, our internal audit program serves as an important tool for monitor the compliance and supporting our broader initiatives related to environmental and social matters.

To promote continuous best practices, Thumbprints regularly trains employees on data ethics and compliant data management.

We actively encourage employees to attend online anti-bribery training modules hosted by the UN Global Compact Academy. Through this Academy series, Thumbprints employees can connect with some of the most innovative and influential leaders working in global business to make the world a better place. Additionally, the UNGC digital library provides valuable resources that consistently enhance our sustainability journey.



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# A Vision for Responsible Growth

- Moving Forward
- Strengthening Our Scope 3 Calculations
- Cultivating Digital Literacy

**MOVING FORWARD**

As we conclude this 2025 Sustainability Report, we look toward the horizon with a clear and unwavering sense of purpose. To us, responsible growth means more than just achieving financial success; it means evolving responsibly. Since our incorporation in 1990, we have grown from an established offset printer into a significant global player.

Our journey through 2025 has been defined by a commitment to "doing the right thing even when nobody is watching." As we move into 2026, we are not merely maintaining the status quo; we are setting a new standard for precision and accountability. While we continue to aggressively pursue our existing 13 material targets, we are prepared to exceed stakeholder expectations through two new strategic pillars:

	<p><b>EMISSIONS</b> Strengthening Our Scope 3 Calculations</p>
<p><b>AI TECHNOLOGY</b> Cultivating Digital Literacy</p>	

Our targets for 2026 and the years to follow are designed to push the boundaries of what a printing company can achieve in terms of sustainability. This roadmap is not just a plan for the next year; it is a promise to our stakeholders. We choose transparency over convenience and progress over perfection. By aligning our targets with AI innovation and emission accuracy, Thumbprints Utd. Sdn. Bhd. is not just printing for the world – we are printing for a better world.

## STRENGTHENING OUR SCOPE 3 CALCULATION

At Thumbprints, we have always believed that the printing industry is not a static field, but a dynamic intersection of craft and technology. As we look toward the future, our commitment is to remain perpetual learners, constantly exploring emerging technologies that can redefine what print can achieve – especially in the realm of environmental accountability.

### Challenge in Navigating the Complexity of Scope 3

While Scope 1 and 2 emissions are relatively straightforward to monitor, Scope 3 presents a complex landscape of data dependency. As we aim for a more robust calculation in 2026, we must address several inherent difficulties in gaining accurate data.

- **Fragmented Supply Chain Data:** Much of our footprint lies in "upstream" activities. Gaining primary data from multiple suppliers requires intense collaboration, as many smaller vendors may not yet have their own carbon tracking systems in place.
- **Logistical Variables:** Our heavy export orientation means our products travel thousands of miles via various modes of transport. Calculating precise emissions for these "downstream" journeys involves navigating complex data gaps regarding specific carrier fuel efficiencies and routing.
- **Boundary Definition:** Determining where our responsibility ends and a client's begins requires meticulous technical research to avoid "double counting" or omitting critical emission sources.

### Thumbprints' Strategic Commitment

We will not settle for broad estimates. For the fiscal year 2026, we have set the following technical targets to strengthen our Emissions Integrity:

#### Expanding our Calculation Categories

In 2026, we plan to take the next step by initiating data collection for paper production. As a printer that does not manufacture paper directly; we recognize that this creates a complex data-collection landscape where accuracy is contingent upon the quality of upstream information.

To ensure our Emissions Integrity, we are committed to collaborating with our industry partners and adopting verified calculation methodologies.

Formalising  
Supplier  
Collaboration

Building on our success in 2024, where suppliers began sharing transportation data, we are moving toward a more formal and accurate reporting system for 2026. Our goal is to move away from estimated numbers and start using real, verified data directly from our partners, focus on:

- Transitioning from estimates to actuals
- Establishing more frequent updates
- Providing technical support for small suppliers

For Thumbprints, transparency is the foundation of a long-term partnership. We recognise that as our calculations become more accurate, our reported total carbon footprint may fluctuate or even increase as more categories are "unearthed."

We view these potential increases not as a failure, but as a success. By being honest about the difficulty of the task and the reality of the numbers, we maintain the highest ethical standards. We are not just calculating for the sake of a report; we are calculating to build a sustainable future for our community, our clients, and the planet.

## CULTIVATING DIGITAL LITERACY

As a Community Enterprise, we believe that any technological leap must be inclusive. We are not rushing into a digital overhaul; instead, we are dedicating this period to Digital Readiness. Our priority is to ensure our foundation is solid and our people are prepared before we commit significant capital.

Rather than setting aggressive implementation targets, our forward-looking strategy is centred on exploration and education:

- **Data Literacy:** We are currently studying our existing manual data stored in spreadsheets to better understand our waste patterns. This learning phase allows us to identify where technology can truly help us, rather than buying software we do not need.
- **Employee Upskilling:** We are focusing on internal workshops and knowledge-sharing. Our goal is to demystify "Smart Manufacturing" for our print masters, ensuring they feel confident as the leaders of our future digital tools.
- **Feasibility & Risk Assessment:** We are conducting a measured review of potential digital solutions. This ensures that any future budget allocation is data-driven, protecting the financial health and profit-sharing of our enterprise.


We are not rushing into automation; we are prioritising digital readiness through a phase focused on learning, data integrity, and people-centric evolution.



**We thank you for your  
continued support in our  
efforts to contribute to the  
SDGs.**

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