



CPI CARD GROUP INC.

AUDIT COMMITTEE CHARTER

Statement of Purpose

This charter governs the operations of the audit committee (the “Committee”) of the board of directors (the “Board”) of CPI Card Group Inc. (the “Company”). The Committee shall provide assistance to the Board in fulfilling its oversight responsibility to the stockholders of the Company relating to the Company’s financial statements and financial reporting processes, the integrity of the financial reports and other financial information, the systems of internal reporting and financial controls, the annual independent audit and quarterly review of the Company’s financial statements, enterprise risk management, the legal compliance and ethics policies and such other matters set forth herein or otherwise established by the Board. In so doing, it is the responsibility of the Committee to maintain free and open communication among the Committee, the independent auditors and management of the Company.

Membership

The Committee shall consist of at least three (3) directors, each of whom shall (i) be “independent” as defined under the listing requirements, standards or rules of any applicable securities exchange and/or inter-dealer quotation system on which the Company’s securities are listed and/or traded and under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), to the extent required by such requirements, standards or rules, (ii) not have participated in the preparation of the financial statements of the Company or any current subsidiary of the Company at any time during the past three (3) years and (iii) be able to read and understand fundamental financial statements that present a level of complexity of accounting issues generally comparable to the complexity of issues that are reasonably expected to be raised by the Company’s financial statements. In addition, at least one (1) member of the Committee shall satisfy the “audit committee financial expert” requirements under the Exchange Act, whether by reason of past employment experience in finance or accounting, requisite professional certification in accounting or any other comparable experience or background which results in the member’s financial sophistication. The audit committee financial expert is not required to be the chairperson of the Committee.

While there is no limit on the number of public company audit committees on which a director may serve, if a director serves on more than three public company audit committees, his or her service on the Committee shall be subject to the Board’s determination that such simultaneous service on such other audit committees will not impair his or her ability to effectively serve on the Committee.

Committee Organization and Procedures

The members and chairperson shall be appointed by action of the Board and shall serve at the discretion of the Board. Appointments to the Committee shall conform to the Company’s bylaws, this charter and applicable legal and regulatory criteria, as appropriate under the circumstances. The chairperson shall preside over the meetings of the Committee and may call special meetings, in addition to those regularly scheduled, and is responsible for reporting to the Board the actions and recommendations of the Committee as appropriate. In the event the chairperson is not present

at a Committee meeting, the Committee members who are present shall designate one member of the Committee to serve as chair of that meeting.

The Committee shall have the authority to establish its own rules and procedures consistent with the bylaws of the Company for notice and conduct of its meetings should the Committee, in its discretion, deem it desirable to do so. A majority of the members of the Committee, present in person or by telephone, video conference or similar means of remote communication, shall constitute a quorum for the transaction of business and the action of a majority of the members present at any meeting at which there is a quorum shall be the act of the Committee. Unless otherwise stated herein or established by the Committee, the Committee shall be governed by the same procedural rules, including rules regarding meetings, actions without meetings, notices and waivers of notice, as are applicable to the Board.

The Committee may, in its discretion and only to the extent consistent with applicable law and regulations, delegate certain of its authority to a subcommittee of the Committee. The Committee shall have the authority to cause investigations to be made of such matters within the scope of the Committee's purposes and responsibilities as the Committee may deem appropriate. Such investigations may be made by the Company's employees or such other persons or firms as the Committee may direct. The Committee may require officers and employees of the Company to produce such information and reports, including reports to be provided annually or on other regular bases, as the Committee may deem appropriate.

In order to carry out its duties under this charter, the Committee shall have full access to any relevant records of the Company and is authorized, in its sole discretion, to select, retain, oversee, terminate and approve the fees and other retention terms of counsel, experts or consultants (collectively, "advisers"), as the Committee deems appropriate, without seeking the approval of management or the Board. The Company shall provide appropriate funding to permit the Committee to perform its duties under this charter and for the payment of any such fees. Nothing in this paragraph shall be construed to (a) require the Committee to implement or act consistently with the advice or recommendations of the advisers; or (b) affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.

Responsibilities

The primary responsibility of the Committee is to oversee the Company's accounting and financial reporting processes and financial statement audits on behalf of the Board and report the results of its activities to the Board. It is not the Committee's responsibility to prepare and certify the Company's financial statements, to guarantee the independent auditors' report, or to guarantee other disclosures by the Company. These are the fundamental responsibilities of management and the independent auditors. The Committee members are not full-time employees of the Company and do not perform the functions of auditors and accountants. The Committee's policies and procedures should remain flexible in order to best react to changing conditions and circumstances. The Committee should take appropriate actions to set the overall corporate "tone" for quality financial reporting, sound business risk practices and ethical behavior.

In fulfilling its responsibilities, the Committee shall:

1. Establish a clear understanding with the independent auditors that the independent auditors shall report directly to the Committee and be ultimately accountable to the Board.
2. Evaluate, compensate, retain, oversee (including resolution of disagreements between management and the auditor regarding financial reporting) and, when appropriate, replace the independent auditors, including annually reviewing and selecting the independent auditors.
3. Confirm, on an annual basis, that each of the lead audit partner, the audit partner responsible for reviewing the audit and all other audit partners have been and will be rotated in accordance with the requirements of the Exchange Act and the rules and regulations promulgated thereunder.
4. At least annually, obtain and review a report from the independent auditors describing (a) the independent auditors' internal quality control procedures and (b) any material issues raised by the most recent internal quality control review, or peer review, of the independent auditors, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the independent auditors, and any steps taken to deal with any such issues.
5. Request and ensure that the independent auditors submit to the Committee on an annual basis a written statement consistent with Independent Standards Board Standard No. 1 delineating all relationships between the independent auditors and the Company, discuss with the independent auditors any disclosed relationships or services that may impact the objectivity and independence of the independent auditors and satisfy itself that the provision of services by the independent auditors not related to the audit of the Company's annual financial statements and the review of the Company's interim financial statements included in the Company's Form 10-Qs for such year is compatible with maintaining the outside auditors' independence.
6. Discuss, at least annually, with the independent auditors the overall scope and plans for their audit, including the adequacy of staffing and compensation.
7. Pre-approve all audit services and permissible non-audit services to be performed by the independent auditors, as set forth in Section 10A of the Exchange Act and the rules and regulations promulgated thereunder. The Committee may establish pre-approval policies and procedures, as permitted by Section 10A of the Exchange Act and the rules and regulations promulgated thereunder, for the engagement of independent auditors to perform services to the Company, including, but not limited to, policies that would allow the delegation of pre-approval authority to one or more members of the Committee.
8. Verify the establishment by management of accounting and financial controls, including the Company's system to monitor and manage business risk and legal and ethical compliance policies, and discuss the adequacy and effectiveness of such accounting and financial controls with management and the independent auditors.

9. Meet separately, at its discretion, with management and the independent auditors to discuss such matters within the scope of the Committee's authority, as determined by the Committee from time to time to be necessary or appropriate.
10. Review with management and the independent auditors the quarterly and annual financial statements, including judgments regarding the quality (not just the acceptability) of accounting principles and policies, the reasonableness of significant judgments and the clarity of the disclosures in the financial statements.
11. Review with the Chief Executive Officer and Chief Financial Officer certifications under Sections 302 and 906 of the Sarbanes-Oxley Act.
12. Assist the Board with its oversight of the Company's major financial and other enterprise risk exposures including privacy and data security, and the steps that management has taken to monitor and control such exposures, including the Company's risk assessment and risk management policies. In fulfilling this responsibility, the Committee shall, no less than annually, receive a report from management regarding the manner in which the Company is assessing and managing the Company's exposure to financial and other enterprise risks, including privacy and data security.
13. Establish procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters and the confidential, anonymous submission by employees of the Company of concerns regarding questionable accounting or auditing matters.
14. Review all related party transactions, as defined in Item 404 of Regulation S-K under the Exchange Act, for potential conflict of interest situations, and all such transactions shall be approved by the Committee prior to consummation.
15. Review with management earnings press releases (including any use of pro forma or other non-GAAP information) prior to the issuance of any such press release.
16. Discuss with management and the independent auditors, as appropriate, any correspondence with regulators and governmental agencies and any employee complaints or reports that raise material issues regarding the Company's financial statements, accounting policies or internal controls.
17. Establish a policy regarding the Company's hiring of current or former employees and partners of the independent auditor.
18. Provide and approve the report of the Committee to be included as part of the Company's Form 10-K or annual proxy statement, as applicable, in accordance with applicable rules and regulations.
19. Review and discuss with the independent auditors any critical audit matter ("CAM") addressed in the audit of the Company's financial statements and the relevant financial statement accounts and disclosures that relate to each CAM.

20. Review and discuss with the independent auditors the matters required to be discussed by the applicable requirements of the Public Company Accounting Oversight Board and the Securities and Exchange Commission, including, but not limited to, review of the external audit plan and revisions thereto.
21. Evaluate its own performance annually and provide the Board with any recommendations for changes in procedures or policies governing the Committee. The Committee shall conduct such evaluation and review in such manner as it deems appropriate.
22. Review and assess the adequacy of this charter annually.
23. Discharge any other duties, responsibilities or activities delegated to the Committee by the Board from time to time.

The list of activities set forth above is not an exhaustive list of all of the permitted activities of the Committee, and the Committee may take such other actions as its members from time to time deem necessary or appropriate.

It shall be the responsibility of each member of the Committee to immediately disclose to the chairperson of the Committee any relationship that, either in fact or in appearance, might impact the independent judgment of such member in his or her service as a member of the Committee.

Internal Audit Function

The Company shall establish an internal audit function, and the head of such internal audit function shall report directly to the Committee. The Committee shall meet periodically with the head of the Internal Audit to discuss the responsibilities, budget and staffing of the Company's internal audit function and any issues or findings that the Internal Audit Manager believes warrant the Committee's attention.

Reporting of Risk Compliance Issues

The Committee shall meet with the Chief Legal and Compliance Officer of the Company in executive session at least quarterly to discuss and/or raise any concerns with respect to the Company's ethics and compliance processes and practices.

Meetings

The Committee shall meet as frequently as the members of the Committee in their discretion deem desirable, but no less frequently than quarterly. The Committee may also hold special meetings that may be called by telephone or written notice by the chairperson of the Committee. The Committee will cause to be kept adequate minutes of its proceedings and shall report periodically, as deemed necessary or desirable by the Committee, to the Board regarding the Committee's actions and recommendations. The Committee may have in attendance such representatives of management, consultants, advisors or others as it may deem necessary to provide the necessary information to carry out its duties.

Reporting to Board

The Committee shall report as to its activities to the Board and, where appropriate, its recommendations for action by the Board. Certain action by the Committee may be similarly reported to the Board for approval or ratification.

Miscellaneous

Nothing contained in this charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the directors of the Company or members of the Board or the Committee. The purposes and responsibilities outlined in this charter are meant to serve as guidelines rather than as inflexible rules, and the Committee is encouraged to adopt such additional procedures and standards as it deems necessary from time to time to fulfill its responsibilities. This charter, as amended from time to time, shall be displayed on the Company's website, and a printed copy of such shall be made available to any stockholder of the Company who requests it.

This charter may be amended or modified only by the Board.

Revised: 9/22/2021

Reviewed: 10/2023