



2025

SUSTAINABILITY REPORT

INTERIM REPORT - JANUARY 2026



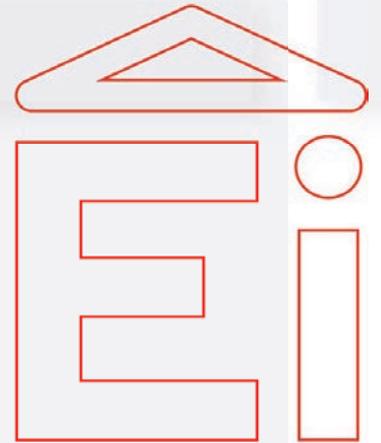


Protecting

Ei Electronics - 100+ million devices
generations of people globally.

quietly protecting





About This Report

The Ei Electronics Sustainability Report 2025 provides a comprehensive overview of our progress in achieving sustainability goals and fulfilling our **environmental, social, and governance (ESG) commitments during the period from 1st January 2025 to 31st December 2025**. It reflects our dedication to transparency, accountability, and continuous improvement in sustainability practices.

The report is structured around our Responsible Business Framework, which is built on five key pillars: **Environment, Marketplace, Workplace, Community, and Governance**. It highlights our alignment with globally recognized frameworks and certifications, including *ISO, Ecovadis, UN Global Compact, SBTi, and CSRD*, and showcases key milestones in our sustainability journey from 2021 to date.

Ei Electronics is a privately-owned company headquartered in Shannon, County Clare, Ireland. We specialize in **Home Life Safety Solutions for the Connected Home**, and operate globally, with operations in Ireland, the UK, Germany, France, Australia, Poland, and the USA.

This report affirms Ei Electronics' mission to deliver quality home life safety solutions while promoting a **sustainable, ethical, and inclusive business**. It aims to inform and inspire stakeholders, partners, employees, and the wider community.

It serves as an **Interim 2025 Report**, with the full report to be published later in calendar year 2026. In that version, we will publish our 2025 carbon footprint data, and an update on our **SBTi activities**, which will be commenced in H1 2026.

We welcome feedback and suggestions to help us improve future reports.

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Leo Clancy, CEO.

Mick Guinee, Founder & Chairman.

A Note From Our Chairman and Founder

At **Ei Electronics**, sustainability is not just a strategic priority—it is a core part of who we are. As a Company rooted in social and community responsibility, we recognise the urgent need to address climate change, reduce environmental impact, and contribute meaningfully to the communities we serve.

Over the past year, we have made significant progress toward reducing our carbon footprint, driving responsible sourcing throughout our supply chain, eliminating waste, and upgrading our facilities to be more environmentally friendly.

These milestones are the result of a **collective effort**—driven by our dedicated teams at home and abroad and our commitment to continuous improvement throughout the Group. As a Company with a presence in the region for over 40 years, we will continue to maintain this commitment to all of our stakeholders, in particular to our employees and the communities we serve.

Mick Guinee

Founder and Chairman.

CEO Message

I took over as CEO of **Ei Electronics** in April 2025, and as we present our 2025 Sustainability Report, I am pleased to reflect on what the Company has achieved to date and its future direction. This Report builds on the existing 5 Sustainability Pillars, which were adopted by all of our Group Companies in 2021. As such, this document reflects our collective journey as a Group, and I would hope acts as a source of inspiration for all of our employees, both in Ireland and globally.

Sustainability at Ei Electronics extends beyond environmental metrics. It encompasses how we treat our people, how we design and manufacture our products, how we engage with our suppliers, and how we support our communities. We are proud to have earned a **Silver EcoVadis rating** in 2025, placing us among the top 15% of companies globally for sustainability performance.

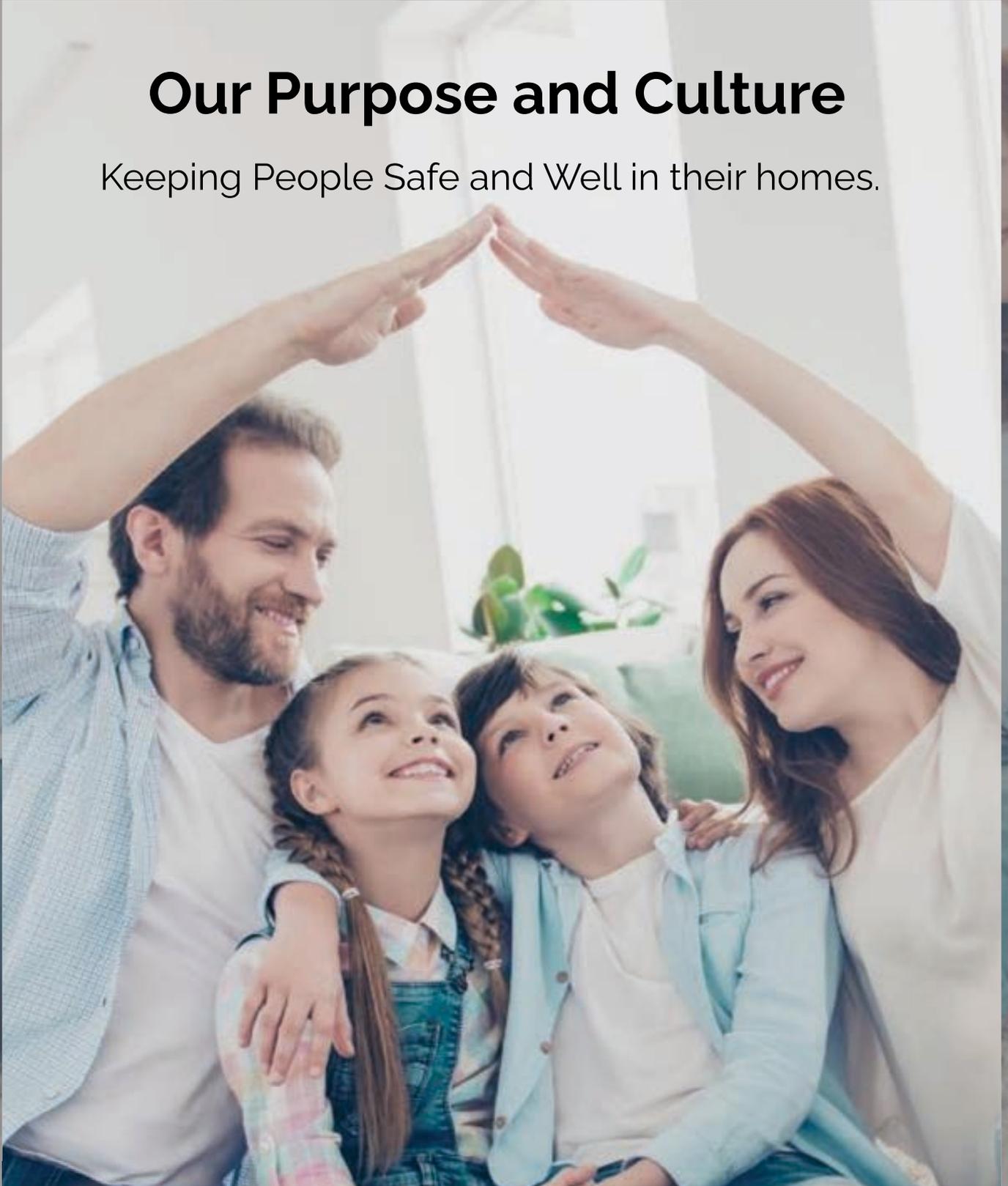
Looking ahead, we remain focused on **innovation, transparency, accountability and collaboration**. I am looking forward to driving positive change within Ei and building a sustainable future for generations to come.

Leo Clancy

CEO.

Our Purpose and Culture

Keeping People Safe and Well in their homes.



Quality

Service

Innovation

Ei's **Culture** is built on inclusion, respect, and long-term employee loyalty, with continuous learning and development at its core.

The company is renowned for its exceptional **service**, unwavering commitment to **quality**, and an **innovation-led** approach to problem-solving.

Every product reflects Ei's dedication to reliability and safety, supported by advanced manufacturing and rigorous testing.

Through collaboration with **suppliers, customers, and stakeholders**, Ei delivers life safety solutions for healthier, more sustainable homes, while actively supporting its region through **education, sport, health & welfare and cultural** initiatives.

Ei at a Glance

Independent, privately owned, global specialist

Ei Electronics is an independent, privately owned company and a leading manufacturer of **home life-safety devices and solutions**, with over 50 years of experience and a team of 1,250 people worldwide.

The Group's headquarters is based in Shannon, Ireland, where 100% of our global manufacturing operations are located. Our fully integrated, state-of-the-art production facility ensures complete control throughout the entire process, from design to manufacturing and testing.

We produce over **15 million devices annually**, generating a turnover exceeding €400 million. We operate a Group structure with seven dedicated in-market subsidiaries: Ireland, **UK, Germany, France, Poland, Australia, and North America**, supported by a network of trusted distribution partners in other key markets.

Ei Electronics
Ireland

Aico
United Kingdom

Brooks
Australia





Ei Electronics
France

Ei Electronics
Germany

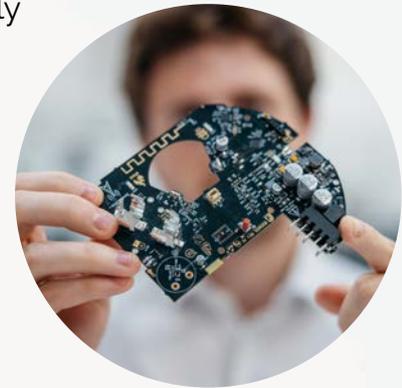
Ei Electronics
Poland.

Ei Electronics
USA

Company Snapshot

For more than five decades, **Ei Electronics** has designed and manufactured products of exceptional quality and capability in Ireland. We now produce more than fifteen million devices annually at our HR in Shannon. Each product is individually tested and approved to carry the Ei Electronics promise of protection.

- Private **Irish Multinational Company**, headquartered in Shannon Ireland.
- **Turnover** of €400+ million per annum.
- Over 1,200 **employees** worldwide.
- 50+ years' of pioneering innovation in **fire sensor technology** and Life Safety Solutions for the Connected Home.
- **Subsidiaries** in Ireland, the UK, Germany, France, Poland Australia and the USA.
- Over **15 million** devices manufactured in 2025.



07
Subsidiaries

Group Turnover
€400+
Million

Employing over
1,200
People

18+
Nationalities

Exporting to over
30
COUNTRIES
WORLDWIDE

100%
manufacturing in
IRELAND

70
Products
12

Our Products & Solutions

It has always been about keeping people safe and well in their homes.

Our product offering has evolved over the years from the earliest **standalone smoke and carbon monoxide alarms** in the 1970s, to **interlinked and intelligent devices** providing **whole-house protection** in the 2000s.

Based on our core sensor technology, in recent years we have evolved our offering to provide **complete solutions for the connected home**. This comprises real-time monitoring of devices both locally and remotely.

Based on **advanced algorithms**, we now also provide data-driven insights into the health of a property, thus providing landlords and residents the keys to more **sustainable and healthier homes**.

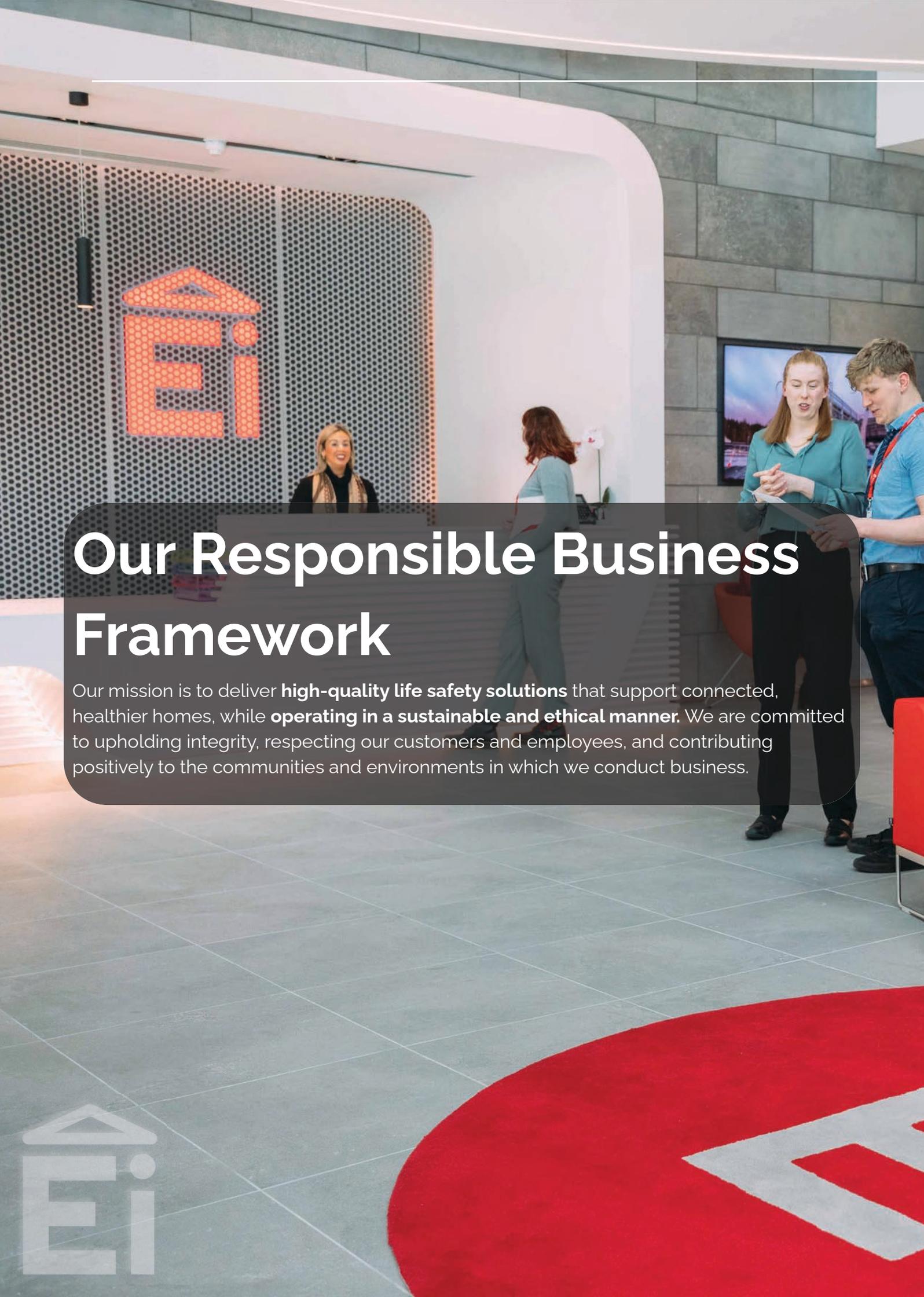


Our Sustainability Ecosystem

In pursuit of our Sustainability Goals, we have committed to aligning with **internationally recognised standards and frameworks**, including ISO certifications, Ecovadis sustainability ratings, the United Nations Global Compact, the Science Based Targets initiative (SBTi), the Corporate Sustainability Reporting Directive (CSRD), and the United Nations Sustainable Development Goals (SDGs), thereby reinforcing our dedication to responsible and transparent business practices.







Our Responsible Business Framework

Our mission is to deliver **high-quality life safety solutions** that support connected, healthier homes, while **operating in a sustainable and ethical manner**. We are committed to upholding integrity, respecting our customers and employees, and contributing positively to the communities and environments in which we conduct business.





Our Sustainability Mission

Our sustainability mission is to provide quality life safety solutions for connected, healthier homes; to do so in a sustainable manner, with integrity, and with respect for our customers and employees; and benefit the community and environment in which we do business.

Our Five Pillars

All of the Companies within the **Ei Group** have adopted the following **5 Pillar Approach** to their sustainability strategies.



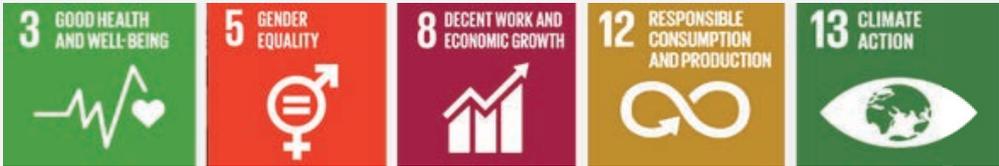
Key Themes

For each pillar we have identified key themes which are our area of focus. The pillar owners and their teams have taken ownership of the key metrics (KPIs) and targets for each area.

Pillars	Environment	Marketplace	Workplace	Community	Governance
Stakeholders	Nature & Society	Suppliers, Customers, Workers in the Value Chain	Employees, Owners	Community Groups	Shareholders, Regulators, Financial Institutions
Themes	Resource Efficiency (Energy & Water) Climate Action Waste & Pollution Management Protecting Nature	Sustainable Product Design Transport Sustainable Procurement Customer Success & Wellbeing	Employee Health & Wellbeing Learning & Career Development Diversity & Inclusion Secure Employment	Engagement & Development Charity & Donations	Ethical Business Conduct Anti-corruption & Bribery Cyber Security & Data Protection Standards & Regulations Audit & Risk Management

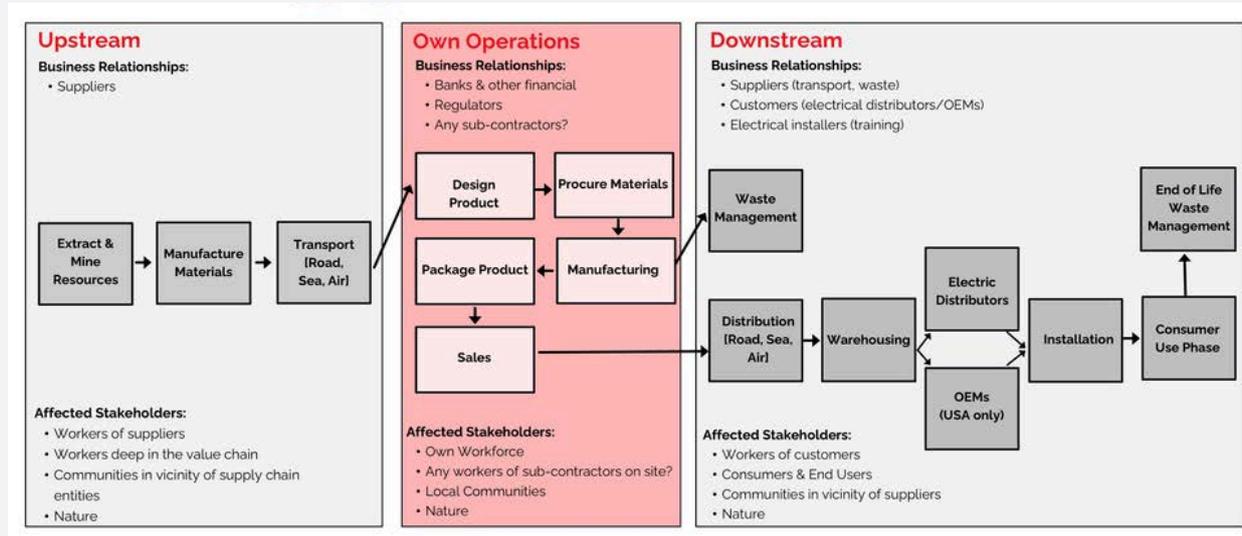
UN SDG Alignment

The United Nations' Sustainable Development Goals (UN SDGs) define global priorities and aspirations to address the significant economic, social and environmental challenges we currently face. Ei Electronics has reviewed the 17 goals and aligned its Responsible Business Strategy with FIVE deemed as having the greatest current and potential impact.



Ei Value Chain & Stakeholder Mapping

The following illustration shows the **Ei Value Chain** resulting from a mapping exercise. It takes into account upstream and downstream activities as well as the activities of our own operations,



Stakeholder Engagement

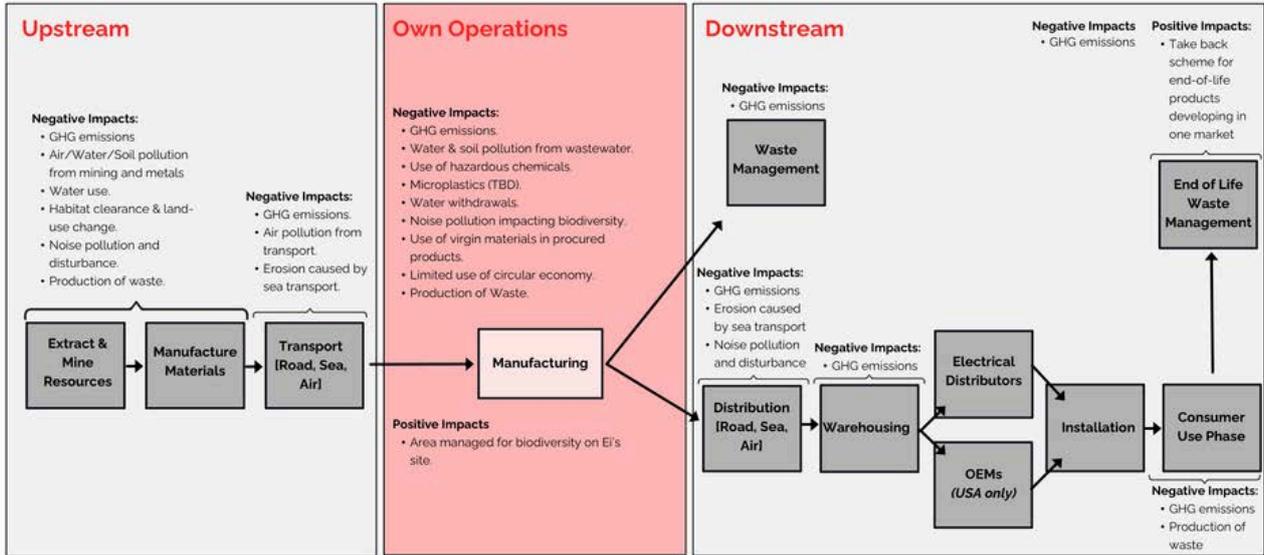
As part of our Double Materiality Assessment we undertook a stakeholder analysis exercise to determine those elements deemed to be material to us. This exercise formed part of our **CSR Readiness** activity.

The following stakeholders were addressed as part of that exercise

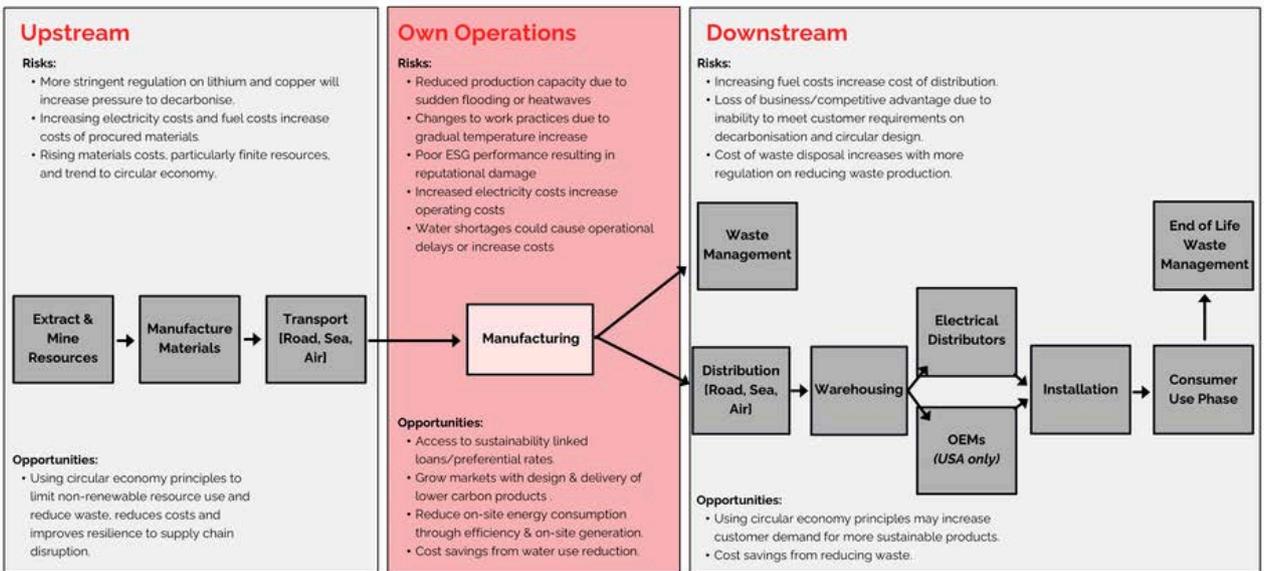
Customers - Employees - Community - Suppliers - Owners

An **Impact, Risks and Opportunity** Analysis was undertaken across the value chain in consultation with these **5 stakeholder groups**. The results are summarised in the following pages with the assessment conclusion at the end.

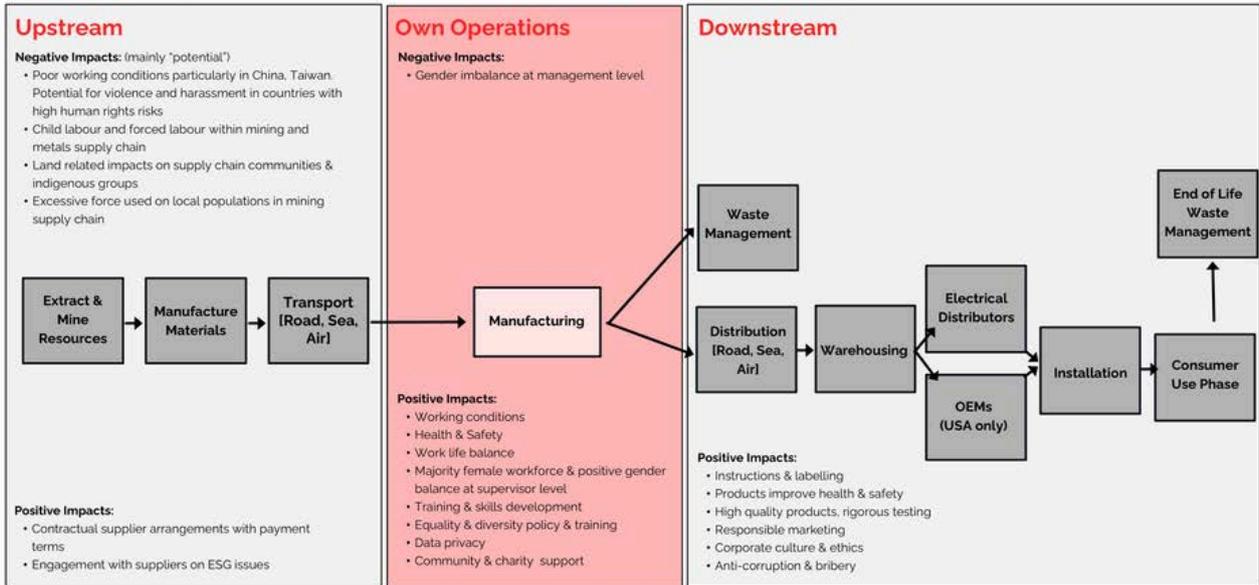
Environmental Impacts



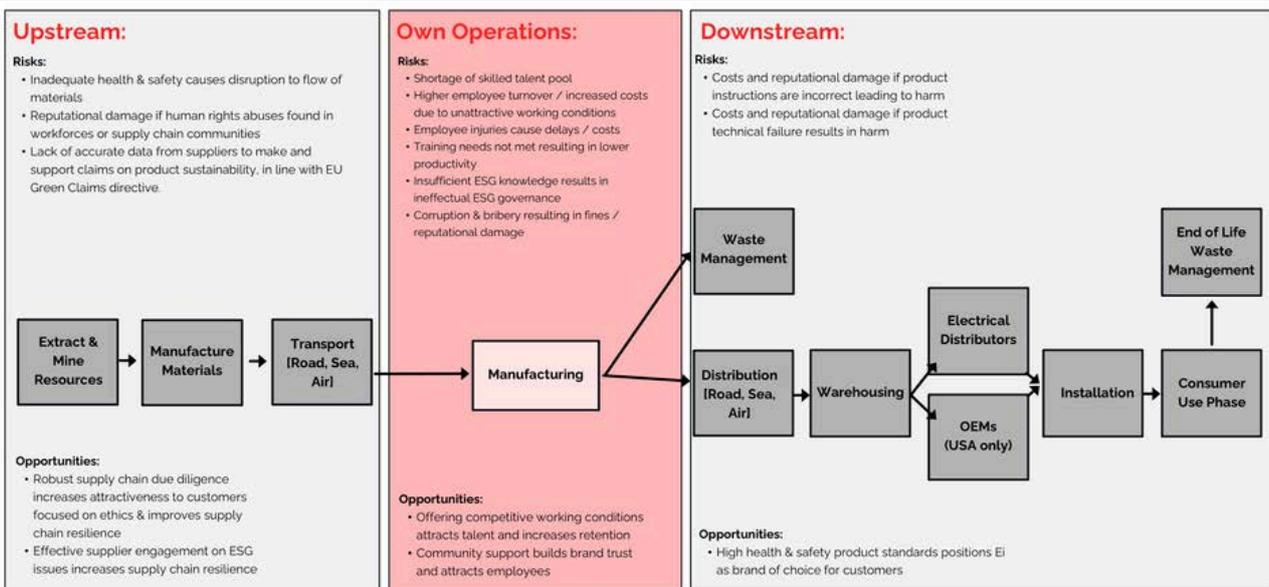
Environmental Risks & Opportunities



Social & Governance Impacts



Social & Governance Risks & Opportunities



Double Materiality Assessment

The following Environmental, Social and Governance standards and related topics were assessed as material for reporting through the DMA process. Including ESRS 2, Ei was deemed to have 7 material standard for reporting.



Within those Topics deemed material the following illustration highlights the key subgroups to be considered.

Environmental		Social		Governance	
Standard	Sub-Topics	Standard	Sub-Topics	Standard	Sub-Topics
E1 – Climate Change	<ul style="list-style-type: none"> Adaptation Mitigation 	S1 – Own Workforce	<ul style="list-style-type: none"> Secure Employment Working Time Adequate Wages Work Life Balance Gender Equality Training and Skills Development Privacy 	ESRS 2 General Disclosures	<i>Mandatory for all companies</i>
E5 – Resource Use and Circular Economy	<ul style="list-style-type: none"> Inflows Outflows Waste 	S2 – Workers in the Value Chain	<ul style="list-style-type: none"> Working Time Adequate Wages Freedom of Association Collective Bargaining Health and Safety Child/Forced Labor 	G1 – Business Conduct	<ul style="list-style-type: none"> Corporate Culture Protection of Whistleblowers Anti-corruption and Bribery Management of Suppliers (will also report E2 and E4 under this sub-topic)
Total	Total	S4 – Consumer and End-User	<ul style="list-style-type: none"> Privacy Access to Quality Information Health and Safety Responsible Marketing Practices 	Total	Total
2	5	3	17	2	4



E

Environment

We focus on achieving the high standards of environmental management in all our activities and to proactively address the ongoing challenges and opportunities presented by global climate change.



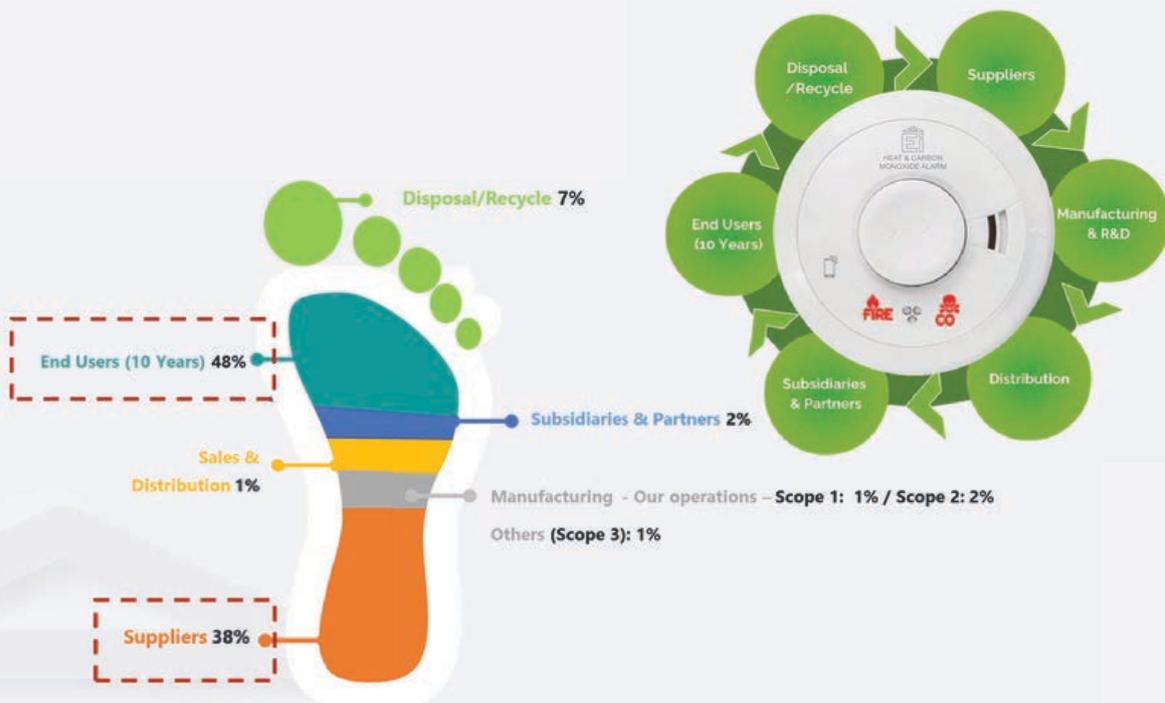


Our Environment KPIs and Targets

KPI	Unit	2022	2023	2024	2025	Target 2026
Energy Consumption & GHG's						
Annual power consumption (Electrical)	kWh	6,614,804	6,193,897	5,977,324	5,784,963	5,800,000
Annual gas consumption	kWh	2,074,000	1,978,477	1,341,672	977,201	1,000,000
Overall total energy consumption	kWh	8,688,804	8,172,374	7,318,996	6,762,164	6,800,000
Solar energy produced	kWh	62,000	145,605	406,166	431,410	600,000
Solar energy % of usage (Electrical)	%	0.9%	2.4%	6.8%	7.5%	8%
Water						
Annual Water consumption	m3	7,500	6,822	5,506	5,675	5,800
Rainwater harvested	m3	1,000	1,700	2,488	2,271	2,000
% of water recycled or reused	%	13.3%	24.9%	45.2%	40.0%	40
% reduction in water consumption year-on-year	%	0.0%	9%	19%	-3%	5%
Waste & Materials						
Mixed General Waste (150106)	kg	70,186	70,715	69,965	46,782	45,000
Paper and Cardboard (150101)	kg	182,214	151,808	178,840	157,500	165,000
Mixed Dry Recycle (200301)	kg	305,220	257,378	281,636	253,742	200,000
Glass (150107)	kg	179	334	350	454	450
Food Waste	kg	11,492	8,155	9,763	8,745	9,000
Hazardous Waste	kg	18,152	23,227	27,469	21,402	22,500
WEEE & Recyclables	kg	11,599	14,334	17,327	11,906	10,000
Waste recycled	kg	196,945	161,280	192,867	171,103	200,000
Waste Recovered-Incineration	kg	373,427	328,267	351,601	298,810	250,000
Hazardous waste recovered	kg	9,674	16,494	11,900	15,362	12,500
Biodiversity & Environmental Impact						
Biodiversity initiatives	#	2	2	1	1	1
Biodiversity garden sites	#	1	1	1	1	1

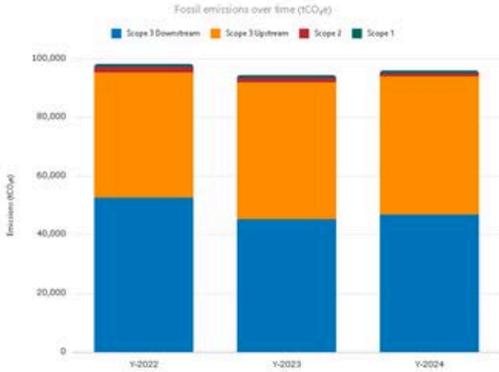
The Carbon Footprint of an Ei Device

The following illustrations show the make-up of the carbon footprint of typical Ei Device and the % breakdown of that footprint across scope 1, 2 and 3.



2024 Carbon Footprint Analysis

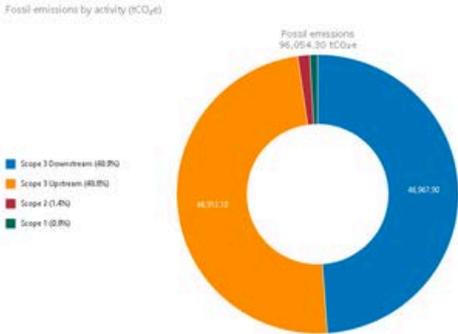
Ei Electronics's Carbon Footprint 2022-2024 Breakdown by Scope (tCO2e)



Key Takeaways:

- Ei Electronics has decreased Scope 1 and 2 emissions by 13% compared with the previous year due to operational improvements.
- The company has also expanded its Scope 3 boundary to include all relevant spend-based purchased goods and services and capital goods, strengthening the robustness and completeness of its emissions footprint in preparation for an SBTi submission. This has been accounted for in 2022 and 2023 figures.

Ei Electronics' Carbon Footprint 2024 Breakdown by Scope (tCO2e)

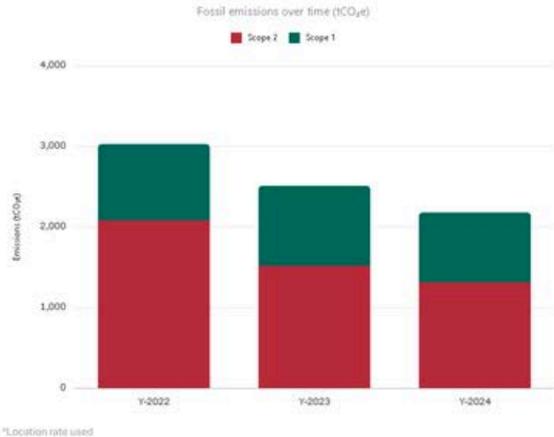


- Scope 1 emissions** (0.9% of total emissions) come from stationary combustion (natural gas) and mobile combustion (diesel, petrol).
- Scope 2 emissions** (1.4%) are measured using two approaches:
 - Location-based, which reflects the carbon intensity of the national grid. The location-based approach is used in the chart.
 - Market-based, which considers the carbon intensity of your electricity providers.
- Scope 3 emissions** make up 97.7% of total emissions, highlighting their significant impact on the overall carbon footprint. Scope 3 emissions are split into upstream (48.8%) and downstream (48.9%) categories.

	2024
Scope 1	858
Scope 2 – Location Rate	1,316
Scope 2 – Market Rate	927
Scope 3	93,880

2024 Carbon Footprint Analysis

Ei Electronics' Carbon Footprint 2022-2024 Scope 1 & 2 Breakdown by Source (tCO2e)



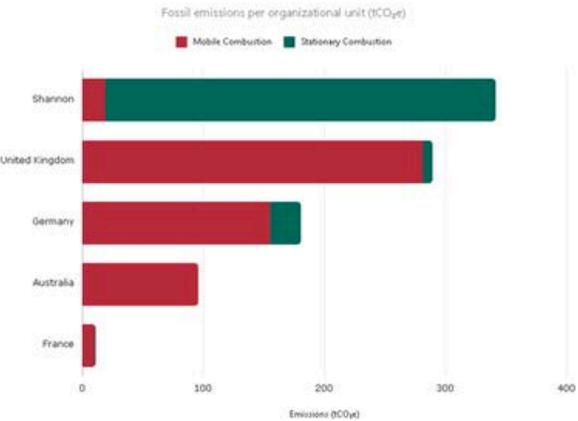
Ei Electronics reduced both Scope 1 and Scope 2 emissions by 13% year-on-year, driven by targeted operational improvements.

Scope 1 emissions declined as a result of enhanced on-site efficiencies, which eliminated F-gas leaks in 2024 and reduced natural gas consumption.

Scope 2 emissions were reduced through lower overall electricity consumption from the grid, supported by operational efficiencies and increased utilisation of on-site solar generation.

	2022	2023	2024
Scope 1 (total)	949.70	987.73	857.95
Scope 2 *	2,076.16	1,519.68	1,316.45

Ei Electronics' Carbon Footprint 2024 Scope 1 2024 Breakdown by Source & Site (tCO2e)



As the primary manufacturing site, Shannon accounts for the highest stationary combustion emissions.

2024 Carbon Footprint Analysis

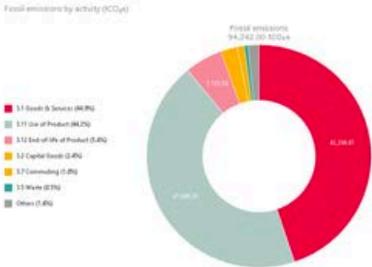
Ei Electronics' Carbon Footprint 2022-2024 Scope 3 Breakdown by Category (tCO2e)

		2022	2023	2024	
Scope 3	1. Purchased Goods & Services	38,252	42,415	42,285	
	2. Capital Goods	2,286	2,286	2,286	
	3. Other Fuel & Energy Related Activities	463	395	360	
	4. Upstream Transportation & Distribution	426	408	408	
	5. Waste	55 *	55 *	137	
	6. Business Travel	265	277	484	
	7. Employee Commuting	779	777	953	
	9. Downstream Transport & Distribution	1,192	240	233	
	11. Use of Sold Product	44,651	39,975	41,609	
	12. End-of-Life of Sold Product	6,918	5,157	5,125	
	Scope 3 Total (tCO2e)		96,286	91,985	93,880

*Waste data in 2022 and 2023 was incomplete and therefore extrapolations were used to estimate emissions.

Scope 3 emissions account for 97.7% of the company's total emissions, with the largest contributor being **Category 3.1 Purchased Goods & Services**, representing **45%** and **3.11 Use of Sold Product** representing **44.3%** of Scope 3 emissions in 2024.

Scope 3 emissions by category for 2024 below:



Key 2025 Environment Highlights

Power Purchasing Agreement (PPA)

- Entered a **PPA** (Power Purchase Agreement).
- Electricity is Green Certified from a wind farm.
- Accounts for **50%** of our electricity requirements.
- The balance comes from the normal grid mix.



The New 4000 Series Eco Range Sustainability Credentials

- 60% lower power consumption (reduced running costs) - **Scope 3 Impact**
- 20% lower energy used to manufacture - **Scope 2 Impact**
- 15% reduction in plastic used in product - **Scope 2 Impact**
- No labels used on product resulting in 2,000kg of paper / year saved. **Scope 2 Impact**
- Designed for Recyclability. (PCB, Battery, Plastic). **Scope 3 Impact.**



Campus Upgrades & Results



Existing HQ Building

Water Reduction & Rain Water Harvesting

- 40% of water recycled or reused in 2025.
- Over 2,200 m3 of rainwater harvested in 2025.

Solar PV

- Over 400,000 KWH of solar produced onsite in 2025.
- 7.5 % of all electricity from Solar PV today – this will increase over time to 12%.



New Logistics Hub & Offices



Upgrade of Current Manufacturing Cells & Offices

Energy – Electricity

- 50% of electricity coming from certified Green Energy.

Energy – Natural Gas

- 27% reduction in natural gas usage in 2025 compared with 2024.

Ei Electronics KG Introduces Innovative Solution for Recycling Old Smoke Alarms

- This initiative addresses the specific challenge surrounding the **Disposal and Recycling of Ei Alarms** following their 10-year life.
- **109,629** alarms were recycled under the scheme in **2025** and **104,721** in **2024**.
- Ei was the **first smoke alarm manufacturer** in Germany to offer such a scheme.



*Elements of the Carbon Footprint of an Ei Alarm.
Disposal and Recycling is now a key issue for Ei and our customers.*

- Through manual dismantling and component separation, materials such as **plastics, circuit boards, and batteries** are processed for raw material recovery.
- This initiative makes Ei Electronics the first manufacturer of smoke alarms to offer a **comprehensive solution** for professional dismantling and raw material recovery.
- The process employs the services of the **Werkstaetten Haus Hall Foundation**, where 1,100 people with physical and mental challenges are employed across five locations.







W

Workplace

Ei Electronics is committed to fostering a workplace that is safe, inclusive, and supportive of long-term career development. We uphold high standards in Occupational Health & Safety, promote diversity and gender balance, and maintain transparent policies including whistleblowing procedures to ensure accountability. Our recognition of long service, strong talent retention, reflect our dedication to employee wellbeing and engagement





Our Workplace KPIs and Targets

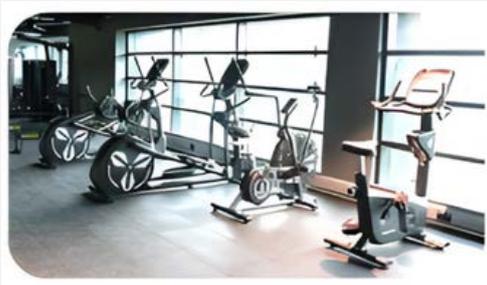
Workplace KPI	Unit	2022	2023	2024	2025	Target 2026
% of employees with health insurance	%	N/A	N/A	N/A	78%	80%
% of employees with pension plans	%	N/A	N/A	N/A	94%	100%
% of employees trained on ESG topics	%	N/A	N/A	92%	94%	100%
% or number of employees with access to gym and medical centre	%	100%	100%	100%	100%	100%
Number of employees who have completed a training course in the last two years	#	N/A	N/A	N/A	153	150
Net jobs created in the last 12 months	#	N/A	N/A	N/A	-53	25
% of new hires from local communities	%	N/A	N/A	N/A	51%	55%
% of employees with access to mental health or well-being programs	%	100.0%	100.0%	100.0%	100.0%	100%

NA denotes that this metric has not been reported in previous years.



2025 Workplace Highlights

Ei offers a **comprehensive pension plan** to all employees, and in line with Irish Government legislation enacted on January 1st 2026, employees covered will increase from 94% in 2025 to 100% during 2026.



In line with caring for the mental well-being of our employees, we have a **staffed medical centre and state-of-the-art gym**. Both are available to 100% of employees free of charge.

We are pleased to communicate that **95% of Shannon-based employees were trained on ESG topics during 2024 and 2025**. The training was delivered in conjunction with our Sustainability consultants **Goodbody Clearstream**.



We are passionate about life-long learning. **Over 150 employees at our Group HQ undertook training courses during 2025.**

We have a long-standing culture of **promoting from within**. In 2025 we had **9 internal promotions** across a range of disciplines.









M

Marketplace

We are committed to working with responsible suppliers to manage environmental impacts and protect human rights in our supply chain, and to providing customers with the highest quality products and services that protect lives.





Our Marketplace KPIs and Targets

KPI	Unit	2022	2023	2024	2025	Target 2026
Responsible Sourcing						
Packaging-Percentage of product unit boxes using FSC-certified material	%	0.0%	0.0%	75.0%	90%	95%
Airfreight as a percentage of total freight	%	30.0%	31.0%	34.0%	24%	20%
Percentage of top 100 suppliers rated on EcoVadis	%	30.0%	35.0%	46.0%	79%	85%
Percentage of suppliers onboarded to sustainability portal (by spend)	%	0.0%	51.0%	75.0%	82%	90%
Percentage of suppliers signed up to the Supplier Code of Conduct (by spend)	%	10.0%	51.0%	67.0%	88%	95%
Supplier Sustainability Assessment & Audit						
Percentage of targeted suppliers that have completed a sustainability assessment (Self Assessment)	%	N/A	N/A	65.0%	100%	100%
Percentage of targeted suppliers that have gone through a sustainability on-site audit	%	N/A	N/A	N/A	80%	90%
Percentage of top 100 suppliers holding valid ISO 14001 (Environmental Management) certification	%	N/A	N/A	N/A	71%	75%
Percentage of top 100 suppliers holding valid ISO 45001 (Occupational Health & Safety) certification	%	N/A	N/A	N/A	43%	50%
Percentage of top 100 suppliers holding valid ISO 50001 (Energy Management) certification	%	N/A	N/A	N/A	16%	20%
Percentage of assessed suppliers demonstrating year-on-year improvement in EcoVadis or audit score	%	N/A	N/A	N/A	73%	75%
Supplier Corrective Actions & Speak-Up						
Percentage of audited or assessed suppliers with active sustainability corrective action plans	%	N/A	N/A	N/A	9%	15%
Percentage of supplier corrective actions closed within agreed timeframe	%	N/A	N/A	N/A	75%	90%
Number of supplier whistleblower reports received	#	N/A	N/A	N/A	0	0
Procurement Capability & Ethics						
Percentage of buyers trained in sustainable procurement	%	25%	25%	100%	100%	100%
Percentage of new suppliers and business partners screened for anti-bribery and corruption risks	%	N/A	N/A	N/A	100%	100%
Percentage of new sourcing decisions for targeted suppliers informed by ESG criteria	%	N/A	N/A	58%	100%	100%

NA denotes that this metric has not been reported in previous years.

Our EcoVadis Rating

In **April 2025** Ecovadis awarded Ei a **silver medal** for our latest assessment, placing us in the **top 15% of globally-rated organisations**.

Ecovadis provides trusted Sustainability ratings for over 125,000 organisations, representing more than 200 industries spanning 180 countries.

It marked another significant milestone on our sustainability journey.



Responsible Sourcing

We believe doing the right thing means taking responsibility for how products are made, not just in our own operations, but across our supply chain. At **Ei Electronics**, responsible sourcing is part of how we protect people, respect the environment, and uphold high standards of integrity in everything we buy and use.



As a manufacturer of life-safety products, **trust matters**. That trust depends on the integrity of the full value chain, from raw materials and components through to manufacturing and logistics. Because our supply chain is global and complex, responsible sourcing helps us identify and manage risks, set clear expectations, and work with suppliers to improve performance over time.

Where feasible, we also aim to **increase local and regional sourcing**. While not all materials and components can be sourced locally, sourcing closer to our operations can reduce transport distances, support lower-impact logistics, and help minimise the environmental footprint associated with shipping and freight.



Responsible Sourcing Approach

Our Approach is Built on Four Core Principles:

Clear Expectations

We set minimum standards for suppliers and reinforce these through communication, supplier engagement and practical guidance. We focus on topics that matter most in our supply chain, including ethical conduct, human rights and labour practices, health & safety, and environmental responsibility.

Risk-based Due Diligence and Assurance

We strengthen visibility through structured supplier assessment and follow-up. In 2025, we began developing a new on-site supplier audit programme to support more evidence-based assurance and continuous improvement, particularly for priority and higher-risk suppliers.

Transparency and “Speak Up” Protections

We want concerns raised early and handled properly. In 2025, we implemented a supplier whistleblowing process to enable confidential reporting of genuine concerns, supporting accountability and trust across the supply chain.

Lower-impact Sourcing Where Feasible

Where possible, we aim to increase local and regional sourcing to help reduce transport-related environmental impacts and strengthen supply chain resilience. We recognise that progress takes time. Our commitment is to keep improving—building capability, strengthening oversight, and working with suppliers to raise standards, because we aim to do the right thing.



Marketplace Highlights 2025

Responsible Sourcing

2025 saw the appointment of a Responsible Sourcing Vendor Engineer into a full-time role.

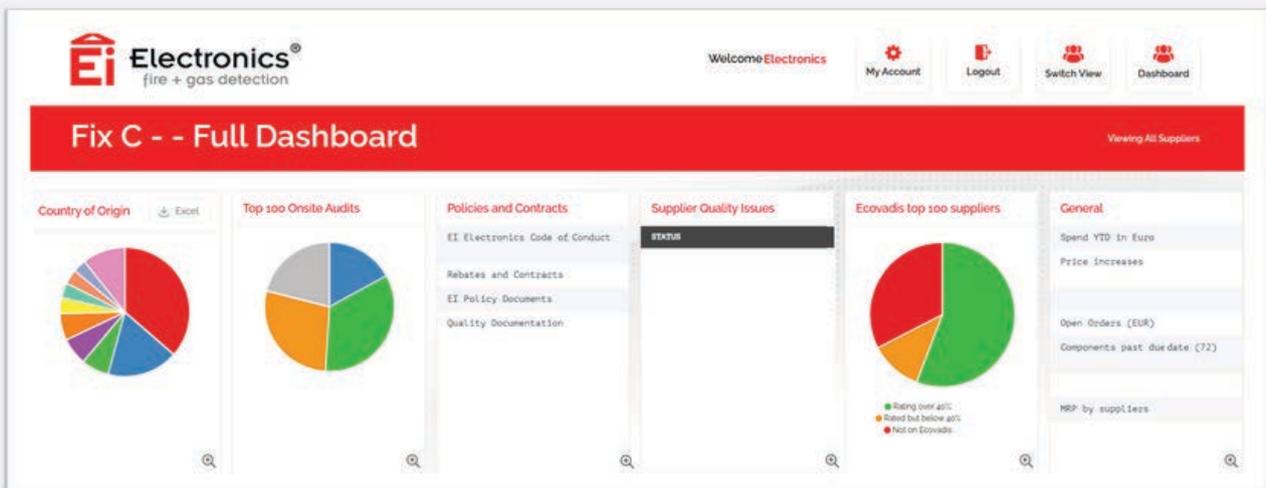
Our procurement team also completed **ISO 20400**



Sustainable Procurement training

Supplier Portal

82% of suppliers have been **onboarded to our sustainability portal** (by spend).



The portal centralises supplier requirements, documentation and performance oversight improving transparency and supporting structured follow-up actions.

Transport

Working with our logistics partner to strengthen shipment visibility and support practical improvements (planning, load optimisation and lower-impact options where feasible). Where possible, we also aim to increase local and regional sourcing to help reduce transport-related impacts.



Our **airfreight** as a percentage of total freight decreased by 10% in 2025.

Marketplace Highlights 2025

Supplier Audits

In 2025, we commenced the design and implementation of our **on-site supplier audit programme** (with the supply chain, sustainability, and quality engineering teams)

By year end 80% of targeted suppliers have completed an **on-site audit**.

In 2025 90% of our **packaging** used **FSC** (Forestry Stewardship Council) certified material, and the target is to increase this to 95% in 2026..



Regional Sustainability Initiative

We have taken the lead with a regional initiative in conjunction with Shannon Chamber of Commerce to share information between member Companies relating to packaging and materials.

This initiative opens the door for the repurposing of this waste by matching with the requirements of other businesses in the region.





Community

Ei Electronics is deeply committed to supporting the social fabric of its community through a structured Corporate Social Responsibility (CSR) approach built around six key pillars: **Humanitarian Aid, Arts & Culture, Health & Wellness, Sports, Education, and broader community initiatives**. Each pillar is supported by meaningful partnerships and contributions—for example, funding local sports clubs, supporting mental health programmes, sponsoring educational resources, and engaging in cultural events.





Our Community KPIs and Targets

KPI	Unit	2023	2024	Actual 2025	Target 2026
Community Investment & Social Impact					
Total community contributions	€	940,000	950,000	1,050,000	1,000,000
Total volunteer hours completed by employees	hrs	N/A	25	45	100
Education & Partnerships					
Number of educational partnerships (schools, universities, training centers)	#	N/A	450	500	500
Contribution Mix & Cultural Impact					
Achieve more balance in contributions across the 6 pillars, Education, Sport, Community Development, Humanitarian, Arts & Culture, Health, Welfare & Welbeing.	%	N/A	NA	N/A	N/A
Increase Contributions to Arts and Culture	%	N/A	4%	5%	7%

NA denotes that this metric has not been reported in previous years.

CSR Initiatives

Since our inception, a cornerstone of our culture has been to give back to the **Communities and Region** in which we operate.

To grow as a business, it is essential that our region and its people also prosper and thrive - ensuring it remains a **vibrant and appealing region for generations to come.**

Every year Ei contributes **€1 million** to deserving charities, causes, and initiatives spanning six categories:

Sport, Education, Community Development, Health, Wellbeing and Welfare, Arts & Culture and Humanitarian.

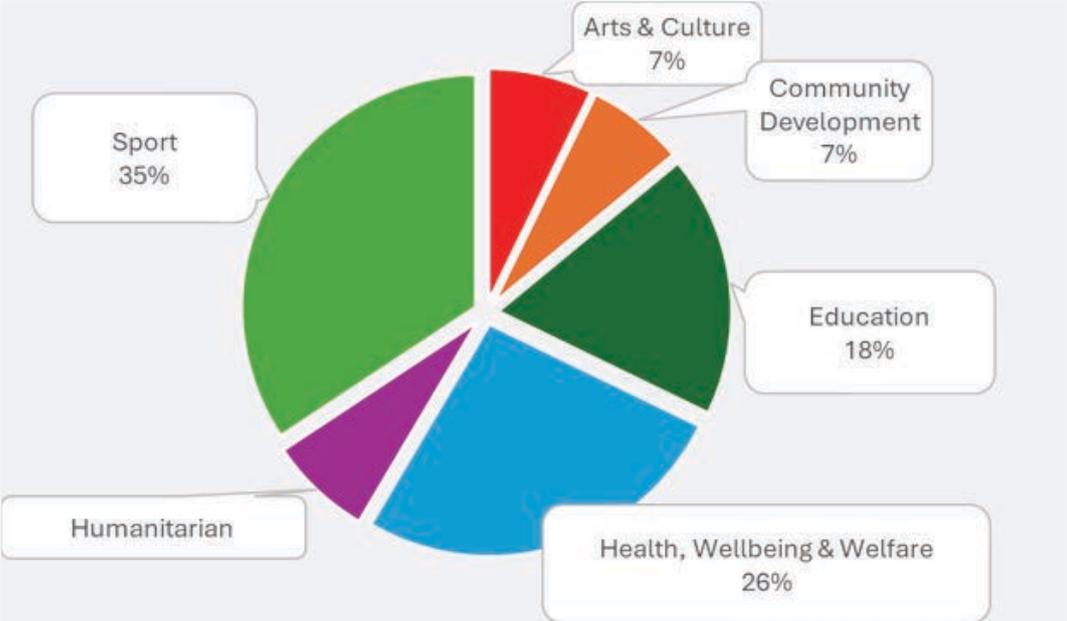
Our contributions have a very **positive impact on the lives of many people**, and we are proud to play this role in our region.



Our CSR Contribution Breakdown in 2025

Every year Ei contributes **€1 million** to deserving charities, causes, and initiatives spanning six categories:

Sport, Education, Community Development, Health, Wellbeing and Welfare, Arts & Culture and Humanitarian.



Ei Electronics Economic Contribution to the Irish Economy in 2025

The 4 annual economic contribution to the Irish Economy by Ei is sizable; estimated to be €112 million in total. This is chiefly accounted for by;

- Wages / Salaries paid to the Shannon workforce.
- Payments to Irish Suppliers.
- Corporation tax paid to the Irish Government.



CSR Highlights 2025

What follows are a number of illustrative CSR projects spanning a range of institutions and initiatives that were supported in 2025.

Sports



Education



Community



Aine Donegan - Lady Golfer
 UL and TUS Scholarships
 Shannon Aviation Museum
 Shannon RFC
 Shannon Tidy Towns
 St Tolas School Playground

Humanitarian



Ukraine Support
 Blood Bikes
 Shannon Musical Society
 Limetree / Belltable Theatre
 Prostate Cancer Support
 Milford Care Centre

Arts & Culture



Health & Wellness



Aico Community Impact

Our UK Subsidiary **Aico** is passionate about building strong links with local charities, organisations and schools.

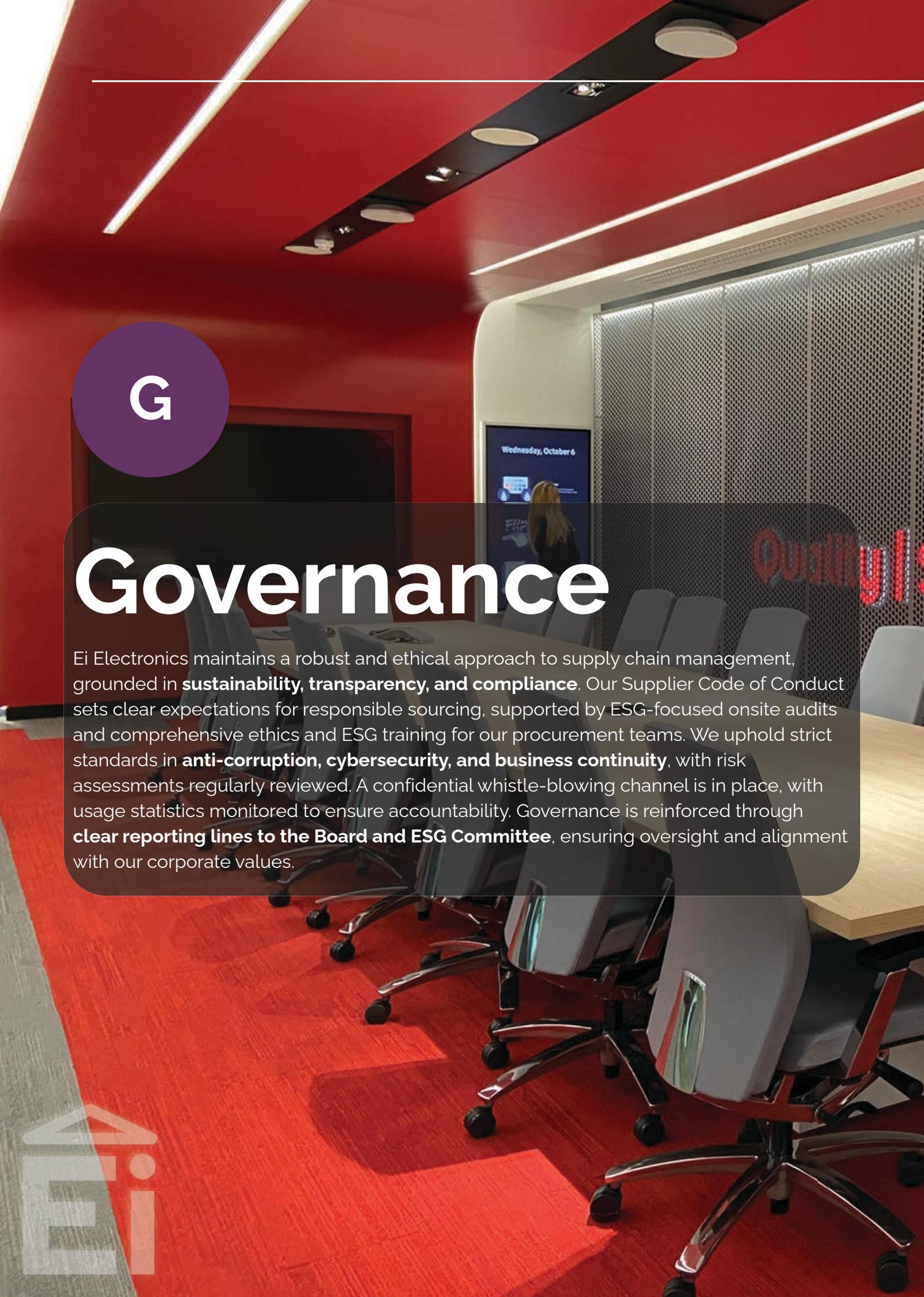
Colleagues understand the importance of supporting our charity partners, often contributing to fundraising efforts including donations, events and challenges.

Every colleague at Aico has 3 days across the year to volunteer for local causes. This includes transforming outside spaces, painting and decorating interiors as well as sorting clothes, and preparing food bank donations.



During 2025 the Aico team supported **51** very worthwhile causes and contributed **£280,000** in monetary terms in the accounts





G

Governance

Ei Electronics maintains a robust and ethical approach to supply chain management, grounded in **sustainability, transparency, and compliance**. Our Supplier Code of Conduct sets clear expectations for responsible sourcing, supported by ESG-focused onsite audits and comprehensive ethics and ESG training for our procurement teams. We uphold strict standards in **anti-corruption, cybersecurity, and business continuity**, with risk assessments regularly reviewed. A confidential whistle-blowing channel is in place, with usage statistics monitored to ensure accountability. Governance is reinforced through **clear reporting lines to the Board and ESG Committee**, ensuring oversight and alignment with our corporate values.





Our Governance KPIs and Targets

KPI	Unit	2022	2023	2024	2025	Target 2026
Number of whistleblower reports received	#	0	0	0	0	0
% of employees covered by whistleblower protection policy	%	0%	0%	100%	100%	100%
Number of confirmed incidents of corruption or bribery	#	0	0	0	0	0
% of employees in risk-exposed roles trained on business ethic (risk-exposed roles include customer/supplier interfacing or positions with potential for corruption)	%	0%	100%	100%	100%	100%
Total value of fines or penalties for non-compliance	€	0	0	0	0	0
% of subsidiaries or sites covered by risk and compliance programs	%	0.0%	0.0%	0.0%	100%	100%

NA denotes that this metric has not been reported in previous years.

Governance 2025 Highlights

2025 saw the establishment of an **internal audit and risk committee**, which has set about making recommendations across the organisation to mitigate risks. We are pleased to report that all Group Companies are now covered by risk and compliance programs.

Significant work was undertaken in the area of **cyber security**, including training for all staff. Training is done in the form of short courses on a regular basis.

A formal **whistle-blower policy** was put in place, covering 100% of employees.

In the area of **anti-corruption and bribery**, there were no confirmed incidents either within the organisation or externally.



Governance Structure

Illustrated below are how ESG responsibilities and accountability are distributed within the Company. Specifically, it highlights the hierarchy and communication pathways between the Board, the ESG (Environmental, Social, and Governance) Committee, and the 5 Pillar Teams.



CSRD (Corporate Sustainability Reporting Directive)

Ei Electronics integrates the principles of the **Corporate Sustainability Reporting Directive (CSRD)** through a structured and transparent approach to responsible business. Our **Responsible Business Framework** provides the foundation for sustainability governance, while a comprehensive **materiality assessment** ensures we focus on the issues most relevant to our operations and stakeholders. This is further supported by a detailed **stakeholder analysis**, enabling us to align our priorities with the expectations of **customers, employees, suppliers, and the wider community**.

It is our plan to report in line with the requirements of CSRD and indications at this time suggest that we will be in Scope in Quarter 1 2026.





Appendix 1.

Carbon Footprint Verification Statement

Goodbody
CLEARSTREAM



VERIFICATION STATEMENT

To the stakeholders of EI Electronics

Goodbody Clearstream was engaged by EI Electronics to verify their greenhouse gas emissions to the ISO 14064-3 standard.



Verification Statement

GHG Inventory, prepared for Ei Electronics

Period Covered by GHG emissions verification

1st January 2024 to 31st December 2024

GHG Verification Standard used to conduct the verification

ISO – 14064-3:2019 Specifications with Guidance for the Validation and Verification of Greenhouse Gas Statements

Level of Assurance

The opinion expressed in this verification statement has been formed on the basis of a Limited level of assurance and at a materiality of the professional judgement of the verifier.

Opinion

In Goodbody Clearstream’s opinion nothing has come to the attention of the verifier that would cause us to believe that the Scope 1, Scope 2 and Scope 3 CO₂e emissions disclosed in the statement and summarised in Table 1 are not materially correct.

Emissions data verified

Table 1. Breakdown of total verified emissions by each scope

Scope of Emissions	Total Emissions 2024 (tCO ₂ e)
Direct Emissions (Scope 1)	858
Indirect Emissions Location-Based (Scope 2)	1,316
Indirect Emissions Market-Based (Scope 2)	927
Other Indirect Emissions (Scope 3)- Purchased Goods & Services	42,285
Other Indirect Emissions (Scope 3)- Capital Goods	2,286
Other Indirect Emissions (Scope 3)- Fuel-and-energy-related activities (not included in Scope 1 or 2)	360
Other Indirect Emissions (Scope 3)- Upstream Transportation & Distribution	408
Other Indirect Emissions (Scope 3)- Waste Generated in Operations	137
Other Indirect Emissions (Scope 3)- Business Travel	484
Other Indirect Emissions (Scope 3)- Employee Commuting	953
Other Indirect Emissions (Scope 3)- Downstream Transportation & Distribution	233

Other Indirect Emissions (Scope 3)- Use of Product	41,609
Other Indirect Emissions (Scope 3)- End-of-life of Sold Product	5,125

GHG Verification Methodology

- Interviews with key personnel at EI Electronics
- Review of EI Electronics' methodology for data collection, aggregation, and appropriate classification of emission sources.
- Review of EI Electronics' data, information systems, and controls

To our knowledge this report represents faithfully the greenhouse gas emissions produced by EI Electronics and its associated businesses.

Signed

Dated: 09th January 2026



Krystyna Blazejewska, Lead Verifier, Goodbody Clearstream

Appendix 2.

360° Watch Indicator Sources for Ei Electronics



This document is to support the Ei Electronics 2026 submission to EcoVadis.

Ei Electronics Group Overview:

To understand what is to follow, it is necessary to know the Ei company structure. The Ei Electronics Group are made of seven subsidiaries worldwide which **include Ei Electronics Ireland, Aico in the UK, Ei Electronics France, Ei Electronics Poland, Ei Electronics Germany, Brooks Australia, and Ei Electronics USA**. This international network has fully integrated to provide quality products and services that Protect Lives in the Home accompanying high ethos to sustainability.



What follows are examples of third-party coverage of the sustainability achievements and controls in several of the Ei Electronics markets internationally.

Ei Electronics Group (Shannon, Ireland):

1. <https://electric.ie/ei-electronics-continuing-to-grow-and-expand-its-irish-business-built-on-twin-pillars-of-innovation-and-sustainability/> - This report highlights Ei Ireland's focus on sustainability through reduction in energy, waste, and carbon emissions in manufacturing, operations, and its products in use.
2. <https://www.ilovelimerick.ie/ei-electronics-university-of-limerick/> - Report of the gifted laboratory by Ei Electronics Ireland to the University of Limerick planned to transform science and engineering education, sustaining high quality education in these critical fields.
3. <https://www.limerickleader.ie/news/environment/1945356/mid-west-companies-invited-to-join-reusable-waste-matchmaking-program.html> - Ei Ireland are collaborating with the Shannon Chamber to ensure that reusable company-generating waste are matched with businesses to repurpose it, fuelling innovation, resource efficiency, and economic benefits on all parties.

4. <https://ulfoundation.com/ei-electronics-invests-in-the-future-of-stem-at-university-of-limerick/> - Ei Ireland invest in the future of STEM at the University of Limerick, located at UL's School of Engineering. This enhances learning in fields such as Aeronautical, Biomedical, Civil, Mechanical, Design and Manufacturing, Digital Mechatronics, and Electronic & Computer Engineering.
5. <https://www.ul.ie/courses/ei-electronics-women-engineering-scholarship> - University of Limerick reporting on Ei's Scholarship to females on Engineering, an award of €2,500 per annum over a course of three years to outstanding female students. This award accompanies an internship in the Shannon headquarters.
6. <https://www.engineeringawards.ie/news/ei-electronics-gift-funds-transformative-science-and-engineering-lab-at-university-of-limerick> - Engineering Excellence Awards report on Ei Ireland's donation towards the transformation of the science and engineering lab at the University of Limerick. Highlighting Ei's commitment to innovation and STEM talent in the region.
7. <https://businessplus.ie/news/rethink-ireland-funding-munster/> - Ei Electronics provide support of €760,000 into nine non-profit organisations within the region of Munster. This support aids to sustain local communities and charities in Ireland.
8. <https://www.ireland-live.ie/news/limerick-live/1556190/shannon-firm-in-ascent-to-new-heights-with-scholarship.html> - Report of the partnership of Ei Ireland with the Technological University of the Shannon of the Ei Ascent Scholarship, this provides funds to exceptional students within disciplines including business management, accounting, economics, law, engineering and science.
9. https://www.linkedin.com/posts/university-of-limerick-foundation_delighted-to-celebrate-the-launch-of-the-activity-7399110808334503936-yQBB/ - University of Limerick Foundation celebrating the launch of the Ei Electronics funded Science & Engineering Laboratory at UL.

Aico UK:

1. <https://www.fsrmatters.com/Aico-attains-platinum-rating-from-EcoVadis> - Aico's commits to sustainability through installing 10-electric vehicle charging points and 406 solar panels to generate renewable energy onsite. Aico has introduced initiatives to eliminate single-use plastics and plant over 4,000 plants to improve its on-site biodiversity.
2. <https://www.oswestry.life/article/inspiring-sustainable-change-empower-multi-academy-trust-visit-aico/> - discussion on Aico's continuous investment with sustainability through minimising their environmental footprint while enhancing the well-being of their communities.
3. <https://ie.headtopics.com/news/inspiring-sustainable-change-empower-multi-academy-trust-69650683> - Aico hosted the Empower Multi-Academy Trust sustainability event exploring real-world implications of sustainability. Discussion

reveals that Aico has invested in electric and hybrid vehicles, solar panels, and enhances its biodiversity on their seven-acre site.

4. <https://www.pv-tech.org/industry-updates/aico-awarded-ecovadis-silver-medal-for-sustainability-performance/> - Aico achieves silver medal status with EcoVadis in areas of corporate social responsibility and sustainability practices, highlighting their commitment to sustainability, transparency and responsible growth.

Ei Electronics Germany:

1. <https://www.baulinks.de/webplugin/2025/0584.php4> - Ei Germany recycles 350,000-400,000 smoke detectors free of charge when replaced by a new device from Ei.
2. <https://www.klamm.de/news/ei-electronics-von-ecovadis-rezertifiziert-4N1252417.html> - Ei improve Eco Vadis score by 70% through strict sustainable rules and incorporating the principles of sustainability and corporate social responsibility (CSR) into its business and management system.

Shannon Chamber, Mid-West Sustainability Week 2025:

1. https://www.shannonchamber.ie/wp-content/uploads/2025/04/005261-Shannon-Chamber-Sustainability-2025-3-Sept._compressed.pdf - Ei Electronics Ireland hosted the event which aimed to aid businesses advance their sustainability efforts and achieve their environmental goals. David Keating, Chief Operations Officer (COO) at Ei Electronics spoke in areas of the company achieving net zero emissions by 2030.
2. <https://www.limerickleader.ie/news/environment/1896705/mid-west-sustainability-network-leads-green-action-with-shannon-chamber.html> - the sustainability event hosted at the centre of excellence at EI Ireland, focuses on discussions which includes David Keating (Company COO), within the key areas of waste, water, energy, and site biodiversity.
3. <https://www.shannonchamber.ie/events/sustainability-week-2025/> - EI Electronics are the *Anchor Sponsor* of a major sustainability event organised by the Shannon Chamber. This fuels the West of Ireland's capability to advance their sustainability efforts and achieve their environmental goals.
4. <https://www.shannonchamber.ie/events/sustainability-at-ei-site-tour/> - This explores the Shannon Campus of Ei and details energy saving and sustainable technologies implemented on-site such as Solar PV, Heat Pumps, Rainwater Harvesting, LED lighting, Air Handling Units and Power Purchasing Agreement (PPA).
5. <https://www.shannonchamber.ie/opening-event-in-mid-west-sustainability-week-demonstrates-companies-commitment-to-reducing-carbon-footprint/> - Ei Electronics Ireland hosted the Mid-West Sustainability Week, detailing how Ei Ireland is the first alarm manufacturer to provide a full circle economy cycle on its products, where alarms are disassembled and separated into different waste streams.



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