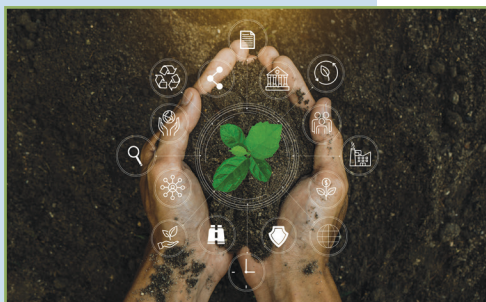
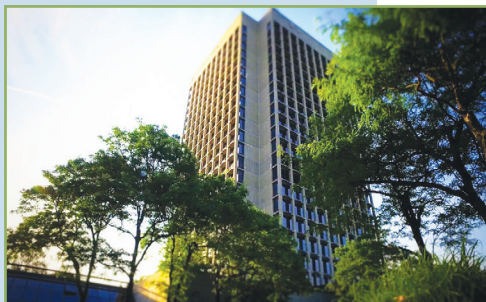


Driving Positive Change for People and Planet



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“As a long-time supporter of environmental concerns I appreciate that businesses all over the world are becoming more aware of the effects of climate change and its causes. It makes me happy to see that the topic of sustainability has finally won a seat at the table.”

Spencer Cramer
Founder and Chief Executive Officer

Dear Stakeholders,

Through another year of change and global economic uncertainties, the ei³ family continued forward with determination and commitment to our shared purpose — to engineer solutions that improve our collective quality of life by making manufacturing more efficient.

Our work is the logical continuation of mankind's journey of industrialization that started more than 100 years ago, and is now adapting to the challenges of the 21st century: While the innovative powers of the generation have taken us from the steam engine to industrial automation and has fueled prosperity around the globe, operational efficiencies are now reaching saturation, and the indiscriminate use of resources is beginning to limit further growth. As a result, we have reached a turning point where new approaches are necessary — approaches that balance further advances in operational efficiency with the responsible use of resources.

As a long-time supporter of environmental concerns I appreciate that businesses all over the world are becoming more aware of the effects of climate change and its causes. It makes me happy to see that the topic of sustainability has finally won a seat at the table. I hope that the widespread adoption of ESG principles by corporate boards will have a lasting impact on our environmental footprint, and am proud of all that ei³ has accomplished, and look forward to what is next to come.

This ESG Report details our strategy and progress in integrating ESG into our business. We have made meaningful, demonstrable progress on several fronts throughout 2022.

Our environmental focus is on the application of digital technologies to reduce carbon footprint by cutting water and energy consumption, greenhouse gas emissions, and reducing waste.

Our social focus is to hire, engage and train talented, diverse, and curious individuals and make ei³ “a great place to work — and — a place for our team members to do great work.” We also give back to our communities by donating time and financial resources to like-minded organizations and charitable causes.

Our governance focus is to ensure that we operate with integrity and transparency and partner with industry associations to exercise leadership in data governance and data security.

My heartfelt thanks go out to all of you and all ei³ers for your support and encouragement in helping us at ei³ live our mission every day.

ei³ At-A-Glance

At ei³ we are committed to using the power of Industrial IoT and Artificial Intelligence (AI) to help manufacturers boost efficiency, improve quality, reduce downtime, and save energy. We accomplish this by continuously collecting production, machine, and process data, and applying sound data science.

ei³ started in 1999 and since the beginning ei³ has been dedicated to improving the machines and processes that make our world: From our first installation in New York to over 100,000 connected machines, buildings, and industrial assets in more than 100 countries, we have developed solutions that are both sustainable and meaningful. And now, with ConnectedAI, we are delivering the next-level of operational efficiency.

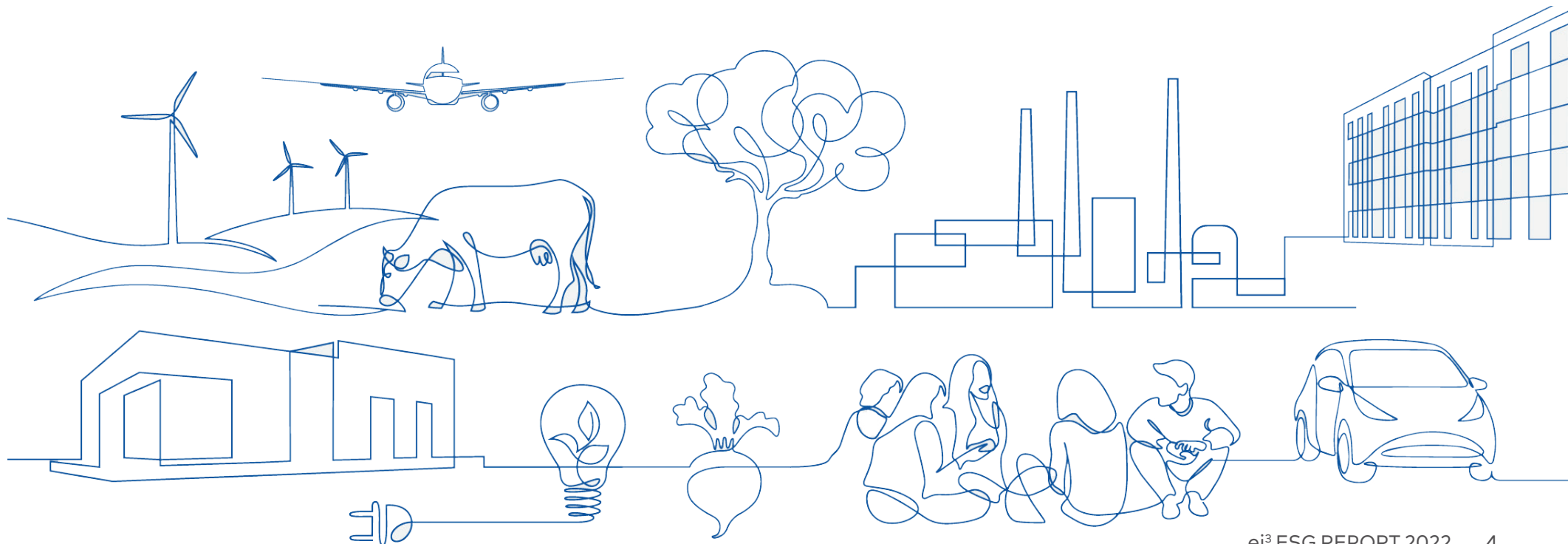
Our teams of engineers, network experts, cybersecurity specialists, and data scientists build technology that fuels innovation, growth, and opportunity for our customers. With years of experience in industrial automation and artificial intelligence, our executive team is the guiding force behind our company and is helping move industries forward.

OUR VISION

Create technology to help save the planet and secure a sustainable future.

OUR MISSION

Provide easy-to-deploy, secure, and scalable ConnectedAI solutions to help manufacturers achieve sustainable growth, increase production quality, reduce waste, and save energy.



OUR VALUES

ei³ stands for Excellence in Industrial Internet Intelligence. We strive to achieve excellence by

Putting People First



We know that people are the source of every great change. ei³ is a people-inspired company. The success and well-being of our team members and partners are essential elements of our business.

Innovating Relentlessly



We believe that innovative technology can change the world. Our journey started by connecting machines and tools with the people who use them. Now, we are taking operational excellence to a new level with ConnectedAI.

Acting with Integrity



We conduct our business through deep partnerships with clients, rooted in mutual trust, transparency, and integrity. You can see this in everything we say and everything we do.

Growing Together



We trust in collective intelligence. We are committed to working with our clients to create communities and ecosystems for affecting societal change that is larger than the sum of our actions and projects.



Overview of ei³'s ESG Goals

This report summarizes the actions taken by ei³ in response to our senior manager's request to address the pertinent need for environmental and social change in building a sustainable future.

At ei³ we recognize the importance of prioritizing sustainable environmental and social practices within our operations. Our ESG approach is an integral part of our mission and founding values — to drive positive change for the people and the planet.

ei³'s core business is to help our clients in the manufacturing industry become more efficient in running their operations: Helping these clients achieve their own ESG goals are therefore at the essence of what ei³ provides to the industry. We will therefore cover our product set and highlight how it helps our clients achieve sustainable operations.

But ei³ has also fully adopted ESG goals for its own operations. In 2022, each of our global offices collectively prioritized resources towards increasing ei³'s social and environmental impact.

By documenting our actions in the “environmental,” “social,” and “governance” categories this year, we aim to create a baseline from which we can grow in future years. The report also outlines ei³ contributions to the **United Nations' Sustainable Development Goals (SDGs)**. Some programs initiated in 2022 pursue longer term objectives and extend beyond 2022.

This report therefore holds us accountable for the completion of our goals and acts as a tool to share our accomplishments with our clients, board members, stakeholders, and community.

2022 Highlights

Over the past year, ei³ has achieved a range of goals that we are proud to share, which are listed below with reference to the relevant United Nations' Sustainable Development Goals.

JAN 2022

Lead OMAC's Digital Transformation workgroup and published "Security Considerations for Remote Access" guide for efficient remote service support.

[Learn More >](#)



FEB 2022

Offered mentoring and skills-development to prospective associates by launching summer internship program.

[Learn More >](#)



MAR 2022

Launched an industry initiative on "Data Governance" to create guidelines for segmenting, sharing, and securing industrial data.

[Learn More >](#)



JUN 2022

Rolled out an updated performance management process to create meaningful personal and professional growth opportunities.



JUL 2022

Honored U.S. and Canadian non-profits by sponsoring the Community Service category of Land Rover's 2022 'Defender Service Awards'.

[Learn More >](#)



AUG 2022

Committed to carbon-neutrality across all of their data centers by end of the year.

[Learn More >](#)



SEP 2022

ei³ Zurich partners with the Forest Services of the city to clean up a nature reserve. ei³ Montréal joins SAESEM to help clean up the city's public spaces and parks.

[Learn More >](#)



SEP 2022

Expanded offerings with AI solution “PERSEUS” for reducing pneumatic air consumption.

[Learn More >](#)



OCT 2022

Launched SUSTAIN, a tool that tracks the carbon footprint of enterprise assets such as machines & buildings, monitoring their production, energy, water, and waste consumption.

[Learn More >](#)



OCT 2022

NYX, a Michigan-based automotive supplier reduces scrap rate by 23% by using ei³.

[Learn More >](#)



NOV 2022

Joined the Bear Mountain Clean Up day to offer assistance to the community at Keep Rockland Beautiful and protect our environment.

[Learn More >](#)



DEC 2022

ei³'s long-standing customer, Hilton, was recognized for sustainability leadership by Dow Jones Sustainability Indices - an accomplishment supported by an ei³ built application LightStay.

[Learn More >](#)



Bringing Sustainability to Manufacturing

Helping manufacturers use natural resources responsibly is at the forefront of ei³'s vision to create a sustainable future.

We recognize and understand the impact of industrial manufacturing on our environment, and the issues it poses to the long term health of our planet. At ei³, we confront these challenges by inventing and employing IIoT solutions that help manufacturers measure and control this impact.

ei³'s approach towards enhancing the productivity, efficiency, and sustainability of industries and factory floors is based on our extensive experience in industrial automation and control:

We have been using data, analytics and data science since 1999 to improve machines, processes and operations.

Through our various products and applications, we have been able to help our customers become more environmentally responsible.

Our applications and devices help to decrease energy and water consumption and waste production while increasing productivity within manufacturing plants. We are helping our customers implement and use data measurement tools so they can better track, manage and reduce their environmental footprint.

The following pages give a high level overview of our key products, and how clients have achieved sustainability improvements by using these products.





SERVICE

ei³ SERVICE app enables secure “ZERO TRUST REMOTE ACCESS”, giving OEM technicians, troubleshooting experts, and engineers secure access to manufacturing machines to perform diagnostics, respond to operational issues and help minimize facility downtime. Eliminating any issues also ensures that all machines operate at their best, with minimum use of resources and waste, and therefore at their most sustainable. SERVICE also provides instant RoI to machine builders by eliminating maintenance trips and associated travel costs and reducing warranty costs.

In 2009, **BOBST** launched their ‘Helpline Plus’ offering based on SERVICE. Remote access capability immediately eliminated the need for on-site troubleshooting, and leveraging real-time process data and AI-based analytics helped pinpoint any machine issue that impacted operational efficiency. This also served as a bedrock for BOBST’s ‘Connected Factory’ vision, where data-driven, agile and reflexive decision making became the norm. This move allowed manufacturers to meet production requirements in a constantly shifting industry landscape, while ensuring minimum waste.

Today, BOBST has more than 4000 machines in 90 countries connected to ei³. In 2022 alone, BOBST technicians have spent over 72,000 hours optimizing machine operations using SERVICE. BOBST’s records show that 80% of all machine-related issues can be found and fixed using ei³ purely remotely, leading to increased customer satisfaction and reduced travel costs – in BOBST estimates, about 2 million USD per year alone.

80% of all machine-related
issues resolved remotely
using SERVICE

2 million USD annual
savings in travel costs alone





DOWNTIME identifies operational issues that impact a machine's functions. Through capturing and analyzing real-time machine data, DOWNTIME uses algorithms to detect recurring causes and effects, identifying the common sources for machine downtime. This reduces machine downtime and associated waste. DOWNTIME's predictive functions use AI to track patterns and foresee challenges across machines, prompting operators to address problems before they incur significant damages, thereby increasing machine productivity and improving OEE while reducing waste and maximizing sustainability.

PRODUCTION optimizes machine performance through tracking key industry metrics such as OEE, Availability, Quality, and Uptime. Data derived from machines are analyzed and presented in the form of productivity charts through customizable dashboards. Production data is greatly beneficial for setting production targets, maximizing production output, and gaining machine insights.

ei³ DOWNTIME and PRODUCTION (used in combination) have helped customers such as **ORBIS**, a manufacturer of reusable packaging products, reduce their energy use by over 1000 kilowatts per machine per day. This is an amount equivalent to the use of an average American household per month. Through DOWNTIME, which identifies and predicts root causes of machine downtimes, and PRODUCTION which provides relevant plant performance metrics, ORBIS plant workers are able to detect and avoid machine failure as well as predict machine maintenance cycles - reducing their energy consumption.

ei³ apps save 1000 kWh of energy per machine per day, an amount equivalent to the usage of an average American household per month.

"Everyone in the industry is striving for zero unplanned downtime and improving their machine. I've been in the plastics industry for 33 years, and this has always been a goal... increase uptime and improve machinery reliability."

Hank Fuller
Sr. Manufacturing Engineer, ORBIS



QUALITY uses real-time machine data to automatically adjust machine settings and recipes to its optimal efficiency while ensuring increased product quality. The application notifies quality operators of any potential irregularities during the production process, giving them insight into the potential root causes through dashboards and automated text alerts. QUALITY reduces waste and thus maximizes sustainability.

QUALITY has enabled **NYX**, a leading American automotive manufacturer, to reduce their scrap rate by 23% to below 1% in 2022. ei³ based “M-Powered” solution which was used by NYX is based on an AI-driven toolset driven by data from QUALITY, PRODUCTION, and DOWNTIME to increase machine efficiency while decreasing waste at their plant sites. This has also allowed NYX to achieve a 10% decrease in unplanned downtime by monitoring the deterioration of their injection molding machines and processes, ensuring that key parts are replaced before quality and performance loss become noticeable.

QUALITY enables an automotive supplier reduce their scrap rate by 23%

NYX

ei³ ESG REPORT 2022 13



Highlight:

Saving the Planet One Hotel Room at a time with **LightSTAY**

LightStay, ei³'s custom application for a leading hospitality brand, functions as a sustainable performance system (SPMS) that tracks and monitors its environmental and social impact across their global portfolio of 6,800 properties. With LightStay, these properties are able to measure and manage their energy, water, and waste using variables such as occupancy and weather to forecast future consumption. LightStay uses AI and data analytics to provide hotel personnel with insights into their carbon footprint and suggestions for potential improvements to increase their energy consumption efficiency.

LightStay has led to savings of over USD 1 Billion in energy costs for the brand over a 10-year period since 2009. In addition to reducing water intensity use by 43% in the past two decades, they have seen a 43% reduction in CO₂ emissions, and a 62% reduction in landfill waste. LightStay has helped the leading hospitality brand enhance their sustainability initiatives significantly, enabling them to meet their goals to create a climate-responsible tourism and hospitality industry by cutting their environmental footprint in half by 2030.

This hospitality brand has also spearheaded the advancement of ESG initiatives with LightStay, attracting global attention and receiving a range of awards for their leadership in sustainability. They were recognized by both the World and North America Dow Jones Sustainability Indices (DJSI), the most prestigious ranking for corporate sustainability performance. They also received a gold-class distinction in the 2021 S&P Global Sustainability Yearbook. These accomplishments reflect their investment in building a strong ESG strategy with LightStay.

USD 1 Billion saved in energy costs
over a 10-year period since 2009

43% reduction in water intensity
use and CO₂ emissions

62% reduction in landfill waste

Recognized for sustainability
leadership by Dow Jones Sustainability
Indices and EcoVadis

The services that LightStay offers are crucial for any company aiming to create tangible change through the advancement of ESG initiatives. These include real-time data monitoring, consumption predictions and accurate sustainability reporting.

LightStay is likewise an important example of how a sustainability performance measurement system (SPMS) can evolve into a repository of valuable knowledge and a facilitator for corporate collaboration and organizational learning. ei³ is honored to partner with this leading hospitality brand which shares our vision of raising the bar on environmental and social goals.



Achieving Carbon Neutrality

OUR PLAN TO NEUTRALIZE ei³'S CARBON FOOTPRINT INCLUDES TWO BASIC STRATEGIES:

1. To purchase carbon offsets for the emissions that we can't reduce directly
2. To reduce energy consumption by maximizing efficiency

The year 2022 has seen major achievements on both fronts.

1 ei³'s data center operations achieve carbon neutrality in 2022

In order to meet our short-term goal of carbon neutrality ei³ collaborated with ClimeCo to offset unavoidable carbon emissions resulting from the operations of our global data centers. When considering an offset project, we carefully examine the project's environmental integrity, its ability to be monitored and verified, and the impact that our investment will have in furthering that project's goals. At present, ei³'s data centers are our largest source of CO₂ emissions and therefore a key priority to address.



ClimeCo's voluntary nitrous oxide abatement projects have seen over 19 million carbon offsets since its founding.

Climeco's facilities use thermal destruction units that produce adipic acid to decompose nitrous oxide - one of the most harmful GHGs - in the atmosphere.

This process reduces the emissions of millions of tonnes of GHG each year, helping improve our air quality. Through tracking the CO₂ emissions from our data centers, we are able to match our offsets and ensure that our data center operations have net-zero impact on the environment.

Today we are proud that ei³ can assure its clients that their data is collected, stored and analyzed in a "climate neutral cloud".

2

Creating an efficient workspace for us and our team members

As ei³ moves toward a more flexible hybrid approach to work, changes to our office environment were initiated in 2022 to affect a more effective collaboration and reduce energy usage. ei³'s offices prioritize person-to-person collaboration by creating an environment that is free of stress, improves cognitive function, and enhances creativity. Our approach to creating this new workspace is multifold:

BRING A DESK PLANT

Plants produce oxygen and offset chemicals released into the air by furniture. Plants make a cleaner, happier space for people to work in. ei³ Team Members are encouraged to bring at least one desk plant to the office desk or their home desk. The ei³ Zurich office successfully reached its 2022 objective of doubling the number of green plants in the office.

CHOOSING ECO-FRIENDLY OFFICE SUPPLIES

Transition to using environmentally friendly office supplies by using 100% recycled paper products and eco-friendly utensils for the office kitchens.

EVERYTHING-OFF-AT-NIGHT-RULE

ei³ will be formalizing the requirement to turn office lights, electronics, and heat every evening upon leaving the office as a way of saving power. Social policies will be deployed to ensure compliance (such as donations to the cookie jar as a penalty for non compliance).



ei³ Zurich uses ethically sourced coffee beans from a local coffee roaster.

NATURAL LIGHT IN OFFICE SPACES

In 2022, all ei³ offices initiated a program to move at least 75% of desks to sunlit windows with exposure to more natural light. Where possible our office will install automatic lighting and heating controls, and switch to LED lights.

A 2017 study published by the National Sleep Foundation in its Sleep Health Journal found that workers who are exposed to high levels of natural light in offices reported better quality sleep compared to workers who weren't exposed to any natural light. Better sleep also leads to greater employee productivity and satisfaction.

A 2017 study published by Rand Health Quarterly shows that workers who get plenty of rest accomplish more than their peers who get less than six hours of sleep per night. Moreover, a recent study conducted by Dr. Alan Hedge of Cornell University's Department of Design and Environmental Analysis confirmed other benefits of natural light in the workplace, including: reduced eye strain, fewer reports of headaches, improved mood, less drowsiness and fewer mistakes.

Hedge believes that even a mere 2 percent increase in productivity is the "equivalent of an additional \$100,000 of annual value for every 100 workers" earning an average yearly salary of \$50,000. Moreover, because natural light reduces the need for artificial lighting during daytime hours, energy costs are lowered.

In 2022, the ei³ Zurich location has already completed a 100% migration to "Energy Star" compliant equipment. In addition, rearrangement of monitor placements reduced the need for artificial lighting and increased in person face-to-face interaction.

E-WASTE

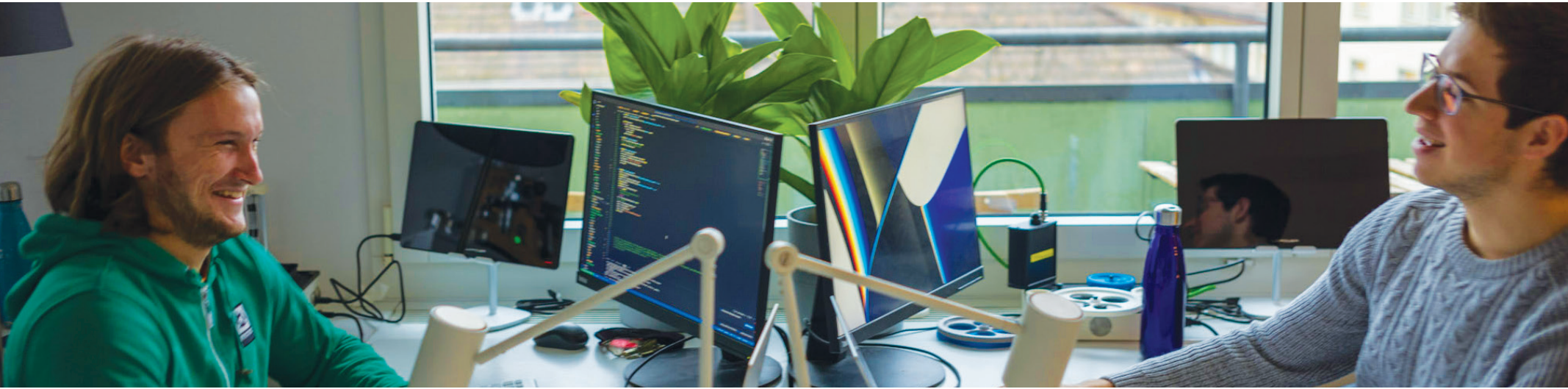
Electronic waste - commonly referred to as e-waste - is discarded electronic devices with a battery or plug that are no longer wanted, not functional, or obsolete. Our focus for e-waste management is to maximize the reuse of our devices and to properly recycle damaged pieces in a safe and environmentally conscious manner.

E-waste is still the fastest growing municipal waste stream in America, according to the Environmental Protection Agency. It represents 2% of America's trash in landfills, but it equals 70% of overall toxic waste. And only 12.5% of e-waste is currently recycled.

Extending the use of a single laptop by just two years can save about 440 pounds, or 200 kilograms, of carbon dioxide equivalents (CO₂e), according to the Global E-Waste Monitor. According to the US Environmental Protection Agency, that is similar to avoiding driving about 500 miles, or 800 kilometers, in an average passenger vehicle. By the end of 2023, ei³ aims to properly recycle 50% of the company's old electronics in its Montreal office and by 75% in its Pearl River, NY Office.

Data security and privacy are paramount and an important part of our e-waste management program. We engage across our entire enterprise to clear data from computers before a transaction takes place and always seek to ensure data safety.





Putting People First

Putting People First is a core value at ei³. We are a people-inspired company. We recognize that people are at the source of every great change. The well-being of our team members is therefore essential to the success of our company. Our holistic approach to prioritizing the well-being of our people is based on three pillars:



PHYSICAL AND MENTAL WELL-BEING

Our comprehensive benefits, substantial time off, daily encouragement of work-life balance, flexible work arrangements, and a culture of open communication and feedback emphasize our focus on the health and safety of our employees.



CAREER WELL-BEING

Periodic check-ins with managers on career growth and development strategies, learning opportunities, and salary reviews demonstrate our commitment to ensuring our employees reach their full potential.



SOCIAL & EMOTIONAL WELL-BEING

We create opportunities to bring employees together in both work and social settings, encouraging them to express their thoughts and feelings personally and professionally in a judgment free environment. By celebrating professional and personal milestones, we aim to foster a sense of belonging.

In 2022 ei³ implemented two key changes to enhance our people-first focus:

2022 ENHANCEMENTS TO EMPLOYEE BENEFITS

We provide a comprehensive benefits program for our full-time employees, their spouse, partner, and/or children. Eligible employees have accessibility to medical, vision, and dental plans, in addition to retirement savings plans and other supplemental plans such as an employee assistance program with a primary focus on mental health.

Taking time off work is encouraged to rest and recharge. Employees are offered paid time off that can be used towards vacations, sick days, or personal days. Paid company holidays, and additional public, religious, and national holidays are to be used at the employee's request.

In 2022, the program was extended to allow for additional time off. For example, we are now offering employees with paid time off for their birthdays.

2022 ENHANCEMENTS TO WORKPLACE FLEXIBILITY

Starting from 2022, ei³ employees are granted full flexibility in their work arrangements:

Flexible work hours - Employees are expected to work 8 hours a day. With our core business hours being 9am-3pm, employees are allowed to work the additional hours before or after this period based on their personal preference.

Flexible work location - Employees have the option to work anywhere, including the office, from home, or even internationally with management approval.



Creating Opportunities for Personal and Professional Growth

Placing focus on the growth and development of our people is key to ei³'s continued success. The implementation of a well-defined performance management process in 2022 has helped us establish a schedule with set times focusing on development strategies for our employees.

THE PERFORMANCE MANAGEMENT PROCESS CONSISTS OF:

A mid year performance review which takes place in Q2. The purpose of the review is for the employee and manager(s) to discuss the individual's achievements, identify areas for improvement, and create performance-based goals for the next quarter. They also discuss possible opportunities and experiences for career and personal growth.

Quarterly check-in meetings that review the individual's achievements, highlight continued areas of improvement, review and modify goals, and plan actions to be taken for the quarter.

Mid Year Review Metrics highlighted that 100% of employees had a conversation with their managers to create goals and identify opportunities for growth in 2022. With this approach, we establish a cycle of ongoing feedback.

Belonging at work: Promoting diversity, equity, and inclusivity

Cultivating an inclusive work environment is an integral part of our company values. We recognize that our differences are what make the team stronger. Our leaders are committed to finding talent that reflect the diverse and vibrant qualities of the cities we work in. People with different backgrounds help inspire our company through new ways of thinking and approaching problems.

WE PROMOTE INCLUSIVITY THROUGH:

- Equity in our benefits program and supplemental benefit plans
- Providing employees with the opportunity to share anonymous feedback on their experiences through employee engagement surveys
- Periodic salary reviews with focus on pay equity across all teams and levels of organization
- Open invitations to employees to join training sessions, social gatherings, and philanthropic events
- Organizing an internship program with diverse gender, race, and ethnicity representations
- Tracking the demographic makeup of our employees, bringing awareness to our differences

Following the introduction of the focus on diversity in 2022, we will expand the program in the future to:

- Add a DEI focused question on the employee survey
- Launch an unconscious bias training session
- Research and implement ways to support local community DEI activities
- Measure the demographics of the cities we work in in comparison to ei³ employee metrics



The ei³ Summer Internship Program

The summer internship program is an integral part of ei³'s social commitment to the community. The summer internship program has helped ei³ build strong relationships with universities in our local communities. We are proud to give back to today's students the help and support many of us received during the early years of our careers. With ei³, the interns have the opportunity to learn how their academic skills and knowledge can be applied in a professional environment.

We also aim to make students understand the societal impact of their work. Being focused on industrial manufacturing, ei³'s interns must be conscious of the impact of industrial production on the environment and how our technology helps create more sustainable manufacturing. The younger generation is vital in providing us with a new perspective and way of thinking regarding possible solutions and approaches to industrial manufacturing.

In 2022, the program received more than 350 applications from universities and colleges in the USA and Canada, in response to 5 specific job categories advertised through various academic and social media channels. Each

category was clear on the skills required and defined a project for students to work on, allowing ample room to learn and discover, but also to take responsibility and ownership. Rather than assigning toy projects, ei³ assigns tasks that are important and relevant to ei³, matching the students' skills, professionalism, and enthusiasm.

In 2022 we hosted seven interns across our U.S. and Canada offices in a variety of positions, providing support to our software and hardware development, marketing, and customer success teams. Hosting managers dedicate a significant amount of time to guide, help and supervise student activities to ensure that all students are successful. In addition, ei³ executives hosted weekly "lunch and learn" sessions to both inspire and educate the interns and provide a well-rounded understanding of the many intricacies of ei³'s business. Finally, students had the opportunity to present their work to the ei³ family at two times during the summer. Our team encourages interns to learn new skills and create genuine connections with our partners and employees. The success of the program this year was sealed by our ability to convert two interns to part-time employees.

Supporting Our Local Communities

We understand the importance of creating meaningful relationships with our local communities. These communities play a vital role in providing us with the support needed to carry out our mission. Their care and well-being is therefore a key priority for ei³. In 2022, we deepened ties with our local communities through various volunteer initiatives aimed to help create a positive impact on the environment. In addition, we gave back to communities through donating to organizations who share our values of environmental and social responsibility.

In 2022, ei³ worked with local organizations in Zurich, Montreal, and Pearl River, NY to give back to our community and provide year-round opportunities for our employees and their families to come together to do good! Since we are a company who helps other companies with their carbon footprints, we have chosen organizations who as we say at ei³ are “on a mission to save the planet”.



The ei³ Montreal team partnered with “**Société pour l’action, l’éducation et la sensibilisation environnementale de Montréal**” (SAESEM) whose mission is to implement environmental projects aimed at protecting the environment and improving the quality of life of Montreal residents. Trillions of cigarette butts are discarded into the environment every year, where they leak nicotine and heavy metals before turning into microplastic pollution. The ei³ Montreal Team got together to pick up trash, especially cigarette butts, to help cleanup the city’s public spaces, including one of the parks.

The Zurich team worked alongside “**Adliswil Forest Services**” to help clean up a nature reserve, helping protect local biodiversity. The forest department maintains and designs protective, commercial and recreational forests, water bodies and nature reserves in a natural, sustainable and economical manner.

The Pearl River team volunteered with “**Keep Rockland Beautiful (KRB)**” on one of their clean up days. In addition, they have created a membership with the organization which donates money towards helping Rockland become a cleaner, greener, and healthier home for all.



The ei³ Montreal Team got together to pick up trash, especially cigarette butts, to help cleanup the city’s public spaces, including one of the parks.



Sponsoring the 2022 Defender Service Award

In 2022, ei³ partnered with Land Rover to sponsor the Community Service Award category for their second annual **“Defender Service Awards”** to honor U.S. and Canadian organizations making a difference in their communities. From medical emergencies to natural disasters, and everything in between, these volunteers are the first to respond when their communities are in need.

The awards were an opportunity to support non-profit and charitable organizations across five different categories: Animal Welfare, Veterans Outreach, Environment and Conservation, Community Service, and Search and Rescue. In the Community Service category, finalists “Community Support Connections,” “Feedmore WNY,” “Big City Mountaineers,” and “Coolxdad” received USD 5,000 each, sponsored by CHASE.

The Community Service category winner **Mercy Chefs** were awarded USD 25,000 by ei³, topped up by the presenting sponsor, CHASE, for a total of USD 30,000, to help further its efforts in voluntary work intended to provide professionally prepared, quality meals and clean water to victims, volunteers,

and first responders in natural disasters and national emergencies. Mercy Chefs also partners with existing like-minded organizations to further their mission by providing food service in underserved communities across the country. Since its founding, Mercy Chefs has served over 20 million meals in 150 disasters, 29 states, and 12 countries. All of this has been done with the help of over 10,000 volunteers.

Mercy Chefs also received a custom Land Rover Defender 130 (donated by Land Rover), helping them further their mission by allowing them to deploy remote distribution sites entirely out of the Defender 130. After loading up hundreds of nutritious meals with the help of the load space partition and using the A-Frame protection bar to navigate treacherous roads and hollows, Mercy Chefs will be able to arrive safely and set up meal distribution in the hardest to reach disaster areas under the Defender’s inflatable waterproof awning. The vehicle will help Mercy Chefs reach one more town, one more family, one more person, with a life sustaining meal made with love.



The Community Service category winner Mercy Chefs were awarded USD 25,000 by ei³, topped up by the presenting sponsor, CHASE, for a total of USD 30,000, to help further its efforts in voluntary work intended to provide professionally prepared, quality meals and clean water to victims, volunteers, and first responders in natural disasters and national emergencies.

We Conduct Business with Trust, Transparency, and Integrity

ei³'s leaders and board members are committed to building a corporate governance structure that ensures our operations are conducted with accountability and transparency. These values are at the core of our business and essential to building trust with our team members, clients, and stakeholders. ei³'s conducts and operations are overseen by our Board of Directors and CEO. Each ei³ branch is supervised by a general manager. Our leaders instill our core values of integrity, transparency, and trust at every level within our corporation and we expect our associates to uphold high standards of ethical conduct.

Our governance strategy encompasses the below elements:



ETHICS AND COMPLIANCE

We expect our leadership and associates to uphold high standards of ethical conduct by following our Code of Conduct. ei³'s senior and seasoned global leadership team maintains a strong ethical climate.



HEALTH AND SAFETY

We seek to protect associate health and safety through our Health & Safety management system and policies to prevent accidents and occupational illness in the workplace, which is overseen by the ei³ Health and Safety committee.



DATA SECURITY AND DATA PRIVACY

As a trusted guide for clients, we have taken extraordinary steps to safeguard data through effective security and privacy policies and procedures.



PARTNERSHIP WITH INTERNATIONAL ORGANIZATIONS

aligned with our commitment to data security and data privacy.

Ethics and Compliance

ei³ is committed to acting ethically in all aspects of our business and to maintaining the highest standards of honesty and integrity. In 2022 the code of business conduct was significantly expanded to enhance robustness and assure applicability in a fast changing business world. To this end, the following principles are adhered by all employees:

- As a global company, operating in multiple markets, we respect and comply with national laws (US Foreign Corrupt Practices Act) and industry codes of conduct. Where a situation is not governed by statute, or where the law is unclear or conflicting, ei³'s business will be conducted in such a manner that we would be proud to have the full facts disclosed.
- We recognize our obligations to all who have a stake in our success including our board of directors, customers, staff, and suppliers.
- Information about our business shall be communicated clearly, and accurately in a non discriminatory manner and in accordance with local regulations.
- We select and promote our people on the basis of their qualifications and merit, without discrimination or concern for race, religion, national origin, color, sex, sexual orientation, gender, identity or expression, age or disability.
- We believe that a workplace should be safe and civilized; we will not tolerate sexual harassment, discrimination, or offensive behavior of any kind, which includes the persistent demeaning of individuals through words and action, the display or distribution of offensive material, or the use or possession of weapons on Company or customer premises.

- We do not tolerate the use, possession or distribution of illegal drugs, or our people reporting for work under the influence of drugs or alcohol.
- We treat all information relating to the Company's business, or our customers, as confidential.
- We are committed to protecting consumer, customer and employee data in accordance with with national laws and industry standards.
- We do not offer any items of personal inducement to secure business. This is not intended to prohibit appropriate entertainment or the making of occasional gifts of minor value unless the customer has a policy which restricts this.
- We continue to strive to make a positive contribution to creating a more sustainable environment by helping our customers to reduce their carbon footprint and through the work we are doing focused on our ESG (Environmental, Social & Governance) responsibilities.
- We show respect and professionalism to one another by acknowledging and responding to all written inquiries via email, instant messaging or other within 24 hours.



Our Focus and Commitment to Cybersecurity

The Industrial Internet of Things (IIoT) is a concept that firmly ties digital technology with machines and humans within its ecosystem. ei³ is a trusted partner and highly-sought after solution provider for clients to implement this ecosystem within their factories and offices. These solutions involve transmitting crucial data to the cloud, making it vulnerable to costly, cybersecurity threats.

Securing the data of our customers is a top priority for us. Our solutions are “secure by design,” and clients can rest assured that while they can reap the benefits of our intelligent services, they do so safely.

ei³ has been delivering secure IoT services since 1999 before the notion of the Internet of Things was conceived. This has led us to develop a powerful, highly flexible approach, where we can connect to and gather data from various existing automation systems, including Allen-Bradley B&R, Rockwell, Schneider, Siemens and many others.

Our multi-tenant software delivery system and approach uses a Zero Trust Remote Access (ZTRA) solution with a software-defined perimeter that provides a robust cybersecurity layer to a world dependent on both the real and the digital spheres working together seamlessly.

Beyond integration and adaptation, ei³'s unique solutions manage to consolidate the interests of both IT and OT teams with our “IT-Approved, OT-Managed” approach. So, while IT can still regulate data flow, OT can securely share it with key personnel promptly, which is often necessary to utilize our suite of IoT apps from remote SERVICE to DOWNTIME tracking in a beneficial manner.

The element of cybersecurity further extends toward our own policies, procedures and controls. ei³'s ISMS aligns with ISO 27001 best practices and our compliance with that standard is audited yearly by **DEKRA**, an internationally respected certifying body. ei³ has maintained ISO 27001 since 2018 and is currently ISO 27001:2013 standard certified, valid through 2024. We're willing to lead by example and this is proof of our commitment to a secure system.

Our technology environment is also in alignment with other third party standards, such as the National Institute of Standards and Technology's (NIST) Cybersecurity Framework, International Electrotechnical Commission (IEC) 62443, The North American Electric Reliability Corporation Critical Infrastructure Protection (NERC CIP), and the Service Organization Control 2 Type 2.

We conclude with a few additional industry practices that help us stay ahead of the curve and underscore our search for innovations. Our solutions are completely integrated. We stay away from the ‘patchwork approach’ that involves trying to streamline a system of vastly differing brands and systems because it often creates new, unforeseen vulnerabilities.

Industry Partnerships and Collaboration

ei³ actively works with industry groups to meet the growth and sustainability challenges of the 21st century. 2022 saw a further deepening of our collaboration with **The Organization for Machine Automation and Control (OMAC)** with the launch of a new ei³-sponsored and led Digital Transformation workgroup focused on defining best practices for digitization of the manufacturing shop floor.

In addition, we continue our work with the **MTConnect** Institute on standardizing factory device data to enable and accelerate IIoT adoption, which is essential for achieving both sustainable growth and a competitive advantage.



COLLABORATION WITH OMAC

ei³ has worked closely with The Organization of Machine Automation and Control (OMAC) Digital Transformation Workgroup since 2014. OMAC was established in 1994 and brings together leading machine builders, system integrators, technology providers, and industrial manufacturers. OMAC participants work on focused initiatives targeting specific industries such as the packaging industry, where it established the “PackML” standard for data exchange or topics such as remote access, or data governance, to establish standard international technology guidelines.

Over the years, in partnership with OMAC, ei³ has led, supported, and promoted several industry initiatives to drive the adoption of new technologies to fuel future industry performance and innovation. This collaboration is a win-win, allowing ei³ to benefit from close collaboration with key industrial stakeholders, thus ensuring ei³ customers stay ahead of the curve in this competitive landscape.

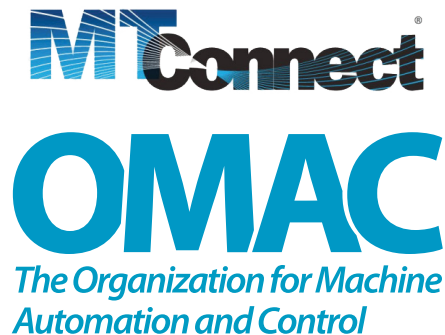
In 2018 and 2019, Craig Rowles, Executive Vice President at ei³, participated in the development of OMAC’s OEE Implementation Guide, which helps manufacturers identify the best way to calculate and apply this key metric. It is available to OMAC members at <https://www.omac.org/oeo-implementation-guide>.

In 2020, amidst the Covid-19 pandemic which created renewed interest in remotely controlling industrial machinery, OMAC and ei³ collaborated on the “Remote Access Workgroup” which developed best practices for secure connectivity. ei³’s Mark Fondl, V.P. of Product, and Richa Patel, Head of Marketing & Communications at ei³, led the workgroup along with 35 industry leaders across the globe from the U.S.A to Australia. The guide published in January 2021 can be accessed at <https://www.ei3.ca/practical-guide-for-remote-access-to-plant-equipment/>

In May 2022, the group reconvened to focus on the growing concern around data ownership and governance policies. The workgroup began its work with 53 members to establish a framework and guidelines to protect precious proprietary information while enabling secure data sharing for efficiently solving problems. To learn more, please visit <https://ei3.com/ei3-leads-omacs-data-governance-workgroup/>

In October 2022, Spencer was elected as the Chairman of the Board of OMAC and has been serving on the board of Directors as Secretary for the past 6 years. ei³'s CEO's contributions to OMAC in the past have led to a wider adoption of "PackML" for Industrial IoT applications. PackML is an automation standard that was released by the OMAC in early 2000 and adopted by the International Society of Automation. It boosts interoperability by exchanging and understanding the data from all types of converting and packaging machines. With the ability to standardize data, companies can benchmark their machines, analyze key performance indicators and make improvements. Spencer's recent presentations on the benefits of PackML for the industry can be found here: [The Role of PackML for IIoT](#), [How PackML boosts Interoperability](#).

ei³ is proud to participate in industry endeavors to advance the state of manufacturing by digitizing industrial machines and processes. Along with our partners and customers we hope to create technology to secure a sustainable future.





A Journey Towards ESG Excellence

This ESG report highlights the actions taken by ei³ in 2022 to reduce our environmental impact and increase our posture towards social and governance topics. We understand that this is a long term journey, and only the first few steps have been taken. Many of the programs initiated in 2022 are extending into 2023 and possibly beyond. We will continue to carefully observe and optimize our plans in the months to come, and add new initiatives as the opportunity arises.

We look forward to the progress we aim to report in our 2023 ESG report.



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