



# Corporate Social Responsibility Report

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# ABOUT THIS REPORT

This Corporate Social Responsibility Report is issued by **e,ip technologies** to highlight our values and initiatives with regards to sustainability and culture as part of our commitment to strong corporate citizenship.



**e,ip** periodically updates this report to facilitate transparency and communication with all our stakeholders.

# A LETTER FROM OUR PRESIDENT AND COO

**From ideation to fabrication, e,ip** rethinks the boundaries between technology and design to deliver innovative Human-Machine Interface (HMI), IIoT and Smart Surface solutions to global market leaders. Our technologies transform the surfaces we touch in our everyday lives and simplify how we interact with electronic systems and our physical environment. With this impact comes responsibility, which is why **ethics and integrity are at the center of every decision we make.**

We are first committed to people and their quality of life. We work to create a culture where individuals are respected, heard and able to grow; where opportunities are based on merit and potential; and where fair compensation, safety, inclusion and work-life balance are essential. We are dedicated to protecting and developing the talent and well-being of the team behind every product we build, and to honoring our commitments to our employees, customers, suppliers, technology partners, and the communities that support us through transparent, fair and collaborative relationships.



Dan Brady, President & COO

Environmental responsibility is embedded in how we innovate. Our vision is to help reduce the eco-footprint of the global electronics industry by integrating functional electronics directly into structural surfaces and by doing more with less material. From printed electronics and advanced material science to smart structural surfaces and edge AI, we focus on solutions that use fewer resources, increase circularity and extend product life while maintaining performance and safety.

Corporate social responsibility at e<sub>2</sub>ip is not separate from our business; it is how we move every idea from concept to reality. From ideation to fabrication, we will continue to uphold high ethical standards and deliver on our commitments to all those who place their trust in us.

**Dan Brady, President & COO**



# ABOUT e<sub>2</sub>ip

**e<sub>2</sub>ip creates new possibilities** through innovations in printed electronics, material science, advanced manufacturing processes and embedded system development to transform the surfaces we touch in our everyday lives and simplify how we all interact with our physical environment. As a **Tier 1 partner**, from ideation to fabrication, we design and manufacture advanced HMI solutions for global leaders in medical, aerospace, defense and industrial markets.



OUR GLOBAL IP PORTFOLIO POWERS  
BREAKTHROUGH INNOVATION AND  
MEASURABLE VALUE.



**More than 40 years in the industry** founded via the acquisition of GGI Solutions by institutional and private investors.



**Design and Manufacturing Capabilities**  
3 Production Sites  
1 Design Office



**350+ Employees** in Canada, US and Morocco



Portfolio of more than **15 patent families** in key technologies

# OUR VISION, MISSION & PILLARS

## We share a **vision**

To reduce the eco-footprint of the global electronics industry by reusing, integrating and connecting the structural surfaces and devices of our everyday lives.

## We are focused on our **mission**

Create new possibilities through fundamental research programs in printed electronics, material science, advanced manufacturing processes and embedded systems architecture. We create innovations and manufacture SMART STRUCTURAL SURFACES™, HMI and IIoT products and solutions that connect our customers to their products.

## Our **values** guide us at each heart **BEAPS** of our journey

We are **Bold**

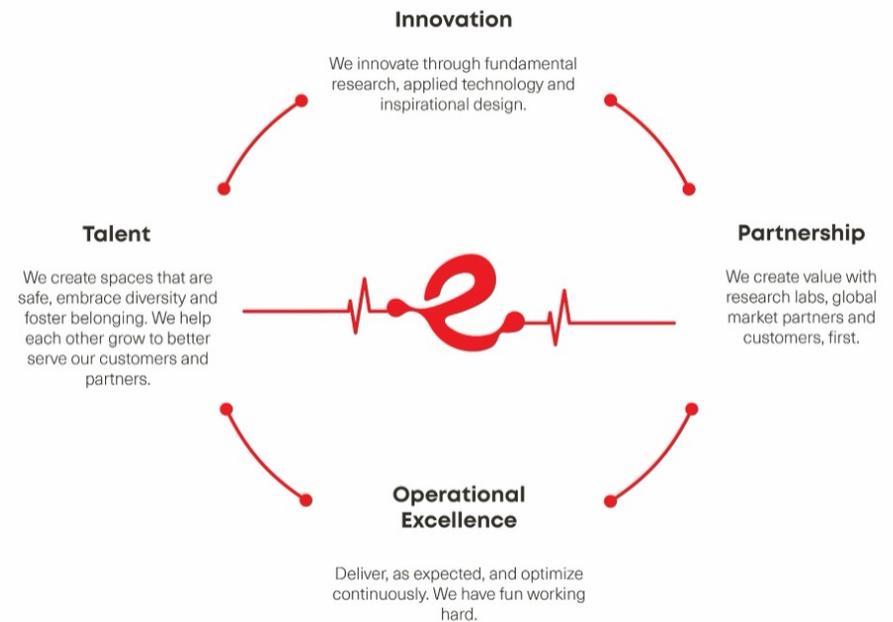
We strive for **Excellence**

We hold ourselves **Accountable**

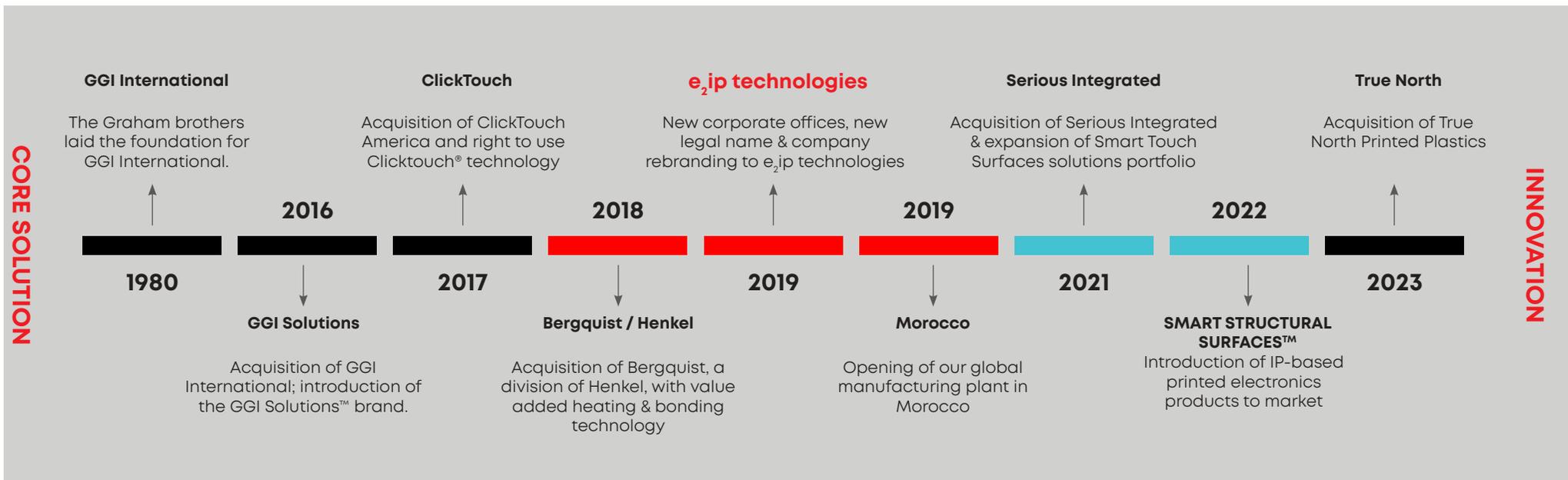
for the success of our **Partners**

We are **Selfless** with each other and all our stakeholders

## We build upon solid **pillars**



# FROM IDEATION TO FABRICATION



# SUSTAINABILITY RATINGS (ECOVADIS)



**e<sub>2</sub>ip** is a member of **EcoVadis** and uses this independent sustainability rating platform to assess and continuously improve our environmental, social and governance practices. We strive to improve our EcoVadis sustainability score year after year and encourage our suppliers to demonstrate similar transparency and continuous improvement in their own sustainability performance.



## Investment in the Community

**e<sub>2</sub>ip technologies** maintains a formal **Corporate Donations & Community Support Policy** that governs our approach to donations and sponsorships. This policy focuses on supporting registered charities, non-profit organizations and community initiatives that align with our core values and business interests, with priority given to projects in education, technology, health and local community development. Requests are assessed using a standardized process and form, reviewed by a designated committee within a defined annual budget, to ensure fairness, transparency and impact.

The policy also encourages employee involvement through volunteer initiatives, which may be supported through matching donations, sponsorships or paid volunteer time, subject to management approval and available budget.

## Commitment to Employees

At **e<sub>2</sub>ip**, the corporate culture is designed to empower individuals and teams through the BEAPS values—**Bold, Excellence, Accountable, Partners,** and **Selfless**. These principles govern how the organization interacts with colleagues, customers, and global partners.

Whether in physical or virtual settings, work environments are structured to be engaging and supportive. These values are manifested through consistent organizational behaviors: acting with urgency, pursuing continuous improvement, honoring commitments, building trusting relationships, and prioritizing collective success over individual gains.

**Social Well-being and Community:** The organization maintains a culture rooted in fairness, inclusion, and motivation. This involves a consistent investment in well-being, the support of personal and professional advancement, and active engagement with local communities.

By reflecting on daily operations—specifically regarding team-first mentalities, bold action, and win-win partnerships—**e<sub>2</sub>ip** ensures that its social fabric remains strong. This approach balances high-performance expectations with a commitment to shared celebration and a positive internal atmosphere.



**Workplace Environment and Incentives:** Teams are supported through practical logistical incentives, including a 50% public transportation subsidy in Montreal and meal allowances or complimentary transport in Casablanca. Workplaces are intentionally designed to be convivial, featuring communal refreshments, Town Hall lunches, and social gatherings. These efforts, overseen by the Wellness Committee, foster a vibrant culture that recognizes and celebrates local cultural and religious traditions, including annual holiday events that strengthen the organization's social bonds.

**Professional Development & Leadership Excellence:** e<sub>2</sub>ip is dedicated to the ongoing growth and professionalism of its workforce. In 2023, core values were redefined to align with long-term sustainability, with management trained to integrate these principles into every corporate decision. To support this evolution, a partnership with **HUMANCE**, a Quebec-based firm, provides an Intentional Leadership program that equips leaders with the tools to manage high-performing teams. For production staff, a structured Cross-Training Program utilizes clear milestones and training booklets to facilitate internal mobility and skill diversification.

**Health, Safety & and Human Rights:** A safe and respectful environment is maintained with zero tolerance for harassment, discrimination, violence, or abuse. The organization strictly adheres to all Regional Laws and Regulations, including occupational health and safety standards to mitigate risks, and labor standards that prohibit forced or child labor. Commitment to the Charter of Rights and Freedoms and Pay Equity Law ensures a workplace built on equality, freedom of expression, and fair compensation, reflecting the organization's dedication to fundamental human rights.

**Governance and Data Integrity:** Our Employee Handbook serves as the foundation for all corporate policies, including mandatory training on **Law 25** (protection of personal information) and strict nondisclosure protocols, ensuring the highest standards of compliance and integrity across the organization.



# COMMITMENT TO SUSTAINABILITY & RESPONSIBLE BUSINESS PRACTICES

## Supply Chain Management

**e<sub>2</sub>ip** is committed to building a sustainable, socially responsible supply chain in which all participants are committed to safe infrastructures, full compliance with regulatory requirements and the equitable treatment of all constituents with dignity and respect.

We have integrated our **Corporate Social Responsibility (CSR)** commitments into our supplier selection, qualification and performance management processes, including our contracts and purchasing terms. **e<sub>2</sub>ip** supports and pursues conformance to a supplier code of conduct in accordance with the major areas outlined in the UN Global Compact (human rights, labour conditions, environment and anticorruption), the UN Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, ILO international labour standards, SA 8000 International standards and the RBA (Responsible Business Alliance).

**e<sub>2</sub>ip** is committed to preventing modern slavery and human trafficking in all forms throughout our supply chain and business operations. We recognize our responsibility to respect human rights and maintain ethical practices in accordance with the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act, the Australian Modern Slavery Act 2018, and other applicable legislation”



All suppliers are required to comply with the **e<sub>2</sub>ip Supplier Code of Conduct**, which sets out our expectations for ethical behaviour, labour and human rights, health and safety, environmental responsibility and business integrity throughout the supply chain. We expect our suppliers to cascade these requirements to their own subsuppliers.

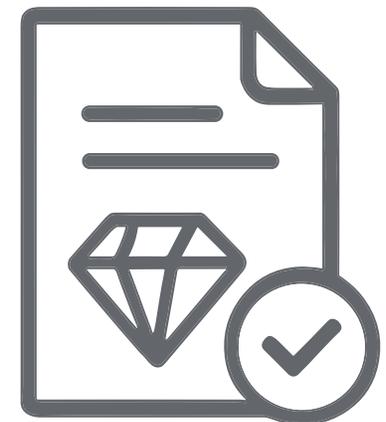
e<sub>2</sub>ip conducts ongoing monitoring and management of its supplier base through riskbased evaluations, sampling, supplier self-assessments and audits. Our supplier selfassessment and audit tools include sections on Corporate Social Responsibility, Health & Safety and Environmental best practices. These tools are designed to engage suppliers in alignment with industry best practices, including, but not limited to:

- Respect for applicable International Labour Organization (ILO) conventions.
- Maintenance of a written company policy and management system that covers all relevant legislation on environment, health and safety.
- Having an effective waste management system with appropriate employee training on the management of sewage, air emissions, recycling, garbage and proper disposal of industrial hazardous waste.
- Having a company code of conduct that addresses and prohibits workplace discrimination and harassment.

## Conflict Minerals Management

**e<sub>2</sub>ip** is committed to responsible sourcing of minerals and to avoiding the use of minerals that directly or indirectly finance or benefit armed groups in conflict-affected and highrisk areas. We expect our suppliers to exercise due diligence on the source and chain of custody of the tin, tungsten, tantalum and gold (3TG) used in the products they supply to e<sub>2</sub>ip, and to work with their own subsuppliers to obtain the necessary information.

Suppliers whose products contain conflict minerals are expected to source such minerals from smelters and refiners that have been audited by recognized industry programs (for example, the Responsible Minerals Initiative's ConflictFree Smelter Program or equivalent thirdparty audit programs).



e<sub>2</sub>ip's commitments and expectations regarding conflict minerals are described in more detail in our **Conflict Minerals Policy**, which applies to all e<sub>2</sub>ip operations. Suppliers are required to support e<sub>2</sub>ip in meeting these commitments, including completing due diligence and providing information when requested.

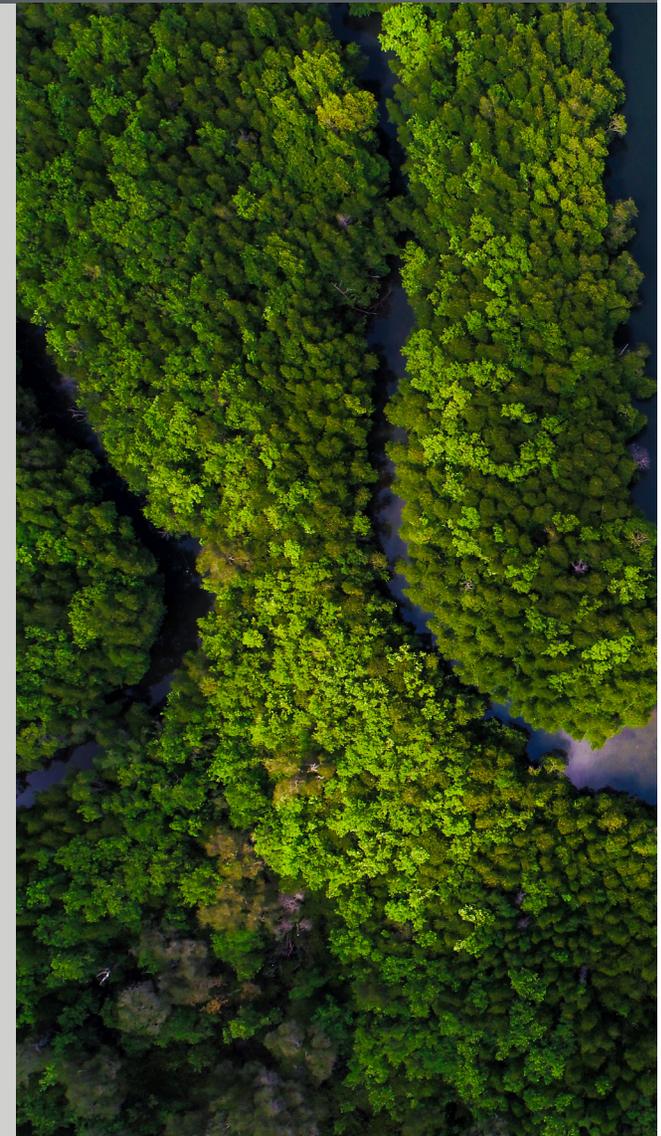
Noncompliance with our responsible sourcing requirements, including providing false or misleading information, may result in corrective actions up to and including termination of the business relationship.

## Environment

e<sub>2</sub>ip is committed to minimizing the impact of its products, services and activities on the environment and to preventing pollution. Protecting the environment is an integral part of e<sub>2</sub>ip's core values and is reflected in our Environmental Policy, which is based on a continuous improvement process and is communicated to all employees.

Consistent with our **Environmental Policy**, e<sub>2</sub>ip will aim to:

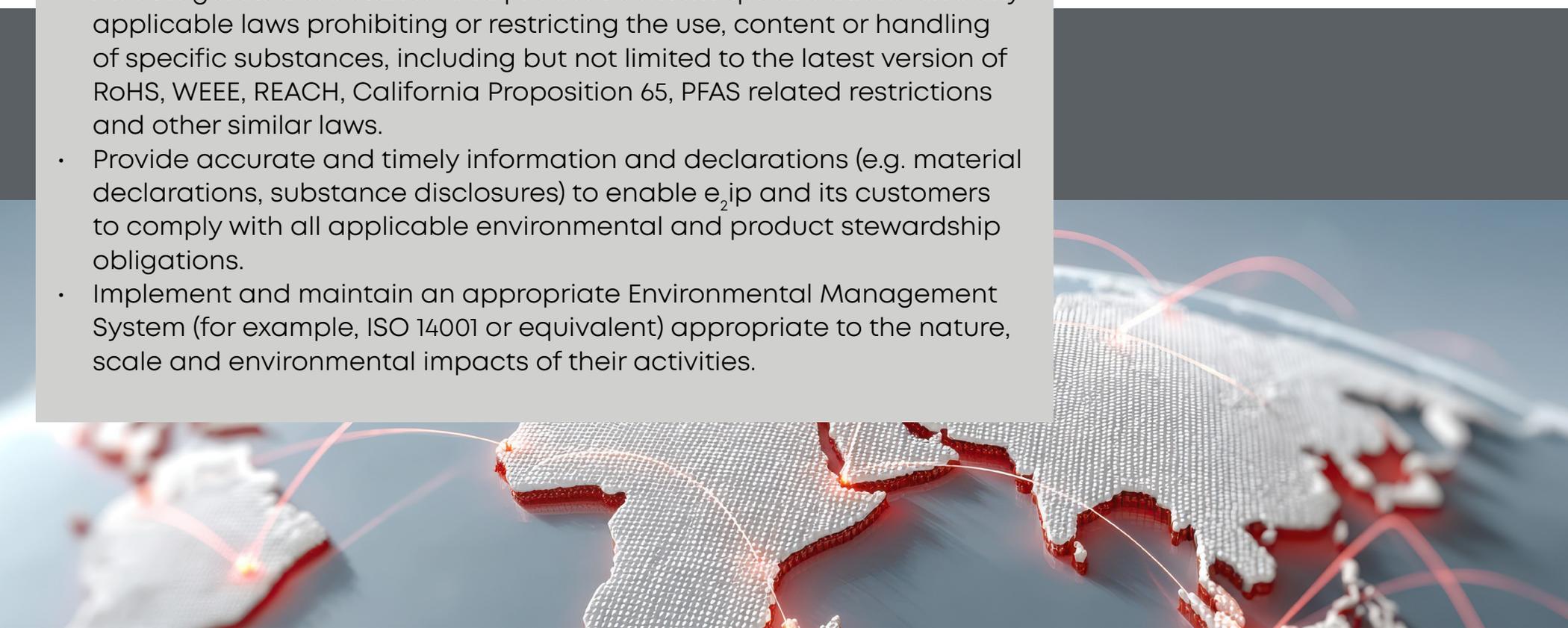
- Comply with applicable environmental laws, regulations and other requirements, including those from our customers and relevant industry bodies.
- Progressively extend **ISO 14001** environmental management system certification to all of our operational sites.
- Promote, develop and encourage the reduction, reuse, recovery and recycling of containers, packaging, materials and products.
- Reduce the ecological footprint of the electronics industry by prioritizing materials and processes that minimize risks to the health and environment, from design through to production.
- Reduce greenhouse gas (GHG) emissions by integrating energy-saving and energy-efficiency measures across our production chain
- Encourage its partners, clients and suppliers to adhere to a social and environmental responsibility code of conduct.
- Increase employee awareness so that environmental protection,



biodiversity, responsible consumption of resources (such as water and electricity) and pollution prevention become an integral part of their daily activities.

**We expect our suppliers to:**

- Comply with all applicable environmental laws and regulations regarding air emissions, waste management, water use, hazardous substances, and the manufacture, transport, storage and disposal of such materials.
- Meet regulated substance and product content specifications and any applicable laws prohibiting or restricting the use, content or handling of specific substances, including but not limited to the latest version of RoHS, WEEE, REACH, California Proposition 65, PFAS related restrictions and other similar laws.
- Provide accurate and timely information and declarations (e.g. material declarations, substance disclosures) to enable e<sub>2</sub>ip and its customers to comply with all applicable environmental and product stewardship obligations.
- Implement and maintain an appropriate Environmental Management System (for example, ISO 14001 or equivalent) appropriate to the nature, scale and environmental impacts of their activities.





# Corporate Social Responsibility Report

For more information:  
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