

Electric Inc. 2025 Annual Report

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1. Executive Summary

In fiscal year 2025, Electric Inc. delivered strong growth and operational milestones, achieving €120 million in revenue (15% increase year-over-year) against a target of €105 million. Profitability benefited from diversified product lines—ergonomic furniture, electronics, and software licensing—while new market entries and sustainability investments reinforced our industry leadership and long-term value creation.

2. Financial Performance

- **Total Revenue:** €120 million (+15% YoY)
- **Software Licensing:** €30 million (+20% YoY)
- **Gross Margin:** 42% (up from 40% in 2024)
- **Operating Expenses:** Controlled at €65 million, supporting an **EBITDA** of €10 million.
- **Capital Investments:** €8 million in R&D and facility upgrades.

3. Product Innovation and Development

- **AI Productivity Tracker:** Launched Q2 2025; contributed 10% of incremental sales.
- **Sustainable Standing Desk:** Introduced Q3 2025; produced from 60% recycled aluminum.
- **Headphone Upgrade:** Released Q4 2025 with advanced ANC and extended battery life.
- **R&D Pipeline:** 12 active projects targeting modular office ecosystems and AI-driven analytics.

4. Market Expansion and Customer Engagement

- **New Regions:** Entered Portugal and Norway, adding 200+ enterprise clients and €8 million revenue.
- **Net Promoter Score (NPS):** Maintained at 72, reflecting high customer satisfaction.

- **Enterprise Partnerships:** Secured agreements with three Fortune 500 companies for workspace outfitting.

5. Sustainability and Corporate Responsibility

- **Energy Transition:** Installed solar panels at primary facility, saving €500 000 annually and reducing CO₂ by 1 200 t.
- **Materials Strategy:** 45% of materials sourced from recycled or renewable suppliers.
- **Community Programs:** Donated €250 000 in STEM education grants; 1 500 volunteer hours from employees.

6. Operational Excellence

- **Manufacturing Efficiency:** 8% reduction in production lead times.
- **Quality Certifications:** Maintained ISO 9001 and ISO 14001 compliance.
- **Supply Chain Resilience:** Diversified supplier base, reducing single-source risk by 30%.

7. People and Culture

- **Headcount:** Expanded by 150 employees (+12%), including global hires across R&D and support.
- **Leadership Diversity:** Female representation in leadership rose to 38%.
- **Learning & Development:** Launched a mentoring program with 200 participants and 95% satisfaction rate.

8. Technology and Digital Transformation

- **Time Clock System:** Rolled out online portal with 100% adoption; improved payroll accuracy by 99%.
- **Cloud Migration:** Moved key services to cloud, reducing on-premise costs by 20%.
- **Cybersecurity:** Zero major incidents; completed SOC 2 Type II audit.

9. Outlook for 2026

- **Revenue Target:** €140 million, driven by APAC expansion and new product rollouts.
- **R&D Increase:** Raise budget by 10% to accelerate AI and sustainable-design projects.
- **Sustainability Goals:** Reach 50% recycled material usage and reduce emissions by 30% vs. 2020 baseline.

Report prepared by Finance & Strategy Team, Electric Inc.