

Electric Inc. 2025 Annual Report

Table of Contents

1. Executive Summary
2. Financial Performance
3. Product Innovation and Development
4. Market Expansion and Customer Engagement
5. Sustainability and Corporate Responsibility
6. Operational Excellence
7. People and Culture
8. Technology and Digital Transformation
9. Outlook for 2026

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.