

We make what matters work

About Eaton in Europe, the Middle East and Africa

At Eaton, we're dedicated to improving quality of life and the environment through power management technologies and services. Our energy efficient solutions help customers effectively manage electrical and mechanical power more reliably, safely and sustainably. We have more than 90,000 employees and sell products to customers in more than 170 countries, generating sales of \$20.8 billion in 2022.

Today, we have 155 sites and 2more than 2,000 employees across 45 countries throughout Europe, the Middle East and Africa (EMEA) and we're continuing to grow.

Dublin, Ireland, is the site of our global headquarters and our <u>Center for Intelligent Power</u> and plays a vital role in our worldwide operations. Other key locations include Morges, Switzerland, which is home to <u>Tim Darkes</u>, president, Corporate and Electrical, EMEA. The <u>Eaton European Innovation Center</u> is also located in the suburbs of Prague, Czech Republic.

Our businesses

Our <u>Electrical Sector</u> is a global leader with deep regional application expertise in power distribution and circuit protection; power quality, back-up power and energy storage; control and automation; life safety and security; structural solutions; and harsh and hazardous environment solutions.

Our <u>Aerospace Group</u> manufactures hydraulic, fuel, pneumatic and actuation products that deliver safe and efficient solutions for aircraft.

Our <u>eMobility business</u> combines elements of our Electrical and Vehicle businesses to deliver electric vehicle solutions to passenger car, commercial vehicle and off-highway OEMs.

Our <u>Vehicle Group</u> designs, develops and manufactures technologies for the Automotive and Commercial Vehicle markets that create, distribute and optimize power.

At Eaton, we make what matters work and know what matters next.

Eaton's vision

To improve the quality of life and the environment through the use of power management technologies and services.

Eaton essential data

Founded: 1911 2022 Annual sales: \$20.8 billion (USD) Employees: More than 90,000

Eaton in EMEA

Employees: More than 22,000 Locations: 155 sites Countries: 45 with Eaton presence

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Our sustainability approach

Our approach to sustainability is anchored in five pillars:

- 1. Engaging our employees and communities;
- 2. Creating sustainable solutions for our customers;
- 3. Reducing our own footprint, including carbon, waste, water;
- 4. Demonstrating strong governance and social responsibility;
- 5. Doing business right and transparently communicating our sustainability plans and progress.

We're supporting Eaton's science-based global <u>sustainability targets for 2030</u> and the ambitious goal to achieve carbon neutrality. Through this approach, we can create sustainable value for our stakeholders both now and well into the future.

Our recent highlights

To accelerate energy innovation, we regularly partner on high-profile European R&D initiatives. In 2022, we became a member of the <u>FLOW consortium</u> to help develop and demonstrate integrated electric vehicle charging infrastructure. We also joined the <u>InterSTORE consortium</u> to support unified energy storage, as well as the Czech Hydrogen Technology Platform and the Swiss <u>SunnYparc</u> microgrid project to drive transport electrification. Our innovation achievements have received significant industry accolades, most recently including a 2022 Automotive News PACEpilot Award for our unique <u>Breaktor® power protection solution</u>.

Across EMEA, we are supporting powerful secular trends, including energy transition, electrification and digitalization. For instance, we're helping residential, commercial and industrial building owners transform their properties into energy hubs by making it easier to integrate renewables, energy storage and electric vehicle charging infrastructure. We've partnered with less to help building owners assess the costs and benefits of their energy transition plans, as well as with BNP Paribas Leasing Solutions to offer tailored financing.

Meanwhile, our <u>xStorage</u> and <u>UPS solutions</u> are helping customers across EMEA to ensure reliable power and harness renewable energy, including <u>SAP Labs France</u>, <u>Tvedestrand School</u> in Norway, and the <u>Paulig</u> beverage company in Finland.





Additionally, we're working with Microsoft on grid-interactive UPS technology that can enable data centers to monetize existing assets, integrate more renewable energy sources, and help create a more stable power network. We've also partnered with leading companies like Rittal on our xModular approach to data centers—enabling rapid deployment and scalability, without compromising sustainability or resilience.

Additionally, our innovative fire protection, emergency lighting and adaptive evacuation systems are enhancing building safety for customers, including Domitys and Riom Art School in France, Lithuania's SEB Bank, and Warwick University in the UK.

To keep pace with market demand, we're actively expanding our footprint across EMEA. 2022 saw the opening of many new locations—including our Vehicle Group site in Karlsruhe, Germany, our customer experience center in Dubai, UAE, and our eMobility facility in Tczew, Poland. Construction is also well underway on our new, state-of-the-art hub for UPS and energy storage manufacturing in Vantaa, Finland.

We've signed the national Charter of Diversity in 22 EU countries, reinforcing our commitment to a fair, welcoming, and inclusive environment for all employees. We've also been named one of the leading companies in Europe for diversity and inclusion in the Financial Times' Diversity Leaders ranking and are a top-tier Broad-Based Black Economic Empowerment (BBBEE) contributor in South Africa.

Meanwhile, our GreenUp Awards are funding the most promising employee sustainability proposals at sites across EMEA, with over €3 million awarded to date. Recent successes include initiatives at our facilities in Busag, Romania, and Suchdol, Czech Republic.

Our recent community efforts include matching employee donations up to \$100,000 to support humanitarian relief efforts following both the conflict in Ukraine and the disastrous earthquakes in Turkey and Syria.







