

**discoverIE Group plc** is an international specialist electronics engineering group that designs and manufactures application-specific electronic components and solutions for industrial OEMs. We expand globally through both organic growth and acquisitions and have so far built up a group of over 30 businesses, acquiring 10 since 2023 alone. By creating innovative electronics and focusing on five UN SDG-aligned markets chosen for their structural growth characteristics, we will continue to develop and to help improve the world and people's lives. discoverIE Group plc (DSCV) is listed on the London Stock Exchange and is a constituent of the FTSE250.

## Global Footprint

<b>41</b> Manufacturing locations	<b>21</b> Countries	<b>c.4,600</b> Employees
<b>31</b> Operating businesses	<b>&gt;70</b> Countries sold into	<b>5</b> Target end markets



## Vision and Mission

We aspire to be a global leading innovator in electronics. We work with our customers around the world to create ever better technical solutions. We aim to achieve this through a motivated, entrepreneurial and empowered workforce that adheres to the highest ethical and quality standards.

## Our Values

**Integrity** – Act with honesty and openness, treat our partners and stakeholders fairly

**Quality** – Strive for excellence and make constant improvement that deliver superior value to our customers

**Empowerment** – Inspire growth and innovation by providing an entrepreneurial environment

**Collaboration** – Work together, trust and respect each other

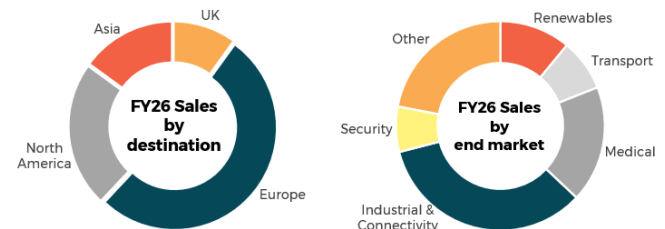
**Positive Impact** – Commit to making a positive impact on the environment and society

## Primary Markets

We target five markets that demonstrate long term growth and that are aligned with the UN Sustainable Development Goals. They account for c.80% of Group revenue.

	<b>Renewable Energy</b> Driven by decarbonisation and energy diversification	
	<b>Transportation</b> Electrification of mass transit and vehicles; charging infrastructure	
	<b>Medical</b> Driven by rising life expectancy and an ageing population	
	<b>Industrial &amp; Connectivity</b> Automation and robotics, smart factories, 5G technology	
	<b>Security</b> Increasing security concerns, infrastructure development and defence modernisation	

## Market and Geographical Breakdown

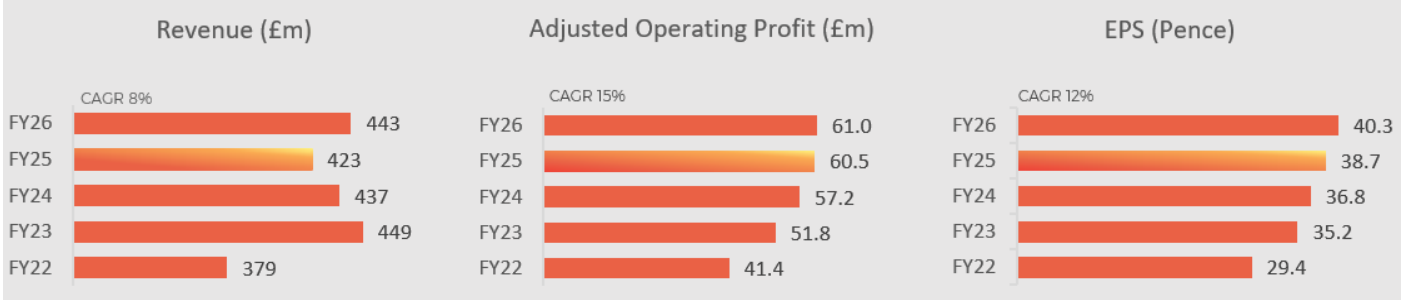


## Management

**Nick Jefferies, Group Chief Executive** joined the Group as CEO in 2009 from Electrocomponents (now RS Group). Previous companies include Toshiba, Hitachi and Racal Defence. Nick is an electronics engineer.

**Simon Gibbins, Group Finance Director** joined the Group in 2010 from Shire where he was global head of finance and deputy CFO. Before that, he had various finance roles at ICI plc. Simon is a Chartered Accountant.

## Financial Highlights



## Divisional Structure

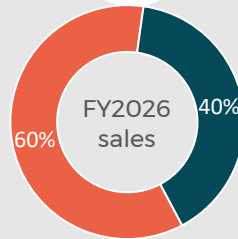
### Magnetics & Controls

Magnetic components, embedded computing and interface controls. The segment consists of three clusters and two standalone businesses in 16 countries with 23 manufacturing sites.



### Sensing & Connectivity

Sensors, wireless transmission; fibre optic connection. This segment consists of four clusters and four standalone businesses across nine countries with 18 manufacturing sites.



## Our Strategy



**Grow sales well ahead of GDP** through the economic cycle by focusing on structural growth markets



**Acquire high quality businesses** with attractive growth prospects, strong and sustainable margins, and discoverIE DNA



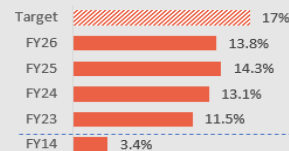
**Improve operating margin** through clustering of businesses, effective pricing, and increased product innovation and differentiation



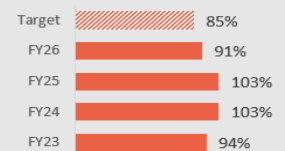
**Reduce environmental impact** by achieving net zero carbon emissions

## Key Strategic Indicators

### Underlying EBIT margin



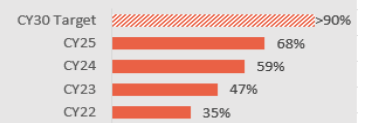
### Op. profit conversion



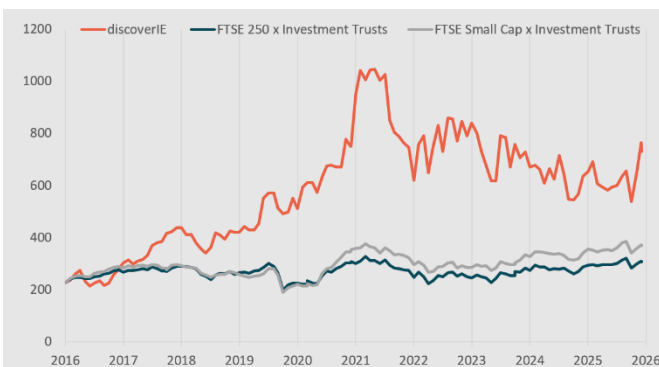
### ROCE



### Emission reduction (against CY21)



## Share Performance (10 years)



## ESG Rating

**MSCI**  
ESG RATINGS



CCC B BB **BBB** A AA AAA



**SUSTAINALYTICS**

a Morningstar company

Regional Top Rated

## Essential Information

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