

Forging Transformation from Innovation

Integrated Micro-electronics Inc.

April 2025

Why We Need Innovation and Transformation Today

1. Rapid Technological Advancements: Emerging technologies like AI, automation, and digitalization are transforming industries.

2. Sustainability and Environmental Concerns: Innovation in green technologies and sustainable business models is essential to meet regulatory requirements and consumer expectations.

3. Changing Consumer Preferences: Consumers today demand more personalized, convenient, and ethical products and services.

4. Globalization and Market Dynamics: Companies need to adapt to changing market conditions, supply chain disruptions, and geopolitical shifts to maintain relevance

5. Workforce Evolution: Businesses must transform their workforce strategies, invest in reskilling, and create flexible work environments to attract and retain talent.

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Innovation As A Catalyst

Innovation extends far beyond just technological advancements. It encompasses new **business models, processes, and strategies** that can transform industries and create value in unique ways.

New Business Models: Subscription Services, Sharing Economy, Freemium Models

Innovative Processes: Lean Manufacturing, Agile Methodology, Design Thinking

Strategic Innovations: Blue Ocean Strategy, Corporate Social Responsibility (CSR), Open Innovation

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Path To Transformation

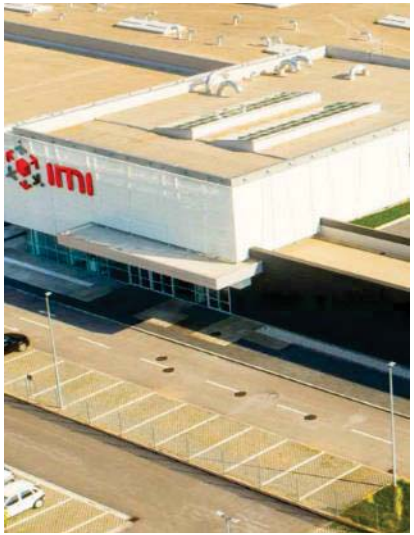
- **Idea to Execution :** How it fuels growth
- **Challenges (Local and Global):** Ensuring sustainability
- **Leadership and Culture**

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Overview of IMI



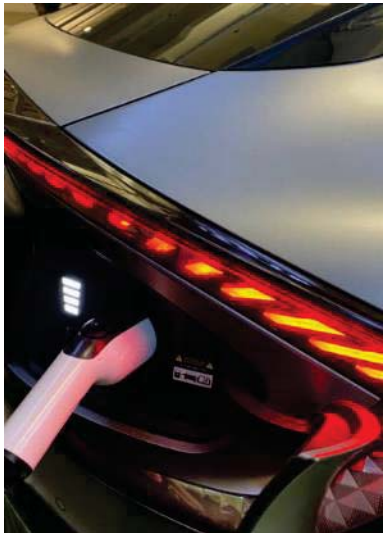
Part of the Ayala group of companies



Founded in 1980; publicly listed since 2014 (PSE: IMI)



Globally ranked 23rd largest electronics manufacturing services (EMS) & 9th in Automotive EMS*



Committed to Net Zero 2050

As of 2023 revenues by Manufacturing Market Insider and New Venture Research

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At A Glance

FINANCIAL PERFORMANCE

$1.3B

SUSTAINABILITY MILESTONES

66%

Or $737M of core revenues are attributable to customers with ESG engagements



10,368

Total Headcount

*As of end of 2024



424,569 SQM

Total Factory Space

*As of end of 2023

SALES PIPELINE

$291M

Won business in Annual Revenue Potential (ARP)

27%

New Business Quote Hit Rate (Won ARP/Total Quoted)

60%/29%

2023 Automotive and Industrial business share

"We will all work together to refocus IMI on its solid roots as a top tier global EMS company. We shall carry on building products for our customers to their specifications with the highest quality, on time delivery and fair price."

Louis Sylvester Hughes
Chief Executive Officer

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Milestones



1980

Established as an IC assembly

1988-89

Building local competence in EMS

Electronics Assemblies, Inc. (EAI) was established as a subsidiary to engage in printed circuit board (PCB) assembly.

2005

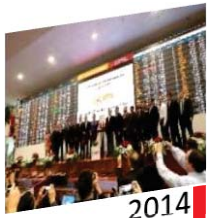
Acquisition of **Speedy Tech Ltd**; Expansion to China and Singapore

Acquisition of **Saturn Engineering Ltd., USA**

2010-11

Acquisition of **PSi Technologies**

Acquisition of **EPiQ NV**, expansion to EU and Mexico



2014

Initial Public Offering

IMI is publicly listed in the Philippine Stock Exchange



2017

IMI's global revenue breaches the 1-billion dollar mark



2020

This year marks the 40th anniversary of IMI as an EMS and original design manufacturing company.



2022-23

The first ever EV charging system from Ayala was installed in the PH through IMI.

IMI's joint venture to assemble Zero motorcycles in the Philippines

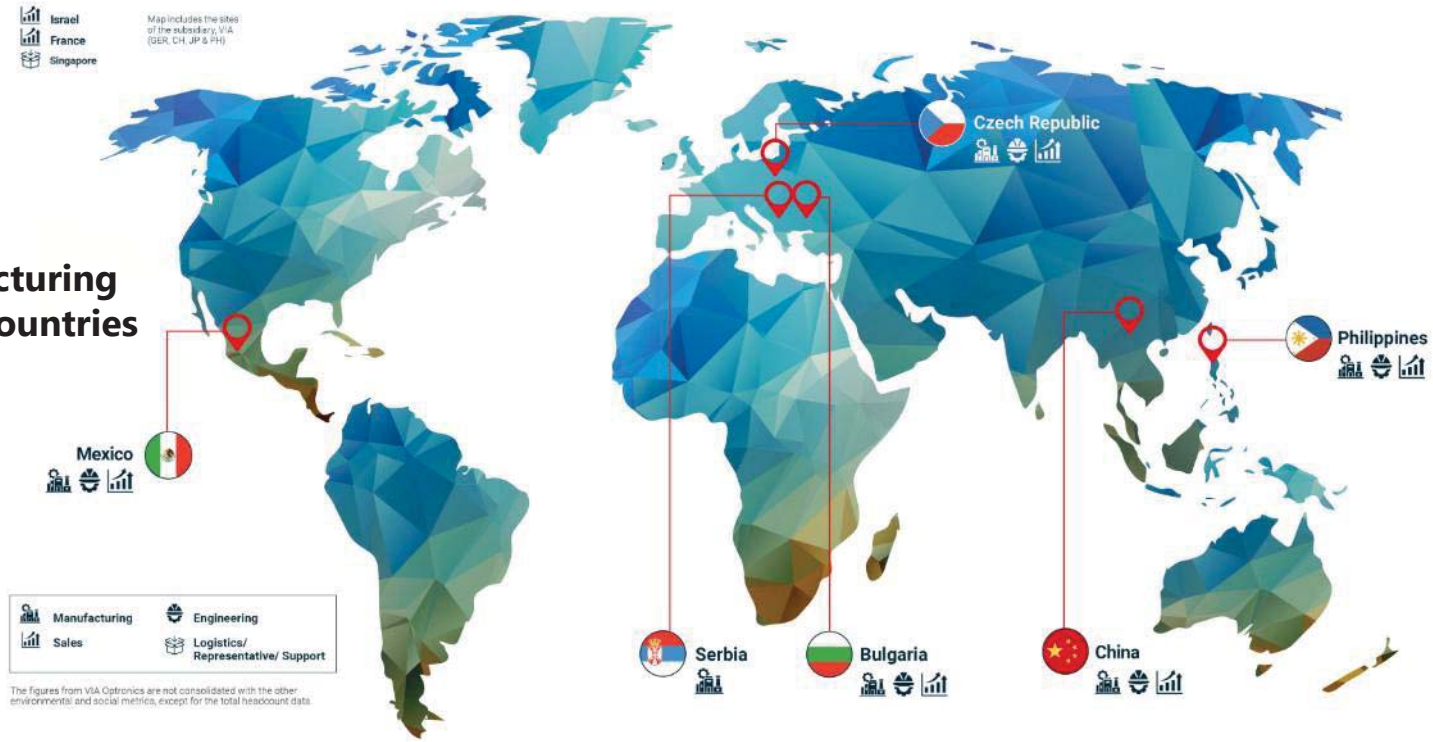
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Global Footprint: Manufacturing Presence and Support in Asia, Europe and North America

19 Manufacturing plants in 8 countries

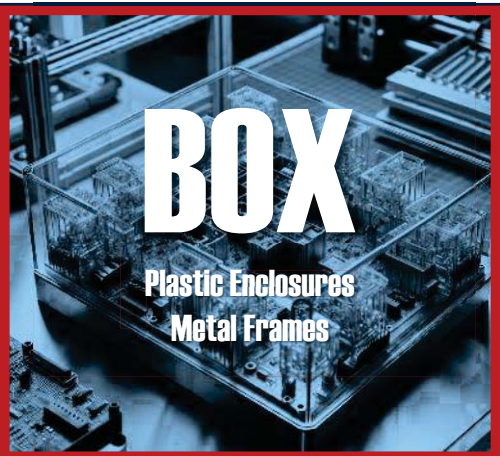


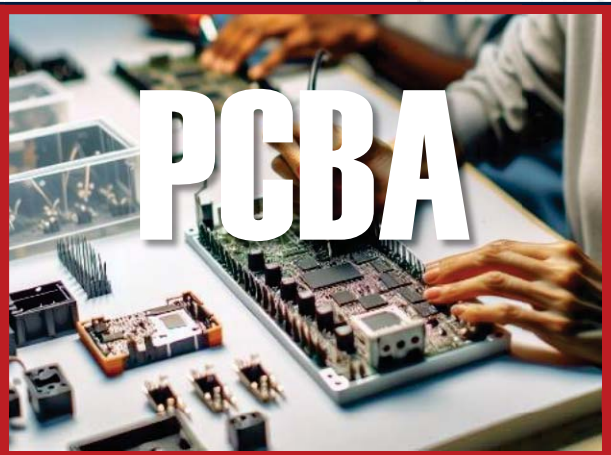
10,368
Total Headcount
**As of end of 2024*

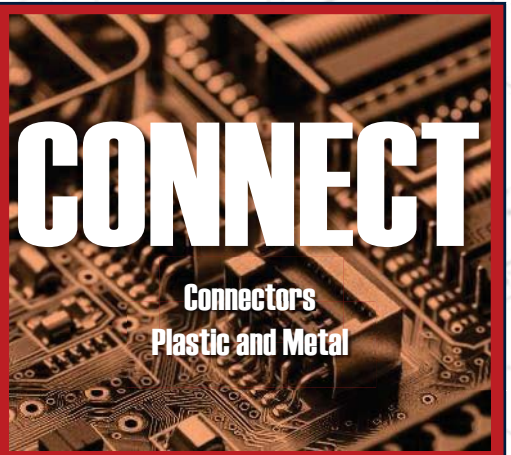
424,569 SQM
Total Factory Space
**Includes offices and non-manufacturing sites in Asia (Taiwan, Singapore and Malaysia)*
**As of end of 2023*

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Global Manufacturing Solutions Strategy







Custom Solutions – meeting specific requirements, enhancing value proposition
Quality Materials – finest materials ensuring durability and longevity
Precision Engineering – meticulous engineering for optimal performance of assemblies
Scalable Operations – supply chain flexibility to align with business growth
Expert Professionals – extensive knowledge and industry expertise of skilled global team
Exceptional Support – exceptional customer service and technical assistance

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IMI Market Segments

Mobility



Green Mobility: Electric propulsion, hybrid vehicles



Smart Mobility: Integration of communication technologies in vehicles



Safer Mobility: Autonomous driving, ADAS

Industrial



C3 Systems: Telecom, 5G, IoT, remote surveillance, asset tracking



Security & Smart Locks: Smart factories, smart appliances, access controls



Green Energy: EV systems, chargers and motors, agricultural sciences, inverters

Medical



Patient monitoring, imaging, machine and devices



Microfluidic Blood Analyzers and Testers



Hearing Aid and Electronic Implants

Camera



Automotive Camera



LiDAR, 3D LiDAR



Radar

Power Module



EV Charging Systems



Traction



Solar Wind & Renewable Energy

Two Wheel EV Assembly



KTM



Zero

IMI LAND

TBA

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The IMI Brand of Technology and Manufacturing



DESIGN FOR MANUFACTURING



ADVANCED COMPETITIVENESS ENGINEERING



NEW PRODUCT INTRODUCTION



ANALYTICAL TEST & CALIBRATION



AUTOMATION AND SYSTEM INTEGRATION



PLASTIC INJECTION



PRECISION MACHINING



TEST SYSTEMS AND DEVELOPMENT



PROCUREMENT AND SUPPLY CHAIN MANAGEMENT



QUALITY ASSURANCE



ASSEMBLY



LOGISTIC AND WAREHOUSING

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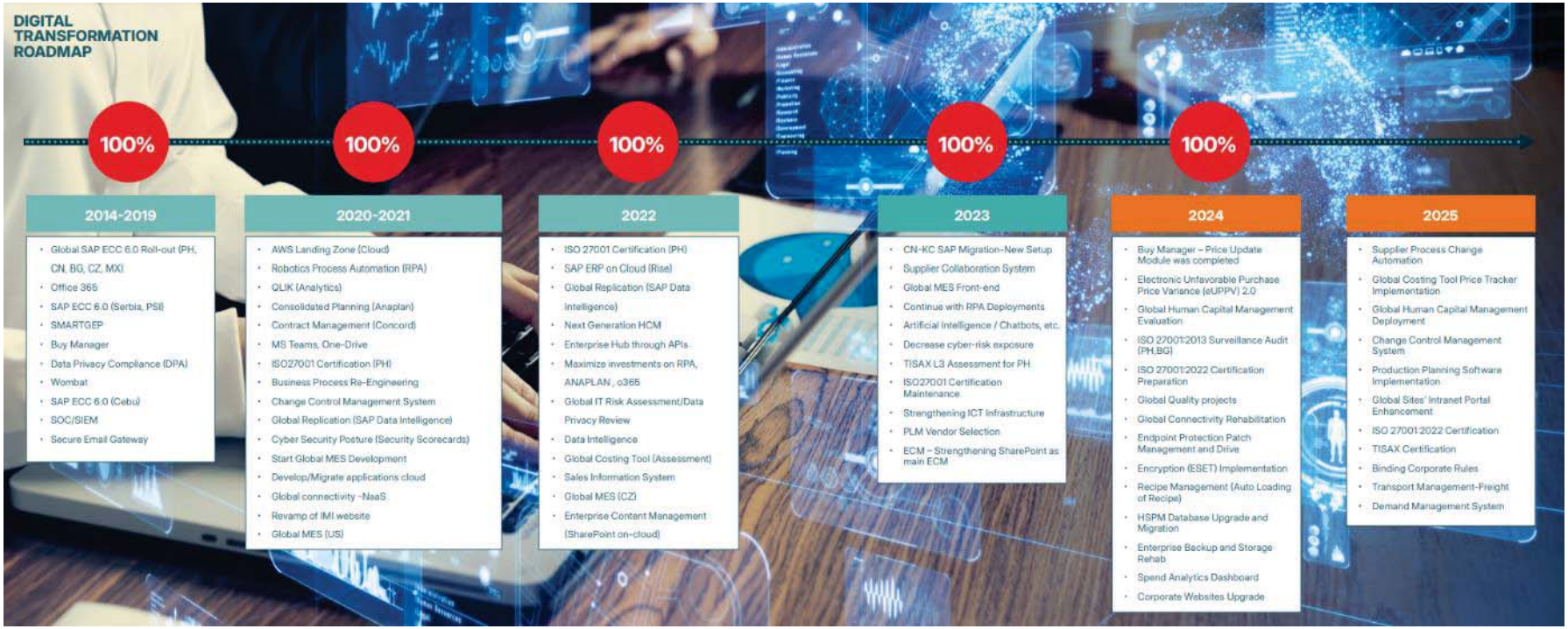
Sustainability and Digital Transformation

A powerful synergy that drives both ESG mindset and business efficiency

- Smart Resource Management
- Green Digital Infrastructure
- Data Driven Sustainable Strategies
- Sustainable Innovation
- Reducing Env Impact of Digitalization

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Digital Transformation Roadmap



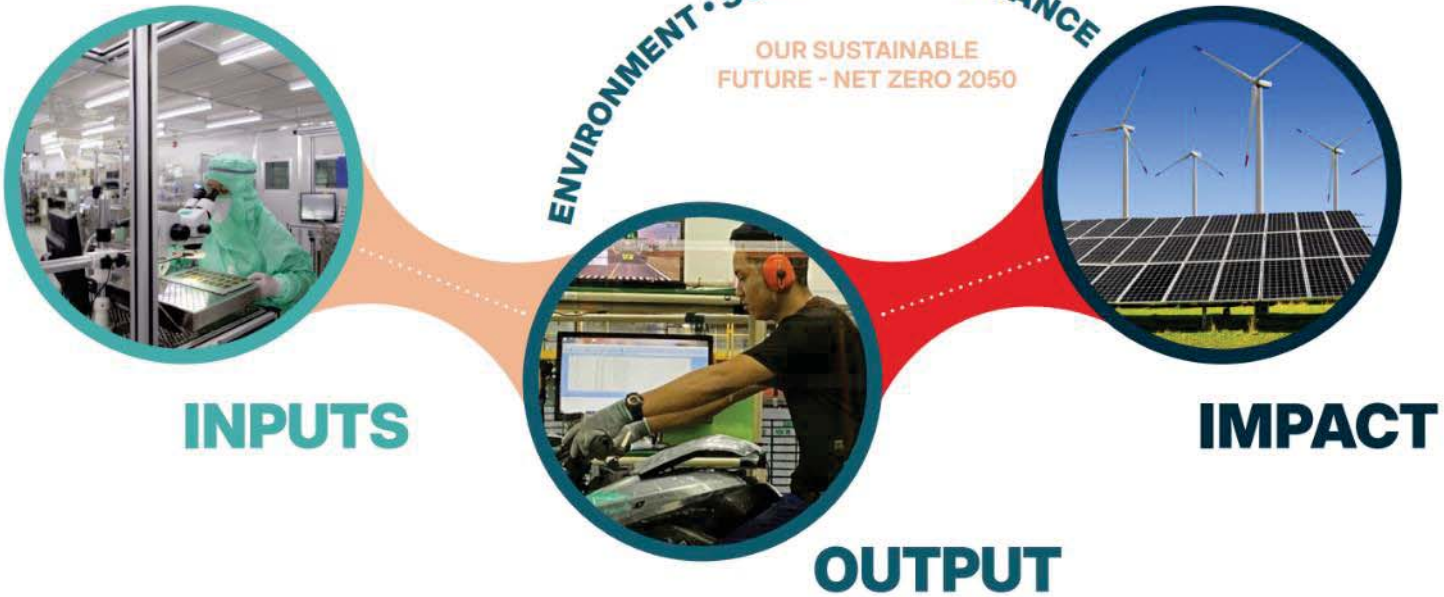
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Integrated Value Chain and ESG Roadmap

OUR INTEGRATED VALUE CHAIN

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Our integrated value chain enhances innovation, efficiency, and sustainability across our operations. It ensures high-quality outputs, optimizes resource utilization, and supports IMI's commitment to long-term growth and competitive advantage in the global market.



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Purpose and Commitment



- Ensure that sustainability (ESG) is embedded in the core strategies
- Vision + Mission + Purpose
- Commit to Innovation: How do you disrupt yourself?
- Business Lifecycles are getting shorter: Understand
- Humanize systems and digitize processes

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