

EMPLOYEE OWNERSHIP BROUGHT BACK

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Employee Share Ownership in CEE
IAFP Roundtable, April 2024

INEA

Inea, briefly

- A solution provider for automation, digitalisation, and energy
- Based in Ljubljana, Slovenia
- 115 employees
- Annual revenue of ~20 million Euro, 90+ % export
- Prominent CEE export markets (Poland, Czechia, Serbia, Romania)

- Founded in 1987, 100% employee owned since 1991
- 100% employee owned since 2021... again

1987



Founded by Jožef Stefan Institute

established to expand on the use of research achievements in the industry with a focus on industrial energy management

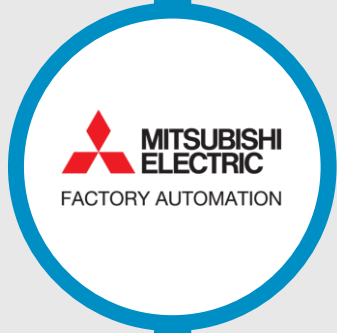
1991



Privatised and 100% employee owned

* employees of newly-founded INEA and partner IJS

1996



First global partnership

with Mitsubishi Electric's PLC programme

2007



First global customer in automotive supply chain

Johnson Matthey, a catalytic converter/DPF coating manufacturer

2014



INEA RBT subsidiary established

as a continuation of Mitsubishi Electric partnership

2017



INEA UK subsidiary established

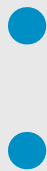
as a base of operations for UK-based projects

2019

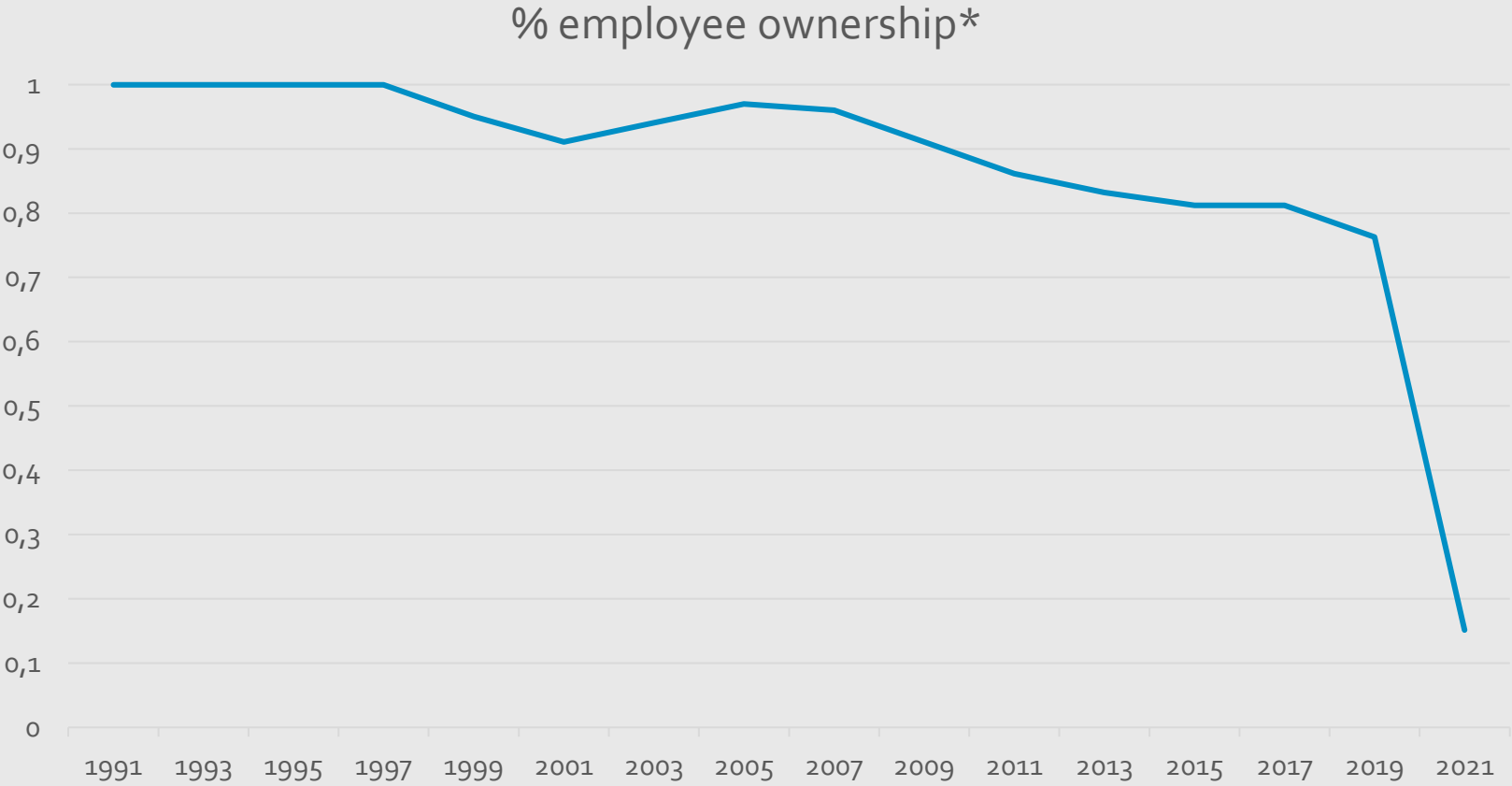


Listed among top 100 exporters in Slovenia

86% of revenue generated from export

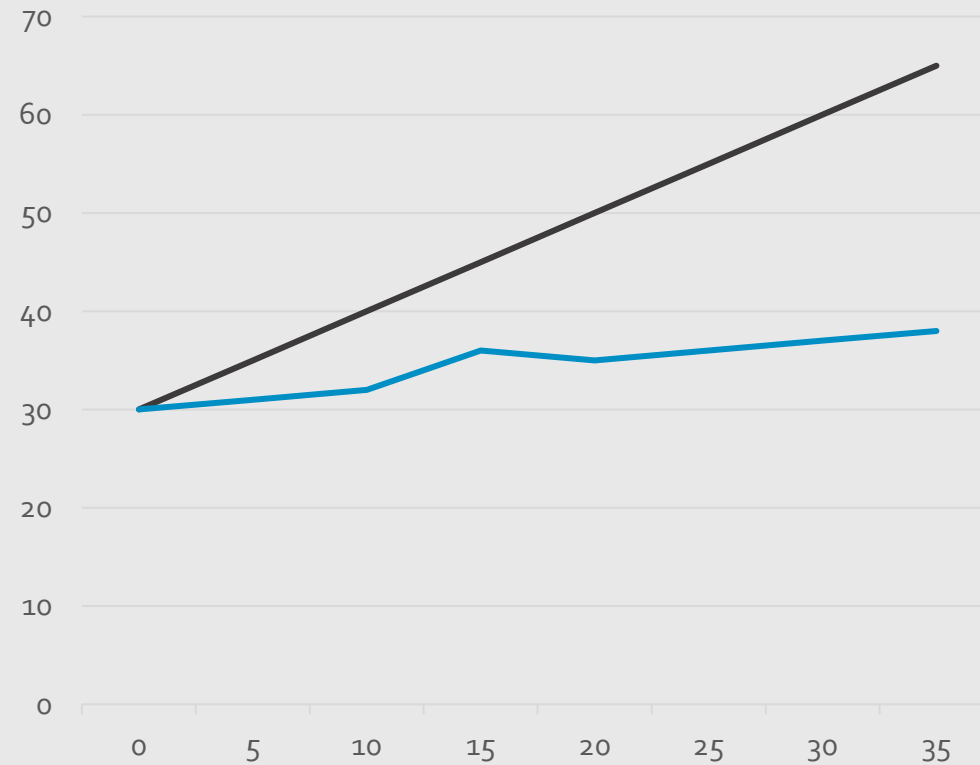


An invisible process



* data simplified for illustrative purposes

Diverging priorities

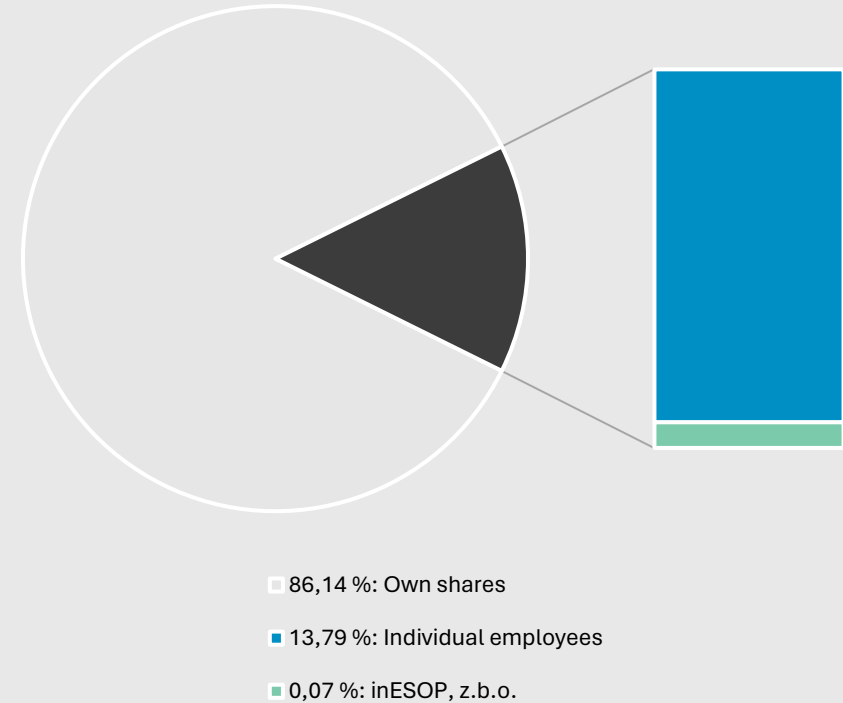


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How we realigned

- Buyout of controlling shares
- Gradual buyout of rest
- Planned 100% cooperative ownership through ESOP model by 2030
- Record revenue, profit, added value ...
- Record happiness 😊

Ownership of INEA on 31. 12. 2023



LET'S NORMALIZE OWNERSHIP.

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