

ecobee

Fueled by a planet positive mission

Hi. We are ecobee.

We began as the world's first smart thermostat company on a mission to create a more sustainable future.

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Our mission

To improve everyday life while creating a more sustainable world

- By creating innovative smart home devices to keep our customers' homes comfortable and secure
- By partnering with our parent company, Generac, to provide quality, affordable power solutions
- Together, ecobee & Generac are offering whole home peace of mind

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A Generac x ecobee connected home



ecobee and Generac share the vision that by combining ecobee's innovative technologies with Generac's industry-leading power generation, energy storage, and energy management devices, we can create a clean, efficient, and reliable home energy ecosystem.

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Who we are

ecopeeps are curious people excited to harness the power of technology for good.

We believe that openness and diversity make us better, and we empower each other to be proud and bring our whole selves to work.

Through flexible work arrangements, thoughtful guidance, small teams and development opportunities, ecopeeps are always striving to achieve their full potential.



Our story began when ecobee's Founder, Stuart Lombard, discovered heating and cooling made up 40-60% of his family's home energy use.

After trying to program their thermostat prior to a family vacation and coming home to a cold house, he began to envision a more efficient solution.



"ecobee exists to help people conserve energy, save money, and reduce their environmental impact in an easy and accessible way, while keeping their homes comfortable and secure for peace of mind."

—Stuart Lombard
ecobee Founder

Since pioneering the first-ever smart thermostat, we have launched several other products to help our customers keep their homes secure and comfortable.

Our portfolio now includes smart sensors, a smart camera and a smart video doorbell.



2009



2023

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At ecobee leadership is built on listening, understanding and staying curious. Our leaders ask powerful questions to understand what is important to ecopeeps and learn how we can grow together.

ecobee's tenured leadership team is helping guide us to the next level, where we will continue to expand our products and services while creating a more sustainable world.

"Together, we are building a successful business and contributing to a greener and more sustainable future for generations to come."

—Greg Fyke
President, ecobee





Our values

- Start with the Customer
- Aim for Impact
- Think like an Owner
- Cultivate Curiosity
- Give Respect and Build Trust
- Work for the Planet

Our values

Start with the customer

We work to understand others' points of view and advocate on their behalf.

How do I start with the customer?

- Always advocate to deliver something exceptional
- Connect with customers to learn more about them
- Work your way backward toward the best solution

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Our values

Aim for impact

We use a combination of data, expertise, experience, and instinct to optimize our impact while making difficult decisions.

How do I aim for impact?

- Use the best data available to inform decisions
- Prioritize the most important things to get best results
- Focus on things that give you the biggest value for time
- Take calculated risks and press forward in the face of setbacks

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Our values

Think like an owner

Owners think critically, act in the best interest of the company and connect their work back to a corporate strategy.

How do I think like an owner?

- Aim for a balance of short-term results and long-term value
- Continually raise the bar for yourself and others
- Celebrate shared successes
- Take accountability and responsibility for mistakes

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Our values

Cultivate Curiosity

All learning and growth begins with curiosity.

How do I cultivate curiosity?

- Seek the right answer as opposed to the need to feel right
- Explore what others thought may be impossible
- Take the necessary steps to achieve the impossible
- View any mistake as an opportunity for growth

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Our values

Give respect and build trust

We're always better together when we win as one team.

How do I give respect and build trust?

- Operate without a hidden agenda
- Communicate in a direct, candid, and open way
- Remain open-minded after initially disagreeing
- Be willing to move together on a path forward
- Always treat others with respect

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Our values

Work for the planet

We see ourselves as a part of something bigger that improves as we grow.

How do I work for the planet?

- Continue to innovate and be optimistic
- Make decisions reflecting a planet-positive mindset
- Work to eliminate waste at work and home
- Volunteer in your community

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Total Rewards

Compensation at ecobee

We follow a comprehensive set of compensation principles to direct how ecobee approaches compensation for our employees, for hiring, compensation reviews and promotions.

We offer competitive salaries, including performance-based bonus programs and paid time-off programs. Our compensation philosophy is reviewed annually to ensure our offerings remain relevant, competitive and equitable.

Your Health Matters

- ecopeeps taking care of themselves is important to us
- We offer several programs, benefits and perks to support this
- Health benefits coverage starts day 1, ecobee covers the cost
- \$500 annual lifestyle spending account
- 7 well-being days per year to use as you need!

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We offer competitive benefits to our Canadian, US & UK employees.

Unique ecobee perks

- **SABBATICAL:** Receive 25 days of paid sabbatical after your 5-year anniversary. Spend time with family and friends, travel, study, learn a new hobby, relax... it's up to you!
- **PARENTAL LEAVE:** Full-time permanent employees taking parental leave are eligible for a 75% top-up for up to 17 weeks or 5 additional paid days off
- **GLOBAL MOBILITY:** Full-time employees can work outside their home country for 4 weeks out of the year



Dan spending time on the golf course during his sabbatical



Lucien at the Redwood Forest in California during his sabbatical



Diego using Global Mobility to work from Uruguay

Flexible Work Options

- **IN OFFICE:** For certain roles, access to our labs and equipment is critical which means working onsite. Other roles require in-office collaboration and meetings. Our headquarters is in downtown Toronto and offers ecopeeps comfortable, accessible and open collaboration space to work.
- **HYBRID:** Hybrid means anything from 1-4 days onsite per week. Managers determine what works best for their team and remain flexible to the needs of the business and the needs of their people.
- **REMOTE:** Certain roles at ecobee are 100% remote with the ability to work from home within your country (Canada, US or the UK). We encourage ecopeeps to visit our Toronto HQ and collaborate with their team in person several times per year.



Toronto, Canada



Leeds, UK



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ecobee Events

Some regular events we love to host are:

- Internal Hack-a-thons (Hack-The-Hive)
- Annual holiday party
- Annual summer BBQ
- In-office & virtual social events and game nights
- BERG meetings
- ecobee Tech Connect internal conference

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DEI Initiatives

- Annual DEI Survey
- DEI working group driving ideas
- women@ecobee group
- Private LGBTQIA+ social group
- women/hack event sponsorship
- Q+ Equality foundation partnership
- Celebrating diverse holidays
- QueerTech partnership



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Employee Recognition

- **Hive Awards:** a peer recognition program that acknowledges those who are going above and beyond – for each Hive Award a \$5 donation to charity is made
- **Applause:** Applause is an opportunity to recognize a co-worker for the outstanding work they've done and share that story with the whole company, at our monthly company meeting
- **Employee Appreciation Day:** Every year we do something new to show our ecopeeps how much we appreciate them!



Career Development

Learning & Development at ecobee

At ecobee our Learning & Development (L&D) happens through our **ThinkLab**.

ThinkLab's Mission: To create a dynamic and supportive workplace culture that fosters talent, provides diverse learning opportunities, and empowers employees to grow their careers.

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"At ecobee we value learning and development. Year after year we continue to offer world-class opportunities so our ecopeeps can further their learning."

-Meryl Manning, Manager, Learning & Development

ecobee ThinkLab

ThinkLab offers:

- Industry Expert Speaker Series
- Leadership Training & Workshops
- Mentorship Programme
- ecoBuzz Learning Podcast
- e-learning with over 50 e-learning courses
- Let's Be Great Fund - ecopeeps receive \$1500 annually towards learning

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Individual Growth

- Annual performance reviews
- Goal setting
- Individual growth plans
- Skills matrixes
- Skills mapping
- Frequent 1on1s with Managers
- Cross-functional collaboration encouraged
- Consistent open feedback loop



"It's been great to see people grow, learn, and develop. There are so many talented people here, and they really go the extra mile to share their knowledge and expertise."

-Penny Farinha, VP, Human Resources

Engagement Surveys

We run surveys twice per year to capture feedback, measure progress, and set clear goals on areas where we need to grow across the company.

Team results are shared with Managers so they can make an impact in a meaningful way for their team.

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85% of ecopeeps would recommend ecobee as a great place to work.



89% of ecopeeps feel they are able to arrange time off from work when needed.

Corporate Social Responsibility

ecobee's Planet Positive strategy is based on 3 pillars:

- Energy Conservation: our products & services are leading the way to a clean and reliable energy grid
- Sustainability Built-In: we minimize the environmental impact of our operations throughout the entire life cycle of our products
- Social Impact: we contribute to and volunteer in our communities regularly

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"employees are empowered to share ideas, join resource groups, and participate in funded programs to raise funds for causes they care about."

-Coline Roux, Senior Sustainability Manager



ecobee Acts Programs

- **Donate a Device**
 - ecobeeps can donate one device per year to a cause that matters to them
- **Paid Volunteer Days**
 - Full-time ecobee employees receive 4 paid volunteer days per year
- **Dollars for Do-ers**
 - ecobee matches employee donations up to \$100/year for a charity they are actively supporting

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**Best
Workplaces™**

for Giving Back

**Great
Place
To
Work®**

**CANADA
2023**



Thanks for letting us share with you.

We hope you've enjoyed getting to know us.

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Questions or feedback? Email us at recruitment@ecobee.com