

**Below are more specific questions and answers for you as an ECM employee. Please refer to the letter and press release for further details on our bright future ahead.**

**1. What will the combined organizational structure look like?**

ECM is now part of the nVent's Electrical & Fastening Solutions (EFS) business segment. In the period ahead of us we will work together to integrate our two companies. nVent's priority is to ensure ECM continues to grow and deliver for our customers.

Ben Mansfield, Vice President of Marketing EFS will lead the joint integration team, comprised of members from both ECM and nVent. In addition, there is a full-time integration lead for each function.

**2. How was the integration team selected?**

The Integration Team is comprised of knowledgeable individuals and subject matter experts from both Companies to ensure a successful integration.

**3. How will employees be updated on integration activities?**

The integration team will keep you updated with newsletters and town halls. Any changes that impact you will be communicated in advance. You are also welcome to ask questions of any member of the integration team.

**4. What is nVent's culture like?**

We care about our people and believe our culture is a differentiator. We offer opportunities for development and believe in empowering our people. With our headquarters located in Minnesota, we share similar midwestern values to ECM. nVent is a growing, innovative company that moves with velocity.

We are a global organization that encourages our people to bring bold ideas, be authentic and help us build the future of a more sustainable world.

**5. Will the dress code change?**

nVent has a 'dress for your day' policy which allows employees to select appropriate dress for business of each workday. Jeans are acceptable during the workday. Please note that if you are required to wear certain clothing for safety reasons (e.g., safety vests, work boots, etc.), that will not change.

**6. Will my position be eliminated?**

Retaining talent remains a top priority, and nVent offers many opportunities to grow your career. During the integration, the integration team will be assessing systems and processes to ensure the optimal structure for success.

**7. Will there be changes to my role or my pay?**

We do not generally expect substantial changes to job duties or compensation in 2023, beyond the standard ECM compensation review processes. However, beginning in 2024, the structure of your compensation may change depending on your role / level at nVent. With our nVent values in mind, any changes to your compensation will be designed to generally maintain your total compensation opportunity, which is comprised of the sum of your annualized base salary and any annualized bonus / incentive target, as applicable. nVent has a pay-for-performance philosophy, which is part of our overall performance management system and is focused on driving results and continuously improving through effective feedback, coaching and development. nVent reviews compensation for all employees on an annual basis.

**8. Will my job title change?**

We expect there will be job title changes in bringing the two companies together. Any and all changes will ensure that job titles are clear, consistent and equitable among employees performing similar work at a similar level across nVent.

**9. Will there be changes to my benefits?**

There will not be a change to your benefits in 2023. As part of our annual process, nVent reviews our benefit plans to ensure alignment with company strategy and market practice. Effective 2024, we will look to harmonize benefits plans, including health and welfare, 401(k), vacation, etc., where possible. As a result, you may see changes in the future. You will receive communication in advance of any changes to your benefit plans in order to give you sufficient time to review and understand your options.

**10. What will happen with ECM brands names?**

ECM is comprised of strong brands. Aligned to our "Customer First" value, we will assess then develop optimal brand and go-to-market strategies during integration.

**11. When can I get new business cards?**

Please defer ordering new business cards until an nVent email address is issued between first 90-120 days of integration. Instructions will be provided at a later time.

**12. Does anything immediately change with my computer equipment or access to systems?**

We expect that computer hardware and access to system networks will remain the same.

**13. How should I book my business travel and expenses?**

There will be no immediate change to your travel and expense system. The integration team will assess the system and tools, and communicate any changes in advance.

**14. When will my nVent email be activated?**

The anticipated timeframe for these changes will happen within the first 90-120 days of integration, and all employees will receive communication about these changes.

**15. Where are nVent's locations? Where are its headquarters?**

nVent's principal office is in London, United Kingdom, and its headquarters in the United States is in St. Louis Park, Minnesota (a suburb of Minneapolis). nVent is a global company with 130+ locations across North America, Europe, China, India and the Middle East. Our EFS Segment has locations in Ohio, North Carolina, Arizona, Illinois and Nevada, as well as in the Netherlands, France, Australia, Hong Kong and China.

Additional information on nVent's locations can be found on the company website (<https://www.nVent.com/global-locations>).

**16. What if someone from the media contacts me?**

Please direct all media inquiries to Stacey Wempen, Director External Communications, at [stacey.wempen@nVent.com](mailto:stacey.wempen@nVent.com).

**17. What if I have questions regarding the integration?**

Please direct any integration related questions to a member of the integration team, or by emailing [ECMIntegration@nVent.com](mailto:ECMIntegration@nVent.com).