



2023

Sustainability Report

2022 performance

About this report

Scope

This annual sustainability report outlines EDA Industries S.p.A. (EDA) sustainability strategy, programs and performance during the calendar year 2022. It is aimed at stakeholders who want to learn more about our commitment and approach to sustainability. Unless otherwise stated, the information and data cover all our activities performed in EDA Italy headquarter: Cittaducale (RI), Italy site.

Report structure

The report focuses on the three material topics (see page 6) of our sustainability strategy, that are aligned with our business priorities. We identified these topics considering EDA sustainability context and stakeholders' concerns. For each material topic, we defined goals and programs. We also include examples of actions we have carried out, or planned, at EDA Italy site in order to improve positive results or reduce negative impacts.

Use of symbols

We use the following symbols in this report to indicate our progress towards our objectives:



Target achieved



In progress



No progress/not achieved

Availability

This sustainability report is available in PDF format at <https://www.eda-industries.net/en/about-us/companyreports.html>

Feedback

We value feedback and encourage contributions and suggestions from all our stakeholders. You can email us at info@eda.industries.com

This report represents a balanced and reasonable presentation of our organization's economic, environmental and social performance.

Christina ma. Allarces
Managing Director

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2023 Edition

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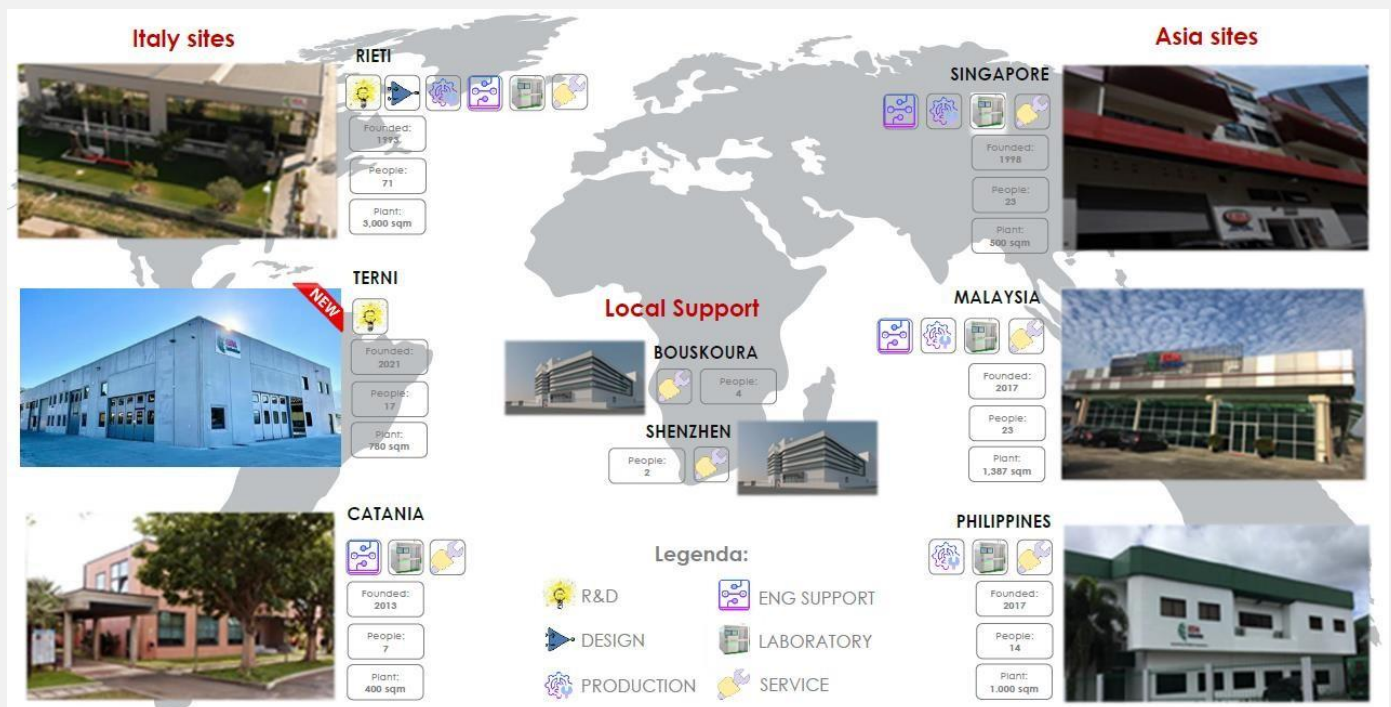
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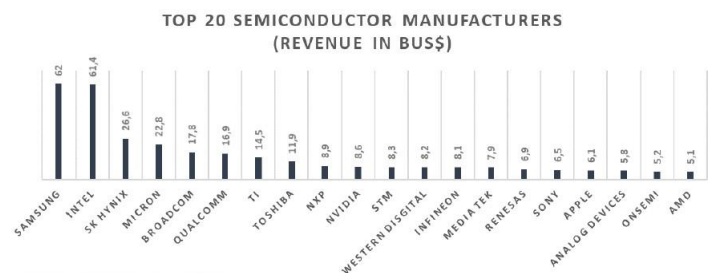
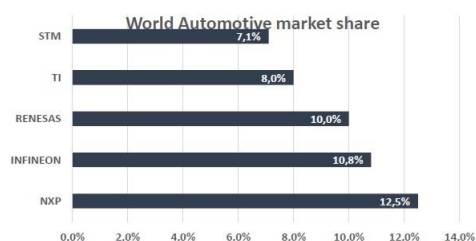
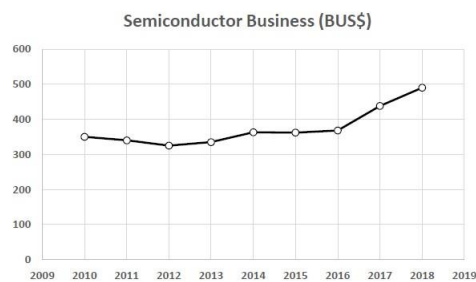
RSPP

1. EDA Group – Companies general data



Sites: **8** (in **6** countries)
 People: **153**
 Skilled engineers: **67%**
 Revenue 2022: **36,5 M€**

2. EDA Group Market place



Sistema di assistenza e sicurezza

AirBag, ABS, Parcheggio automatico, Sistema di frenata di emergenza autonoma, rilevamento punto cieco, Cruise control, sistema di avviso a distanza, controllo elettronico della stabilità, sistema di monitoraggio della pressione degli pneumatici

Elettronica Comfort

Aria condizionata, Elettronica porta, Unità di controllo elettronica, Regolazione elettronica del sedile, Illuminazione, Sterzo, Tetto apribile, Sospensioni

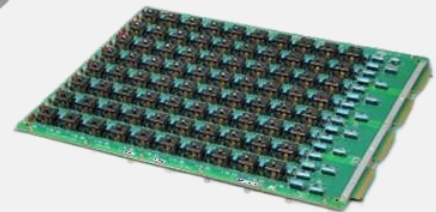
Treno di alimentazione

Controllo alternatore, Ricarica a batteria, Controllo del motore a combustione, Controllo del motore elettrico, Controllo del generatore, Sistema Start-Stop, Controllo di trasmissione

Sicurezza

Comunicazione (auto-auto – all'infrastruttura), tachigrafo digitale, protezione contro la manipolazione, autenticazione originale dei pezzi di ricambio, protezione contro la manipolazione del software

3. EDA Group Core Business: products and solutions



4. EDA main material topics: People first, Sustainable Business, Environment protection

EDA identified three main material topics considering EDA sustainability context and stakeholder concerns or expectations:

- People first (Health & Safety, Labor & Human Rights, Ethics & Inclusion)
- Sustainable business (Quality, Innovation)
- Environment Protection (Hazardous Substances, Wastes, Air Emissions, Water, Energy)

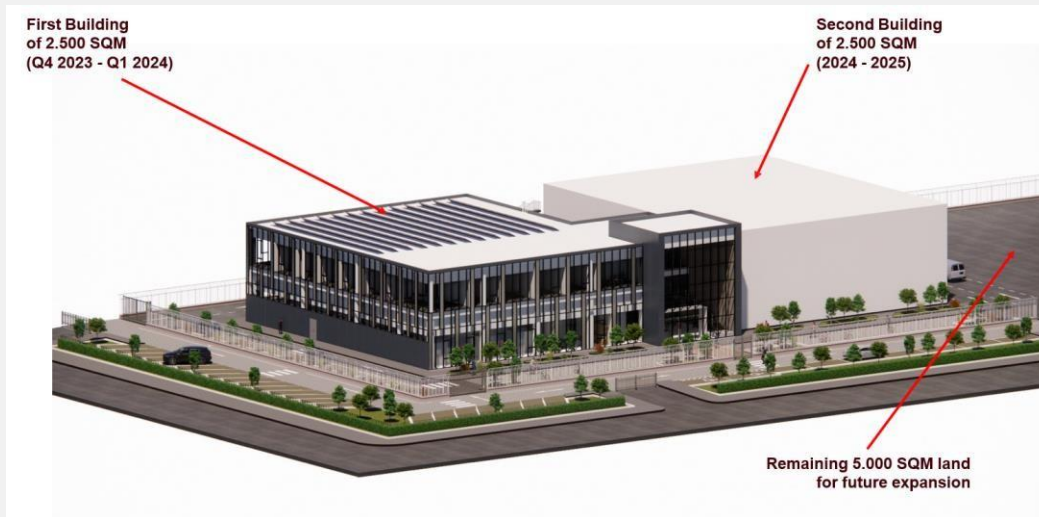
| STAKEHOLDERS | KEY EXPECTATIONS |
|--------------------------------|--|
| EMPLOYEES | <ul style="list-style-type: none">• Health & Safety• Labor & Human Rights• Ethics & Inclusion |
| CUSTOMERS | <ul style="list-style-type: none">• Quality• Innovation• Ethics & Inclusion |
| SUPPLIERS | <ul style="list-style-type: none">• Ethics & Inclusion• Health & Safety• Labor & Human Rights |
| INVESTORS AND BANKS | <ul style="list-style-type: none">• Quality• Innovation• Health & Safety |
| LOCAL PARTNERS | <ul style="list-style-type: none">• Ethics & Inclusion• Health & Safety• Labor & Human Rights |
| NATIONAL AND LOCAL AUTHORITIES | <ul style="list-style-type: none">• Quality• Ethics & Inclusion• Health & Safety• Wastes• Air Emissions• Hazardous Substances |
| UNIVERSITIES | <ul style="list-style-type: none">• Labor & Human Rights• Ethics & Inclusion• Innovation |
| INDUSTRY ASSOCIATIONS | <ul style="list-style-type: none">• Labor & Human Rights• Ethics & Inclusion• Innovation |
| MEDIA | <ul style="list-style-type: none">• Labor & Human Rights• Ethics & Inclusion• Innovation• Wastes• Air Emissions• Hazardous Substances |
| LOCAL COMMUNITY | <ul style="list-style-type: none">• Labor & Human Rights• Ethics & Inclusion• Wastes• Air Emissions• Hazardous Substances |

EDA established to concentrate on: Innovation, Labor & Human Rights, Ethics & Inclusion, Health & Safety and Environment Protection.

5. Innovation

5.1 EDA Catania new site

Planning is currently underway for the construction of a new and larger EDA Catania site, a 2-storey industrial building covering an area of approximately 2,500 sqm, providing a 'Centralized Reliability LAB ' dedicated to reliability testing.



STATUS:  In progress

5.2 EDA Rieti building expansion

In EDA Rieti site it is also planned an increase of the actual Chamber Production area and related warehouse

2,000 sqm Building

- Construction start on Q3 2023
- Forecasted completion by end of Q4 2023
- Opening by end of Q1 2024



STATUS:  In progress

5.3 SocrATE: the WLBI solution

By interpreting SiC and GaN mega-trend, **EDA** designed and continually optimizes its latest WLBI equipment called **SocrATE**, putting in place all the skills to develop an exclusive product, in line with the expectations of the AUTOMOTIVE market such as Testing Coverage, Quality and lowest Test cost.



SocrATE is a complete Burn-in test system designed specifically to meet the needs of cost-sensitive volume manufacturing of current and next generation SiC, GaN and High Voltage devices.

SocrATE offers true site-independent test across a broad range of software-controlled configurations. The innovative architecture backs each of the system's 1800 or 3600 sites with a fully independent Test system.

STATUS:  **Achieved**

6. People first

6.1 Labor & Human Rights

In compliance with our Code of Conduct, adopted since 2020, we established standards to ensure that working conditions in our organization are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

We are improving **Labor and Human Rights** aspects by covering nine core principles:

- Freely chosen employment
- Prevention of underage labor and protection of young workers
- Fair organization of working time
- Fair wages and benefits
- Fair treatment and anti-harassment
- Non-discrimination
- Freedom of association
- Fair working conditions
- Employee well-being and privacy of personal information

6.1.1 Training on corporate social responsibility

During 2022 we deepened the training of employees concerning corporate social responsibility:

| Training Area | N° of training hours in 2021 | N° of training hours in 2022 |
|-----------------|------------------------------|------------------------------|
| Labor | 6 | 12 |
| Ethics | 6 | 12 |
| Health & Safety | 172 (*) | 306 (*) |
| Environment | 9 | 9 |

| | | |
|-----------------------------------|-----|-----|
| Total n° of training hours | 193 | 331 |
|-----------------------------------|-----|-----|

(*) Including legally requested Health and Safety training



STATUS:  **Achieved**

6.1.2 Test of Employees' satisfaction

As part of a yearly program, in December 2022 we repeated a test of employees' satisfaction, by means of an internal anonymous questionnaire regarding the main principles of our Code of Conduct. Following these, we identified activities for the **improvement of the general level of employees' satisfaction**.

- Employees' Satisfaction Test Participation index: **93%**

STATUS:  **Test Completed (CAs ongoing)**



6.1.3 Labor: Rewarding System Project

EDA has recently formulated the need to **develop a performance evaluation process that supports the current organizational structure in addressing the company's mission and productivity targets**, both in relation to the current situation and in an evolutionary key.

Therefore, the purpose of the intervention is to:

- **understand the current organizational and process set-up:** verify and map the current roles, responsibilities, flows and workloads, to understand which main processes each organizational position participates in and what the contribution is
- **develop evaluation support indicators:** identify the characteristic dimensions of the performance of each role based on the purposes of one's position, define the individual and area objectives with the relative impacts on the evaluation, develop the individual evaluation form model



STATUS:  In progress (forecasted completion by end of Q3 2023)

PEOPLE INDICATORS

| | 2020 | 2021 | 2022 |
|---------------------------------|-------|-------|------|
| Absenteeism (% of hours) | 0.95% | 0.96% | 4.0% |

| | 2020 | 2021 | 2022 |
|--|------|------|------|
| Total unused holidays per capita (days) | 9.75 | 6.76 | 9.0 |

| Direct Workforce details: | 2021 | 2021 | 2022 | 2022 |
|----------------------------------|--------------|-------------|--------------|---------------|
| | Number | Percentage | Number | Percentage |
| Average Direct Workforce | 83.58 | 100% | 87.25 | 100% |
| Male | 73.08 | 87% | 74.83 | 85.77% |
| Female | 10.50 | 13% | 12.42 | 14.23% |
| Full time | 82.33 | 99% | 86.00 | 98.57% |
| Male | 73.08 | 89% | 74.83 | 87.01% |
| Female | 9.25 | 11% | 11.17 | 14.93% |
| Part time | 1.25 | 1% | 1.25 | 1.43% |
| Male | 0.00 | 0% | 0.00 | 0% |
| Female | 1.25 | 100% | 1.25 | 100% |
| Permanent Contract | 77.41 | 93% | 77.41 | 88.72% |
| Male | 67.00 | 87% | 67 | 86.55% |
| Female | 10.41 | 13% | 10.41 | 13.45% |
| Temporary contract | 6.17 | 7% | 0.75 | 0.86% |
| Male | 6.08 | 99% | 0.75 | 100.00% |
| Female | 0.08 | 1% | 0 | 0.00% |

| Indirect Workforce details: | 2021 | 2021 | 2022 | 2022 |
|------------------------------------|-------------|------------|------------|------------|
| | Number | Percentage | Number | Percentage |
| Average Indirect Workforce | 2.83 | % | 0.0 | 0% |
| Male | 2.83 | 100% | 0.0 | 0% |
| Full time | 2.83 | 100% | 0.0 | 0% |

6.2 Ethics & Inclusion

In compliance with our Code of Conduct, concerning **Ethics and Inclusion** aspects we established to focus on the following:

- Principles of the Company Code of Conduct
- Abuse of office, corruption and extortion
- Reporting of Irregularities
- Ethics Committee

6.2.1 Code of Conduct

EDA Code of Conduct and Company Directives establish practical guidelines on the way activities are conducted and decisions are made, helping to promote a culture of integrity. EDA Code of Conduct also defines the guiding principles for all Stakeholders. It is based on the Responsible Business Alliance (RBA) Code of Conduct, sharing the same principles and values.



Integrity: EDA conducts its business with the highest ethical standards, honors commitments with loyalty and fairness by defending what it deems right.

People: EDA behaves with openness and trust, believes to be able to share knowledge, to encourage the contribution of all, to develop the potential of people through empowerment, teamwork and training. Each participant of EDA is personally involved in the continuous improvement process.

Excellence: EDA aims at quality and customer satisfaction and creates value for all partners, encourages innovation, develops skills, seeks accountability and acts with discipline, basing decisions on facts and priorities.

EDA Code of Conduct is available in Italian and English on our website (<https://www.eda-industries.net/en/about-us/codeofconduct.html>) and it is continuously updated in accordance with RBA Code of Conduct latest version

STATUS:  **Achieved**

6.2.2 Abuse of office, corruption and extortion

EDA has a zero-tolerance approach to concussion and corruption, regardless of the identity or position of the perpetrator or recipient of any bribe. It is also strictly prohibited for anyone to use Company funds or resources to make a political contribution.

The Code of Ethics and the Anti-Corruption Policy provide definitions regarding concussion and corruption and include details of the Company's rules for interacting with third parties. They also explain how to report actual or suspected violations and outline the potential disciplinary and legal consequences of any non-compliance.



STATUS:  **Achieved**

6.2.3 Reporting of irregularities

EDA encourages everyone, including external business partners, to express, in good faith, any concerns they may have regarding possible violations of the Code of Ethics, company policies or the law. Managers are responsible for maintaining a working climate in which employees feel comfortable with speaking and expressing their ideas freely.

The misconduct reporting process is communicated to all employees. EDA applies the highest standards of confidentiality in the management of all reports received, through the Ethics Committee for Social Responsibilities.

EDA ensures that no employee who reports a concern in good faith suffers retaliation in the form of harassment, or adverse employment or career consequences.



STATUS: ✓ **Achieved**

6.2.4 Ethics Committee

EDA Ethics Committee has the task of supporting the company in the management and promotion of social responsibilities in all functions and offices. The Committee was established in 2020 and meets on a monthly basis. The Committee is made up of the corporate managers of Health and Safety, Labor and Human Rights, Environment, Ethics and Compliance, appointed by the company management. The Committee is chaired by a coordinator with the task of maintaining the evidence of the meetings and acting as a link between its members.

The role and responsibilities of the committee include:

- Evaluate the principles of the Code of Ethics and policies in relation to the culture and commitment of the company
- Review reports, violations and investigate them. Propose the measures deemed appropriate
- Call staff to acquire information
- Carry out internal compliance audits
- Propose to the company management the adoption of measures for the adaptation of the Management System
- At the request of the Management, express an advisory opinion on issues that may affect the company
- Examine the communication and training program
- Analyze the results of Personnel Satisfaction Questionnaire and present data / proposed actions to CEO
- Report the status of activities annually

- In October 2022 **EDA completed the RBA Validated Audit Process achieving GOLD Status** without any Priority or Major findings, earning a score of **196.6**



STATUS: ✓ **Achieved**



ETHICS INDICATORS

| | 2020 | 2021 | 2022 |
|--|---------------|------|------|
| Employees' reported ordinary concerns | Not Available | 5 | 8 |
| Employees' reported ordinary concerns closed at year end | Not Available | 5 | 8 |

| | 2020 | 2021 | 2022 |
|-----------------------------|---------------|------|------|
| Misconduct incidents | Not Available | 0 | 0 |

| Details of misconduct incidents | | |
|--|------|------|
| | 2021 | 2022 |
| Total number of incidents under review as of January 01 | 0 | 0 |
| Total number of incidents reported or identified during the year | 0 | 0 |
| Actual misconduct cases identified through audit or management review | 0 | 0 |
| Incidents closed by a formal survey report: | 0 | 0 |
| N° of confirmed external misconduct cases | 0 | 0 |
| N° of confirmed internal misconduct cases | 0 | 0 |
| Incidents closed after preliminary assessment | 0 | 0 |
| Incidents still open at year end | 0 | 0 |
| Number of public legal cases regarding corruption brought against EDA or its employees | 0 | 0 |

6.3 Health & Safety

Since the very beginning of its establishment, EDA adopted the best practices in the **Health and Safety** area, assuring the respect of applicable laws and Regulations.

During year 2022, in order to assure the maintaining of the safest possible working conditions, we took the actions described below.

6.3.1 Safety office new establishment

New Safety office set to increase the daily monitoring and continuously support each Safety officer

STATUS:  **Achieved**



6.3.2 Emergency team and Safety officer expansion

New assignments has been done in


- First aid team
- Emergency team
- Safety officer

STATUS:  **Achieved**



6.3.3 Near-misses tracking

Following the principle that *'a near miss not reported could be the next accident'*, following a top-down approach we are promoting actions to sensitize all employees to a better tracking of near misses.

STATUS:  **Achieved**



SAFETY INDICATORS

| | 2020 | 2021 | 2022 |
|--|------|---------|------|
| Completion of Safety training program [% hours] | 100% | 78% (1) | 100% |

(1) Not completed due to COVID-19: remaining safety training hours re-scheduled for 2022

| | 2020 | 2021 | 2022 |
|---|-------|------|-------|
| Number of Injuries | 1 | 0 | 1 |
| Injuries frequency per working hour [pmh] | 7.8 | 0 | 6.5 |
| Injuries severity: total of injuries-related wasted hours per working hour [pmh] | 437.5 | 0 | 260.5 |
| Mean injury duration [hours] | 56 | 0 | 40 |

| | 2020 | 2021 | 2022 |
|---|------|------|------|
| Near miss frequency per working hour [pmh] | 0 | 0 | 0 |

7. Environment Protection

EDA established to concentrate on the **Environment protection** material topic by considering 5 sub-topics:

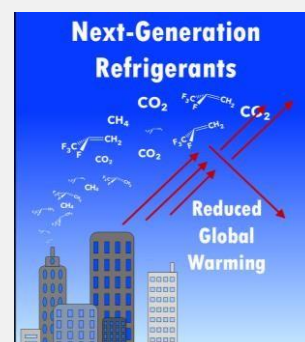
Hazardous Substances, Wastes, Air Emissions, Water and Energy – GHG emissions

For all of them, during year 2022 environmental programs have been developed, by detailing performance indicators and goals to achieve, and were completed.

7.1 Hazardous Substances

Optimization of refrigerant gases use in EDA products

During 2022 EDA Mechanical Technical Department completed a complex study resulting in an important improvement of EDA products cooling system technology and a positive impact on the use of refrigerant gases. The following significant optimization in terms of energy saving and CO₂ reduction was achieved in its 3rd generation products, compared with 2nd generation ones.



PTC Test comparison – JESD22-A105D Power and Temperature Cycling- Type A

| | Refrigerant gases [kg] | CO ₂ equivalent [tons] | Daily Energy consumption [kWh] |
|--------------------------------------|---|-----------------------------------|--------------------------------|
| 2nd Gen. Equipment | R452 (GWP = 2140): 7.5 R23 (GWP 14800): 3.6 | 70 | 151.92 |
| 3rd Gen. Equipment | R452 (GWP = 2140): 6.3 | 13.5 | 99.12 |
| Total reduction | R452 (GWP = 2140): -16% R23 (GWP 14800): -100% | -80.71% | -34.76% |

PTC Test comparison – JESD22-A105D Power and Temperature Cycling- Type B

| | Refrigerant gases [kg] | CO ₂ equivalent [tons] | Daily Energy consumption [kWh] |
|--------------------------------------|---|-----------------------------------|--------------------------------|
| 2nd Gen. Equipment | R452 (GWP = 2140): 7.5 R23 (GWP 14800): 3.6 | 70 | 144.36 |
| 3rd Gen. Equipment | R452 (GWP = 2140): 6.3 | 13.5 | 101.88 |
| Total reduction | R452 (GWP = 2140): -16% R23 (GWP 14800): -100% | -80.71% | -29.43% |

HTOL Test comparison High Temperature life Test at +85°C

| | Refrigerant gases [kg] | CO2 equivalent [tons] | Daily Energy consumption [kWh] |
|--------------------------------------|---|-----------------------|--------------------------------|
| 2nd Gen. Equipment | R452 (GWP = 2140): 7.5 R23 (GWP 14800): 3.6 | 70 | 207.36 |
| 3rd Gen. Equipment | R452 (GWP = 2140): 6.3 | 13.5 | 15.36 |
| Total reduction | R452 (GWP = 2140): -16% R23 (GWP 14800): -100% | -80.71% | -92.59% |

- **PTC Test and HTOL Test 3rd generation equipment save more than 56 tons of equivalent CO2 compared with corresponding 2nd generation equipment, thanks to the refrigerant gas optimization**

STATUS: ☒ **Achieved**

7.2 Wastes

Reducing CNC mechanical processing wastes

We consolidated a dedicated **environmental program**, aiming at recovering lubricant out of the draining of CNC mechanical process lubricated wastes (scraps and shavings), to be reused in CNC machines.



In parallel, the amounts of CNC mechanical process wastes were lowered by 564 liters, **producing 'purer' wastes** (mainly metal shavings), because they were almost deprived of lubricant's contamination.

- **During 2022 we recovered 564 (vs. 384 during year 2021) liters of lubricant that were re-used in CNC machines**

STATUS: ☒ **Achieved**

7.3 Air Emissions

Reducing impact of TIG / MIG soldering process air emissions

In order to improve the quality of TIG / MIG soldering process emissions, EDA reduced the upstream production process of input materials, moving toward a cleaner LASER process (rather than a CNC process that leads to emulsion impregnated input materials).



- During 2022 we contained the TIG / MIG soldering of CNC processed (therefore emulsion impregnated) input materials, below 2% (1.74%), thus generating purer air emissions.

STATUS: ☒ Achieved

7.4 Water

Reducing water withdrawal and wastewater

EDA production processes do not involve water withdrawal or wastewater. In order to reduce domestic water consumption and wastewater EDA annually involves its personnel in an awareness campaign for a sustainable use of water and confirming a structural water reduction program.



Introducing water dispensers for plastic use reduction

During 2022 EDA installed water dispensers in order to reduce the use of plastic bottles

STATUS: ☒ Achieved



7.5 Energy and GHG emissions

Lowering GHG emissions

To continuously monitor and reduce its **Carbon Footprint**, in 2020 EDA chose to use one of the best internationally recognized dedicated software tool: a powerful database called **Bilan Carbon**. In 2023 EDA is also starting its Carbon Footprint calculations using a RBA suggested software tool called OPTERA.



- During 2022 EDA Carbon Footprint calculated using Bilan Carbone (the same tool used in the previous two years) obtaining 262 Tco2E (vs 266 Tco2E in 2021).

STATUS: ☒ Achieved

Moving towards more renewable energy sources

In order to lower our indirect emissions (scope 2 of the GHG protocol) during 2022 we completed an important environmental program aiming at self-producing energy, throughout the installation of photovoltaic panels on the facility roof.

In October 2022 we installed a photovoltaic system with the following characteristics:



| Photovoltaic system characteristics | |
|--|---------|
| Total Power [kWp] | 185 |
| Produced Electronic Energy [kWh/year] | 225,330 |
| Self-consumption index [%] | 90% |
| Self-consumed Energy [kWh/year] | 202,797 |
| Self-consumed Energy by Photovoltaic / Total consumption | 33% |

| Photovoltaic (FV) system data | 2022 (last two months) |
|---|---------------------------|
| Energy produced by FV [kWh] | 10478.1 |
| Amount of energy produced by FV introduced into the grid [kWh] | 804 |
| Amount of energy produced by FV consumed [kWh] | 9674.1 |
| Percentage of energy produced by FV consumed [%] | 92.33% |
| Energy absorbed by the electricity grid [kWh] | 78290 |
| Energy consumed in total (self-produced by FV and absorbed by electricity grid) [kWh] | 87964.1 |

STATUS:  Achieved

ENVIRONMENT INDICATORS

| Waste conferred | 2020 | 2021 | 2022 |
|---------------------------|--------|--------|-------|
| Total waste [t] | 31.33 | 42.81 | 39.15 |
| Total hazardous waste [t] | 0.60 | 2.21 | 1.52 |
| Non-hazardous waste (%) | 98.08% | 94.83% | 96.1% |

| Waste split | 2020 | 2021 | 2022 |
|---------------------------|--------|--------|--------|
| Sent for recovery [t] (1) | 29.91 | 40.01 | 37.25 |
| Sent for recovery [%] | 95.46% | 93.45% | 95.15% |
| Other treatments [t] (2) | 1.41 | 2.80 | 1.9 |
| Other treatments [%] | 4.53% | 6.54% | 4.85% |

(1) Reuse, or regeneration, or recycle, or waste burnt with recovery of energy (combustion)

(2) physical-chemical treatment, or other treatments (e.g. landfill or incineration or biological treatment)

| Air emissions | 2020 | 2021 | 2022 |
|--|-------|------|----------|
| Welding area suction system working hours per produced Systems [h] | 28.52 | 26.8 | 41.8 (3) |

(3) Increased internal productivity vs external one: 2 soldering technicians in 2022 vs 1 in 2021

Water Consumption

| | 2020 | 2021 | 2022 |
|--|-------|------|----------|
| Domestic Water consumed per employee [m ³] | 39.57 | 44.1 | 57.7 (4) |

(4) No water withdrawal or wastewater involved for EDA processes. The increase in domestic water consumption is caused by the installation of water dispensers and by the fact that year 2022 has been one of the driest years ever, due to global warming.

Electricity Consumption

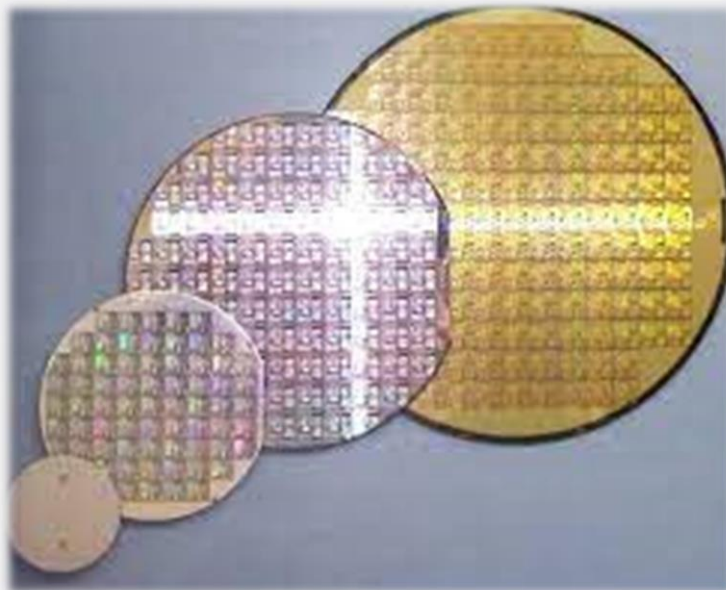
| | 2020 | 2021 | 2022 |
|--|---------|---------|---------|
| Electricity consumed [kWh] | 537,087 | 586,578 | 574,085 |
| Electricity consumed related to revenue [kWh / K euro] | 36.46 | 27.52 | 26.21 |

Carbon Footprint

| | 2020 | 2021 | 2022 |
|---|-------|-------|-------|
| EDA Carbon Footprint [tCO ₂ e] (7) | 237 | 266 | 262 |
| EDA Carbon Footprint related to revenue [tCO ₂ e / M euro] | 16.12 | 12.48 | 11.96 |

(7) Calculation includes direct Greenhouse Gas (GHG) emissions from mobile combustion sources (EDA business travels) and indirect emissions from our energy consumption, reported in Tons of co₂ Equivalent, calculated using Bilan Carbone tool.

Sustainable innovation



For more information on EDA products and solutions, visit <https://www.eda-industries.net/en/>
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