



# 2024

## Sustainability Report

2023 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 2023. 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 7) 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 included 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

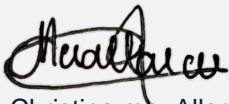
## Availability

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](mailto: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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## 1. EDA Group – Company general data



Established in 1993 in Italy, EDA Industries is a dynamic and experienced international company, providing turn-key solutions and services for **Reliability, Burn-in and Testing of semiconductor devices and power modules**.

Our headquarter is located in **Cittaducale (Rieti)**, but over the years we opened both new Italian offices in **Terni** and **Catania**, as well as in **Singapore, the Philippines, Malaysia, China** and **Morocco**. In 2023, considering also our Customer Service Support in **Milan**, the total number of employees has been **181**.

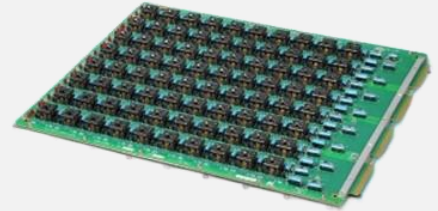
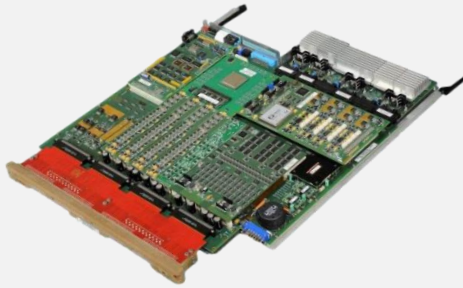
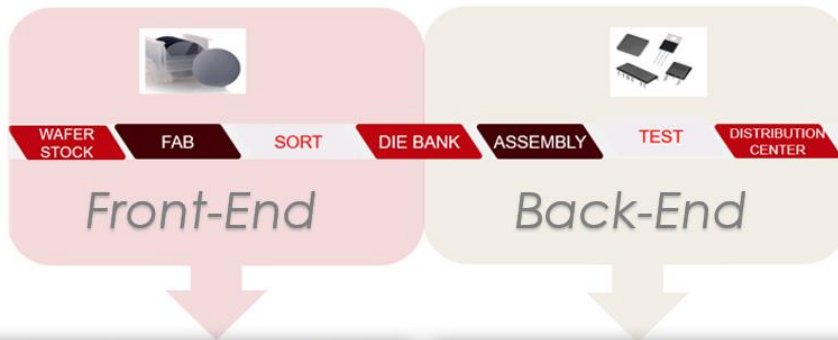
In 30 years of activity, we have installed **over 500 systems** in more than **25 countries**, being focused on:

- Wafer Level Burn-in Solution for SiC and GaN
- Package Level Burn-in & Reliability Test Systems
- Environmental Stress Systems
- Test Electronics and Equipment
- Burn-in Boards
- Application and Engineering Support
- Burn-in & Reliability Service

Thanks to the evolution of **SocrATE Wafer Level Burn-in** and **ETNA Package Level Burn-in and Reliability Equipment**, EDA's principal strategic objective is to strengthen and confirm its leadership in Burn-in & Testing both in **Front-End** and **Back-End**, furnishing a **unique Testing Platform for WBG devices**.



## 2. EDA Group Core Business: products and solutions



### 3. 1993-2023: celebration of our 30<sup>th</sup> anniversary



In 2023 we reached our **30th year of activity**, that we have celebrated at the Abbey of San Pastore (Rieti) together with employees, authorities, customers and stakeholders.

During the event, we reviewed with pride and joy the company's history and activities, looking optimistically to the future and the challenges that we would have faced.

In that occasion, our **Founder Fortunato Palella** and the **CEO Christina Allarces** affirmed: «We strongly believe that **the true strength of EDA Industries is our People**. So, we want to thank each of them for the daily commitment and we ensure **that we will continue to put their needs at the center**.

*In recent years, we have crossed the boundaries of Burn-in and now we want to consolidate ourselves as a **leading company for testing solutions for new SiC and GaN technologies** that, allowing greater energy efficiency and heat management, will be crucial for **technological innovation** and **environmental sustainability**.*

*For doing this, we are committed to create even more value in the market by maintaining a relationship of trust and collaboration with customers, suppliers and partners».*

## 4. EDA main material topics: People First, Sustainable Business, Environment Protection

We 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 and Innovation)
- **Environment Protection** (Wastes, Air Emissions, Water, Energy – GHG Emissions)

STAKEHOLDERS	KEY EXPECTATIONS
EMPLOYEES	<ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> </ul>
CUSTOMERS	<ul style="list-style-type: none"> <li>• Quality</li> <li>• Innovation</li> <li>• Ethics &amp; Inclusion</li> <li>• Environment Protection</li> </ul>
SUPPLIERS	<ul style="list-style-type: none"> <li>• Ethics &amp; Inclusion</li> <li>• Health &amp; Safety</li> <li>• Labor &amp; Human Rights</li> </ul>
INVESTORS AND BANKS	<ul style="list-style-type: none"> <li>• Quality</li> <li>• Innovation</li> <li>• Health &amp; Safety</li> </ul>
LOCAL PARTNERS	<ul style="list-style-type: none"> <li>• Ethics &amp; Inclusion</li> <li>• Health &amp; Safety</li> <li>• Labor &amp; Human Rights</li> </ul>
NATIONAL AND LOCAL AUTHORITIES	<ul style="list-style-type: none"> <li>• Quality</li> <li>• Ethics &amp; Inclusion</li> <li>• Health &amp; Safety</li> <li>• Wastes</li> <li>• Air Emissions</li> <li>• Energy – GHG Emissions</li> </ul>
UNIVERSITIES	<ul style="list-style-type: none"> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> <li>• Innovation</li> </ul>
INDUSTRY ASSOCIATIONS	<ul style="list-style-type: none"> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> <li>• Innovation</li> </ul>
MEDIA	<ul style="list-style-type: none"> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> <li>• Innovation</li> <li>• Wastes</li> <li>• Air Emissions</li> <li>• Energy – GHG Emissions</li> </ul>
LOCAL COMMUNITY	<ul style="list-style-type: none"> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> <li>• Wastes</li> <li>• Air Emissions</li> <li>• Energy – GHG Emissions</li> </ul>

In the next pages, EDA established to concentrate on: **Quality and Innovation**, **Labor & Human Rights**, **Ethics & Inclusion**, **Health & Safety** and **Environment Protection**.



## 5. Quality and Innovation

### 5.1 EDA Catania new site

In 2023 we moved forward with the construction of the new EDA Catania building, which should be completed by the first months of 2025.

The site, principally focused on Application Engineering and Burn-in Service, will replace the current one and will be located into a strategic area since it will be only 700 meters from the site of our important customer.

Specifically, EDA employees in Sicily will benefit from a modern 2500 sqm facility consisting of two floors: the first will be completely dedicated to the electronic laboratory, while the second will host design offices and meeting rooms.



**STATUS:**  In progress

### 5.2 EDA Rieti building expansion

An important expansion is also planned at our Cittaducale (Rieti) headquarter, adding to the one already completed in 2018 to mark our 25<sup>th</sup> anniversary.

In particular, by the end of 2025, we are going to complete an additional 2000 sqm building, which will be fundamental to increase the actual equipment production area and the related warehouse.

Also in 2023 we in fact confirmed to be determined to maintain our principal site in Rieti, where we reached the number of 80 employees.





STATUS:  In progress

### 5.3 EDA Malaysia new site

Thanks to the support of MIDA (Malaysian Investment Development Authority), Minister of Investment, Trade and Industry and the Malaysian Embassy to Italy, last year we closed the purchase of a new plant of about 11.000 sqm in Jasin (Melaka) which should be operative by the end of 2024.

The site will replace the actual one, being strategical to improve the production capability of the company and better support the demand for sustainable and innovative Burn-in and Reliability Test Systems.

The building will be also used to set Reliability and Burn-in Service Support and establish an R&D Center, with the aim to increase even more the local staff.



STATUS:  In progress

## 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 2023 we deepened the training of employees concerning corporate social responsibility:

Training Area	Training hours in 2021	Training hours in 2022	Training hours in 2023
Labor	6	12	20
Ethics	6	12	20
Health & Safety (*)	172 (*)	306 (*)	580 (*)
Environment	9	9	12



Total n° of training hours	193	339	632
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(\*) Including legally requested Health and Safety training

**STATUS:**  **Achieved**

#### 6.1.2 Test of Employees' satisfaction

As part of a yearly program, in December 2023 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**. The questionnaire was filled out through the Cloud in order to reduce the use of paper.

**STATUS:**  **Completed**



### 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.



During the year 2023, the HR department was increased in order to permit the start of this project. Innovation process began with the rationalization of the job descriptions of all the tasks defined with the involvement of the function managers. We began to develop an assignment of simple and measurable objectives that allow the employee to feel more and more part of the company organization.

**STATUS:**  In progress (forecasted completion by end of Q4 2024)

#### PEOPLE INDICATORS

	2020	2021	2022	2023
<b>Absenteeism (% of hours)</b>	0.95%	0.96%	4.0%	2%

	2020	2021	2022	2023
<b>Total unused holidays per capita (days)</b>	9.75	6.76	9.8	10.3

Direct Workforce details:	2021	2021	2022	2022	2023	2023
	Number	Percent.	Number	Percent.	Number	Percent.
<b>Average Direct Workforce</b>	<b>83.58</b>	<b>100%</b>	<b>87.25</b>	<b>100%</b>	<b>99.25</b>	<b>100%</b>
Male	73.08	87%	74.83	85.77%	84.75	85.39%
Female	10.50	13%	12.42	14.23%	14.50	14.61%
<b>Full time</b>	<b>82.33</b>	<b>99%</b>	<b>86.00</b>	<b>98.57%</b>	<b>98</b>	<b>98.66%</b>
Male	73.08	89%	74.83	87%	84.75	86.48%
Female	9.25	11%	11.17	13%	13.25	15.63%
<b>Part time</b>	<b>1.25</b>	<b>1%</b>	<b>1.25</b>	<b>1.43%</b>	<b>1.25</b>	<b>1.26%</b>
Male	0.00	0%	0.00	0%	0	0%
Female	1.25	100%	1.25	100%	1.25	1.26%
<b>Permanent Contract</b>	<b>77.41</b>	<b>93%</b>	<b>86.50</b>	<b>99.14%</b>	<b>95.42</b>	<b>96.14%</b>
Male	67.00	87%	76.09	86.55%	81.17	85.07%
Female	10.41	13%	10.41	13.45%	10.41	10.91%
<b>Temporary contract</b>	<b>6.17</b>	<b>7%</b>	<b>0.75</b>	<b>0.86%</b>	<b>3.83</b>	<b>3.86%</b>
Male	6.08	99%	0.75	100.00%	3.58	93.47%
Female	0.08	1%	0	0.00%	0.25	6.53%

Indirect Workforce details:	2021	2021	2022	2022	2023	2023
	Number	Percent.	Number	Percent.	Number	Percent.
<b>Average Indirect Workforce</b>	<b>2.83</b>	<b>%</b>	<b>0.0</b>	<b>0%</b>		<b>0%</b>
Male	2.83	100%	0.0	0%	0	0%
Full time	2.83	100%	0.0	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
- Gender Equality in accordance with Sustainable Development Goal no. 5 of United Nations Organization 2030 agenda and Uni PDR 125:2022



### 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.



EDA adjusted the internal misconduct reporting process to the recent national legislation (D.Lgs 24/2023).

**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** without any Priority or Major findings; during the last RBA Audit. EDA **achieved GOLD Status** earning a score of **196.6**.



**STATUS:**  **Achieved**



## ETHICS INDICATORS

	2020	2021	2022	2023
<b>Employees' reported ordinary concerns</b>	Not Available	5	8	7
Employees' reported ordinary concerns closed at year end	Not Available	5	8	7

	2020	2021	2022	2023
<b>Misconduct incidents</b>	Not Available	0	0	0

Details of misconduct incidents			
	2021	2022	2023
Total number of incidents under review as of January 01	0	0	0
Total number of incidents reported or identified during the year	0	0	0
Actual misconduct cases identified through audit or management review	0	0	0
Incidents closed by a formal survey report:	0	0	0
N° of confirmed external misconduct cases	0	0	0
N° of confirmed internal misconduct cases	0	0	0

Incidents closed after preliminary assessment	0	0	0
Incidents still open at year end	0	0	0
Number of public legal cases regarding corruption brought against EDA or its employees	0	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 2023, in order to assure the maintenance of the safest possible working conditions, we took the actions described below.

### 6.3.1 Emergency team expansion

New assignments have been done in

- First aid team
- Emergency team

	2021	2022	2023
Number of members of Emergency team	16	19	43



A new typology emergency team identification labels for production personnel has been introduced.

STATUS: Achieved

### 6.3.2 Near-misses tracking

Following the principle that *'a near miss not reported could be the next accident'*, with 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	2023
Completion of Safety training program [% hours]	100%	78% (1)	100%	100%

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

	2020	2021	2022	2023
Number of Injuries	1	0	1	1

<b>Injuries frequency per working hour [pmh]</b>	7.8	0	6.5	5.8
<b>Injuries severity: total of injuries-related wasted hours per working hour [pmh]</b>	437.5	0	260.5	278.1
<b>Mean injury duration [hours]</b>	56	0	40	48

	2020	2021	2022	2023
<b>Near miss frequency per working hour [pmh]</b>	0	0	0	0

## 7. Environment Protection

EDA established to concentrate on the **Environment protection** material topic by considering 4 sub-topics:

### **Wastes, Air Emissions, Water and Energy – GHG emissions**

For all of them, during year 2023 environmental programs have been developed, by detailing performance indicators and goals to achieve, and were completed.

### 7.1 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.



The amounts of CNC mechanical process wastes were lowered by 804 liters, **producing 'purer' wastes** (mainly metal shavings), because they were almost deprived of lubricant's contamination.



- **During 2023 we recovered 804** (vs. 564 during year 2022) **liters of lubricant that were re-used in CNC machines**

**STATUS:**  **Achieved**



## 7.2 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 2023 we reduced the TIG / MIG soldering of CNC processed (therefore emulsion impregnated) input materials to 0%, thus generating purer air emissions.

STATUS: ☒ Achieved

## 7.3 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.



STATUS: ☒ Achieved

## 7.4 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 Carbone**. In 2023, EDA started its Carbon Footprint calculations using the RBA suggested internationally used software tool called OPTERA.



- During 2023 EDA Carbon Footprint was reduced by 9% from 262 tCO<sub>2</sub>e in 2022 to 239 tCO<sub>2</sub>e in 2023

**STATUS:** ☒ Achieved

### Moving towards more renewable energy sources

Following an important environmental program aiming at lowering our indirect 'Scope2' CO<sub>2</sub> emissions, during 2023 we completed the baseline year monitoring of the energy self-produced by the photovoltaic panels installed on the facility roof in the last few months of 2022 (data available in the Environment indicators section).



The photovoltaic system has 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%

**STATUS:** ☒ Achieved

## ENVIRONMENT INDICATORS

Waste conferred	2020	2021	2022	2023
Total waste [t]	31.33	42.81	39.15	47.06
Total hazardous waste [t]	0.60	2.21	1.52	2.22
Non-hazardous waste (%)	98.08%	94.83%	96.1%	95.28%

Waste split	2020	2021	2022	2023
Sent for recovery [t] (1)	29.91	40.01	37.25	44.08
Sent for recovery [%]	95.46%	93.45%	95.15%	93.66%
Other treatments [t] (2)	1.41	2.80	1.9	2.9
Other treatments [%]	4.53%	6.54%	4.85%	6.34%

(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	2023
Welding area suction system working hours per produced Systems [h]	28.52	26.8	41.8 (3)	47.3

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

Water Consumption (4)	2020	2021	2022	2023
Domestic Water consumed per employee [m <sup>3</sup> ]	39.57	44.1	57.7	29.9

(4) No water withdrawal or wastewater involved for EDA processes

Electricity Consumption	2020	2021	2022	2023
Electricity consumed [kWh]	537,087	586,578	574,085	592,520 (5)
Electricity consumed related to revenue [kWh / K euro]	36.46	27.52	26.21	20.1

(5) Electricity grid consumption (402,676) + photovoltaic self-consumption (189,844)

Carbon Footprint	2020	2021	2022	2023
EDA Carbon Footprint [tCO <sub>2</sub> e] (6)	237	266	262	239
EDA Carbon Footprint related to revenue [tCO <sub>2</sub> e / M euro]	16.12	12.48	11.96	8

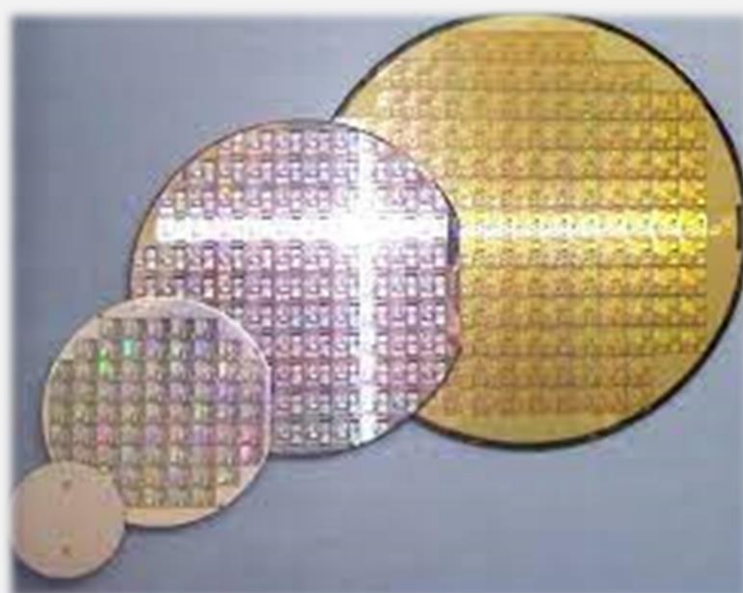
(6) Calculations include direct Greenhouse Gas (GHG) emissions from mobile combustion sources (EDA business travels) and indirect emissions from our energy consumption, reported in tons of CO<sub>2</sub> equivalent, elaborated using: Bilan Carbone tool for years from 2020 to 2022 and OPTERA, official RBA tool, for year 2023

**Photovoltaic System data**

	<b>2022</b> (last two months)	<b>2023</b>
Energy produced by PV [kWh]	10,478.1	238,004
Amount of energy produced by PV introduced into the grid [kWh]	804	48,160
Amount of energy produced by PV consumed [kWh]	9,674.1	189,844
Percentage of energy produced by PV consumed [%]	92.33%	79.76%
Energy absorbed by the electricity grid [kWh]	78,290	402,676
Energy consumed in total (self-produced by PV and absorbed by electricity grid) [kWh]	87,964.1	592,520



# Sustainable innovation



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