

inTEST Corporation



2022

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE (ESG) FACT SHEET

OUR BUSINESSES

Electronic Test

Electronic Test provides high-quality custom manipulators, integrated docking solutions, and electrical interfaces for semiconductor test equipment. We also produce differentiated flying probe in-circuit tester technology and test programming services for electrical components, circuit board-level products and EV batteries. Electronic Test serves end-user and OEM customers through a worldwide network of hubs.

inTEST EMS designs, manufactures and markets products used by semiconductor manufacturers to test their integrated circuits and wafer products. Since 1981, inTEST EMS solutions have grown to include test head manipulators, docking hardware, and test interfaces that enable automated test systems and device-handling equipment to connect with accuracy, repeatability and safety, with industry-best ease of operation. | [inTEST-ems.com](https://www.inTEST-ems.com)

Acculogic designs, manufactures and markets a broad range of systems and instruments for testing electronic devices, circuit boards and EV batteries. In addition, Acculogic provides Test Programming services to develop and support testing requirements of our customers. Acculogic's products and services are used to validate designs, ensure the integrity of prototypes, improve production processes and yields, and deliver defect-free final products. | [acculogic.com](https://www.acculogic.com)

Environmental Technologies

Environmental Technologies develops equipment that controls and manages environmental conditions in test, process and storage applications. Currently focused on temperature, our strategy is to expand our environmental test capabilities into vibration, altitude, humidity and salt.

inTEST Thermal Solutions (iTS) specializes in the design and manufacture of precision temperature-control systems. iTS is recognized globally for its expertise in precise temperature control and simulation of extreme thermal environments, from -185°C to +500°C, with rapid transitions or long dwell times. We design and manufacture our thermal chiller solutions, and temperature test chambers for most all of our target markets and provide ultra-cold storage solutions for the medical cold chain market. The iTS family includes four product brands: Temptronic, Sigma Systems, Thermonics and North Sciences. | [intestthermal.com](https://www.intestthermal.com)

Process Technologies

Process Technologies provides highly valued technical expertise and customized solutions for industrial applications that require very tight tolerances and specifications. Our induction heating and video imaging capture solutions can redefine how customers develop and fabricate their products by improving production efficiencies, quality and throughput.

Ambrell is a global leader in the induction heating market having developed hundreds of induction heating applications to improve process efficiency, repeatability and safety. Induction heating is a precise, noncontact method for heating electrically conductive materials. We produce systems from 500 W to 1000 kW, with various frequency selections, workhead choices and optional accessories. | [ambrell.com](https://www.ambrell.com)

Videology is a designer of industrial-grade embedded video cameras, related devices and systems. Videology's cameras are used in a broad spectrum of applications including biomedical devices, life sciences, aerospace and diagnostic imaging. Videology specializes in meeting the custom requirements of OEMs and large-scale integrators, incorporating industry-proven CMOS sensors, interfaces and cutting-edge design. | [videologyinc.com](https://www.videologyinc.com)



ABOUT THIS FACT SHEET

inTEST Corporation recognizes the importance of our responsibility to ensure sustainability and resiliency for the long-term success of the business and all of our stakeholders. We initiated a more formalized process this past year to enhance our practices, document our processes and enable the proper oversight and governance to drive continuous improvement.

Our executive management determined that providing oversight and guidance to a highly decentralized organization was necessary in order to identify responsibilities and maintain accountability. As such, our Vice President of Corporate Development, Richard Rogoff, has been assigned the additional responsibility of ESG Compliance Officer. Supporting Mr. Rogoff in his role is a working group formed to drive our corporate social responsibility and environmental sustainability initiatives. This group will meet regularly to monitor and manage our sustainability initiatives, evaluate progress and identify opportunities.



Activity Metrics

METRIC	YEAR ENDED DECEMBER 31,		
	2022	2021	2020
Revenue (\$ in 000s)	\$116,828	\$84,878	\$53,823
Full-time Employees	346	316	204

ENVIRONMENTAL ACCOUNTABILITY

Environmental Policy

TOPIC	2022 DISCLOSURE
Environmental Policy	<p>Environmental responsibility is important to our future, and we are committed to enabling a better, safer, and more sustainable world. Recognizing the importance of environmental conservation across the globe, inTEST strives to embrace energy-efficient and environmentally sound behaviors and values as part of our overall business decision making process.</p> <p>As we assess our global footprint, run our manufacturing operations and work with suppliers who share our values, inTEST remains focused on our sustainability principles:</p> <ol style="list-style-type: none"> 1. Environmental Responsibility We further our commitment to environmental responsibility by: <ul style="list-style-type: none"> Working together to promote environmental stewardship throughout our organization. Developing products that support a sustainable environment, and design them for environmentally responsible lifecycle management. Encouraging operational opportunities to minimize environmental impact, specifically focused on reducing emissions and waste wherever possible. Striving to reduce or eliminate hazardous substances used during the manufacturing process. Complying with all applicable national, regional, and local environmental requirements. Fostering a community striving for continuous improvement regarding sustainability metrics. 2. Managing These Commitments This policy is part of our environmental and social governance (“ESG”) program, which is driven by the management team across inTEST. The management team takes care to coordinate actions and monitors our commitments in this policy. 3. Stakeholder Engagement Consistent with our commitment to communication and engagement, we consult with relevant internal and external stakeholders to understand environmental-related concerns and issues, and assess and escalate them as appropriate. <p>See our Environmental Policy for more information.</p>

Environmental Performance

The following table shows inTEST's environmental metrics categorized by business segment and company-wide data, where applicable. Note that most of inTEST's facilities are leased, and in those cases, the Company does not have full operational control of utilities and related metrics.

TOPIC	2022 DISCLOSURE
Natural Gas Consumption (Therms)	81,909 therms ¹
Electricity Use (kWh) [RT-EE-130a.1]	2,602,171 kWh ¹
Percentage of Electricity from the Grid [RT-EE-130a.1]	100%
Percentage of Electricity from Renewable Sources [RT-EE-130a.1]	0%
Energy Management Practices	inTEST is committed to auditing and reducing energy consumption throughout its operations and facilities to mitigate our environmental impact. The company's business units have taken various actions to reduce energy use, and we encourage and drive these initiatives. In 2020 and 2021, in our Acculogic facilities we replaced all lighting fixtures with LEDs, reducing our electricity usage and associated expenses. Recently, our EMS segment installed motion sensor lights to improve energy-efficiency. Our Environmental Technologies division has worked to install similar improvements across its operations.
Total Water Consumption (Gallons)	6,672,369 gallons ²
Total Solid Waste Generation (Tons)	46 tons ³
Total Hazardous Waste Generated (Metric Tons) [RT-EE-150a.1]	Less than one 55-gallon drum of assorted hazardous waste ⁴
Percentage of Hazardous Waste Recycled (Pounds) [RT-EE-150a.1]	329 lbs. ⁵
Environmental Fines (#, \$)	0; \$0
Total Number and Quantity (Kilograms) of Reportable Spills of Hazardous Substances [RT-EE-150a.2]	0; 0

¹This figure does not include data from facilities that are viewed as de minimis.

²Only includes data from Process Technologies and Environmental Technologies divisions, does not include data from facilities that are viewed as de minimis.

³Only includes data from Environmental Technologies division.

⁴Only includes data from Process Technologies division.

⁵Only includes data from Environmental Technologies division.

Product Design and Lifecycle Management

TOPIC	2022 DISCLOSURE
<p>Percentage of Products by Revenue that Contain IEC 62474 Declarable Substances [RT-EE-410a.1]</p>	<p>inTEST is gathering information on the applicability and relevance of this SASB metric at this time.</p>
<p>Percentage of Eligible Products by Revenue that Meet ENERGY STAR® Criteria [RT-EE-410a.2]</p>	<p>inTEST is gathering information on the applicability and relevance of this SASB metric at this time.</p>
<p>Revenue from Renewable Energy-Related and Energy Efficiency-Related Products [RT-EE-410a.3]</p>	<p>inTEST is evaluating aggregating information on the applicability and relevance of this SASB standard on a company-wide basis. For certain businesses like Acculogic, we have created a cost-effective automated test platform for EV batteries, offering accelerated performance and a fast, accurate and reliable test of battery array interconnections. One product, The STINGRAY, provides confidence in the battery technology that powers EVs .</p> <p>Further, the ECO Series is an environmentally friendly Temptronic® ThermoStream® temperature-forcing system that uses less energy and emits low audible noise. The system, which incorporates inTEST's proprietary technology, operates on a 20-amp circuit and is quiet at 56 dBA. The ECO-710 and ECO-810 are designed for 24/7/365-use in production or lab environments, where audible noise, heat dissipation and energy usage are of concern. In the Process Technologies division, our induction heating solutions serve a wide variety of end markets. Anywhere there's a furnace, flame, torch, braze or other types of combustion, our induction heating solutions can replace the non-green type gas solutions in the market."</p>

SOCIAL INVOLVEMENT

Human Capital Management

TOPIC	DISCLOSURE
Employee Recruitment, Development and Retention	<p>We believe all inTEST employees deserve to feel engaged and fulfilled at work each day and to have a voice at the Company. We work to support our employees through several initiatives that are largely driven through our business segments. This includes town halls, hosted quarterly by our CEO Nick Grant, and employee engagement surveys.</p> <p>Employee Engagement Highlights</p> <ul style="list-style-type: none"> • Town Halls: Our CEO believes in fostering a culture of openness and collaboration to enhance the talent and culture at inTEST Corporation. In continued support of the Company's 5-Point Strategy, town hall meetings launched soon after Mr. Grant joined the Company in August 2020. Educating our team members on aspects of their respective businesses while providing an opportunity for them to learn about the other business units has been well-received. In addition, town hall meetings communicate safety performance and financials, and spotlight other time-sensitive events such as HR updates, IT news, and corporate development initiatives. These meetings improve employee awareness of key business matters and provide opportunities for increased feedback to senior management. As a result of the quarterly town halls, participation has increased, not only from the perspective of joining the call but also the volume of questions posed during the Q&A portion. • Employee Engagement Surveys: inTEST conducted a company-wide engagement survey in 2021 to assess alignment on the new forward direction of the company. Our plan is to conduct full employee engagement surveys every two years to analyze and integrate employee feedback. In the interim, ongoing feedback processes provide input for analysis and action by the Company's HR department such as a general benefits survey and a recent Open Enrollment Experience survey.
Employee Turnover Rates	<p>In 2022, global total turnover was 19.6% and the average tenure for employees was 10.3 years.</p>
Compensation and Benefits	<p>inTEST provides a comprehensive benefits package that may vary somewhat by business. These benefits may include</p> <ul style="list-style-type: none"> • Performance bonuses • Fully paid life insurance and long-term disability coverage • Health Savings Accounts (HSA)/Flexible Spending Accounts (FSA) • 401k program including company match • Company profit-sharing plan • Vacation and sick days, company holidays • Educational assistance • Company events, including holiday parties, picnics, ice cream truck visits and lunches • Employee Stock Purchase Plan <p>Health and dental care benefits vary by business and are focused on providing cost effective healthcare accessibility for all employees.</p>

Diversity, Equity and Inclusion

TOPIC	2022 DISCLOSURE																											
Diversity, Equity and Inclusion (DEI)	<p>We believe a diverse workforce facilitates a more resilient and adaptable business, broader understanding of the customer base, and innovation within ideas and workflow. inTEST strives to incorporate DEI considerations into recruitment, engagement, operational and management practices. We value the ideas and experiences of all employees and work to promote a culture of open and unbiased communication.</p> <p>Diversity, equity and inclusion is a significant management and HR strategy, with the ultimate goal of centralizing the various DEI and supplier diversity initiatives of our businesses into a cohesive strategy. Management and HR regularly assess corporate actions and programs for implementation that will most benefit our employees and the organization. DEI at inTEST is overseen by our Corporate Vice President of Human Resources. HR and management work together to devise strategically appropriate and actionable DEI goals related to current employees, recruitment/new hires and suppliers.</p> <p>Many of our sites, in particular our Rochester, NY location, have the advantage of drawing its workforce from diverse communities, which contributes to an open and inclusive culture. A selection of our New York State locations partner with non-profit The Arc New York, which assists us in employing persons with intellectual, developmental and other disabilities.</p>																											
Employee Workforce Demographic ⁷	<table border="1" data-bbox="613 852 1481 1005"> <thead> <tr> <th colspan="3">Gender Representation of Workforce</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Not Defined</th> </tr> </thead> <tbody> <tr> <td>76.0%</td> <td>22.4%</td> <td>1.6%</td> </tr> </tbody> </table> <table border="1" data-bbox="613 1098 1481 1253"> <thead> <tr> <th colspan="6">Racial/Ethnic Group Representation of Workforce</th> </tr> <tr> <th>Asian</th> <th>Black</th> <th>Hispanic</th> <th>Other</th> <th>White</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>13.1%</td> <td>2.8%</td> <td>5.6%</td> <td>4.0%</td> <td>62.3%</td> <td>12.1%</td> </tr> </tbody> </table>	Gender Representation of Workforce			Male	Female	Not Defined	76.0%	22.4%	1.6%	Racial/Ethnic Group Representation of Workforce						Asian	Black	Hispanic	Other	White	Unknown	13.1%	2.8%	5.6%	4.0%	62.3%	12.1%
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⁷Reflects 2022 Consolidated EEO-1 Report. May not sum to 100% due to rounding.

⁸Includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races."

Our Communities

TOPIC	2022 DISCLOSURE
Philanthropy/Charity & Communities/Volunteering	<p>inTEST believes in giving back to the communities where our employees live and work. Whether it's contributing to a toy drive or helping disadvantaged community members, our employees take pride in caring for one another.</p> <p>Examples of inTEST's initiatives to give back to its communities include:</p> <ul style="list-style-type: none"> • Toys for Tots (select business units) • Toy and gift drives for disadvantaged youths and members of our communities in the winter • Thanksgiving food drives • Field of Honor event in Mansfield, MA, where employees can sponsor a flag in honor of military members, veterans, fallen servicemen and women, and first responders • Programs that promote the employment of persons with disabilities from our local communities

Workforce Health & Safety

TOPIC	2022 DISCLOSURE
Employee Health and Safety	<p>Safety is the foundation of our daily operations, which we believe is one of the key reasons our company continues to thrive. inTEST consistently updates its safety strategy to protect employee health and safety based on the belief that employees should feel safe in their working environments. Health and safety data is regularly audited by executive leadership to catalogue improvements and enhance execution.</p> <p>Actions taken to support the health and safety of our employees include:</p> <ul style="list-style-type: none"> • Across all our facilities, safety metrics such as recordable incidents and hazards are compiled quarterly and sent to HR, which aggregates the data and reports to the CEO. The CEO reviews safety data on a quarterly basis with the Board of Directors and during company-wide Town Halls • Every town hall discussion across the Company begins with employee safety messaging • Safety audits are regularly performed at sites • Safety policies and employee safety information are detailed in the employee handbook • Safety walkthroughs are performed frequently at applicable sites and locations. • Process analysis and adaptation are executed for continually improved health and safety performance <p>In 2022, reportable incidents declined 40% to just four incidents among our 346 personnel. The focus in 2023 is to identify more hazardous situations in order to improve prevention.</p> <p>See our Employee Health and Safety Policy for more information.</p>

RESPONSIBLE GOVERNANCE

Good corporate governance practices at inTEST are anchored by our values of responsibility and integrity that we embody in everything we do. This includes the oversight of ESG. Our strong foundation enables us to meet our financial, operational, and strategic objectives and align with our stakeholders.

Environmental, Social and Governance Oversight

inTEST has established a cross-functional ESG Working Group that is responsible for advancing the Company’s environmental, social and governance programs. The full Board exercises oversight of the ESG Working Group and the Company’s ESG programs. Management regularly communicates working group progress and ESG-related updates to the Board.

Business Ethics

TOPIC	DISCLOSURE
Business Ethics Program	<p>inTEST’s positive reputation for ethical business conduct and standards has enabled our growth and success. We expect all employees to conduct activities on the Company’s behalf with the highest possible standards of integrity.</p> <p>We have adopted a Code of Conduct and Code of Ethics (the “Codes”) to guide the standards of business conduct to which our employees, officers and directors must adhere. Violation of the Code, other Company policies and/or the law will result in discipline, up to and including termination of employment. inTEST takes all good faith reports made pursuant to the Codes through management and the Integrity Counts Ethics Hotline seriously. We will investigate reports in a respectful matter and as confidentially as reasonably possible.</p> <p>Oversight responsibility for ethics or other investigations depends on the nature of the incident. Any complaint or allegation related to fraud or illegal acts that are accounting, internal controls or audit-related are overseen by the Audit Committee.</p>
Description of Policies and Practices for Prevention of: (1) Corruption and Bribery and (2) Anti-Competitive Behavior [RT-EE-510a.1]	Policies covering the prevention of (1) corruption and bribery and (2) anti-competitive behavior are included in our Code of Conduct .
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Bribery or Corruption [RT-EE-510a.2]	2020) \$0 2021) \$0 2022) \$0
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Anti-Competitive Behavior Regulations [RT-EE-510a.3]	2020) \$0 2021) \$0 2022) \$0

TOPIC	DISCLOSURE
Political Involvement Policy	<p>inTEST does not make independent political expenditures in support of the election or defeat of particular candidates and does not maintain a political action committee. Since we are a for-profit corporation and have contracts with the federal government, by law we are also prohibited from using company money to make these kinds of expenditures.</p> <p>We have not, and currently do not intend to, endorse any political candidate for federal, state, or local office.</p> <p>While our employees may participate as individual citizens in the political process, decisions to do so are entirely personal and voluntary. Employees engaging in political campaign activities are expected to do so as private citizens and must at all times make clear that their views and actions are their own, and not those of inTEST.</p> <p>While we have not made political contributions to date and have no plans to do so, we reserve the right to make political contributions in the future in accordance with all applicable laws as we may determine is in our best interests and those of our stockholders.</p>
Non-Retaliation (Whistleblower) Policy	Please see our Non-Retaliation Policy, included in our Code of Conduct .
Human Rights Policy	<p>inTEST is globally committed to conducting our business in an ethical and responsible manner that respects human rights. We work to identify and do business with partners who aspire to conduct their business in a similar manner. This policy applies to every employee and agent of inTEST.</p> <p>See our Human Rights Policy for more information.</p>

Data Privacy and Information Security

TOPIC	DISCLOSURE
Data Privacy and Security Program and Policies	<p>inTEST strives to continue its proven track record of protecting the security and privacy of customer and company information. We take various reasonable organizational and technical measures to protect personal information from unauthorized access, disclosure, alteration, or destruction.</p> <p>Our information security program is built upon internationally recognized data protection frameworks and applicable laws and regulations. Oversight of data privacy and information security falls under the IT team. The Audit Committee assists the full Board in overseeing the Company's risk management practices, including cybersecurity risk.</p> <p>We have policies and procedures in place to ensure team members know what is expected of them in relation to personal information, as well as procedures for accessing our systems based on role. We maintain processes to address suspected breaches of personal and corporate information. If required by law to do so, inTEST will notify customers and/or the relevant supervisory authority in the event of a data breach. For more information, please see our Privacy Notice and Code of Conduct.</p>

Product Safety

TOPIC	DISCLOSURE
Number of Recalls Issued; Total Units Recalled [RT-EE-250a.1]	2020) 0 2021) 0 2022) 0
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Product Safety [RT-EE-250a.2]	2020) \$0 2021) \$0 2022) \$0

Materials Sourcing

TOPIC	DISCLOSURE
Description of the Management of Risks Associated with the Use of Critical Materials [RT-EE-440a.1]	For information on material risks, please see our Section 1A Form 10-K. For more information on this topic, please see our Conflict Minerals Report .

inTEST Corporation

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