

# InTest Corporation

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**2024** SUSTAINABILITY FACT SHEET

**A Global Supplier of *Innovative Test*  
and Process Technology Solutions**

NYSE American: INTT

# OUR BUSINESSES

## Electronic Test

Electronic Test provides custom equipment for semiconductor test equipment, differentiated flying probe in-circuit tester technology and test programming services for electrical components, circuit board-level products and EV batteries through three businesses. InTest EMS, founded in 1981, designs, manufactures and 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.

| [www.InTest-ems.com](http://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 and also provides Test Programming services to develop and support testing requirements of our customers.

| [www.acculogic.com](http://www.acculogic.com)

**Alfamation** offers a range of products, from individual test modules to complete automated turnkey test systems for the automotive, consumer electronics, telecommunications, and medical industries.

| [www.alfamationglobal.com](http://www.alfamationglobal.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.

| [www.InTestthermal.com](http://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.

| [www.ambrell.com](http://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.

| [www.videologyinc.com](http://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. The process initiated in 2022 was fully embraced by all parts of the Corporation. We continue to enhance our practices, document our processes and enable the proper oversight and governance to drive continuous improvement.

Our Vice President of Corporate Development and ESG Compliance Officer leads an interdisciplinary working group focused on driving our corporate social responsibility and environmental sustainability initiatives. This group meets regularly to monitor and manage our sustainability initiatives, evaluate progress and identify shortcomings.



## Activity Metrics

METRIC	YEAR ENDED DECEMBER 31, 2024		
	2024	2023	2022
Revenue (\$ in 000s)	130,690	\$123,302	\$116,828
Total Employees	452	334	346

## ENVIRONMENTAL ACCOUNTABILITY

### Environmental Policy

TOPIC	2024 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"> <li> <b>Environmental Responsibility</b>            We further our commitment to environmental responsibility by:           <ul style="list-style-type: none"> <li>Working together to promote environmental stewardship throughout our organization.</li> <li>Developing products that support a sustainable environment and design them for environmentally responsible lifecycle management.</li> <li>Encouraging operational opportunities to minimize environmental impact, specifically focused on reducing emissions and waste wherever possible.</li> <li>Striving to reduce or eliminate hazardous substances used during the manufacturing process.</li> <li>Complying with all applicable national, regional, and local environmental requirements.</li> <li>Fostering a community striving for continuous improvement regarding sustainability metrics.</li> </ul> </li> <li> <b>Managing These Commitments</b>            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.         </li> <li> <b>Stakeholder Engagement</b>            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.         </li> </ol> <p>See our <a href="#">Environmental Policy</a> 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	DISCLOSURE		
	2024	2023	2022
Natural Gas Consumption (Therms)	38,371 therms <sup>1</sup>	40,635 therms <sup>1</sup>	81,909 therms <sup>1</sup>
Electricity Use (kWh) [RT-EE-130a.1]	2,468,995 kWh <sup>1</sup>	2,376,734 kWh <sup>1</sup>	2,602,171 <sup>1</sup>
Percentage of Electricity from the Grid [RT-EE-130a.1]	97%	100%	100%
Percentage of Electricity from Renewable Sources [RT-EE-130a.1]	3%	0%	
Energy Management Practices	<p>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 continued to take actions to reduce energy use, and we encourage and drive these initiatives. In 2024 across our divisions, we have completed a replacement program for all lighting fixtures with LEDs. Alfamation utilizes solar power to provide ~40% of their total electric consumption, which equates to ~3% of InTest's total consumption. We continuously monitor and adjust our HVAC systems to ensure minimal usage in off hours and throughout the working day. These actions have led to a ~9% reduction in usage of electricity and ~8% reduction in in usage of natural gas Year on Year</p>		
Total Water Consumption (Gallons)	4,932,117 gallons <sup>2</sup>	4,932,117 gallons <sup>2</sup>	6,672,369 gallons <sup>2</sup>
Total Hazardous Waste Generated (Metric Tons) [RT-EE-150a.1]	Three 55-gallon drums of assorted hazardous waste <sup>1</sup>	Less than one 55-gallon drum of assorted hazardous waste <sup>1</sup>	Less than one 55-gallon drum of assorted hazardous waste <sup>1</sup>
Environmental Fines (#; \$)	0; \$0	0; \$0	0; \$0
Total Number and Quantity (Kilograms) of Reportable Spills of Hazardous Substances [RT-EE-150a.2]	0; 0	0; 0	0; 0

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

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

# Product Design and Lifecycle Management

TOPIC	2024 DISCLOSURE
Percentage of Eligible Products by Revenue that Meet ENERGY STAR® Criteria [RT-EE-410a.2]	<p>InTest provides a wide variety of products and solutions to solve its customers' complex challenges but there are no Energy Star® categories for nearly all of them. Laboratory grade refrigerators and freezers is the only Energy Star® category that applies to any InTest products. Within this category, InTest manufactures a limited line of North Sciences refrigerators and freezers, which represent less than 1% of the Company's total revenue.</p>
Revenue from Renewable Energy-Related and Energy Efficiency-Related Products [RT-EE-410a.3]	<p>InTest supports energy efficiency by manufacturing both components that help larger equipment operate more efficiently and products that provide more energy efficient alternatives.</p> <p>InTest offers a cost-effective automated test platform for EV batteries, providing accelerated performance and a fast, accurate and reliable test of battery array interconnections. Specifically, The STINGRAY, provides confidence in the battery technology that powers EVs. 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 emits only 56 dBA. The ECO-710 and ECO-810 are designed for everyday use in production or lab environments, where audible noise, heat dissipation and energy usage are of concern. Additionally, InTest induction heating solutions serve a wide variety of end markets. These solutions replace the non-green gas solutions in the market such as furnaces, flames, torches, brazes or other types of combustion.</p>

# SOCIAL INVOLVEMENT

## Human Capital Management

TOPIC	2024 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><b>Employee Engagement Highlights</b></p> <ul style="list-style-type: none"> <li>• <b>Town Halls:</b> Our CEO believes in fostering a culture of openness and collaboration to enhance the talent and culture at InTest Corporation. We host global and regionalized town hall meetings quarterly. Our employees embrace the opportunity to learn more about their respective businesses as well as the other business units in the Company. 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&amp;A portion.</li> <li>• <b>Employee Engagement Surveys:</b> InTest conducted a sample employee survey in 2024 and plans to roll out an updated full survey aligned with greater employee and management input in 2025. We continue on our strategy to conduct full employee engagement surveys every two to three 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.</li> </ul>		
Compensation and Benefits	<p><b>InTest provides a comprehensive benefits package that may vary somewhat by business. These benefits may include:</b></p> <ul style="list-style-type: none"> <li>• Performance bonuses</li> <li>• Fully paid life insurance and long-term disability coverage</li> <li>• Health Savings Accounts (HSA) / Flexible Spending Accounts (FSA)</li> <li>• 401k program including company match</li> <li>• Company profit-sharing plan</li> <li>• Vacation and sick days, company holidays</li> <li>• Educational assistance</li> <li>• Company events, including holiday parties, picnics, ice cream truck visits and lunches.</li> <li>• Employee Stock Purchase Plan</li> </ul> <p>Health and dental care benefits vary by business and are focused on providing cost effective healthcare accessibility for all employees.</p>		
	2024	2023	2022
Employee Turnover Rates	16.0%	16.0%	19.6%
Employee Tenure	9.4 years	9.9 years	10.3 years

## Employee Engagement and Equality

TOPIC	2024 DISCLOSURE		
Employee Engagement and Equality	<p>We believe a workforce comprised of a breadth of skills, backgrounds and experience facilitates a more resilient and adaptable business, broader understanding of the customer base, and innovation within ideas and workflow. InTest strives to incorporate the identification of the most qualified talent 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>Management and HR regularly assess corporate actions and programs for implementation that will most benefit our employees and the organization. Employee compensation and benefits at InTest are overseen by our Corporate Vice President of Human Resources. HR and management work together to ensure we can attract and retain the qualified talent we need to sustain our business well into the future as it relates to current employees, recruitment/new hires and suppliers.</p>		
Employee Workforce Demographic	Gender Representation of Workforce		
	Male	Female	Not Defined
	72.5%	23.72%	3.8%

## Our Communities

TOPIC	2024 DISCLOSURE		
Philanthropy/Charity and 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><b>Examples of InTest's initiatives to give back to its communities in 2024 include:</b></p> <ul style="list-style-type: none"> <li>• Toys for Tots (select business units)</li> <li>• Toy and gift drives for disadvantaged youths and members of our communities in the winter</li> <li>• Thanksgiving food drives</li> <li>• 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</li> <li>• Programs that promote the employment of persons with disabilities from our local communities</li> <li>• Earth Day Clean Up (Wellness and Giving Activity)</li> <li>• Volunteer at FoodLink</li> <li>• Coat and/or School Supply Drive</li> </ul>		

# Workforce Health and Safety

TOPIC	2024 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><b>Actions taken to support the health and safety of our employees include:</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Every town hall discussion across the Company begins with employee safety messaging.</li> <li>• Safety audits are regularly performed at sites.</li> <li>• Safety policies and employee safety information are detailed in the employee handbook.</li> <li>• Safety walkthroughs are performed frequently at applicable sites and locations.</li> <li>• Process analysis and adaptation are executed for continually improved health and safety performance.</li> <li>• Monthly safety training topic</li> <li>• Wellable Initiatives</li> </ul> <p>In 2024, reportable incidents remained low the teams continued to focus on identifying and addressing potentially hazardous situations before they result in an incident. The focused efforts led to an increase of the pro-active detection of potentially hazardous situations by more than 130% year on year. These identified situations are being addressed to prevent future accidents.</p>		
Safety	2024	2023	2022
	452	334	346
	4	3	4

## 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 Sustainability Program. Our strong foundation enables us to meet our financial, operational, and strategic objectives and align with our stakeholders.

### Sustainability Oversight

InTest has established a cross-functional Sustainability Working Group that is responsible for advancing the Company’s environmental, social and governance programs. The full Board exercises oversight of the Sustainability Working Group and the Company’s Sustainability programs. Management regularly communicates working group progress and Sustainability-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 <a href="#">Code of Conduct and Code of Ethics</a> (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 manner 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 <a href="#">Code of Conduct</a> .		
	2024	2023	2022
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Bribery or Corruption [RT-EE-510a.2]	\$0	\$0	\$0
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Anti-Competitive Behavior Regulations [RT-EE-510a.3]	\$0	\$0	\$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	<p>Please see our Non-Retaliation Policy, included in our <a href="#">Code of Conduct</a>.</p>
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 <a href="#">Human Rights Policy</a> for more information.</p>

## Data Privacy and Information Security

TOPIC	2024 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 <a href="#">Privacy Notice</a> and <a href="#">Code of Conduct</a>.</p>

## Business Ethics

TOPIC	DISCLOSURE		
	2024	2023	2022
Number of Recalls Issued; Total Units Recalled [RT-EE-250a.1]	0	0	0
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Product Safety [RT-EE-250a.2]	\$0	\$0	\$0

## Materials Sourcing

TOPIC	2024 DISCLOSURE
Description of the Management of Risks Associated with the Use of Critical Materials [RT-EE-440a.1]	<ul style="list-style-type: none"> <li>For information on material risks, please see our Section 1A Form 10-K.</li> <li>For more information on this topic, please see our <a href="#">Conflict Minerals Report</a>.</li> </ul>

# InTest Corporation

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