



**UNIVERSAL ROBOTS**

# 2022 Corporate Social Responsibility Report

Published March 2023

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This CSR report is an integral part of management's review in the annual report for 2022 for Universal Robots A/S (Danish company registration No. 29 13 80 60).

The CSR report is the statement of the Corporate Social Responsibility cf. Section 99a of the Danish Financial Statement Act and the statement of the gender composition of the management cf. Section 99b of the Danish Financial Statement Act.

Information and data referenced in the report cover the group for the period of January 1, 2022 to December 31, 2022.

In addition to the content in this report for the Universal Robots group, our parent company – Teradyne Inc. is a U.S. publicly traded company with a global CSR program which covers Universal Robots A/S and its global subsidiaries. For more information on Teradyne's CSR practices and programs, visit <https://www.teradyne.com/about-teradyne/corporate-social-responsibility>

# A message from our President

Universal Robots is an innovative robotics company of over 1,000 employees united behind a common vision – **to create a world where people work *with* robots, not *like* robots.**

Our technology, along with that of our partners, is changing the way work is done across the world. We are proud of our role in making businesses more human centric, resilient and sustainable. Every day we see collaborative robots (cobots) helping businesses to overcome labor and skills shortages and creating better working environments for employees. Our approach to automation and our collaborative platform is creating a future where any company, anywhere in the world, will be able to automate.

In our own operations, we are strongly value-driven. The principles and policies of Universal

Robots and its parent company, Teradyne, ensure that our products are made under the best conditions for everyone involved in the process. We take our responsibility to our diverse global workforce seriously, striving to create optimal working conditions, wherever our people are based.

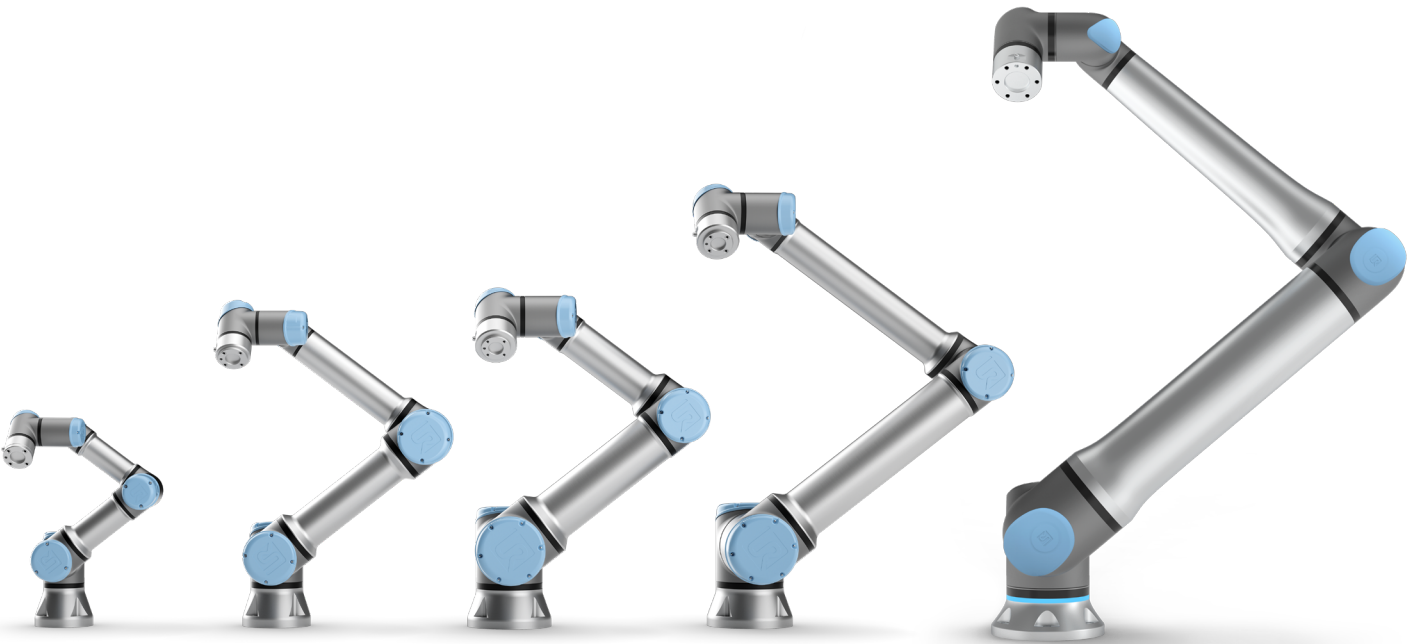
We are doing more than ever to be environmentally responsible. In 2022, we appointed a full-time manager to drive sustainability initiatives for the company and started work with the municipal government and other companies based near our headquarters towards a carbon-neutral locality.



Kim Povlsen,  
President, Universal Robots

# About Universal Robots

Universal Robots A/S (“Universal Robots”) is a Danish manufacturer of industrial collaborative robot (cobot) arms. Founded in 2005 in Denmark by three friends determined to challenge accepted norms in industrial automation, Universal Robots was the first company to deliver commercially viable cobots. Since the first sale in 2008, the company has developed a product portfolio reflecting a range of reaches and payloads.



Each model is supported by a wide selection of end-effectors, software, accessories and application kits in an extensive UR+ ecosystem. This allows the cobots to be used across a wide range of industries and means that they can be redeployed across diverse tasks. Universal Robots has installed over 50,000 cobots worldwide. Its business represents around 40% of the global cobot market.

The company, which is part of Teradyne Inc., is headquartered in Odense, Denmark, and has offices in the USA, Germany, France, Spain, Italy, the Czech Republic, Romania, Turkey, China, India, Japan, South Korea, Singapore and Mexico. It has more than 1,000 employees worldwide.

For more information, please visit [www.universal-robots.com](http://www.universal-robots.com)

# Timeline

## 2005

Universal Robots is founded

## 2008

First collaborative robot sold

## 2015

Teradyne Inc. acquires Universal Robots

## 2018

Universal Robots introduces the new e-Series

## 2020

50,000 cobots sold

## 2022

Universal Robots announces the UR20.  
New headquarters groundbreaking.  
Reaches 1,000 employees worldwide.



# About



**Headquarter**  
Odense, Denmark



**Employees**  
1,000+



**Worldwide offices**  
20+



**Market share**  
Around 40%



**Commercial partners**  
1,100+



**Business volume in 2022**  
USD 326 million



**Cobots sold**  
50,000+



**Cobot training**  
110+ Authorized training centers  
170,000+ users of the UR Academy

# Governance, policies, and values

## Ethical governance

Universal Robots is committed to conducting business in a responsible manner, with operational policies, procedures and values that support transparency, sustainability, and legal compliance. We ensure ethical operations and business commitments through robust governance of the company’s standards of business conduct and environmental, health and safety programs.

## Ethical governance highlights

Key focus area	Highlights
<b>Operational Excellence and Corporate Governance</b>	<p>To ensure efficient impact of Universal Robots’ CSR efforts, our CSR governance is aligned and coordinated with the CSR governance of our parent company Teradyne. Teradyne has documented and published the CSR management system to outline how CSR and Ethical Governance is a companywide priority.</p> <p>Universal Robots follows Teradyne’s commitment to comply with all Responsible Business Alliance Code of Conduct requirements.</p> <p>Universal Robots’ Board of Directors is committed to promoting, creating, and maintaining a safe and healthy workplace, environment, and society.</p>
<b>Ethical Governance Policies</b>	<p>Universal Robots publishes governance policies, including our Code of Conduct. We deploy Code of Conduct Training to all new employees as part of the onboarding process and administer annual Code of Conduct refresher training to all employees.</p>
<b>Compliance &amp; Risk Management</b>	<p>Our financial performance and results have not been negatively impacted by any CSR-related issues or regulatory fines or penalties.</p> <p>We require all suppliers and distributors to agree to our Code of Conduct and to conduct business in an ethical manner.</p> <p>We also conduct a Third-Party Due Diligence Procedures to ensure no Universal Robots products will be used in violation of financial sanctions and anti-terrorism laws and regulations.</p>

Key focus area	Highlights
<b>Human Rights</b>	<p>The Employee Handbook and Teradyne’s Human Rights Policy align with the Responsible Business Alliance standard. We protect employees’ rights through policies that ensure living wages, limits on working hours, and freedom of association. Also, the Third-Party Due Diligence Procedure keeps business relations in a transparent and honest manner, while protecting Universal Robots’ and its affiliates’ respective reputations and demonstrating their high level of ethical standards, including obligations to respect, protect and fulfil human rights and fundamental freedoms.</p>
<b>Anti-Corruption</b>	<p>Code of Conduct, Third Party Due Diligence Procedure and other policies provide for zero tolerance to corruption, money laundering, terrorist financing, etc. Universal Robots expects and requires its employees to comply with the applicable laws, including but not limited to U.S. Foreign Corruption Practices Act (“FCPA”), U.K. Bribery Act (“UKBA”), and Anti-Money Laundering Directive (“AML”), U.S./E.U. Export Control Regulations and Guidelines/Recommendations, and other regulations.</p> <p>Additionally, Universal Robots has a contractual right of termination in contracts with our partners in case of breach of anti-corruption laws, anti-competitive practices, sanctions regime, and export control regulation. Going forward, Universal Robots will still have a zero-tolerance approach to corruption, money laundering, terrorist financing, etc. Failing to comply with anti-corruption laws, anti-competitive practices, sanctions regime, and export control regulation, can have a negative impact on Universal Robots’ business and its reputation. When entering contractual obligations with potential buyers, Universal Robots conducts a Third-Party Due Diligence (screening). Going forward, Universal Robots will also continue to make sure that partners act in accordance with Code of Conducts and other policies. Universal Robots will also keep conducting Third Party Due Diligence to prevent corruption.</p>
<b>Data Security and Privacy</b>	<p>We have:</p> <ul style="list-style-type: none"><li>• A Privacy Policy and provide Data Protection Program Training for employees.</li><li>• Implemented controls and processes for protecting sensitive employee and customer data.</li><li>• A General Data Protection Regulation (GDPR) compliance plan and continue to manage the plan.</li></ul>

Key focus area	Highlights
<b>Data Ethics</b>	<p>Universal Robots ensures data ethics, which includes addressing and recommending concepts of right and wrong conduct, with transparency in and defensibility of actions and decisions in relation to data in general and personal data in particular.</p> <p>Universal Robots, as a part of the Teradyne’s Global Data Protection Program, ensures compliance with applicable data privacy laws, and gives individuals information on how their data is collected, used, and protected. Teradyne’s Global Data Protection Program includes the Privacy Policy, Data Classification Policy, Data Retention Policy, Data Security Incident Response Policy, Information Security Policy, and other internal processes and guidelines in place which details how we handle, classify and store data globally. In accordance with applicable laws and regulations, including GDPR, the EU Whistleblower Directive and Danish Whistleblower Act, Universal Robots has a few channels, including a Whistleblower Hotline, for reporting data breaches, illegal or unethical conduct, suspected violations, complaints, concerns, or misconduct, including violations of internal policies.</p>

Key Performance Indicators	2020	2021	2022
Internal whistleblower cases	2	3	2
Wrongdoing found	0	2	0
GDPR data breach incidents	-	3 (No third party data was exposed)	3 (No third party data was exposed)

All data breach incidents, wrongdoing, and whistleblower cases that are reported through one of the available channels are registered in a log and handled by the Whistleblower unit in accordance with the Whistleblower Policy.

## Principles and policies

We have established a set of principles and policies that describe how we act on specific issues and establish our position on concrete matters with relevance to our employees and our external stakeholders.

We believe in providing the best-quality products made under the best-quality conditions, for everyone involved in the process. Our partners and our partners’ partners are held to the same high standards when it comes to delivering a responsible product.



- We stand against the use of child or forced labor in any part of our operations including our supply chain.
- We do not discriminate based on race, sex, religion, language, political beliefs, poverty, sexual preference, age, disability, etc.
- We have a healthy working environment - physically and mentally.
- We are environmentally responsible.
- We do not accept, and we do not tolerate corruption.

The following policies and guidelines cover many aspects of corporate social responsibility (“CSR”) as part of our core values.

<div style="text-align: right;"><b>CSR-Topic</b></div> <div style="text-align: left;"><b>Policy</b></div>	<b>Environment</b>	<b>Employees and social</b>	<b>Human rights</b>	<b>Anticorruption and bribery</b>
Code of Conduct (for employees)		x		
Employee Handbook		x		
Environment, Health and Safety (EHS) Training	x	x		
Code of Conduct for Suppliers		x	x	x
Code of Conduct for Distributors		x	x	x
Code of Conduct for CSI		x	x	x
Third Party Due Diligence Procedures			x	x
Privacy Policy		x		
Whistleblower Policy	x	x	x	x
IT Policy		x		
Data Ethics Policy		x		
Cookies Policy		x		
Work environment policy		x		
Environmental policy	x			
GDPR training		x		

## Alignment with our parent company Teradyne Inc.

As a member of the Teradyne Group, Universal Robots also follows Teradyne’s policies and guidelines. Our CSR activities are closely aligned to and coordinated with the CSR governance of Teradyne.

Teradyne has established a cross-functional CSR Governance Team (“Governance Team”) that manages the company’s global CSR program. This team reports to the Board of Directors annually on the status of Teradyne’s CSR activities.

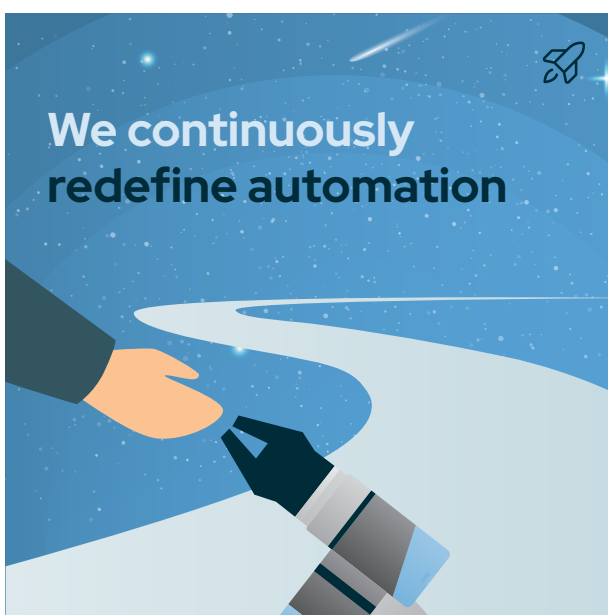
The Governance Team’s objectives are to:

- Define Teradyne’s CSR vision and ensure it aligns with stakeholder values.
- Organize, plan, and standardize Teradyne’s global CSR efforts.
- Measure, monitor and provide annual reporting on CSR activities.
- Monitor and implement new developments and industry standards within CSR.

For more information on Teradyne’s CSR practices and programs, please visit: [teradyne.com/corporate-social-responsibility](https://teradyne.com/corporate-social-responsibility).

## Company values

In 2021, we updated our company values and we have worked hard to ensure that our four core values are visible in all offices and top of mind when we recruit and in our everyday work.



### **We continuously redefine automation**

We’re a moon-shot technology company; we inspire our employees and global network of partners to think differently and innovate ground-breaking technologies that move people, industries and the world forward.

**We are committed  
to every customer's  
success**



**We are committed to every customer's success**

We're trusted advisors, dedicated to building long lasting partnerships with our customers. By getting to know their individual needs and challenges we're able to focus our vast network of partners, innovative technologies and leading expertise to provide solutions that deliver real value and on-going success. We ensure the process of buying, deploying and using our automation solutions is as frictionless as possible.

Our success lies in our customers' success.

**We collaborate.  
It's in our DNA**



**We collaborate. It's in our DNA**

Collaboration is our greatest strength. We listen, share ideas and work closely with our colleagues, our partners and our customers to find the best solutions to their challenges. Our desire to share expertise and continually improve has fueled our commitment to building the most passionate and innovative automation community and technology platform in the world. A powerful ecosystem of people and technologies working closely together to find a better way.

**We are driven by  
honesty and act  
with integrity**



**We are driven by honesty and act with integrity**

We are transparent in why we do what we do. We know that when we tell the truth, we will get support to find solutions to problems. We do what we believe is right. We respect and value differences, and we encourage everyone to speak their mind.

# Corporate responsibility

We aim to integrate quality, safety, and sustainability into every aspect of our business, with the goal of engineering a better future.

Our CSR activities are defined and regularly reviewed by our Senior Management Team and Board of Directors. To ensure CSR compliance, we have established internal controls and follow-up procedures to ensure a satisfactory level of corporate responsibility throughout all our business practices.

Our core initiatives are led by specialists, but we encourage all managers and employees to take part in and contribute to CSR plans and developments.

## Working with our value chain

Universal Robots has close dialogue with stakeholders throughout its value chain. We work to understand their expectations and update them on our CSR objectives and sustainability efforts.

Our partners and our partners' partners are held to the same high standards when it comes to delivering a responsible product. We insist that they uphold the same production principles. All supplier contracts include social responsibility requirements, and all suppliers must follow our Supplier Code of Conduct. We are not aware of any UR partners, including indirect suppliers, using child labor or forced labor. UR is working with peers and industry consortia such as Responsible Business Alliance (RBA) providers to expand our due diligence deeper into the supply chain.

We encourage suppliers and partners to optimize transportation and logistics processes.

We are committed to supporting and respecting the protection of human rights and to ensuring that our business partners and suppliers do the same. Our internal Code of Conduct and our Code of Conduct for Suppliers and Distributors requires respect for human rights, including the fair treatment of workers, the prevention of child labor in any form, human trafficking, forced labor, slavery, and any other forms of non-freely chosen employment. Since we are a global company, we strive to ensure that our business partners comply with Code of Conduct(s) for Suppliers and Distributors, to ensure compliance with human rights and applicable law. Not respecting human rights could have a severe impact on Universal Robots' business and reputation.

Sales and servicing are performed by UR distributors all over the world. Our Distributor Agreements impose an obligation on our Distributors to comply with our Distributor Code of Conduct, and to undertake all necessary measures to prevent corruption, money laundering, terrorist financing, etc.

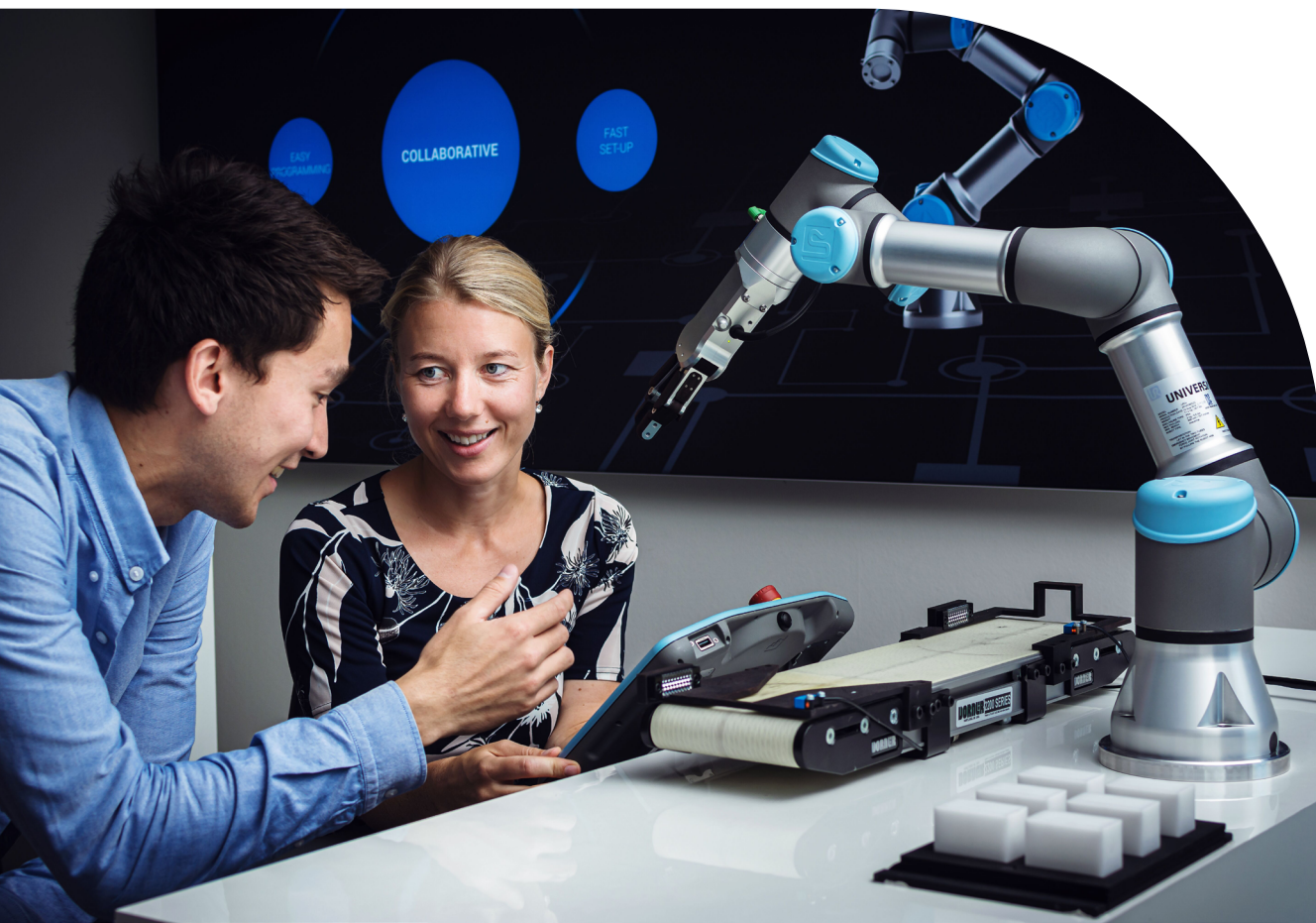
Our CSR initiatives promote value creation to attract and reward shareholders through operational efficiency, transparency, and lower costs through sustainable business processes.

## Workplace, equality, diversity, and inclusion

Universal Robots is an innovative company with high ambitions, and we continually strive to attract and develop a high performing and skilled workforce. We are committed to a healthy and safe work environment that is filled with energy and a welcoming atmosphere that fosters collaboration, helps employees put ideas into action and work towards making the future a better place.

In 2022 we conducted an employee engagement survey. We communicated the results to the organization, have identified strategic focus areas and have followed-up with communications, workshops and specific initiatives where the survey indicated that this was necessary. In the second part of the year, we focused on increasing the visibility of our leadership. We also started work on developing our leaders and creating career paths. Creating a highly engaged team and organization is part of our people strategy.

Most of our assembly processes are performed at our own plant in Odense, Denmark. At all Universal Robots locations, a safe and healthy work environment remains a top priority. We aim for zero accidents, and we ask our subcontractors to uphold similar standards.



## Our people

Universal Robots values a diverse, inclusive, and respectful work environment where all employees enjoy challenging assignments, development opportunities and a safe, positive culture. We survey employees at least annually to understand how we can make Universal Robots a better place to work, combined with interactive company meetings, meet-up sessions with groups of employees across functions, geographies and demographics and open internal social media to make sure there are relevant channels for employees to make their voices heard.

We are driven by honesty and act with integrity. Our Code of Conduct and our Employee Handbook describe and guide good employee behavior and employee conditions at Universal Robots. Both the Code of Conduct and the Employee Handbook address the environment, employee health and safety, working environment, human rights, regulations, anti-cartel, anti-corruption, monetary transactions, employee equality, psychological work environment, stress prevention and more.

## Diversity, equality, and inclusion

At Universal Robots, we are committed to creating a workplace and culture where every employee can be themselves at work through awareness and dedication to diversity, equality and inclusion. Currently, Universal Robots employs people with an origin from or relation to more than 40+ different nationalities in 32 different countries. We are a diverse team with consistent values and a shared purpose - to create a world where people work *with* robots, not *like* robots.

We welcome and respect all current and new employees regardless of age, gender, ethnicity, religion, disabilities, sexual orientation, and other protected characteristics. All employments, promotions and dismissals at Universal Robots during 2022 have been based on these principles.

## Gender distribution

According to the definitions in Section 99b of the Danish Financial Statements Act, the gender distribution as of December 2022 at other management levels in Universal Robots is not considered an equal gender distribution. However, our efforts within this area have contributed to maintaining the increase from 2017 to 2022 in gender equality in our workforce: in 2017 22% of employees were female, in 2022 that stood at 25%.

Universal Robots is committed to helping to increase the number of women in engineering. It supports programs and initiatives with primary schools, universities and local communities to change the perception around engineering and robotics and thus encourage women to pursue education and careers in that space.

Our current target for the underrepresented gender on the Board of Directors at Universal Robots is to have one out of a four members Board of Directors be a woman – The Board is currently comprised of one female and three male members, which according to the definitions in Section 99b of the Danish Financial Statements Act, is considered an equal gender distribution. As such, the target has been achieved.

## Activities related to employees & society

Key focus area	Highlights								
<p><b>Health and Safety</b></p>	<p><b>Employee Health &amp; Safety</b> - Universal Robots complies with all applicable regulatory health and safety requirements wherever we operate. We conduct internal audits, regular reviews, and monitoring of regulations to ensure compliance with laws and regulations at the local, state, province, and country levels. We want our colleagues to be safe at work and are therefore aiming for zero accidents. We ensure workers are provided with the knowledge to perform their jobs safely by deploying mandatory HS training. We believe that all accidents can be prevented, and therefore we empower our colleagues to identify and to act on unsafe behavior, ensuring safe ways of working. To further support and ensure development of a good safety culture Universal Robots obtained ISO45001:2018 certification in 2022.</p> <p><b>Ergonomics</b> - We aim to provide our employees with flexible, adjustable workspaces. This includes looking at ergonomics issues in the workplace, educating employees to self-identify risks and ensuring they have the work environment they need to do their jobs effectively.</p> <div data-bbox="446 1276 1308 1657">  <table border="1"> <caption>Figure 1: Lost time Injury rate ("LTI") pr 1,000,000 work hours. Data for Universal Robots A/S not including subsidiaries.</caption> <thead> <tr> <th>Year</th> <th>LTI Rate</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>2.6</td> </tr> <tr> <td>2021</td> <td>1.4</td> </tr> <tr> <td>2022</td> <td>0.6</td> </tr> </tbody> </table> </div>	Year	LTI Rate	2020	2.6	2021	1.4	2022	0.6
Year	LTI Rate								
2020	2.6								
2021	1.4								
2022	0.6								
<p><b>Responsible Employer</b></p>	<p><b>Employee Engagement Survey</b> - We conduct an Employee Engagement Survey ("EES") bi-annually to ensure we create an engaged and safe workplace and to make Universal Robots a better place to work. This is an opportunity to make our employees' voices heard and influence Universal Robots as a place of work. The overall aim is measuring employees' understanding of our strategy, trust in leadership, general motivation and will to stay and committing ourselves to act on their honest feedback. Universal Robots score in the range of world-class engagement measured against the 75% quartile for industry benchmark.</p>								

All employees



Managers



Figure 2: Gender distribution

● Males  
● Females

# The environment and climate

We recognize that our business activities impact the environment and climate. Therefore, Universal Robots, as a part of the Teradyne Group, is complying with all applicable environmental regulations and standards, supporting pollution prevention and minimization programs, using materials and energy efficiently to conserve natural resources, and continuing to review our environmental objectives and monitor performance in environmental key areas.

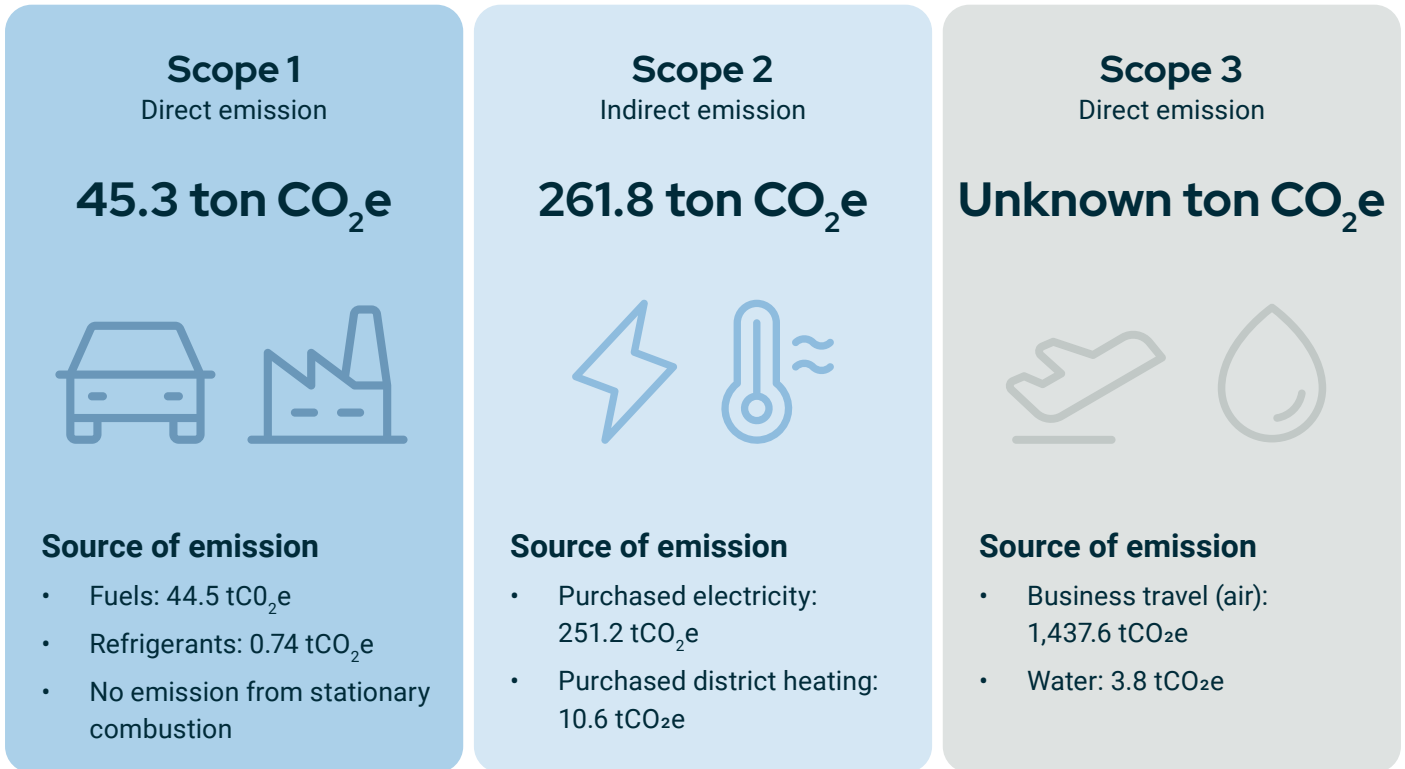
Optimization of material usage, waste recycling and end of life disassembling of the robot arms are integral parts of our product development procedures.

## Activities related to employees & society

Key focus area	Highlights
<b>Greenhouse gas emission</b>	<p><b>Alternative Transportation &amp; Work Arrangements</b> - As part of our effort to combat climate change, we promote alternative means of transportation and flexible work arrangements. Flexible work arrangements allow employees to travel during off-peak hours and to work from home, further supporting our efforts to mitigate activities that contribute to climate change.</p> <p>At facilities in Denmark, charging stations and electrical outlets in bicycle sheds have been installed enabling employees to charge their electrical vehicles. Many employees in Denmark also participated in a campaign (We are driving GREEN by Odense Municipality) encouraging green transportation, such as carpooling, biking, public transport, electrical cars etc.</p> <p><b>Renewable Energy</b> - We continuously evaluate technologies that enable us to apply renewable energy into our operations. At the new headquarters 715 m2 of solar panels will be placed on the roof of the building.</p> <p><b>Carbon Disclosure Project</b> - Teradyne Inc. reports to the Carbon Disclosure Project (“CDP”) annually and makes this report publicly available. The data is aggregated from Teradyne’s global facilities, including Universal Robots, to facilitate collection, monitoring, and reporting of Scope 1 and 2 greenhouse gases. The overall company-wide goal is to reduce, or at a minimum maintain flat emissions.</p>



## Climate accounting - 2022



Scope 1 and 2 data and water (scope 3) is for Universal Robots A/S not including subsidiaries. Calculations are based on activity data. Emission factors (from Ecometrica):

- Electricity grid - Source: derived from IEA 2019 and IPCC 2006, Locations: Denmark, Factor Dates: From 2017-01-01 (location based)
- District Heating (country default) - Source: Euroheat & Power 2015, Locations: Denmark, Factor Dates: From 2013-01-01 (location based)
- Fuels - 100% mineral, Source: BEIS 2020, Locations: Europe, Turkey, Factor Dates: From 2018-01-01
- Water supply - Source: BEIS 2020; Locations: Earth, Europe, Turkey, United Kingdom; Factor Dates: From 2018-01-01
- Water treatment - Source: BEIS 2020; Locations: Earth, Europe, Turkey, United Kingdom; Factor Dates: From 2018-01-01

Emission from refrigerant: R454C; GWP 148 (AR5)

Emission from business travel (air) is based on data and calculations provided by travel agency (Egencia).



Key focus area	Highlights
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**Waste & Recycle**

**Electronics** - Universal Robots manages end-of-life equipment in accordance with waste electronics and electrical equipment legislation. All facilities are required to recycle electronics at end-of-life.  
 IT equipment (laptops, cell phones, chargers, docking stations, desktops) from Danish facilities that has served its time are sold to Circular IT (part of ED A/S) where 92% of the equipment they receive is resold and given a new life.

**Sorting** - Sorting solid waste is one measure to increase recycling, which is a focus point at Universal Robots. The focus on sorting waste and recycling supports the national uniform sorting criteria for solid waste. To encourage sorting at all levels, Universal Robots collects data monthly.

**2022 Waste metrics**

(Data for Universal Robots A/S not including subsidiaries)



Recycled waste is defined as waste disposal aimed at reuse or recycling. Disposals for incineration and landfill is not considered recycled.

**Environmental Management**

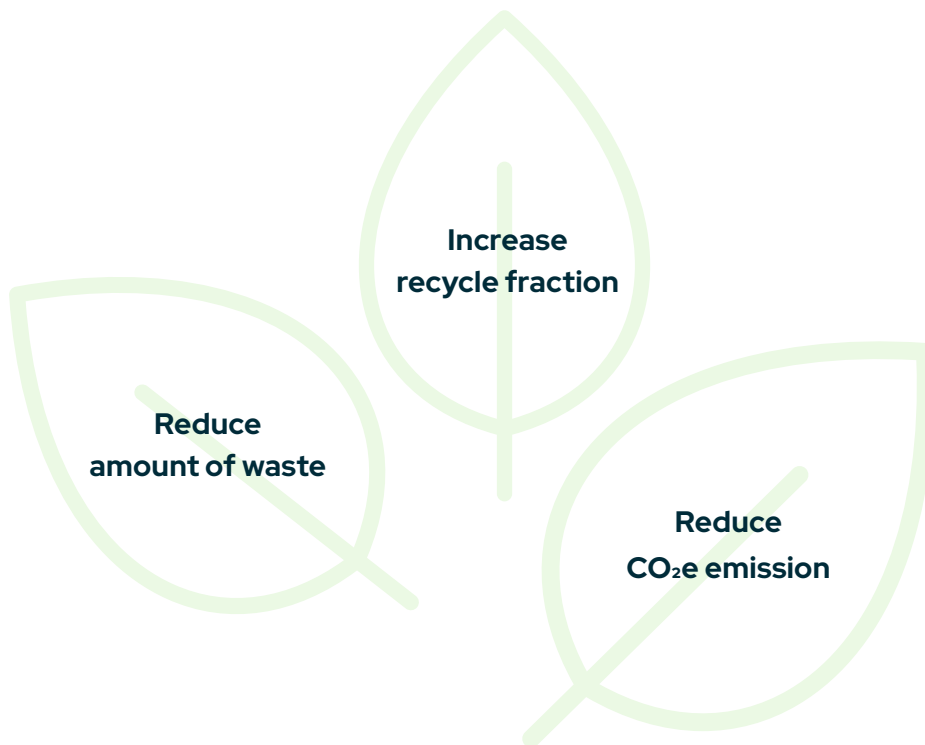
**Environmental Management System (“EMS”)** - Universal Robots has started the process of implementing ISO14001:2015 requirements into our business management system (“BMS”). We expect to have a certifiable management system during 2023.

**Supplier Requirements** - Our waste disposal partners are certified in accordance with ISO 14001:2015 which ensures that they follow the environmental regulations when recycling our waste.



## Future plans

Universal Robots is committed to improving its environmental impact and minimizing the contribution of our activities to climate change. We will strive to regularly set documented objectives and targets for the company and our supply chain and to monitor progress in achieving them.



### Objectives for 2023

## Community impact

Universal Robots strives to be a responsible member of the communities where our employees live, or which host our operations. Our company supports education, local activities, and initiatives to improve the environment. We are particularly active in Odense, Denmark, where we are a large employer and where we maintain a close relationship with the City and local education providers and where we sponsor local cultural events to help create a thriving community for the employees working at our headquarters.

## Key community initiatives 2022

### Odense Sustainability Partnership

Odense Municipality, Universal Robots and other local companies have established Odense Climate Partnership. The partnership will drive the local climate agenda and contribute to making Odense climate neutral in 2030.

### The UR/MiR scholarship program for women in engineering

With our sister company MiR, Universal Robots launched a new scholarship in 2022 for women studying STEM subjects. As well as providing a platform to promote these disciplines, the scholarship promotes the finalists and winner. The winner received a grant and an internship at our companies.

### Education and robotics sponsorships

We have chosen to focus much of our sponsorship activity on robotics education activities to inspire and create opportunities for the next generation. Our most important community education activity is our involvement in Odinskolen in Odense, a new state funded school which will now specialize in robotics education.

As in previous years, in 2022, Universal Robots sponsored a robotics summer school for 6-16 year olds in Odense. We also sponsored a school robotics club in Odense to attend the finals of a robotics competition in Norway.

In addition, we contributed in 2022 to funding for robotics festivals and exhibitions in Denmark.

### Odense Robotics StartUp Fund

Together with leading local robotics investors and prominent commercial foundations, Universal Robots has established the [Odense Robotics StartUp Fund](#). The vision behind the initiative is to create Denmark's future robot successes, and the fund will invest in new robotics startups giving them the help needed to turn great ideas into successful businesses.



## Sponsorship of cultural events

In our headquarters town of Odense, Universal Robots supports the major summer cultural festival, the H C Andersen festival as well as related activities for local children.

## Charitable donations

Teradyne, including Universal Robots, matches employees' charitable donations up to USD 1000 per year per employee to causes that

- improve health and wellness
- improve education
- support efforts to improve the environment
- support disaster relief efforts
- support diversity-, equality- and inclusion initiatives

# Our impact on the wider world

We are committed to every customer's success. Our technology regularly helps customers to achieve their own CSR and company goals, creating businesses that are more resilient and human-centric, and more sustainable.

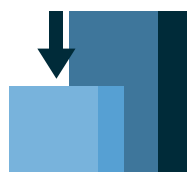
The use of robotics technology impacts the way manufacturing processes are planned and performed, including decisions about where products are manufactured. By reducing repetitive work and related injuries, upskilling workers, and helping local businesses to thrive, our cobots help to create flourishing communities with meaningful jobs for local workers.

In some situations, cobots can reduce transportation costs for goods contributing to reducing environmental footprints.

We have identified four ways that cobots contribute to more sustainable production.



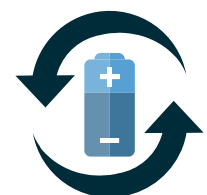
**Reshoring**



**Space saving**



**Waste reduction**



**Reduced energy consumption**



## Contact Us

Please send any questions or comments about this report to:

[legal@universal-robots.com](mailto:legal@universal-robots.com)

### **Universal Robots A/S**

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