



UNIVERSAL ROBOTS

2023 Corporate Social Responsibility Report

Published March 2024



2023 Corporate Social Responsibility Report

This CSR report is an integral part of management's review in the annual report for 2023 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, 2023, to December 31, 2023.

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 that covers Universal Robots A/S and its global subsidiaries. For more information on Teradyne's CSR practices and programs, visit teradyne.com/about-teradyne/corporate-social-responsibility.

A message from our President

Universal Robots is an industry-leading robotics company with a clear mission. **Automation for anyone. Anywhere.**

At Universal Robots, we want to create a future where any company, anywhere in the world, will be able to automate. Our robots are by definition collaborative, and they change the way people work. We are proud of our role in the global transformation of industry.

All over the world, we help companies to evolve in a fast-changing world. With our partners we are helping to shape an industrial age, where resilience, sustainability and a human-centric approach are key trends. At the same time, our collaborative robots (cobots) enable businesses to overcome the rising labor and skills shortages and create better working environments for their employees.

That's why we do what we do. We want to create a world where people work with robots, not like robots. And every day, thanks to our technology and the technology of our many partners, we're coming closer to making this vision reality.

In our own operations, we are guided by our core values. The principles and policies of Universal

Robots as well as Teradyne, our parent company, ensures that our products are produced under the best conditions for everyone involved. We are committed to the welfare of our global team, and we strive to create optimal working conditions for all our people, no matter where in the world they are based.

Our dedication to being environmentally responsible is also greater than ever. We are a key part in a climate partnership with the local government and other companies based near our headquarters, and in 2023 we appointed eight internal climate ambassadors at our Denmark locations – employees acting as change agents and with a special focus on spotting, sharing, and implementing ideas for new, green initiatives.



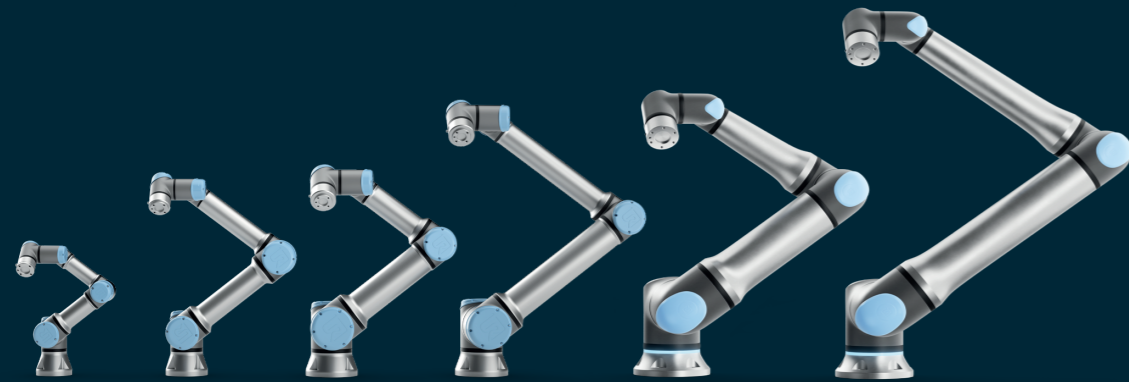
Kim Povlsen,
President, Universal Robots



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 75,000 cobots worldwide.



The company, which is part of Teradyne, Inc. (“*Teradyne*”), 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

● UR Corporate Headquarter ● UR Global Offices



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.

2023

75,000 cobots sold
Universal Robots introduce the UR30



About



Headquarter
Odense, Denmark



Commercial partners
1,100+



Employees
1,000+



Business volume in 2023
USD 304 million



Worldwide offices
20+



Cobots sold
75,000+



Cobot training
120+ Authorized training centers
232,000+ users of the UR Academy

Governance, policies, and values

Ethical governance

Creating a world where people work with robots, not like robots - **While conducting business with honesty and integrity**

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
Operational Excellence and Corporate Governance	<p>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 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>
Ethical Governance Policies	<p>Universal Robots publishes governance policies, including the 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>
Compliance & Risk Management	<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 or restrictions, and anti-terrorism laws and regulations.</p>

Key focus area	Highlights
Human Rights	<p>Universal Robots acknowledges that violation of human rights is a risk when operating in a global market. To manage this risk, Universal Robots has implemented a Code of Conduct, Third Party Due Diligence Procedures and other policies to mitigate the risk.</p> <p>The Employee Handbook and Teradyne's Human Rights Policy fully 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 fulfill human rights and fundamental freedoms.</p> <p>Universal Robots strive to ensure that all our partners and providers act in accordance with our policies and Code of Conduct. Universal Robots will continue to conduct Third Party Due Diligence Procedures to prevent violation of human rights.</p>
Anti-Corruption	<p>Universal Robots acknowledge that corruption and bribery is a risk when operating in a global market. To manage these risks, Universal Robots has implemented a Code of Conduct, Third Party Due Diligence Procedures, and other policies stating Universal Robots operate with a 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 Corrupt 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. 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 regimes, and export control regulations, 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 and due diligence). Universal Robots will also continue to make sure that partners act in accordance with the Code of Conduct and other policies. Universal Robots will continue to conduct Third Party Due Diligence Procedures to prevent corruption.</p>
Data Security and Privacy	<p>We have:</p> <ul style="list-style-type: none"> • A Privacy Policy and provide Global Data Protection Program Training for employees. • Implemented controls and processes, including a Data Privacy Campaign for employees, to protect sensitive employee and customer data. • A General Data Protection Regulation (GDPR) compliance plan, and continue to manage the plan.



Key focus area	Highlights
----------------	------------

Data Ethics

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.

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, Document Retention Policy, Data Security Incident Response Policy, Information Security Policy, Whistleblower Policy and Privacy Policy for Whistleblowers, 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.

Key Performance Indicators	2020	2021	2022	2023
Internal whistleblower cases	2	3	2	3
Wrongdoing found	0	2	0	0
GDPR data breach incidents	-	3	3	3
Third party data exposed		No	No	No

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

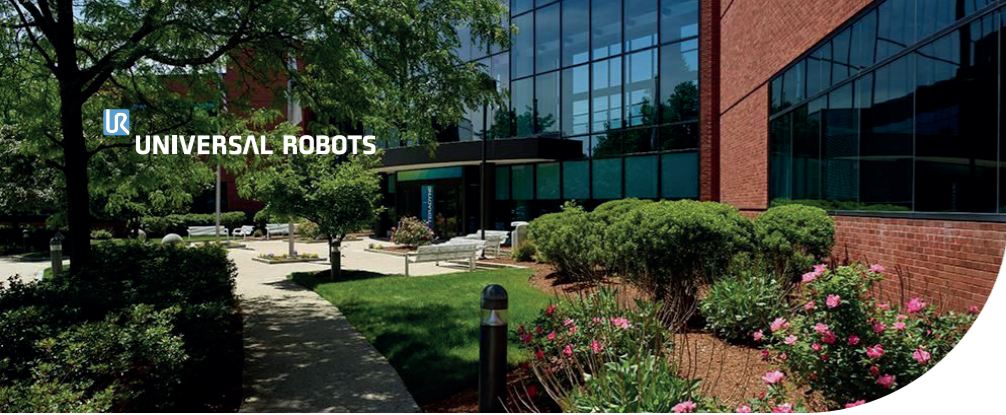
We have established a set of principles and policies that describe how we act on specific issues and establish our position on concrete matters with relevance to our employees and our external stakeholders.

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.

CSR-Topic	Environment	Employees and social	Human rights	Anticorruption and bribery
Code of Conduct (for employees)		X	X	X
Teradyne Code of Conduct	X	X	X	X
Employee Handbook		X		
Environment, Health and Safety (EHS) Training	X	X		
Code of Conduct for Suppliers	X	X	X	X
Code of Conduct for Business Partners	X	X	X	X
Third Party Due Diligence Procedures		X	X	X
Privacy Policy		X		
Whistleblower Policy		X	X	X
Privacy Policy for Whistleblowers		X	X	X
IT Policy		X		
Data Ethics Policy		X		
Cookies Policy		X		
Work environment policy		X		
Environmental policy	X			
Global Data Protection Program 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:

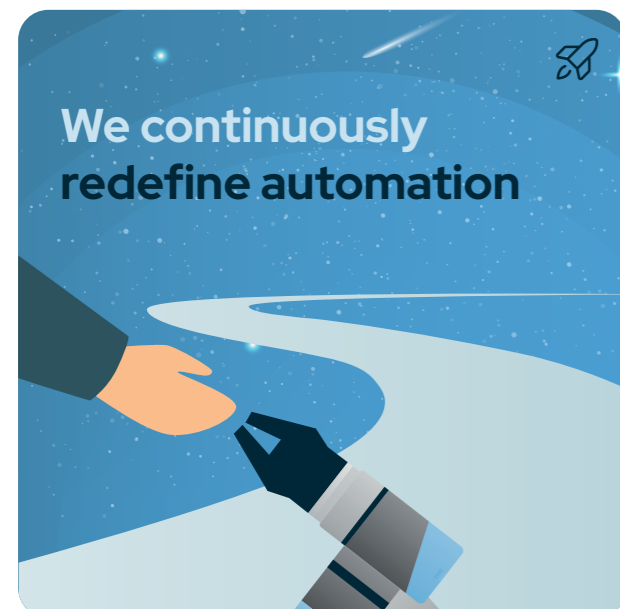
- Define Teradyne’s CSR vision and ensure it aligns with stakeholder values.
- Organize, plan, and standardize Teradyne’s global CSR efforts.
- Measure, monitor and provide annual reporting on CSR activities.
- Monitor and implement new developments and industry standards within CSR.

For more information on Teradyne’s CSR practices and programs, please visit:

teradyne.com/corporate-social-responsibility.

Our values – a part of us

We have a unique set of values that guide our decision-making at all levels of the organization. They support our vision and company mission and help leadership set our strategy.



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 ongoing 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

Creating a world where people work with robots, not like robots

- *With minimal impact on the planet*
- *While protecting and supporting our people and our communities*
- *While conducting business with honesty and integrity*

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 for Business Partners and our Code of Conduct for Suppliers require 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 the Code of Conduct(s), 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 Code of Conduct for Business Partners 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

Creating a world where people work with robots, not like robots – While protecting and supporting our people

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 ensuring a healthy and safe work environment, built on passion and a welcoming atmosphere that fosters collaboration, helps employees put ideas into action, and work towards making the future a better place.

Universal Robots is building an employee experience like no other, proven by world-class engagement, where we aim to be at the thrive to be in 75% quartile for industry benchmark. Our workplace is experienced as built on trust and respect. A workplace that is non-hierarchical with transparent communication and collaboration. Our workplace empowers the individual who is developed and aligned with their aspirations.

We conduct our employee engagement twice per year and did so as well in 2023. We encourage our employees to be open and transparent in their feedback to the company, the top management, and their general experience. We release the results to the organization immediately and ensure actions are defined and followed through at the company level and at the local team level.

The survey helps us understand if the employees experience our workplace as safe, if they trust the leadership, their own manager, and their teams, and if they are comfortable speaking up and feel heard. The key focus areas at the company level in 2023 have been to ensure top management as visible and approachable, leadership development, employee development, and creating a global unified culture and sense of one-team.

Most of our assembly processes are performed at our own plant in Odense, Denmark. As a manufacturing company we acknowledge that there are health and safety risks for our employees, therefore 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 twice per year 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 collaboration, 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. Universal Robots has employees in more than 30 countries and the organization is equally diverse. We operate with our core values and a shared purpose as the navigator fostering a culture of global collaboration and: - 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 2023 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 2023 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 2023 in gender equality in our workforce: in 2017 22% of employees were female, in 2023 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.

In 2023 Universal Robots has implemented a process for filling leader position internally as well as externally, with process-step checkpoints, to ensure a diversified and representative candidate pool. This also applies through the rest of the organization. We expect to see year-over-year improvements from top management down. Top management is targeted to have 40% underrepresented gender end of 2024.

All employees - number of employees

961

All employees - % underrepresented gender

25%

Management (tier 2) - number of member's

125

Management (tier 2) - % underrepresented gender

21%

Top management (tier 1) - number of members

9

Top management (tier 1) - % underrepresented gender

44%

Board of Directors - number of members

4

Board of Directors - % underrepresented gender

25%

Figure: Data on underrepresented gender (as of 31-12-2023)

Activities related to employees

Key focus area

Highlights

Health and Safety

Employee Health & Safety - 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.

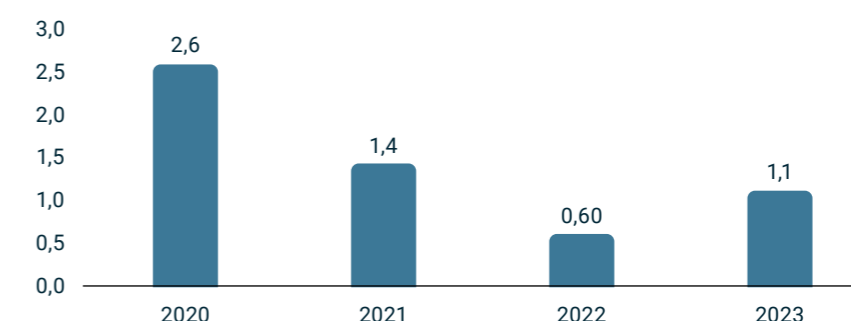


Figure: Lost time Injury rate ("LTIR") pr 1,000,000 work hours. Data for Universal Robots A/S not including subsidiaries.

Ergonomics - We 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.

Responsible Employer

Employee Engagement Survey - 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 to measure employees' understanding of our strategy, trust in leadership, general motivation, and will to stay and commit ourselves to act on their honest feedback. Universal Robots score in the range of world-class engagement measured against the 75% quartile for the industry benchmark.

The environment and climate

Creating a world where people work with robots, not like robots
 – With minimal impact on the planet

We recognize that our business activities impact the environment and climate, including greenhouse gas emissions, power consumption, generation of waste and upstream supply chain (suppliers) as some of the potential risks. 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 environment & climate

Key focus area	Highlights
Greenhouse gas emission	<p>Alternative Transportation & Work Arrangements - 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>Renewable Energy - 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>Reduction initiatives – As part of the 2023 objectives we have been looking at ways to reduce our CO₂e emission, so during May of 2023, we started prioritizing sea transport over air transport to external warehouses in China when possible.</p> <p>Other minor projects regarding replacing foam and Styrofoam packaging material with other materials and reusing suppliers' packaging material are also in progress.</p>

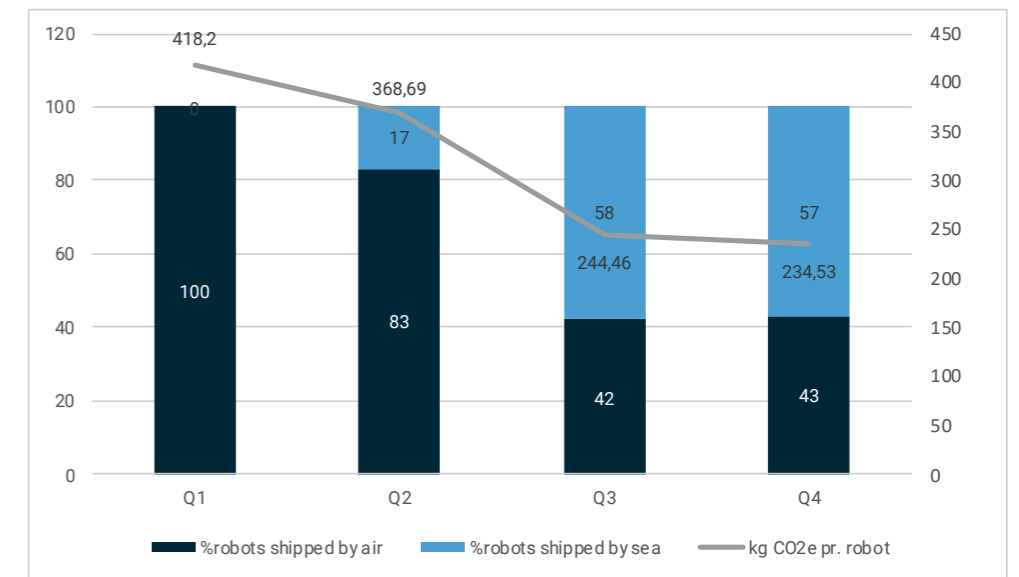


Figure: Development in robots transported by air vs. sea to external warehouses in China

Key focus area **Highlights**

Greenhouse gas emission

Carbon Disclosure Project – 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. Teradyne is engaged in expanding the collection of Scope 3 emissions and developing a strategy that will allow it to mitigate emissions in a manner that aligns with a 1.5-degree world and is attainable.

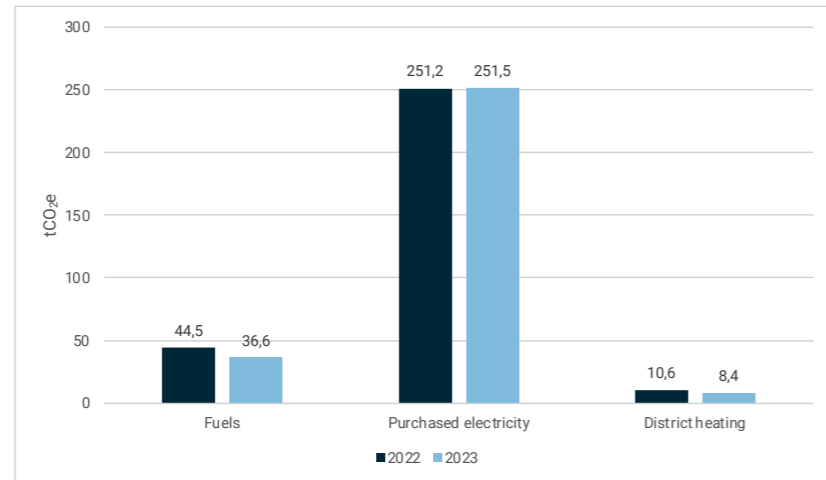


Figure: Scope 1 and 2 data is for Universal Robots A/S not including subsidiaries. Calculations are based on activity data using emission factors from Ecometrica.

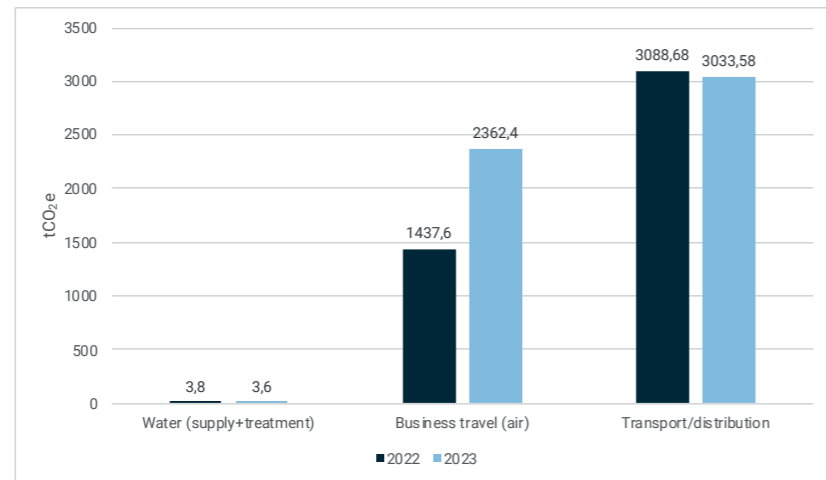


Figure: Scope 3 data for Universal Robots A/S not including subsidiaries. Water: calculations are based on activity data using emission factors from Ecometrica. Emission from business travel (air) is based on data and calculations provided by travel agency (Egencia). Transport/distribution is based on data and calculations provided by service providers using EcoTransIT.

Employee involvement

Idea bank – We have created a channel for employees to submit their ideas on how Universal Robots can reduce our impact on the environment and climate.

Climate ambassadors – We have started a climate ambassador program in Denmark for engaged employees helping to promote sustainability criteria in decision making within their area and create awareness. Overtime this program is expected to become global.

Key focus area **Highlights**

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) that has served its time at UR is sold to Circular IT (part of ED A/S), up to 98% of the used equipment they receive is reused, and what can't be used is sorted and sent for recycling.

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.

Recycling – To improve the recycling rate a waste project was initiated in Q4 of 2023 to identify waste in the incineration fraction that could go to recycling instead, this project is expected finished in the first half of 2024.

2023 Waste metrics
(Data for Universal Robots A/S not including subsidiaries)

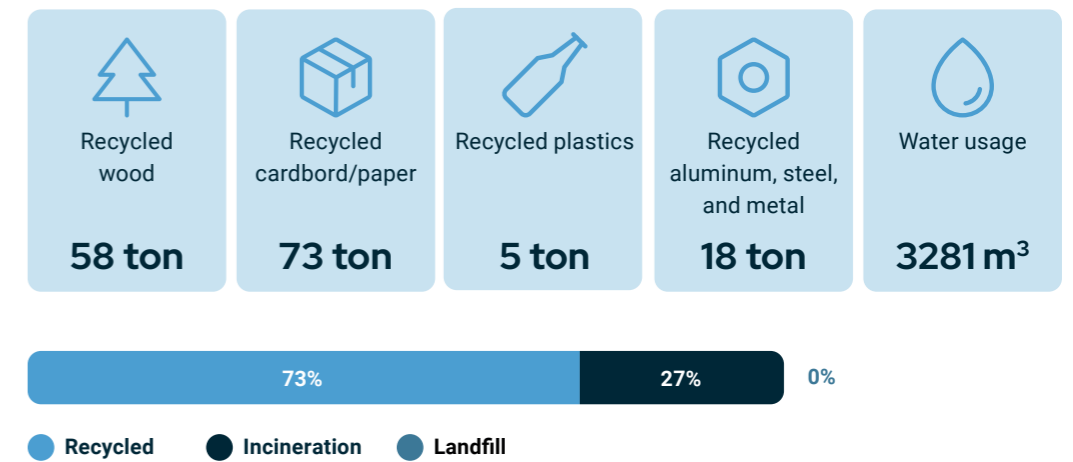


Figure: 2023 waste metrics. Recycled waste is defined as waste disposal aimed at reuse or recycling. Disposals for incineration and landfill is not considered recycled.

Environmental Management

Environmental Management System (“EMS”) - Universal Robots will continue the process of implementing ISO14001:2015 requirements into our business management system (“BMS”) to obtain a certifiable system.

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.

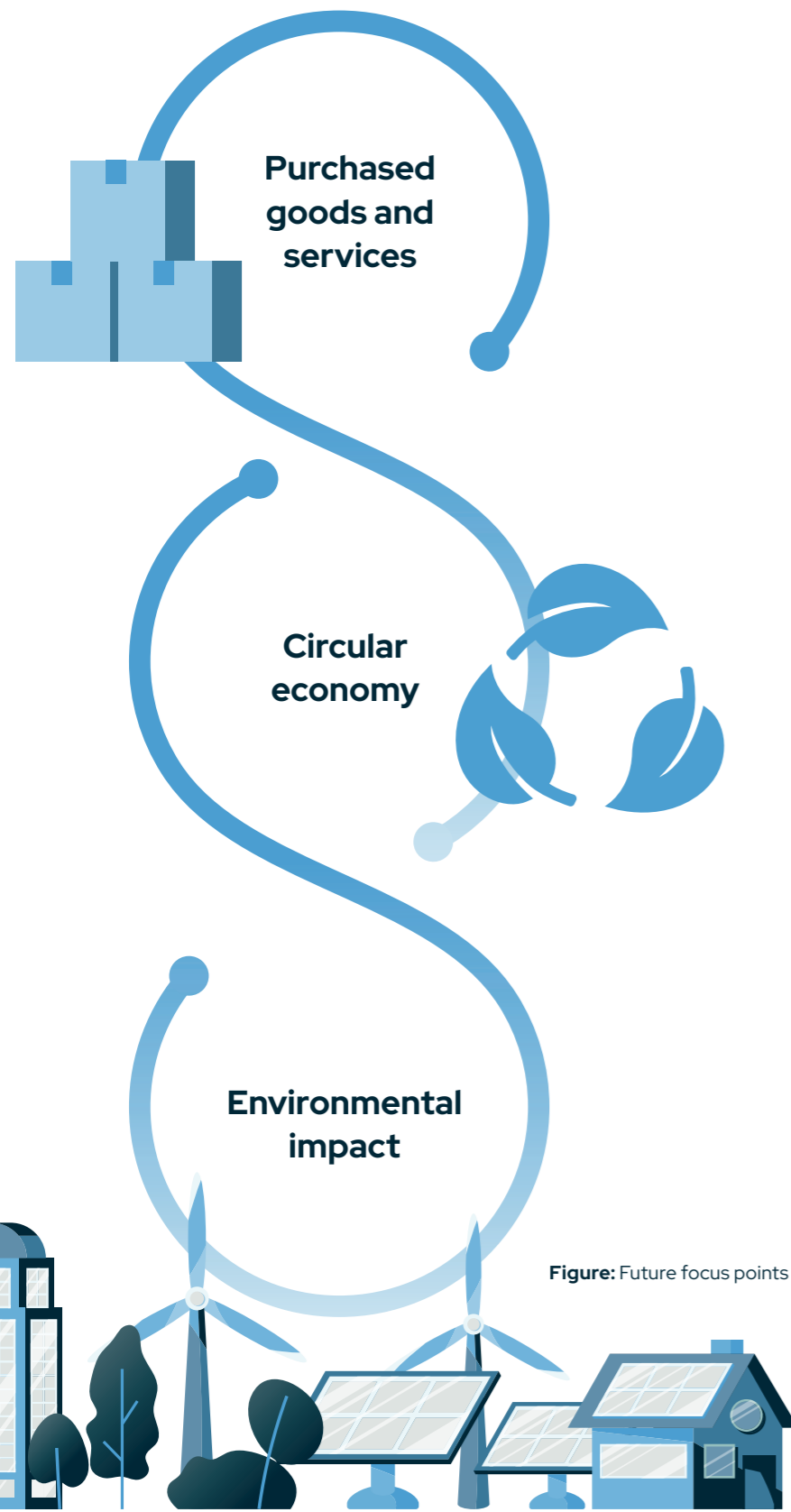


Figure: Future focus points



Community impact

Creating a world where people work with robots, not like robots – While protecting and supporting our communities

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, 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 activities 2023

Odense Sustainability Partnership

Universal Robots is a founding member of the Odense Climate Partnership. The partnership strives to drive the local climate agenda and contribute to making Odense climate neutral by 2030.

For more information, please visit:
odenseklimapartnerskab.dk/

The UR/MiR Scholarship Program for women in engineering

Every year Universal Robots, together with sister company Mobile Industrial Robots A/S ("MiR"), awards the UR/MiR Scholarship for female students in technical or vocational education programs. The scholarship is awarded to encourage women to pursue careers in the robotics industry and to offer a platform for the female role models, who - alongside their studies - proactively work to break assumptions about studying and pursuing a career in STEM. The scholarship has been awarded since 2022, and the recipient receives 30,000 DKK as well as an internship at either Universal Robots or MiR.

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 state funded school which specializes in robotics education.

In 2023, Universal Robots sponsored the Odin Award - the main award at Ignite Odense, a local startup event taking place in November. The award was presented by Universal Robots to a startup company that has achieved extraordinary results.

In 2023, Universal Robots also, together with MiR, sponsored the European Robotics Forum, which was held in Odense in March and organized by the University of Southern Denmark.

Odense Robotics StartUp Fund

Universal Robots, together with top local investors in robotics and big-name commercial organizations, is a part of the Odense Robotics StartUp Fund. The goal is to help develop promising startups to become the next big Danish robot venture. The fund invests money into new robotics startups and gives them the support they need to turn their smart ideas into successful businesses.

Sponsorship of cultural events

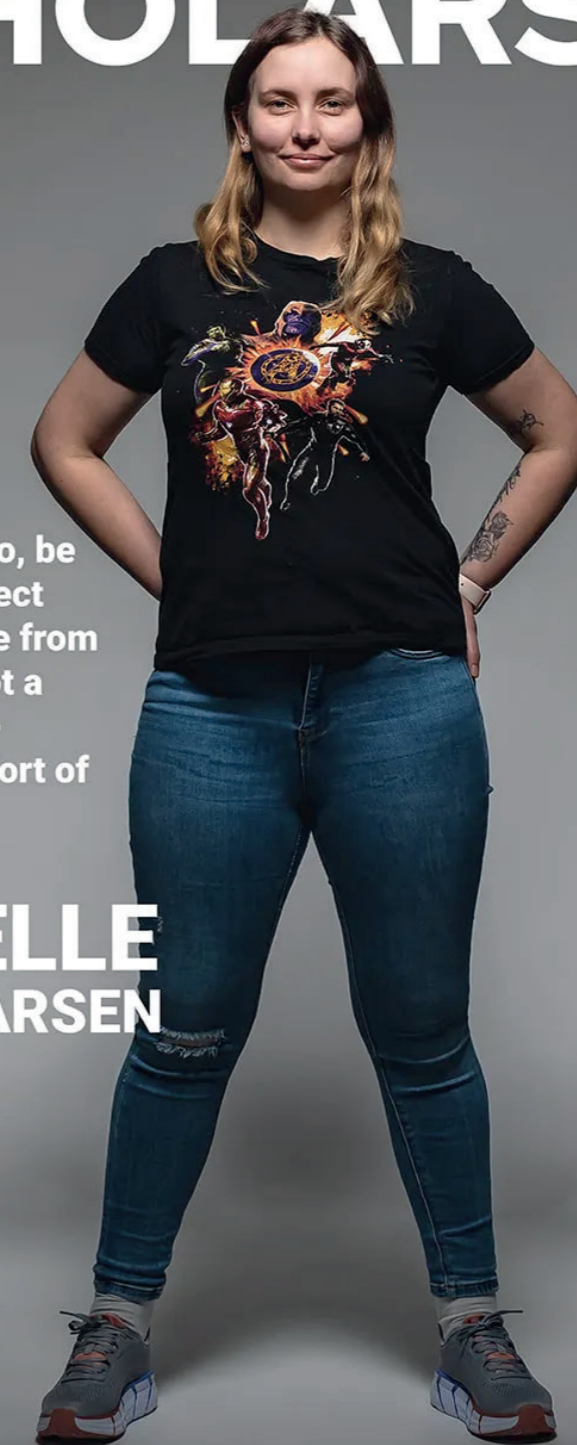
In our headquarters town of Odense, Universal Robots supports the major summer cultural festival, the H.C. Andersen Festivals as well as related activities for local children.

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

THE SCHOLARSHIP 2023



"Whatever you do, be ambitious. Respect the time you take from others. Life is not a zero sum game - neither is the effort of your ambitions"

**MICHELLE
WEBER LARSEN**

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 humancentric, 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.



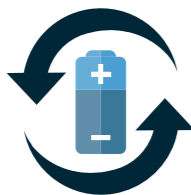
Reshoring



Space saving



Waste reduction



Reduced energy consumption





Contact Us

Please send any questions or comments about this report to:

legal@universal-robots.com

Universal Robots A/S
Energivej 25, 5260
Odense S, Denmark

universal-robots.com/