



green
GLUING

ESG REPORT 2024

Environment Social Governance

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MESSAGE FROM THE CEO



I am a birdwatcher. And I will carry this deep passion inside me for the rest of my life.

When I was 16 years old, I discovered my fascination for birds. Since then, this enthusiasm has never left me. In my passion, I have experienced a lot – from simply identifying birds to learning their songs, to mapping breeding birds as a volunteer for scientific institutions.

But I have also learned a great deal as an ornithologist. Bird flight is based on maximum efficiency, using as little energy as possible. Those who study biodiversity quickly learn to understand relationships, recognize changes, and gain an awareness of the need to continually adapt to changing circumstances. And you quickly understand that we all are connected and that boundaries sometimes only exists on maps.

Robatech is equally involved in an international network. We have numerous points of contacts in society: first and foremost, our customers and our great employees and their families.

Great goals can only be achieved together. Therefore, the following ESG (Environment, Social and Governance) report and the actions derived from it are not a compulsory exercise for Robatech or me, but rather a work we have enjoyed doing and have been pursuing continuously for years.

An ESG report is always just a snapshot of our continuous journey. Our efforts for sustainable business performance, fair and inclusive working conditions and meeting society's expectations are continuous. We will listen to our stakeholders, continue to learn, and improve.

Therefore, it is a great pleasure to present already the second release of our ESG report within 2023. We used the 6 months since the last report to measure actively the Co2 footprint of our products and our company, to establish a supplier sustainability program and last but not least to double our own sustainable energy production.

We at Robatech never forget that our long-term business success depends on the success of all the communities we serve. In this report, I invite you to learn more about the ways Robatech and our worldwide employees are operating in an ever-changing environment for the benefit of all stakeholders. All of our employees are proud to be part of this Robatech journey that we call "**Green Gluing**".



Martin Meier
CEO
Robatech AG

INTRODUCTION TO ROBATECH



700+

employees & partners



80+

countries served



35+

years of compatibility



45+

years of experience

green
GLUING



Innovations



Efficiency



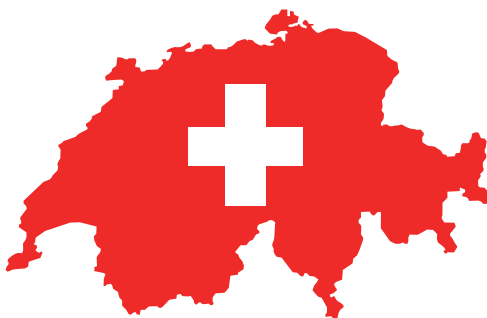
Sustainability



Services

With Green Gluing, we build a bridge between the industrial adhesive application process and fundamental ecological values. Robatech is proud to set a good example.

Martin Meier, CEO Robatech Group



Headquartered in

Switzerland



230 Employees



certification
standard for quality
management systems



certification standard
for environmental
management systems
(EMS)



SMETA 4-pillar
certified factory

1. ROBATECH IN A NUTSHELL



SOCIAL

- 🌱 **Gender and salary equality**
No preference or disadvantage regarding gender
- 🌱 **SMETA – 4-pillars audit**
Audit based on the four pillars of a SMETA
- 🌱 **Accident and illness prevention**
Safety and prevention trainings, supporting staff reintegration
- 🌱 **Compatibility of family and career**
Part-time employment, short block working times, home office
- 🌱 **Well-being at workplaces**
Healthy food and water, standing desks, sport activities
- 🌱 **Active staff participation**
Suggest improvements and share information, regular staff info
- 🌱 **Charity**
Supporting various charitable organizations every year
- 🌱 **Education**
Supporting further education, apprenticeship workplaces

ENVIRONMENTAL

- 🌱 **Green Gluing**
Innovation and efficiency combined with sustainability
- 🌱 **Innovations**
Sustainable products for optimized use of resources
- 🌱 **Safety**
Insulation, automatic filling, special sealing technology
- 🌱 **Internal energy saving**
Energy-insulated buildings, no active cooling at HQ
- 🌱 **Energy production**
Photovoltaic systems produce 80 % of electricity need at HQ
- 🌱 **Academy**
Online trainings, planting a tree for academy participants
- 🌱 **Traveling**
Online meetings, preferring public transport, electric vehicles
- 🌱 **Procurement**
Local suppliers to minimize logistics routes
- 🌱 **Recycling and multiple usage**
Reusable containers, correct recycling and disposal

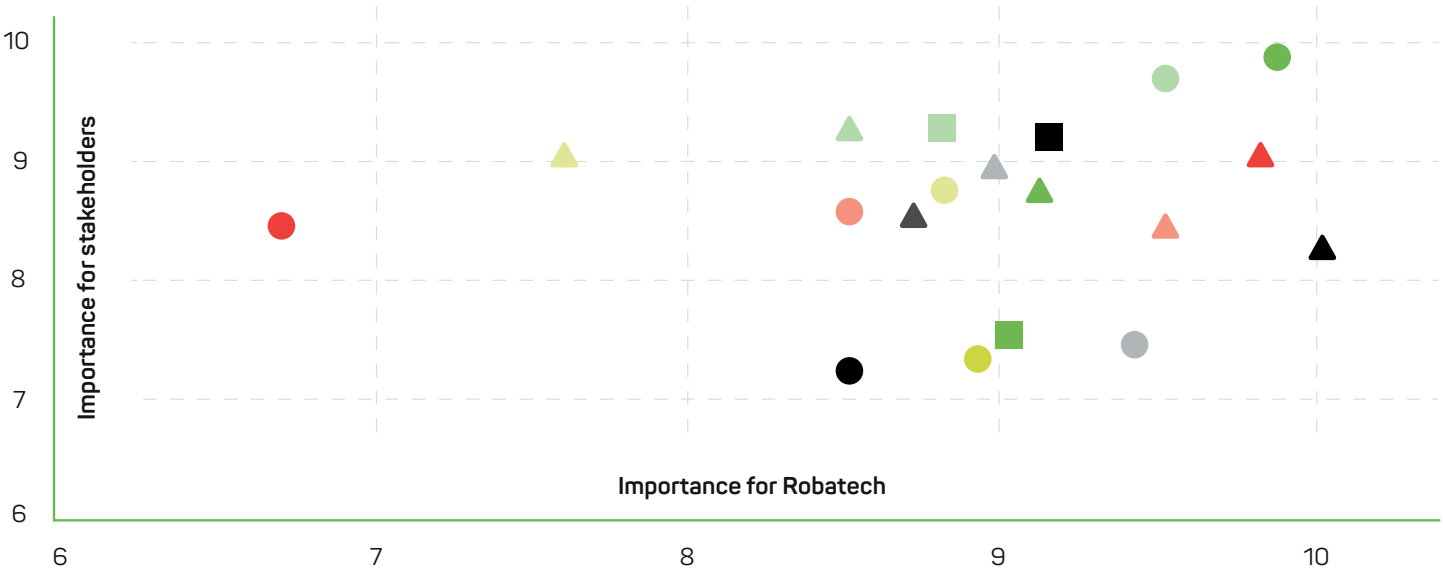
GOVERNANCE

- 🌱 **Code of conduct**
Comply or report, protection, online contact possibilities
- 🌱 **ISO 9001/ISO 14001 certification**
External audit for 20 years, Integrated Management System
- 🌱 **Diversity and inclusion**
Embracing social justice, purpose beyond profit

2. OUR FOCUS

We have focused our reporting on the most significant impacts for our stakeholders and the Robatech Group. We know that priorities and importance might shift with time. Therefore, we will continuously monitor and adjust our priorities without neglecting important actions that are not limited in time.

To illustrate and summarize our ESG detailed report, we use a materiality analysis, and we group the actions and their impact in the table below.



ENVIRONMENTAL

- Saving resources with our innovations
- Safety
- Internal energy saving
- Sustainable energy production
- Online Academy
- Sustainable travelling
- Sustainable procurement
- Recycling and multiple usage

SOCIAL

- ▲ Gender and salary equality
- ▲ SMETA 4-pillars audit
- ▲ Accident and illness prevention
- ▲ Compatibility of family and career
- ▲ Promoting well-being at the workplaces
- ▲ Active staff participation
- ▲ Charity
- ▲ Education

GOVERNANCE

- Code of conduct
- ISO 9001 certification
- ISO 14001 certification
- Diversity and inclusion

3. ESG DETAILED REPORT

3.1 Environmental

i. Green Gluing

We understand “Green Gluing” as innovation and efficiency combined with sustainability. With innovation we secure the future and make sure that our solutions strengthen the competitiveness of our customers. With increased efficiency we lower the operating costs and the use of resources of our products. Our worldwide after sales teams make sure that the equipment of our customers gets the maximum lifetime. All these benefits in combination with the following actions support us on our journey for a top sustainability-oriented company. Detailed information can be found on our webpage.

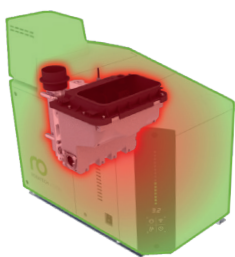
We analyzed and calculated our Corporate Carbon Footprint on Scope 1 – 3 together with a specialized external consultancy group. This will be the base for our quest to set targets to achieve a significant emissions reduction. We are looking forward to this journey.

Our main target is to achieve a Net-zero carbon footprint of our company by 2040.

ii. Saving resources with our innovations

We offer sustainable products and process solutions. Our developments meet high requirements in terms of resource optimization, energy efficiency and savings. Our goal is always to set new standards and to offer possibilities that optimize the use of resources in the industry. Our solutions make a significant contribution to saving electricity, compressed air and adhesives, or using sustainable materials and avoiding defective goods and harmful effects such as vapors. By running these solutions at our many customers’ worldwide, these savings experience an enormous multiplier and contribute significantly to a more sustainable future.

We know the Co2 footprint of our most important products. By measuring these values, we created the base for further improvement even if we already put lots of efforts in the sustainability of our products.



With sophisticated insulation for industry-leading energy efficiency

The Vision melter achieves an outstanding energy balance. The innovative insulation around the melting tank effectively reduces heat radiation to the outside. Compared to Concept series melters, energy consumption is reduced by 25 percent.

Supporting: SDG goal – 9 – Industry, innovation and infrastructure
Supporting: SDG goal – 12 – Responsible consumption and production



iii. Safety

We attach great importance to user, environment and operational safety. We provide CoolTouch insulation and automatic filling systems to avoid the risk of burns, nozzles and special sealing technology to protect against vapors. Our products meet the industry safety standards and they are certified accordingly. Internally, we put great importance on the safety and ergonomics of our workplaces.

Supporting: SDG goal – 3 –
Good health and well-being



iv. Internal energy saving

One of the best forms of sustainability is saving energy. We have installed light sensors and LED technology in all premises at our headquarters. We are consistent in ensuring that our buildings at all locations are energy-insulated, and we deliberately avoid active cooling with air conditioning at our headquarters.

Supporting: SDG goal – 9 –
Industry, innovation and infrastructure
Supporting: SDG goal – 12 –
Responsible consumption and production



v. Sustainable energy production

Sustainable energy production is very important to us. We produce 80 % of the electricity we need at our headquarters in Muri, using our own photovoltaic systems. New company buildings at the subsidiaries, for example in Austria or Turkey, are consistently equipped with photovoltaic systems.

Supporting: SDG goal – 9 –
Industry, innovation and infrastructure
Supporting: SDG goal – 12 –
Responsible consumption and production





vi. Academy

There is no compromise when it comes to the competence of our employees. Especially our service employees are continuously trained to the highest level. We have very consciously switched most of the seminars from physical presence to online trainings. This way, traveling and specifically air traveling has been enormously reduced, and thus our carbon footprint has been greatly and sustainably improved. In addition, Robatech plants a tree for all academy participants who attended a certain number of trainings.

Supporting: SDG goal – 9 –
Industry, innovation and infrastructure
Supporting: SDG goal – 12 –
Responsible consumption and production



vii. Sustainable traveling

We make consistent use of digital meetings worldwide and reduce our business travel to the necessary minimum. We give preference to public transport where available and sensible. We create incentives for our employees to use public transport or electric vehicles (like offering free charging stations for electric cars/bikes).

Supporting: SDG goal – 12 –
Responsible consumption and production



viii. Sustainable procurement

We live and breathe quality. Accordingly, the procurement of components enjoys the highest priority. Wherever possible, we work with local suppliers to minimize logistics routes and the associated use of resources. We refrain from using manufacturing processes that are harmful to the environment and we strive to do the same with our suppliers.

We are well aware that the biggest impact on our corporate carbon footprint is with our suppliers. Therefore, we have established a supplier sustainability program in 2023 to measure and value the different impact levels in our supply chain.

Supporting: SDG goal – 12 – Responsible consumption and production



ix. Recycling and multiple usage

With the longevity of our products, we make a major contribution to the sustainable use of resources. In addition, we consistently use reusable containers at our headquarters. Anything that can no longer be reused is consistently recycled – from waste to metals. We ensure that all materials are disposed of properly.

Supporting: SDG goal – 12 – Responsible consumption and production
Supporting: SDG goal – 14 – Life below water



3.2 Social

i. Gender and salary equality

We believe in and promote gender equality. There is no place for any kind of preference or disadvantage because of gender in the Robatech Group. Our salary structure is externally assessed and the excellent result proves that there is no discrimination.

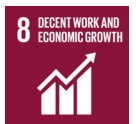
Supporting: SDG goal – 5 – Gender equality
Supporting: SDG goal – 10 – Reduced inequalities



ii. SMETA 4-pillars audit

SMETA is the world's most widely used audit. Businesses use SMETA to understand and make improvements to working conditions and environmental performance in their business and supply chain. Robatech is proud to be audited based on the four pillars of a SMETA audit. The pillars are Labor Standards and Health & Safety, Business Ethics and Environment.

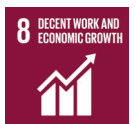
Supporting: SDG goal – 8 – Decent work and economic growth



iii. Accident and illness prevention

Robatech takes its responsibility in the area of accident and illness prevention very seriously. With regular safety and prevention trainings, the employees are instructed about possible risks at their workplace. We offer specific workplaces supporting the reintegration of staff members.

Supporting: SDG goal – 8 – Decent work and economic growth



iv. Compatibility of family and career

We believe that work-life balance is important to our employees. Therefore, Robatech offers part-time employment, short block working times, annual working time allowing to adjust the worktime to the needs of the company and the employees, as well as the opportunity of flexible annual vacation planning. Home office options are available wherever the job profile allows it.

Supporting: SDG goal – 8 – Decent work and economic growth



v. Promoting well-being at the workplaces

Work takes an important part of our lives. At our headquarters, Robatech offers healthy food, water and snacks in the company cafeteria. Fresh apples are provided free of charge. We offer standing desks at most workplaces to encourage a more active office day. There is an outside recreation area that is often used during the warmer parts of the year. Our staff members are engaging in a lot of company supported sport activities such as yoga, biking and lunchtime walks.

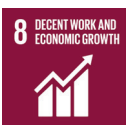
Supporting: SDG goal – 3 –
Good health and well-being



vi. Active staff participation

We encourage our staff members worldwide to actively suggest improvements and share information on all aspects of the company or our cooperation with all stakeholders. With regular staff information on-site and in digital form, we make sure our employees are well informed as we believe in purpose beyond profit.

Supporting: SDG goal – 8 – Decent work and economic growth



vii. Charity

Robatech has an independent charitable foundation supporting people in various difficult situations. Additionally, a notable donation is made by Robatech to various charitable organizations every year.

Supporting: SDG goal – 1 – No poverty



We have chosen to support initiatives where volunteers spend their time helping the homeless, and by providing a decent meal, we ensure that they can focus on giving support to reintegrate into society.

Dominique Schlenk, Robatech ZA

viii. Education

Education is a top priority for the company. We support our staff members to actively invest in further education. Robatech is proud to offer several apprenticeship workplaces in four different professional fields for young people starting their career every year.

Supporting: SDG goal – 4 – Quality education



3.3 Governance

i. Code of conduct

Robatech's code of conduct is part of the employment contract for all employees of the Robatech Group. There is a simple rule: Comply or report. We protect whistleblowers and provide a direct online contact to the highest responsible organs of the company.

Supporting: SDG goal – 16 – Peace, justice and strong institutions



ii. ISO 9001/ISO 14001 certification

Robatech has been externally audited for over 20 years and is certified to ISO certification 9001 (Quality Management System). Since 2019, we added ISO certification 14001 (Environmental Management System) and formed an Integrated Management System (IMS) as a guideline and focus for our efficient and sustainable processes.

Supporting: SDG goal – 12 – Responsible consumption and production
Supporting: SDG goal – 13 – Climate action

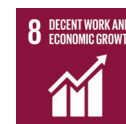


iii. Diversity and inclusion

Recruiting and promotion will never be based on gender, ethnicity, or age. We believe that it is highly beneficial to the company and the society to embrace social justice. Challenging recruiting markets may delay this journey, but we will not lose our focus on it. We have always offered our support to social insurance companies for the integration of employees who have been absent from work for a long time. Robatech is also actively supporting a refugee family.

We believe in a purpose beyond profit, which means inclusion and firsthand information, as well as an open-door policy. We support and encourage open discussions.

Supporting: SDG goal – 8 – Decent work and economic growth
Supporting: SDG goal – 10 – Reduced inequalities



4. OUTLOOK

This is an initial assessment of our actions in ESG. The ESG summary expresses our efforts and what we as Robatech do in our daily business. It describes our mindset and underlines our determination to follow this path and to continuously improve ourselves.

It is important to us to fulfill our responsibility as Robatech Group towards the public and the stakeholders. This happens out of the conviction that we and our employees can and want to make a difference for and together with all stakeholders.

We are committed to consistently improve our products and ourselves as a company in the areas of environmental, social and governance issues. There are very concrete plans for further improvement. We will inform about this in the next update.

We invite you to join us on this journey.



Disclaimer:

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Muri, January 2024 – 2nd edition (this report will be updated periodically)