



green  
GLUING

# Sustainability Report

Robatech 2025

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# 1. GENERAL INFORMATION

## 1.1. Foreword by the CEO



At Robatech, we are driven by a simple yet powerful mission: to enable efficient and sustainable production for our customers. This report reflects not only our progress, but also our values—the belief that environmental responsibility, social equity, and economic success must go hand in hand.

Sustainability is not a side initiative—it is embedded in how we innovate, how we serve, and how we lead. Our modular adhesive application systems are designed for long life, energy efficiency, and minimal environmental impact. But beyond products, it is our people and partnerships that give our sustainability journey meaning and momentum.

Over the past two years, we have strengthened our ESG governance, expanded our sustainability programs, and made measurable strides in reducing our carbon footprint. We know the journey is long. That's why we approach it with humility, transparency, and ambition.

I am proud of the shared commitment of our global team and grateful to our partners, suppliers, and customers for walking this path with us. This third edition of our Sustainability Report is more than a document—it's an open invitation to engage, collaborate, and co-create a sustainable future.

Together, we glue smarter, greener, and better.

**Yves Ottiger**

CEO

Robatech AG

## 1.2. Robatech at a glance



**700+**

employees & partners



**80+**

countries served



**35+**

years of compatibility



**50**

years of experience

**green  
GLUING**



Innovations



Efficiency



Sustainability



Services

*With Green Gluing, we connect innovation in adhesive application with our deep commitment to ecological responsibility. At Robatech, we don't just support sustainability—we strive to lead by example.*

*Yves Ottiger, CEO Robatech Group*



Headquartered in

**Switzerland**



230 employees



Certification standard for  
quality management systems



Certification standard for environmental  
management systems (EMS)

**ecovadis**

Sustainability rating



### Environmental impact

- 100% electricity from renewables
- CO<sub>2</sub> reduction (vs previous year)
  - Energy saved by product innovations



### Social highlights

- Gender balance
- Employee satisfaction score
- Hours of training per employee



### Governance milestones

- ISO certifications
- Ethics trainings completed
- Ecovadis/SMETA results



### 1.3. Business model

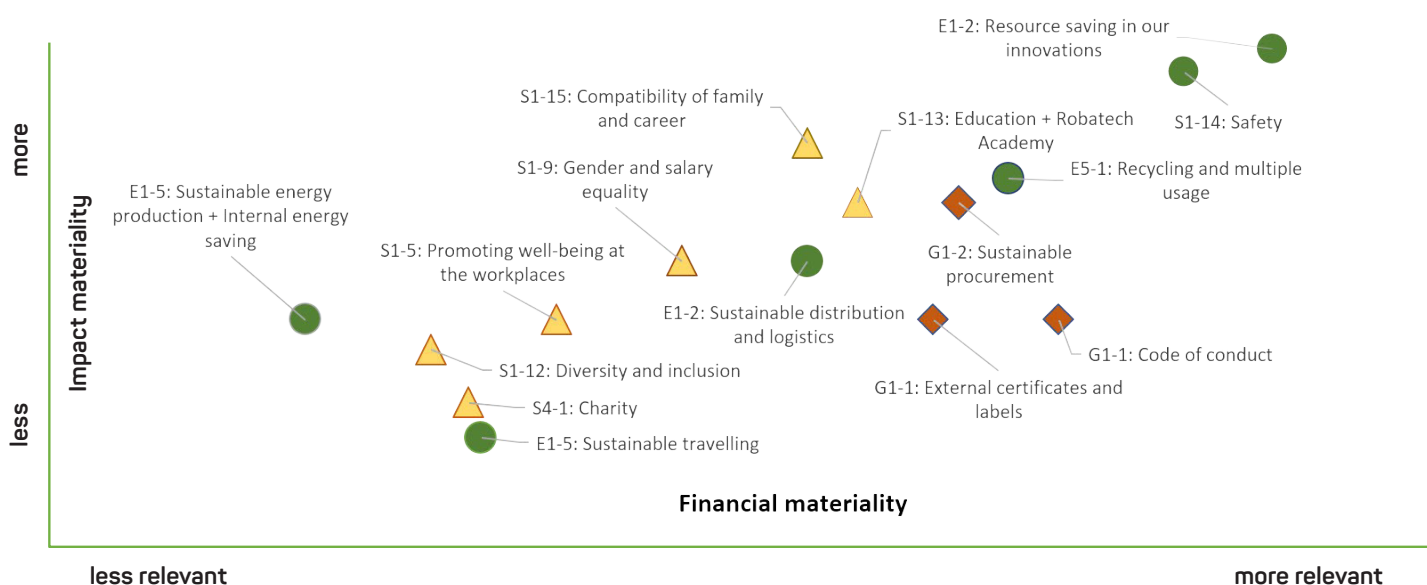
Robatech AG, headquartered in Muri, Switzerland, is a leading global manufacturer of adhesive application systems for industrial use. The group employs over 530 people across 19 subsidiaries, including 230 at the head-quarters. Our extensive global presence is further supported by a network of over 60 strategic partners.

Robatech is privately owned by sole shareholder Marcel Meyer. The Executive Board oversees day-to-day operations, reporting to the Board of Directors.

We develop and manufacture efficient, cost-effective adhesive systems and components tailored to B2B customers. Our holistic offering—combining cutting-edge technology, customer-centric service, and sustainable practices—enables both machine builders and end users to enhance productivity and environmental performance.

Through close collaboration with customers, suppliers, and other key stakeholders, we deliver solutions that meet today's industrial demands while supporting long-term sustainability goals.

### 1.4. Double materiality analysis



Robatech's materiality analysis is informed by strategic goals, stakeholder input, and the factors influencing our carbon footprint. It is based on the double materiality concept:

- **Impact materiality:** How our activities affect the environment and society.
- **Financial materiality:** How environmental and social issues impact our business.

A visual matrix (available in the full report) categorizes key topics by relevance:

- Environmental: Product innovation, energy efficiency, emissions reduction
- ▲ Social: Employee well-being, diversity, work-life balance
- ◆ Governance: Ethics, risk management, compliance

Innovation stands out as a core value at Robatech, driving impact across all three ESG dimensions. Social responsibility plays a vital role in shaping our strategy and daily operations. While this report emphasizes the most material topics, we continue to monitor a broader set of issues through comprehensive internal risk assessments.

## 2. ENVIRONMENTAL INFORMATION

### 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 use of resources of our products. Our worldwide after sales teams make sure that the equipment of our customers gets the maximum lifetime. All the 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 website.

We, as Robatech Group, are firmly committed to reducing our company’s emissions. Since the last report we have been in dialogue with customers, universities and invested in the position of a Sustainability and compliance manager to support all our efforts. We have initiated external reports about our company carbon footprint to identify the most important points of improvement. Through targeted actions, we reduce CO2 emissions and thus support the mitigation of climate change. In a first step we try to achieve a considerable reduction without purchasing emissions certificates. Robatech is taking the biggest possible steps to do its part to meet the 1.5-degree target for global warming. The next steps will be defined in the future reports.

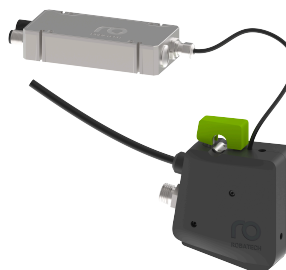
Supported SDG: 9 – Industry, innovation and infrastructure

Supported SDG: 13 – Climate action



### 2.1. Saving resources with our solutions

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 served industries. Our latest generation of solutions make another 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 products. By measuring these values, we created the base for further improvement even if we already put lots of effort into the sustainability of our products.



Supported SDG: 9 – Industry, innovation and infrastructure

Supported SDG: 12 – Responsible consumption and production



## 2.2. Safety

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

Internally, we put great importance on the safety and ergonomics of our workplaces.

Supported SDG: 3 – Good health and well-being



## 2.3. 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.

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



## 2.4. Sustainable energy production

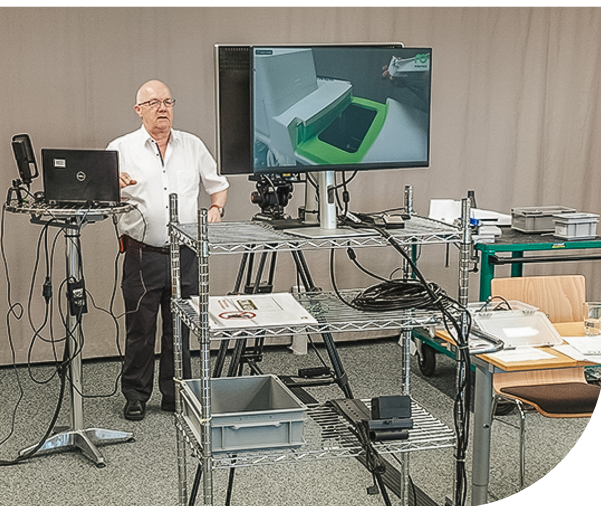
Sustainable energy production is very important to us. We produce 70% of the electricity we need at our headquarters in Muri, using our own photovoltaic systems. The electricity that we buy consists 100% of renewable energy. Consisting mainly of Swiss hydropower and the remaining part is produced from solar, wind and bio-mass energy.

New company buildings at the subsidiaries, for example in Austria, Turkey and the Czech Republic, are consistently equipped with photovoltaic systems.

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



## 2.5. Robatech Academy



There is no compromise when it comes to the competence of our employees. Our sales and after-sales staff are continuously trained to the highest level. We have very consciously switched most of the seminars from physical presence to online training. With that travelling 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 training sessions. At this moment over 200 trees have been planted thanks to this initiative.

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





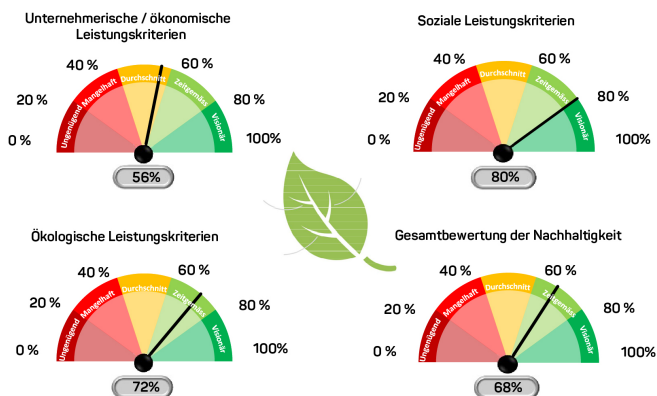
## 2.6. Sustainable travelling

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.

Supported SDG: 12 – Responsible consumption and production



## 2.7. Sustainable procurement



We live and breathe quality. Accordingly, the procurement of the right components enjoys the highest priority. Wherever possible, we work with local suppliers to minimize logistic 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 evaluate the different impact levels in our supply chain.

Supporting: SDG – 12 – Responsible consumption and production



## 2.8. 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 – 12 – Responsible consumption and production  
Supporting: SDG – 14 – Life below water



## 3. SOCIAL INFORMATION

### 3.1. 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 allows no room for discrimination.

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



### 3.2. Sustainability rating

For many years we have voluntarily been audited and achieved the SMETA 4-pillars certification. The pillars in this program are labor standards, health and safety, business ethics and environment. We are currently starting our journey under the Ecovadis program with the target to improve steadily. The inaugural rating was 50 points allowing a "Committed" rating. This underlines our commitment and will to be transparent in our actions.

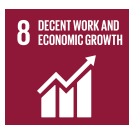
Supporting: SDG – 8 – Decent work and economic growth



### 3.3. Accident and illness prevention

Robatech takes responsibility in the area of accident and illness prevention very seriously. With regular safety and prevention training, the employees are instructed about possible risks at their workplace. We are proud of the fact that over the past 8 years we have been 48% below the average number of cases and 72% below the average number of days lost for comparable companies. We offer specific workplaces supporting the reintegration of staff members.

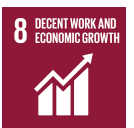
Supporting: SDG – 8 – Decent work and economic growth



### 3.4. 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 and 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 – 8 – Decent work and economic growth



### 3.5. Promoting well-being at the workplace



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

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



### 3.6. 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 as well as staff surveys, we make sure that our employees are heard and well informed as we believe in purpose beyond profit.

Supported SDG: 8 – Decent work and economic growth





### 3.7. 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. "Robatech Cares" is a campaign organised by Robatech employees to actively carry out charitable or environmental protection activities. In the first year over 40 actions involving over 150 staff members from 13 countries were organized.

Supported SDG: 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*

### 3.8. Education

Education is a top priority for the company. We support our staff members to actively invest in further education externally as well as offering internal training opportunities. Robatech is proud to offer several apprenticeship workplaces in several professional fields for young people starting their career every year.

Supported SDG: 4 – Quality education





## 4. GOVERNANCE

### 4.1. Business 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 direct online contact to the highest responsible organs of the company. For Robatech, all types of active or passive corruption and bribery are unacceptable. Any kind of corruption and bribery will not be tolerated. In addition to the internal Code of Conduct, there is a Supplier Code of Conduct and a whistleblower hotline to underpin this principle.

Supported SDG: 16 – Peace, justice and strong institutions



### 4.2. 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 – 12 – Responsible consumption and production  
Supporting: SDG – 13 – Climate action

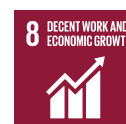


### 4.3. Diversity and inclusion

Recruiting and promotion will never be based on gender, ethnicity, or age. We believe that it is highly beneficial to the company and society to embrace social justice. Challenging recruiting markets may delay this journey, but we will not lose our focus on it. We offer barrier-free access to our building at Robatech headquarters. 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 internal open-door policy. We support and encourage open discussions.

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



## 4.4. Risk management

Taking risks and developing opportunities is part of our daily business. Risks are considered with a regular, comprehensive risk analysis. Risks in the areas of strategy, markets, sustainability, financial risks, political/legal risks and performance risks along the value chain are assessed in detail and measures are derived. This risk management is a task assigned to the Executive Board on behalf of the Board of Directors and is reported to the Board of Directors on a regular basis. The double materiality analysis in this report covers some of the assessed risks.

## 5. OUTLOOK

This third edition of our Sustainability Report is not a conclusion, but a checkpoint. We have made solid progress in areas such as clean energy adoption, safe and inclusive workplaces, and stakeholder transparency. However, we recognize there is more to be done. In the coming two years, we aim to:

- Establish formal greenhouse gas (GHG) reduction targets.
- Deepen our Scope 3 emission tracking and supplier collaboration.
- Launch a global recycling strategy for our product systems.
- Strengthen diversity, equity, and inclusion metrics.
- Further align with ESRS requirements and the Corporate Sustainability Reporting Directive (CSRD).

We remain committed to continuous improvement, open dialogue, and responsible innovation. Sustainability is not just a business goal—it is a mindset shared across our entire organization.

Thank you for your continued trust and engagement.

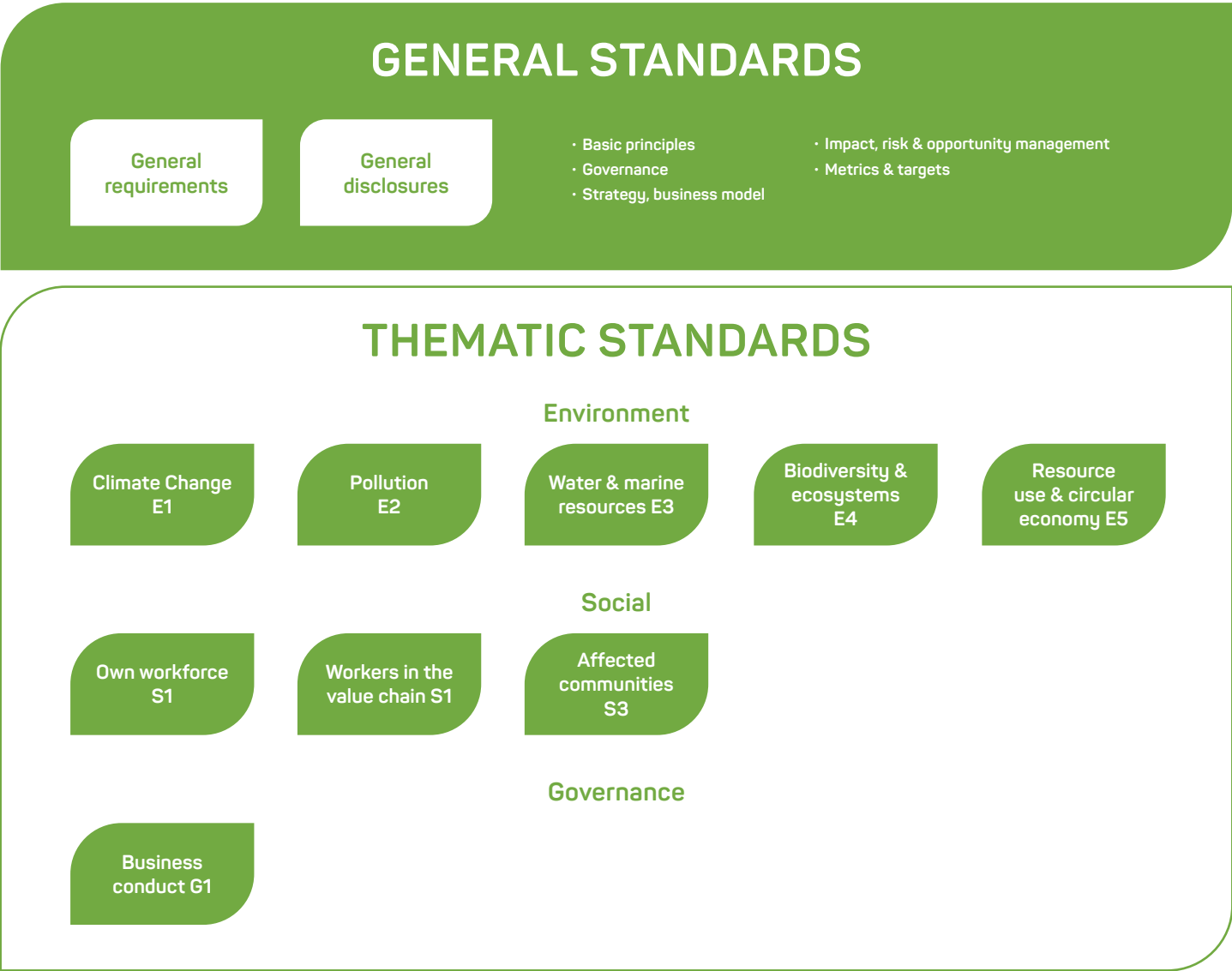
# 6. ESRS ANNEX

The European Sustainability Reporting Standards (ESRS) are mandatory disclosure standards for companies subject to the Corporate Sustainability Reporting Directive (CSRD) of the European Union. The CSRD thresholds (a balance sheet total exceeding €25 million, a net turnover exceeding €50 million, or an average of more than 250 employees) determine which companies are subject to sustainability reporting requirements. They aim to standardize and enhance the transparency of environmental, social, and governance (ESG) reporting, ensuring consistent, comparable, and reliable information for all stakeholders.

While Switzerland as the home base of Robatech is not part of the European Union, ESRS standards cover and exceed the Swiss regulations.

The following annex of this sustainability report is based on the European Sustainability Reporting Standards.

## 6.1. Structure of the ESRS



## 6.2. Glossary

A	Actions	IRO	Impact, risk, opportunity
BP	Basic principle	MDR	Minimum disclosure requirement
CSRD	Corporate Sustainability Reporting Directive	P	Policies
ESRS	European Sustainability Reporting Standards	SBM	Strategy, business model
GOV	Governance	T	Targets
HQ	Headquarters		

## 6.3. Data

General requirements	Basic principles	ESRS-Index
General principles for the preparation of the sustainability statements	This report is covering Robatech Muri, Switzerland as the prime production site of the Robatech group. Other subsidiaries are considered only when specifically mentioned in the report. Report data as per 31.12.2024.	BP – 1
Disclosure relating to specific circumstances	Robatech accepts no liability for the content of this report. It has been prepared with the information available and in good faith. Values may be rounded to the nearest 1 and calculated as accurately as possible. It is the intention to comply with the ESRS regulations to the best of our ability. Where data for information is not available or incomplete, an attempt is made to disclose comparable values.	BP – 2

	Governance	ESRS-Index
The role of administrative, management and supervisory bodies	Robatech AG is a leading manufacturer of adhesive application systems for industry with headquarters in Muri AG. The Robatech Group employs over 530 people at 19 subsidiaries, 230 of whom are based in Muri. The Robatech Group is 100% owned by the sole shareholder Marcel Meyer. Operational management is carried out by the Executive Board under the supervision of the Board of Directors.	GOV – 1
Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	The sustainability performance targets are proposed by the sustainability team to the Executive Board, which approves them. Performance monitoring of the sustainability targets is delegated to the sustainability team, which provides information on target achievement at least once a year to the Executive Board and the Board of Directors.	GOV – 2
Integration of sustainability-related performance in incentive schemes	The inclusion of sustainability-related performance in the incentive systems is currently not implemented at Robatech, or only for individuals.	GOV – 3



	Governance	ESRS-Index
Statement on due diligence	As part of the annual review of the sustainability targets and the biennial update of the sustainability report, the targets and metrics are reviewed and redefined. This is carried out in cooperation between the Board of Directors, the Executive Board and the sustainability team of Robatech.	GOV – 4
Risk management and internal controls over sustainability reporting	The Sustainability Report of Robatech AG is approved by the Executive Board. The report is prepared by the sustainability team based on the guidelines in accordance with OR 964 and the ESRS standards.	GOV – 5

	Strategy	ESRS-Index
Strategy, business model and value chain	Robatech optimizes industrial hot melt and cold glue applications with sustainable and innovative adhesive application systems. Mission statement of Robatech: We offer companies the most reliable and innovative adhesive application technologies with the best service worldwide. This enables our customers to manufacture their products sustainably and efficiently. Customers and their needs, an innovative product portfolio and our employees are at the heart of our strategy. These pillars will ensure our strategic growth target in the long term.	SBM – 1
Interests and views of stakeholders	Robatech actively and purposefully engages with the various stakeholders and their requirements. The focus is on employees and our customers, whose opinions and input are actively sought on a regular basis. We also actively seek and maintain close cooperation with suppliers, as well as financial institutions, authorities and cantonal representatives.	SBM – 2
Material impacts, risks and opportunities and their interaction with strategy and business model	Robatech operates successfully in a competitive market. It is of the utmost importance that the risks of the company and our customers are covered in the best possible way. We are aware of our responsibility as a supplier of a central component in the production process of our customers and make great efforts in the area of quality, promote the efficiency of our systems through regular support and offer fast, competent support in the event of an incident, true to our vision: "We facilitate the production process". We are close to our customers and try to meet needs and risks with solutions at an early stage.	SBM – 3

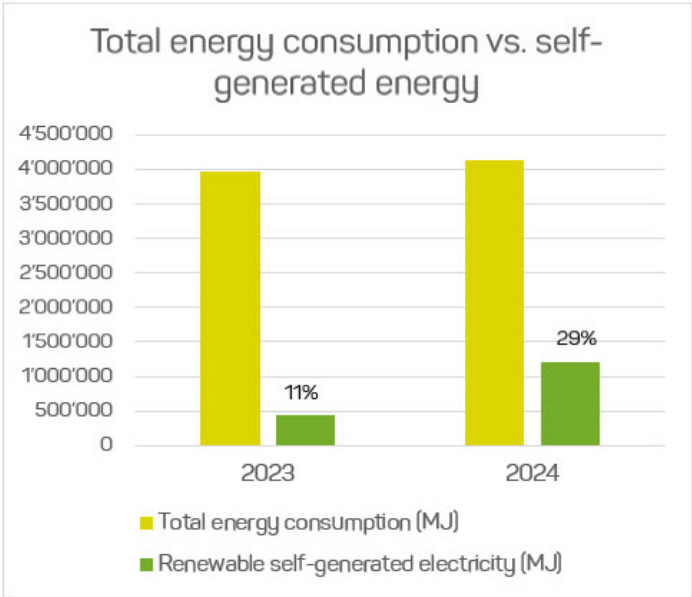
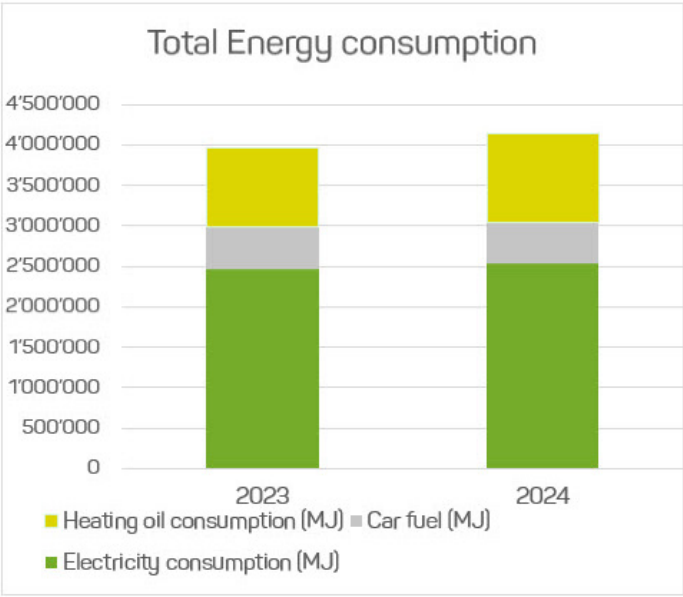
	Impact, risk, opportunity management	ESRS-Index
Description of the processes to identify and assess material impacts, risks and opportunities	Taking risks and developing opportunities is part of our daily business. Risks are taken into account with a regular, comprehensive risk analysis. Risks in the areas of strategy, markets, sustainability, financial risks, political/legal risks and service provision risks are assessed in detail and measures are derived. This risk management is a task assigned to the Executive Board on behalf of the Board of Directors and is reported to the Board of Directors on a regular basis.	IRO – 1
Disclosure requirements in ESRS covered by the undertaking's sustainability statement	This report covers the relevant information on this topic.	IRO – 2

	Metrics & targets	ESRS-Index
Policies adapted to manage material sustainability matters	The sustainability report is updated every two years. The annual targets are set by the sustainability team on behalf of and for submission to the Executive Board. This is part of the annual target-setting process. An employee survey is conducted every two years, the results of which are evaluated in a target-oriented manner.	MDR – P
Actions and resources in relation to material sustainability matters	This report covers the relevant information on this topic.	MDR – A
Tracking effectiveness of policies and actions through targets	The annual sustainability targets are defined and monitored in document IMS-1303 in the Integrated Management System.	MDR – T

## Thematic standards

Environment	Climate change	ESRS-Index
Transition plan for climate change mitigation	Robatech supports the goals of climate protection with conviction. In particular, the focus is on reducing emissions within the Group and achieving maximum efficiency in the use of the systems over their entire life cycle.	E1 – 1
Policies related to climate change mitigation and adaptation	Due to the longevity of Robatech systems, the highest value is placed on energy efficiency and resource-saving application options in use. The impact of the systems has been and will continue to be minimized with innovative solutions. In the area of internal influencing factors, significant investments have been/are being made in photovoltaic systems. Active nearshoring from suppliers to production plants is also being pursued. Raising awareness among all Group employees is a constant approach.	E1 – 2
Actions and resources in relation to climate change policies	All new products are checked for sustainability aspects at the design, production and disposal stage of the development process. Particular attention is paid to the areas of "operation" and "maintenance", as this is where the greatest influencing factors such as energy efficiency and savings on adhesives can be expected. The continuous expansion of photovoltaic systems in the plants is also intended to bring about an improvement in connection with the switch to energy-efficient lighting and vehicles.	E1 – 3
Targets related to climate change mitigation and adaptation	At the moment, Robatech has not yet set any greenhouse gas (GHG) reduction targets. We know where we stand, have implemented initial measures and want to set our targets based on the next values achieved. We are critical of the purchase of climate protection certificates and are initially trying to reduce our GHG emissions to the minimum necessary for our operations.	E1 – 4

Energy consumption and mix	2023	2024	E1 - 5
Purchased electricity (MJ)	2'039'040	1'735'488	
Renewable self-generated electricity (MJ)	435'456	1'214'208	
Returned electricity (MJ)	-9'792	-412'128	
Total electricity consumption (MJ)	2'464'704	2'537'568	
% renewable self-generated electricity	21%	70%	
Heating oil consumption (liters)	24'074	26'726	
Heating oil consumption (MJ)	987'034	1'095'766	
Car fuel (liters)	16'178	15'830	
Car fuel (MJ)	517'696	506'560	
Business related flights (CO2 t)	69'992	215'603	
Results allow only a limited comparison due to alternating trade fairs and a change in the calculation model of the data provider.			
Electricity consumption (MJ)	2'464'704	2'537'568	
Car fuel (MJ)	517'696	506'560	
Heating oil consumption (MJ)	987'034	1'095'766	
Total energy consumption (MJ)	3'969'434	4'139'894	
% self-generated energy	11%	29%	



GHG-Emissions by scopes and total	2022	2024	E1 - 6
CO <sub>2</sub> e - Scope 1 (t)	65		
CO <sub>2</sub> e - Scope 2 (t)	24		
CO <sub>2</sub> e - Scope 3 (t)	3'956		
Total CO <sub>2</sub> equivalent	4'045		



Climate change mitigation		ESRS-Index
GHG removals and GHG mitigation projects financed through carbon credits	No CO2 credits are currently being purchased. Robatech focuses on the reduction of GHG emissions.	E1 – 7
Internal carbon pricing	No internal CO2 pricing is practiced.	E1 – 8
Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Potential financial effects and risks are assessed as part of the regular risk analysis. No significant ones have been identified at present.	E1 – 9

Pollution		ESRS-Index
Policies related to pollution	Very few polluting substances are used in the provision of Robatech's services. Any harmful substances used in production are stored separately, labeled, stored and professionally disposed. Necessary data sheets are made available digitally and centrally. In the logistics chains (Scope 3, upstream and downstream), emphasis is placed on low greenhouse gas emissions wherever possible. There is an actively supervised supplier audit for suppliers with regard to sustainability issues. Robatech is committed to strict compliance with local legislation worldwide.	E2 – 1

Pollution		ESRS-Index
Actions and resources related to pollution	The risk analysis shows no serious potential risk of environmental pollution. The applicable safety and handling regulations are complied with.	E2 – 2
Targets related to pollution	The risk analysis shows no serious potential risk of environmental pollution. The applicable safety and handling regulations are complied with.	E2 – 3
Pollution of air, water and soil	The risk analysis shows no serious potential risk of environmental pollution. The applicable safety and handling regulations are complied with.	E2 – 4
Substances of concern and substances of very high concern	Robatech does not produce any substances of concern. Robatech uses these substances as minimally as possible. There is an annual assessment of these products and a constant reduction of utilization of these products.	E2 – 5
Anticipated financial effects from material pollution-related risks and opportunities	Robatech does not recognize any expected financial impact in connection with environmental pollution.	E2 – 6

Water and marine resources		ESRS-Index
Policies related to pollution	Very few polluting substances are used in the provision of Robatech's services. Any harmful substances used in production are stored separately and labeled accordingly. Necessary data sheets are made available digitally and centrally. In the logistics chains (Scope 3, upstream and downstream), emphasis is placed on low greenhouse gas emissions wherever possible. There is an actively supervised supplier audit for suppliers with regard to sustainability issues. Robatech is committed to strict compliance with local legislation worldwide.	E3 – 1
Actions and resources related to water and marine resources	No specific measures are necessary in this area.	E3 – 2
Targets related to water and marine resources	No specific targets are set in this area.	E3 – 3

Water consumption	2023	2024	E3 – 4
Water consumption (m3)	1'617	2'331	
Anticipated financial effects from material water and marine resources-related risks and opportunities	Robatech does not recognize any expected relevant effects in this context.		E3 – 5

Biodiversity and ecosystems		ESRS-Index
Biodiversity and ecosystems	A high level of biodiversity and healthy ecosystems are of the utmost importance for the environment. However, the influence of and on Robatech in this respect is negligible, so that a detailed analysis is not carried out here.	E4

Resource use and circular economy		ESRS-Index
Policies related to resource use and circular economy	Robatech consistently minimizes the use of resources in the development, production and customer use of its systems. We achieve a high level of resource efficiency in all entities at all levels. These steps are supported by individual projects. Recyclable materials are consistently recycled. A holistic recycling concept for all Robatech systems is still pending due to the heterogeneous global requirements and possibilities.	E5 – 1

Resource use and circular economy		ESRS-Index
Actions and resources related to resource use and circular economy	The efficient use of resources helps to reduce costs. Thanks to the modularity and combinability of its components, as well as a global service network, Robatech has made the longevity of its products possible for decades, thereby saving resources. The concept of recycling also runs from the specifications of a new product through to packaging that is as plastic-free as possible and proper disposal. A holistic recycling concept for all Robatech systems is still pending due to the heterogeneous global requirements and possibilities.	E5 – 2
Targets related to resource use and circular economy	Targets for the individual components are defined in the specifications. The focus here is always on reducing energy consumption and optimizing adhesive consumption. Various energy-saving projects have been implemented. The reduction of paper consumption will be targeted as soon as international legislation permits the use of digital operating instructions.	E5 – 3
Resource inflows	Resource inflows are currently not monitored.	E5 – 4
Resource outflows	Resource outflows are currently not monitored.	E5 – 5
Anticipated financial effects from material resource use and circular economy-related risks and opportunities	We do not see any significant risks or opportunities in connection with the use of resources and the circular economy in the short to medium term.	E5 – 6

Own workforce		ESRS-Index
Policies related to own workforce	Robatech's employees are of central importance. Their motivation and innovative strength make the difference. Accordingly, Robatech makes great efforts to offer its employees an appreciative, supportive and positively challenging working environment. Ethically correct conduct is important to us. The global Code of Conduct provides basic guidelines in this regard.	S1 – 1

Own workforce		ESRS-Index
Processes for engaging with own workforce and worker's representatives about impacts	Employees are informed about current topics at least 4 times a year at employee information meetings. Employees are free to ask questions on topics or request additional information. Each employee information session ends with a question-and-answer session. Strategy work is carried out jointly by the Executive Board and management staff. All Group employees are surveyed every two years by means of an anonymous employee survey. Robatech is not subject to a collective labor agreement (CLA) and there is no constituted employee representation.	S1 – 2
Processes to remediate negative impacts and channels for own workforce to raise concerns	There is a whistleblower reporting office where potential grievances can be reported. Whistleblowers are guaranteed comprehensive protection.	S1 – 3
Taking actions on material impacts on own workforce, and approaches to managing material risks and pursue material opportunities related to own workforce, and the effectiveness of those actions	Robatech's attractiveness as an employer is key to attracting and retaining the right talent. In addition to good working conditions and personal growth opportunities, open communication and the existence of a "purpose beyond profit" are important. Great importance is attached to feedback from the employee survey.	S1 – 4

Own workforce	2022	2025	ESRS-Index
<b>Workforce related targets</b>	5.27	5.34	S1 – 5
Average rating of the question "I like working for Robatech" with a value above 5 (1 = the worst rating; 6 = the best rating)			

Characteristics of the undertaking's employees		2023	2024	S1 – 6
"Number of employees Ro group (FTE)"	Total	476	493	
Number of employees Ro Switzerland (HQ) (FTE)	Total	209	209	
	male	164	159	
	female	45	50	
Number of employees leaving (HQ)		9	9	
Employee turnover (HQ)		4%	4%	
Characteristics of non-employees in the undertakings own workforce	In order to meet production peaks, temporary employees are hired for a fixed period of time. These employees are normally provided with Robatech employment contracts.			S1 – 7
Collective bargaining coverage and social dialogue	Robatech operates in a free-market economy and is committed to fair pay. No collective agreement is necessary, as the right talent can only be employed with fair pay. Voluntary bonus payments were often made to employees in the event of positive business performance.			S1 – 8

## Own workforce

Diversity parameters		2023	2025	S1 – 9
Executive board of Directors (HQ)	Total	7	7	
	male	7	6	
	female	0	1	
Management Team (HQ)	Total	33	32	
	male	29	26	
	female	4	6	
Age group (Number of employees at HQ)	Total	232	231	
	< 30 years	34	39	
	30 - 50 years	102	106	
	> 50 years	96	86	
Gender (Number of employees at HQ)	Total	232	232	
	male	172	166	
	female	60	66	

Adequate wages	Robatech operates in a free-market economy and is committed to fair pay. No collective agreement is necessary, as the right talent can only be employed with fair pay. Voluntary bonus payments were often made to employees in the event of positive business performance.	S1 – 10
Social protection	Robatech complies with all legal requirements in the area of social protection. In many cases, the insurance cover for employees is significantly better than required by official regulations.	S1 – 11
Persons with disabilities	No employees with strong disabilities are currently employed. In cooperation with the disability insurance company, several employees from outside the Robatech group have been retrained in the past and assigned new tasks that can be performed without disabilities.	S1 – 12



Own workforce		ESRS-Index		
Training and skills development		2023	2024	S1 - 13
Number of trainees (HQ)	Total	10	15	
	male	6	6	
	female	4	9	
External education days by Ro employees		n.a.	197	
External training paid for by Ro (HQ) (in thousand CHF)		88	100	
Internal training (Ro online Academy at HQ, groupwide audience)	Events	14	14	
	Training days	50	40	
	Number of attendees	362	498	
	Number of countries	37	43	
	Total education days	931	1267	
Health and safety metrics		2023	2024	S1 - 14
Work-related injury cases (HQ)	Number	3	5	
	Days lost	0	19	
Work-life balance metrics		2023	2024	S1 - 15
Family-related leave (HQ)	Number	165	134	
	male	135	93	
	female	30	41	
	Number of days	145	128	

Own workforce		ESRS-Index
Remuneration metrics	This data is not currently collected. Evaluations by cantonal authorities (salary structure survey) have not revealed any significant differences.	S1 – 16

Own workforce		ESRS-Index
Incidents, complaints and severe human rights impacts	No corresponding complaints were identified.	S1 – 17

General disclosures		ESRS-Index
Processes for the workforce in the value chain	Robatech's suppliers are required to sign a code of conduct that enables ethically correct procurement. In addition, the suppliers carry out a self-assessment with regard to sustainability issues with the aim of continuous improvement	S2 – 1
Processes for engaging with value chain workers about impacts	There is no direct influence with an impact	S2 – 2
Processes to remediate negative impacts and channels for value chain workers to raise concerns	There are no such channels established.	S2 – 3

General disclosures		ESRS-Index
Taking action on material impact on value chain workers, and approaches managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	We have not identified any significant opportunities or risks or the need to take any measures	S2 – 4
Targets related to managing material negative impact, advancing positive impacts, and managing material risks and opportunities	After the roll-out phase of the suppliers' self-assessment with regard to sustainability issues, targets are formulated	S2 – 5

Affected communities		ESRS-Index
Significant impact on affected communities	There is no significant impact on affected communities	S3

Consumers and end-users		ESRS-Index
Policies related to consumers and end-users	Robatech produces cost-efficient adhesive application systems and components for the B2B sector. Combined with impeccable service, a total package is offered that supports customers (machine builders and end customers) in their production and sustainability efforts. Close cooperation with customers, suppliers or other important stakeholders leads to targeted solutions.	S4 – 1
Processes for engaging with customers and end-users about impact	Cooperation with customers is always close in the area of capital goods. Customers are supported by Robatech experts throughout the entire process with regard to performance, efficiency and risks. Customer requirements are given priority in new developments.	S4 – 2
Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Robatech works very closely with customers. All customers can express any concerns at any time via the existing channels.	S4 – 3

Consumers and end-users		ESRS-Index
Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of these actions	The most effective levers in terms of cost efficiency lie in the area of energy savings and optimal adhesive consumption. In this respect, Robatech works closely with all stakeholders to offer customers the ideal solution. These measures, combined with the longevity of the products and the comprehensive service, offer a very sustainable overall product.	S4 – 4
Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	The individual objectives for achieving the results in accordance with S4-4 are defined on a project-specific basis in the specifications and functional specifications for new developments.	S4 – 5
Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Robatech works very closely with customers. All customers can express any concerns at any time via the existing channels.	S4 – 6

Business conduct		ESRS-Index
Business conduct policies and corporate culture	Robatech attaches great importance to its corporate culture. This is defined in relevant strategy documents such as the Code of Conduct and Vision/Mission/Values. We consider external certifications (ISO 9001/14001) and labels (Ecovadis) as important guidelines. Great importance is attached to involving employees at all levels and communicating these values. Robatech pursues a dedicated strategy for compliance with all laws.	G1 – 1

Consumers and end-users			ESRS-Index
Management of relationship with suppliers	Robatech is working in partnership with its suppliers. The rules of cooperation are defined in a supplier code of conduct. The sustainability efforts of suppliers are also regularly measured in a self-declaration.		G1 – 2
Prevention and detection of corruption and bribery	For Robatech, all types of active or passive corruption and bribery are unacceptable. Any kind of corruption and bribery will not be tolerated. In addition to the internal Code of Conduct, there is a Supplier Code of Conduct and a whistleblower hotline to underpin this principle.		G1 – 3
Incidents of corruption and bribery	2023	2024	G1 – 4
No of cases	0	0	
Political influence and lob-bying activities	No political influence or lobbying activities are pursued.		G1 – 5
Payment practices	Robatech strictly adheres to agreed payment terms and does not differentiate between different supplier groups in this respect.		G1 – 6





**Disclaimer:**

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Muri, June 2025 – this summary will be updated periodically.