

2025 Corporate Social Responsibility Report

Published June 2026



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This CSR report is an integral part of management’s review in the annual report for 2025 for Teradyne Robotics A/S (Danish company registration No. 29 13 80 60).

The CSR report is the statement of the Corporate Social Responsibility cf. Section 99b and statement on data ethics cf. Section 99d of the Danish Financial Statement Act.

Information and data referenced in the report cover the group for the period of January 1, 2025, to December 31, 2025.

In addition to the content in this report for the Teradyne Robotics Group, our parent company – Teradyne, Inc. (“Teradyne”) is a U.S. publicly traded company with a global CSR program that covers Teradyne Robotics A/S and its global subsidiaries. For more information on Teradyne’s CSR practices and programs, visit www.teradyne.com/company/corporate-social-responsibility/



A message from our Group President

As we have entered 2026, I am energized by the momentum, purpose, and possibility that define Teradyne Robotics today. Leading this organization is an honor, and I am inspired every day by the people, partners, and customers who are shaping the future of automation with us.

Around the world, businesses continue to face rapid change. Consumer expectations shift, supply chains evolve, and industries are being redefined at unprecedented speed. One thing has become crystal clear: robot automation is now a strategic necessity for companies that want to stay competitive, resilient, and ready for what comes next.

At Teradyne Robotics, we are meeting this moment with strength and ambition. The collaborative robots of Universal Robots and the autonomous mobile robots of MiR empower thousands of businesses every day from small manufacturers to global enterprises. Together with our exceptional partner network, we are building a new industrial era grounded in human-centered innovation, sustainability, and operational excellence.

Automation is not just about productivity, it's about people. Our technologies help companies overcome labor shortages, reshore production, and create safer, more fulfilling workplaces. Robots are enabling teams to focus on higher value tasks, unlocking new opportunities for growth and creativity.

At Teradyne Robotics, our commitment to Corporate Social Responsibility is woven into every aspect of our business. We believe that innovation and operational excellence must go hand in hand with ethical governance, respect for human rights, and environmental stewardship.

This report details our progress and ambitions in areas such as sustainability, diversity and inclusion, data ethics, and community engagement. As we continue to grow and lead in automation, we remain dedicated to creating value not only for our customers and partners, but also for our employees, society, and the planet.

Jean-Pierre Hathout

**President of the Teradyne
Robotics Group**



About Teradyne Robotics solutions

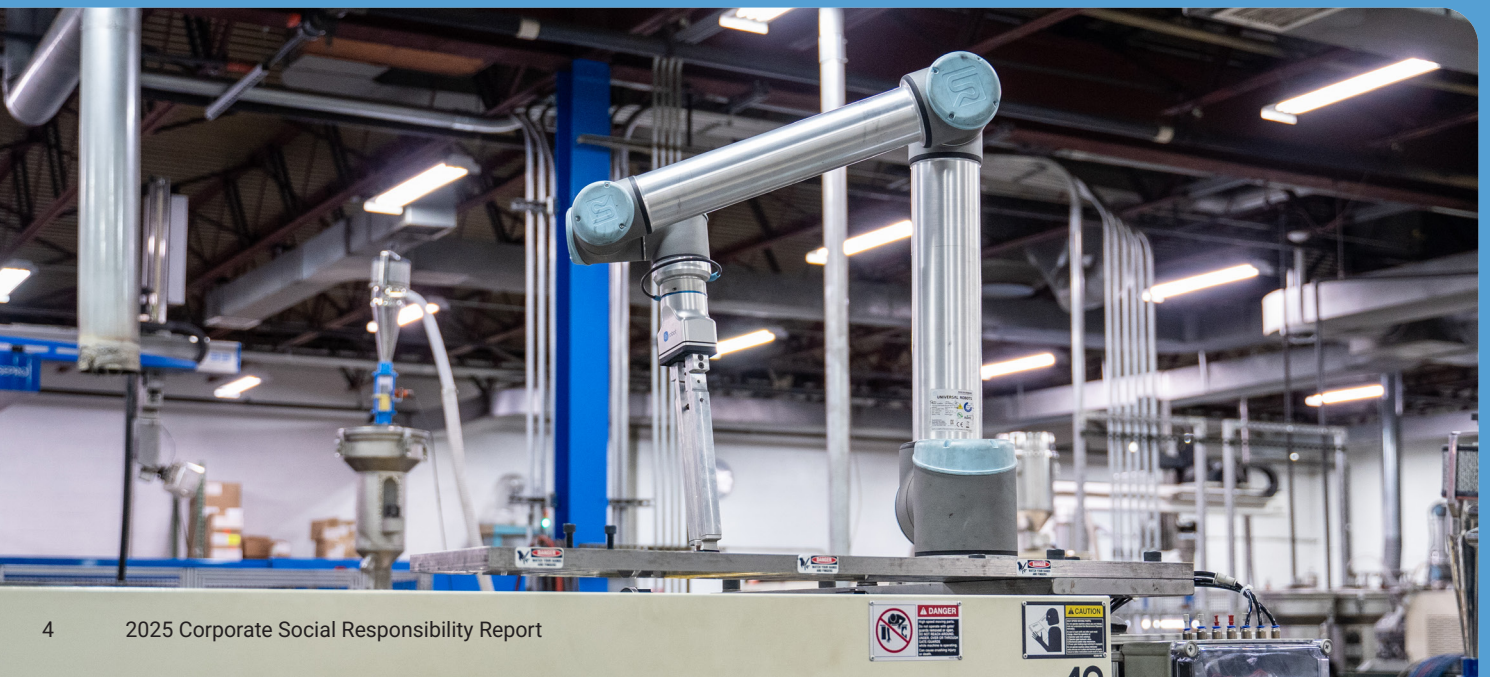
Teradyne Robotics A/S (“Teradyne Robotics”) is a global leader in advanced robotics, dedicated to revolutionizing manufacturing processes through innovation in collaborative and mobile robotic technology. Teradyne Robotics companies, Universal Robots A/S and Mobile Industrial Robots A/S empower businesses of all sizes to enhance operational efficiency by integrating the power of machines with human talent. Our comprehensive range of solutions enables companies to optimize manufacturing processes, leading to improved product quality, and increased productivity, while greatly improving worker safety.

Teradyne Robotics has offices in the USA, Germany, France, Spain, Italy, UK, China, Taiwan, India, Japan, South Korea, and Mexico, and more than 1,000 employees worldwide.

Universal Robots A/S (“Universal Robots” or “UR”)

Universal Robots is a global leader in collaborative robotics (cobots), used across a wide range of industries. Its mission is simple: Automation for anyone. Anywhere. With over 100,000 cobots sold worldwide, UR’s user-friendly platform is supported by intuitive PolyScope software, award-winning training, comprehensive services, and the world’s largest cobot ecosystem, delivering innovation and choice to customers.

For more information, please visit www.universal-robots.com





Mobile Industrial Robots A/S (“Mobile Industrial Robots” or “MiR”)

Mobile Industrial Robots (MiR) develops and manufactures a comprehensive fleet of advanced, flexible, and easy-to-deploy autonomous mobile robots (AMRs) designed to automate internal logistics and optimize material handling for a wide range of payloads, including pallets. By integrating AI and cutting-edge technology, MiR provides an end-to-end automation solution with full-service support to ensure seamless implementation. Headquartered in Odense, Denmark, with offices worldwide, MiR serves businesses of all sizes, across industries such as manufacturing, logistics, and healthcare.

For more information, please visit <https://mobile-industrial-robots.com/>

Teradyne Robotics A/S (“Teradyne Robotics”)

In 2015, Teradyne Inc. acquired Universal Robots, and in 2018 their Robotics Division was expanded with Mobile Industrial Robots. Today, both companies are legally consolidated under Teradyne Robotics A/S, but continue also to operate independently under their separate names. Their headquarters is located in Odense, Denmark.

Timeline

2005

Universal Robots is founded

2013

Mobile Industrial Robots is founded

2008

First collaborative robot sold

2015

The first MiR100 robots were produced and sold

Teradyne, Inc. acquires Universal Robots

2018

Universal Robots introduces the new e-Series
Teradyne, Inc. acquires Mobile Industrial Robots

2020

MiR launched the highly adaptable and flexible MiR250

2022

UR/MiR new headquarters groundbreaking
Universal Robots announces the UR20

2023

The first MiR100 robots were produced and sold

Teradyne, Inc. acquires Universal Robots

2024

Mobile Industrial Robots introduces the MiR1200 Pallet Jack

UR and MiR move into their brand-new joint headquarters in Odense, Denmark

UR A/S and MiR A/S consolidated under Teradyne Robotics A/S

2025

The UR Series expanded with UR15, UR18 and UR8 Long

The e-Series updated with UR7e and UR12e

About



Headquarters
Odense, Denmark



Commercial partners
1,200+



Employees
1,200+



Worldwide offices
20+



Business volume in
USD 308 million



Robots sold worldwide
UR: 100,000+
MiR: 13,000+

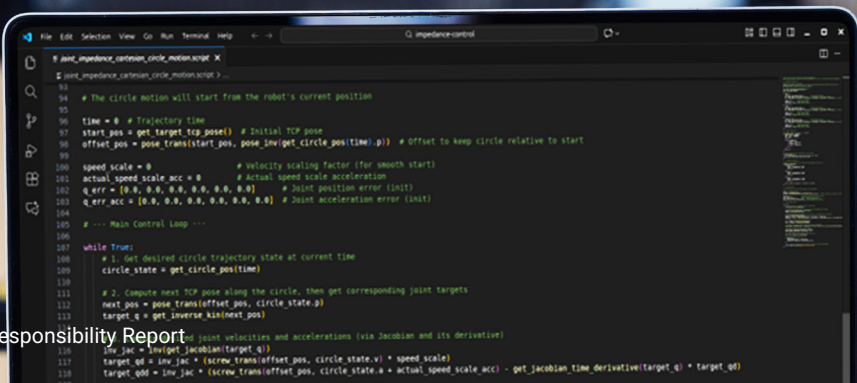
Governance, policies, and values

Ethical governance

Teradyne Robotics 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 are a company-wide priority.</p> <p>Teradyne Robotics follows Teradyne’s Code of Conduct requirements.</p> <p>Teradyne Robotics’ Board of Directors is committed to promoting, creating, and maintaining a safe and healthy workplace, environment, and society.</p>
Ethical Governance Policies	<p>Teradyne Robotics 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 Teradyne Robotics 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>Teradyne Robotics acknowledges that the violation of human rights is a risk when operating in a global market. To manage this risk, Teradyne Robotics 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 Teradyne Robotics’ 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>Teradyne Robotics strives to ensure that all our partners and providers act in accordance with our policies and Code of Conduct, and we will continue to conduct Third Party Due Diligence Procedures to prevent violations of human rights.</p>
Anti-Corruption	<p>Teradyne Robotics acknowledges that corruption and bribery is a risk when operating in a global market. To manage these risks, Teradyne Robotics has implemented a Code of Conduct, Third Party Due Diligence Procedures, and other policies stating Teradyne Robotics operates with a zero tolerance to corruption, money laundering, terrorist financing, etc. Teradyne Robotics 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 the Anti-Money Laundering Directive (“AML”), U.S./E.U. Export Control Regulations and Guidelines/ Recommendations, and other regulations.</p> <p>Additionally, Teradyne Robotics 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 regulations. Teradyne Robotics 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 Teradyne Robotics’ businesses and its reputation. When entering contractual obligations with potential buyers, Teradyne Robotics conducts Third Party Due Diligence (screening and due diligence). Teradyne Robotics will also continue to make sure that partners act in accordance with the Code of Conduct and other policies and 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. • Implemented IT Policies and Guidelines that apply to all employees worldwide to ensure data security compliance.

Key focus area

Highlights

Data Ethics

Teradyne Robotics 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.

Teradyne Robotics, as a part of 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 that detail 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, Teradyne Robotics has Whistleblower Hotline channel for reporting illegal or unethical conduct, suspected violations, complaints, concerns, or misconduct, violations of internal policies, and also has a channel for reporting data breaches.

Key Performance Indicators	2021	2022	2023	2024	2025
Internal whistleblower cases	4	4	4	3	4
Wrongdoing found	2	0	0	0	0
GDPR data breach incidents	3	4	4	6	5
Third party data exposed	No	No	No	No	No

All data breach incidents, and wrongdoing cases handled by the Global Data Protection Team (where applicable), and whistleblower cases that are reported through Whistleblower Hotline channel is 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 children 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.

Policy	CSR-Topic			
	Environment	Employees and social	Human rights	Anticorruption and bribery
Teradyne Code of Conduct	X	X	X	X
Privacy Notices for Employees		X		
Employee Handbook		X		
Environment, Health, and Safety (EHS) Training	X	X		
Code of Conduct for Business Partners	X	X	X	X
Third Party Due Diligence Procedure		X	X	X
Privacy Policy		X		
Whistleblower Policy		X	X	X
Privacy Policy for Whistleblowers		X	X	X
IT Policies and Guidelines		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, Teradyne Robotics also follows Teradyne’s policies and guidelines. Our CSR activities are closely aligned with and coordinated with the CSR governance of Teradyne.

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

The Governance Team’s objectives are to:

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

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

[teradyne.com/corporate-social-responsibility](https://www.teradyne.com/corporate-social-responsibility).

Our values – a part of us

The Teradyne Group’s core values of “Honesty and Integrity, A Company Without Doors, and Customers Count On Us,” are the cornerstones of our culture. These core values guide our perspectives, our priorities, and our decisions.



A company without doors

Innovation is driven by collaboration, and we empower our employees to use their voices and share their ideas. If you don't know, feel free to ask. If you do know, it's your job to share.



Honesty & Integrity

We are transparent about our corporate strategy and how we conduct business. We act with integrity in all that we do for customers, shareholders, our communities, and each other.



Customers can count on us

We partner with our customers every step of the way – from idea to final product – maintaining the highest standards. We go above and beyond to ensure our customers’ success.

Corporate responsibility

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

Our CSR activities are defined and regularly reviewed by our Senior Management Teams 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

Teradyne Robotics 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 Teradyne Robotics partners, including indirect suppliers, using child labor, or forced labor. Teradyne Robotics is working with peers and industry consortia such as the 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 Teradyne Robotics' business and reputation.

Sales and services are performed by Teradyne Robotics 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

Teradyne Robotics 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.

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Teradyne Robotics is building an employee experience proven by world-class engagement. Our workplace experience is built on trust and respect; it is an 'open doors' culture with transparent communication and collaboration. Our workplace empowers the individual who is developed and supported in their aspirations.

We recurrently conduct employee engagement surveys where we encourage our employees to be open and transparent in their feedback to the company, top management, and share their general experience. We release the results to the organization 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 feeling heard.

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, and therefore a safe and healthy work environment remains a top priority at all Teradyne Robotics locations. We aim for zero accidents, and we ask our subcontractors to uphold similar standards.



Our people

Teradyne Robotics values a diverse, inclusive, and respectful work environment where all employees enjoy challenging assignments, development opportunities, and a safe, positive culture.

We are driven by the Teradyne Group's core values (Honesty and Integrity, A Company Without Doors, and Customers Count On Us). Our Code of Conduct and our Employee Handbook describe and guide collaboration, employee behavior, and employee conditions at Teradyne Robotics. 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 Teradyne Robotics, 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. Teradyne Robotics 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.

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 Teradyne Robotics during 2025 have been based on these principles.



Gender distribution

Teradyne Robotics 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.

Teradyne Robotics' Board of Directors is comprised of one female and two male members, which according to the definitions in Section 99b of the Danish Financial Statements Act, is considered an equal gender distribution.

Teradyne Robotics has implemented processes for filling positions internally as well as externally, with process-step checkpoints, to ensure a diversified and representative candidate pool. We expect to see year-over-year improvements from top management down.

All employees - number of employees



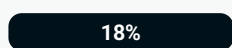
All employees - % underrepresented gender



Manager of Individual Contributors - number of members



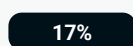
Manager of Individual Contributors - % underrepresented gender



Manager of Managers - number of members



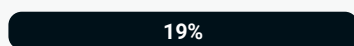
Manager of Managers - % underrepresented gender



Top management - number of members



Top management - % underrepresented gender



Board of Directors - number of members



Board of Directors - % underrepresented gender

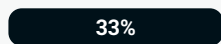


Figure Data on underrepresented gender (as of 31-12-2025, based on data from HR Management system)

Activities related to employees & society

Key focus area	Highlights
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Health and Safety

Employee Health & Safety – Teradyne Robotics 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 the scope of Universal Robots ISO45001:2018 certification was broadened in 2025 to include all of Teradyne Robotics A/S ([view certificate](#)).

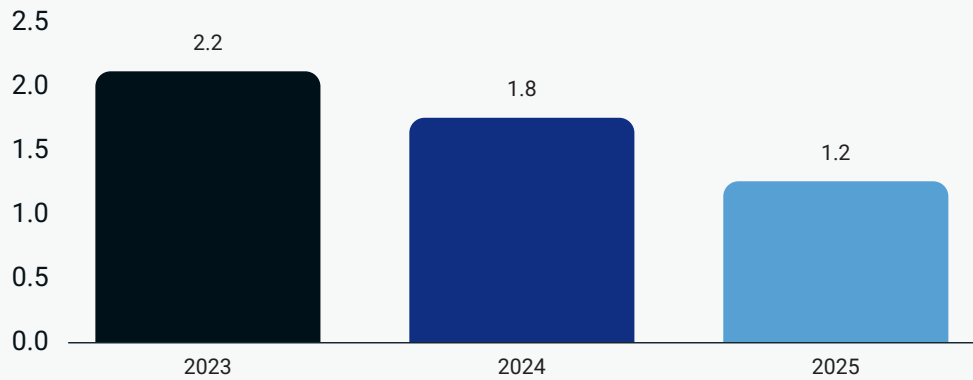


Figure: Lost time Injury rate (“LTI”) pr 1,000,000 work hours. Data for Teradyne Robotics A/S not including subsidiaries.

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

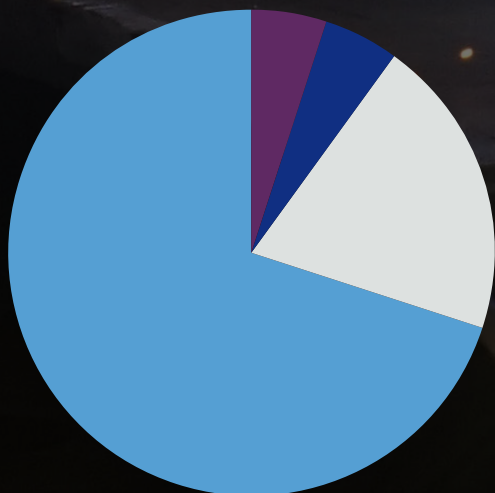
Employee Engagement Survey - We conduct an Employee Engagement Survey (“EES”) recurrently to ensure we create an engaged and safe workplace and to make Teradyne Robotics a better place to work. This is an opportunity to make our employees’ voices heard and influence Teradyne Robotics as a place of work. 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. Teradyne Robotics score in the range of world-class engagement measured against the 75% quartile for the industry benchmark.

The environment and climate

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, Teradyne Robotics, 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.

Evaluation of the environmental impact is part of the development process with specific focus on material usage, circularity, energy consumption and substances of high concern to help manage and mediate the highest impact risks.



Supplier Manufacturing
 Robotic Manufacturer
 Use Phase
 End of Life

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.</p> <p>Renewable Energy - We continuously evaluate technologies that enable us to apply renewable energy into our operations. With the move into our new HQ, the installed solar panels also went into use</p>

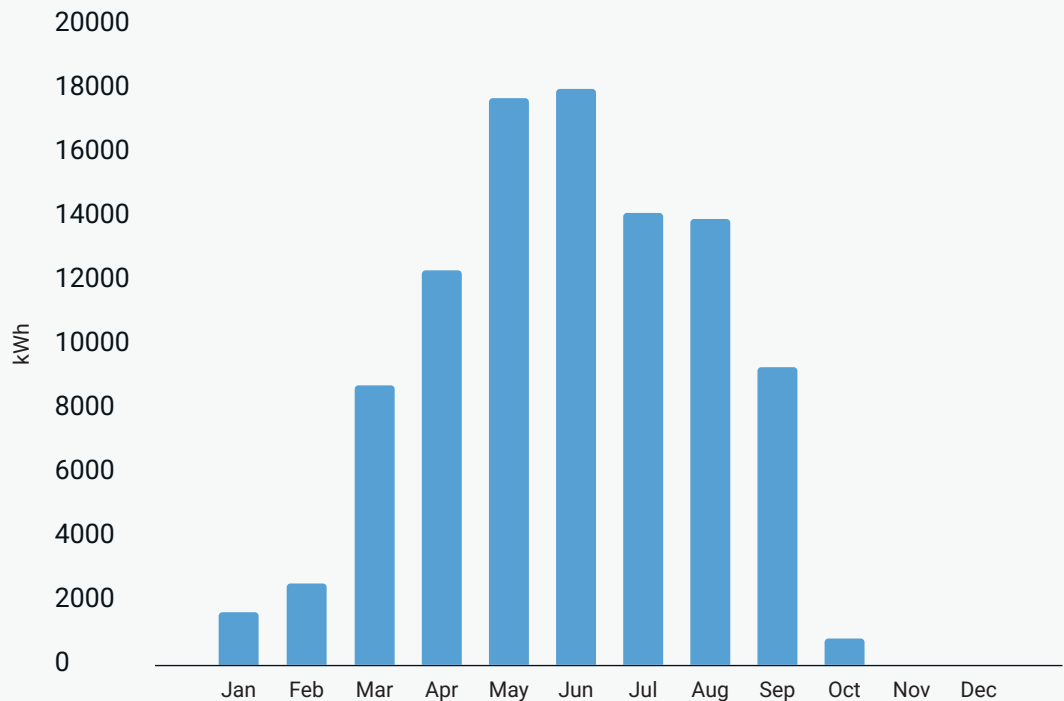


Figure: kWh produced by solar panels in 2025.

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 Teradyne Robotics, to facilitate collection, monitoring, and reporting of Scope 1, 2 and 3 greenhouse gases. As the Teradyne Group acquire new companies and integrate them into operations, the goal is to reduce, or at a minimum, flat, company-wide emissions. Scope 1 and 2 GHG Inventory has successfully received Third-Party Limited Assurance. For more information visit the full scope 1 & 2 Limited Assurance report here.

Key focus area	Highlights
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Employee involvement	<p>Idea bank – We have created a channel for employees to submit their ideas on how Teradyne Robotics can reduce our impact on the environment and climate.</p> <p>Energy Reduction Project – In 2025 a comprehensive energy-mapping project was launched, focused on analyzing how energy is used across buildings, production areas, robotic operations, offices, and the general site infrastructure.</p> <p>This project is ongoing and aims to systematically identify opportunities for energy reduction. Activities include detailed assessment of energy-intensive processes, optimization of production equipment and robotics usage, and evaluating of facility and building management.</p> <p>To strengthen employee engagement, staff were encouraged to participate by sharing their ideas through QR codes made available across all sites.</p>
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Waste & Recycle	<p>Electronics - Teradyne Robotics 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 is sold to Dustin – takeback program (www.dustin.dk/solutions/takeback).</p> <p>Sorting - Sorting solid waste is one measure to increase recycling, which is a focus point at Teradyne Robotics. The focus on sorting waste and recycling supports the national uniform sorting criteria for solid waste. To encourage sorting at all levels, Teradyne Robotics collects data monthly.</p>
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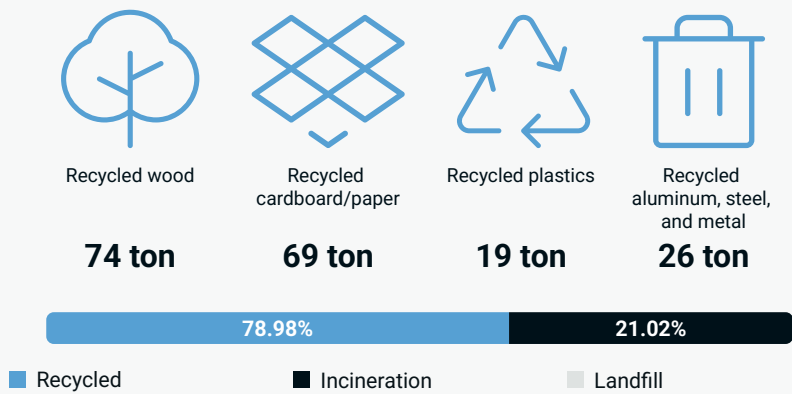


Figure 2025 waste metrics available as of Feb.-2025. Recycled waste is defined as waste disposal aimed at reuse or recycling. Disposals for incineration and landfill are not considered recycled.

Environmental Management	<p>Environmental Management System (“EMS”) – Teradyne Robotics obtained ISO14001:2015 certification in August of 2025 (view certificate).</p> <p>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.</p>
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Future plans

Teradyne Robotics is committed to improving its environmental impact and minimizing the contribution of our activities to climate change. As part of the ISO14001:2015 certification the main objectives in 2025 have been focused on substances of concern and very high concern, waste management optimizations and electricity consumption. Going into 2026 these efforts will continue, as well as looking into the environmental impact of our upstream activities and supporting Teradyne's commitment to achieve 2030 and 2050 SBTi targets.

Community impact

Teradyne Robotics 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 2025

Odense Climate Partnership

The partnership strives to drive the local climate agenda and contribute to making Odense climate neutral by 2030 (scope 1 and 2). By gathering the local companies in Odense, the partnership seeks to support a democratic debate on challenges and solutions for accelerating the green transformation. Members in the partnership each commit to establishing a baseline and annual objectives for improvement. Odense Climate Partnership has grown from 12 founding members to 70+ local companies in different membership tiers. As part of the membership, we have the opportunity to educate a number of Climate Ambassadors, as well as to participate actively in the associated network groups. As of now, we have educated 6 Climate ambassadors that are active in an internal network. We have participants in the network groups for: CSRD, Founders, Logistics & Transportation, Projects, and Facility & Service.

For more information, please visit:

<https://www.odenseklimapartnerskab.dk/>

The UR/MiR Scholarship Program for women in engineering

Over recent years Universal Robots and Mobile Industrial Robots has awarded a UR/MiR Scholarship for female students in technical or vocational education programs. The scholarship has been 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 was awarded for the first time in 2022, and the recipient receives 30,000 DKK as well as an internship at either UR 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 recent years, including 2025, we also sponsored a local summer robotics camp.

Odense Robotics StartUp Fund

Teradyne Robotics companies are actively involved in the Odense Robotics hub, whose mission is to enhance the cooperation between the companies on Funen and create workplaces.

Teradyne Robotics, 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 in the town of Odense, Universal Robots supports the major summer cultural festival, the H.C. Andersen Festivals.

Charitable donations

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

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

Our impact on the wider world

Our Robotics business frees human resources from repetitive, dirty, and dangerous tasks to work on more interesting, higher value-added jobs. Many geographies that have been manufacturing hubs are facing labor shortages, as they face the combination of an aging workforce and younger potential workers who prefer not to work in a factory. Our software driven cobots and our autonomous mobile robots enable companies and economies to grow despite demographic changes that limit the availability of manufacturing labor.





Contact Us

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