

SUSTAINABILITY REPORT 2025

ROLLOMATIC®

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Introduction

The sustainability of Rollomatic's business model, products and infrastructure and the high regard in which the company holds its employees and their well-being have always been the clear foundation on which Rollomatic is built.

To ensure it remains true to its ethos, Rollomatic takes the most cross-cutting approach possible within the business's organisation, making significant investments in training its employees, continuously optimising the company's environmental footprint and offering innovative working conditions that foster the values that were first instilled by Michel Rollier, the company's founder.

This report addresses topics including social issues, staff, compliance with ethical principles, and the environment. It contains information that is key to understanding the business's growth, its performance, and its current position, as well as the impact its activity has on these topics.

Gilles Frôté

Président et Rollomatic Group CEO

Damien Wunderlin

CEO Rollomatic

Our mission

To further strengthen its commitment to sustainable development, Rollomatic has set up a "Sustainable Development" group made up of members of the management team alongside representatives from certain areas, such as "health and safety". This group is responsible for constantly seeking the best ways to follow in the footsteps of the company's decades of effort and finding concrete means of sustaining that effort.

To enable these measures to be implemented, Rollomatic has decided to take a selective approach when choosing what actions it takes in terms of optimising its sustainability. As such, Rollomatic shares the aims of the United Nations' Sustainable Development Goals. These goals set out a course of action to achieve a better, more sustainable future for all. On this basis, through an impact analysis that takes into account not only the impact on Rollomatic's business model but also the impact on stakeholders, seven goals (selected from the UN goals) have been identified as priorities for Rollomatic.



1. Decent work and economic growth
2. Quality education
3. Affordable and clean energy
4. Partnerships for the goals
5. Responsible consumption and production
6. No poverty
7. Good health and well-being

Priority sustainable development goals



About Rollomatic

Rollomatic is a privately owned Swiss company that specialises in designing and manufacturing high-precision CNC machines for sharpening cutting tools, cylindrical grinding, and laser machining of tools made from ultra-hard materials. As a business focused on our clients, we provide comprehensive solutions for producing precision tools, from profiling grinding wheels to measuring the finished tools.

Rollomatic

- Headquartered in Landeron (Switzerland)
- 15,000 m² production site
- 400 employees worldwide, 320 at HQ
- Portfolio of 20 machine models
- 10,000 Rollomatic machines in operation
- 6 subsidiaries (USA, India, China, Hong Kong, Taiwan, Japan)
- 9 partner branches
- 200 training courses delivered by the Learning Center

ADN Rollomatic

In an effort towards sustainability and transparency, Rollomatic has set out in detail both its ethos and its values, which together serve as a framework for the business's strategy. These elements also act as a common thread that enables Rollomatic's employees to contribute to the company's non-financial goals. This ethos is based on the following main pillars:

- Knowledge of tools
- Our clients are our main priority
- Quality, productivity, precision
- Entrepreneurship
- Sustainability
- Swiss Made

Governance

In 2022 and 2023, major work (initiated more than five years ago) was completed that would ensure the long-term future of Rollomatic in terms of its legal structure and governance. The following decisions were taken:

The Michel Rollier Foundation

Rollomatic's long-term future is assured, thanks to Michel Rollier's decision to create a foundation in his name. As a result, the Michel Rollier Foundation now holds the entire share capital of Rollomatic Group SA, which in turn holds a qualified majority of the share capital of all Rollomatic Group companies. The primary aim of this foundation is "to ensure the long-term future and growth of Rollomatic Group SA; to control the governance of Rollomatic Group SA and ensure that its operations are continued in the spirit and values of its founder". The foundation's secondary aim is "to promote and support training in technology and science; to allocate, where available, donations to support young people in the region, in the fields of education and training, sport and prevention".

Rollomatic Group

Alongside Rollomatic SA, a group structure has been set up, involving the integration of various "sister" companies. The Rollomatic Group therefore currently consists of:

- Rollomatic SA, which constitutes the group's core business, Landromatic SA and its subsidiaries, which form the group's operations division,
- ERT Solutions, comprising ERT Solutions GmbH in Germany, along with its U.S. subsidiary, and ERT Solutions SA in Switzerland, which specializes in the digitization and automation of production (including virtual engineering and consulting services),
- Smart Industries SA and its subsidiaries Robert Renaud SA and Patric Métal SA, which constitute the Group's industrial division and specialized subcontracting division, respectively.

Governance

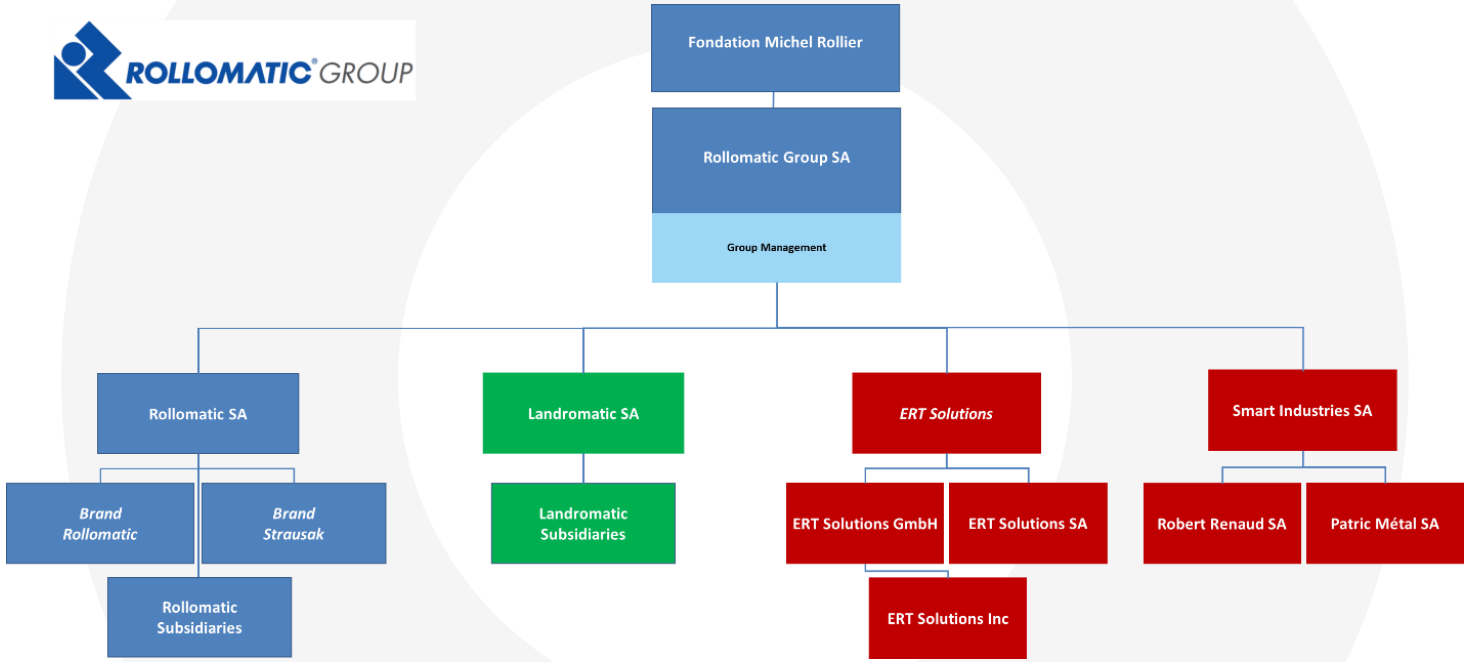
Smart Industries

An industrial excellence hub was created in 2022. This hub, of which the Rollomatic group is the sole shareholder, is called "Smart Industries", and is designed to foster unique expertise in the region around Rollomatic's headquarters.

This initiative is helping to secure an efficient, sustainable logistics chain. The hub is currently made up of two companies, Patric Métal SA and Robert Renaud SA. The goal behind the hub is for its constituent companies to no longer work solely for Rollomatic. On the contrary, the aim of this strategy is for Rollomatic to account for no more than 50% of the turnover of the hub's member companies. This approach will allow the companies' other clients to benefit from the best practices put in place as part of the partnership with Rollomatic.

Ultimately, this strategy will result in sharing of expertise and best practices, similar to the principles of the circular economy.

Gouvernance



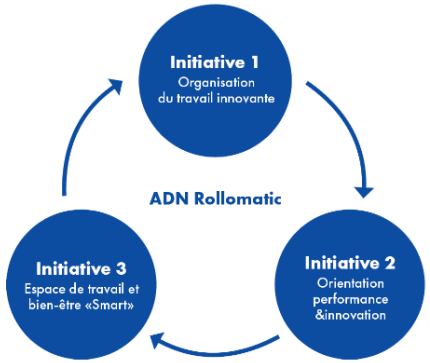
Rollomatic's governance tools

- Internal communication
- Anti-corruption practices
- Strategy compliance monitoring
- Financial control
- Taxation
- IT security and data protection

Employer policy

SmartWork

Rollomatic helps to ensure sustainable employment by promoting well-being at work and developing its employees' skills. The three initiatives rolled out as part of the SmartWork programme are designed to foster innovative working conditions and an attractive work environment that encourages discussions, initiatives, and professional and personal development.







Employer policy

Apprenticeships

Rollomatic has been providing training for over twenty years, offering apprenticeships in a variety of fields, including polymechanics, industrial design and construction, logistics, automation, information technology, media technology, and, to a lesser extent, office administration, as well as Professional Studies placements. The company's aim is to focus training on skills that will help ensure the long-term survival of technical know-how. In 2025, Rollomatic actively supported sixteen apprentices throughout their training, at all levels (1st, 2nd, 3rd, and 4th years).

On completing their apprenticeships, there are many openings and opportunities for movement within Rollomatic. To support this strategy, Rollomatic has implemented a new training concept for the technical professions, employing a training manager focusing exclusively on the goals of fostering technical excellence, ensuring succession planning and perpetuating our know-how. This strategy includes promoting the apprenticeship program through events such as Open House days, school visits, and internships. In addition, Rollomatic cultivates strong relationships with vocational schools and career counselors.

In addition, Rollomatic has developed integration plans enabling people who have already trained in one field to convert to one of the technical professions offered by Rollomatic.



Employer policy

Employing over 24 different nationalities, Rollomatic is a multicultural employer that is open to diversity and boasts an international outlook. Rollomatic's employee numbers have more than doubled in 10 years. Our wage policy is based on the principles of fairness and a competitive position compared to the market. "Equal pay for equal work" is an essential principle in our pay management.

Career development

Rollomatic encourages lifelong learning. All employees take part in in-house courses on quality, IT security, the basic principles of cutting tools, the lean system and operational excellence. Other measures are also put in place within the company throughout employees' careers, such as language training. For extensive training programmes, Rollomatic supports employees in their learning by giving them a loan for the costs of their course and drawing up a training agreement with details of fee reimbursements, including a loyalty clause. Rollomatic regularly welcomes interns to the company for student jobs, discovery days and work placements organised as part of higher education programmes (placements for students on higher education technician courses as well as Bachelor's and Master's projects). These placements are developed in depth within Rollomatic's two innovation centres (the Innovation Centre at EPFL de Lausanne and the Innovation Centre at SIPBB in Bienne).

In September 2024, during a period of reduced working hours, Rollomatic seized the opportunity to organize thirty internal training sessions involving 270 employees. These sessions enabled them to strengthen and perfect their operational skills.


Certificat

Landromatic SA
2525 Le Landeron

L&M-Aba-R

a été examinée par nous le 3 novembre 2021 quant au respect de l'
Égalité de salaires entre homme et femme
selon l'art. 8 de la Constitution fédérale.

Nous confirmons ici que la société précitée respecte le principe d'un salaire égal pour un travail de valeur égale dans le cadre des limites de la loi fédérale sur les marchés publics (LMP) et de la loi sur l'égalité (LEg).

La procédure de test « L&M-Aba-R® » répond à toutes les exigences légales et a la preuve du caractère scientifique et la preuve de la conformité au droit.

Landolt & Mächler Consultants AG — Certificat n° 2021-7111

Thomas Landolt
Directeur / propriétaire

Landolt & Mächler Consultants AG, Postfach 326, 6331 Hünenberg — www.marketsalary.ch

Certificat

Rollomatic SA
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Landolt & Mächler Consultants AG — Certificat n° 2021-6356

Thomas Landolt
Directeur / propriétaire

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Employer policy

Well-being at work

The company offers a number of measures designed to help promote health and well-being, such as :

- Free gym and fitness classes for employees and their families
- Financing of internal sports projects
- 5 weeks of holiday, 6 weeks for employees aged 50+
- Balanced, sustainable catering solution with self-service fridges
- Improved social benefitsMonthly after-work events organised
- Staff events organised
- Flexible working around core hours
- Fully paid maternity and paternity leave
- Regular studies on workstation ergonomics

Health and safety audits, hazard monitoring and inspections

Rollomatic's approach to health and safety is in line with directive 6508 of the Swiss Federal Coordination Commission for Occupational Safety under the Federal law on Accident Insurance and includes the 10 points of the MSST directive on occupational health professionals:

- Set out guidelines and safety targets
- Establish a safety management approach
- Provide training, instruction and information to employees
- Establish safety rules
- Identify hazards and assess the risks
- Plan and implement measures
- Establish a system in case of emergency
- Ensure employee involvement
- Protect and maintain health and carry out checks and audits

Community

Rollomatic's impact on local and regional communities plays a central role in the company's long-term positioning. As such, the UN goal to build business models by forging local partnerships is one of the top priorities of Rollomatic's sustainability policy. Wherever solutions that are sustainable in both technical and quality terms exist, Rollomatic works with local suppliers, sub-contractors and partners. Rollomatic has long had a policy of maintaining long-term relationships and transparent partnerships based on stakeholders' financial and non-financial success.

Civic engagement & charitable giving

Rollomatic supports a number of organisations and events in the region, and prioritises support for young people through sporting, cultural and prevention-based initiatives. Since 2023, Rollomatic has supported Paralympic athlete Robin Cuche in his career as a professional skier and has stood by him through the most recent Paralympic Games in Milan-Cortina, where he won four medals, including two gold medals.





Environment

Energy

Rollomatic, described as a "major consumer" in accordance with the cantonal energy law (LCEn), has implemented various measures to improve its energy efficiency and reduce its environmental footprint. Since 2000, Rollomatic has signed up to target agreements and adopted rigorous measures to optimize its energy consumption. In 2004, the company joined the Agence de l'Energie pour l'Économie (AEnEC), installing energy meters and taking regular consumption readings. A photovoltaic power plant producing 40,000 kWh/year was installed in 2007. Additional measures include the optimization of air conditioning and ventilation systems, the centralization of boilers, and the construction in 2012 of PB2, a building equipped with advanced technologies such as a geothermal heat pump and a second solar power system.

Rollomatic has exceeded its initial energy targets for the 2014–2023 period. In 2024, Rollomatic entered into a new universal target agreement based on Switzerland's Efficiency Model (EM). The agreement's target for 2034 is to increase the site's energy efficiency to 107.63% (base year 2024).

Today, Rollomatic is working with ACT (Agence Cleantech Suisse) and the PPLUS Sàrl engineering firm in Neuchâtel, accredited by ACT, to achieve cost-effective energy efficiency targets. In 2024, the Universal Targets Agreement with the Swiss Confederation was renewed until 2033. Rollomatic has thus obtained recognition for its energy efficiency and climate protection measures.


act AGENCE CLEANTECH SUISSE

RECONNAISSANCE POUR

L' EFFICACITÉ ÉNERGÉTIQUE ET LA PROTECTION DU CLIMAT

Nous sommes heureux de confirmer que

Rollomatic SA

a pris des engagements pour la protection du climat et qu'elle a signé une convention d'objectifs avec la Confédération jusqu'en 2033. Rollomatic SA contribue par ses efforts à améliorer l'efficience énergétique pour un meilleur environnement et un avenir durable de notre pays.

Zurich, le 27.09.2024

Andreas Rothen
Directeur
act Agence Cleantech Suisse

Bilan carbone

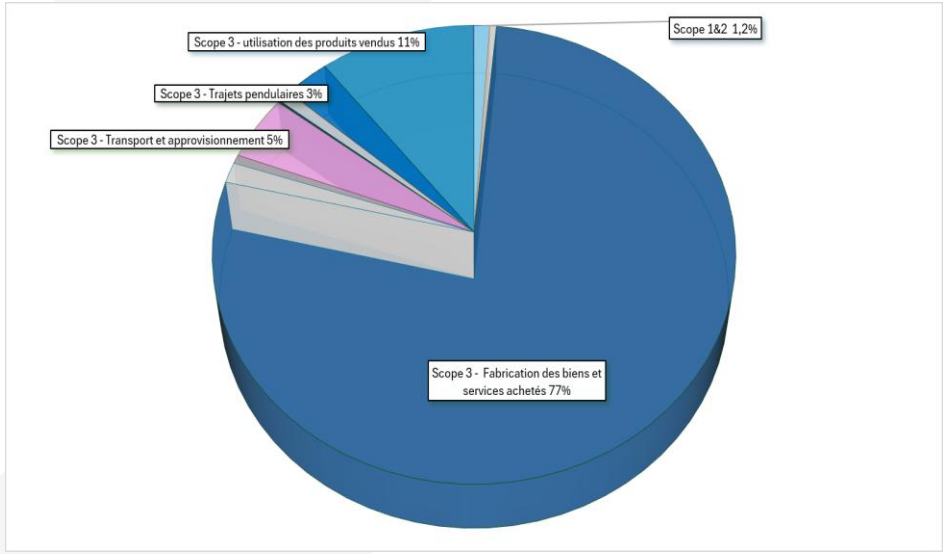
In late 2023, Rollomatic launched a decarbonization initiative to better understand and reduce its carbon footprint across its entire value chain. Following an initial carbon assessment covering Scopes 1 through 3, the company implemented concrete actions, the results of which were evaluated in 2025 through a second analysis.

The results confirm the low carbon intensity of Rollomatic's direct emissions (Scopes 1 and 2) and the significant progress made through targeted measures. The complete replacement of oil-fired heating with heat pumps, the use of 100% European hydroelectric power, and numerous energy-efficiency improvements at its sites have led to a sustainable reduction in emissions related to operational activities. The company is also taking steps to improve mobility and the efficiency of its infrastructure in order to continuously enhance its environmental performance.

The analysis shows that the majority of emissions fall under Scope 3, primarily related to the purchase of goods and services. Rollomatic is therefore continuing in-depth work with its suppliers to improve the transparency and quality of environmental data throughout its supply chain. The company is also working to improve the energy efficiency of its machines to help reduce their environmental impact when used by customers.

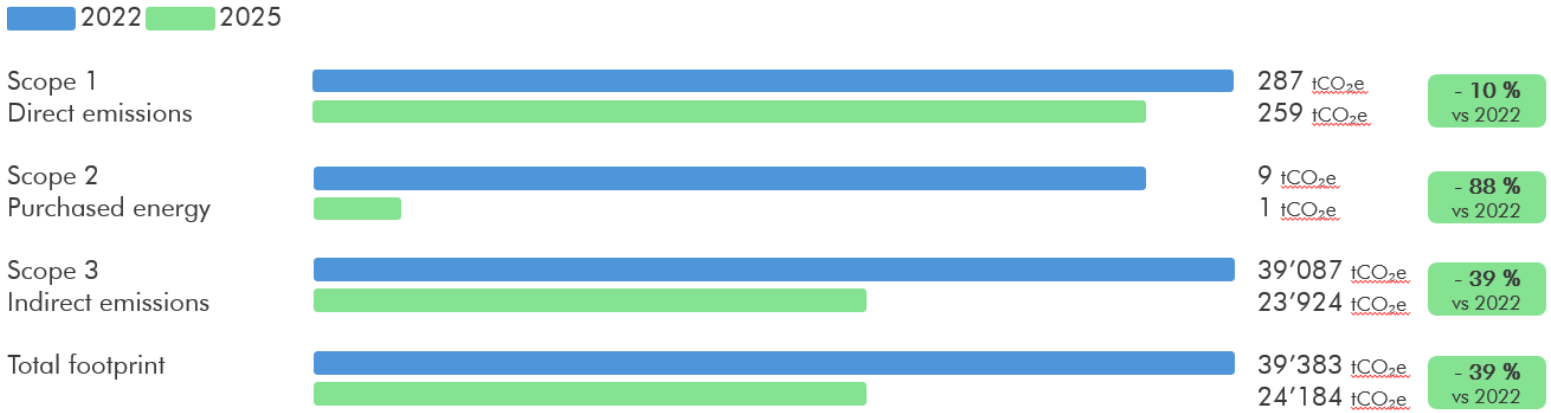
Reducing transportation-related emissions is another key focus. Through the development of its Rollomatic Solution Centers in the United States, China, and Japan, the company is bringing its expertise closer to its markets while minimizing certain logistical impacts. At the same time, an ambitious mobility plan encourages public transportation, carpooling, cycling, electric vehicles, and remote work to reduce travel-related emissions.

Rollomatic approaches this initiative with a focus on transparency, continuous improvement, and alignment with international climate goals. The company is currently working to define science-based reduction targets, using the Activity-Based Carbon Budget (ABCB) method, in order to focus its efforts where they will have the most concrete and measurable impact.



Carbon Footprint – Comparison of 2022 vs. 2025

Comparison of emissions



Environment

Waste management

In 2025, Rollomatic produced 80 tons of waste, over 50% of which was recycled, demonstrating the company's strong commitment to sustainability.

With respect to waste management, Rollomatic is committed to recycling resources and reducing its environmental footprint. The company has set up waste sorting points in all its departments for PET waste, scrap metal, batteries, cardboard & paper and incinerable waste, to enable efficient recycling.

For hazardous waste, clear procedures ensure proper disposal by specialist companies, such as Thommen-Furler for used oil and hydrocarbons, and MB Hartmetall Recycling Blezinger for carbide waste. This waste is carefully sorted and prepared before being sent to carbide foundries. Moreover, the storage of hazardous products complies scrupulously with current legislation, with safety data sheets systematically integrated into our information system.

Rollomatic also takes proactive measures to reduce the amount of waste generated: water fountains connected to the drinking water network have been installed to minimize the use of PET plastic bottles, and single-use plastic cups have been replaced by reusable bottles and glasses, reducing consumption by almost 30,000 cups per year.

Supply chain

Green purchasing policy

Rollomatic prioritizes proximity wherever possible and has a rational approach in terms of transport. The company is aware of the ecological aspects of choosing a supplier and, for equal services, opts for the company with the best social and environmental ethics. For each new supplier, Rollomatic conducts an audit to check the compliance of its overall approach.

Significant suppliers and duration of relationships

Rollomatic's relationship with its network of suppliers is based on trust and is geared towards the long term. Above all, Rollomatic seeks to build a relationship of trust, that enables both parties to tackle their challenges. It's a balancing act between know-how, proximity, service costs, quality and deadlines. Short-term gain is never the objective. The aim is to find common solutions that will enable suppliers to maintain competitive pricing. Rollomatic favors its long-standing suppliers in the allocation of parts, but routinely puts them into competition, to challenge them and help them position themselves in the market. For specific Rollomatic products (based on drawings or technical files), the supplier network is based primarily in Switzerland. Around ten suppliers are located in Europe (Italy, Germany, Czech Republic, France, etc.). For standard market products, Rollomatic prefers to work with the recognized leaders in the field.

Smart Industries

Smart Industries aims to perpetuate the unique industrial know-how (and thus jobs) in the region close to Rollomatic's headquarters. Moreover, this initiative ensures the long-term viability of the efficient, sustainable supply chain already benefiting the company. The Smart Industries hub currently comprises Patric Métal SA and Robert Renaud SA.

Value chain

Rollomatic pays particular attention to the choice of its suppliers and the overall impact of its Supply Chain. As part of its decarbonization drive, Rollomatic has begun a campaign to collect key data from its main suppliers, in order to create synergies and work with them to develop solutions that will reduce environmental impact along the entire value chain.

Travel

Business trips & travel to and from work

The use of private vehicles with internal combustion engines (petrol/diesel) is responsible for 92% of emissions generated by employee commuting. To reduce these emissions, Rollomatic encourages people to travel together by proposing its own carpooling system. Its aim is to bring together drivers and passengers with the same destination who want to share a vehicle.

The company also supports employees who routinely use public transport to get to work, by paying for half of their annual season ticket in the form of Reka Rails vouchers (up to an annual maximum of CHF 500).

The Rollomatic parking lot has charging stations for electric vehicles.

Machine sustainability

Basic principle

Rollomatic develops and produces machines with the aim of providing truly long-term customer satisfaction. Lifecycle analyses of machines show that most CO2 emissions come from their use, while their manufacture accounts for only a tiny fraction, less than 1% (estimate based on a ten-year service life) of the total. With this in mind, Rollomatic is committed to the sustainable design of machines that are both efficient and environmentally friendly.

Minimum footprint

Rollomatic engineers aim to achieve the shortest possible axes, and select spindles and motors calculated to provide optimal performance with no unnecessary excess. All these features combine to produce extremely compact machines with a highly optimized footprint.





Machine sustainability

Energy consumption

Rollomatic machines are built using mechanical and electronic components that keep energy consumption to a minimum. In addition, Rollomatic machines are designed to produce tools providing maximum energy efficiency during production periods. Steps have also been taken to reduce unnecessary energy consumption when adjusting settings with the doors open. Standby mode is activated as soon as machines are idle, cutting power to axes and peripherals like hydrostatic coolant pumps and oil mist extractors, thus reducing consumption of electricity and compressed air. Machines can also be programmed to switch to standby mode when a production cycle is complete. Optimal restarting is ensured by a programmable heating cycle, which allows the day and time of start-up to be defined in advance, before the operators take up their duties. A shut-off mode switches machines off at the end of production. Finally, using the same lubricant for cooling the linear motors and the spindles, as well as during grinding, enables high-performance production at a constant temperature, without any need for additional cooling devices, and therefore avoiding additional energy consumption. In addition, Rollomatic offers a converter, for installation on lubricant pumps, that adjusts the quantity of oil required when the machine is in production mode.

Case study

Readings of electrical energy consumption with and without standby mode on a Rollomatic GrindSmart® machine over a 4-hour period.

Standby mode results in savings of 75%

Power consumption without standby mode: 2.73 kWh

Power consumption in standby mode: 0.25kWh

Machine sustainability

Choice of materials

Rollomatic machines are designed to use natural resources as sparingly as possible, both during construction and when the machines are in use. Rollomatic selects high-quality, durable components to ensure the greatest possible reliability and longevity. Recyclability is always taken into account at the design phase, priority being given to recoverable materials.

REBUILD area

Continuing its commitment to sustainability, Rollomatic has created a "Rebuild" area, a workshop specializing in the complete overhaul and restoration of machines and their individual components. Every year, this area carries out more than 270 overhauls, ensuring that our equipment lasts even longer whilst at the same time reducing our ecological footprint.



Voluntary transparency

Given the company's international activity, and the fact that in some of the countries in which Rollomatic operates, sustainability laws are not as rigorous as in Switzerland, Rollomatic would like to voluntarily declare that it:Ne pas pratiquer d'évasion fiscale ou d'optimisation par le biais de sociétés écrans

- Does not practice tax evasion or optimization through shell companies
- Does not carry out business in conflict zones
- Does not sell data
- Does not have any infrastructure near sensitive ecosystems
- Does not use child labor and is not aware of any children under the age of 15 working at any of its suppliers or clients
- Pays all additional hours in compliance with applicable legislation

Other statements regarding 2025:

- No site accidents resulting in a fatality occurred
- No legal proceedings (or arbitration proceedings) were filed against Rollomatic (except employment and labour law conciliation proceedings related to details of the termination of an employment contract)
- No recovery proceedings or other debt collection or bankruptcy proceedings were filed against Rollomatic
- No cases of bribery, fraud or corruption involving the company or its employees were identified
- No cases of anti-competitive behavior were identified
- No loss of confidential information was detected
- No collective redundancies were announced
- No harmful discharge of pollution into the air, onto land or into water was identified (in 2025 or in the five previous years)

Rollomatic has joined EcoVadis, the global CSR assessment platform, and will share its assessment report upon request.

Current initiatives

- In 2026, Rollomatic will naturally continue its commitment to further improving the company's sustainability, both environmentally and socially. The company will focus on the following projects:
- Solar Energy: Optimize renewable energy production by increasing the performance of photovoltaic panels by 15 to 20% through thorough cleaning of the entire surface.
- Compressed-air system efficiency: Launch a proactive campaign to detect and repair leaks in compressed-air systems to minimize energy losses.
- Machine energy transparency: Finalize and deploy an innovative tool to measure the energy consumption of each machine model, offering customers the ability to simulate different production scenarios for improved energy efficiency.
- Modernization of the prototyping department: Complete the replacement of older machines with the latest-generation models, particularly for milling machines, lathes, and planers. Optimize tool management and acquire new machining software. These measures will enable a new cutting fluid management system based on the use of demineralized water, continuous monitoring, and automatic adjustment of the concentration. The mixture's shelf life will increase from 1 year to 2 years. The cooling system for the machines in the prototyping department will also be optimized through the use of "passive" heat exchangers—that is, those that rely on cold water circulation. Their efficiency will increase by 30%.
- Progress on the construction of the new building (Rollomatic Solution Center), including optimization of solar photovoltaic production.
- Rollout of the SmartWork strategy, which aims to create innovative working conditions in an attractive environment that fosters collaboration, initiative, and professional and personal development. This HR strategy is based on the following three main measures:
- Innovative work organization
- Focus on performance & innovation
- Smart workspace & well-being

Infos & contact

The data and figures presented in this report refer to the year 2025.

Sustainability Report 2025, edited June 2026

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