

BUSINESS ETHICS POLICY

For MotionTech, being a leading European intralogistics and warehouse automation specialist, business ethics means acting with integrity, transparency, and honesty in all business dealings and relationships.

The primary objective of MotionTech's Business Ethics program is to promote a culture of ethical conduct, ensuring compliance with applicable laws and regulations while fostering trust with all stakeholders.

The MotionTech Business Ethics program applies to all businesses within the Group, including integration services, equipment manufacturing, software solutions, and aftermarket services across all our operating regions.

MotionTech aims to follow strong ethical practices, preventing corruption and unethical conduct, and encouraging its stakeholders to do the same.

Continuous improvement is the guiding principle for all our business ethics efforts. It is fully integrated into MotionTech's business activities and forms a core part of our main strategy, with reference to MotionTech's overall business ethics goals.

MotionTech Group will:

- Combat corruption in all its forms, including bribery and extortion¹²
- Ensure fair competition and compliance with antitrust laws, prohibiting anti-competitive practices such as price-fixing or market allocation
- Manage conflicts of interest by requiring disclosure and appropriate mitigation measures
- Protect confidential information and respect intellectual property rights
- Maintain accurate financial records and ensure transparent reporting of business operations
- Foster an ethical culture through regular training, open communication, and by encouraging employees to raise concerns without fear of retaliation

It is the responsibility of the MotionTech Group COO to maintain this policy and communicate any updates. It is the responsibility of the Managing Directors in each subsidiary to implement this policy in their respective companies and ensure compliance. It is the responsibility of all employees to know, understand, and adhere to this policy in their daily work.

Louise Ringström Grandinson
CEO MotionTech Group
Stockholm, July 2nd, 2025

¹ UN Global Compact Principle 10 (Anti-corruption)

² United Nations Convention Against Corruption (2003)