

MotionTech Code of Conduct

Introduction

At MotionTech, we are committed to conducting our business with the highest standards of integrity, ethics, and responsibility. This Code of Conduct outlines the values and behaviors expected from all employees, directors, and representatives of MotionTech and its portfolio companies.

Our vision is to be a European market leader in intralogistics and warehouse automation while maintaining the highest standards of quality, environmental stewardship, workplace safety, human rights protection, ethical conduct, and information security.

This Code of Conduct is based on our core policies and aligns with the principles of the UN Global Compact¹, the Universal Declaration of Human Rights², the ILO Declaration on Fundamental Principles and Rights at Work³, and other international standards. Local laws and regulations may impose additional requirements, which must also be followed. Where local laws are more stringent, they take precedence.

Scope

This Code of Conduct applies to all employees, directors, and representatives of MotionTech and all its portfolio companies, regardless of their location, position, or level of responsibility.

Our Commitments

Quality Excellence

We commit to:

- Delivering products and services that consistently meet customer requirements and exceed expectations
- Embracing continuous improvement as a guiding principle in all our activities
- Building quality management systems across our operations
- Optimizing product design, engineering, and manufacturing processes
- Complying with applicable quality standards and regulations

Environmental Responsibility

We commit to:

- Minimizing our environmental impact across all operations and value chains
- Supporting the goals of the Paris Climate Agreement⁴ through measurable actions
- Implementing energy-efficient operations and designing sustainable products
- Reducing waste generation through prevention, reduction, recycling, and reuse
- Regularly measuring and reporting environmental performance
- Complying with all applicable environmental legislation

Health & Safety

We commit to:

- Providing a secure working environment for all employees, contractors, and visitors
- Preventing work-related injuries and illnesses
- Promoting a positive safety culture throughout our organization
- Ensuring safe working conditions⁵ through effective hazard identification and risk assessment
- Providing appropriate training, resources, and emergency procedures
- Complying with all applicable health and safety legislation

Human Rights & Fair Labor Practices

We commit to:

- Respecting and supporting internationally proclaimed human rights
- Prohibiting all forms of forced labor⁶, human trafficking⁷, and child labor⁸
- Preventing discrimination⁹ in any form and promoting diversity, inclusion and equal opportunities.
- Respecting freedom of association¹⁰ and the right to collective bargaining
- Paying fair wages¹¹ and benefits and ensuring reasonable working hours¹²
- Maintaining workplaces free from harassment and abuse

Business Ethics

We commit to:

- Acting with integrity, transparency, and honesty in all business dealings
- Combating corruption in all its forms, including bribery and extortion¹³
- Ensuring fair competition and prohibiting anti-competitive practices
- Managing conflicts of interest appropriately
- Protecting confidential information and intellectual property
- Maintaining accurate financial records and transparent reporting

Information Security

We commit to:

- Protecting the confidentiality, integrity, and availability of information assets
- Safeguarding digital assets from cyber threats
- Respecting individuals' right to privacy
- Implementing robust security measures and controls
- Regularly assessing information security risks
- Establishing effective incident response procedures

Implementation and Compliance

Management Responsibilities

Management at all levels is responsible for:

- Leading by example and demonstrating ethical behavior
- Ensuring that their teams understand and follow this Code of Conduct
- Creating an environment where employees feel comfortable raising concerns
- Taking appropriate action when violations occur

Employee Responsibilities

All employees are responsible for:

- Knowing, understanding, and adhering to this Code of Conduct
- Seeking guidance when in doubt about the proper course of action
- Reporting suspected violations without fear of retaliation
- Cooperating fully in any investigation of alleged violations

Reporting Violations

MotionTech maintains a confidential whistleblowing mechanism for reporting potential violations of this Code. Reports can be made without fear of retaliation through our secure online portal at [\[website\]](#).

Consequences of Violations

Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment. Certain violations may also result in legal proceedings and penalties.

Regular Review

This Code of Conduct will be reviewed regularly to ensure it remains relevant and effective. Suggestions for improvements are welcome and can be submitted to the Group COO.

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

-
- ¹ UN Global Compact (2000)
- ² Universal Declaration of Human Rights (1948)
- ³ ILO Declaration on Fundamental Principles and Rights at Work (1998)
- ⁴ Paris Agreement on Climate Change (2015)
- ⁵ ILO Convention No. 155 - Occupational Safety and Health Convention
- ⁶ ILO Convention No. 29 - Forced Labour Convention
- ⁷ UN Protocol to Prevent, Suppress and Punish Trafficking in Persons
- ⁸ ILO Convention No. 138 - Minimum Age Convention
- ⁹ ILO Convention No. 111 - Discrimination (Employment and Occupation) Convention
- ¹⁰ ILO Convention No. 87 - Freedom of Association and Protection of the Right to Organise Convention
- ¹¹ ILO Convention No. 131 - Minimum Wage Fixing Convention
- ¹² ILO Convention No. 1 - Hours of Work (Industry) Convention
- ¹³ United Nations Convention Against Corruption (2003)