

HEALTH & SAFETY POLICY

For MotionTech, being a leading European intralogistics and warehouse automation specialist, health and safety means providing a secure working environment for all employees, contractors, and visitors across our operations.

The primary objective of MotionTech's Health & Safety program is to prevent work-related injuries and illnesses while promoting a positive safety culture throughout our organization.

The MotionTech Health & Safety 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 health and safety practices, preventing incidents and promoting wellbeing, and encouraging its stakeholders to do the same.

Continuous improvement is the guiding principle for all our health and safety 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 health and safety goals.

MotionTech Group will:

- Ensure safe and healthy working conditions through effective hazard identification, risk assessment, and preventive measures¹
- Provide appropriate training and resources to enable employees to work safely and understand their health and safety responsibilities
- Establish clear emergency response procedures and regularly conduct preparedness drills
- Consult with and encourage the participation of workers in the development and implementation of health and safety initiatives
- Regularly review and continuously improve our health and safety management systems
- Comply with all applicable health and safety legislation, industry standards, and other requirements

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. Each company within the MotionTech Group is responsible for setting specific targets on all significant health and safety aspects - and working to reach them. 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 ILO Convention No. 155 - Occupational Safety and Health Convention