

HUMAN RIGHTS POLICY

For MotionTech, being a leading European intralogistics and warehouse automation specialist, respect for human rights means conducting business in a manner that recognizes the fundamental dignity, freedom, and equality of all individuals.

The primary objective of MotionTech's Human Rights program is to uphold and promote human rights across our operations and throughout our value chain, in alignment with the UN Guiding Principles on Business and Human Rights¹.

The MotionTech Human Rights 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 human rights practices, preventing adverse impacts, and encouraging its stakeholders to do the same.

Continuous improvement is the guiding principle for all our human rights 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 human rights goals.

MotionTech Group will:

- Respect and support the protection of internationally proclaimed human rights as defined in the Universal Declaration of Human Rights² and the ILO Declaration on Fundamental Principles and Rights at Work³
- Conduct appropriate due diligence to identify, prevent, and address potential adverse human rights impacts in our operations and supply chain
- Implement policies and procedures to prevent forced labor⁴ and human trafficking⁵ in our operations and supply chain
- Promote diversity, inclusion, and equal opportunity, prohibiting discrimination⁶ on any basis, including race, gender, age, religion, disability, or sexual orientation
- Ensure fair working conditions, including reasonable working hours⁷, fair compensation⁸, and freedom of association⁹
- Regularly report on human rights performance and engage with stakeholders to address concerns

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 Guiding Principles on Business and Human Rights (2011)

² Universal Declaration of Human Rights (1948)

³ ILO Declaration on Fundamental Principles and Rights at Work (1998)

⁴ ILO Convention No. 29 - Forced Labour Convention

⁵ UN Protocol to Prevent, Suppress and Punish Trafficking in Persons

⁶ ILO Convention No. 111 - Discrimination (Employment and Occupation) Convention

⁷ ILO Convention No. 1 - Hours of Work (Industry) Convention

⁸ ILO Convention No. 131 - Minimum Wage Fixing Convention

⁹ ILO Convention No. 87 - Freedom of Association and Protection of the Right to Organise Convention