

RESPONSIBLE SOURCING POLICY

For MotionTech, being a leading European intralogistics and warehouse automation specialist, responsible sourcing means establishing ethical, environmentally sound, and socially responsible procurement practices across our supply chain.

The primary objective of MotionTech's Responsible Sourcing program is to ensure that our suppliers adhere to high standards of integrity, promote sustainable practices, and respect human rights throughout their operations.

The MotionTech Responsible Sourcing 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 responsible sourcing practices, preventing ethical and compliance risks, and encouraging its stakeholders to do the same.

Continuous improvement is the guiding principle for all our responsible sourcing 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 responsible sourcing goals.

MotionTech Group will:

- Conduct comprehensive due diligence on suppliers, including human rights impact assessments in line with the UN Guiding Principles on Business and Human Rights¹
- Require suppliers to adhere to our Supplier Code of Conduct, which includes requirements related to labor standards², health and safety³, environmental protection⁴, and business ethics⁵
- Regularly assess suppliers through self-assessment questionnaires, audits, and improvement programs
- Prioritize suppliers who demonstrate commitment to sustainability principles and can provide evidence of positive social and environmental impact
- Work collaboratively with suppliers to address non-compliance issues, providing guidance and support for improvement
- Promote transparency in our supply chain and regularly report on responsible sourcing performance

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

³ ILO Convention No. 155 - Occupational Safety and Health Convention

⁴ UN Global Compact Principles 7, 8, and 9 (Environmental)

⁵ United Nations Convention Against Corruption (2003)