

MotionTech Supplier Code of Conduct

Introduction

At MotionTech, we are committed to conducting business with the highest standards of integrity, ethics, and responsibility. We seek to work with suppliers who share our commitment to quality, environmental stewardship, social responsibility, and ethical business practices.

This Supplier Code of Conduct outlines the minimum standards we expect from all suppliers, contractors, and business partners providing goods or services to MotionTech and its portfolio companies. These standards are based on internationally recognized principles including the UN Global Compact¹, the Universal Declaration of Human Rights², and the ILO Declaration on Fundamental Principles and Rights at Work³.

Scope and Applicability

This Supplier Code of Conduct applies to all suppliers, contractors, subcontractors, and business partners (collectively referred to as "suppliers") who provide goods or services to MotionTech and its portfolio companies.

Suppliers are expected to comply with this Code and to ensure that their own suppliers and subcontractors comply with these principles throughout the supply chain. This Code represents a minimum standard, and suppliers are encouraged to exceed these requirements whenever possible.

Implementation and Compliance

Our suppliers undertake to comply with and respect the requirements and intentions of this Code of Conduct. We also expect all suppliers to comply with international laws and standards as well as all applicable national laws, including but not limited to the UK Modern Slavery Act, Germany's Supply Chain Due Diligence Act, Sweden's Work Environment Act, and Norway's Transparency Act.

When this Code of Conduct has been communicated to a specific supplier, it shall be regarded as an integral part of any contract entered into between MotionTech and the supplier. Furthermore, we expect our suppliers to be transparent and warn us about challenges and any violations to this Code of Conduct.

The suppliers shall ensure that any subcontractor follows the Code of Conduct, including any subcontractor further down the value chain.

Our Commitments to Suppliers

We recognize that strong supplier relationships are built on mutual respect, open communication, and shared values. We commit to:

- Honor our contractual obligations, payment terms etc.
- Setting clear expectations through transparent communication
- Providing guidance and support to help suppliers understand and meet our requirements
- Maintaining open dialogue and addressing concerns collaboratively
- Ensuring our purchasing practices support suppliers in complying with this Code
- Recognizing and valuing suppliers who demonstrate leadership in sustainability and ethical practices

Supplier Requirements

Quality Management

Suppliers must:

- Deliver products and services that consistently meet agreed specifications and quality requirements
- Implement and maintain an effective quality management system
- Embrace continuous improvement as a guiding principle
- Address quality issues promptly and transparently
- Comply with all applicable quality standards, regulations, and MotionTech's quality requirements

Environmental Responsibility

Suppliers must:

- Comply with all applicable environmental laws and regulations
- Implement an effective environmental management system
- Minimize environmental impact through resource efficiency, waste reduction, and pollution prevention
- Measure and work to reduce greenhouse gas emissions in alignment with the Paris Climate Agreement⁵
- Manage chemicals responsibly and in accordance with MotionTech's environmental standards
- Protect biodiversity and ecosystems affected by their operations

Human Rights and Labor Practices

Suppliers must:

- Respect and support internationally recognized human rights²
- Prohibit forced labor⁶, human trafficking⁷, and child labor⁸ in any form
- Ensure fair working conditions, including reasonable working hours⁹

- Pay fair wages¹⁰ and benefits that meet or exceed legal minimums
- Respect freedom of association¹¹ and the right to collective bargaining
- Maintain workplaces free from discrimination¹², harassment, and abuse
- Implement appropriate due diligence to identify human rights risks

Health and Safety

Suppliers must:

- Provide safe and healthy working conditions¹³
- Implement effective health and safety management systems
- Identify workplace hazards and implement preventive measures
- Provide appropriate personal protective equipment at no cost to workers
- Train workers on health and safety procedures
- Have emergency preparedness and response plans in place
- Comply with all applicable health and safety regulations

Business Ethics

Suppliers must:

- Conduct business with integrity, transparency, and honesty
- Prohibit corruption¹⁴, bribery, extortion, and embezzlement in any form
- Disclose conflicts of interest that may influence business decisions
- Respect intellectual property rights and safeguard confidential information
- Comply with competition laws and engage in fair business practices
- Maintain accurate records of business activities and transactions
- Implement effective anti-corruption policies and procedures

Information Security

Suppliers must:

- Protect the confidentiality, integrity, and availability of information assets
- Implement appropriate technical and organizational measures to ensure information security
- Respect data privacy² and comply with applicable data protection regulations
- Promptly notify MotionTech of any potential data breaches or security incidents
- Ensure appropriate access controls for sensitive information

Verification and Compliance

Suppliers are expected to regularly assess their compliance with this Code and take necessary corrective actions to address any gaps.

Audits and Assessments

MotionTech reserves the right to verify compliance with this Code through self-assessment questionnaires, on-site audits, or third-party assessments. Suppliers must cooperate with such verification activities by providing access to relevant information, facilities, and personnel.

Documentation and Records

Suppliers must maintain documentation necessary to demonstrate compliance with this Code and applicable laws and regulations. Such documentation must be made available to MotionTech upon request.

Reporting Violations

Suppliers must implement mechanisms for workers and other stakeholders to report concerns or violations without fear of retaliation. MotionTech also provides a confidential whistleblowing channel for reporting violations of this Code.

The suppliers shall notify MotionTech of significant deviations or breaches of these guidelines or statutory requirements.

Non-Compliance and Corrective Actions

When non-compliance is identified, suppliers are expected to promptly implement corrective actions. MotionTech will work collaboratively with suppliers to address issues and improve performance. However, serious or persistent violations may result in termination of the business relationship.

Commitment and effort to comply with these principles will be a basic prerequisite for the collaboration with MotionTech to continue. If relevant improvement measures and agreed follow-ups are not carried out, or if statutory requirements are not met, MotionTech may terminate the business relationship.

Mutual Recognition

In cases where the supplier has adopted their own Code of Conduct and environmental policies that we agree are aligned with these principles, we apply the principle of mutual recognition and accept the supplier's Code or Policy as the ethical and environmental standard governing the commercial relationship with MotionTech.

Continuous Improvement

We recognize that achieving the standards in this Code is a dynamic and continuous process. We encourage suppliers to continuously improve their practices and to work collaboratively with us to advance sustainability and ethical business conduct.

Roles and Responsibilities

It is the responsibility of the MotionTech Group COO to maintain this Supplier Code of Conduct and communicate any updates. It is the responsibility of the Managing Directors in each subsidiary to ensure this Code is incorporated into supplier agreements and that compliance is monitored. Each company within the MotionTech Group is responsible for working with their suppliers to implement these standards.

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)
- ⁵ Paris Agreement on Climate Change (2015)
- 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. 1 - Hours of Work (Industry) Convention
- ¹⁰ ILO Convention No. 131 - Minimum Wage Fixing Convention
- ¹¹ ILO Convention No. 87 - Freedom of Association and Protection of the Right to Organise Convention
- ¹² ILO Convention No. 111 - Discrimination (Employment and Occupation) Convention
- ¹³ ILO Convention No. 155 - Occupational Safety and Health Convention
- ¹⁴ United Nations Convention Against Corruption (2003)