

Governance

Corporate Sustainability Policy

Commitment to Environment, Social and Governance (ESG)

By integrating environment, social and governance considerations into all aspects of our business, we protect our employees, our communities and the environment, achieve sustainable growth and accelerated productivity, drive compliance with all applicable regulations and develop technologies that expand the sustainable capacity of our world. Our Corporate Sustainability management systems reflect our values and help us meet our business objectives.

- We are committed to compliance with all of our environmental, health, and safety procedures and legal requirements everywhere we operate.
- Based on applicable environmental regulations, customer requirements and other specifications, our goal is to protect the environment, reduce hazardous and non-hazardous waste, reduce energy usage, convert to the use of renewable energy, avoid environmental pollution and continuously improve environmental performance. The certification of our production sites according to ISO 14001 confirms our active environmental management.
- We have set ourselves the goal of using energy, water and raw material resources in an environmentally friendly way, and identifying and reducing emissions such as carbon dioxide emissions, separating unavoidable waste for recycling, and using environmentally friendly materials. We will thereby reduce the environmental footprint of our business areas.
- We maintain an open dialogue with interested parties, customers and government agencies on environmental issues, work in our community to advance laws, regulations and practices to protect the public wherever they affect our business.
- Our management ensures that all environmental, health, and safety requirements are understood and actively communicated. Individual employees are actively encouraged to comply with environmental requirements in all processes, products and services and are accountable for their role in meeting our commitments.
- Our commitment to environment, social and governance is an integral aspect of our design of products, processes and services, and of the lifecycle management of our products.
- Our management system applies global standard that provides protection of both human health and the environment during normal and emergency situations.
- We protect the safety and health of our employees by striving to limit occupational accidents and related injuries and illnesses and injuries.
- One of our aspirations is to reflect the diversity in the communities where we work, the customers we serve and the world we live in.

- We abide by our own strict standards in cases where local laws are less stringent.
- We measure and periodically review our progress and strive for continuous improvement.

These are our commitments to Environment, Social, and Governance, and to creating Sustainable Opportunity everywhere we operate.

/s/ Matthijs Glastra

Matthijs Glastra
Chief Executive Officer
Novanta Inc.