

Novanta's Corporate Sustainability Policy

Commitment to Environment, Social and Governance

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.
 - We protect the safety and health of our employees, and we strive to limit the environmental footprint of our operations through efforts to prevent illness and injury.
 - 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 actively promote and develop opportunities for expanding sustainable capacity by increasing energy and water efficiency, improving security and safety, and reducing emissions of harmful pollutants.
 - We identify, control and endeavor to reduce emissions, carbon emissions, waste and inefficient use of resources, including energy and water.
 - We are open with stakeholders and work within our communities to advance laws, regulations and practices that safeguard the public.
 - We abide by our own strict standards in cases where local laws are less stringent.
 - Our senior leadership and individual employees are accountable for their role in meeting our commitments.
 - 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.