

# Restriction of Hazardous Substances (RoHS) and Waste Electrical and Electronic Equipment Directive (WEEE) Compliance Policy

Novanta is committed to complying with the Restriction of Hazardous Substances Directive (RoHS), also known as Directive 2002/95/EC, which restricts the use of specific hazardous materials found in electrical and electronic products, taking effect on July 1st, 2006. The substances banned under RoHS are lead (Pb), mercury (Hg), cadmium (Cd), hexavalent chromium (CrVI), polybrominated biphenyls (PBB), polybrominated diphenyl ethers (PBDE), and four different phthalates (DEHP, BBP, BBP, DIBP). The restricted materials are hazardous to the environment and pollute landfills, and are dangerous in terms of occupational exposure during manufacturing and recycling. Novanta is also committed to complying with the closely linked Waste Electrical and Electronic Equipment Directive (WEEE), also known as Directive 2002/96/EC, which mandates the treatment, recovery and recycling of electric and electronic equipment. All applicable products in the EU market after August 13th, 2006 must pass WEEE compliance. Novanta will meet all RoHS/WEEE requirements and is committed to providing our customers with information about substances in our products according to RoHS/WEEE requirements. We support the basic objective of RoHS of reducing the amount of hazardous chemicals used in electronics manufacture. We also support the basic objective of WEEE to encourage the design of electronic products with environmentally-safe recycling and recovery in mind.

Novanta is committed to complying with all laws and regulations applicable to our business, including the RoHS/WEEE regulations. Novanta will actively monitor our supply chain to ensure that all materials have been verified to the RoHS/WEEE standards. Novanta expects all of its suppliers to use materials that comply with RoHS/WEEE regulations. Should Novanta discover that any of its suppliers are non-compliant with RoHS/WEEE regulations, we will work with the supplier to achieve compliance and if the supplier refuses, Novanta will work diligently to identify and partner with an alternative supplier.

**/s/ Matthijs Glastra**

---

Matthijs Glastra  
Chief Executive Officer  
Novanta Inc.