



Sustainability Report

Sustainability at Novanta – A Continuous Commitment

2024



Table of Contents

About Sustainability and This Report	3	5 Environment	27
1 A Message from Our CEO	5	5.1 Our Environmental Goals	27
2 Sustainability at Novanta	6	5.2 Climate and Energy	28
2.1 About Novanta	6	5.3 Environmental Management	30
2.2 Sustainability Strategy	8	5.4 NovantaSUSTAIN	31
3 Governance	10	6 Sustainability Metrics and Targets	34
3.1 Sustainability Oversight	10	SASB Index	34
3.2 Ethics and Compliance	13	GRI Content Index	40
3.3 Responsible Procurement	16	Appendix A	43
3.4 Safety Standards	17	People and Innovation Tables	43
3.5 Risks and Opportunities	18	Appendix B	46
4 Social	21	Environmental Table	46
4.1 Our People	21	Appendix C	52
4.2 Environmental, Health, and Safety	21	Boundaries and Methodology	52
4.3 Culture	22	Appendix D	54
4.4 Training and Leadership Development	25	LRQA Independent Assurance Statement	54
4.5 NovantaCARES	26		

About Sustainability and This Report

At Novanta Inc. (“Novanta”, the “Company”, “we” or “our”), we deliver innovation that matters. As our world changes and our business grows, we are working hard to advance our sustainability initiatives. This is Novanta’s fourth annual Sustainability Report, covering the period from January 1, 2024 to December 31, 2024.

Novanta’s 2024 Sustainability Report discloses our progress and priorities, aligned with leading voluntary sustainability reporting frameworks, including the Sustainability Accounting Standards Board now part of the IFRS Foundation (SASB) and with reference to the Global Reporting Initiative (GRI) Standards.

Novanta’s strategic priorities revolve around both organic growth through investments in existing businesses and inorganic growth through complementary business acquisitions. Future acquisitions are expected to have a significant impact on our reported greenhouse gas (GHG) emissions and other sustainability goals, as well as our progress towards the short-, medium- and long-term goals that we set for ourselves. We have adopted the following reporting approach that will help enhance both the transparency and the year-over-year comparability of our sustainability reports.

- When we acquire a business during a fiscal year, we will exclude the partial-year information of the new acquisition from our sustainability reporting scope for that year. We will begin to include the full-year information of the newly acquired business in our reporting scope starting with the first full fiscal year following the acquisition date.

- For the first full fiscal year following the acquisition date, we will present our GHG inventory both on an “Organic” basis, i.e., excluding the emissions from the acquired business, and on a “Reported” basis, i.e., including the emissions from the acquired business for the full year.
- In addition, we will reset our base year for both our GHG inventory reporting and our GHG emissions reduction goals based on the Reported GHG emissions for this first full fiscal year for which the GHG emissions of the newly acquired business are included.

This report contains certain forward-looking statements based on Novanta management’s current assumptions and expectations, including statements regarding our sustainability targets, goals, commitments, programs, acquisitions and their impact on our sustainability goals and targets, and other business plans, initiatives, and objectives. These statements are typically accompanied by words such as “will,” “could,” “would,” “should,” “intend,” “hope,” “believe,” “expect,” “estimate,” “plan,” “aspire,” “aim,” “goal,” “pledge,” “potential,” “may”, “strive”, or similar words and expressions. The Company makes such forward-looking statements under the provision of the “Safe Harbor” section of the Private Securities Litigation Reform Act of 1995. Actual future results, including the achievement of our targets, goals or commitments, may vary materially from those projected, anticipated, or indicated in any forward-looking statements as a result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission (SEC), as well as, with respect to our sustainability targets, goals and commitments outlined in this report or elsewhere, the challenges and assumptions, risks, uncertainties, and factors identified in this report. You should consider the forward-looking statements

in this report in conjunction with our Annual Report on Form 10-K for the year ended December 31, 2024, and our subsequent Quarterly Reports on Form 10-Q and our Current Reports on Form 8-K filed with the SEC. Novanta urges you to consider carefully all of the risks, uncertainties, and factors identified above or discussed in such reports when evaluating the forward-looking statements in this report. Novanta cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. The forward-looking statements in this report are made as of the date of this report, unless otherwise indicated, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances, except as required under applicable law.

A note on materiality

While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with, or reporting pursuant to, the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this report. Instead, the terms refer to sustainability matters that are significant to our stakeholders and Novanta.

1 A Message from Our CEO

Welcome to Novanta's 2024 Sustainability Report. Our annual Sustainability Report is an opportunity to disclose our performance on key environmental and social metrics, as well as to pause and reflect on how we have enhanced our company's resilience in a rapidly changing world and the challenges we still need to address.

Every action we take brings us closer to our vision of delivering innovation that matters for our customers, employees, shareholders and the communities where we live and work. Building a sustainable company is embedded in our vision and our Novanta Way culture, and adopting sustainable practices has led to increases in efficiency and higher standards. As part of our Novanta Way, the Novanta Growth System (NGS) serves a key role in driving our performance culture. NGS is a set of best-practice tools, techniques, and processes for fostering employee engagement, development and training at all levels, and for promoting cross-functional teamwork.

Overall, in 2024, we saw increases in our employee engagement score, participation in cultural and community-building activities, and membership in our employee groups, which are open to all employees.

Some of the achievements from 2024 that I'm proud to highlight in this report are:

- Environmental sustainability
 - Reduced our total market-based Scopes 1 and 2 greenhouse gas emissions by 35% on a reported basis and 39% on an organic basis year over year (2024 compared to 2023).
 - Reduced our market-based Scopes 1 and 2 greenhouse gas emissions intensity by 39% from 2023 to 2024.
 - Successfully completed ISO 14001 audits of all 11 manufacturing operations and received ISO 45001 certifications for 9 of these operations.
 - Awarded a Bronze medal by EcoVadis.

- Culture
 - Completed 70 Kaizen events and 650 employees participated in Novanta Growth System (NGS) training on core NGS tools.
 - Increased our NovantaCARES participation rate to approximately 33% of our employees joining at least one NovantaCARES event. Over 60 employees and leaders were involved in organizing these events.
 - Hired, developed, and promoted the best talent regardless of gender, ethnicity, age, sexual orientation, or disability status.
 - Provided tailored learning and development programs for more than 450 employees.
 - Over 1,000 employees across 13 of our sites participated in our first-ever inclusivity and community festival that was led by our Employee Resource Groups (ERG), which are open to all employees.

Through these achievements, one theme stands out: our employees come to work each day not only to solve problems but to do so in the service of others. From minimally invasive surgery to automation safety to clean energy production, our products and components work behind the scenes to power processes that improve the health and quality of life of millions of people worldwide. Investing in sustainability today will enable us to continue developing cutting-edge technologies well into the future and deliver innovation that matters.

Thank you for your support.

Matthijs Glastra

Chair of the Board of Directors and Chief Executive Officer

2 Sustainability at Novanta

2.1 About Novanta

Novanta is a leading global supplier of core technology solutions that give medical, life science, and advanced industrial original equipment manufacturers a competitive advantage. We combine deep proprietary expertise and competencies in precision medicine, precision manufacturing, robotics and automation, and advanced surgery with a proven ability to solve complex technical challenges. This enables Novanta to engineer proprietary technology solutions that deliver extreme precision and performance, tailored to our customers' demanding applications. The driving force behind our growth is the team of innovative professionals who share a commitment to innovation, the Novanta Growth System, and our customers' success. Novanta's common shares are quoted on Nasdaq under the ticker symbol "NOVT".

Our Business

Novanta develops and builds critical components and devices for our partner OEMs in the medical and advanced industrial markets. We have two reportable segments: Automation Enabling Technologies and Medical Solutions. Our Automation Enabling Technologies segment focuses on Precision Manufacturing and Robotics and Automation, while our Medical Solutions segment specializes in Advanced Surgery and Precision Medicine.

Precision Manufacturing

The Precision Manufacturing business unit designs, manufactures and markets high performance laser source and beam steering technologies for process and system integration. Novanta holds a unique capability in this field, being a manufacturer of both the laser source and the beam steering technology.

This enables us to develop products that are specifically engineered to work in perfect harmony, deep within complex manufacturing environments. During our 50 years of heritage in developing laser-based manufacturing technologies, we have built up expertise that is the envy of the industry — from our unique ultra-high performance laser mirror technology, all the way to our unique and high reliability Diode-Pumped Solid-State (DPSS), Diode, Ultrafast, and CO₂ laser technologies.

Robotics and Automation

The Robotics and Automation business unit designs, manufactures and markets world class motion and robotic technologies for mission critical applications. Novanta is dedicated to the development of products and technologies that support these disruptive applications, through an unwavering commitment to pushing the boundaries of physics with our advanced product solutions and New Product Introduction (NPI) roadmaps. Novanta powers these industries through its unwavering dedication to developing world-class motion control products and embedded technologies that deliver the required levels of precision, safety, speed, performance, and energy efficiency to these applications.

Precision Medicine

The Precision Medicine business unit designs, manufactures and markets optical subsystems, light & imaging engines for life science and diagnostic instrumentation. With unique expertise and products founded on sensors, laser technology, positioning and imaging, we develop industry leading, embedded solutions that power next generation applications, such as DNA and proteomic sequencing, automated microscopy, in addition to many other automated cellular excitation and emission applications.

Advanced Surgery

The Advanced Surgery business unit designs, manufactures and markets medical and surgical equipment solutions for OEM system integration. With over 40 years of experience, we have established ourselves as a trusted developer and preferred provider of critical 'under the hood' OEM solutions for surgical operative equipment. Leveraging this heritage, we have established deep expertise across a series of vital core technologies, including insufflators, pumps, endoscopic camera technologies and RFID tracking, all of which play integral roles in operating rooms worldwide. Our dedication to developing and delivering such crucial solutions contributes to enhancing the current standards of care in surgical settings globally.

Our Vision

Our vision is to deliver innovation that matters to our customers and enhance people's lives.

Our Mission

We partner with medical and advanced industrial OEMs to engineer components and sub-systems that deliver precision and performance.

Our Values

- **Win with customers** – Help customers differentiate to win.
- **Keep our promises** – Do what we say with no excuses.
- **Stretch for the limit** – Take calculated risks to overdeliver.
- **Be real** – Be respectful, open and honest.
- **Be a great team** – Win together as a team.

The Novanta Way

We believe a healthy culture supports long-term growth, innovation, and success. It helps us attract and retain the best talent, consistently deliver results to our customers, and remain resilient to shocks. The Novanta Way, a term that we use to refer to our culture, defines the fabric of our culture and how we work together and relate to each other.

The Novanta Way provides the building blocks for welcoming, adaptable, and high-performance teams through four pillars:

1. **Cohesive Teams** that are diverse, inclusive, collaborative and committed to helping our customers win are at the heart of who we are and how we work together.
2. **Engaged Employees** who are aligned with the company's vision and strategy and feel a deep sense of belonging.
3. **Novanta Values** are the glue that connects our people as one empowered team and guide them to achieve the company's goals.
4. **Novanta Growth System** helps our business units to collaborate and share best practices through a consistent set of tools, techniques, and processes to develop innovative products and build commercial and operational excellence.

With Novanta's many business units and global locations, we work hard to foster our culture among each and every one of our employees. Leaders across Novanta reiterate the importance of our culture through our regular communications. We recognize employees who consistently embody the culture as "Value Champions".

The Novanta Growth System

The Novanta Growth System (NGS) is an important part of bringing our performance culture to life. NGS is a set of best-practice tools, templates, and processes that enable us to create greater value for all our stakeholders, and to improve continuously. Rooted in Lean principles, NGS has four core focus areas:

5. **Commercial** – sales, marketing, and product management
6. **Operations** – manufacturing, quality, and supply chain management
7. **Innovation** – research and development (R&D)
8. **Shared Services** – human resources, information technology, finance, accounting, legal, and other corporate services

NGS aims to improve the structural performance of our business units by eliminating waste, streamlining processes and procedures, and collaborating more effectively to deliver valuable solutions to our customers on an ongoing basis. Sustainability is an intrinsic element of how NGS approaches business improvement, as NGS seeks to eliminate inefficiencies, reduce waste, and invite internal stakeholders to actively identify and participate in developing solutions together. Sustainability considerations are also explicitly integrated into our New Product Introduction (NPI) Toolbox and Lean Toolbox, where we provide environmental guidelines, tools, and checklists. Read more about this in the chapter on [NovantaSUSTAIN](#).

A key part of NGS is holding Kaizen events to optimize our performance. In 2024, we held over 70 Kaizen events companywide, driving improvement across a wide range of activities, processes, and services. Results from Kaizen events from across our business units and support functions included supporting time to market for new products, promoting organic growth and productivity, and enhancing inclusivity, belonging, leadership and our learning organization, among many other important business activities.

We provide training on NGS tools throughout the year and certify practitioners in Lean and Six Sigma methodologies to broaden our NGS performance culture. In 2024, more than 650 employees participated in NGS training on core NGS tools such as value stream mapping, problem solving, daily management, and project management. We certified 30 Practitioners and Tool Champions in core NGS Lean tools.

To learn more about Novanta, visit [Novanta.com/About-Us](https://www.novanta.com/about-us).

2.2 Sustainability Strategy

We link technology and economic progress with sustainability responsibilities for the well-being of future generations and for achieving our business goals now and in the future. We take to heart our responsibilities to our shareholders, employees, customers, suppliers, business partners and the communities in which we conduct business. We are working towards creating a brighter future through environmental sustainability initiatives, building an inclusive workforce, and maintaining a robust governance system.

We deliver innovations that matter to our customers, patients, and the environment. Enhancing living conditions is the most vital aspect of sustainability, also fostering employee engagement and a sense of belonging.

We leverage Novanta’s capabilities and resources to advance company-wide sustainability initiatives by enabling our businesses to develop environmental and social actions on-site that best meet the needs of our stakeholders.

We are focusing on:

- reducing greenhouse gas (GHG) emissions from our operations;
- reducing the environmental and social impact of our products and supply chain;
- creating an attractive workplace, with a workforce characterized by inclusivity, a sense of belonging, and community involvement; and
- conducting our business in an ethical and lawful manner toward shareholders, employees, customers, suppliers, business partners, and the communities in which we conduct business.

We measure our progress on a regular cadence, improve continuously, and set further ambitious targets. We discuss and analyze with internal and external stakeholders our sustainability roadmap, our position in the value chain with regards to the environmental and social impact of our products, and our progress in reducing Novanta’s environmental footprint.

Our Approach to Sustainability

We have refined our methodology for measuring, reporting, and managing our impact to include all of our global facilities. We currently track:

- Scope 1 and Scope 2 GHG emissions
- Waste generation
- Water consumption
- Employee demographics
- Health and safety outcomes

We prepared our 2024 Sustainability Report in accordance with the voluntary reporting frameworks of the Sustainability Accounting Standards Board (SASB) and in reference to Global Reporting Initiative (GRI). We recognize the impact of our footprint and the role we play in facilitating meaningful changes to benefit the people and the places affected by our operations. We are developing action plans with the aim of achieving net zero operational GHG emissions by 2050. The Novanta Way defines our performance culture and begins with building cohesive teams based on trust, commitment, and accountability. Inclusion and belonging are an important part of our culture and are leader led and embedded into our ways of working. And we are expanding our governance reach through our value chain. Please refer to Section (6), “Sustainability Metrics and Targets,” for our full list of SASB and select GRI disclosures.

Topics We Are Focusing On

Based on our sustainability double materiality assessment that involved a survey with a target group of both internal and external stakeholders and cross-referencing the current version of the European Union Corporate Sustainability Reporting Directive (CSRD), we identified a number of sustainability topics that we believe are the most relevant to both Novanta and our stakeholders. In the short- and medium-term, we plan to focus on the following:

- Operational GHG emissions reduction
- Equitable and inclusive workforce
- Sustainable procurement
- Product safety and quality

3 Governance

As a leading global provider of key technology solutions to the medical and advanced industrial end markets, we link technical and economic progress with sustainability responsibilities for the well-being of future generations and for achieving our business goals now and in the future.

This is not just because it is the right thing to do, but we also consider sustainability as an essential element in our continued growth. Therefore, the responsibility for managing and making decisions on these topics has been placed with our senior-most leaders, the Novanta Leadership Team, under the oversight of our Board of Directors (the "Board"). It extends throughout our organization to department heads and others. In fact, individuals throughout Novanta are encouraged and empowered to institute new sustainability initiatives and speak out when they see room for improvement.

As we mature on our sustainability journey, we are embedding sustainability considerations throughout our operations. As part of our Novanta Way approach, we are harmonizing our approaches in key areas, such as supply chain management, product development, talent acquisition and employee engagement. At the same time, we are integrating sustainability into our policies and procedures at the global company level and working towards cascading them down across the organization. Read on to learn more about how we believe that a bias for responsible behavior is embedded throughout Novanta.

3.1 Sustainability Oversight

The oversight of our sustainability topics rests with our highest governance body, our Board of Directors. As of December 31, 2024, our Board of Directors consisted of nine members, including our Chair and CEO, Matthijs Glastra. Our Board of Directors monitors and oversees the Company's sustainability program through its Environmental, Social, and Governance Committee (the "ESG Committee"). Of our nine board members, all except our CEO are independent, and four (44%) are women.

ESG Committee

Novanta's Board of Directors, through its ESG Committee, oversees, reviews, and assesses the Company's sustainability strategy, program, policies, and risk management. The ESG Committee, which meets at least three times a year, regularly reports to the full Board on these matters. In addition, the full Board also reviews the Company's sustainability program and initiatives regularly.

The Environmental, Social and Governance Committee Charter is available on our [website](#) along with our other governance documents. It states the full responsibilities of the ESG Committee, the highlights of which are summarized in the table below.

ESG Committee Responsibilities		
Environmental	Social	Governance
<ul style="list-style-type: none"> Oversees sustainability strategy, initiatives, policies, and risk management. Oversees our corporate approach to climate change and environmental stewardship. Reports to the Board on environmental matters. 	<ul style="list-style-type: none"> Oversees our corporate approach to social issues. Oversees programs and policies regarding diversity and inclusion. Reports to the Board on social matters. 	<ul style="list-style-type: none"> Identifies potential Board members. Oversees corporate governance policies and practices. Assesses Board member committee qualification. Regularly assesses the performance of the Board and its committees. Reviews and oversees the overall cybersecurity program, including its strategy and processes.

Novanta Leadership Team

The Novanta Leadership Team, consisting on December 31, 2024 of the Chief Executive Officer (CEO), Chief Financial Officer (CFO), General Counsel and Corporate Secretary, and three next most senior leaders, is responsible for Novanta’s sustainability strategy, goals, and compliance programs, as well as the management of risks and opportunities. The Novanta Leadership Team manages day-to-day assessment and decision-making around Novanta’s risks and opportunities with a focus on our most significant risks. Our Board of Directors and Board committees oversee and guide these efforts. These risks include, but are not limited to, cybersecurity, product quality and safety, effect of economic and political environment and government regulations on our businesses, risks associated with new product launches, volatility in market and customer demand, competition, geopolitical risks and regional conflicts, protection of intellectual property, supply chain disruptions, business acquisitions, data privacy, anti-bribery and anti-corruption, natural resources, waste and toxicity, climate-related risks and opportunities, labor, health and safety, and human rights.

The Novanta Leadership Team relies on both the Environmental Sustainability Committee and the Inclusion and Belonging Committee for information and status updates as well as to cascade its vision and strategic decisions around sustainability goals and initiatives.

Environmental Sustainability Committee

In alignment with ISO requirements, Novanta’s Environmental Sustainability Committee is composed of the General Counsel and Corporate Secretary, Vice President of Sustainability, Business Unit Presidents and General Managers (GMs) who meet at least quarterly to develop and define the strategy and goals for quality, environmental sustainability, and health and safety programs for our business units. Members of the committee are responsible for disseminating new goals and information within their business units and sites, collecting data, and creating a unified response to sustainability and environmental requirements and audits. The committee recognizes and takes into consideration the importance of engaging with key stakeholders.

Inclusion and Belonging Committee

Novanta's Inclusion and Belonging Committee provides strategy and governance for Novanta's inclusion and belonging initiatives and organizes teams to help execute these initiatives. The committee's goals and strategy are governed by the 'Novanta Way,' which is a structure that defines how Novanta employees work and collaborate with each other and builds cohesive teams all based on inclusive principles anchored in trust, commitment, and accountability. This committee is also responsible for organizing and leading the Company's Culture Council, coordinating activities among the Employee Resource Groups and organizing a multitude of working teams. This governance structure helps to institutionalize Novanta's inclusive culture.

Cybersecurity Governance

The Board of Directors recognizes the need for continually monitoring our information security risks and cybersecurity initiatives. The Audit Committee of our Board of Directors undertakes the primary oversight responsibility over our cybersecurity risks and information security controls. Management briefs the Audit Committee on information security matters at each quarterly meeting of the Audit Committee. In addition, management updates the Audit Committee regarding any potentially material cybersecurity incidents, if any, as well as any incidents with lesser potential impact.

In addition to the role that the Audit Committee plays in overseeing enterprise risk and cybersecurity risks, the ESG Committee reviews and oversees our overall cybersecurity program, including its strategy and processes, and is updated by management on the status and developments of the cybersecurity programs at each of the ESG Committee's meetings.

Both the Audit Committee and the ESG Committee report to the full Board regarding their activities, including those related to our cybersecurity risks and program. The full Board also receives briefings from management at least once a year on our cybersecurity risk management program. Board members receive presentations on cybersecurity topics presented by the Chief Information Officer (CIO) and Chief Information Security Officer (CISO).

Our management team, including our IT management team, is responsible for assessing and managing our material risks from cybersecurity threats. The CISO/CIO oversees the overall cybersecurity risk management program, and the Deputy Chief Information Security Officer (DCISO) has the primary operational responsibilities over our cybersecurity program, including supervising both our internal cybersecurity personnel and our retained external cybersecurity consultants. The CISO, who is also the CIO, has over 23 years of experience managing global IT operations, including strategy, applications, infrastructure, information security, support, and execution. The CISO/CIO holds a Master of Science degree in computer science and engineering (with a specialization in Information 30 Assurance) and a Doctorate of Engineering Management/Systems Engineering degree. Our DCISO has served in various roles in information security for over 16 years and holds a Bachelor of Science degree in mathematics and computer science and a Master of Science degree in computer science.

Our management team takes steps to stay informed about and monitor efforts to prevent, detect, mitigate, and remediate cybersecurity risks and incidents through various means, which may include briefings from internal security personnel, threat intelligence and other information obtained from governmental, public, or private sources, including external consultants engaged by us, and alerts and reports produced by security tools deployed in the information technology environment.

3.2 Ethics and Compliance

Our business depends on maintaining high standards of professional ethics among our team members and remaining compliant with relevant laws and regulations. The Novanta Leadership Team strives to promote business practices and operating procedures that can withstand the highest levels of scrutiny. Novanta’s independent Internal Audit function monitors and assesses the Company’s practices and reports directly to the Audit Committee of our Board of Directors. We also conduct risk assessments annually and modify any policies or controls as needed.

Ethics

Ethical decision-making requires an understanding of personal and company values and principles, coupled with good personal judgment. We expect all Novanta team members—from the Board of Directors and the Novanta Leadership Team to all employees—to understand and embrace our Novanta Values. We strive to embody these principles in everything we do, so that our activities reflect positively on our stockholders, our marketplace, our community, and ourselves.

Code of Ethics & Business Conduct

The Novanta Code of Ethics & Business Conduct (the “Code of Business Conduct”) identifies the ethics, values, and principles that guide our business relationships. We are dedicated to doing business with a strong sense of ethics, honesty, and integrity. The Code of Business Conduct was written by management and approved by the Board of Directors. The Code of Business Conduct provides guidelines on relationships between employees and internal and external stakeholders, conflicts of interest, anti-corruption, protection of assets, and more. All employees and directors are responsible for upholding the Code of Business Conduct, which is translated into seven languages besides English.

Anti-bribery and Anti-corruption

Under our Anti-Bribery and Anti-Corruption (ABAC) Policy, Novanta conducts an annual risk assessment and screening of customers, suppliers, distributors, and resellers to identify and replace any third parties that may have violated anti-corruption or anti-bribery laws in recent years and do not have the necessary controls and procedures in place to prevent and prohibit bribery and corruption behaviors. If a third party is identified as high risk based on an adverse data search, further due diligence is conducted, and the business relationship is reviewed by the Chief Financial Officer, the General Counsel, or the Chief Accounting Officer. Proper safeguards are put in place to protect our business if it is deemed acceptable to continue doing business with the third-party.

Human Rights

We are focused on reflecting our company’s values in our business practices, including treating people with respect and dignity. Our Human Rights Policy outlines our goal of protecting and promoting human rights in all aspects of our operations, including those of our suppliers, contractors, and business partners. Our policy generally aligns with the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the provisions in the U.K. Modern Slavery Act of 2015, and the California Transparency in Supply Chains Act of 2010. Novanta does not tolerate harassment, discrimination, or retaliation in its supply chain. Our Human Rights Policy includes these and other expectations, including safe working conditions, the prohibition of child or forced labor, and more.

We have established a Human Rights Team that convenes at least quarterly to enhance human rights both internally and externally. Key initiatives include:

- Implementing comprehensive training programs for all HR personnel, including new hires.
- Development of processes to collect and aggregate data for key metrics, such as demographics of the Novanta Leadership Team, age structure, performance review ratings, etc.
- Enhancing the training curriculum for our purchasing team.
- Including Human Rights into self-assessment and on-site audit documentation for our suppliers.
- Conducting annual internal assessment for compliance with human rights standards.

The internal assessment of our own operations include our adherence to the human rights standards set forth in our [Code of Business Conduct and Human Rights Policy](#). We assess all Novanta business units and sites for compliance with the following policies:

- Human Rights Reporting
- Employee Health & Safety
- Working Conditions
- Social Dialogue
- Career Management & Training
- Child Labor, Forced Labor & Human Trafficking
- Discrimination & Harassment

Ethics Training

Both new and existing employees are required to regularly pass training courses on ethics, anti-bribery and anti-corruption, harassment, and data privacy policies. Additionally, employees are required to certify annually that they understand and uphold the Code of Conduct, anti-bribery and anti-corruption, and anti-harassment policies.

Confidential Reporting of Suspected Violations

As an alternative channel of communication for anyone, including both employees and external stakeholders, who does not wish to report directly to a manager, a business unit and corporate leader, or a human resources representative under our open-door reporting policy, we maintain a compliance hotline, hosted by an independent external vendor, for the confidential reporting of any suspected policy violations or unethical business conduct on the part of our businesses, employees, officers, directors, suppliers, or customers. We provide training and education to our global workforce with respect to our Code of Business Conduct, anti-bribery and anti-corruption policy, data privacy regulations, and workplace harassment. To file a complaint, individuals can visit <http://novanta.ethicspoint.com> or call the hotline. The Code of Business Conduct and related posters displayed at our facilities list local numbers for each country. Internal Audit reports on hotline activities to the Audit Committee on a quarterly basis. The Chair of the Audit Committee also has direct access to all fraud, anti-bribery and anti-corruption, internal control, and financial matter-related reports on the compliance hotline. All incidents reported through the compliance hotline are investigated thoroughly by either Internal Audit or qualified internal management personnel and the related findings and conclusions are summarized and presented to the Audit Committee.

Compliance

We require our employees and facilities to comply with relevant laws and regulations in the countries in which they work or operate. We govern the activities of our employees, facilities, and supply chain partners through a host of Novanta policies, including our:

- Code of Ethics & Business Conduct
- Supplier Code of Conduct
- Anti-Bribery and Anti-Corruption (ABAC) Policy
- Anti-Harassment Policy
- Antitrust Law Compliance Statement
- California Proposition 65 Compliance Policy
- California Transparency in Supply Chain Act
- China Restriction of Hazardous Substances (China RoHS) Policy
- Conflict Minerals Responsible Sourcing Policy
- Data Privacy Policy
- Sustainability Policy
- Equal Employment Opportunity Policy
- Human Rights Policy
- Political Activity Policy
- Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Compliance Policy
- Related Party Transaction Policy
- Restriction of Hazardous Substances (RoHS) and Waste Electrical and Electronic Equipment Directive (WEEE) Compliance Policy

Copies of these policies are available on our [website](#).

Manufacturing

Our production facilities are subject to federal, state, local and, in some cases, foreign environmental regulations related to the use, storage, handling, and disposal of regulated materials, chemicals, and certain waste from production processes.

In 2024, we received one notice of violation for non-compliance with manufacturing or production laws or regulations. Appropriate measures were taken to correct and prevent future non-compliance. We experienced zero material permit breaches in 2024.

Data Privacy

Novanta follows relevant data privacy and security laws and regulations in the jurisdictions in which we operate, some of which place restrictions on our ability to process personal data across our business. In particular, General Data Protection Regulation (GDPR) in the European Union (EU) and the European Economic Area (EEA), the California Consumer Privacy Act (CCPA), and the California Privacy Rights Act (CPRA). These regulations create individual privacy rights for data subjects, increase the privacy and security obligations of entities handling certain personal data, and require transparency and disclosure to data subjects on how their data is being used.

Cybersecurity Risk Management and Strategy

We have developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity, and availability of our critical systems and information.

We design and assess our program based on various cybersecurity frameworks, such as the National Institute of Standards and Technology (“NIST”) as well as International Organization for Standardization (“ISO”) 27001. We use these cybersecurity frameworks and information security standards as a guide to help us identify, assess, and manage cybersecurity risks relevant to our business.

Our cybersecurity risk management program is designed to be integrated into our overall risk management program and share common methodologies as well as governance processes across the risk management program. Key elements of our cybersecurity risk management program include, but are not limited to, the followings:

- Risk assessments designed to help identify material risks from cybersecurity threats to our critical systems and information;
- Security team and an external service provider principally responsible for managing (1) our cybersecurity risk assessment processes, (2) our security controls, and (3) our response to cybersecurity threats and incidents;
- The use of external service providers, where appropriate, to assess, test, or otherwise assist with aspects of our cybersecurity security processes;
- Cybersecurity awareness training for our employees, including incident response personnel and senior management, on a quarterly basis as part of the risk mitigation strategy;
- Quarterly testing the effectiveness of the cybersecurity awareness training;
- A cybersecurity incident response plan that includes procedures for responding to cybersecurity incidents;
- A third-party risk management process for key service providers, based on our assessment of their criticality to our operations and respective risk profile, suppliers, and vendors; and
- Cybersecurity internal and external penetration testing.

We face risks from cybersecurity threats that, if realized, are reasonably likely to materially affect us, including our operations, business strategy, results of operations, or financial condition. We have not experienced any incidents that have materially affected us, including our operations, business strategy, results of operations, or financial condition.

3.3 Responsible Procurement

We purchase manufactured components, raw materials, equipment, and services from a wide range of global suppliers for all of our businesses around the world. Our supply chain includes inputs to our medical and advanced industrial technology products, manufacturing equipment, logistics, packaging, information technology and much more. We have guidelines in place to purchase from ethical suppliers and expect our supply base to abide by the same ethical standards to which we hold ourselves. In 2024, over 40% of our key suppliers were ISO 14001 certified.

We have a “Sustainable Supply Chain Roadmap” that harmonizes our approach to responsible procurement so that we are working with suppliers with high sustainability standards. As part of our roadmap, we require our key suppliers—defined as the top 80% of direct material suppliers by spend and critical material suppliers—to sign and adhere to our Supplier Code of Conduct, which outlines our policies and procedures that they are expected to comply with. As a baseline, all suppliers must comply with all the relevant laws and regulations in the countries in which they operate. Our Supplier Code of Conduct provides additional guidelines on:

- Labor rights, including child and forced labor, wages, and non-discrimination;
- Health and Safety, including emergency preparedness, occupational safety and industrial hygiene, and occupational injury and illness;
- Environmental impact, including permits and reporting, pollution prevention, resource reduction and handling, and hazardous substances and material restrictions;

- Ethics, including anti-corruption, property rights of others, fair business, advertising and competition; and
- Compliance measures, including reporting and assessments, training, and corrective actions.

Suppliers are required to accept our Supplier Code of Conduct. At the beginning of 2025, we published an updated Supplier Code of Conduct which extends our requirements to our second-tier suppliers and includes new criteria on various topics, such as working hours, wages and benefits, and non-discrimination. All new and current key suppliers must confirm that they understand and adhere to the updated policy.

We have also adopted a Sustainable Purchasing Policy that governs lower dollar value purchases, guiding use of sustainable brands when available, such as those with the Energy Star seal indicating energy efficiency.

Sustainability Scorecard

New and key suppliers of materials are expected to complete our sustainability self-assessment which includes disclosures about ISO certification, external sustainability reporting, internal sustainability policies, human & labor rights, governance, and more. Based on these responses and supplementary evidence provided to Novanta, we developed a Sustainability Scorecard and sustainability risk rating for each supplier. In 2024, we increased the response rate to this assessment by providing our Chinese suppliers with a Chinese language version.

The Sustainability Scorecard enables us to identify sustainability hotspots in our supply chain. Then, we can work directly with suppliers to help them address areas of concern, such as adopting relevant policies and procedures.

Audits

Our Global Supplier Onboarding and Recertification assessment process and onsite audits include sustainability criteria covering environmental, social, and governance topics, including human rights. As of the end of 2024, all Novanta businesses used standard forms that cover these topics as well as standard quality aspects. Sustainability evaluation is performed during the onboarding process for new suppliers and during the periodic assessment process for existing and key suppliers. In 2024, 10% of our key suppliers completed sustainability self-assessment, and we completed on-site audits, including sustainability aspects, at 4% of our key suppliers.

To support the integration of sustainability criteria into our audit process, we added an internal sustainability certification program for Novanta teammates who conduct supplier audits.

Training

In 2024, we launched a new sustainability related training course for our supply chain and quality management employees that is now a standard part of our onboarding process for these roles. The training covers our Sustainability Scorecard, Sustainable Purchasing Policy, environmental, social and governance aspects, including environmental protection, health and safety, human and labor rights, roles and responsibilities, assessments, audits, etc.

3.4 Safety Standards

ISO Efforts

Novanta products are used in highly sensitive and technical contexts, including medical devices and advanced industrial equipment. It is imperative, therefore, that our products meet the highest standards of safety and quality to meet our customers’ needs. We pursue industry-standard ISO certifications, or their respective national versions, such as EN, DIN, and BS, for our facilities and systems across business units. In 2024, ISO-required internal and external audits were completed at 100% of relevant facilities for ISO 14001 and 90% of relevant facilities for ISO 45001. In 2024, we have achieved ISO 27001 certification for information security management.

Standards we pursue	
For all products	For medical products
<ul style="list-style-type: none"> • ISO 9001 • ISO 14001 • ISO 45001 • ISO 27001 	<ul style="list-style-type: none"> • ISO 13485 • CE Marking in the EU • FDA Approval in the U.S. • CFDA in China • PMDA in Japan • ANVISA in Brazil

Product Quality and Safety

The quality and safety of our products is of utmost importance to us. We strive to comply with laws and regulations relating to product safety in each of the countries where we operate, including Code of Federal Regulations Title 21, Part 820 (Quality System Regulation) in the U.S. and the Medical Device Directive (MDD) and Medical Device Regulation (MDR) in Europe for medical devices. Our facilities strive to meet the highest global standards. We have already achieved ISO 9001, and more than half of our relevant manufacturing operations have achieved ISO 13485 certification. The new ISO 27001 certification will enhance our capabilities e.g., in the areas of data protection, product security, and mitigating cyber threats to our products. The Novanta

Growth System provides a common set of best practices and tools that help us to meet high standards.

In 2024, we continued to socialize our NovantaSUSTAIN approach to “Design for Sustainability” guidelines. Read more in the [NovantaSUSTAIN](#) chapter of this report.

3.5 Risks and Opportunities

Effective Management of Risks and Opportunities

Risks and opportunities are inherent in all aspects of our business activities and embedded in our routine management decision-making. Effective management of these risks and opportunities is critical to our success as a strategic supplier to our customers, a key customer to our suppliers, a trusted employer to our employees, and a good investment to our investors.

The Novanta Leadership Team leads the overall risk management program at Novanta. General Managers and their leadership teams and corporate functional leaders are responsible for the execution of the respective components of the risk management program.

Our risk assessment is updated annually based on changes in the overall economic environment and specific trends affecting Novanta businesses and our strategic goals. Material risks are disclosed under Part I, Item 1A. *Risk Factors*, of our annual report on Form 10-K filed with the Securities and Exchange Commission (SEC). Short-term market dynamics are analyzed and discussed in our quarterly business operating reviews to address any new or emerging risks and opportunities that need to be taken into account to deliver on our annual and strategic goals. Key Performance Indicators (KPIs) are developed, agreed to, and monitored in response to any significant adjustments made to the original action plans. If any new material risk is identified in our quarterly review processes, we will add appropriate disclosures to our quarterly report on Form 10-Q filed with the SEC.

Enterprise Risk Assessment

Our independent Internal Audit function performs an annual update to Novanta's enterprise risk assessment by conducting interviews with various senior leaders within the Company. The risk management program is designed to engage Novanta leaders, including both corporate leadership and business unit leadership, in identifying, monitoring, and managing key risks and opportunities that affect our business and the execution of our strategic initiatives. All risks are ranked based on both the likelihood of occurrence and the severity of the potential impact. The results of the risk assessment are summarized for and reviewed by the Novanta Leadership Team. Based on the updated risk assessment, internal audit plans are developed to evaluate and monitor management's processes and controls around the higher ranked risk areas. Business unit and functional leadership teams are responsible for developing and implementing measures to mitigate the risks to an acceptable level. Internal audit plans and risk assessment results are then reviewed with, and approved by, the Audit Committee of the Board of Directors.

Beginning in 2021, we expanded the existing risk management program to incorporate a broader sustainability assessment and a specific climate-related risks and opportunities assessment, utilizing the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and SASB's Sustainability Accounting Standards for Electrical & Electronic Equipment industry and Medical Equipment & Supplies industry as key inputs to this process with respect to our identification, assessment, and monitoring of climate-related risks. We evaluate both the likelihood and the potential impact of risks and opportunities relevant to our business over the short-, medium- and long-term time horizons to help guide us in setting priorities to manage the identified risks. The results of these assessments are reviewed with the ESG Committee of the Board.

Climate Risks and Opportunities

For example, the climate-related disclosure rules from the SEC (which are currently stayed by the SEC pending ongoing litigation as of the date of this report), the *Corporate Sustainability Reporting Directive* (CSRD) promulgated by the EU and subsequent Omnibus Simplification Package, and *Climate Corporate Accountability Act* (Senate Bill 253) and *Greenhouse Gases: Climate-related Financial Risk* (Senate Bill 261) adopted by the State of California impose significant additional reporting obligations, which are expected to significantly increase our compliance costs. Additionally, we anticipate that various governments around the world will impose various levies on carbon emissions and that we will incur significant additional costs to achieve our net-zero emissions goal over the long term.

One of the highest-ranked climate-related risks stems from certain medical products that we produce and sell to our medical OEMs. Our medical insufflators require the use of CO₂ gas by hospitals in order to create space within patients' body cavities for surgeons to perform minimally invasive surgery procedures. CO₂ is the only gas safe for use in the human body due to the high physiological compatibility of this gas type. As a result, hospitals cannot avoid the release of CO₂ gas into the atmosphere from the use of our insufflator technology. Further, single-use medical consumable products for our medical insufflators and pumps play a significant role in patient safety because of the vital hygiene considerations and outcomes. However, at the end of their use, even when disposed of properly by end users, they have a negative impact on the environment. In collaboration with a reputable sustainability research institution in Berlin, we previously analyzed reusable tube sets as an alternative to single-use plastic tube sets that can be used with our medical pump technology. Since the production of heat resistant materials for the tube set (autoclavation at 273°F/134°C), the hygienic preparation after surgery and the autoclaving of a reusable tube set in the hospital are so energy-intensive, coupled with the environmental harm from the required cleaning chemicals, it was concluded that it is not only safer for the patient, but also more environmentally friendly, to use a disposable tube set during surgery.

We plan to develop strategies to continuously improve how we manufacture and distribute our products, aiming to reduce the negative environmental impact from such medical consumables in their product lifetime. For example, we acquired a medical consumable manufacturing business in Europe during 2022. One of the strategic benefits from this acquisition is the shortening of our distribution channel for our medical consumables to key customers as well as the optimization of the supply chain for raw materials, subcomponent production, assembly, packaging to sterilization, leading to reduction in greenhouse gas emissions from our downstream product distribution. Additionally, our NovantaSUSTAIN new-product development model embed environmental requirements into our new-product development processes, designed to minimize the environmental and climate impact of our new products without compromising product quality and patient safety.

Another of the highest-ranked climate-related risks is the potential disruptions to the business operations of our facilities and our suppliers and customers as a consequence of energy supply shortages or damages from extreme weather conditions and natural disasters. While the risk is inherent and unavoidable in nature, we are developing strategies to mitigate the risk to the extent possible by formalizing our business interruption plans, identifying alternative suppliers and distributors, sourcing raw materials from different supplier and distributor locations, modifying our product designs to allow for alternative components to be used without compromising quality, performance, or other requirements, in-sourcing production of parts, and installing power generation equipment where feasible.

With the risks that climate change poses, we are also pursuing sales growth opportunities in product offerings in green technology applications, such as electric vehicles batteries, advanced robotics, and solar. Several of our existing businesses are already supplying components to OEMs in these areas, and we continue to invest in new product development targeting and expanding our presence in these applications.

Insurance Program

We maintain comprehensive insurance programs to protect the Company from various identified enterprise risks through careful evaluations of the risks and the related cost and benefit of third-party insurance policies. Our insurance programs currently include, among others, general liability, workers compensation, business interruption, professional liabilities, employment practices, cybersecurity, global cargo, property and casualty, global pollution, and directors' and officers' insurance.

4 Social

4.1 Our People

We believe that our employees are our most important asset. The Chief Human Resources Officer (“CHRO”) is responsible for developing and executing our human capital strategy. This includes the acquisition, development, and retention of talent to deliver on our strategy as well as the design of employee compensation and benefits, and inclusion and belonging initiatives. The Chief Executive Officer (“CEO”) and the CHRO regularly update our board of directors on the operation and status of these human capital activities, including, but not limited to, employee engagement, talent management, talent development, and succession planning. As of December 31, 2024, we employed approximately 3,000 people, of which approximately 41% were in the United States, 50% in Europe, and 9% in Asia. We win with our customers by delivering new technology innovations through our engineering teams of approximately 650 employees

We strive to promote a culture where our workforce is characterized by inclusivity and a strong sense of belonging. Equally important, we strive to keep our people motivated and engaged by setting high standards and providing ongoing learning and development opportunities.

4.2 Environmental, Health, and Safety

Health and Safety

The health and safety of our employees is one of our top priorities. We utilize an Environmental, Health and Safety (EHS) system that is customized to each production site based on local conditions. In 2024, we made significant progress towards ISO certification of our sites. Nine of our manufacturing operations have been certified to ISO 45001 and all 11 have been certified to

ISO 14001. Novanta’s large manufacturing operations have EHS representatives who are charged with the responsibility of maintaining the Company’s EHS standards.

The EHS program is responsible for carrying out regular health and safety risk assessments, addressing any incidents that occur, and making process improvements to reduce hazards. In 2024, this included the introduction of skip-level meetings to hear directly from employees about their concerns relating to EHS, without their direct manager being present. These meetings helped our EHS program identify opportunities for improvement, engaged employees, and met ISO’s two-way communication requirements. We held seven skip-level meetings at key Novanta production locations in 2024 and gathered employee feedback on health & safety management, incident reporting, and communication. Summarized results were shared with general managers or site leaders and the Environmental Sustainability Committee for action.

We also collect health and safety data related to incidents, injuries, and fatalities for all our manufacturing facilities. We strive to cultivate an atmosphere where employees have the confidence, knowledge and tools to report EHS accidents, injuries, illnesses and near misses in order to eliminate the recurrence of accidents and “incidents with potential”. For over 10 years, Novanta facilities have experienced zero serious injuries and fatalities. In addition, our total recordable incident rate (TRIR) and lost time injury rate (LTIR) both declined year over year (see the table ‘People’) due to implementation of ISO 45001 best practices, increased focus on job hazard analysis and risk reduction, and continued with EHS training for all employees.

EHS Training

We provide employees with mandatory three-step environmental, health and safety training. Step one covers our standard policies and procedures and occurs during onboarding of new hires. Step two is our site-specific regular refresher training. Step three is a job-specific hazard training provided by the employee's manager. The training program includes mandatory occupational safety and environmental instructions for all employees, covering accident causes, first aid measures, fire safety, hazardous substances handling, and driving regulations, emphasizing compliance, safety, and health protection.

To manage injuries related to ergonomics, employees can also request an ergonomics assessment and training as needed from EHS.

EHS Day

We provide business units with a toolkit, available on our intranet site, to host their own optional EHS Day—a day to build awareness and camaraderie around EHS topics. Activities have included quiz games, team park cleanups, community service events, and others. In 2024, three sites held an EHS day.

4.3 Culture

As an innovation-driven company, we believe that fostering an inclusive culture that promotes belonging and values diverse perspectives is essential to realizing our vision of delivering innovation that matters.

Additionally, research shows that inclusive organizations that emphasize belonging outperform others. Novanta has firsthand experience with this. Inclusion and belonging are embedded into our strategic framework and our culture—The Novanta Way. We are developing a culture where inclusion and belonging are intrinsic to our ways of working and where our leaders lead by example. To integrate inclusion and belonging into our business units, each business unit General Manager and Human Resources Business Partner is

accountable for integrating inclusion and belonging into their culture and ways of working. We also carry out a quarterly review with business unit leaders to assess progress on our inclusion and belonging goals.

Our True North framework, consisting of aspirations, guides our journey and actions. Our aspirations are:

- We are diverse and we are inclusive. We treat all employees with dignity and respect, free from all forms of harassment and non-inclusive behaviors.
- We are equitable. Our policies, practices, attitudes and cultural messages result in fair outcomes for all of our employees.
- We believe in lifelong learning.

These aspirations guide how we act with each other, our customers, our suppliers, and the communities where we work and live. They serve as a reminder that our success is interdependent on the world and people around us.

In 2024, we continued to embed our aspirations into our culture. This included developing in-house toolkits with actionable resources for leaders and teams to support inclusion and belonging in the workplace, a physical visibility campaign featured on our intranet profiling Novanta women leaders, and a host of learning events, townhalls, and cultural celebrations to highlight inclusion and belonging at Novanta.

Overall, in 2024, we saw increases in our employee engagement score, participation in cultural and community-building activities, and membership in our employee groups, which are open to all employees. Human resources data related to management and employees can be found in [Appendix A](#) of this report.

Our inclusion and belonging goals are to:

- Cultivate a welcoming culture where all employees experience inclusivity, a strong sense of belonging, and are dedicated to lifelong learning;
- Support the representation of women and people from underrepresented groups at all levels of the organization so our workforce better reflects the demographics of the local communities where we are based; and
- Actively engage with and support community organizations and business enterprises of underrepresented groups.

While we may seek to use recruiting efforts to increase our candidate pool, we hire and promote the best talent regardless of gender, ethnicity, age, sexual orientation, or disability status.

In 2024, we made significant progress towards our goals. We increased the representation of women and underrepresented groups in the U.S on the Novanta Leadership Team and in leadership roles. We launched a project to enable voluntary disclosure of demographic information by employees for our non-U.S. locations where this data is not required to be collected or disclosed by law. This data will help us validate our progress towards our goals of an inclusive workforce and develop programs to create greater inclusion and employee engagement.

Culture Council

Our Culture Council is comprised of employees with different backgrounds and job positions from our various business units who serve as cultural ambassadors in their respective business units. The Council provides governance on our Employee Resources Group (ERGs) and Working Teams, advises the Novanta Leadership Team, and helps execute our inclusion and belonging initiatives. In 2024, Novanta held its inaugural ERG Festival at 13 sites, a fair for all ERGs to showcase their mission and activities and grow membership among all employees. Over 1,000 participants attended the

festival. Novanta launched one new ERG, the Sustainability Affinity Group, and expanded our other ERGs this year. The Council also continued to support our Cultural Celebration Calendar which celebrates cultures from around the world with workshops, panel discussion, and engaging employee driven activities. Themes included PRIDE Month, Intersectionality Month, Allyship, and Global Veterans D

Inclusive Recruitment Strategies

We are actively taking steps to enhance the quality of our workforce through inclusive recruitment practices. We do this by aiming for our recruitment process to be welcoming for all applicants. We recruit qualified candidates of all backgrounds and experiences, to put us in the strongest position to identify the best talent available for the positions we are seeking to fill.

We attend job fairs at various organizations, including but not limited to job fairs for women and minority professionals hosted by organizations like the National Society of Black Engineers (NSBE) and the Society of Women Engineers (SWE). For example, in 2024, we participated in NSBE's annual conference where a team of Novanta hiring managers recruited and hired 11 interns and three full-time employees. We also attended a number of local area events for minority professional organizations to connect our global strategy to the local level.

Our approach to recruitment also includes efforts to prevent discrimination during hiring and promotion processes. These include the following:

- All open positions must be posted on our internal job platform for a minimum of one week.
- All internal applications must be reviewed by the Talent Acquisition Partner managing the search, and each internal candidate must be provided with feedback on their application.
- Candidates for in-line promotions do not compete with external candidates through a competitive recruiting process.

Employee Groups

Novanta currently has the following employee-led groups:

- Women's ERG
- Multicultural and International ERG
- Novanta Professionals Network ERG
- Pride Affinity Group
- Learning and Development Working Team
- Localization and Deployment Working Team
- Environmental Sustainability Affinity Group

ERGs provide support to employees for both personal and career development, and each ERG is open to all employees. They contribute to creating an inclusive environment where employees feel comfortable being their authentic selves at work. In 2024, our ERGs brought employees together for more than 70 educational and informational activities, including our first-ever ERG Festival, lunch and learn events, volunteering, recruitment sessions, wellness, and celebratory activities. Our Women's ERG celebrated International Women's Day at our U.S. headquarters in Bedford, Massachusetts with games, prize giveaways, and a Vision Wall for attendees to share messages of inclusion and belonging. In honor of Earth Day, several ERGs came together to plan and host a cleanup of a popular trailhead in Mukilteo, Washington with 85 participants. We also held our annual ERG Summit, bringing together ERG leaders to be inspired and discuss plans for the coming year.

Our ERGs have grown rapidly since launching in 2021 with regional chapters at all significant Novanta sites.

Employee Engagement

We believe that our employees play an integral role in helping us develop our culture. We utilize survey feedback mechanisms to measure employee engagement and organizational health. This enables us to gain insight into our current status and identify areas where we can improve. We have

conducted six surveys of our entire employee population since 2018. We compare our employee engagement and organizational health scores against benchmark populations within our survey vendor's database. Our employee satisfaction score in the most recent survey in February 2024 was 95% of the benchmark score. Following each survey cycle, we review the results with our teams across the Company and develop specific action plans based on the feedback we receive. We implement our action plans with the goal of improving our overall organizational health and employee engagement.

Benefits

We strive to recruit and retain the best talent by creating a welcoming work environment and attractive benefits package commensurate with the local employment market. For example, full-time employees in the U.S. are offered a multitude of benefits, including:

- Comprehensive medical, dental, and vision coverages for employees and qualified dependents;
- Health Savings Account with an annual employer contribution and Flexible Spending Account;
- 24-hour telemedicine services for all employees and their dependents for acute and behavioral health services;
- Access to an on-site health clinic at our Bedford, Massachusetts and Mukilteo, Washington sites and virtual health coaching for all other employees;
- Employee Assistance Program with daily living resource support;
- Company-provided life, accidental death or dismemberment, and long-term disability insurance coverages;
- Up to 16 weeks of paid parental or family leave;
- Up to 20 weeks of paid medical leave;
- Optional voluntary and supplemental insurance plans;
- 401(k) retirement savings plan with a competitive matching program;
- Competitive paid time-off program for non-exempt employees;

- Flexible time-off program for exempt employees which offers unlimited paid time-off based on employee and business needs and their manager's approval;
- Back-up care support for child, adult, elderly, and pet care; and
- Tuition reimbursement for job related studies.

Similarly, for our full-time employees located outside of the U.S., we aim to offer competitive benefits that are consistent with market practices and local regulations.

NovantaWELL

We provide mandatory safety training in our facilities, which are designed to focus on empowering our employees with the knowledge and tools they need to make safe choices and to mitigate risks. In further support of our employees, we offer a global health and wellness resource center, "NovantaWELL". The resource center provides a central information hub for all employees, with country-specific information on physical and mental health and wellness.

4.4 Training and Leadership Development

We offer both mandatory and optional leadership development training courses to help our team grow continuously. Courses are provided in multiple languages, and additional translation support is available so that employees can equitably access education opportunities.

We conduct global training courses on our culture and business tools, occupational health and safety, compliance, and cybersecurity through our internal learning platform, Novanta University. In addition to Novanta University, we also utilize our Novanta Growth System, which provides processes, tools, and training with a focus on continuous improvement.

We assess the effectiveness of our learning and development programs through comprehensive feedback mechanisms, share the results with our stakeholders, and utilize the data to inform recommendations for future enhancements.

In 2024, we continued our investment in leadership development. Some of our new and ongoing leadership programs include:

- Masterclasses providing targeted learning, which expanded its offerings in 2024; Customized learning events developed to meet the specific leadership needs of different business units, such as creating high-performance cultures and change agility for self-empowerment.
- Women's Empowerment: Women Inspiring Leadership Learning (WE:WILL)—a women's leadership program piloted in 2023 and rolled out company-wide in 2024 for current and future women leaders to strengthen our leadership bench;

Additionally, Novanta has approaches to support recruitment of female employees, their success and career growth in our workforce. In 2024, some of our training activities supported our female employees included:

- Partnering with organizations like the Massachusetts Conference for Women;
- Encouraging the visibility of women leaders across Novanta through our Women in Leadership communications campaign;
- Rolling out our WE:WILL leadership program company-wide, which resulted in four cohorts and over 40 participants;
- Launching our first women's mentoring cohort which matched current and aspiring women leaders with senior executives to facilitate their professional and personal development;
- Sharing on our intranet site information about women's rights in all countries where Novanta is based; and
- Celebrating International Women's Day at our headquarters office.

Programs such as these enabled Novanta to achieve gender parity in our leadership development programs in 2024.

Masterclasses

Our Masterclasses dive deep into specific leadership and inclusion and belonging topics with experts providing actionable takeaways for our leaders and teams. Topics included emotional intelligence, unconscious bias, psychological safety, intersectionality, generational representation, and more. In 2024, we added six new leadership Masterclasses, covering topics such as influence without authority, creating and leading inclusive teams, and more. These were complemented by six Masterclasses covering topics such as micro behaviors and neurodiversity in the workplace. Combined, these classes educated more than 100 participants.

4.5 NovantaCARES

Our company-sponsored volunteering program, NovantaCARES, provides every employee with one paid day-off per year to volunteer at non-profit organizations supporting social charities or the environment. During 2024, approximately 33% of our employees participated in at least one NovantaCARES event, which was an increase of 8 percentage points compared to 2023. Our NovantaCARES team partnered closely with the Culture Council to encourage employees to participate around the world, in support of communities in need and the environment.

At many of our sites, local employees, leaders and Culture Council members organized volunteering events. Employees could also volunteer for non-profit organizations or environmental cleanup activities in their local communities, provided that they meet our criteria for a legitimate charitable organization or an environmental cleanup activity. These criteria are published on our intranet site, along with a list of vetted non-profit organizations in each of the eight countries where we operate.

Examples of some successful events held by our sites in 2024 included:

- In Bedford, Massachusetts, employees at our headquarters volunteered at the VA Bedford's Free Produce Market, creating individual produce bags, in partnership with The Greater Boston Food Bank and the Center for Development & Civic Engagement. The bags were donated to veterans and active-duty and reserve National Guard service members from the local community suffering from lack of available food.
- In Apex, North Carolina employees organized a series of volunteer events to support Dorcas Ministries, a local organization focused on aiding underprivileged families. They helped organize and price items in a thrift store so that they were well-presented and accessible to help families in need.
- Our team in Berlin, Germany volunteered with Berliner Tafel, a charity that collects donated food items and distributes them to local citizens in need.

5 Environment

We establish and maintain our Environmental Management System at all our locations based on the leading best-practice ISO 14001 standard.

Our products benefit society by streamlining existing processes, increasing productivity, saving time, and saving lives. At the same time, we recognize that our operations directly impact the environment by consuming energy and generating waste. We are working diligently to reduce our impact across our facilities through process improvements, efficiency programs, and supplier partnerships with the aim of reducing our greenhouse gas emissions.

To this end, we have challenged each of our manufacturing sites to reduce their environmental impact in the categories below. As part of our Novanta Way culture of trust and ownership, how they approach the challenge is left up to the local leadership at each site.

5.1 Our Environmental Goals

In order to meet our ambitious goal of being net zero operational greenhouse gas emissions by 2050, we have set the following short-, medium-, and long-term environmental goals. We plan to reset our goals to include future acquisitions in the fiscal year following the year in which the acquisition(s) are consummated. Each business unit or site understands these goals but decides for itself what measures need to be taken to achieve them.

Emissions

We intend to establish initiatives that contribute to international efforts to limit planetary warming to 1.5 °C.

Due to operational GHG emissions from our 2022 acquisition being included in our 2023 GHG inventory for the full year, we changed our rolling base year

to 2023. As a result, we reset our emission reduction goals using our 2023 operational GHG emissions as the baseline, as described below:

- **Short-term (next 1-2 years)** – We plan to reduce our Scopes 1 and 2 GHG emission intensity (measured as metric ton of CO₂e per million dollar of revenue) by 5% annually. In 2024, we achieved a 39% reduction in operational GHG emission intensity from our 2023 baseline on a Reported basis.
- **Medium-term (3 to 5 years)** – Our goal is an aggregate 15% reduction in our Scopes 1 and Scope 2 GHG emission intensity from our 2023 baseline by the year 2028.
 - When we acquire or divest businesses, we will reestablish the baseline GHG emissions metrics and calculations to include or eliminate GHG emissions of the acquired or divested businesses.
- **Long-term (+6 years)** – Our goal is to achieve a target of net zero operational GHG emissions by 2050.

Renewable Electricity Procurement Initiative

The quickest and most impactful way that Novanta can reduce our Scope 2 emissions is to switch from fossil fuel-based electricity sources to clean or renewable electricity sources.

In 2021, we set the goal of sourcing at least 90% of our electricity consumption from clean or renewable sources at our manufacturing facilities. As disclosed in further detail in [Appendix B](#), approximately 67% of our electricity consumption in 2024 was from renewable sources. This represents an increase of 13 percentage points from the 54% renewable electricity mix in 2023.

Despite our progress, however, as we continue to work on this goal, we are facing availability limitations for renewable electricity at our international facilities. At some locations, there are no high quality and reliable opportunities available for us to procure renewable electricity. We will

continue to seek and evaluate opportunities to purchase renewable electricity that meet our quality standards. Although we have not experienced material adverse financial impact from our renewable energy procurement to date, there is no assurance that the cost of renewable electricity will not become more significant in the future.

Waste Reduction Initiative

Our goal is to conserve natural resources by avoiding waste in the long term, thus promoting the protection of people and the environment.

- We will raise awareness of waste prevention and reduction with our customers, vendors, employees, and other stakeholders.
- We intend to establish Avoid, Reduce, Reuse, and Recycle programs at all sites.

Paper Reduction Initiative

Our goal is to track and reduce our paper consumption at our facilities. As we believe paper production and consumption have a negative impact on the environment, we have established paper use reduction programs, such as our program for creating electronic versions of our Instructions For Use (IFU). We will expand our adoption of digital solutions as part of our initiative to reduce paper consumption.

GHG Emissions Data Collection

In 2024, we implemented a sustainability reporting software to capture GHG emissions Scope 1 and Scope 2 data for all our sites.

5.2 Climate and Energy

Rolling Base Year for Our GHG Emissions Reporting

As business acquisitions are a critical component of Novanta's growth strategy, we have adopted a rolling base year methodology for our GHG emissions reporting in order to maintain accuracy, integrity and transparency in our reporting of the progress towards our short-, medium-, and long-term GHG emissions reduction goals. When we have a business acquisition in any calendar year, we do not include the partial-year GHG emissions from the newly acquired business in our GHG inventory for that year, unless the acquisition is consummated at the beginning of the year, because it is often impracticable to collect all the required information for accurate and reliable GHG emissions reporting. Additionally, any partial year emissions data for the newly acquired business would skew the year-over-year comparison of our total GHG emissions. Instead, we will start including the newly acquired business in our GHG inventory starting in the first full year immediately following the acquisition date and will use that year as our new rolling base year for future reporting.

At Novanta, we recognize the impact of our footprint on the environment and the importance of tracking and reducing our GHG emissions. Today, our reporting and progress is measured based on Scope 1 and Scope 2 GHG emissions. We recognize that our full carbon footprint would also include Scope 3 GHG emissions, which is why we have specific initiatives around product development, product strategy, and manufacturing and purchasing process improvement.

GHG Emissions

Beginning with our 2022 report, we have included all sites, regardless of their sizes, in our reporting boundaries and have completed an annual limited assurance audit of our Scopes 1 and 2 GHG emissions for transparent and accurate reporting.

To allow for meaningful comparisons and show progress towards our goals, please read the following definitions for the terms we have used in the quantitative presentation of sustainability data in this report and refer to [Appendix C](#) for a more detailed description of the scope, boundaries, and methodology of our GHG inventory.

- **2022 Reported GHG Emissions** – We use the term “2022 Reported GHG Emissions” to refer to data gathered and calculated for all Novanta sites, including all businesses acquired in the prior year but excluding businesses acquired in the reporting year. As such, our 2022 Reported GHG Inventory includes the full-year emissions from the two businesses that we acquired in August 2021 but excludes the emissions from the business that we acquired in August 2022.
- **2023 Reported GHG Emissions** – We use the term “2023 Reported GHG Emissions” to refer to data gathered and calculated for all Novanta sites, including the business acquired in August 2022. As such, our 2023 Reported GHG Inventory includes the full-year emissions from our 2022 acquisition. As our 2022 acquisition was fully incorporated into our GHG emissions inventory in 2023, we changed our rolling base year to 2023.
- **2024 Reported GHG Emissions** – We use the term “2024 Reported GHG Emissions” to refer to data gathered and calculated for all Novanta sites, including the business acquired on January 2, 2024 as we have the Scopes 1 and 2 GHG emissions data for the acquired business for the full year.
- **2024 Organic GHG Emissions** – We use the term “Organic GHG Emissions” to refer to data gathered and calculated for all sites that were included in our reporting boundaries in the preceding year. Specifically, our 2024 Organic GHG Inventory represents our 2024 GHG inventory from all sites except for the emissions from the business acquired in January 2024. This presentation aims to show the “organic” changes in our GHG inventory from 2023 to 2024 and the effect of our GHG emissions reduction efforts year over year.

Achievements

- We reduced our total market-based Scopes 1 and 2 greenhouse gas emissions by 35% on a reported basis and 39% on an organic basis year over year (2023 vs. 2024)
- We reduced our market-based Scopes 1 and 2 greenhouse gas emissions intensity by 39% from 2023 to 2024.

Novanta engaged LRQA Inc., an independent ISO and GHG emissions inventory audit firm, to verify our Scopes 1 and Scope 2 GHG emissions inventory for the full year 2022, 2023 and 2024, respectively. Please refer to [Appendix D](#) for LRQA’s limited-assurance verification report for 2024.

Energy Efficiency

We proactively manage our energy use and efficiency. Beginning in 2023, we started to carry out sustainability audits at our manufacturing facilities to identify equipment and machinery that could be shut off at night to save energy. We are checking for lighting, air temperature, unattended computers, monitors, and industrial equipment, and identified opportunities to use sleep or power save features, lower temperatures, and install motion sensors.

In 2022, we started a global energy reduction initiative with a focus on sharing best practices, collaboration and knowledge sharing across the business units to help achieve our energy reduction goals at each location. In the following years, we also integrated all business units’ environmental goals into their operating plans and quarterly reporting for accountability and continued progress.

5.3 Environmental Management

Waste

As part of the ISO 14001 environmental management standard, we follow the “reduce, reuse, and recycle” hierarchy to guide our waste management practices. All of our sites have been challenged to reduce waste in their operations, including reducing single-use items in their breakrooms, the printing of paper documents, as well as reducing other types of process waste such as metals and chemicals used in our production processes. Through our centralized waste stream tracking process, we monitor and measure waste generated throughout our facilities, including hazardous waste, non-hazardous waste, waste in operations, recyclable materials, and other waste streams. As a minimum, all our sites follow local regulations on waste disposal and recycling, but many of our sites have gone the extra mile to offer employees additional opportunities to recycle, including providing drop-off points for textile and shoe recycling, battery recycling, and paper shredding. On electronic waste, we comply with the European Union Waste Electrical and Electronic Equipment Directive (WEEE), which mandates the collection and recycling of electrical and electronic equipment at our sites in Europe.

Tracking paper use and reducing consumption is one of our environmental goals. We have begun collecting data on paper consumption for our sites and have instituted several digitization initiatives to reduce paper usage. For example, in 2023, we piloted digitizing product user manuals, or Instructions For Use (IFU). As part of this project, in 2024, we launched a new web platform where electronic Instructions For Use (eIFU) can be found for a number of product lines, including pumps, recorders, tube sets, and more. We intend to continue to roll out eIFUs for more products in the coming years. We estimate this project will save millions of pages of paper every year. In 2024, we also began transitioning some roles from paperwork-manuals to digital manuals, reducing paper usage.

Hazardous Waste

We have detailed procedures for managing hazardous waste at our facilities, aligned with guidelines from the Globally Harmonized System. We also follow local guidelines where relevant, such as the Toxic Substances Control Act in the U.S. and the Inventory of Existing Chemical Substances in China. We recycle hazardous waste through third-party waste management partners. Novanta’s hazardous waste data is available in Section 6 of this report.

In 2024, all EHS site managers began reporting hazardous waste data using an internally-developed tracking tool, and in 2025, this will be transitioned to our new sustainability reporting software.

Water Stewardship

Management Approach

Novanta is working to reduce water use at its worldwide manufacturing facilities that would lead to improved environmental sustainability as well as cost savings. Through a risk-based approach, we focus our water stewardship efforts in areas where our influence and support can help deliver the greatest impact. Our goal is to reduce the environmental impact of our water consumption and wastewater and continually make our production processes more water efficient.

While we generally operate in locations where the risk of water scarcity and poor quality are low, we focus our efforts on conserving and reducing water use and improving the quality of the water we discharge from our facilities. Water consumption data can be found in [Appendix B](#) of this report.

Water Risk Areas

We use the World Resources Institute's Aqueduct Water Risk Atlas to identify our sites that are located in the high water-stressed regions and those predicted to be in water-stressed regions based on three dimensions: availability (quantity), quality, and access. This data is used to prioritize and implement site-specific water conservation activities and initiatives. Based on the Aqueduct Water Risk Atlas, five out of all 45 Novanta sites (less than 10%) are located in areas classified as high risk for water stress.¹

We record and reduce our water consumption at our facilities, with our water management efforts focused on our manufacturing sites and other facilities that generally pose a higher risk to aquatic ecosystems. We adapt our water management practices to local conditions and continually improve our programs to reduce, reuse and recycle water.

Land Cover and Land Use Practices

Based on our materiality assessment and risk analysis, we determined that Land Cover and Land Use Practices are not items requiring detailed tracking for Novanta at this time. In the years to come, Novanta will continue to monitor land use practices.

¹ According to Aqueduct Water Stress Atlas, high water stressed areas are defined as geographic locations where the ratio of total water demand to available renewable surface and groundwater supplies is above 40%.

Environmental Risks²

Novanta has worked with our insurance carriers to evaluate the environmental risks that may affect our facilities, taking coastal and flood risk areas into special consideration. Through these evaluations, Novanta has maintained appropriate levels of insurance coverage to help minimize the financial consequences of catastrophic events that might occur. In 2024, we did not experience any catastrophic natural disasters and weather conditions that caused major business disruptions to our facilities. However, there is no assurance that such catastrophic natural disasters and weather conditions will not cause major business disruptions in the future. Novanta will continually monitor our environmental risks and enhance our risk response action plans as part of our certifications and compliance initiative.

5.4 NovantaSUSTAIN

We believe that many customers are increasingly seeking sustainable products. We believe that developing sustainable products must begin at the design stage where product materials and lifecycle considerations can be built in from the start. We also seek solutions to reduce our impact during manufacturing and expand the usable lifespan of products, often in partnership with customers. Sustainable product lifecycle management activities are undertaken by our NovantaSUSTAIN program. NovantaSUSTAIN offers a framework for 'Design for Sustainability' to reduce or eliminate negative impacts on the environment and society throughout the product life cycle.

In regard to "green" industry segments, our robotic tool changer technologies are presently used in robotic manufacturing processes in electric vehicle

² Risks associated with extreme weather, natural disasters, and other physical impacts.

production; our beam steering technologies are used in laser scan heads for eMobility product manufacturing processes for fuel cells and batteries for electric vehicles as well as solar cells for renewable energy products; and our digital scanners are used in additive manufacturing processes.

Product Design

NovantaSUSTAIN is part of our New Product Introduction Toolbox (the “NPI Toolbox”) which is integrated into our Novanta Growth System (NGS). The NPI Toolbox is taking sustainability and circularity into account from the requirements definition stage of a new product to its commercial launch and back to new products. NovantaSUSTAIN provides an in-depth overview of the best practices for environmentally and socially responsible product design. It provides internal resources and tools that engineers can utilize throughout the design process. The toolbox provides templates so that new projects can systematically capture stakeholder and system requirements. This set of templates includes a mandatory environmental requirements checklist, which drives teams to focus on energy efficiency, transport efficiency, material use, product lifecycle management, packaging design, distribution, service, repair, and end-of-life treatment. Given the breadth of Novanta’s product portfolio, rather than setting blanket environmental standards, products are required to make improvement over their previous versions. That said, requirements remain flexible for product development teams so they can prioritize product quality, safety, and environmental sustainability. During the design validation stage, product prototypes must be checked against those initial requirements to confirm that they meet all listed needs.

In 2024, we continued educating teams about NovantaSUSTAIN principles and the NPI Toolbox across all business units. As part of our ongoing education efforts, we continued to hold sustainable innovation challenges, NovantaSUSTAIN Day, in which each business unit defined a sustainability project relevant to their products and identified potential solutions. In 2024, we held two NovantaSUSTAIN Days: one in the spring on eco-design and one in the fall on product lifecycle assessment.

At our eco-design NovantaSUSTAIN Day, each team was asked to use our eco-design assessment—a new tool launched in our NPI Toolbox to help teams integrate sustainability criteria into product design—and apply it to one key product in their portfolio. Teams presented their assessments to all other business units via a global webcast across Novanta.

At our product lifecycle assessment NovantaSUSTAIN Day, we looked at Scope 3 Categories 10 (processing of sold products), Category 11 (use of sold products), and Category 12 (end-of-life treatment of sold products) GHG emissions. Each business calculated the emissions for these three categories from the highest revenue product in their portfolio.

With our NovantaSUSTAIN Days, we are preparing teams for the next stages in our sustainable product design evolution, including product lifecycle assessment. Looking ahead, we plan to continue to support NovantaSUSTAIN requirements adoption company-wide with more NovantaSUSTAIN Days, webinars with internal and external subject matter experts (SME), and training.

Sourcing

We strive to comply with laws and regulations applicable to our business, including laws and regulations concerning the responsible sourcing of minerals. We disclose our sourcing of tin, tantalum, tungsten, and gold (3TG) annually to the U.S. Securities and Exchange Commission (SEC) in Form SD, which is available on our [website](#). Additional information can be found in our Responsible Sourcing Policy.

Chemicals and Substances of Concern

We endeavor to adhere to relevant regulations relating to substances of concern in our products, including:

- EU RoHS (Restriction of Hazardous Substances)
- California Proposition 65
- EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)

Corporate policies for each are available on our [website](#).

Manufacturing

Our major manufacturing operations adhere to ISO 14001 and ISO 45001 which require efficient practices. Our manufacturing teams also look for ways to make processes more sustainable. We do this proactively and also in direct response to customer requests. We started to add sustainability topics to our monthly Gemba walks in our operations. We also conduct night audits of new and existing facilities on a rotating basis to identify opportunities for energy savings.

Packaging

We seek opportunities to reduce the carbon footprint of our packaging wherever possible, without impacting the protection of products during shipping.

For example, our Center of Manufacturing Excellence in Optical Technologies in Manchester, UK launched the Brunel Environmental Test Facility, its own in-house International Safe Transit Association (ISTA)-certified testing laboratory to develop sustainable packaging that meets Novanta's rigorous safety and quality standards. The Brunel Facility is qualified to test against 18 ISTA testing protocols and various ISO standards, simulating real-world delivery conditions. The lab developed packaging designs for laser products featuring eco-strata sustainable packaging foam, a new packaging material to protect laser products during shipping with a radically lower environmental impact and higher performance. The eco-foam is composed of at least 71% recycled plastic, is 100% recyclable, and can be used at least twelve times with no loss in performance—compared to the single use of the previous non-sustainable material. Not only are more sustainable and effective packaging solutions developed at the facility, but it is also estimated to save thousands of dollars for every test house visit that would have been required otherwise.

6 Sustainability Metrics and Targets

SASB Index

Electrical & Electronic Equipment; Medical Equipment & Supplies | Industry Standards | Version 2023-12

SASB Metric	2024 Disclosure
RT-EE-130a.1 (1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 95,332 Gigajoules (Gj) of total energy* consumed (2) 76% of total energy consumption sourced from grid electricity (3) 51% of total energy consumption sourced from renewable sources *Total energy includes electricity, purchased heat, and stationary combustion.
RT-EE-150a.1 (1) Amount of hazardous waste generated (2) Percentage recycled	(1) 184 metric tons of hazardous waste were generated in 2024. (2) We have not been able to collect evidence of recycling practices from all of our sites. However, through the sites for which this information is available, we have been able to confirm that approximately 37% of the 184 metric tons of hazardous waste generated in 2024 was recycled.
RT-EE-150a.2 (1) Number and aggregate quantity of reportable spills (2) Quantity recovered	In 2024, Novanta had no reportable spills as defined by the U.S. Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA).
HC-MS-240a.2 Description of how price information for each product is disclosed to customers or to their agents	Novanta sells a large variety of components and subsystems to medical and advanced industrial OEM customers, including medical insufflators, pumps, light sources and video couplers, gamma probes, related accessories and disposable products, and visualization solutions for minimally invasive and robotic surgery; barcode scanning, RFID readers and machine vision cameras; components and subsystems for laser-based diagnostic, analytical, micromachining, and fine material processing applications; miniature precision optical encoders, robust inductive encoders, energy-efficient motors, high-performance servo drives, high-speed air bearing spindles and integrated mechatronic solutions; and robotic end-of-arm technologies (end-effectors), robotic and automated solutions for automatic tool changing, force-torque sensing, and material removal (for more details, visit Novanta.com). Novanta is a trusted technology partner to medical and advanced industrial

SASB Metric	2024 Disclosure
	OEMs. Business units negotiate price, volume, delivery times, incoterms, payment terms, limitations of liability, and lead times with OEMs. Price negotiations may be based upon a variety of factors, such as level and cost of customization, nature of the application, cost of manufacturing, volume, terms and conditions, long-term goals, and duration of product life cycle, and are generally documented in executed contracts, purchase orders, supply agreements, and term sheets.
HC-MS-240a.3 Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	As Novanta’s business is business-to-business (B2B), we do not consider this disclosure to be relevant. Please refer to disclosure under HC-MS-240a.2 for further information.
RT-EE-250a.1 HC-MS-250a.1 (1) Number of recalls issued (2) Total units recalled	1) Two 1a) Recall ID: 2024-0001: Tube Set 1b) Recall ID: NDS-2024-0001: Wireless HD video system 2) 2883 units 2a) Recall ID: 2024-0001: 2 LOTs (2,880 pcs.) 2b) Recall ID: NDS-2024-0001: 3 units
RT-EE-250a.2 Total amount of monetary losses as a result of legal proceedings associated with product safety	Zero
HC-MS-250a.2 Products listed in any public medical product safety or adverse event alert database	See the FDA’s Manufacturer and User Facility Device Experience Database (MAUDE).
HC-MS-250a.3 Number of fatalities with products	See the FDA’s Manufacturer and User Facility Device Experience Database (MAUDE).

SASB Metric	2024 Disclosure
<p>HC-MS-250a.4</p> <p>Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (GMP) or equivalent standards, by type</p>	<p>Zero</p>
<p>HC-MS-270a.1</p> <p>Total amount of monetary losses as a result of legal proceedings associated with false marketing claims</p>	<p>Zero</p>
<p>HC-MS-270a.2</p> <p>Description of code of ethics governing promotion of off-label use of products</p>	<p>Novanta registered medical devices (FDA, CE, etc.) have an 'indication for use' described in the product's instruction for use (IFU). "Off-label use" is legally not permitted. No indication of potential 'off-label use' is provided. Other Novanta products that are not medical devices but are part of or supplement of medical devices of Novanta customers cannot be used without them and therefore the customer products are subject to the legal requirements regarding the adequate labeling or use in accordance with the 'indication for use'.</p>
<p>RT-EE-410a.1</p> <p>Percentage of products by revenue that contain IEC 62474 declarable substances</p>	<p>Novanta does not specifically track products containing IEC 62474 declarable substances. However, we strive to comply with local laws and regulations for potentially hazardous substances, including REACH, RoHS, TSCA, and California Proposition 65. More information on our specific key compliance policies can be found on the Corporate Citizenship page of our website.</p>
<p>RT-EE-410a.2</p> <p>Percentage of eligible products, by revenue, certified to an energy efficiency certification</p>	<p>Not applicable. At this time, ENERGY STAR criteria have limited applicability to Novanta products given our B2B business model.</p>
<p>RT-EE-410a.3</p> <p>Revenue from renewable energy-related and energy efficiency-related products</p>	<p>Due to the nature of our B2B relationship with our customers and the multiple end-user applications in which many of our products may be used, we do not have verifiable tracking of our sales from renewable energy-related and energy efficiency-related products</p>

SASB Metric	2024 Disclosure
<p>HC-MS-410a.1</p> <p>Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products</p>	<p>Novanta’s Corporate Sustainability Policy requires that we act in an environmentally responsible manner in the development and manufacture of our products and services. Our employees and managers are expected to support the implementation of this policy in accordance with their duties and responsibilities. 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, maximize the use of renewable energy, minimize environmental pollution, and continuously improve our environmental performance.</p> <p>At Novanta, new product development will focus on material reduction, energy efficiency, distribution and shipping methods, packaging concepts, and end-of-life treatment including reuse and recycling of material to make our products more sustainable.</p> <p>Novanta strives to comply, in all material respects, with applicable standards, such as RoHS, including DEHP-free insufflators, REACH, Conflict Minerals, and California Proposition 65 regulatory compliance for all products. Refer to our Corporate Citizenship Downloads.</p>
<p>HC-MS-410a.2</p> <p>Total amount of products accepted for takeback and reused, recycled, or donated, broken down by (1) devices and equipment and (2) supplies</p>	<p>(1) 4.4 metric tons</p> <p>(2) 0.02 metric tons</p>
<p>HC-MS-430a.1</p> <p>Percentage of (1) entity's facilities and (2) Tier 1 suppliers’ facilities participating in third-party audit programs for manufacturing and product quality</p>	<p>(1) All of our manufacturing operations are certified under either ISO 9001 certification or ISO 13485 certification. All of our manufacturing operations are certified under ISO 14001. 90% of our manufacturing operations are certified under ISO 45001. Certain visualization solutions, imaging informatics, and medical insufflators, pumps, disposables, and accessories products are manufactured under current good manufacturing practices (cGMPs), which is a requirement for medical devices by the United States Food and Drug Administration (the “FDA”).</p> <p>(2) Novanta does not currently track the percentage of Tier 1 supplier facilities participating in third-party audit programs for manufacturing and product quality.</p>
<p>HC-MS-430a.2</p> <p>Description of efforts to maintain traceability within the distribution chain</p>	<p>Novanta maintains traceability throughout all stages of manufacturing and distribution through our ERP systems.</p>

SASB Metric	2024 Disclosure
<p>RT-EE-440a.1 HC-MS-430a.3</p> <p>Description of the management of risks associated with the use of critical materials</p>	<p>Novanta recognizes that there are serious human rights abuses associated with the extraction, transport, and trade of conflict minerals from the Democratic Republic of Congo and the adjacent countries (collectively, the “DRC Region”) and is focused on the responsible sourcing of minerals throughout its global supply chain. We conduct annual Reasonable Country of Origin Inquiries (RCOI) that seek to identify and eliminate from our supply chain any conflict minerals that have originated from the DRC Region that may have, directly or indirectly, financed or benefited the armed groups in the region. For our 2023 reporting cycle, we surveyed 375 direct suppliers considered in scope and received responses from 100% of these suppliers. As of the date of this report, we are still in the process of conducting the RCOI for our 2024 conflict minerals reporting cycle. We will continue to work with our suppliers to maintain the response rate and improve the quality of the conflict minerals due diligence efforts.</p> <p>We continue to expand our responsible sourcing program to encompass high-risk locations outside of the DRC Region. We are asking suppliers to remove from their supply chain and communicate through their value stream smelters and refiners that are not approved by the Responsible Minerals Initiative (RMI) and Organization for Economic Cooperation and Development (OECD) guidelines. We internally track the frequency of all non-approved conflict minerals suppliers and perform risk assessments based on locations and geopolitical concerns.</p> <p>Novanta aims for our products to comply with the EU Chemicals Regulation (Registration, Evaluation, Authorization, and Restriction of Chemicals, also known as “REACH”). With regard to the EU Directive on the Restriction of Hazardous Substances (RoHS), our Precision Medicine, Precision Manufacturing and Robotics and Automation businesses comply with RoHS 3. These business units also comply with China RoHS. We strive to design all new products in compliance with the most current revision of these directives.</p> <p>We use an internal chemical classification and labeling system with reference to the Globally Harmonized System (GHS) and/or references to regional classifications (e.g., TSCA, IESCS).</p> <p>Novanta strives to comply with applicable standards, such as RoHS, including DEHP-free tube sets, REACH, Conflict Minerals, and CA-Prop 65 regulatory compliance for all products. Refer to our Corporate Citizenship Downloads.</p>
<p>RT-EE-510a.1</p> <p>Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior</p>	<p>Refer to our Code of Ethics and Business Conduct and our Anti-Bribery and Anti-Corruption Policy. Novanta conducts adverse data search and monitoring of significant customers and suppliers using a third-party online monitoring tool so that we do business only with companies with proper policies, procedures, and controls in place to prevent corruption, bribery, and anticompetitive behaviors.</p>

SASB Metric	2024 Disclosure
RT-EE-510a.2 HC-MS-510a.1 Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Zero
RT-EE-510a.3 Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Zero
HC-MS-510a.2 Description of code of ethics governing interactions with health care professionals	<p>The Novanta Code of Ethics and Business Conduct requires all of our activities to be conducted in accordance with all applicable laws and regulations. The Novanta Code of Ethics and Business Conduct states that “bribes and kickbacks are criminal acts, strictly prohibited by law.” This includes health care professionals (“HCPs”). Given our OEM business model, Novanta does not typically interact directly with health care professionals. In our medical technology business units, HCPs may act as advisors for applications and medical evaluations in limited situations and are subject to Novanta Code of Ethics and Business Conduct.</p>
RT-EE-000.A HC-MS-000.A Number of units (produced (EE) and sold (MS) by product category	Given the wide range of components produced and sold by Novanta, disclosure of the number of units produced and sold by product category is not considered meaningful or practicable.
RT-EE-000.B Number of employees	Approximately 3,000 full-time and part-time employees as of December 31, 2024

GRI Content Index

Statement of use: Novanta has reported the information cited in this GRI content index for the period of January 1, 2024 to December 31, 2024, with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report on Form 10-K – <i>Item 1. Business</i> – <i>Item 2. Properties</i>
	2-2 Entities included in the organization’s sustainability reporting	Exhibit 21.1 to Form 10-K www.sec.gov/edgar
	2-3 Reporting period, frequency and contact point	Annual Reporting January 1 to December 31, 2024 InvestorRelations@Novanta.com
	2-4 Restatements of information	Not applicable.
	2-5 External assurance	Sustainability Report <i>Appendix D: LRQA Independent Assurance Statement</i>
	2-6 Activities, value chain and other business relationships	Sustainability Report <i>2. Sustainability at Novanta</i> Annual Report on Form 10-K <i>Item 1. Business</i>
	2-7 Employees	Sustainability Report <i>Sustainability Data Tables</i>
	2-9 Governance structure and composition	Sustainability Report <i>3. Governance</i> Annual Report on Form 10-K <i>Part III.</i> Proxy Statement <i>Corporate Governance</i>
	2-10 Nomination and selection of the highest governance body	Proxy Statement – <i>Item 1. Election of Directors</i> – <i>Corporate Governance Selection and Evaluation of Director Candidates</i>
	2-11 Chair of the highest governance body	Proxy Statement <i>Corporate Governance Board Leadership Structure</i>

GRI Standard	Disclosure	Location
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy Statement <i>Corporate Governance</i>
	2-13 Delegation of responsibility for managing impacts	Proxy Statement <i>Corporate Governance</i>
	2-14 Role of the highest governance body in sustainability reporting	Proxy Statement <i>Environmental, Social, Governance Committee</i>
	2-15 Conflicts of interest	Proxy Statement 2024 <i>Certain Relationships and Related Party Transactions</i>
	2-16 Communication of critical concerns	Sustainability Report 2024 <i>Confidential Reporting of Suspected Violations</i>
	2-17 Collective knowledge of the highest governance body	Proxy Statement <i>Corporate Governance Orientation and Continuing Education</i>
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement <i>Corporate Governance Assessments</i>
	2-19 Remuneration policies	Proxy Statement – <i>Director Compensation</i> – <i>Compensation Discussion and Analysis</i> Exhibit 97.1 to Form 10-K filed with the SEC on February 25, 2025
	2-20 Process to determine remuneration	Proxy Statement <i>Compensation Discussion and Analysis</i>
	2-22 Statement on sustainable development strategy	Sustainability Report 2024 <i>1. A Message from Our CEO</i>
	2-23 Policy commitments	Corporate Citizenship at Novanta
	2-24 Embedding policy commitments	Code of Ethics + Business Conduct Sustainability Policy Sustainability Report 2024 <i>3.2 Ethics and Compliance</i>
	2-25 Processes to remediate negative impacts	Code of Ethics + Business Conduct Sustainability Report 2024

GRI Standard	Disclosure	Location
		<i>Confidential Reporting of Suspected Violations</i>
	2-26 Mechanisms for seeking advice and raising concerns	Code of Ethics + Business Conduct
	2-27 Compliance with laws and regulations	None to report in the reporting period. Sustainability Report 2024 <i>SASB Index</i>

Appendix A

People and Innovation Tables

People			
	2022	2023	2024
Demographics			
Novanta Employees	3,000	2,900	3,000
North America Employees	43%	41%	41%
Europe Employees	47%	51%	50%
Asia Employees	10%	8%	9%
Novanta Individual Contributors	81%	80%	78%
Novanta Leaders	19%	20%	22%
Proportion of Full Time Employees	96%	96%	96%
Proportion of Part Time Employees	4%	4%	4%
Age Structure			
18-20 years old (Global Employees)	1%	1%	1%
21-30 years old (Global Employees)	14%	14%	14%
31-40 years old (Global Employees)	30%	28%	28%
41-50 years old (Global Employees)	25%	25%	25%
51-60 years old (Global Employees)	22%	22%	22%
61-64 years old (Global Employees)	6%	7%	7%
65+ (Global Employees)	3%	3%	4%
All Employees			
Female	39%	40%	40%
Male	61%	60%	60%
Underrepresented groups** (US only)	47%	48%	50%
Non-underrepresented groups (US only)	53%	52%	50%

People			
	2022	2023	2024
Novanta Leadership Team*			
Female	14%	14%	33%
Male	86%	86%	67%
Underrepresented groups**	0%	0%	17%
Non-underrepresented groups	100%	100%	83%
Leaders			
Female	29%	30%	33%
Male	71%	70%	67%
Underrepresented groups** (US only)	26%	29%	32%
Non-underrepresented groups (US only)	74%	71%	68%
Individual Contributors			
Female	41%	44%	42%
Male	59%	56%	58%
Underrepresented groups** (US only)	53%	54%	56%
Non-underrepresented groups (US only)	47%	46%	44%
Training			
Compliance Training Ethics, Bribery & Corruption, Harassment, Data Privacy Excluding direct-labor production employees	98%	98%	97%
EHS All employees	77%	80%	95%
Supply Chain Sustainability Training % on in-scope employees	--	--	95%
Performance			
Employees who received a Performance Review Excluding direct-labor production employees in 2024	77%	80%	99%

People			
	2022	2023	2024
Injury Rates and Fatalities			
Total Recordable Injury Rate (TRIR)**	0.79	1.48	0.78
Lost Time Injury Rate (LTIR)****	0.40	0.64	0.37
Fatalities	0	0	0
Temporary Worker Injuries Fatalities	--	--	0 0
Note: Injury rates and fatalities data include full-time employees, part-time employees, and contractors.			
Engagement Survey			
Employee Participation	83%	81%	87%
Novanta Employee Satisfaction in % of Benchmark	89%	92%	95%

* As of December 31, 2022, December 31, 2023, and December 31, 2024, respectively.

** An underrepresented group in the U.S. is anyone who self-identifies as Black, African American, Hispanic or Latinx, Asian, Native American or Alaskan Native, Native Hawaiian or Pacific Islander, or two or more races or ethnicities, as defined by Nasdaq.

*** TRIR (Number of fatalities+ number of accidents with lost time+ number of accidents with medical treatment+ number of accidents with reduced ability to work) x200,000/ (hours worked).

**** LTIR (total number of occupational accidents with lost time) x 200,000/ (hours worked).

Innovation			
	2022	2023	2024
R&D spending	\$86 m	\$92 m	\$96 m
R&D spending as a % of Revenue	10.0%	10.4%	10.1%
Revenue	\$861 m	\$882 m	\$949 m
End market mix: Medical Advanced Industrial	49% 51%	54% 46%	55% 45%

Appendix B

Environmental Table³

Environment				
	Unit of Measure	2022	2023	2024
GHG Scope 1 & 2 Emissions				
GHG Scope 1 Reported	mt CO ₂ e	1,360	2,132	1,520
GHG Scope 2 Reported Market-based	mt CO ₂ e	4,854	3,786	2,348
GHG Scope 1 & 2 Total Reported Market-based	mt CO ₂ e	6,214	5,918	3,868
Increase/decrease Reported vs. Prior Year	in %	--	-5%	-35%
GHG Scope 2 Reported Location-based	mt CO ₂ e	6,758	6,323	6,075
GHG Scope 1 Organic	mt CO ₂ e	1,195	1,950	1,507
GHG Scope 2 Organic Market-based	mt CO ₂ e	4,096	3,145	2,126
GHG Scope 1 & 2 Total Organic Market-based	mt CO ₂ e	5,291	5,095	3,633
Increase/decrease Organic vs. Reported Prior Year	in %	--	-18%	-39%
GHG Scope 1 Stationary Combustion Reported	mt CO ₂ e	1,044	1,056	1,110
GHG Scope 1 Mobile Sources Reported	mt CO ₂ e	227	295	278
GHG Scope 1 Fugitive Emissions Reported	mt CO ₂ e	88	781	132
GHG Scope 2 Purchased Heat Reported	mt CO ₂ e	101	102	64
GHG Scope 2 Market-Based Electricity Reported	mt CO ₂ e	4,753	3,685	2,284
GHG Scope 2 Location-Based Electricity Reported	mt CO ₂ e	6,657	6,323	6,012

³ GHG emissions data reflected here has been verified by third party, LRQA. See [Appendix D](#).

Environment				
	Unit of Measure	2022	2023	2024
Environmental Figures Intensity*				
Market-based Reported Basis				
GHG Scope 1	mt CO ₂ e	1.6	2.4	1.6
GHG Scope 2	mt CO ₂ e	5.7	4.3	2.5
GHG Scope 1 & 2 Total	mt CO ₂ e	7.3	6.7	4.1
	Increase/decrease vs. Prior Year	in %	--	-8%
Electricity	Gj	89.2	79.8	76.3
Total Energy	Gj	116.0	105.2	100.4
Electricity	MWh	24.8	22.2	21.2
Total Energy	MWh	32.2	29.2	27.9
Water Use	cubic meters	76.8	61.9	65.1

*We define Intensity as Units (as reported) per Million Dollars of Revenue for the year. The denominator is Novanta’s consolidated revenue for the year minus revenue from business acquisitions consummated during that year for which the partial-year operational GHG emissions from the acquired businesses are excluded from the reporting scope. Our business acquisitions may have a significant negative impact on our reported intensity metrics if the acquired businesses have higher energy intensity than Novanta. Please refer to chapter 5.2 Climate and Energy for more information on the impact from our prior year acquisition on our 2024 operational GHG emissions and energy consumption data.

GHG Scope 1 & 2 Emission by Country				
Market-based Reported Basis				
China				
GHG Scope 1	mt CO ₂ e	14	22	98
GHG Scope 2	mt CO ₂ e	1,538	1,195	1,092
GHG Scope 1 & 2 Total	mt CO ₂ e	1,552	1,217	1,190
Czechia				
GHG Scope 1	mt CO ₂ e	18	202	285
GHG Scope 2	mt CO ₂ e	28	688	0
GHG Scope 1 & 2 Total	mt CO ₂ e	46	889	285
Germany				
GHG Scope 1	mt CO ₂ e	459	485	472
GHG Scope 2	mt CO ₂ e	560	106	44
GHG Scope 1 & 2 Total	mt CO ₂ e	1,019	591	516

Environment				
	Unit of Measure	2022	2023	2024
UK				
GHG Scope 1	mt CO ₂ e	316	968	222
GHG Scope 2	mt CO ₂ e	1,343	615	200
GHG Scope 1 & 2 Total	mt CO ₂ e	1,659	1,583	422
US				
GHG Scope 1	mt CO ₂ e	550	438	432
GHG Scope 2	mt CO ₂ e	1,336	1,126	955
GHG Scope 1 & 2 Total	mt CO ₂ e	1,886	1,564	1,387
Other				
GHG Scope 1	mt CO ₂ e	3	18	13
GHG Scope 2	mt CO ₂ e	49	56	56
GHG Scope 1 & 2 Total	mt CO ₂ e	52	74	68
Electricity and Energy Consumption				
Electricity Consumption Reported	MWh	21,210	19,556	20,125
Renewable Electricity Consumption Reported	in %	46%	54%	67%
Increase/decrease vs. Prior Year	in percentage points	--	+8	+13
Energy Consumption Reported	MWh	27,569	25,774	26,483
Energy Consumption Reported	Gj	99,240	92,778	95,332
Renewable Energy Consumption Reported	in %	36%	41%	51%
Increase/decrease vs. Prior Year	in percentage points	--	+5	+10
Electricity Consumption Organic	MWh	18,907	18,638	19,394
Renewable Electricity Consumption Organic	in %	52%	56%	69%
Energy Consumption Organic	MWh	24,307	24,129	25,698
Renewable Energy Consumption Organic	in %	40%	44%	52%

Environment				
	Unit of Measure	2022	2023	2024
Renewable Electricity and Energy by Country				
China				
Renewable Electricity	in %	0%	12%	34%
Total Electricity	MWh	2,406	2,209	2,704
Renewable Energy	in %	0%	11%	32%
Total Energy	MWh	2,587	2,379	2,871
Czechia				
Renewable Electricity	in %	0%	6%	100%
Total Electricity	MWh	50	1,043	1,051
Renewable Energy	in %	0%	3%	50%
Total Energy	MWh	149	1,877	2,116
Germany				
Renewable Electricity	in %	82%	100%	100%
Total Electricity	MWh	4,279	3,958	3,710
Renewable Energy	in %	57%	69%	67%
Total Energy	MWh	6,125	5,739	5,534
UK				
Renewable Electricity	in %	25%	47%	77%
Total Electricity	MWh	4,339	3,138	3,340
Renewable Energy	in %	18%	35%	57%
Total Energy	MWh	6,022	4,236	4,520
US				
Renewable Electricity	in %	52%	53%	57%
Total Electricity	MWh	9,996	9,062	9,162
Renewable Energy	in %	42%	42%	47%
Total Energy	MWh	12,530	11,388	11,285

Environment				
	Unit of Measure	2022	2023	2024
Other				
Renewable Electricity	in %	0%	0%	0%
Total Electricity	MWh	140	147	158
Renewable Energy	in %	0%	0%	0%
Total Energy	MWh	155	156	158
Water Consumption by Country				
China	cubic meters	2,744	1,752	2,033
Czechia	cubic meters	296	6,075	3,384
Germany	cubic meters	6,417	5,814	5,625
UK	cubic meters	6,398	4,236	5,191
US	cubic meters	49,377	36,054	45,113
Other	cubic meters	481	656	479
Total	cubic meters	65,714	54,587	61,825
Water Consumption in High-risk Areas				
China, Beijing	cubic meters	--	--	33
China, Langfang	cubic meters	420	191	111
China, Suzhou	cubic meters	2,076	3,298	1,725
US, El Monte, CA	cubic meters	631	1,567	785
US, Newbury Park, CA	cubic meters	--	--	514
US, Phoenix, AZ	cubic meters	997	289	64
US, Irvine, CA	cubic meters	--	--	436
Total High Water Stress Sites	cubic meters	4,124	5,345	3,668
Total Novanta	cubic meters	65,714	54,587	61,825
Total High Water Stress Sites as a % of Total Novanta	in %	6%	10%	6%

Environment				
	Unit of Measure	2022	2023	2024
Waste				
Total Waste	metric tons	--	--	1,702
Non-hazardous Waste	metric tons	--	--	1,518
Hazardous Waste	metric tons	226	159	184
Hazardous Waste recycled*	in %	18%	39%	37%

*The percentage of recycled hazardous waste compares the known recycled metric tons from those facilities at which this recycling data is available to the total hazardous waste generated across all facilities. Hazardous waste recycling data is not available for all facilities at this time.

Appendix C

Boundaries and Methodology

Environmental Data Boundaries

Novanta defines its organizational boundaries for GHG emissions disclosures in accordance with SEC's Financial Control model. Therefore, all consolidated subsidiaries included in the consolidated financial statements of the Company are included in the scope of our operational GHG emissions reporting. Beginning with our 2022 report, we are including the GHG inventory from all sites that are included in our consolidated financial statements, regardless of size or utilization status.

To enhance the transparency of reporting for an acquisitive company, Novanta's GHG inventory for the current year has been presented in this report on both an "Organic" basis and a "Reported" basis. GHG inventory on the "Reported" basis includes all comparable sites included in the previous year's report, plus the first full-year GHG inventory for any acquisition consummated during the previous year and excluded from the previous year's GHG inventory. GHG inventory on the Organic basis includes all comparable sites included in the previous year's Reported basis presentation but excludes the first full-year GHG inventory for any acquisition consummated during the previous year.

Due to the impracticality of collecting partial-year environmental data for new acquisitions in any given year, we have adopted a policy of excluding from our sustainability reporting any partial-year environmental data related to new acquisitions in the year in which the acquisition is consummated. We will begin to include the new acquisitions in the scope of our sustainability report beginning in the first full year following the acquisition date. We believe this methodology will enhance the transparency and comparability of operational GHG emissions data from one year to the next when the data is presented both on an Organic basis and on a Reported basis. Additionally, we have

adopted a rolling base year methodology under which the first full year following the year of acquisition(s) or divestiture(s) will be set as the new base year for future GHG emission reduction goals and reporting. We believe this rolling base year methodology will help guide the Company to stay on course working towards our long-term goal of net zero operational GHG emissions.

Novanta uses a centralized approach to gathering data. Individual facilities report all activity data in its raw form to the corporate level where Global Sustainability Specialists complete all unit conversions and emissions calculations. The data collected and included in our GHG inventory in this report covers the full fiscal year ended December 31, 2024.

For environmental data normalized by revenue, revenue amounts represent reported consolidated revenues minus, if applicable, the partial-year revenues from business acquisitions consummated during the current fiscal year for which the partial-year operational GHG emissions are excluded from the scope of the reported data.

GHG Inventory Methodology

Novanta's GHG inventory calculations are made in line with the GHG Protocol's Corporate Standard and Scope 2 Guidance. The best available emission factors were chosen following GHG Protocol's market-based hierarchy and quality criteria. All global warming potentials (GWP) used are 100-year GWPs as published in the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5).


Uncertainties are inevitable in operational GHG emissions inventories and related calculations. While it is necessary to acknowledge such uncertainties in our model, we believe the information presented in this report can provide us with a reasonable baseline as our sustainability program continues to develop and mature.

Waste Inventory Methodology

Uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as Novanta. The waste data presented in this Report includes estimates and assumptions deemed reasonable at the time of reporting and have not been externally assured. With respect to the waste-related metrics included in this Report, Novanta applied the following methodology: Waste data was collected for the reporting period of January 1, 2024, to December 31, 2024, from locations that were owned or leased and fell under our financial control during this time frame. For locations where waste data was unavailable, we utilized estimations based on the activities conducted at those sites and the average headcount of the respective location. Novanta remains committed to the ongoing development of our data collection systems and processes to enhance the accuracy, relevance, and consistency of the information we disclose. As our data collection processes evolve and improve, these figures may be subject to adjustments or restatements in future reports to ensure accuracy and consistency.

Appendix D

LRQA Independent Assurance Statement



LRQA Independent Assurance Statement

Relating to Novanta, Inc.'s GHG Assertion for the Calendar Year 2024

This Assurance Statement has been prepared for Novanta, Inc. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Novanta, Inc. (Novanta) to provide independent assurance of its greenhouse gas (GHG) emissions inventory for the calendar year (CY) 2024 against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Novanta's global operations and activities under its financial control, and specifically the following requirements:

- Verifying conformance with:
 - Novanta's reporting methodologies for the selected datasets; and
 - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data¹.
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
 - Direct (Scope 1) and Energy Indirect (Scope 2) emissions; and
 - Others (HCFCs emissions).

LRQA's responsibility is only to Novanta. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Novanta's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by, and remains the responsibility of Novanta.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Novanta has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Tables 1 and 2 below.

The opinion expressed is formed on the basis of a limited level of assurance² and at the materiality of the professional judgement of the verifier.

Table 1. Summary of Novanta's Greenhouse Gas Emissions for CY 2024:

Scope of GHG Emissions	Category	Quantity	Unit
Scope 1	Direct	1,520	Metric Tons CO ₂ e
	Location-Based ¹	6,075	Metric Tons CO ₂ e
Scope 2	Market-Based ¹	2,348	Metric Tons CO ₂ e
	Others ²	100	Metric Tons CO ₂ e

Note 1: Scope 2 Location-based and Scope 2 Market-based are defined in the WRI/WBCSD GHG Protocol, 2015
 Note 2: Excluded from Scope 1 total as it is not a Kyoto Protocol GHG and therefore reported separately from the inventory

¹ <http://www.ghgprotocol.org/>
² The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Page 1 of 2




Table 2. Novanta's Emissions Inventory by Greenhouse Gas for CY 2024:

GHG Emissions ¹	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	HCFCs ²	Unit
Scope 1 and Scope 2: Location-based	7,437	0.48	0.09	0.20	0	0	0	0.06	Metric Tons
Scope 1 and Scope 2: Market-based	3,739	0.09	0.02	0.20	0	0	0	0.06	Metric Tons

Note 1: Excluding HCFCs (see Note 2), Greenhouse gases covered by the Kyoto Protocol; these volumes do not include Global Warming Potentials.
 Note 2: Not a Kyoto protocol GHG and, reported separately

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing relevant employees of the organization responsible for managing GHG emissions data and records;
- assessing Novanta's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Inventory;
- reviewing estimation methodologies and recalculating emissions;
- verifying historical GHG emissions data and records at an aggregated level for the calendar year 2024; and
- reviewing Novanta's Base Year recalculation policy and confirming that recalculation is not required at this time.

LRQA's Standards, Competence, and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases - Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity assessment - Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed Dated: 24 March 2025

Ankush Sindhvani

Ankush Sindhvani
 LRQA Lead Verifier
 On behalf of LRQA, Inc.,
 2500 City West Blvd, Ste 150, Houston, TX 77042
 LRQA reference: UQA00002264 / 7306318

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Page 2 of 2



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