

Governance

Sustainability Policy

Commitment to Environmental Sustainability and Governance Transparency

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

- We are committed to compliance with all of our environmental, health, and safety procedures, and legal and other regulatory requirements everywhere we operate. We fully extend our compliance expectations to our suppliers and their subcontractors and agents through Novanta's Supplier Code of Conduct.
- Based on applicable environmental regulations, customer requirements and other specifications, our goal is to protect the environment and preserve biodiversity, reduce hazardous and non-hazardous waste, reduce energy usage, convert to the use of renewable energy, avoid environmental pollution, and continuously improve environmental performance. The certification progress of our production sites according to ISO 14001 and ISO 45001 confirms our active environmental, health and safety management.
- We have set ourselves the goal of using energy, water and raw material resources in an environmentally friendly way and identifying and reducing greenhouse gas emissions, separating unavoidable waste for recycling, improving the circularity of our products, and using environmentally friendly materials. We will thereby reduce the environmental footprint of our businesses.
- We maintain an open dialogue with interested parties, including customers and suppliers, and government agencies, on environmental, health and safety issues. We provide our employees and employee representatives with the opportunity to participate in all matters related to environmental, health, and occupational safety.
- Our management ensures that all environmental, health and safety requirements are understood and actively communicated. Individual employees are required to comply with environmental, health and safety requirements in all processes, products, and services and are accountable for their role in meeting our commitments.
- Our commitment to Environmental Sustainability is an integral aspect of our design of products, processes, and services, and of the lifecycle management of our products.

- Our environmental, health and safety management system applies global standards and provides us with a framework to set objectives and ensure protection of both human health and the environment during normal and emergency situations.
- We are committed to protecting the safety and health of our employees and contractors working onsite by eliminating hazards, reducing risk, and limiting occupational accidents and related injuries and illnesses through a continually improving EHS management system and culture.

We aspire to have a workforce that reflects the diversity in the communities where we work, the customers we serve, and the world in which we live.

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

These are our commitments to creating sustainable opportunities everywhere we operate.

/s/ Matthijs Glastra

Matthijs Glastra
Chair of the Board of Directors and
Chief Executive Officer
Novanta Inc.