



SUSTAINABILITY PERFORMANCE REPORT 2025

We Deliver Innovation That Matters

A Message from Our CEO

Welcome to Novanta's Sustainability Performance Report 2025. Through this report, we transparently present our performance on key environmental and social metrics and reflect honestly on how we are building a more resilient company in a rapidly changing world, including the progress we are proud of and the challenges that remain.

Everything we do is in service of our vision: delivering innovation that matters for our customers, employees, shareholders, and the communities where we live and work. Sustainability is not a separate agenda at Novanta — it is embedded across our business. It is part of our Novanta Way culture and is advanced every day through the Novanta Growth System, our set of best-practice tools, techniques, and processes that foster employee engagement, cross-functional teamwork, and continuous improvement at every level of the organization.

I am proud of the meaningful progress we made across both environmental and social dimensions in 2025.

Our Scope 1 and 2 GHG emissions intensity rose 6% over 2024, though it remains 35% below 2023 levels, reflecting our continued long-term progress on emissions reduction. To address this, we continue to seek opportunities to source renewable electricity where we operate. All our facilities in the EU and UK now run fully on renewable electricity.

The majority of our products are produced in manufacturing operations certified under either ISO 9001 certification or ISO 13485 certification. All of our manufacturing operations have been certified under ISO 14001, and more than 80% of our manufacturing operations are certified under ISO 45001, reflecting our commitment to rigorous environmental, safety and quality management. Our NovantaSUSTAIN program continued to drive sustainable product design, from recyclable packaging innovations that cut costs by over \$100,000 annually, to modular sensor electronics designed for repair rather

than replacement. In September, we were recognized with a silver medal from EcoVadis, an independent validation of our progress.

Our employee satisfaction score in the most recent survey in February 2025 was 97% of the benchmark score. This is an improvement of 2 percentage points compared to 2024. 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 continue to see participation in cultural and community-building activities and launched our Site Engagement Leader program across 18 global sites, giving employees a direct voice in the decisions that shape their workplace. Our Employee Resource Groups continue to bring people together across geographies and backgrounds, from collecting winter coats for families in need to hosting conversations on equity and justice. Across our workforce of approximately 3,000 people, we remain committed to hiring, developing, and promoting the best talent regardless of gender, ethnicity, age, sexual orientation, or disability status. We also updated our Supplier Code of Conduct at the start of the year to extend our requirements to second-tier suppliers and introduce new standards on working hours, wages and benefits, and non-discrimination.

Underlying all of this is a truth I find deeply motivating: Our employees come to work each day not just to solve difficult technical problems, but to do so in the service of others. Whether enabling minimally invasive surgery, advancing automation safety, or supporting clean energy production, our products and components work behind the scenes to improve the health and quality of life of people around the world. Investing in sustainability today is how we ensure we can continue delivering that innovation well into the future.

Thank you for your continued support.

Matthijs Glastra

Chair of the Board of Directors and Chief Executive Officer

Sustainability at Novanta

Sustainability is central to delivering innovation that matters. We integrate sustainability across our business operations, empowering our businesses with tools, resources and guidance to do so.

We direct our sustainability efforts based on the results of our double materiality assessment. In the short- and medium-term, we are focusing on the following topics:

- Operational GHG emissions¹ reduction
- Equitable and inclusive workforce
- Sustainable procurement, product safety and quality
- Ethical business practices

We regularly review and update our approach and materiality assessment to reflect evolving business conditions. In 2025, we refined our sustainability reporting strategy, presenting our annual data and updates in this Sustainability Performance Report and our overarching strategy and programs in our Sustainability Strategy & Programs, available on our [website](#).

Responsible Procurement

At the beginning of 2025, we updated our Supplier Code of Conduct, extending our requirements to our second-tier suppliers and including new criteria on various topics, such as working hours, wages and benefits, and non-discrimination. Our updated Supplier Code of Conduct is available on our [website](#).

¹ Operational GHG emissions refer to Scope 1 and Scope 2 emissions

We have continued our progress on supply chain transparency with our Global Supplier Onboarding and Recertification process, as well as capacity building among our purchasing employees.

Social

Building a culture of engagement and belonging is equally central to how we operate. In 2025, we launched our Site Engagement Leader program across 18 global sites, placing locally embedded leaders in a role specifically designed to listen to employees, host town halls, analyze employee engagement survey results, and channel feedback to managers and our culture team. The program was created by the company's Leadership Team and is reported to the Board, underscoring its strategic importance. Our Employee Resource Groups continue to bring people together through charitable, educational, and team-building activities around the world. Notable examples include our Women's ERG in Bedford, MA, that collected winter coats for local families in need, our Environmental Sustainability Affinity Group hosting a webinar on celebrating the holidays sustainably, and our Black Employee Network inviting U.S. team members to mark Juneteenth through conversations on equity and justice.

Environment

Our Environmental Goals

Our environmental strategy is organized around three focus areas: emissions, energy, and waste. We are targeting a 5% annual reduction in our combined Scopes 1 and 2 greenhouse gas emission intensity, measured as metric tons of CO₂e per million dollars of revenue, and while we saw an increase in 2025

compared to 2024, we can still see our efforts paying off when we look at long-term progress.

When we acquire a new business, we update our GHG intensity baseline to the first full year that business is included in our emissions inventory. An acquisition that closed at the start of 2024 made that year the first with our full business footprint reflected in our current emissions inventory, therefore setting our new baseline year to 2024.

Our medium-term target has been restated accordingly: a 15% reduction in Scopes 1 and 2 GHG emission intensity by 2029 compared to 2024. The ambition is the same; the reference point has moved.

On energy, we aim to source at least 90% of electricity consumption from clean or renewable sources at our manufacturing facilities.

Climate and Energy

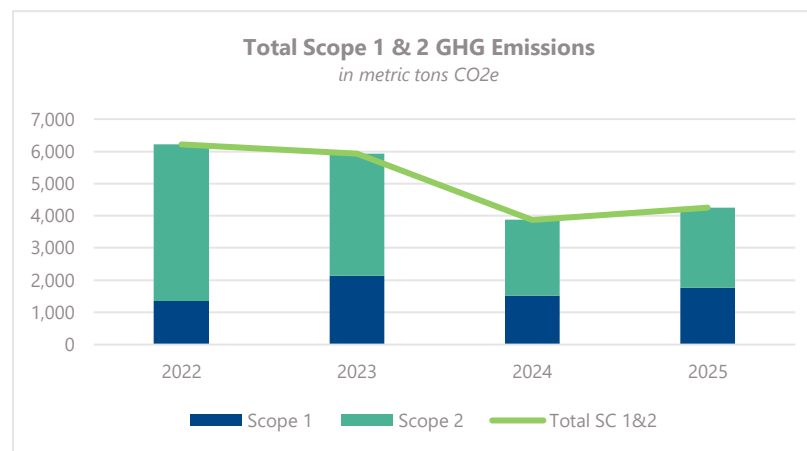
GHG Emissions Performance

In 2025, our total market-based Scopes 1 and 2 GHG emissions increased by 10% year over year, and our GHG emission intensity rose 6%. Energy use was the primary driver of this increase, reflecting deliberate growth in our manufacturing operations.

On the electricity side, increased production activity at our China facilities as part of our regional manufacturing expansion drove the largest share of our emissions increase. China's renewable share decreased compared to 2024 as consumption grew faster than our on-site solar generation capacity. Additionally, our leased facility structure and the local market conditions in this region present barriers to clean energy options, contributing to higher emissions this year. Even so, we are proud of our overall electricity performance: renewable electricity as a share of our total consumption increased from 67% in 2024 to 71% in 2025, and all of our EU and UK facilities are now covered entirely by renewable electricity procurement.

Beyond electricity, stationary fuel combustion was the most consistent contributor to emissions growth across our portfolio in 2025. As we increased production at various locations, many sites saw modest rises in energy use, a natural consequence of more people on site, greater demand for heating and hot water, and the inherent unpredictability of weather from year to year. These are expected changes resulting from business growth and a normal part of operating a global manufacturing business.

As we execute on our long-term strategy, we can expect to see some short-term increase in negative impact during the process of making upgrades. For example, when one of our UK manufacturing facilities moved, we saw a spike in fugitive emissions when we upgraded the HVAC system; however, after moving away from the inefficient gas heating system and finalizing our move at the end of 2024, this facility had zero Scope 1 and 2 GHG emissions in 2025.



In prior years, switching our facilities to renewable electricity resulted in substantial year-over-year emissions reductions. With this major lever largely implemented, future emissions changes are expected to be more moderate and variable as we continue progressing toward long-term decarbonization efforts. Future-proof solutions are more complex and capital-intensive than switching electricity sources, and they will take longer to implement and yield measurable results.

To provide independent validation of our figures, we engaged LRQA Inc., an accredited ISO and GHG emissions inventory audit firm, to verify our Scopes 1 and 2 GHG emissions inventory annually since 2022. LRQA also validated our energy and water usage figures for the first time in 2025. LRQA's limited-assurance verification report for 2025 is included in [Appendix D](#).

Waste

We continue to work on reducing waste generated in our operations and increasing the proportion of our waste that is recycled. While our data shows a decrease in our non-hazardous waste compared to last year, the year-over-year difference is partly driven by improvements to our waste data gathering methodology, resulting in more accurate data.

NovantaSUSTAIN

In 2025, we hosted two signature events during the year, our NovantaSUSTAIN Days. In the spring, global innovation teams shared progress updates on incorporating sustainability into new product development. In the fall, the focus turned to sustainable packaging design, with teams presenting a range of innovations that demonstrated both environmental and commercial impact.

The projects presented at our 2025 NovantaSUSTAIN Day on packaging included:

- Protective foam that uses at least 70% recycled content and is fully recyclable.
- Redesigned tube set blister packaging that uses less material per package, with a 30% reduction in Tyvek and foil.
- Use of a new single-material, paper-based tape that is fully recyclable while delivering improved adhesion and tear resistance.
- New bulk packaging design that increases pallet density from 28 to 160 tubes while making the packaging fully recyclable at its destination, with estimated cost savings exceeding \$100,000 per year.
- The redesign of electronics in sensors as modular components, enabling repair rather than replacement and reducing waste at end of life.

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 our fifth annual Sustainability Performance Report, covering the period from January 1, 2025, to December 31, 2025. Further details on our sustainability program are available in our Sustainability Strategy & Programs available on our [website](#).

Our 2025 Sustainability Performance 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.

Our strategic priorities revolve around both organic growth through investments in existing businesses and inorganic growth through complementary business acquisitions. We expect future acquisitions 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 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, the partial-year of operations of the acquired business are excluded from our sustainability reporting scope for that year. The acquired business is fully incorporated into our reporting scope beginning with the first complete 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, excluding the emissions from the acquired business, and on a reported basis, including the emissions from the full-year emissions of the acquired business, to support year-over-year comparability.
- In accordance with GHG Protocol guidance for mergers and acquisitions, our base year is restated to reflect the updated organizational boundary once a newly acquired business is fully incorporated into our reporting scope. This ensures our emissions reduction goals and historical inventory remain comparable on a consistent basis.

This report contains certain forward-looking statements based on our leaders’ 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, 2025, and our subsequent Quarterly Reports on Form 10-Q and our Current Reports on Form 8-K filed with the SEC. We urge 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. We 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.

Sustainability Metrics and Targets

SASB Index

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

SASB Metric	2025 Disclosure
<p>RT-EE-130a.1 (1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable</p>	<p>(1) 99,870 Gigajoules (Gj) of total energy* consumed (2) 74% of total energy consumption sourced from grid electricity (3) 52% of total energy consumption sourced from renewable sources *Total energy includes electricity, purchased heat, and stationary combustion.</p>
<p>RT-EE-150a.1 (1) Amount of hazardous waste generated (2) Percentage recycle</p>	<p>(1) 220 metric tons of hazardous waste were generated in 2025. Hazardous wastes are defined in accordance with the jurisdictional legal or regulatory frameworks where the waste was generated. (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 39% of the 220 metric tons of hazardous waste generated in 2025 was recycled.</p>
<p>RT-EE-150a.2 (1) Number and aggregate quantity of reportable spills (2) Quantity recovered</p>	<p>In 2025, Novanta had no reportable spills as defined by the U.S. Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA).</p>
<p>HC-MS-240a.2 Description of how price information for each product is disclosed to customers or to their agents</p>	<p>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 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,</p>

SASB Metric	2025 Disclosure
	and duration of product life cycle, and are generally documented in executed contracts, individualized formal quotations, 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	In 2025, Novanta had zero product safety recalls related to adverse health consequences.
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).
HC-MS-250a.4 Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (GMP) or equivalent standards, by type	Zero

SASB Metric	2025 Disclosure
<p>HC-MS-270a.1 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 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 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 Compliance page of our website.</p>
<p>RT-EE-410a.2 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 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>
<p>HC-MS-410a.1 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>

SASB Metric	2025 Disclosure
	<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 Compliance page.</p>
<p>HC-MS-410a.2 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) 4.61 metric tons (2) 0.22 metric tons</p>
<p>HC-MS-430a.1 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) The majority of our products are produced in manufacturing operations certified under either ISO 9001 certification or ISO 13485 certification. All of our manufacturing operations have been certified under ISO 14001. More than 80% of our manufacturing operations are certified under ISO 45001. Certain products, including medical insufflators and endoscopic pumps and related disposables, 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 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>
<p>RT-EE-440a.1 HC-MS-430a.3 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 2024 reporting cycle, we surveyed 286 direct suppliers considered in scope and received responses from 93% of these suppliers. As of the date of this report, we are still in the process of conducting the RCOI for our 2025 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</p>

SASB Metric	2025 Disclosure
	<p>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. We are also a member of the Responsible Business Alliance (RBA).</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 Compliance page.</p>
<p>RT-EE-510a.1 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>
<p>RT-EE-510a.2 HC-MS-510a.1 Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption</p>	<p>Zero</p>
<p>RT-EE-510a.3 Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations</p>	<p>Zero</p>

SASB Metric	2025 Disclosure
<p>HC-MS-510a.2 Description of code of ethics governing interactions with health care professionals</p>	<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>
<p>RT-EE-000.A HC-MS-000.A Number of units (produced (EE) and sold (MS) by product category</p>	<p>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.</p>
<p>RT-EE-000.B Number of employees</p>	<p>Approximately 3,000 full-time and part-time employees as of December 31, 2025</p>

GRI Content Index

Statement of use: Novanta has reported the information cited in this GRI content index for the period of January 1, 2025 to December 31, 2025, 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 – Item 1. Business – Item 2. Properties
	2-2 Entities included in the organization’s sustainability reporting	Annual Report on Form 10-K – Exhibit 21.1
	2-3 Reporting period, frequency and contact point	Annual Reporting January 1 to December 31, 2025 InvestorRelations@Novanta.com
	2-4 Restatements of information	Not applicable.
	2-5 External assurance	Sustainability Performance Report – Appendix D LRQA Independent Assurance Statement
	2-6 Activities, value chain and other business relationships	Annual Report on Form 10-K – Item 1. Business
	2-7 Employees	Sustainability Performance Report – Appendix A <i>People Table</i>
	2-9 Governance structure and composition	Sustainability Strategy & Programs – 1. Governance Annual Report on Form 10-K – Part III. Proxy Statement – Corporate Governance
	2-10 Nomination and selection of the highest governance body	Proxy Statement – Item 1. Election of Directors – Corporate Governance Selection and Evaluation of Director Candidates
	2-11 Chair of the highest governance body	Proxy Statement – Corporate Governance Board Leadership Structure
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy Statement – Corporate Governance
2-13 Delegation of responsibility for managing impacts	Proxy Statement – Corporate Governance	

GRI Standard	Disclosure	Location
	2-14 Role of the highest governance body in sustainability reporting	Proxy Statement – Corporate Governance <i>Environmental, Social, Governance Committee</i>
	2-15 Conflicts of interest	Proxy Statement – Certain Relationships and Related Party Transactions
	2-16 Communication of critical concerns	Sustainability Strategy & Programs – Confidential Reporting of Suspected Violations
	2-17 Collective knowledge of the highest governance body	Proxy Statement – Corporate Governance <i>Orientation and Continuing Education</i>
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement – Corporate Governance <i>Assessments</i>
	2-19 Remuneration policies	Proxy Statement – Director Compensation – Compensation Discussion and Analysis Annual Report on Form 10-K – Exhibit 97.1
	2-20 Process to determine remuneration	Proxy Statement – Compensation Discussion and Analysis
	2-22 Statement on sustainable development strategy	Sustainability Performance Report – A Message from Our CEO
	2-23 Policy commitments	Compliance - Novanta
	2-24 Embedding policy commitments	Code of Ethics + Business Conduct Sustainability Policy Sustainability Strategy & Programs – 1.2 Ethics and Compliance
	2-25 Processes to remediate negative impacts	Code of Ethics + Business Conduct Sustainability Strategy & Programs – Confidential Reporting of Suspected Violations
	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 Performance Report – SASB Index

Appendix A

People and Innovation Tables

People			
Demographics*	2023	2024	2025
Novanta Employees	2,900	3,000	3,000
North America Employees	41%	41%	36%
Europe Employees	51%	50%	55%
Asia Employees	8%	9%	9%
Novanta Individual Contributors	80%	78%	78%
Novanta Leaders	20%	22%	22%
Proportion of Full Time Employees	96%	96%	96%
Proportion of Part Time Employees	4%	4%	4%
Age Structure*	2023	2024	2025
<30 years old (Global Employees)	12%	13%	13%
30-50 years old (Global Employees)	56%	55%	56%
> 50 years old (Global Employees)	32%	32%	31%

*As of December 31, 2023, December 31, 2024, and December 31, 2025, respectively.

People			
Gender Representation*	2023	2024	2025
Board of Directors			
Female	50%	44%	33%
Male	50%	56%	67%
All Employees			
Female	40%	40%	41%
Male	60%	60%	59%
Novanta Leadership Team			
Female	14%	33%	14%
Male	86%	67%	86%
Leaders			
Female	30%	33%	35%
Male	70%	67%	65%
Individual Contributors			
Female	44%	42%	43%
Male	56%	58%	57%

*As of December 31, 2023, December 31, 2024, and December 31, 2025, respectively.

People			
Ethics & Compliance	2023	2024	2025
Compliance Training Completion Rate Ethics, Bribery & Corruption, Harassment, Data Privacy Excluding direct-labor production employees	98%	97%	98%
Engagement Survey	2023	2024	2025
Employee Participation	81%	87%	81%
Novanta Employee Satisfaction in % of Benchmark	92%	95%	97%
Engagement Index Improvement/Decline (vs. prior year)	+3pp	+3pp	+2pp
EHS	2023	2024	2025
EHS Training (Step 2) & EHS for Managers Completion Rate All employees	80%	95%	93%
% of In-Scope Manufacturing Sites ISO 14001 Certified	93%	100%	100%
% of In-Scope Manufacturing Sites ISO 45001 Certified*	60%	90%	86%
Total Recordable Injury Rate (TRIR)** (US only)	1.6	0.87	1.11
Lost Time Injury Rate (LTIR)*** (US only)	0.32	0.34	0.60
Fatalities	0	0	0
* The decrease in 2025 reflects an expansion of in-scope operations; all previously certified sites maintained their ISO 45001 certification. ** 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).			
Responsible Procurement	2023	2024	2025
% of Key Suppliers who completed a sustainability self-assessment	--	10%	28%
% of Key Suppliers with on-site audit complete	--	4%	8%

Innovation			
	2023	2024	2025
R&D spending	\$92 m	\$96 m	\$96 m
R&D spending as a % of Revenue	10.4%	10.1%	9.7%
Revenue	\$882 m	\$949 m	\$981 m
End market mix: Medical Advanced Industrial	54% 46%	55% 45%	53% 47%

Appendix B

Environmental Table

Environment				
GHG Scope 1 & 2 Emissions	Unit of Measure	2023	2024	2025
GHG Scope 1 Reported	mt CO ₂ e	2,132	1,520	1,773
GHG Scope 2 Reported Market-based	mt CO ₂ e	3,786	2,348	2,471
GHG Scope 1 & 2 Total Reported Market-based	mt CO ₂ e	5,918	3,868	4,244
Increase/decrease Reported vs. Prior Year	in %	-5%	-35%	10%
GHG Scope 2 Reported Location-based	mt CO ₂ e	6,323	6,075	5,927
GHG Scope 1 Organic	mt CO ₂ e	1,950	1,507	1,773
GHG Scope 2 Organic Market-based	mt CO ₂ e	3,145	2,126	2,471
GHG Scope 1 & 2 Total Organic Market-based	mt CO ₂ e	5,095	3,633	4,244
Increase/decrease Organic vs. Reported Prior Year*	in %	-18%	-39%	10%
GHG Scope 1 Stationary Combustion Reported	mt CO ₂ e	1,056	1,110	1,276
GHG Scope 1 Mobile Sources Reported	mt CO ₂ e	295	278	323
GHG Scope 1 Fugitive Emissions Reported	mt CO ₂ e	781	132	174
GHG Scope 2 Purchased Heat Reported	mt CO ₂ e	102	64	76
GHG Scope 2 Market-Based Electricity Reported	mt CO ₂ e	3,685	2,284	2,395
GHG Scope 2 Location-Based Electricity Reported	mt CO ₂ e	6,323	6,012	5,851

* No acquisitions resulted in a change to the 2025 reported boundary; therefore, the organic and reported inventories are equivalent for CY 2025.

Environment				
Environmental Figures Intensity*	Unit of Measure	2023	2024	2025
Market-based Reported Basis				
GHG Scope 1	mt CO ₂ e	2.4	1.6	1.8
GHG Scope 2	mt CO ₂ e	4.3	2.5	2.5
GHG Scope 1 & 2 Total	mt CO ₂ e	6.7	4.1	4.3
Increase/decrease vs. Prior Year	in %	-8%	-39%	6%
Electricity	Gj	79.8	76.3	75.2
Total Energy	Gj	105.2	100.4	101.8
Electricity	MWh	22.2	21.2	20.9
Total Energy	MWh	29.2	27.9	28.3
Water Use	cubic meters	61.9	65.1	46.7
Waste	metric tons	--	1.8	1.6

*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.

Environment					
GHG Scope 1 & 2 Emission by Country		Unit of Measure	2023	2024	2025
Market-based Reported Basis					
China	GHG Scope 1	mt CO ₂ e	22	98	38
	GHG Scope 2	mt CO ₂ e	1,195	1,092	1,523
	GHG Scope 1 & 2 Total	mt CO ₂ e	1,217	1,190	1,561
Czechia	GHG Scope 1	mt CO ₂ e	202	285	372
	GHG Scope 2	mt CO ₂ e	688	0	0
	GHG Scope 1 & 2 Total	mt CO ₂ e	889	285	372
Germany	GHG Scope 1	mt CO ₂ e	485	472	524
	GHG Scope 2	mt CO ₂ e	106	44	41
	GHG Scope 1 & 2 Total	mt CO ₂ e	591	516	565
UK	GHG Scope 1	mt CO ₂ e	968	222	241
	GHG Scope 2	mt CO ₂ e	615	200	0
	GHG Scope 1 & 2 Total	mt CO ₂ e	1,583	422	241
US	GHG Scope 1	mt CO ₂ e	438	432	584
	GHG Scope 2	mt CO ₂ e	1,126	955	874
	GHG Scope 1 & 2 Total	mt CO ₂ e	1,564	1,387	1,458
Other	GHG Scope 1	mt CO ₂ e	18	13	14
	GHG Scope 2	mt CO ₂ e	56	56	33
	GHG Scope 1 & 2 Total	mt CO ₂ e	74	68	47

Environment				
Electricity and Energy Consumption	Unit of Measure	2023	2024	2025
Electricity Consumption Reported	MWh	19,556	20,125	20,474
Renewable Electricity Consumption Reported	in %	54%	67%	71%
Increase/decrease vs. Prior Year	in percentage points	+8	+13	+4
Energy Consumption Reported	MWh	25,774	26,483	27,742
Energy Consumption Reported	Gj	92,778	95,332	99,870
Renewable Energy Consumption Reported	in %	41%	51%	52%
Increase/decrease vs. Prior Year	in percentage points	+5	+10	+1
Electricity Consumption Organic*	MWh	18,638	19,394	20,474
Renewable Electricity Consumption Organic*	in %	56%	69%	71%
Energy Consumption Organic*	MWh	24,129	25,698	27,742
Renewable Energy Consumption Organic*	in %	44%	52%	52%

* No acquisitions resulted in a change to the 2025 reported boundary; therefore, the organic and reported inventories are equivalent for CY 2025.

Environment					
Renewable Electricity and Energy by Country		Unit of Measure	2023	2024	2025
China	Renewable Electricity	in %	12%	34%	26%
	Total Electricity	MWh	2,209	2,704	3,404
	Renewable Energy	in %	11%	32%	25%
	Total Energy	MWh	2,379	2,871	3,570
Czechia	Renewable Electricity	in %	6%	100%	100%
	Total Electricity	MWh	1,043	1,051	1,090
	Renewable Energy	in %	3%	50%	42%
	Total Energy	MWh	1,877	2,116	2,612
Germany	Renewable Electricity	in %	100%	100%	100%
	Total Electricity	MWh	3,958	3,710	3,756
	Renewable Energy	in %	69%	67%	67%
	Total Energy	MWh	5,739	5,534	5,633
UK	Renewable Electricity	in %	47%	77%	100%
	Total Electricity	MWh	3,138	3,340	3,718
	Renewable Energy	in %	35%	57%	74%
	Total Energy	MWh	4,236	4,520	5,006
US	Renewable Electricity	in %	53%	57%	60%
	Total Electricity	MWh	9,062	9,162	8,340
	Renewable Energy	in %	42%	47%	47%
	Total Energy	MWh	11,388	11,285	10,752
Other	Renewable Electricity	in %	0%	0%	52%
	Total Electricity	MWh	147	158	167
	Renewable Energy	in %	0%	0%	52%
	Total Energy	MWh	156	158	167

Environment				
Water Consumption by Country	Unit of Measure	2023	2024	2025
China	cubic meters	1,752	2,033	2,711
Czechia	cubic meters	6,075	3,384	4,216
Germany	cubic meters	5,814	5,625	5,126
UK	cubic meters	4,236	5,191	4,684
US	cubic meters	36,054	45,113	28,295
Other	cubic meters	656	479	775
Total	cubic meters	54,587	61,825	45,807
Water Consumption in High-risk Areas	Unit of Measure	2023	2024	2025
China, Beijing	cubic meters	--	33	33
China, Langfang	cubic meters	191	111	112
China, Suzhou	cubic meters	3,298	1,725	2,402
US, El Monte, CA	cubic meters	1,567	785	920
US, Newbury Park, CA	cubic meters	--	514	319
US, Phoenix, AZ	cubic meters	289	64	--
US, Irvine, CA	cubic meters	--	436	381
Total High Water Stress Sites	cubic meters	5,345	3,668	4,167
Total Novanta	cubic meters	54,587	61,825	45,807
Total High Water Stress Sites as a % of Total Novanta	in %	10%	6%	9%

Environment				
Waste	Unit of Measure	2023	2024	2025
Total Waste	metric tons	--	1,702	1,604
	Increase/decrease vs. Prior Year	in %	--	-6%
Non-hazardous Waste	metric tons	--	1,518	1,384
	Increase/decrease vs. Prior Year	in %	--	-9%
Hazardous Waste	metric tons	159	184	220
	Increase/decrease vs. Prior Year*	in %	-30%	20%
Hazardous Waste recycled**	in %	39%	37%	39%

* At 220 metric tons, 2025 hazardous waste generation remains in line with Novanta's five-year average of 225 metric tons.

** 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. Waste recycling data is not available for all facilities at this time.

Appendix C

Boundaries and Methodology

Environmental Data Boundaries

We define our organizational boundaries for GHG emissions disclosures in accordance with SEC's Financial Control model. 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, our 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 completed 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 completed 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 completed. 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 emissions².

We use 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, 2025.

For environmental data normalized by revenue, revenue amounts represent reported consolidated revenues minus, if applicable, the partial-year revenues from business acquisitions completed 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

Our GHG inventory calculations are made in line with the GHG Protocol's Corporate Standard and Scope 2 Guidance. We chose the best available emission factors 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).

² Operational GHG emissions refer to Scope 1 and Scope 2 emissions

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 ours. 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, we applied the following methodology: Waste data was collected for the reporting period of January 1, 2025, to December 31, 2025, 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 used estimates based on the activities conducted at those sites and the average headcount of the respective location. We remain 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 Greenhouse Gas Emissions and Environmental Metrics for the Calendar Year 2025

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, energy use and water consumption data for the calendar year (CY) 2025 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 practice 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) GHG emissions;
 - Others (HCFCs emissions);
 - Energy Use; and
 - Water Consumption.

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 Key Data for CY 2025:

Parameter	Quantity	Unit
Scope 1 GHG emissions	1,773	Metric Tons CO ₂ e
Scope 2 GHG emissions (Location-based) ¹	5,927	Metric Tons CO ₂ e
Scope 2 GHG emissions (Market-based) ¹	2,471	Metric Tons CO ₂ e
Other GHG emissions - HCFCs ²	19	Metric Tons CO ₂ e

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.



Parameter	Quantity	Unit
Total Energy Use ³	27,742	MWh
Total Water Consumption	45,807	Cubic Meters

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 separate from the inventory
 Note 3: Includes MWh equivalent energy from stationary fuel consumption, purchased electricity, heat, steam and solar generation.

Table 2. Novanta's Emissions Inventory by Greenhouse Gas for CY 2025:

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	7,500	0.52	0.10	0.21	0	0	0	0.01	Metric Tons
Scope 1 and Scope 2: Market-based	4,071	0.16	0.03	0.21	0	0	0	0.01	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, energy and water data;
- 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, energy and water data records at an aggregated level for the CY 2025; 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: 25 March 2026

Joycelyn Swamidoss
 LRQA Lead Verifier
 On behalf of LRQA, Inc.,
 2500 City West Blvd, Ste 150, Houston, TX 77042
 LRQA reference: UQA00002264 / 7896522

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