

TECNOTION[®]

direct drive in motion

Code of Conduct
Driving a sustainable future





WE DIRECT DRIVE YOUR MOTION TECHNOLOGY

Direct drive motors from Tecnotion are seamlessly integrated into a wide range of applications, including semiconductors, machine tooling, robotics, display applications and printing. As an independent supplier of linear, torque and vacuum motors, we offer specialized motor technology to place in your motion solutions.

We have distinguished ourselves for almost 30 years with the exclusive development and production of direct drive linear and torque motors. As a result, we succeed in providing the best motor solution for your motion needs, whether it is a catalogue or a custom motor. Thanks to our extensive experience we are used to designing and building any motion requirement with unmatched quality & performance.

Support

At Tecnotion, we recognize that every use of our motors presents unique circumstances with different needs and challenges. Our team of Sales and Application Engineers have extensive experience in different application scenarios and work closely with our customers to find solutions that perfectly align with their requirements and objectives.

With our commitment to excellence and innovation, we remain steadfast in our mission to provide our customers with solutions that lead them to success in an ever-changing landscape.

Continuous innovation

At the heart of our company is an internal Research and Development (R&D) department that serves as an engine for innovation. This dedication to innovation not only fuels our deep knowledge of manufacturing processes, but also drives our commitment to excel in product design and performance, helping our customers meet the changing needs and expectations of their customers.

In addition to our extensive range of off-the-shelf standard motors, we custom design motors for applications that have more unique requirements. Our team works closely with customers to understand their specific challenges and objectives.

Modern manufacturing

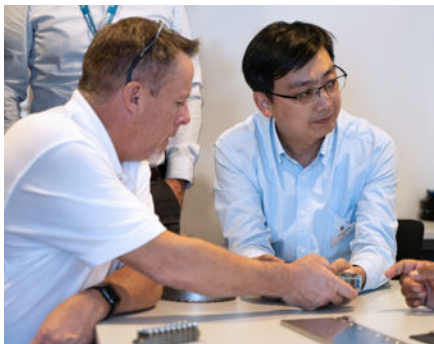
Our manufacturing capabilities are strategically distributed between our facilities in China, Vietnam and the Netherlands, each of which plays a vital role in delivering first-class products to our customers worldwide. This distribution enables us to meet the demands of mass production.

Our competence centre and headquarters in the Netherlands are dedicated to advanced motor technology and are the epicentre of innovation and precision engineering. Custom motors are also built here in our special state-of-the-art clean room environment, with extreme precision and an eye for quality. Tecnotion prides itself on maintaining the strictest quality standards in all facets of our operations. Our plants are ISO 9001 certified.

Global logistics

We ensure that our most popular products are in stock in our warehouses. This setup gives us quick access to our stock, regardless of your location. Whether you are near our European headquarters or on the other side of the world, our efficient shipping network ensures that your orders are processed quickly.

Even during periods of increased market activity, our flexible supply chain allows us to maintain fast delivery times, so your products reach you quickly and reliably. With our unwavering commitment to customer satisfaction and operational excellence, we strive to provide seamless and efficient service throughout the supply chain.



LABOR MANAGEMENT

Tecnotion commits to respect the human rights of workers, and to treat them with dignity. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

1. Forced Labor

Forced labor in any form, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not used. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There are no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers' dormitories or living quarters. As part of the hiring process, all workers are provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment. All work

shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts.

2. Young Workers

Child labor is not used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported.

3. Working Hours

Working hours will not exceed the maximum set by local law. This also

LABOR MANAGEMENT

applies to overtime. All overtime shall be voluntary.

4. Wages and Benefits

Compensation paid to workers complies with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers will receive overtime compensation at rates higher than their regular hourly wages in accordance with the provisions in our Collective Labor Agreements. Deductions from wages as a disciplinary measure are not permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

5. Non-Discrimination/Non-Harassment/Humane Treatment

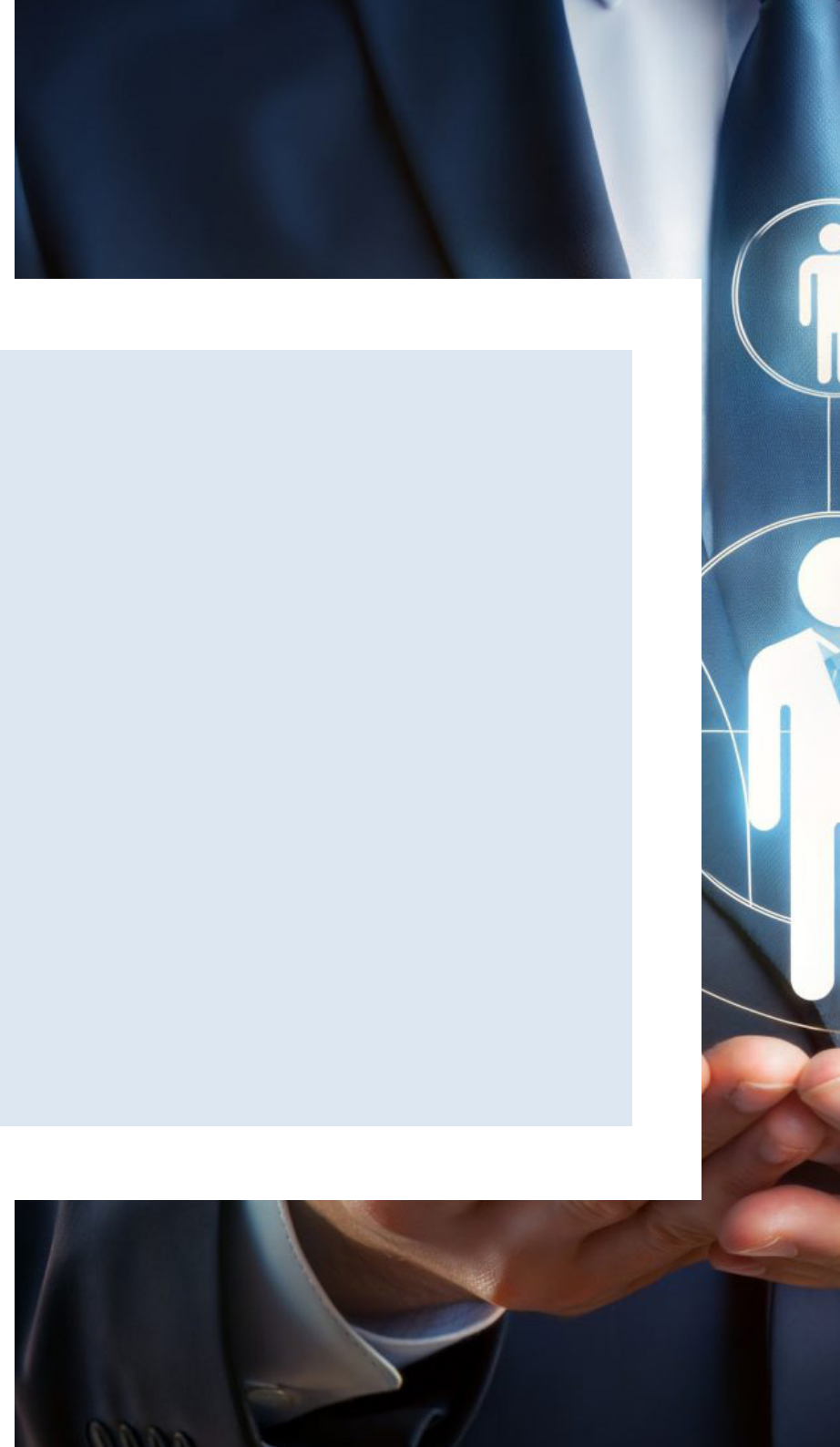
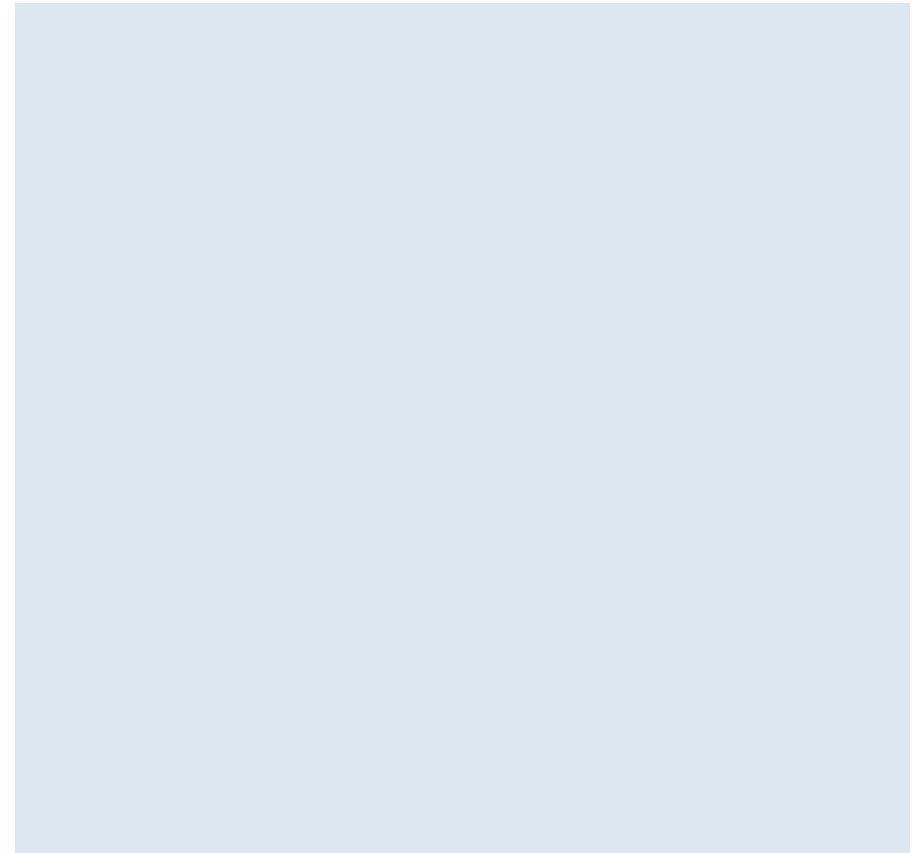
Tecnotion commits to a workplace free of harassment and unlawful discrimination. There is no inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers.

We will not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers are provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers are not subjected to medical tests, including pregnancy tests, or physical exams that could be used in a discriminatory way.

LABOR MANAGEMENT

6. Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives are able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, we do respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities.





LABOR MANAGEMENT

"True success is defined by the impact we have on others."

HEALTH & SAFETY

We recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale. We also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

1. Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) is identified and assessed, mitigated using the Hierarchy of Controls. If hazards are not adequately controlled by these means, workers are provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Gender-responsive measures are taken, such as not having pregnant women and nursing mothers in working conditions, which could

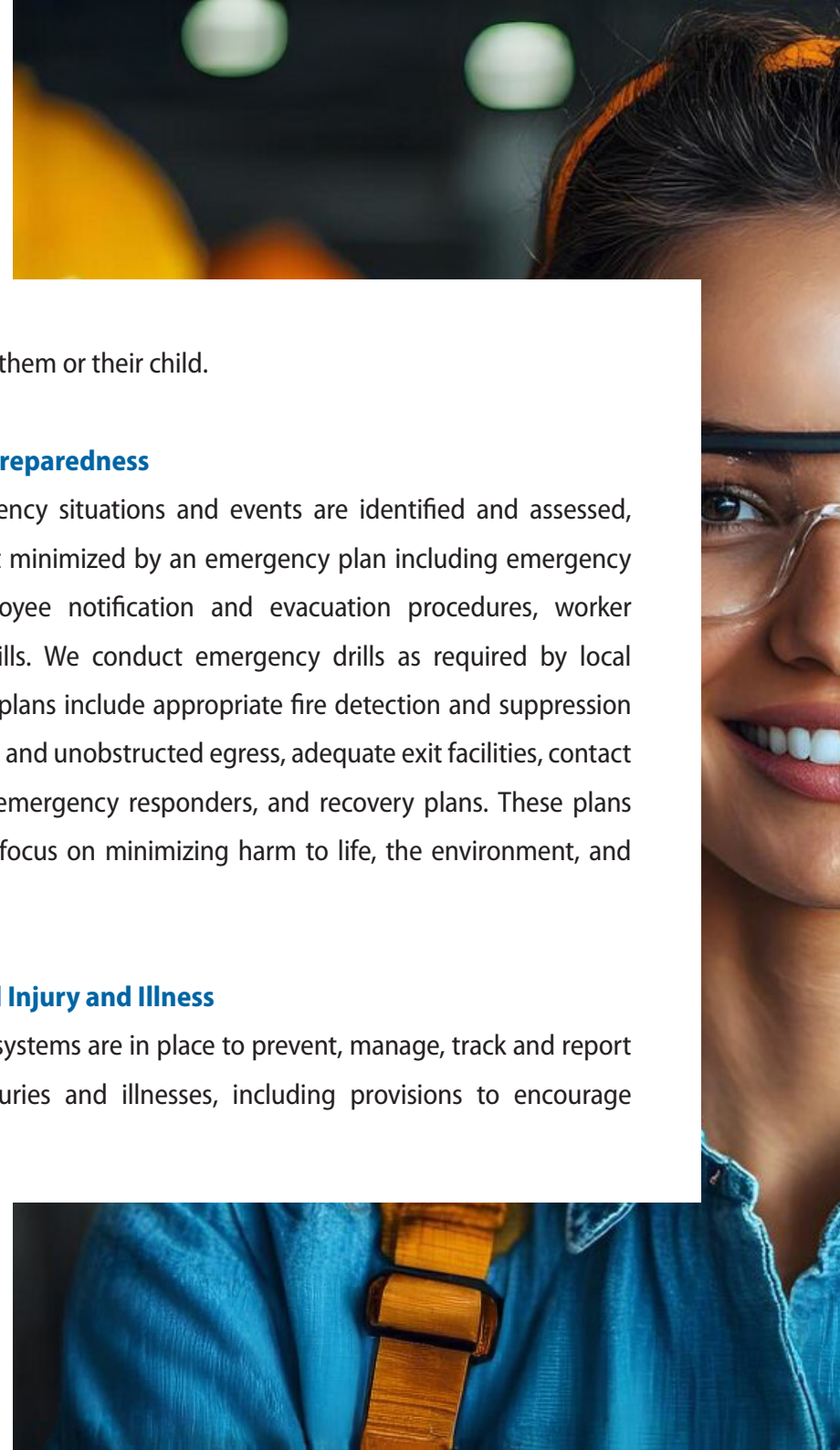
be hazardous to them or their child.

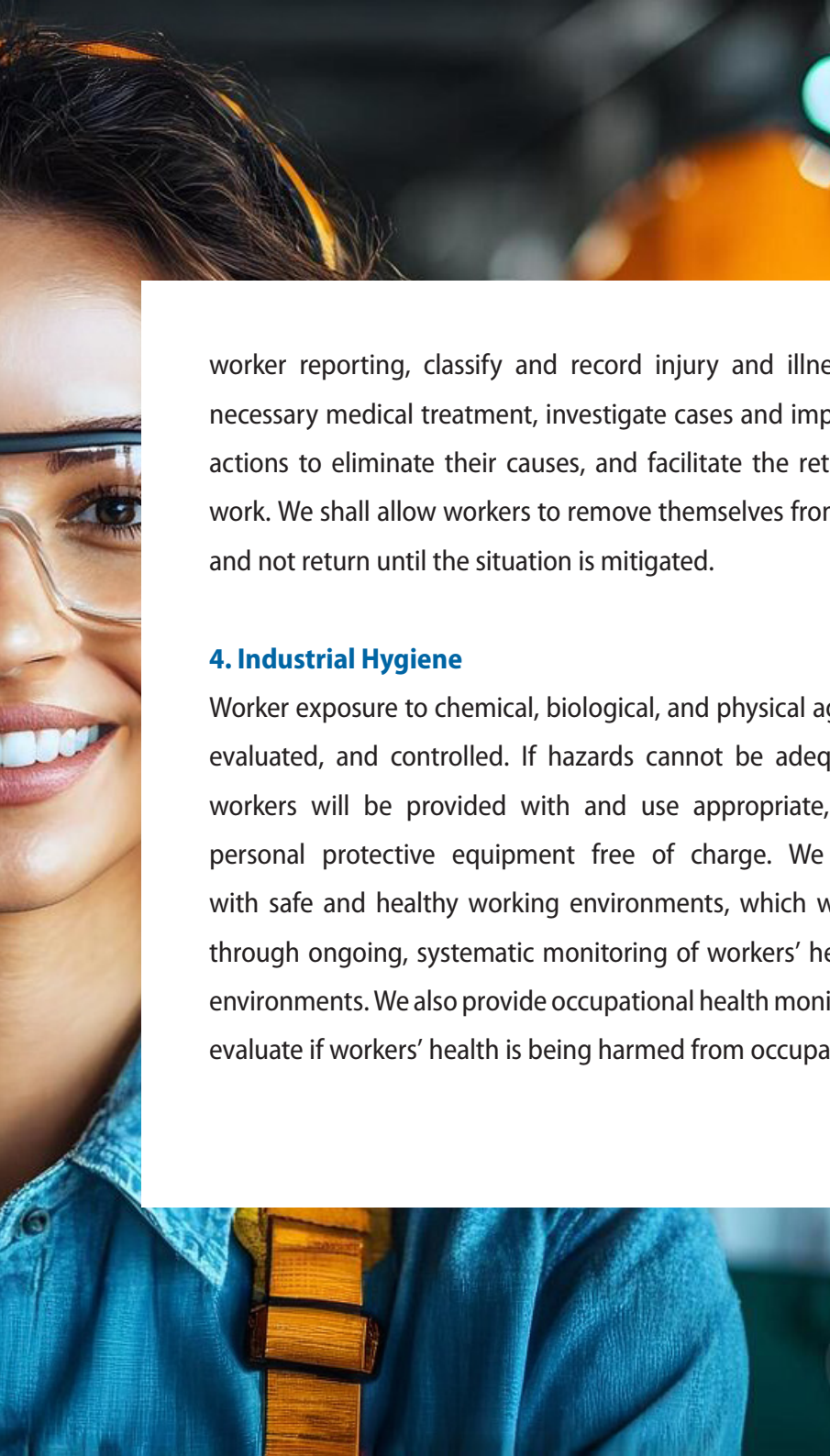
2. Emergency Preparedness

Potential emergency situations and events are identified and assessed, and their impact minimized by an emergency plan including emergency reporting, employee notification and evacuation procedures, worker training, and drills. We conduct emergency drills as required by local law. Emergency plans include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. These plans and procedures focus on minimizing harm to life, the environment, and property.

3. Occupational Injury and Illness

Procedures and systems are in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage





HEALTH & SAFETY

worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. We shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated.

4. Industrial Hygiene

Worker exposure to chemical, biological, and physical agents is identified, evaluated, and controlled. If hazards cannot be adequately controlled, workers will be provided with and use appropriate, well-maintained, personal protective equipment free of charge. We provide workers with safe and healthy working environments, which will be maintained through ongoing, systematic monitoring of workers' health and working environments. We also provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures.

5. Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks is identified, evaluated, and controlled.

6. Machine Safeguarding

Production and other machinery will be evaluated for safety hazards. Physical guards, interlocks, and barriers will be provided and properly maintained where machinery presents an injury hazard to workers.

7. Sanitation, Food, and Housing

Workers will be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities.

HEALTH & SAFETY

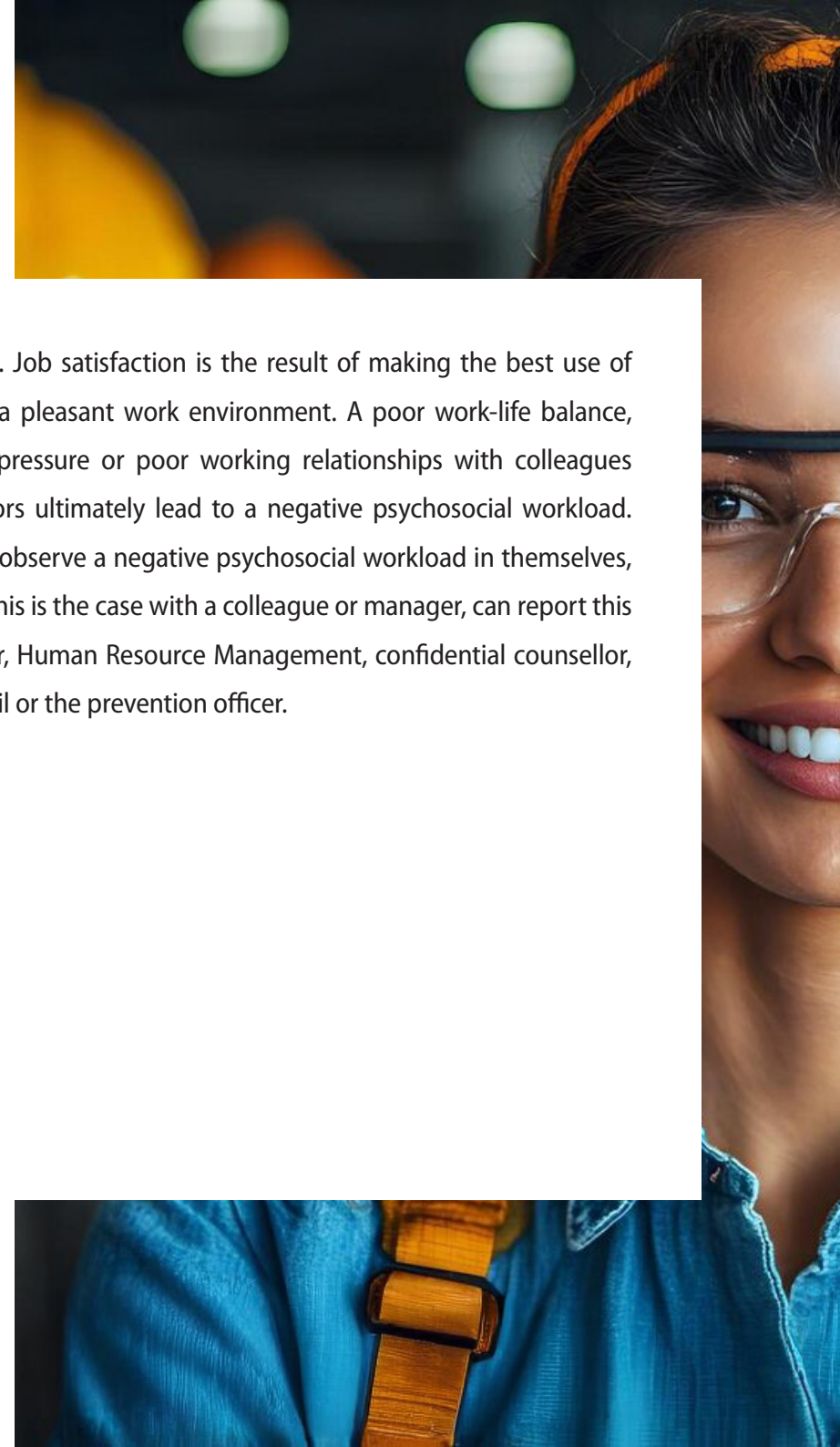
8. Health and Safety Communication

We provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information will be clearly placed in a location identifiable and accessible by workers. Health information and training includes content on specific risks to relevant demographics, such as gender and age, if applicable. Training will be provided to all workers prior to the beginning of work. Workers will be encouraged to raise any health and safety concerns.

9. Psychosocial workload

Job satisfaction is the most important condition for utilizing human capital in our organization. Job satisfaction means being proud of what you do at work and being appreciated for your efforts, your performance and

for who you are. Job satisfaction is the result of making the best use of one's talents in a pleasant work environment. A poor work-life balance, excessive work pressure or poor working relationships with colleagues and/or supervisors ultimately lead to a negative psychosocial workload. Employees who observe a negative psychosocial workload in themselves, or suspect that this is the case with a colleague or manager, can report this to their manager, Human Resource Management, confidential counsellor, the works council or the prevention officer.





HEALTH & SAFETY

"Long-term value only exists in a sustainable future."

ENVIRONMENT

Taking responsibility for the environment is at the heart of our commitment towards creating a sustainable future. We recognize the urgent need to address climate change, conserve natural resources, and minimize our ecological footprint. By aligning our goals with those principles, we aim to not only meet regulatory requirements but also contribute to a healthier planet for future generations.

1. Environmental Permits and Reporting

All required environmental permits, approvals, and registrations will be obtained, maintained, and kept current and their operational and reporting requirements will be followed.

2. Pollution Prevention and Resource Conservation

Emissions and discharges of pollutants and generation of waste will be minimized or eliminated at the source by practices such as using renewable energy sources for our facilities, optimizing production processes and the

re-use, conservation and recycling of natural resources and minerals.

3. Hazardous Substances

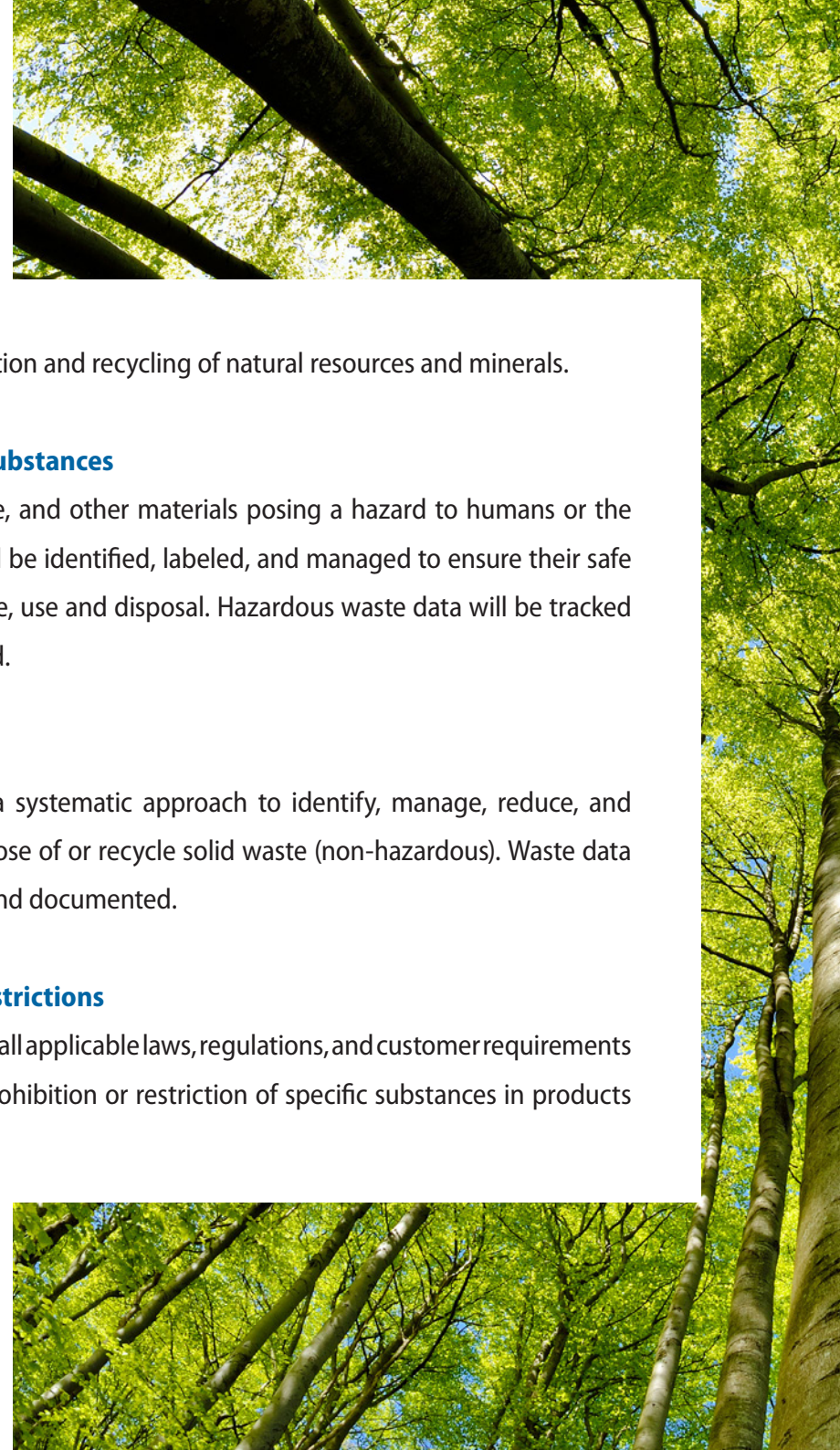
Chemicals, waste, and other materials posing a hazard to humans or the environment will be identified, labeled, and managed to ensure their safe handling, storage, use and disposal. Hazardous waste data will be tracked and documented.

4. Solid Waste

We implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data will be tracked and documented.

5. Materials Restrictions

We will adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products



and manufacturing, including labeling for recycling and disposal.

6. Energy Consumption and Greenhouse Gas Emissions

We will establish and report against a greenhouse gas reduction goal. Energy consumption and Greenhouse gas emissions shall be tracked, documented, and reported. We will look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

ETHICS

To meet social responsibilities and to achieve success in the marketplace, Tecnotion will uphold the highest standards of ethics including the following:

1. Business Integrity

The highest standards of integrity will be upheld in all business interactions. We have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

2. No Improper Advantage

Bribes or other means of obtaining undue or improper advantage will not be promised, offered, given, or accepted. This prohibition covers promising, offering, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.

3. Disclosure of Information

All our business dealings will be transparently performed and accurately reflected on our business books and records. Information regarding our labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices.

4. Intellectual Property

Intellectual property rights will be respected. Transfer of technology and know-how is done in a manner that protects intellectual property rights. Customer and supplier information will be safeguarded.

5. Fair Business, Advertising and Competition

Standards of fair business, advertising, and competition will be upheld.

6. Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers will be maintained, unless prohibited by law.

7. Responsible Sourcing of Minerals

We have a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

8. Privacy

We will commit to protecting the reasonable privacy expectations of

personal information of everyone they do business with, including suppliers, customers and employees. We will comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

MANAGEMENT SYSTEMS

We maintain an organizational system related to the content of this Code. This system is designed to ensure:

- compliance with applicable laws, regulations and customer requirements relating to the Participant's activities and products;
- conformity with this Code;
- identification and mitigation of operational risks relating to this Code.

It will also facilitate continual improvement.

1. Company Commitment

We have established human rights, health and safety, environmental and ethics policy statements which affirms our commitment to continual improvement and this is endorsed by our executive management. Policy statements will be made public and communicated to workers in a language they understand via accessible channels.

2. Management Accountability and Responsibility

We have identified senior representative(s) responsible for ensuring implementation of the separate systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

3. Legal and Customer Requirements

We have a process to identify, monitor and understand applicable laws, regulations, and customer requirements.

4. Risk Assessment and Risk Management

We have established a process to identify the legal compliance, environmental, health and safety, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with our operations.

MANAGEMENT SYSTEMS

5. Improvement Objectives

We establish written performance objectives, targets and implementation plans to improve the social, environmental, and health and safety performance, including a periodic assessment of performance in achieving those objectives.

6. Training

We establish programs for training managers and workers to implement Participant's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

7. Communication

We will communicate clear and accurate information about our policies, practices, expectations, and performance to workers and, if necessary, suppliers and customers.

8. Worker/Stakeholder Engagement and Access To Remedy

We have ongoing, two-way communication with employees, their representatives and other stakeholders. It is intended to obtain feedback on operational practices and to promote continuous improvement. We provide a safe environment for employees to raise complaints and feedback without fear of reprisal or retaliation.

9. Audits and Assessments

We conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements and customer contractual requirements related to social and environmental responsibility.

10. Documentation and Records

We maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

MANAGEMENT SYSTEMS

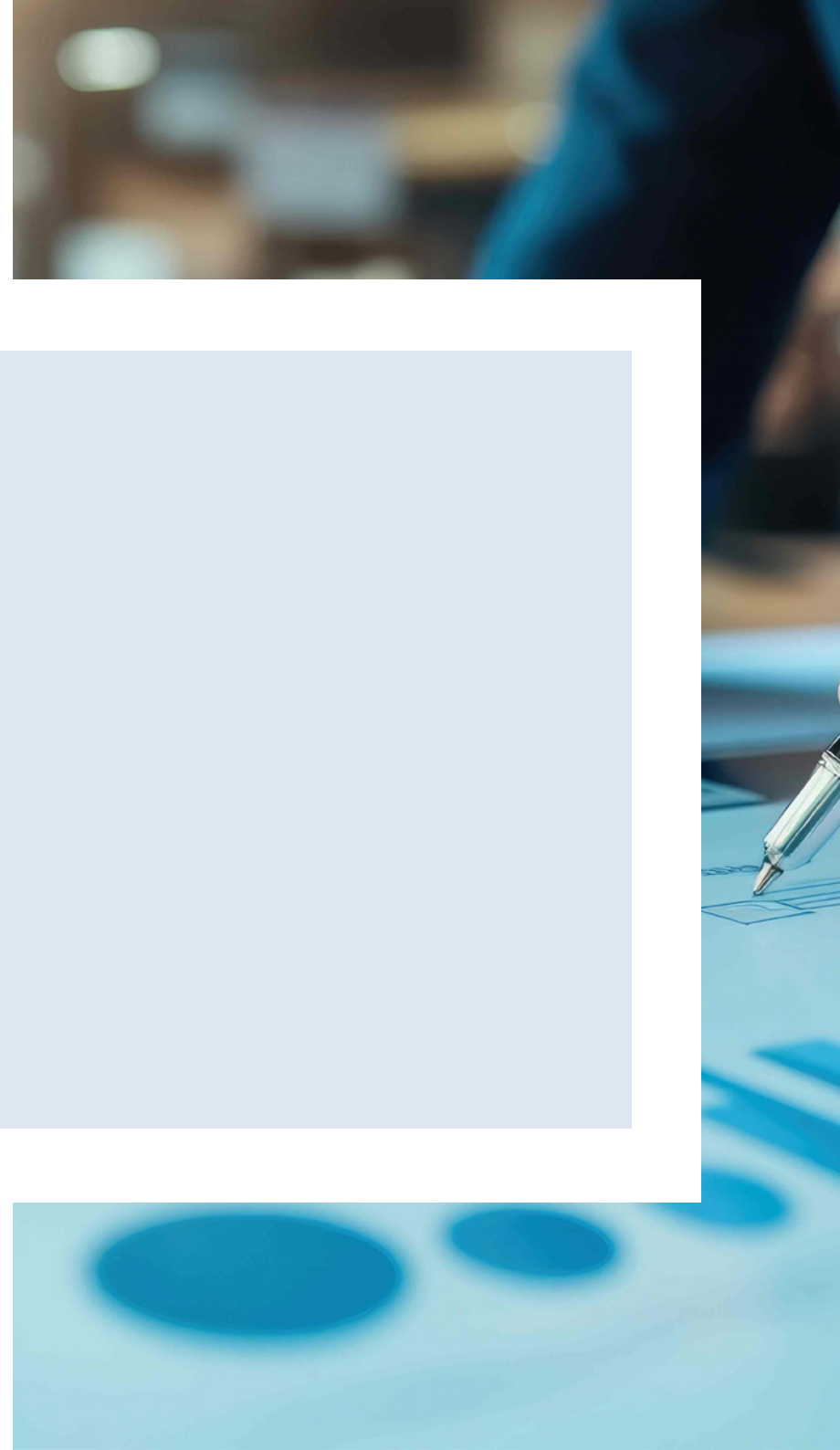
11. Supplier Responsibility

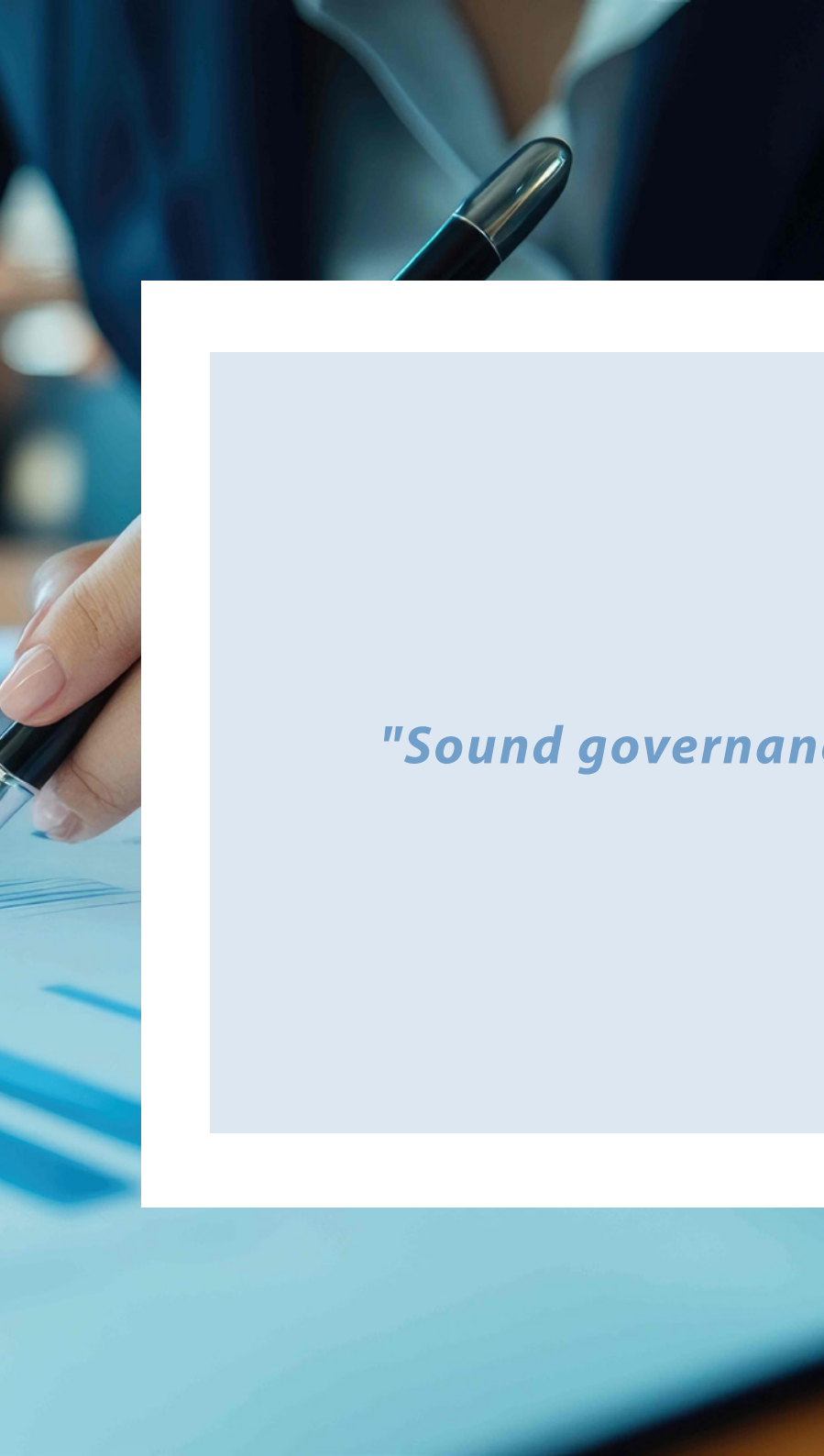
We do establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code

Bob Jonker

CEO

September 2025





MANAGEMENT SYSTEMS

"Sound governance is the foundation of lasting trust."

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