

TECNOTION®

direct drive in motion

ESG / CSRD Overview 2025

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

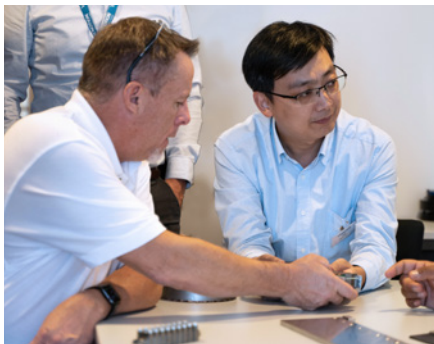
Our manufacturing capabilities are strategically distributed between our facilities in China, Vietnam and the Netherlands, each of which plays a vital role in delivering first-class products to our customers worldwide. This distribution enables us to meet the demands of mass production.

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.



INTRODUCTION

"A sustainable future is measured by purpose, not by profit."

As organizations around the world face increasing pressure to adopt sustainable practices, the importance of Environmental, Social, and Governance (ESG) principles has never been greater. This overview outlines our commitment to driving positive change across these three critical pillars, reflecting our dedication to not only minimizing our environmental footprint but also fostering a socially responsible and ethically governed business. We believe that integrating ESG and the Corporate Sustainability Reporting Directive (CSRD) into our core operations is essential for long-term value creation, and we are proud to share our ideals and future goals in this overview. Through transparency and accountability, we aim to build trust with our stakeholders and contribute to a more sustainable and equitable future, because the future is measured by purpose, not by profit.

Core Values

- Strong governance framework
- Deep understanding of material and financial impacts
- Clear strategy on climate change mitigation
- Strategic human capital management
- Solid ethics, integrity and accountability

"Sound governance is the foundation of lasting trust."

Proper governance is fundamental to ensuring that our business operates with integrity, transparency, and accountability. It encompasses the structures, policies, and practices that guide our decision-making and ensures that we uphold the highest standards of ethical conduct. Key pillars for Tecnotion are robust board oversight, effective risk management, conducting ourselves responsibly towards our customers, the environment and the societies that we serve, and transparent reporting. We believe that sound governance not only drives long-term success but also builds trust with our stakeholders, fostering a culture of responsibility and fairness across all levels of the organization. This is the foundation on which we build the lasting trust that our stakeholders have placed in our company.

Core Values & KPI's

- Foster a culture of integrity and ethical conduct
- Support local economies where possible
- Zero tolerance towards corruption, bribery and fraud
- No political engagement or influence
- On-time payments within our Supply Chain

ENVIRONMENT

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

The Environmental part of the ESG and CSRD is at the heart of our commitment to a sustainable future. We recognize the urgent need to address climate change, conserve natural resources, and minimize our ecological footprint. To attain this, we integrate environmental stewardship into every aspect of our operations, from reducing emissions and waste to promoting energy efficiency and sustainable sourcing. By aligning our goals with international environmental standards, we aim to not only meet regulatory requirements but also contribute to a healthier planet for future generations. Our dedication to environmental responsibility reflects our belief that business success and environmental sustainability can go hand in hand, because long-term value can only exist if the future is sustainable.

Core Values & KPI's

- **Mitigation:** reduce greenhouse gas emissions
- **Adaptation:** increase resilience to climate change
- **Information:** increase awareness in our value chain
- Reduce CO₂ emissions by half in 2030*
- Attain CO₂ neutrality by 2050



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

The Social aspect of ESG and CSRD focuses on how we engage with and positively impact the communities we serve, our employees, and other key stakeholders. This aspect of our business reflects our commitment to promoting diversity, equity, and inclusion, ensuring the well-being and safety of our workforce, and supporting the social fabric of the communities where we operate. Tecnotion continuously invests in initiatives and programs that foster a positive social impact, including employee development, strong worker protections, fair wages, safe working conditions and responsible sourcing practices. By prioritizing social responsibility, we strive to create a culture of respect, fairness, and opportunity for all, while contributing to the broader societal good. Our success can only be attained by considering the impact we have on our people, our communities and the world around us.

Core Values & KPI's

- Environment that supports employee well-being
- Foster employee engagement to retain talent
- Equal opportunities and compensation for all genders
- Low annual sick leave
- Low annual employee turnover rate

Tecnotion Headquarters

Newton 10
7609 RR Almelo
The Netherlands

Tel. +31 (0)546 536 300
Fax +31 (0)546 536 380
sales@tecnotion.com



Tecnotion D-A-CH

Elsenheimerstraße 59
80687 Munich
Germany

Tel. +49 89 381537-400
Fax +49 89 381537-409
info@tecnotion.de

Tecnotion East Europe

Ul. Ryżowa 49
02-495 Warsaw
Poland

Tel. +48 606 544 046
info@tecnotion.pl

Tecnotion Rep. of Korea

Room #909,
DongJin IT Tower,
30, Sangwon 12-gil
Seongdong-gu
Seoul South Korea

Tel. +82 (0)10 4540 5599
korea@tecnotion.com

Tecnotion USA

200 Broadhollow Rd -
Suite 207
Melville, NY, 11747
United States

Tel. +01 (631) 983-2833
salesusa@tecnotion.com

Tecnotion China

Building 15
369 Lushan Road
SND NEP, Suzhou
China

Tel. +86-512-68760183
sales@tecnotion.com.cn