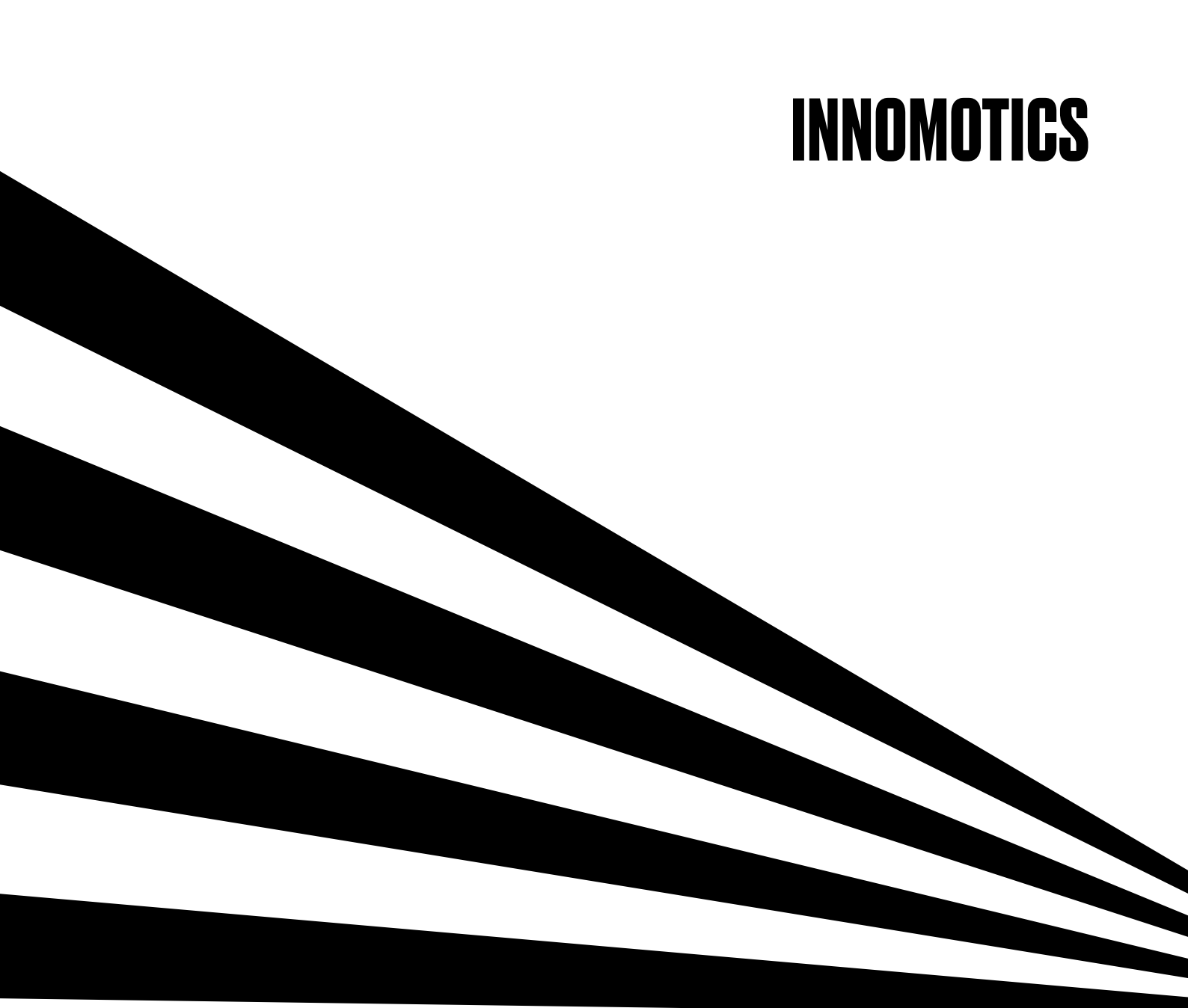




INNOMOTICS

Financial Year Ended 30th September 2025

Innomotics

Modern Slavery Act Statement

innomotics.com

Contents

1	Introduction	3
2	Our high-risk areas	4
3	Our internal policies	4
3.1	Business Conduct Guidelines	4
3.2	Compliance policy	6
3.3	Whistleblower Policy	7
3.4	Supply Chain Due Diligence Policy	7
3.5	Recruitment Policy	8
4	Ethical Procurement Practices	8
5	Our commitment	10
6	Approval for this statement	11

1

Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Innomotics has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

Sustainable value creation is the path we choose to achieve our goal of profit-driven, long-term growth. We create added value for the societies, in which we operate. At the same time, our business activities- both directly and indirectly - impact the lives of many. Innomotics is aware of its responsibility for ensuring the respect of human rights. For us, this responsibility is a core element of responsible business conduct. Building on our Business Conduct Guidelines, we have defined the respect of human rights in additional guidelines and principles.

Sustainable practices are firmly anchored in our corporate culture, based on our company values of being responsible, excellent and innovative. We apply globally binding principles that require all employees and managers to behave in an ethical, law-abiding manner. We act responsibly to support economic, environmental and social progress.

Innomotics has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

2

Our high-risk areas

Compliance risk management is an ongoing focus in all aspects of business activity. Global risks are assessed with risk topics subsequently cascaded throughout the organisation to ensure proper management focus.

Several industries are particularly affected by human rights risks due to the nature of their operations and supply chains. Some of the most impacted sectors are the Extractive Industries (Mining, Oil, and Gas); these industries often operate in remote areas with weak governance, leading to risks such as forced displacement, poor working conditions, and environmental degradation.

Human Rights risk has been incorporated as a focus topic and is firmly embedded in our due diligence process for relevant major projects. In addition, businesses are assisted in managing environmental, social (human rights including modern slavery) and governance (ESG) risks across the entire value chain.

3

Our internal policies

We have various internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

3.1

Business Conduct Guidelines

At Innomotics, we are committed to upholding the highest standards of integrity and ethical conduct in all our business dealings. Our success is built on a foundation of trust, transparency, and compliance with both internal regulations and legal requirements.

The Business Conduct Guidelines (BCG) are our corporate code of conduct and are at the heart of our global Compliance System. Its contents are built from our values and are mandatory for all at Innomotics - employees, managers, and the Managing Directors. They are not just rules but a reflection of our core values: innovation, responsibility, and excellence.

The BCG set out the fundamental principles, rules and rights governing how we treat each other within Innomotics, how we treat our external business partners and how we as a company act towards the society and the environment:

- We are honest and truthful in our dealings
- We respect the dignity, privacy and inherent rights of individuals
- We protect the health, occupational safety, and personal security of our people
- We engage with reputable and law-abiding partners
- We act in line with our responsibility for the environment
- We explore ethical concerns

All at Innomotics commit to respect the personal dignity, and personal rights of every individual, as well as to act always ethically, legally, and with the highest integrity - wherever we do business.

The Innomotics BCGs were published in October 2024 respecting our company's heritage and history, while emphasising Innomotics' own principles. Consistent consideration of ethical principles is expected in our decisions, even in difficult situations.

Our BCG require that our employees recognise and apply globally relevant anti-slavery principles specifically including the International Labour Organisation's Tripartite Declaration of Principles, and its Declaration on Fundamental Principles and Rights at Work, with respect to the elimination of child labour, abolition of forced labour, prohibition of discrimination, and rights to freedom of association and collective bargaining.

Each employee is required to sign a statement that they have read and understood the Business Conduct Guidelines as part of our recruitment process.

To extend these principles across our value chain, we select partners that align with our values of transparency, integrity, and legal compliance. Ethical procurement practices are defined in our Code of Conduct (CoC) for Suppliers and Third-Party Intermediaries, which sets requirements on human rights and labour conditions – including fair wages, safe working environments, and the prohibition of child and forced labour – as well as fair operating practices, environmental protection, climate action, natural resource conservation, and responsible minerals sourcing. Compliance with these requirements is monitored through regular external sustainability audits.

More information is available here:

<https://www.innomotics.com/hub/en/company/collaborating-with-innomotics>

3.2 Compliance policy

This policy, in the form of a globally binding all-encompassing compliance circular, sets out the organisation's stance on Anti-Corruption, Anti-Trust, Anti Money Laundering, Data Protection and Human Rights.

The Innomotics Compliance System is based on three pillars: Prevent, Detect, and Respond.

Preventative measures include policies, procedures, risk management, training, communication, Collective Action, and advice and support. Detective measures include complaint and reporting procedures, investigations, audits and reviews and continuous monitoring spot checks. Responsive measures include remedial and disciplinary action, root cause analyses, and applying lessons-learned through process modification.

The circular specifically highlights the need to comply with local law and thereby the requirements of the Modern Slavery Act, but Innomotics is committed, in accordance with its corporate responsibility, to respect human rights to an extent which goes beyond compliance with applicable laws and other external regulations. In addition to the fundamental principles and rules of our Business Conduct Guidelines, the following applies:

- Every employee must avoid causing or directly or indirectly contributing to the violation of human rights.
- Every employee must seek to prevent or mitigate adverse human rights impacts that are directly linked to the business activities of Innomotics by the company's business relationships, even if Innomotics has not caused or contributed to those impacts.
- For projects with heightened potential of human rights violations a Human Rights Due Diligence must be performed in project sales phase as part of the Compliance Risk Evaluation.
- The subject of Human Rights is a mandatory topic in risk assessment deep dives.
- Potential Human Rights violations are subject to investigation as part of the formal compliance case handling process.
- Training modules incorporate key aspects of Human Rights compliance.

3.3 Whistleblower Policy

Our policy encourages colleagues and business partners to report ethical concerns directly or through a whistleblower channel managed by a third party. It includes specific reference to ethical concerns relating to illegal and inhumane labour practices, such as slavery and human trafficking.

Innomotics has implemented a compliance whistleblower hotline for reporting compliance violations in a secure manner, 24 hours a day, 7 days a week, in 11 languages, online or via telephone. Reports can also be made anonymously. The hotline can be used by employees and management as well as customers, suppliers and other stakeholders. It is provided by a third-party supplier and all data supplied is maintained on secure servers in Europe and handled exclusively by Innomotics.

Innomotics internal whistleblowers are protected by special regulations that protect whistleblowers who make good faith reports to the best of their knowledge.

More information is available here:

<https://www.innomotics.com/hub/en/company/whistleblowing>

3.4 Supply Chain Due Diligence Policy

In implementing its human rights and environmental due diligence, Innomotics is subject to the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). Among other things, the LkSG requires pursuant to Section 6 para. 2 LkSG, the publication of a policy statement outlining the company's strategy for the protection of human rights and the fulfilment of its environment-related obligations. Key elements of this policy statement include a description of the procedures Innomotics uses to fulfil its legal obligations and a description of the human rights and environment-related risks and expectations for our employees and suppliers identified on the basis of an annual risk analysis.

More information is available here:

<https://www.innomotics.com/hub/en/company/supply-chain-due-diligence-act>

3.5 Recruitment Policy

The company operates a robust recruitment policy, including conducting eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. In addition, policies provide freedom for workers to terminate employment, freedom of movement and freedom of association. Furthermore, threats of violence, harassment and intimidation are specifically forbidden as is discrimination.

4 Ethical Procurement Practices

At Innomotics we aim to collaborate with reputable and law-abiding partners. Compliance, together with Procurement, defines requirements for due diligence, monitoring, and risk mitigation measures in the supply chain. Suppliers and third parties must accept and adhere to the CoC for Suppliers and Third-Party Intermediaries and respect the environmental and social clauses embedded in it. Any suspected violations in the supply chain, including those involving indirect suppliers, are expected to be reported and mitigated in accordance with our internal compliance procedures.

At Innomotics, ethical procurement is a cornerstone of responsible business conduct. We are committed to ensuring that our sourcing practices not only meet legal and regulatory standards but also reflect our values around sustainability, integrity, and social responsibility.

This commitment is embedded throughout our procurement processes and supplier relationships. Two pillars are particularly important:

Sustainability Assurance involves ensuring compliance with sustainability requirements mandated by legislation and expected by our customers, investors, and other stakeholders. The process begins with our suppliers' commitment to the Innomotics CoC and culminates in Supplier Sustainability Assessments, which are detailed in the CoC brochure.

Sustainability Performance refers to evaluating how well our suppliers perform in sustainability-related areas, such as human rights.

Innomotics promotes ethical procurement by consistently applying its Procurement Principles and BCGs. We strive to ensure that our suppliers

act responsibly by embedding the CoC into new and renewed purchasing agreements through the Corporate Responsibility Clause, aiming to continuously increase coverage and awareness across our supplier base.

Consequences of non-adherence

If our sustainability self-assessments or audits reveal infringements of our requirements, they must be remedied by the suppliers in question within a reasonable period of time. Besides follow-up audits carried out by our external audit partners, the responsible procurement units and the suppliers involved directly agree on the corrective actions defined during our audits. We reserve the right to end the supplier relationship in the event of serious infringements, such as evidence of slavery, servitude, human trafficking and forced labour.

5

Our commitment

Innomotics will not tolerate any violations of applicable law - and if it does happen, we will take strong action. We will continue to apply a zero-tolerance approach to forced labour, slavery and human trafficking in any form, in our business and supply chain.

Respect for human rights and data privacy is a top priority at Innomotics. In line with our corporate responsibility, we are committed to respecting human rights and protecting personal data in compliance with applicable laws and external regulations. Employees are expected to avoid contributing to human rights violations and proactively identify, prevent or mitigate adverse impacts that may be linked to Innomotics' business relationships. For projects with an increased risk of potential human rights violations a Human Rights Due Diligence must be performed. This assessment is an integral part of the Compliance Risk Evaluation and ensures that potential adverse human rights impacts are identified, prevented or mitigated. For this, specific measures across all project phases – including pre-sales, project sales, and project execution – have been integrated into the Limits of Authority process.

At Innomotics, we are committed to upholding international labour standards and ensuring fair, respectful, and safe working conditions for all employees. We foster a culture of cooperation between management, employees, and their representatives, while protecting fundamental rights such as freedom of association and collective bargaining. A key element of this commitment is our works council, which enjoys extensive participation and information rights and maintains a close, trustful, open, and constructive dialogue with management. Discrimination, harassment, and intimidation are strictly prohibited, and we are committed to equal treatment regardless of personal background or identity. We reject all forms of forced and child labour and ensure that employment is freely chosen. Fair wages, equal pay, and compliance with working-hour regulations are core principles of our compensation practices. Through constructive dialogue and long-term collaboration, we strive to balance the interests of our workforce with those of the company.

6 Approval for this statement

This statement was approved by the Innomotics UK Legal Country Representative with respect to the Financial Year ending on 30th September 2025.

Mary Krempien
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Innomotics UK

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