INNOMOTICS

Integrated Management Policy

Quality • Occupational Health and Safety • Environmental Protection • Energy Management • Cybersecurity

We provide modern, efficient electric motor and drive technology and expert services that advance electrification, automation and digitalization. We conduct our business responsibly and ethically, protecting people and the environment, delivering customer value and improving energy performance.

Safety and quality are core values at Innomotics. We are committed to Zero Harm, preventing injuries and ill health, meeting requirements and preventing defects. Everyone takes ownership of safety and quality, is empowered to stop unsafe work, and is expected to raise concerns promptly to protect people and ensure reliable products and services that consistently meet our customers' agreed requirements.

To put this policy into practice, we commit to:

01 Protect people and promote health and safety

Provide safe and healthy working conditions for employees, contractors, visitors and others affected by our activities. Identify and eliminate hazards, reduce occupational health and safety risks, and implement our Safety Essentials rules and critical safety controls.

02 Fulfil applicable requirements

Meet applicable legal requirements and other binding obligations, including customer requirements and contractual commitments, wherever we operate.

03 Deliver quality and customer value

Understand customer needs and consistently provide safe, reliable products, solutions and services that meet agreed requirements. Improve product and process quality, delivery reliability and cost efficiency, and use customer feedback to guide improvement. For products and services important to nuclear safety, we promote a nuclear safety culture and ensure that cost, schedule or other priorities never compromise nuclear safety.

04 Protect and sustain a healthy environment

Maintain clean air, water and soil in and around our operations, use natural resources responsibly and contribute to climate change mitigation. Embed environmental stewardship throughout the full life cycle of our products, solutions and services. Assess the relevance of climate change to our Integrated Management System and address associated risks, opportunities and applicable requirements of relevant interested parties.

05 Improve energy performance

Set energy objectives and targets, monitor energy use and continually improve energy performance. Support the procurement of energy-efficient products and services and design activities that consider energy performance.

06 Strengthen cybersecurity

Protect the confidentiality, integrity and availability of information and safeguard our IT and operational technology systems, products and services. Build cybersecurity awareness, manage cyber risks and respond effectively to incidents.

07 Develop our suppliers and partnerships

Work with suppliers to fulfil agreed quality, safety, environmental and energy requirements. Evaluate their performance, integrate them into relevant processes and support continual improvement.

08 Manage risks and opportunities

Integrate risk-based thinking into business processes and decisions across our Integrated Management System. Identify and assess risks and opportunities, implement proportionate actions and review their effectiveness to support reliable operations and the achievement of our objectives.

09 Engage and develop people

Build competence through training and continuous learning. Ensure consultation and participation of all people working under our control and, where they exist, their representatives, in the development, implementation and continual improvement of our Integrated Management System. Encourage everyone to raise concerns openly and in good faith, without fear of retaliation.

10 Drive continual improvement

Set measurable objectives, monitor performance and review progress. Investigate incidents and nonconformities, address their causes and share lessons learned. Resolve problems constructively and continually improve our Integrated Management System.

Our values and leadership principles guide how we put this policy into practice. We take ownership with purpose, collaborate with accountability, curiosity to improve and have the courage to simplify. Leaders lead with responsibility, transparency, role model, appreciation, and respect.

Management is accountable for implementing this policy, assigning clear responsibilities and providing the information and resources needed to achieve our objectives. Every employee and contractor is responsible for applying its commitments within their role. Management provides the resources and support needed to implement, maintain and continually improve our Integrated Management System.

C_QM_0000001_Global
Date: 13.11.2026