

## Climate, Energy, and Environmental Policy

Motus Nordic Group A/S

Horsens, October 7, 2024

### Introduction

We all share a responsibility to promote the sustainable use of the Earth's scarce resources and thereby protect each other and future generations. Without collective effort, our planet is at serious risk of becoming an unpleasant place for humans, animals, and plants alike.

Motus Nordic Group A/S has a mission to enhance production efficiency, thereby reducing energy consumption and improving workplace environments.

Consequently, integrating environmental considerations into our decisions is a natural part of our mindset.

We feel an obligation to contribute to more sustainable industrial production and reduce consumption ourselves. We achieve this by using sustainable materials, energy-saving equipment, implementing clear policies, and guiding our employees to act responsibly.

### Scope and Responsibility

This overarching environmental policy applies to all operating companies. Motus Nordic Group A/S comprises various companies that produce and deliver different products and services. Therefore, each company must establish its own environmental policies and objectives based on Motus Nordic's overall ESG strategy. These policies should be updated annually by the ESG responsible party within each company. The CEO of each company appoints the person responsible for the environmental policy. Actions and progress are reported annually along with other environmental KPIs, prepared in collaboration with BS&Co.

### Commitments

We commit to:

- Developing and adapting relevant strategies, business plans, policies, and daily operations in accordance with our current environmental policy to the greatest extent possible.
- Staying informed about technological advancements and behavioral changes that can positively impact the environment.
- Setting goals to reduce our environmental impact and continuously striving for improvement.
- Involving our entire value chain in the environmental policy.

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## Environmental Policy and Objectives

There are significant differences among the individual companies in Motus Nordic Group A/S. Therefore, each company must set individual goals for resource reduction. The following topics define the minimum areas that companies must include in their environmental policies.

Short-term goals are set for 2024–2026, and long-term goals align with BS&Co targets for 2030.

## Energy Efficiency

- **Objective:** Reduce our consumption of fossil fuels for transportation (diesel, gasoline), electricity in production, and fossil fuels for heating and processes.
- **Policy:** Implement energy-saving equipment, methods, and products, such as LED lighting, production equipment, computer modeling, and encourage responsible behavior.

## Water Consumption

- **Objective:** Reduce water consumption in administration, welfare, and production.
- **Policy:** Reuse water in production environments to the greatest extent possible. In administrative environments, encourage water savings by installing signs with tips and fitting all faucets with water-saving fixtures.

## Waste Reduction

- **Objective:** Sort waste into as many fractions as possible to maximize recyclability. Set targets for the proportion of waste to be recycled.
- **Policy:** Use recycled materials whenever possible, including semi-finished products, packaging, and equipment. Pursue value chain collaborations to increase material circularity.

## Sustainable Procurement

- **Objective:** Ensure all suppliers have their own or adhere to our Supplier Code of Conduct and comply with applicable environmental legislation.
- **Policy:** Set requirements for existing and new suppliers, segment them based on compliance with CoC, environmental and chemical legislation (e.g., REACH), and their adoption of an environmental policy (e.g., ISO 14001/EMAS).

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## Information and Reporting

- **Objective:** Implement ESG reporting that meets both legal and customer requirements.
- **Policy:** Keep our organization well-informed about ESG initiatives and policies. Violations of the environmental policy are addressed promptly with appropriate corrective actions and follow-ups.

This environmental policy is approved by the board and signed by our CEO.

**Date:** October 7, 2024

### Signature:



Nicolai Hansen, CEO, Motus Nordic Group A/S

Motus Nordic Group A/S is committed to creating a sustainable future by reducing our environmental footprint and promoting environmentally friendly practices across all aspects of our business.