



Our ESG Commitment

Environmental • Social • Governance

MSS International

05/10/2026 Revision 3

A word from the CEO



As a medium-sized enterprise, MSS International began its sustainability journey several years ago, initially in response to the expectations of its publicly listed OEM customers. Today, sustainability is embedded within our own strategic objectives at group level and operationally at business unit level, reflecting our commitment to ensuring the long-term success and resilience of our business. Much of the groundwork is done: EcoVadis Gold (top 5%) for MSS India, Scope 1 and 2 emissions down 12.74% against 2024 on a comparable production basis, and zero lost-time injuries in 2025.

Our objectives are clear and ambitious. By 2028 we're targeting a 50% emissions reduction against 2025 (scope 1 & 2), 15% renewable electricity and ESG engagement across 80% of our top suppliers.

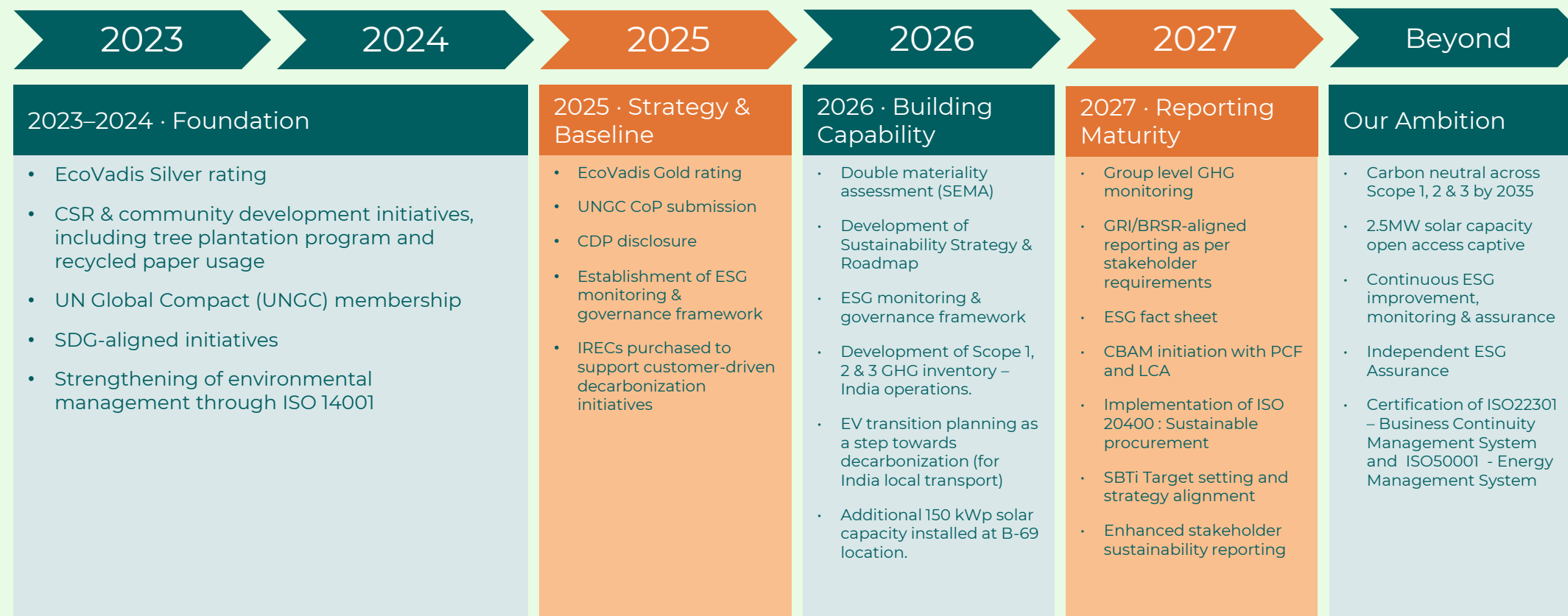
An ambitious agenda, and one we're confident of delivering thereby building a stronger, more responsible, and more sustainable business for the future.

Philippe Gastineau
CEO
September 2026

MSS sustainability journey: 2023 to 2027 and beyond



What we have achieved so far, and what we're building toward next



Note: 2.5MW open-access renewable power proposal (~38,00,000 kWh/year) is under management approval, planned for 2026–27.

Measurable ESG performance : Environmental



		Achievement 2025	Objectives 2026 - 2028
Environment	GHG emissions	Scope 1 & 2 : (12.74 %) vs. 2024 (*) (**)	50% reduction of scope 1 & 2 vs. 2025 (*) Full Scope 1, 2 & 3 assessment
	Water intensity	N/A	Water recycled % : 30%
	Renewable Electricity %	7% (**)	15%
	Supplier engagement	N/A	80% of suppliers from Top suppliers

(*) on comparable consumed Copper tes basis

(**) for MSS India

Measurable ESG performance : Social



		Achievement 2025	Objectives 2026 - 2028
Social	H & S	0 LTI	0 LTI
	eNPS	N/A	> 40
	Near miss resolution	21 numbers	30% increase in identification

Measurable ESG performance : Governance



		Achievement 2025	Objectives 2026 - 2028
Governance	CSR contributions India	120 k GBP	200 k GBP
	Supplier CSR assessment	N/A	80% of top suppliers
	Anti bribery & corruption compliance	Guidelines in place, all at risk personnel trained	Same, including all new personnel
	Cyber security training & systems	All at risk personnel trained, systems in place	Same, including all new personnel
	Code of Conduct – Ethics training	N/A	100% all staff members

Measurable ESG performance : EcoVadis



		Achievement 2025	Objectives 2026 - 2028
EcoVadis	ESG assessment	Gold status (top 5%) for MSS India	Maintain Gold status for MSS India Roll out to MSS Group

(scoring out of 100)	Environment	Labor & Human Rights	Ethics	Sustainable Procurement	Overall Score
2023	70	60	50	40	59
2025	82	78	75	80	79
Improvement (%)	17%	30%	50%	100%	34%