



MSS
INTERNATIONAL

FY 2025-26

ANNUAL SUSTAINABILITY REPORT



ABOUT THE REPORT

Report profile

This report presents the environmental, social and governance performance of MSS India Private Limited for the financial year from 1 April 2025 to 31 March 2026. It consolidates company-reported information from the Nashik manufacturing operations and communicates the progress, impacts and priorities that are most relevant to MSS India and its stakeholders.

FY 2025–26	Annual	Nashik, India	With reference
Reporting period	Reporting frequency	Operational boundary	GRI reporting approach

Reporting boundary

The report covers the five MSS India manufacturing facilities at H-8, H-8/I, H-III, B-14 and B-69 in the MIDC Ambad area of Nashik. Overseas warehouses, sales offices and service locations are excluded unless a disclosure explicitly states otherwise.

Assurance and restatements

The report has not been externally assured. No restatement of previously reported sustainability information has been made because this is MSS India's first consolidated report using the current GRI Universal Standards reporting structure.

GRI statement of use

MSS India Private Limited has reported the information cited in the GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards. This reporting approach is used because several disclosures and management systems are still being strengthened for future reporting cycles.

Reporting principles and data quality

The report has been developed using the GRI principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability as guiding quality criteria. Quantitative data has been sourced from internal management systems, utility records, human resources records, EHS registers, procurement records, training registers and CSR documentation. Where estimates are used, they are identified as such in the relevant section or in the technical reporting notes.

Forward-looking information

Statements relating to planned investments, future capacity, estimated resource savings and anticipated emissions reductions reflect management intentions and internal estimates at the time of preparation. Actual outcomes may vary following detailed engineering, commercial evaluation, regulatory approvals and implementation.

Contact point

Name	Role	Email	Telephone
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Contents

The report is organized around MSS India's business context, sustainability journey, governance, environmental performance, people and communities, responsible business practices and GRI-referenced disclosures.

Section	Chapter	Coverage
01	Company overview	Organization, vision, global presence, products, value chain and workforce
02	Our sustainability journey	Milestones, policy, achievements, management systems and roadmap
03	Sustainability governance	Governance structure, stakeholder engagement and materiality
04	Environment	Energy, climate, water, air quality, biodiversity, circularity, waste and suppliers
05	People and communities	Employment, wellbeing, learning, safety, human rights, diversity and CSR
06	Responsible business	Economic impact, procurement, ethics, tax, data security and grievances
07	Performance and GRI index	Consolidated indicators, technical notes, GRI content index and abbreviations

Navigation

Microsoft Word users can open the Navigation Pane to move between report sections using the structured heading hierarchy.

Message from the Director – India Operations



“At MSS International, sustainability is at the core of our mission to advance global electrification. We take pride in being part of the energy transition and recognize our responsibility to create real and lasting impact. Our sustainability journey began decades ago, before it became a global priority. Today, our facilities in India demonstrate what can be achieved through long-term vision, responsible innovation and disciplined execution. We will continue to reduce our environmental footprint, invest in cleaner technologies and empower our teams to build a more resilient future. For us, sustainability is not a standalone goal — it is how we work every day.”

Mangesh Natal
Director India Operations – MSS India

This report reflects the next stage of MSS India’s reporting journey: moving from individual initiatives and management-system performance toward a more integrated account of impacts, risks, opportunities and long-term value creation.

1

COMPANY OVERVIEW

Who we are, where we operate and how we create value



COMPANY OVERVIEW

MSS India at a glance

MSS India Private Limited is part of MSS International and manufactures products and assemblies that support electrical installations, industrial applications and the wider energy transition. The company combines manufacturing capability, sourcing expertise, quality assurance and customer support to help customers improve the reliability and efficiency of their supply chains.



MSS India manufacturing operations in Nashik, Maharashtra

Profile item	Details
Legal name	MSS India Private Limited
Ownership and legal structure	Private limited company
Registered operational location	Plot Nos. H-8, H-8/1, H-111, B-14 and B-69, MIDC Ambad, Nashik – 422010, Maharashtra, India
Core activities	Manufacturing, fabrication, assembly, sourcing, quality inspection, packaging, logistics and customer support
Countries of operation referenced in the group footprint	India, Poland and the United Kingdom, with sales, service or warehouse presence in additional markets
Reporting entity	MSS India Private Limited – Nashik manufacturing operations

Vision, mission and values

Vision

To be an industry leader in the supply of products and services supporting the energy transition by providing innovative value-added solutions, surpassing customer expectations, building world-class operations, developing employee capability and contributing positively to stakeholders and communities.

Mission

To be recognized as the preferred partner in advancing the electrification of the world for a sustainable future.

Core values

Customers first Customer focus	Integrity Honesty and trust	Sustainability Advancing progress	Teamwork Collaboration
Respect Inclusive culture	Passion Ambition	Accountability Ownership	Adaptability Agility

Global presence and customer reach



A connected operating model

MSS International serves customers through manufacturing, distribution, sales and service capabilities across multiple geographies. MSS India's Nashik operations form a key manufacturing hub within this network.

The sustainability disclosures in this report focus on the India operations. Group-level references are used only to explain the broader business context and are not included in the quantitative reporting boundary unless stated.

Products, solutions and value creation

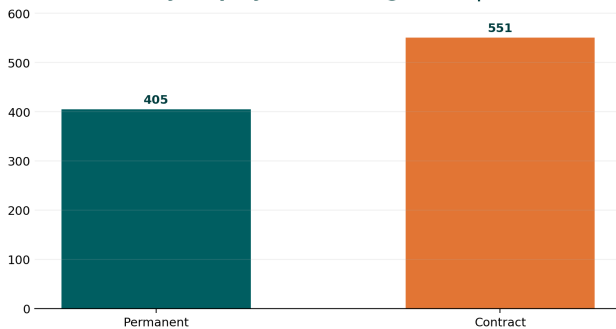
MSS India manufactures and supplies a broad range of products and assemblies for electrical and industrial applications. The company supports customers at different stages of the sourcing process — from raw materials and component manufacturing to finished goods, quality assurance, packaging and delivery. Historical supplier relationships and in-house manufacturing capabilities enable MSS India to respond to customer expectations relating to quality, cost, lead time and supply reliability.

Value-chain stage	Key activities	Relevant sustainability considerations
Upstream sourcing	Metals, components, packaging and services	Responsible sourcing, supplier screening, local procurement, logistics emissions and material traceability
Manufacturing	CNC/VMC machining, forging, power press, resistance welding, surface treatment and assembly	Energy, water, chemicals, occupational safety, air emissions, waste and process efficiency
Quality and packaging	Inspection, testing, product documentation and packaging	Product safety, reduced defects, reusable packaging and material optimization
Distribution	Warehousing, logistics, customer delivery and export	Fuel use, transport efficiency, route planning and transition to lower-emission mobility
Customer use and support	Installation support, technical documentation and after-sales service	Safe handling, product information, reliability and customer satisfaction

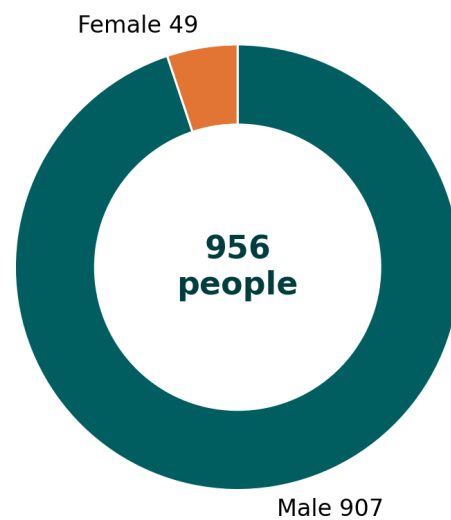
Workforce and reporting boundary

956 Total workforce	405 Permanent employees	551 Contract employees	49 Women
907 Men	5 Nashik facilities		

Workforce by employment arrangement | FY 2025-26



Workforce by gender



Contract workers support production and service activities, including housekeeping, security and logistics. Unless otherwise indicated, workforce disclosures in this report cover permanent and contract employees within the reporting boundary. The current workforce profile highlights an opportunity to strengthen gender diversity, particularly in technical, supervisory and leadership roles.

2

OUR SUSTAINABILITY JOURNEY

Progress, management system and forward commitments



OUR SUSTAINABILITY JOURNEY

Progress built over time

MSS India's sustainability journey is rooted in operational discipline, environmental management systems and practical improvement. Initiatives introduced over successive years include energy-efficient lighting and ventilation, natural daylighting, tree plantation, packaging reuse, reduced business travel, water reuse, solar energy, recycled stationery and supplier engagement.

Selected milestones

Period	Milestones
Up to 2021	LED lighting, high-volume low-speed fans, natural daylighting, green-belt development, wood packaging reuse and wearable technology to reduce avoidable travel.
2022	RO reject-water reuse and strengthened water-efficiency practices.
2023	Zero-liquid-discharge measures through an evaporator system and solar energy utilization.
2024	15 kWp solar installation at Vanvasi Kalyan Ashram through CSR support and packaging optimization.
2025	Tree plantation, recycled-paper stationery, CSR investments across social and environmental priorities and EcoVadis sustainability assessment.
2026	EcoVadis Gold rating, UN Global Compact participation, GHG inventory development, stakeholder engagement and first materiality assessment.
Forward programme	ESG governance and monitoring, ISO 20400-aligned sustainable procurement, CDP response, product carbon footprint, CBAM readiness, SBTi assessment and enhanced sustainability reporting.

Sustainability policy commitments



Our policy direction

MSS India is committed to creating a sustainable workplace, mitigating and adapting to climate change, promoting social inclusion and diversity, and using energy, water and other resources responsibly.

The company seeks to comply with applicable legal and regulatory requirements, align business practices with internationally recognized principles and use the United Nations Sustainable Development Goals as a reference for sustainability action.

- Protect the climate and environment through resource efficiency, pollution prevention and responsible material use.
- Respect human rights and labor rights, prohibit child labor and forced labor, and maintain fair employment practices.
- Promote safe and healthy workplaces through prevention, consultation, competence and continual improvement.
- Conduct business with integrity, zero tolerance for bribery and corruption, and transparent grievance mechanisms.
- Engage suppliers and business partners to strengthen environmental, social and ethical performance across the value chain.

Recognition and management-system foundation

EcoVadis Gold

MSS India's sustainability management systems received an EcoVadis Gold rating, placing the company within the top 5% of rated organizations at the time of assessment. The assessment covers environment, labor and human rights, ethics and sustainable procurement.

System / framework	Current status or direction
IATF 16949	Certified automotive quality management system
ISO 9001:2015	Certified quality management system
ISO 14001:2015	Certified environmental management system
ISO 45001:2018	Certified occupational health and safety management system
ISO/IEC 27001:2022	Certified information security management system
ISO 26000	Social responsibility alignment / guidance
UN Global Compact	Participation and Communication on Progress direction
ISO 20400	Sustainable procurement alignment in progress
Future systems	ISO 3834-2, SA 8000, ISO 22301, ISO 50001 and ISO 46001 are under consideration or planned

Sustainability highlights

Gold EcoVadis rating	934.6 MT Copper scrap diverted	270 MT Pinewood reused	22.9% Water reuse rate
12,801 Training hours	₹1.87 cr CSR allocation	82.75% Local supplier spend	0 Major accidents

Circularity in copper



Recovering material value

MSS India recovers copper end pieces, process losses and rejected material from manufacturing. Scrap that cannot be reintroduced into internal processes is sold to authorized recyclers, enabling material recovery elsewhere in the value chain.

During FY 2025–26, 934,558 kg of copper scrap was reported as generated and diverted for recycling. The company estimates that using recycled copper can materially reduce lifecycle emissions compared with primary copper; however, avoided-emissions estimates have not been externally assured and should be interpreted as indicative.

Calculation note

At an indicative avoidance factor of approximately 3.2 tCO₂e per tonne of recycled copper, 934.6 tonnes corresponds to about 2,991 tCO₂e of potential lifecycle emissions avoided. This estimate depends on system boundary, recycled-content accounting and the counterfactual primary-production route.

Localized sourcing and resilient supply chains

MSS India is progressively reducing dependence on imported copper by increasing domestic sourcing and promoting recycling. Management estimates that the localization programme has reduced approximately 50 import containers annually and may avoid around 37 tCO₂e of transport emissions each year, while shortening lead times and improving supply continuity. These figures are internal estimates and will be strengthened through a documented logistics-emissions methodology in future reporting cycles.

Sustainable stationery and green mobility



Electric two-wheelers

Battery-electric two-wheelers are used for inter-plant and logistics movement. Up to FY 2025–26, the initiative recorded 26,274 km of travel, avoided an estimated 657 litres of petrol and reduced approximately 1.52 tCO₂e of direct emissions.

MSS India also uses 100% recycled, plastic-free paper for selected internal stationery. Company-reported cumulative benefits include 94 trees and 101,769 litres of water saved, based on supplier methodology.

Planned logistics electrification

For FY 2026–27, MSS India plans to replace five diesel-operated logistics vehicles with electric alternatives. The expected impact is the elimination of approximately 15,000 litres of diesel consumption and a potential reduction of 40.2 tCO₂e per year, subject to final vehicle selection and operating profile.



Renewable energy and packaging reuse



150 kWp solar project – planned

MSS India plans to install a 150 kWp solar photovoltaic system at Plant B-69. The project is expected to generate approximately 250,000 kWh of renewable electricity annually.

Using the internal grid emission factor of 0.716 kg CO₂e/kWh, the projected annual reduction is approximately 179 tCO₂e. Actual generation and avoided emissions will be reported after commissioning and verification.

Pinewood packaging reuse

Approximately 270 tonnes of pinewood packaging boxes were reused during FY 2025–26, reducing demand for new packaging material and avoiding waste. Internal estimates attribute the initiative with saving around 1,080 trees and avoiding approximately 486 tCO₂e; the conversion methodology will be formalized in future reporting.

From July 2026, MSS India also plans to introduce reusable plastic bins for selected domestic supplies to reduce the consumption of single-use corrugated boxes.



Forward roadmap

Time horizon	Priority action	Intended outcome
FY 2026–27	Formal ESG monitoring, measurement and governance process; complete Scope 1, 2 and priority Scope 3 inventory	Stronger data controls, target-setting and decision-useful reporting
FY 2026–27	Solar installation, electric logistics vehicles, RECD installation on DG sets and refrigerant transition	Reduced energy-related emissions and local air pollutants
FY 2026–27	ISO 20400-aligned sustainable procurement and deeper supplier ESG assessment	Improved value-chain risk management and responsible sourcing
2026–27 onward	CDP response, product carbon footprint and CBAM readiness	Customer and regulatory readiness for climate disclosure and product-level carbon data
Medium term	Assess open-access renewable power of approximately 2.5 MW and 3.8 million kWh annual generation	Potential reduction of approximately 2,500 tCO ₂ e per year, subject to feasibility and final emission factor
Medium term	STP and ETP capacity enhancements, including potential reuse of approximately 26,000 liters per day	Reduced freshwater demand and improved circular water management
Long term	SBTi assessment, management-system expansion and enhanced GRI/ESRS-ready reporting	Structured decarbonization and mature impact governance

3

SUSTAINABILITY GOVERNANCE

Accountability, stakeholder engagement and material priorities



SUSTAINABILITY GOVERNANCE

Embedding accountability

Sustainability is integrated into MSS India's strategic and operational management through leadership oversight, an ESG Steering Committee, functional heads and topic-specific working groups. The governance model is designed to connect policy commitments with operational implementation, data ownership, compliance monitoring and performance review.

Governance structure

Governance level	Leadership / membership	Primary responsibilities
Leadership oversight	Mangesh Natal, Director – Operations	Strategic direction, oversight of significant sustainability impacts and review of performance.
ESG Steering Committee	Ajay Chaudhari, Head; supported by functional leaders across sustainability, operations, HR, finance, supply chain, EHS, quality, sales and technology	Prioritization, cross-functional decision-making, resource alignment and escalation of material issues.
Environment working group	Energy, GHG, water, waste, compliance and supplier ESG representatives	Implementation of resource-efficiency, emissions, waste, water and environmental compliance programs.
Social working group	Training, diversity, health and safety, labor and performance-management representatives	Workforce wellbeing, learning, inclusion, labor practices, employee engagement and safety performance.
Governance working group	Ethics, legal, finance, policy, information security, quality and customer-relations representatives	Business ethics, statutory compliance, information security, policies, customer protection and grievance mechanisms.

ESG Steering Committee and working group

Name	Functional role
Ajay Chaudhari	Technology, Projects & NPD – Head / ESG Steering Committee Head
Mandar Kulkarni	Sustainability / ESG / IMS – Head
Avinash Jagtap	Operations – Head
Sreehas Sreenivas	Sales and Marketing – Head
Prakash Bari	HR, Administration, Industrial Relations and Legal Compliance – Head
Parag Jhaveri	Finance and Compliance – Head
Rajesh Patil	Supply Chain – Head
Suresh Nagare	DCB Division – Head
Vishal Shinde	Manufacturing – AGM
Prasad Deshpande	EHS – Head
Yuvaraj Bangera	Logistics and EXIM Compliance – Head
Yashwant Ahire	Quality – Head

Governance processes

- Functional owners maintain records, monitor legal and management-system requirements and report performance to the ESG Steering Committee.
- Significant issues may be escalated to the Operations Director and Board-level leadership through the established compliance and risk-management framework.
- CSR programs are overseen through the CSR Committee and implemented with registered trusts, NGOs and other credible partners.
- Employees and other stakeholders can raise concerns through grievance, POSH, whistleblower, HR and management channels without fear of retaliation.
- The sustainability reporting process is coordinated by the Sustainability / ESG / IMS function, with data provided and reviewed by functional owners.

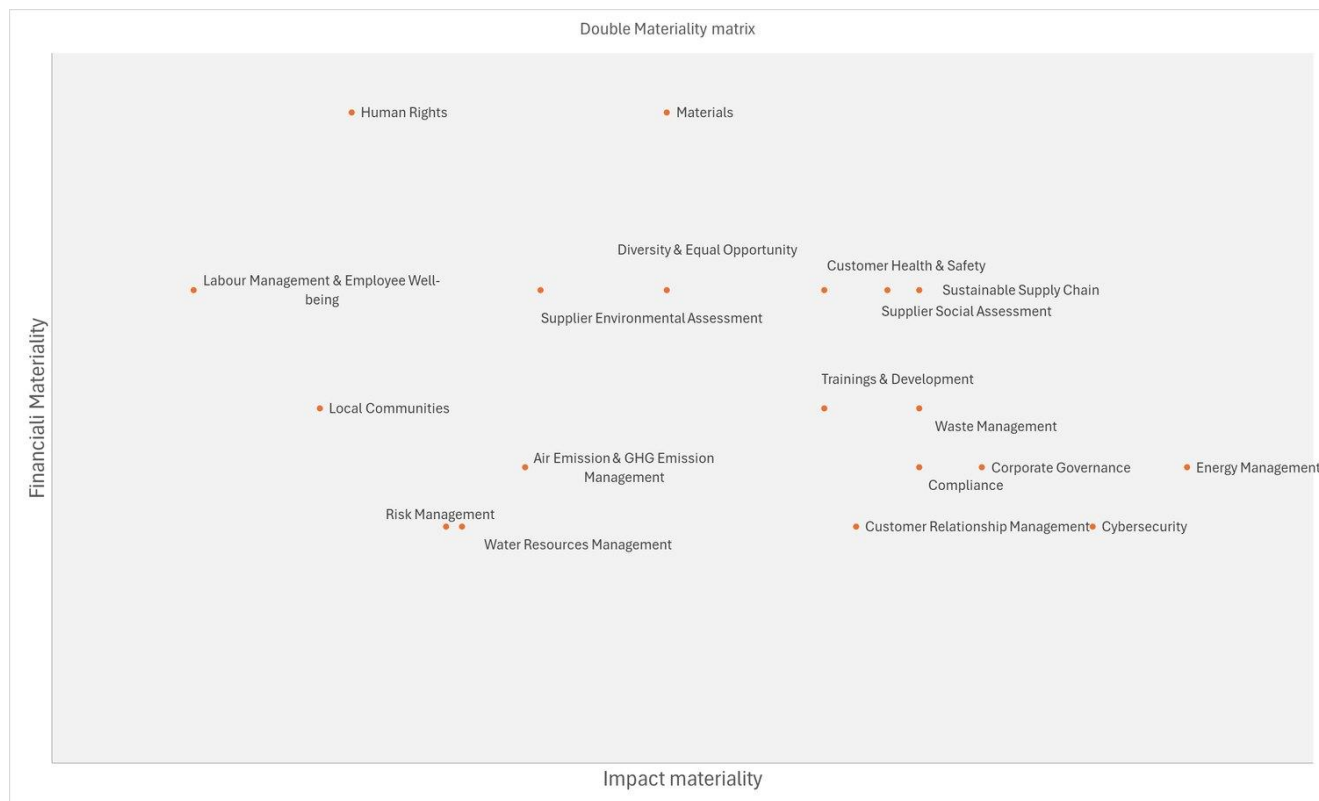
Stakeholder engagement

MSS India undertook its first structured stakeholder engagement and materiality exercise during FY 2025–26. Engagement is also embedded in established business processes such as customer feedback, employee communication, supplier assessments, regulatory interactions and CSR partnerships. The table below summarizes the principal stakeholder groups and engagement channels used to understand expectations and impacts.

Stakeholder group	Engagement channels	Priority themes
Employees and contract workforce	Town halls, training, safety committees, HR interactions, grievance mechanisms and performance discussions	Safe work, wellbeing, fair treatment, development, inclusion and job security
Customers	Business reviews, audits, technical interactions, quality feedback and product documentation	Quality, supply reliability, product safety, carbon data and responsible sourcing
Suppliers and service providers	Supplier onboarding, CSR self-assessment, audits, code of conduct and commercial interactions	Quality, delivery, environmental management, labor practices, ethics and traceability
Communities and CSR partners	Project selection, partner due diligence, site visits, monitoring and impact review	Education, healthcare, water, environment, infrastructure and inclusion
Government and regulators	Statutory reporting, inspections, permits, legal compliance reviews and industry engagement	Compliance, pollution prevention, labor standards and responsible operations
Leadership and shareholders	Management reviews, risk and compliance reporting, budgets and strategic planning	Business resilience, growth, governance, risk, performance and reputation

Materiality assessment

The initial assessment identified 19 environmental, social and governance topics and considered both the significance of MSS India's impacts and the relevance of sustainability matters to enterprise value. The exercise established an initial priority set and six strategic focus areas. MSS India intends to deepen the methodology, evidence base and stakeholder validation in future cycles to support a more mature double-materiality process aligned with GRI impact reporting and evolving European reporting expectations.



Initial materiality matrix developed during FY 2025–26

High-priority topics

Materials Resource use	DEI Inclusive workplace	Air & GHG Climate and pollution	Customer H&S Product responsibility	Supply chain Sustainable sourcing
Supplier social Human rights screening	Waste Circularity	Governance Accountability	Compliance Legal integrity	Water Resource stewardship

Six strategic focus areas

Energy and emissions reduction; circular resource management; employee health and safety; diversity and equal opportunity; responsible procurement; and community engagement.

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ENVIRONMENT

Resource efficiency, climate action and circular operation



ENVIRONMENT

Managing impacts through systems and action

MSS India manages environmental performance through its ISO 14001-certified environmental management system, legal-compliance processes, operational controls and improvement programmes. The company's environmental priorities include energy efficiency, greenhouse gas emissions, water stewardship, air quality, materials, waste and value-chain engagement.

Environmental management approach

The environmental management approach follows the hierarchy of prevention, reduction, reuse, recycling, recovery and responsible disposal. Environmental aspects and impacts are considered in operational planning, process changes and project evaluation. The EHS and sustainability functions coordinate monitoring, regulatory compliance, employee awareness and improvement activities across the five plants.

Topic	Management direction	FY 2025–26 focus
Energy and climate	Monitor significant energy uses, identify losses, improve efficiency and expand renewable energy	Electricity and diesel measurement, LED and HVLS systems, solar planning, EV mobility and GHG inventory
Water and effluents	Use third-party water responsibly, increase reuse and control discharge	MIDC water, RO reject-water reuse, sewage treatment and future STP/ETP enhancement
Air quality	Control combustion and process-related emissions and monitor ambient conditions	DG-set emission-control planning, refrigerant transition and ambient air monitoring
Materials and waste	Maximize resource value and avoid disposal through circularity	Copper recycling, pinewood reuse, recycled stationery, waste segregation and authorized disposal
Biodiversity	Avoid impacts on sensitive habitats and support nature-positive action	Site screening, green-belt activities and community tree plantation
Suppliers	Integrate environmental criteria into sourcing and supplier development	CSR self-assessment and environmental screening of new suppliers

Energy management

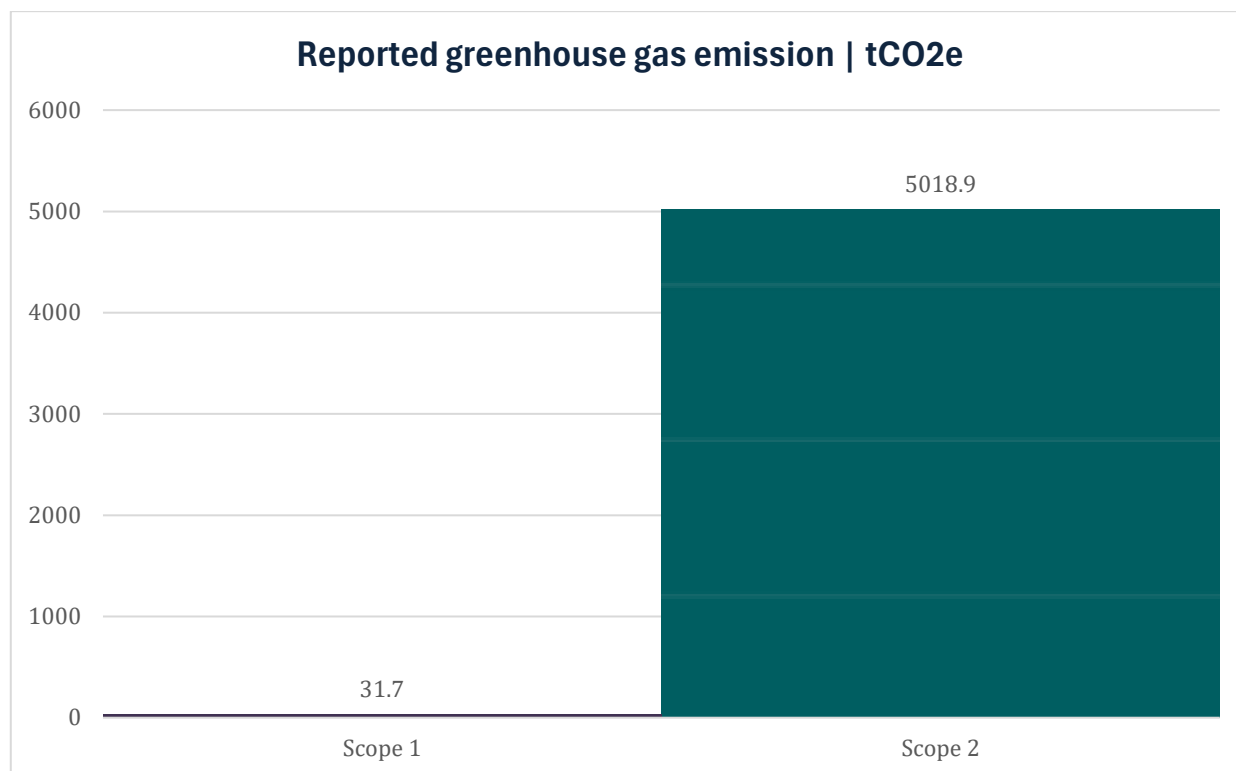
6,827,403 kWh Purchased electricity	8,464 litres Diesel consumption	FY 2026–27 Reduction baseline	Not yet tracked Outside-organization energy
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Electricity is the dominant reported source of energy within the organization. MSS India monitors utility consumption and continues to identify efficiency opportunities in production equipment, lighting, ventilation and process design. Existing measures include LED lighting, high-volume low-speed fans, greater use of natural daylight and process research aimed at reducing manufacturing cycle time.

GRI data note

The source presentation reports electricity in kWh and diesel in litres. A consolidated energy value in joules and an energy-intensity denominator were not yet validated; these should be added in future reporting to support full GRI 302 disclosure.

Climate and greenhouse gas emissions



Indicator	FY 2025–26	Reporting note
Scope 1 GHG emissions	31.7 tCO ₂ e	Reported direct emissions currently reflect diesel combustion. Integration of refrigerant losses and other applicable direct sources will be strengthened.
Scope 2 GHG emissions	5018.9 tCO ₂ e	Location-based emissions calculated from purchased electricity using the internal factor of 0.716 kg CO ₂ e/kWh.
Scope 3 GHG emissions	Under assessment	Priority categories and value-chain data are being developed for future disclosure.
GHG emissions intensity	Under development	A stable production or revenue denominator has not yet been validated.

MSS India's near-term climate program prioritizes renewable electricity, electric mobility, logistics efficiency, process improvement and improved data coverage. Planned actions include the 150 kWp solar project, replacement of five diesel logistics vehicles, development of Scope 3 reporting and feasibility evaluation for approximately 2.5 MW of open-access renewable power.

Current GRI standards used

This FY 2025–26 report references GRI 302: Energy 2016 and GRI 305: Emissions 2016. The new GRI 102: Climate Change 2025 and GRI 103: Energy 2025 become effective for reports published on or after 1 January 2027 and are therefore treated as future-readiness considerations.

Air quality and cleaner backup power



Retrofit emission-control devices

MSS India plans to install retrofit emission-control devices on diesel generator sets during FY 2026-27. The equipment is expected to reduce particulate matter, carbon monoxide and hydrocarbon emissions from backup power generation.

The source presentation references potential particulate-emission reduction of up to 90% based on supplier product information. Actual performance will depend on equipment specification, operating condition and verified monitoring.

Ambient parameter	Reported concentration
Sulphur dioxide (SO ₂)	26 µg/m ³
Nitrogen dioxide (NO ₂)	28.25 µg/m ³
Particulate matter (PM _{2.5})	25.63 µg/m ³

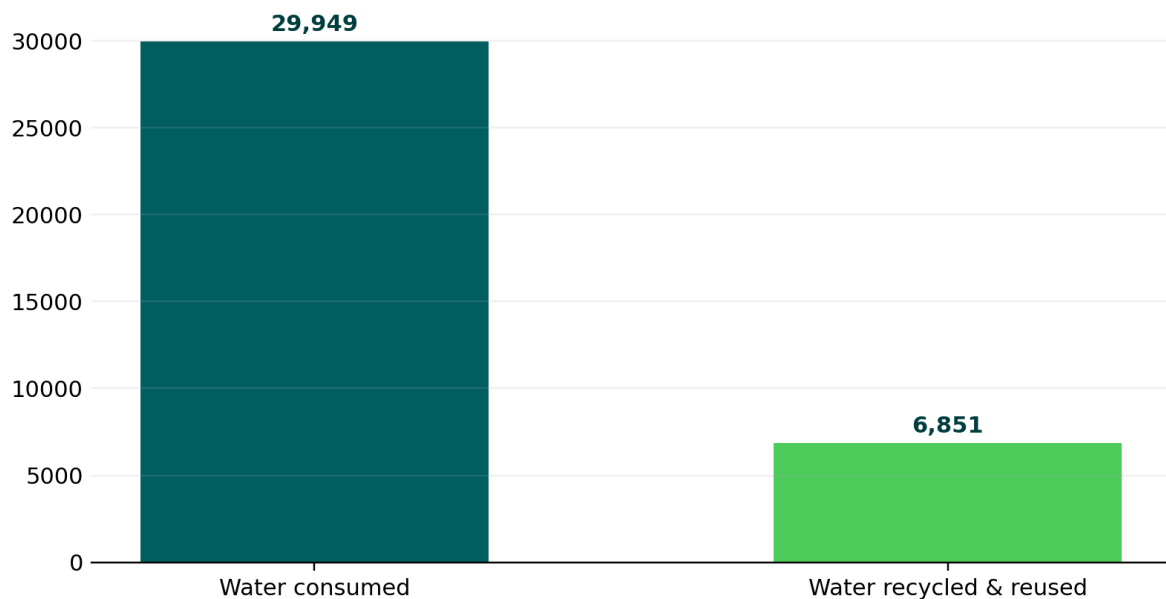
The reported values are presented as ambient monitoring results. Future reports will identify monitoring locations, methods, averaging periods, applicable limits and reporting frequency to improve comparability and verifiability.

Refrigerant transition

MSS India has assessed air-conditioning systems using R-22, R-410A and R-32 refrigerants and established a phased replacement programme for ozone-depleting and high-global-warming-potential refrigerants. New air-conditioning purchases use compliant R-32 technology with improved energy efficiency. Future GHG inventories will progressively integrate verified refrigerant charge and leakage data into Scope 1 emissions.

Water and effluents

Water performance | kL



29,949 kL

Water consumed

6,851 kL

Water recycled/reused

22.9%

Reuse rate

0 kL

Groundwater withdrawn

Water for the plants is supplied by the Maharashtra Industrial Development Corporation (MIDC) and stored in underground tanks for process and utility use. MSS India does not report groundwater withdrawal within

the reporting boundary. Water-management measures include RO reject-water reuse, sewage treatment and planned investments to increase the reuse of treated water for gardening and domestic applications.

Shared-resource context

The report currently provides total company water data. Future reporting will strengthen catchment-level context, water-stress screening, discharge destinations, effluent quality and water-consumption methodology in line with GRI 303.

Biodiversity



Protecting local ecosystems

MSS India's operational sites are not reported to be located in or adjacent to protected areas or areas of high biodiversity value. No significant operational biodiversity impacts were identified in the initial assessment.

The company's approach is to screen new projects for biodiversity risk, manage land responsibly, comply with applicable requirements, support tree plantation and improve employee and contractor awareness. Future reporting will strengthen value-chain screening and disclose the basis of site-level ecological assessment.

Materials and circular economy

Circular resource management is one of MSS India's strategic sustainability focus areas. The company seeks to extend material life, return production scrap to productive use and redesign packaging systems to avoid single-use materials. Key initiatives include copper recovery, local sourcing, pinewood reuse, recycled stationery and the planned use of reusable plastic bins.

934.6 MT

Copper scrap recycled

270 MT

Pinewood packaging reused

94

Estimated trees saved
through recycled paper

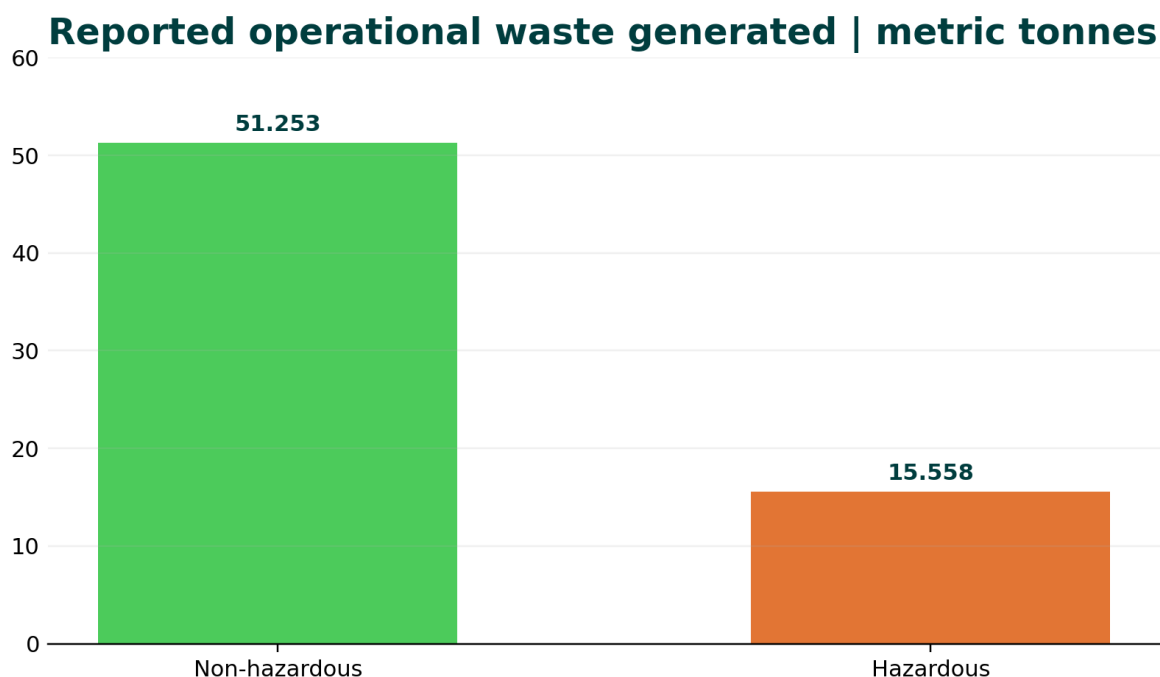
101,769 L

Estimated water saved
through recycled paper

Boundary note

Copper scrap and reused pinewood are reported as circular material flows and are not included within the operational waste totals below. MSS India should maintain a reconciled material-flow statement in future reports to clearly distinguish production scrap, by-products, reused packaging and regulated waste.

Waste management



Waste stream	FY 2025–26	Management route
Non-hazardous operational waste	51.253 MT	Segregation, reuse or recycling where feasible, followed by authorized management.
Hazardous waste	15.558 MT	Disposed through government-authorized waste-management agencies.
Examples of hazardous waste	—	Used oil, contaminated cotton waste, waste coolant, ETP sludge, lead dross and contaminated gloves.
Spent nitric and sulphuric acid	Recycling route under development	MSS India is working to route spent acids to authorized recycling / recovery channels.

The waste-management strategy emphasizes prevention, minimization, reuse, recycling and recovery before disposal. Waste records are maintained through EHS processes, and regulated waste is transferred to authorized agencies. Future reporting will improve disclosure by treatment route, destination, weight-measurement method and on-site/off-site management.

Supplier environmental assessment

Environmental criteria are integrated into supplier onboarding and the broader CSR self-assessment process. Criteria include energy use, water use, wastewater management, emissions, waste management, employee training, occupational safety, human rights and compliance. Supply-chain and logistics teams use the assessment to identify improvement needs and engage suppliers.

100%	0	0
New suppliers screened	Significant negative impacts identified	Suppliers discontinued for environmental impact

5

PEOPLE & COMMUNITIES

Safe work, inclusive and community partnership



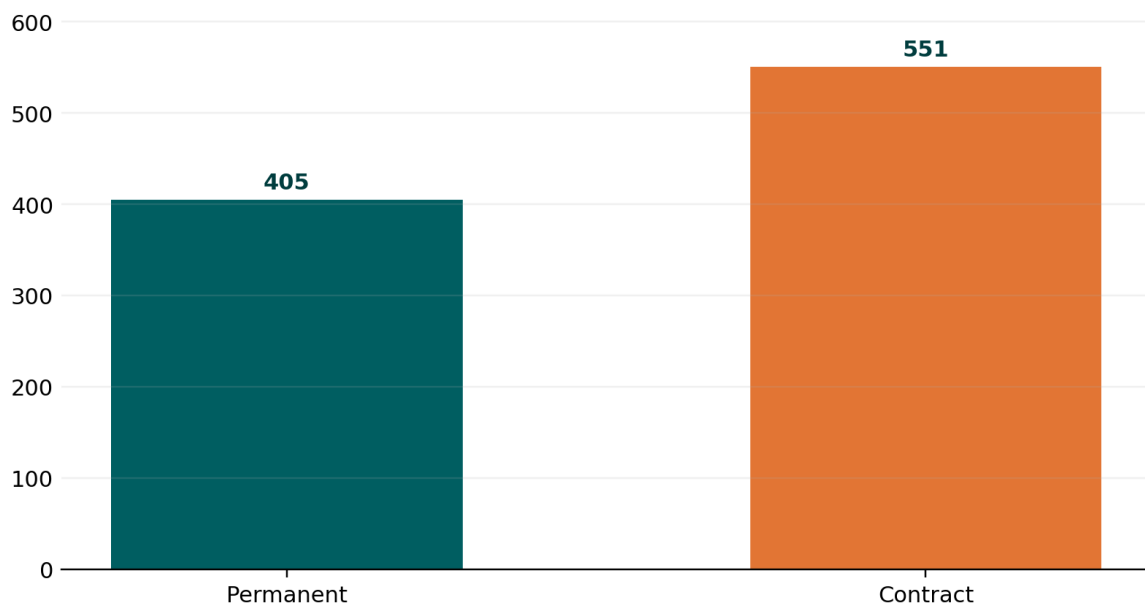
PEOPLE AND COMMUNITIES

A safe, capable and inclusive workforce

MSS India’s people strategy focuses on safe work, employee development, fair labor practices, wellbeing and engagement. The company also invests in community partnerships across education, healthcare, environment, infrastructure, inclusion and rural development.

Employment and workforce management

Workforce by employment arrangement | FY 2025-26



Indicator	FY 2024-25	FY 2025-26
New employee hires	65	11
Employee turnover rate	7.85%	8.42%

MSS India seeks to attract, retain and develop employees whose skills and performance support the company’s strategic objectives. The workforce includes a substantial contract component, reflecting the operational model of the manufacturing facilities. The company will continue to strengthen disaggregated reporting by age, gender, employment category, location, hires and exits.

Employee benefits and wellbeing

Eligible full-time employees receive benefits that may include medical coverage, life and accident insurance, disability protection, paid leave and statutory parental leave. Benefits are administered in accordance with company policy and applicable law. Employee engagement and wellbeing activities during the year included cultural celebrations, recognition programmes, retirement recognition and social events.



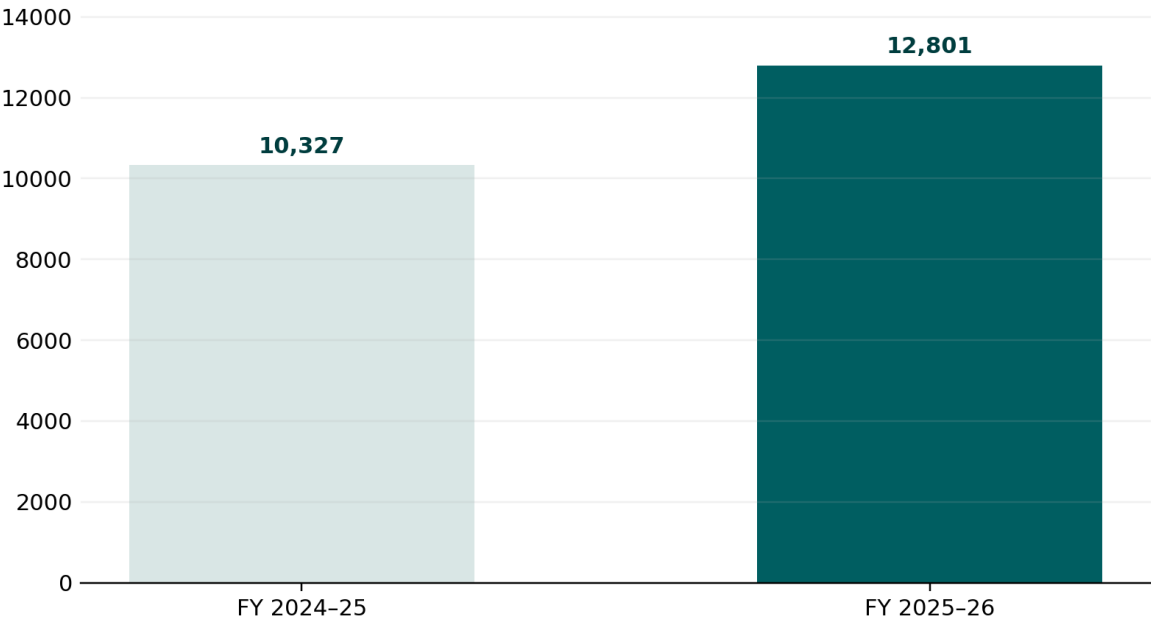
Employee engagement and celebration activities

Work-life balance pilot

From 1 May 2026, MSS India introduced a pilot for white-collar management employees providing two alternate Sundays off each month. The initiative is intended to support wellbeing, engagement, productivity and a more positive workplace culture.

Learning and development

Training hours



147

Training programmes

5,370

Training participations

12,801

Training hours

100%

Performance reviews

Training programmes cover technical skills, quality, compliance, products, leadership, behavior, sales, soft skills, diversity, environment, health and safety, onboarding, upskilling and reskilling. Participation counts include repeat attendance by employees across multiple programmes. Based on the year-end workforce of 956 people, reported training hours correspond to approximately 13.4 hours per person; MSS India will standardize the average-training-hours denominator in future reporting.



Learning and capability-development programme

Occupational health and safety

MSS India's ISO 45001-certified occupational health and safety management system applies across the operations and covers permanent employees and contract workers. Leadership, worker participation, legal compliance and prevention are central to the system. Employees are expected to complete required training, follow safe operating procedures and use prescribed personal protective equipment.

Management element	Approach
Hazard identification and risk assessment	Regular inspection, collection of worker input, review of routine and non-routine activities, risk ranking and corrective action.
Incident and near-miss investigation	Investigation of injuries, illnesses, unsafe acts, unsafe conditions and near misses to identify root causes and prevent recurrence.
Worker participation	Safety committees, consultation during risk assessment, safety communication and employee involvement in identifying hazards.
Occupational health services	First aid, periodic health checks, referral for treatment where needed and monitoring for work-related ill health.
Emergency preparedness	Mock drills, trained first aiders, fire-fighter development and emergency-response exercises.
Competence and awareness	Induction, job-specific training, road-safety training and recurring health-and-safety communication.

Safety performance

100%	0	0	0
Workers covered by OHS system	Major accidents	Lost-time injuries reported	Occupational illness cases



Safety training and proactive prevention

The company's prevention approach places emphasis on leading indicators such as unsafe conditions, unsafe acts and near misses. Minor injuries treated through first aid are investigated and corrective action is taken. Future reporting will include total work hours, recordable injuries, high-consequence injuries, near-miss trends and rates calculated using a clearly stated methodology.

Labor relations and fair employment

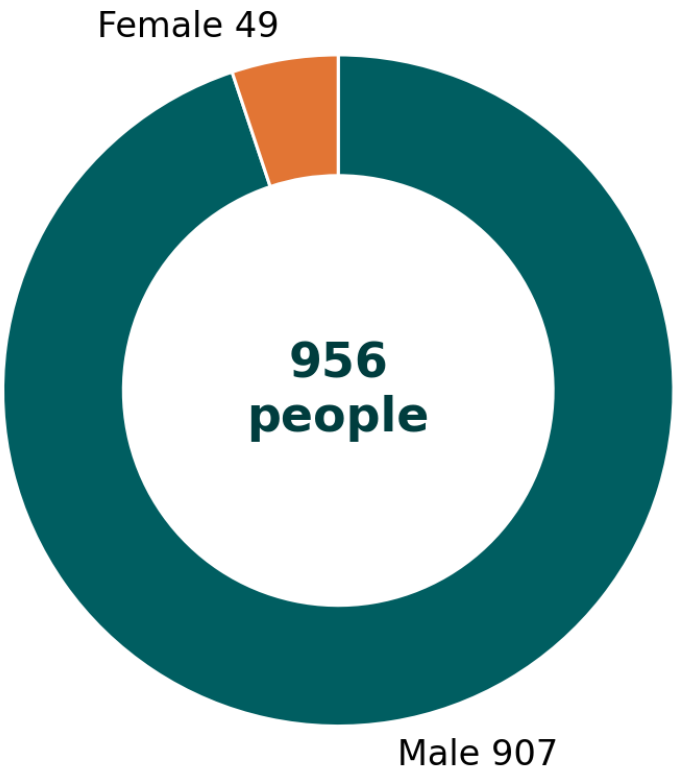
MSS India seeks to maintain transparent and collaborative employee relations through periodic communication, fair employment practices, legal compliance, welfare initiatives, safe working conditions and skill development. Significant operational changes are communicated through established management and employee-engagement channels in accordance with applicable legal requirements and employment arrangements.

Collective bargaining

No trade unions or collective bargaining agreements were reported in the source information. MSS India will continue to monitor employee-representation requirements and disclose coverage where applicable.

Diversity, non-discrimination and equal opportunity

Workforce by gender



Indicator	FY 2025-26
Women in total workforce	49 (approximately 5.1%)
Men in total workforce	907
Board composition disclosed	2 men
Senior management composition disclosed	8 men
Confirmed incidents of discrimination	0

MSS India recognizes that a diverse workforce can strengthen innovation, culture, decision-making and productivity. Regular awareness training supports non-discrimination. The current composition demonstrates a clear opportunity to improve the representation of women across the workforce and leadership pipeline. The company does not publicly disclose gender pay ratios in this reporting cycle and will evaluate how to improve transparent and appropriately governed pay-equity reporting.

Human rights, child labor and forced labor

MSS India prohibits child labor, forced labor, bonded labor, coercion and corporal punishment. Employment records include age and other relevant details and are available for verification by authorized personnel and statutory bodies. The company also expects suppliers to comply with human rights, labor and safety requirements through its Supplier Code of Conduct and CSR assessment.

0	0	0	100%
Child labor incidents	Forced labor incidents	Human rights complaints	Security personnel trained

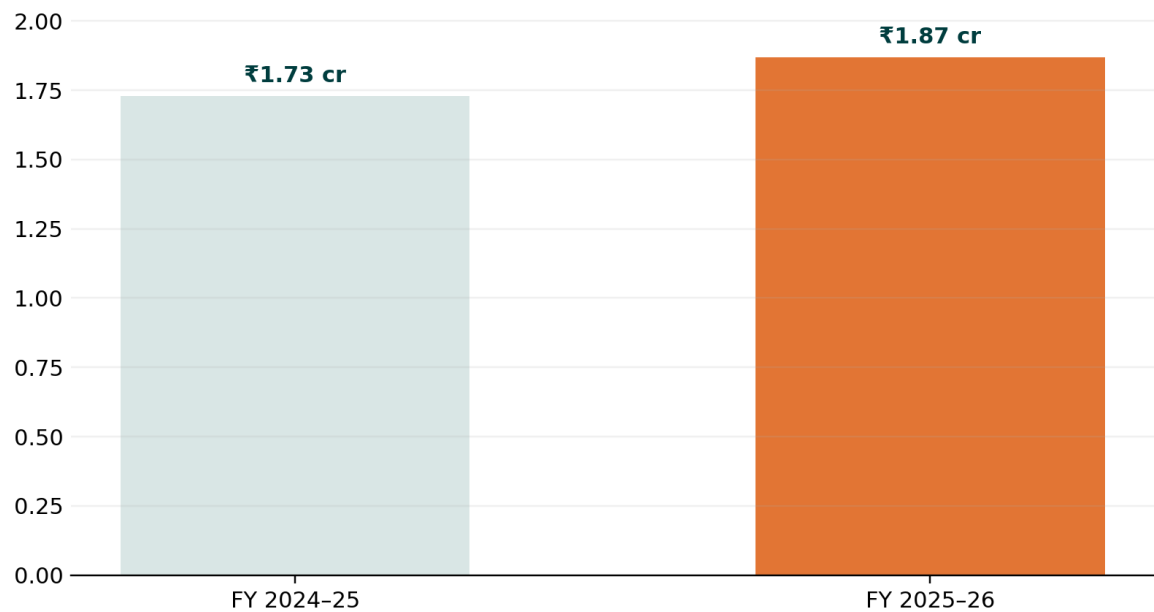
Security personnel are trained on applicable human rights policies and procedures. No incidents involving the rights of Indigenous Peoples were reported during the period. MSS India did not identify operations with significant actual or potential negative impacts on local communities based on the information available for this report.

Corporate social responsibility

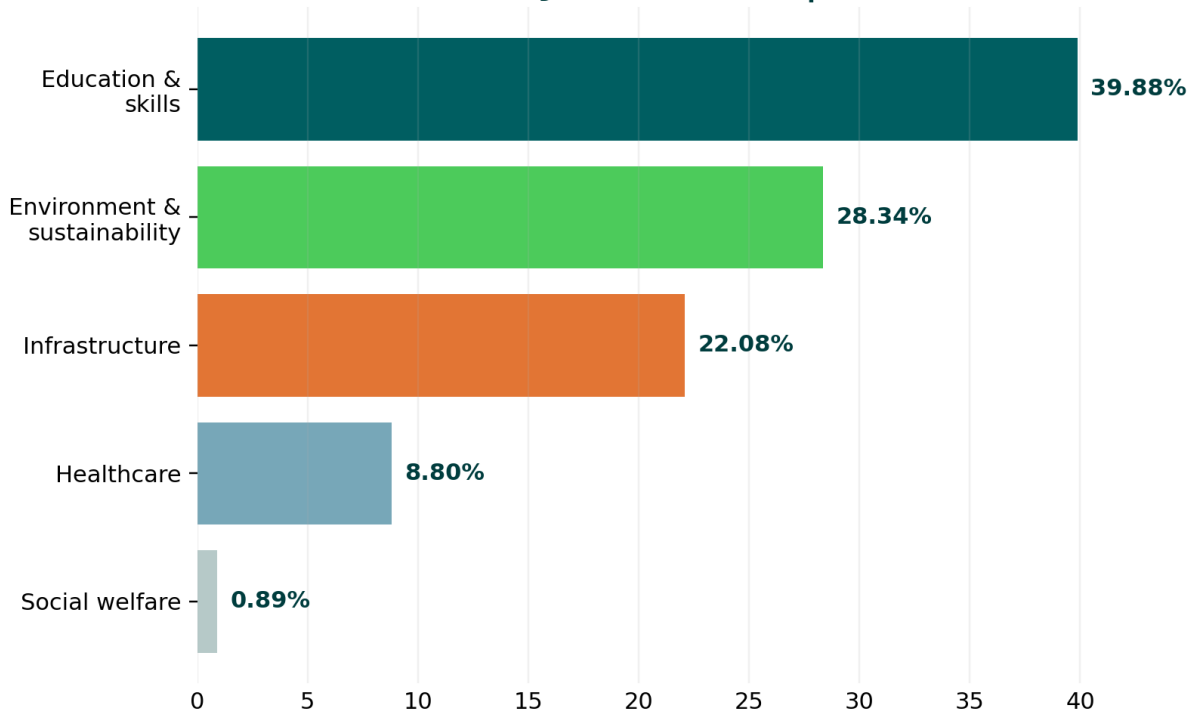
MSS India's CSR programme is implemented in accordance with Section 135 of the Companies Act, 2013, the CSR Rules and Schedule VII. Guided by the company's CSR Policy, the programme supports education, healthcare, environment, women's empowerment, rural development, infrastructure and animal welfare. Projects are implemented through credible organizations and reviewed by the CSR Committee.

₹1.87 crore	23	₹1.73 crore	33
FY 2025-26 allocation	Organizations supported	FY 2024-25 allocation	Organizations supported in FY 2024-25

CSR allocation | ₹ crore



CSR allocation by focus area | %



CSR focus areas and outcomes

Focus area	Organizations / projects	Share of allocation	Illustrative outcomes
Education and skill development	11	39.88%	Education access, school infrastructure, skill development and employability.
Environment and sustainability	5	28.34%	Water conservation, treatment infrastructure, organic farming, tree plantation and biodiversity.
Infrastructure development	2	22.08%	Education and healthcare infrastructure and essential community facilities.
Healthcare and wellbeing	4	8.80%	Hospital infrastructure, medical equipment, research, blood donation and community health.
Social welfare and inclusion	1	0.89%	Rehabilitation and care for specially-abled and vulnerable individuals.

Featured community initiatives



Long-term education support for girls

MSS International has adopted 30 girls through the Udayan Care Shalini Fellowship initiative and plans to support their education through graduation. Beyond financial support, the programme is intended to provide guidance and future employability opportunities.

The initiative contributes to SDG 4 (Quality Education) and supports the wider goal of expanding opportunity for young women.

Digital inclusion and healthcare infrastructure

MSS India initiated a programme to offer 122 used computers to eligible employees at a nominal cost through a lottery system, supporting digital inclusion for workers, contract staff and junior employees.

The company also contributed to the expansion of Gururji Hospital, including renovation, medical equipment and infrastructure enhancement, supporting access to healthcare and resilient community infrastructure.



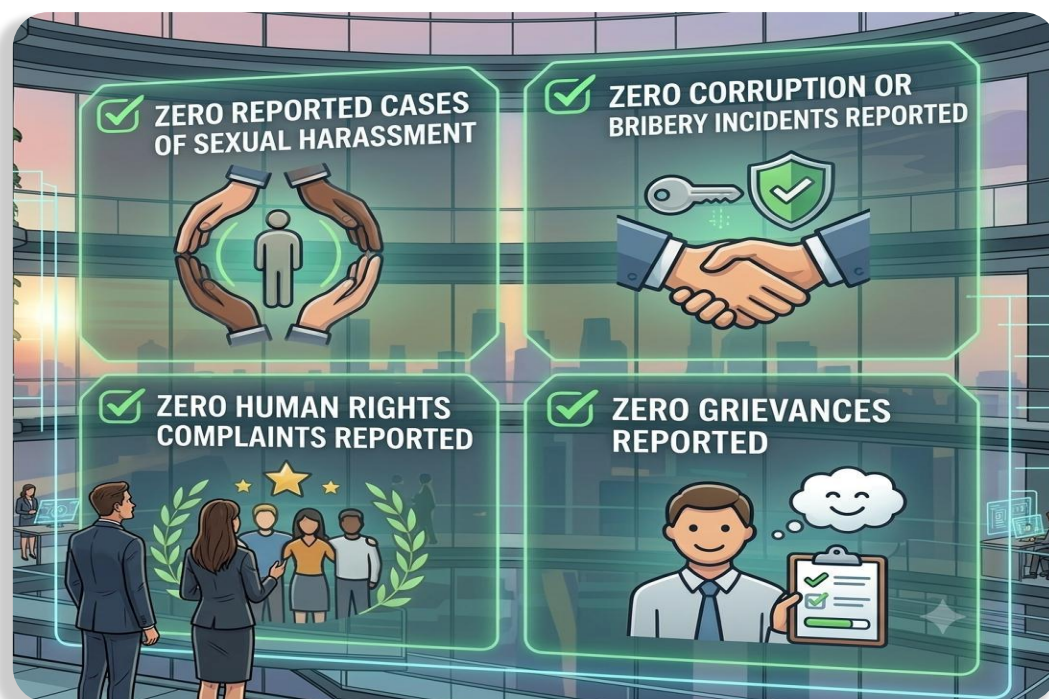
Way forward for community impact

- Continue multi-year support for education and employability, including the five-year commitment to the 30 Shalini fellows.
- Expand women's empowerment initiatives through skills, livelihoods and career pathways.
- Strengthen rural water conservation, biodiversity and climate-action projects.
- Improve project-level output, outcome and beneficiary measurement and conduct periodic impact assessments.
- Deepening partner due diligence, utilization-certificate review and on-ground verification.

6

RESPONSIBLE BUSINESS

Ethics, sustainable procurement and resilient governance



RESPONSIBLE BUSINESS

Ethics, resilience and value-chain responsibility

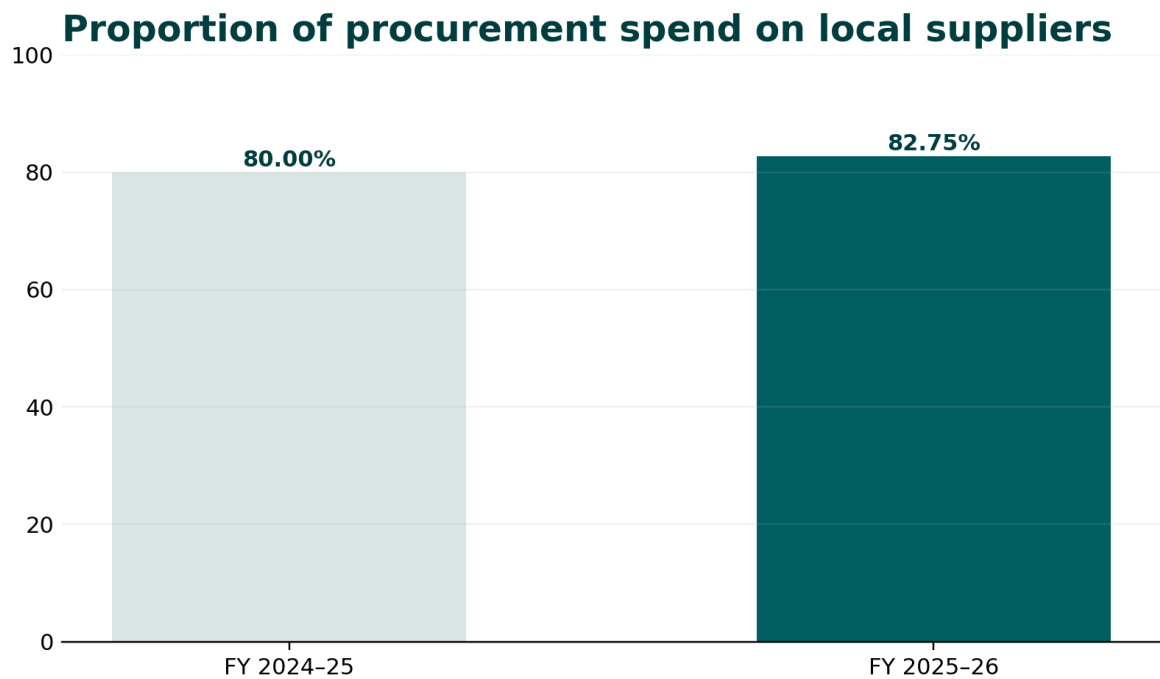
MSS India’s responsible-business approach combines customer focus, local economic contribution, sustainable procurement, anti-corruption controls, tax compliance, information security and formal grievance mechanisms. These systems support trust and resilient long-term relationships with customers, employees, suppliers, communities and regulators.

Market presence and indirect economic impact

956	1,374	6	₹1.87 cr
People employed	Product developments reported	New customers reported	CSR allocation

MSS India supports local economic activity through employment, supplier expenditure, skill development, customer growth and community investment. The company complies with applicable minimum-wage requirements and reports that performing employees may receive compensation above statutory minima. Detailed wage ratios and the proportion of senior management hired from local communities were not quantified in this reporting cycle.

Sustainable procurement and local sourcing



Local sourcing supports supply continuity, reduced lead time, local economic value and potentially lower transport impacts. The proportion of procurement spend on local suppliers increased from 80.00% in FY 2024-25 to 82.75% in FY 2025-26. Sustainable procurement is being strengthened through Supplier Code of Conduct acceptance, environmental and social screening, CSR self-assessment and planned alignment with ISO 20400.

Supplier requirements

MSS India seeks acceptance of its Supplier Code of Conduct from suppliers and incorporates CSR-related terms and conditions into supplier arrangements. Higher-risk suppliers may be subject to deeper assessment or audit by the supply-chain and logistics functions.

Business ethics and anti-corruption

MSS India applies zero tolerance to bribery and corruption. Employees receive Code of Ethics training at induction and refresher communication, while periodic risk assessments are used to identify potential corruption and bribery exposure in operations and the supply chain. Concerns may be raised through the whistleblower and grievance mechanisms.

0	0	0	0
Confirmed corruption incidents	Bribery complaints	Whistleblower complaints	Legal actions for anti-competitive behavior

No confirmed incidents of corruption or legal actions relating to anti-competitive behavior, anti-trust or monopoly practices were reported for FY 2025-26.

Tax governance

MSS India’s tax approach is based on compliance with applicable tax laws and regulations. The Finance Head and Board-level leadership review tax strategy and risk through internal governance and control processes. The company seeks to use available deductions, credits and incentives responsibly while maintaining accurate records and timely statutory compliance.

Public policy and political contributions

MSS India does not make corporate contributions to political candidates or political organizations and does not use company resources to support the election of candidates to public office. Public-policy engagement, where undertaken, is expected to be lawful, transparent and aligned with the company’s Code of Conduct.

Information security and data privacy

MSS India maintains an ISO/IEC 27001:2022-certified information security management system. Governance includes defined responsibilities for information-security controls, policy management, risk assessment and continual improvement. Quantitative disclosure of data-privacy complaints, breaches and remediation is not included in this reporting cycle and will be considered as data governance matures.

Customer health, safety and product information

Products are designed and manufactured to meet customer requirements and improve safety where practicable. Product health and safety considerations are evaluated and relevant safety data sheets are provided with consignments where applicable. Customers are expected to handle and use products in accordance with the documented safety instructions.

Reporting development

Future reporting will quantify the proportion of significant product and service categories assessed for health and safety impacts, and disclose any incidents of non-compliance relating to product information, labelling, marketing or customer privacy.

Grievance and concern mechanisms

Area	Mechanism / committee	Complaints received in FY 2025–26
Sexual harassment (POSH)	Internal POSH Committee	0
Employee grievances	Grievance Committee	0
Ethics and whistleblower concerns	Whistleblower Committee	0
Bribery and corruption	Legal Committee / Management	0
Human rights concerns	HR and Management Representative	0
Discrimination and equal opportunity	HR Department	0

Employees may raise concerns confidentially and without fear of retaliation. No unresolved employee grievances, sexual harassment complaints, corruption complaints, human-rights complaints or discrimination complaints were reported in the source information for the period.

7

PERFORMANCE & GRI INDEX

Transparent metrics and disclosure reference



PERFORMANCE AND DISCLOSURE INDEX

Consolidated indicators

The following tables bring together the principal quantitative indicators reported for FY 2025–26 and provide the disclosure references used in this report. Metrics are presented on the basis and boundary described in the relevant sections and technical notes.

FY 2025–26 performance summary

Theme	Indicator	FY 2025–26
Workforce	Total workforce	956
Workforce	Permanent / contract employees	405 / 551
Diversity	Women / men	49 / 907
Employment	New hires / turnover	11 / 8.42%
Learning	Training programmes / participations / hours	147 / 5,370 / 12,801
Health and safety	Workers covered by OHS management system	100%
Health and safety	Major accidents / occupational illnesses / lost-time injuries	0 / 0 / 0
Energy	Purchased electricity	6,827,403 kWh
Energy	Diesel	8,464 litres
Climate	Scope 1 / Scope 2 emissions	22.68 / 4,888 tCO ₂ e
Water	Water consumed / recycled and reused	29,949 / 6,851 kL
Water	Water reuse rate	22.9%
Materials	Copper scrap diverted to recycling	934.558 MT
Materials	Pinewood packaging reused	270 MT
Waste	Non-hazardous / hazardous waste	51.253 / 15.558 MT
Supply chain	New suppliers screened using environmental and social criteria	100%
Procurement	Spend on local suppliers	82.75%
Community	CSR allocation / organizations supported	₹1.87 crore / 23
Ethics	Confirmed corruption incidents	0
Grievance	Reported complaints across disclosed mechanisms	0

Technical reporting notes

Subject	Reporting note
GHG emissions	Scope 1 currently reflects reported diesel combustion. Scope 2 is location-based using 0.716 kg CO ₂ e/kWh. Scope 3 is under assessment.
Avoided emissions	Copper, pinewood, recycled paper, localization and planned-project benefits are internal estimates and have not been externally assured.
Energy	A consolidated joule value and intensity denominator were not validated for this report.

Subject	Reporting note
Water	The report uses company-reported consumption and reuse figures. Withdrawal, discharge and consumption definitions will be harmonized in future reporting.
Waste and circular materials	Operational waste figures are presented separately from copper scrap and reused pinewood. Future reports will reconcile total material flows and treatment routes.
Training	Participation counts may include repeat attendance. Average hours per person are calculated using year-end workforce unless otherwise specified.
Safety	No lost-time injuries were reported. Injury-rate calculation requires validated total work hours and standardized case definitions.
Materiality	The FY 2025–26 exercise is an initial assessment. Further stakeholder validation and impact-evidence documentation are planned.
Assurance	The report and underlying data have not been externally assured.

GRI content index

Statement of use

MSS India Private Limited has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards. GRI 1 used: GRI 1: Foundation 2021. Applicable GRI Sector Standard: none currently applicable to the company's primary manufacturing activities.

GRI Standard	Disclosure	Location in this report
GRI 2: General Disclosures 2021	2-1 Organizational details	MSS India at a glance
GRI 2: General Disclosures 2021	2-2 Entities included in sustainability reporting	Report profile; Workforce and reporting boundary
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	Report profile; Contact point
GRI 2: General Disclosures 2021	2-4 Restatements of information	Report profile
GRI 2: General Disclosures 2021	2-5 External assurance	Report profile
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Products, solutions and value creation
GRI 2: General Disclosures 2021	2-7 Employees	Workforce and reporting boundary; Employment and workforce management
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	Workforce and reporting boundary
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Sustainability governance
GRI 2: General Disclosures 2021	2-12 Role of highest governance body in overseeing management of impacts	Governance structure
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Governance structure; ESG Steering Committee
GRI 2: General Disclosures 2021	2-14 Role of highest governance body in sustainability reporting	Governance processes
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Message from the Operations Director; Sustainability policy commitments
GRI 2: General Disclosures 2021	2-23 Policy commitments	Sustainability policy commitments
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Governance processes; Environmental management approach; Responsible business
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Grievance and concern mechanisms
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Grievance and concern mechanisms

GRI Standard	Disclosure	Location in this report
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Environmental management approach; Responsible business
GRI 2: General Disclosures 2021	2-28 Membership associations	Recognition and management-system foundation
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholder engagement
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality assessment
GRI 3: Material Topics 2021	3-2 List of material topics	High-priority topics
GRI 3: Material Topics 2021	3-3 Management of material topics	Relevant topic sections throughout the report
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts	Biodiversity
GRI 101: Biodiversity 2024	101-5 Locations with biodiversity impacts	Biodiversity
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Corporate social responsibility; Featured community initiatives
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Market presence and indirect economic impact
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable procurement and local sourcing
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business ethics and anti-corruption
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Business ethics and anti-corruption
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Business ethics and anti-corruption
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Business ethics and anti-corruption
GRI 207: Tax 2019	207-1 Approach to tax	Tax governance
GRI 207: Tax 2019	207-2 Tax governance, control and risk management	Tax governance
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	Tax governance
GRI 301: Materials 2016	301-2 Recycled input materials used	Circularity in copper; Materials and circular economy
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy management
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Energy management; Sustainability highlights and initiatives
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and effluents
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Water and effluents
GRI 303: Water and Effluents 2018	303-5 Water consumption	Water and effluents
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate and greenhouse gas emissions
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Climate and greenhouse gas emissions
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Climate and greenhouse gas emissions; Green mobility and renewable energy
GRI 305: Emissions 2016	305-7 Nitrogen oxides, sulfur oxides and other significant air emissions	Air quality and cleaner backup power
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Waste management
GRI 306: Waste 2020	306-3 Waste generated	Waste management

GRI Standard	Disclosure	Location in this report
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Materials and circular economy; Waste management
GRI 306: Waste 2020	306-5 Waste directed to disposal	Waste management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	Supplier environmental assessment
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier environmental assessment
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment and workforce management
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees	Employee benefits and wellbeing
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment and incident investigation	Occupational health and safety
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Occupational health and safety
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation and communication	Occupational health and safety
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Occupational health and safety
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Employee benefits and wellbeing; Occupational health and safety
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an OHS management system	Safety performance
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Safety performance
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Safety performance
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning and development
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance	Learning and development
GRI 404: Training and Education 2016	404-3 Employees receiving regular performance and career development reviews	Learning and development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, non-discrimination and equal opportunity
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, non-discrimination and equal opportunity
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human rights, child labor and forced labor
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human rights, child labor and forced labor
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Human rights, child labor and forced labor
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Corporate social responsibility
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Human rights, child labor and forced labor
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	Sustainable procurement and local sourcing
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Sustainable procurement and local sourcing
GRI 415: Public Policy 2016	415-1 Political contributions	Public policy and political contributions
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product and service categories	Customer health, safety and product information

GRI Standard	Disclosure	Location in this report
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Customer health, safety and product information

Abbreviations

Abbreviation	Meaning
CBAM	Carbon Border Adjustment Mechanism
CDP	Carbon Disclosure Project
CSR	Corporate Social Responsibility
EHS	Environment, Health and Safety
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
GHG	Greenhouse gas
GRI	Global Reporting Initiative
HVLS	High Volume, Low Speed
IMS	Integrated Management System
MIDC	Maharashtra Industrial Development Corporation
OHS	Occupational Health and Safety
PCF	Product Carbon Footprint
RECD	Retrofit Emission Control Device
RO	Reverse Osmosis
SBTi	Science Based Targets initiative
SDG	United Nations Sustainable Development Goal
STP	Sewage Treatment Plant
UNGC	United Nations Global Compact
ZLD	Zero Liquid Discharge

Closing statement

MSS India views this report as a foundation for more integrated sustainability management and transparent disclosure. The priorities for the next reporting cycle are to strengthen source-data controls, complete the Scope 3 inventory, establish measurable targets, mature the materiality process, deepen supplier due diligence and improve outcome measurement for environmental and social programmes. Through these actions, MSS India aims to create value for customers, employees, communities and future generations.