

CLIMATE AND ENVIRONMENTAL POLICY



Introduction

MSX Sustainability Vision

**We aim to become a high performing,
learning, engaged and inclusive organization.
Our goal is to set the industry standard in ESG, generating value and making a positive impact on stakeholders in the world of mobility**

MSX ambition is to manage the impact on climate and the environment from our operations and value chain: we are committed to conducting our business in an environmentally responsible and sustainable manner. We recognize the impact of our operations and value chain on the environment and are dedicated to reducing our carbon footprint through continuous improvement and responsible practices. This policy applies to all employees, contractors, and stakeholders involved in MSX's operations. It covers direct emissions (Scope 1), indirect emissions from purchased electricity (Scope 2), and all other indirect emissions (Scope 3) as defined by the Greenhouse Gas (GHG) Protocol.

WE COMMIT TO:

1) REDUCE OUR GAS EMISSIONS (GHG), PUSHING OUR DECARBONIZATION: SCOPE 1- SCOPE 2-SCOPE 3.

MSX has started this year to collect and measure data for having a baseline and define KPI and Objectives-(reporting data).



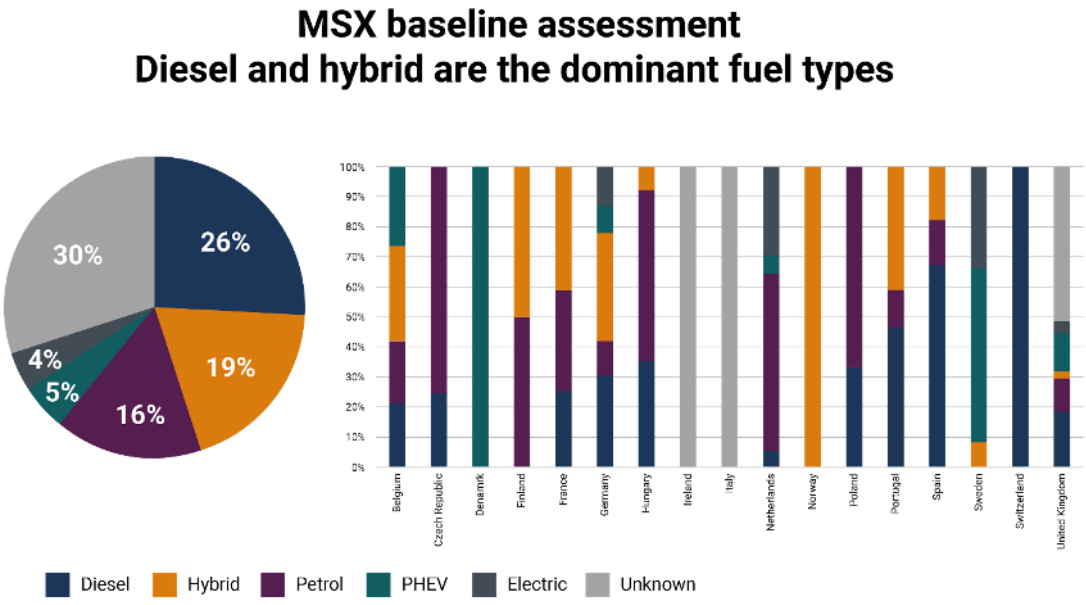
SCOPE 1

Scope 1 emissions refer to direct greenhouse gas emissions from sources that are owned or controlled by MSX. This includes emissions from company-owned vehicles, on-site combustion of fossil fuels, and other direct emissions sources.

To mitigate Scope 1 emissions by 2035, we will:

- Progressively transition to a fleet of electric or hybrid vehicle (50% by 2030)

Below the actual picture of 2023 Car Park Analysis, where is represented that we have almost 30% Hybrid and Full Electric cars.





SCOPE 2

Indirect Emissions from Energy Use, from consumption of purchased electricity, steam, heating, and cooling.

To reduce Scope 2 emissions by 2035, we will:

- Source renewable energy for our offices and facilities.
- Invest in energy-efficient lighting, heating, and cooling systems.
- Implement energy-efficient practices in our facilities.
- Rregularly maintain equipment to ensure optimal performance and minimal emissions

SCOPE 3

Other Indirect Emissions. This category includes all other indirect emissions that occur in our value chain. This encompasses emissions from business travel, employee commuting, waste disposal, and supply chain activities

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To address Scope 3 emissions, we will:

- Promote virtual meetings and remote working practices to reduce business travel. For this reason we have a Global Remote Working Policy.
- Encourage the use of public transportation, carpooling, and cycling among employees.
- Partner with suppliers who demonstrate a commitment to environmental sustainability. We have launched a Global Questionnaire to better understand Commute needs of our Employees. For this reason we have “Supplier Code of Conduct”



OBJECTIVES AND TARGETS:

We are committed to setting measurable environmental targets and objectives. These include:

- Reducing our overall carbon footprint by become carbon neutral in our own operations in 2035
- Achieve net-zero along our value chain in line with a 1.5°C future in 2035
- Achieving 100% renewable energy usage by 2035

We will regularly monitor our environmental performance and report on our progress, starting from this year.

MONITORING and reporting:

We will regularly monitor our environmental performance and report on our progress. This includes: -

- Annual carbon footprint assessments covering Scope 1, Scope 2, and Scope 3 emissions.
- Publishing an annual sustainability report detailing our environmental initiatives and achievements.
- Engaging third-party auditors to verify our environmental data and performance.



2) IMPLEMENT WASTE REDUCTION, RECYCLING, AND COMPOSTING PROGRAMS.

We have launched a “Welcome Kit” for all the MSX New Joiners. This will contain starting January 2025 a Branded MSX Bottle with a claim “ MSX for a plastic free Company”.

We have established 2025 as a year to eliminate plastic bottles from our offices at global level.

Reuse practices: To further our commitment to sustainability, MSX implements a reuse policy for electronic equipment, including laptops and other IT devices.

For achieving this scope we use our internal warehouse management (SERVICENOW) to follow the next steps:

- Tracking the lifecycle of all company-owned laptop to ensure optimal use and timely upgrades. Device Recovery:
- Collecting and refurbishing laptops and other devices at the end of their life cycle for reuse within the company or for donation to educational and non-profit organizations.
- Responsible Disposal: Ensuring that any electronic devices that cannot be refurbished or reused are disposed of through certified e-waste recycling partners to minimize environmental impact.
- Employee Participation: Encouraging employees to return their old devices for refurbishment and educating them on the importance of electronic waste reduction.



3) EMPLOYEE ENGAGEMENT AND TRAINING:

We believe that our employees play a crucial role in achieving our environmental goals. Therefore, we will: - Provide training and resources to raise awareness about our environmental policies and practices. - Encourage employee participation in sustainability initiatives and green practices. - Recognize and reward employees who contribute significantly to our environmental objectives with dedicated yearly Green Hackathon.

4) CONTINUOUS IMPROVEMENT:

MSX is a Lean Company and we are committed to continuous improvement in our environmental performance.

We will:
- Stay informed about the latest environmental regulations, standards, and best practices. - Regularly review and update this policy to reflect new insights and advancements.
- Foster a culture of sustainability and innovation within our organization.

By implementing this Climate and Environmental Policy, MSX aims to reduce our environmental impact and contribute to a sustainable future.
We are dedicated to integrating environmental responsibility into every aspect of our business operations.

Ugo de Carolis Chief Executive Officer