



SUSTAINABILITY REPORT

2023



MPS Micro Precision Systems AG

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MPS AT A GLANCE

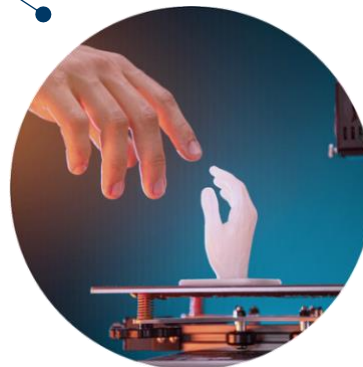
MPS Micro Precision Systems AG (MPS) places the highest importance on transforming its corporate social responsibility (CSR) commitments into tangible, positive impacts for all stakeholders —employees, society, and the environment. MPS assumes full accountability for the societal and environmental consequences of our decisions and activities by embracing a transparent and ethical practices fostering sustainable development. This includes promoting health and well-being within the company, meeting stakeholder expectations, adhering to applicable legal and international standards, and embedding these principles throughout the organization.

Our vision aims to provide the best solutions for our customers' success. In collaboration with them, our mission is to develop and produce innovative solutions that combine precision and performance. Supported by motivated and highly skilled teams, we partner with our clients throughout the entire lifecycle of their products, ensuring optimal support at every stage.

OUR VALUES



PERFORMANCE



INNOVATION



TRUST



SUSTAINABILITY

ABOUT MPS

GRI 2-1, 2-2, 2-7

Founded in 1936 under the name RMB – Roulement Miniature Bienne SA, MPS Micro Precision Systems AG is a Swiss company headquartered in Biel/Bienne, Switzerland. The company is privately owned in equal shares: 50% by the German family-owned FAULHABER Group and 50% by a private company. Due to this private ownership structure, the disclosure of certain financial indicators is limited.

MPS specializes in the development, manufacturing, and marketing of high-precision products in micro-technology and microsystems, catering to industries with demanding requirements for innovation and performance. With expertise in linear bearings and miniature ball screws, complemented by comprehensive skills in development, machining, and assembly, we deliver tailor-made solutions that stand out for their reliability, precision, and compact design.

We serve demanding markets, primarily in the medical field—particularly orthopedics—as well as in watchmaking, automation, aerospace, science, and optics. Additionally, we benefit from the expertise of our parent company, the FAULHABER Group, in electric drive systems.

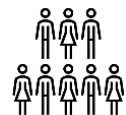
With over 500 highly skilled employees, MPS Micro Precision Systems AG operates across four sites in Switzerland, each optimally equipped to meet our production needs. Our markets are served through four distinct business units: MPS Microsystems, MPS Watch, MPS Décolletage, and MPS Precimed. All these units share a focus on high-precision components and are tightly interconnected, undergoing unified financial oversight.

MPS also owns two subsidiaries: Charly Veya in Switzerland and MPS USA Inc. in the United States, further extending its global reach



CHF 82

MILLION
REVENUES



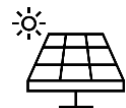
509

EMPLOYEES



14

YEARS
ISO 14001 CERTIFIED



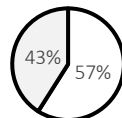
3 943m²

SOLAR PANNELS



4

LOCATION SITES



43% vs. 57%

WOMEN VS. MEN



31

YEARS
ISO 9001 CERTIFIED



>80%

SWISS SUPPLIERS



2

SUBSIDIARIES



7.16%

EMPLOYEE GROWTH



14

YEARS
ISO 13485 CERTIFIED



66/100

CSR PERFORMANCES



MICROSYSTEMS

231 Employees
Bienne

Expert in linear bearings, ball screws, and the design of high-precision electromechanical systems.



WATCH

187 Employees
Bonfol; Bienne

Design, development, and manufacturing of watchmaking components, including bearings, moving parts, and turned components.

509 Employés

mps

CHF **82** millions



DECOLLETAGE

53 Employees
Court

High-quality turned products for watchmaking, medical, and connector industries.



PRECIMED

38 Employees
Bienne

Design, development, and manufacturing of medical devices for orthopedic surgery and trauma.

STATEMENT OF THE CEO

GRI 2-22

The year 2023 marks a significant milestone for me: 20 years since I had the honor of taking the helm at MPS Micro Precision Systems AG. When I started, MPS had just been established following the acquisition of part of Myonic by the FAULHABER Group, ushering in a new chapter for the company. Back then, we were a team of 120 employees; today, I am proud to see our workforce exceed 500 dedicated and passionate individuals committed to our mission.



Over the past two decades, our annual revenue has grown to more than four times the level of 2003. This success is the result of our unwavering commitment to innovation, fostering a positive and creative work environment, and our ability to thrive in an ever-changing world.

This year was particularly notable due to the acquisition of **Charly Veya SA**, a company renowned for its expertise in high-end stamping, specializing in watch cases and oscillating weights. With this acquisition, our watchmaking division, MPS Watch, has expanded its capabilities to include stamped components alongside ball bearings and watch movement parts. This allows MPS Watch to offer clients complete rotors, combining high-performance ball bearings and internally manufactured oscillating weights made from precious materials. This strategic partnership with Charly Veya SA brings together complementary expertise and shared values, further strengthening our position in the watchmaking sector.

Over the past 20 years, I have been committed to ensuring that MPS remains true to its core values while adapting to the challenges of the modern world. Sustainability has been at the heart of our mission, as we strive to minimize our environmental impact while maximizing our contributions to society.

As a leader in our markets, with 4 divisions and 6 sites, including subsidiaries, I have been dedicated to driving not only the economic growth of MPS but also its exemplary role in social and environmental responsibility. Our strong reputation, built over the years, reflects our determination to create a company that is sustainable in every sense—economically, socially, and environmentally.

This year, we have achieved critical milestones in our commitment to a sustainable future. Among our most notable accomplishments, we reduced electricity consumption by 17% compared to 2021, primarily through

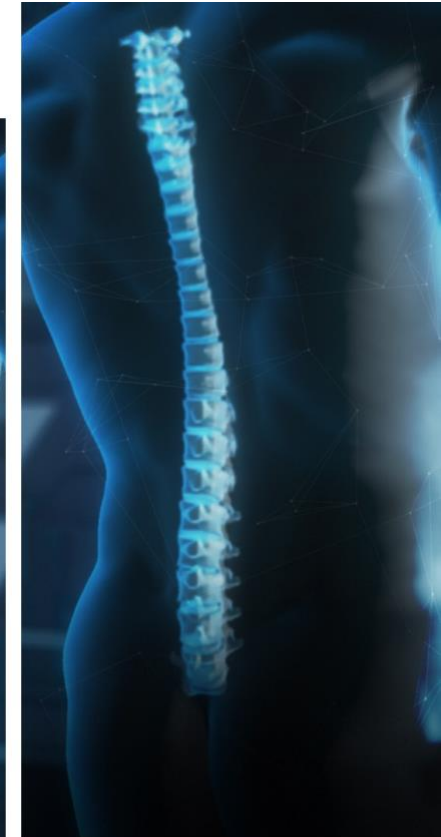
production equipment optimization, and completed our carbon footprint assessment, which enables us to better understand and manage our environmental impact.

Looking ahead, we have defined key priorities to deepen our commitment to sustainability. These include improving our CDP Climate Change rating, achieving certification from the Responsible Jewellery Council, and joining the Science Based Targets initiative. Over the long term, we aim to further integrate lifecycle thinking into our processes, develop a mobility plan to reduce our carbon footprint, and optimize the management of production waste. To embed sustainability into our operations, we will strengthen collaborations with suppliers and stakeholders, ensuring that our value chain reflects our commitments.

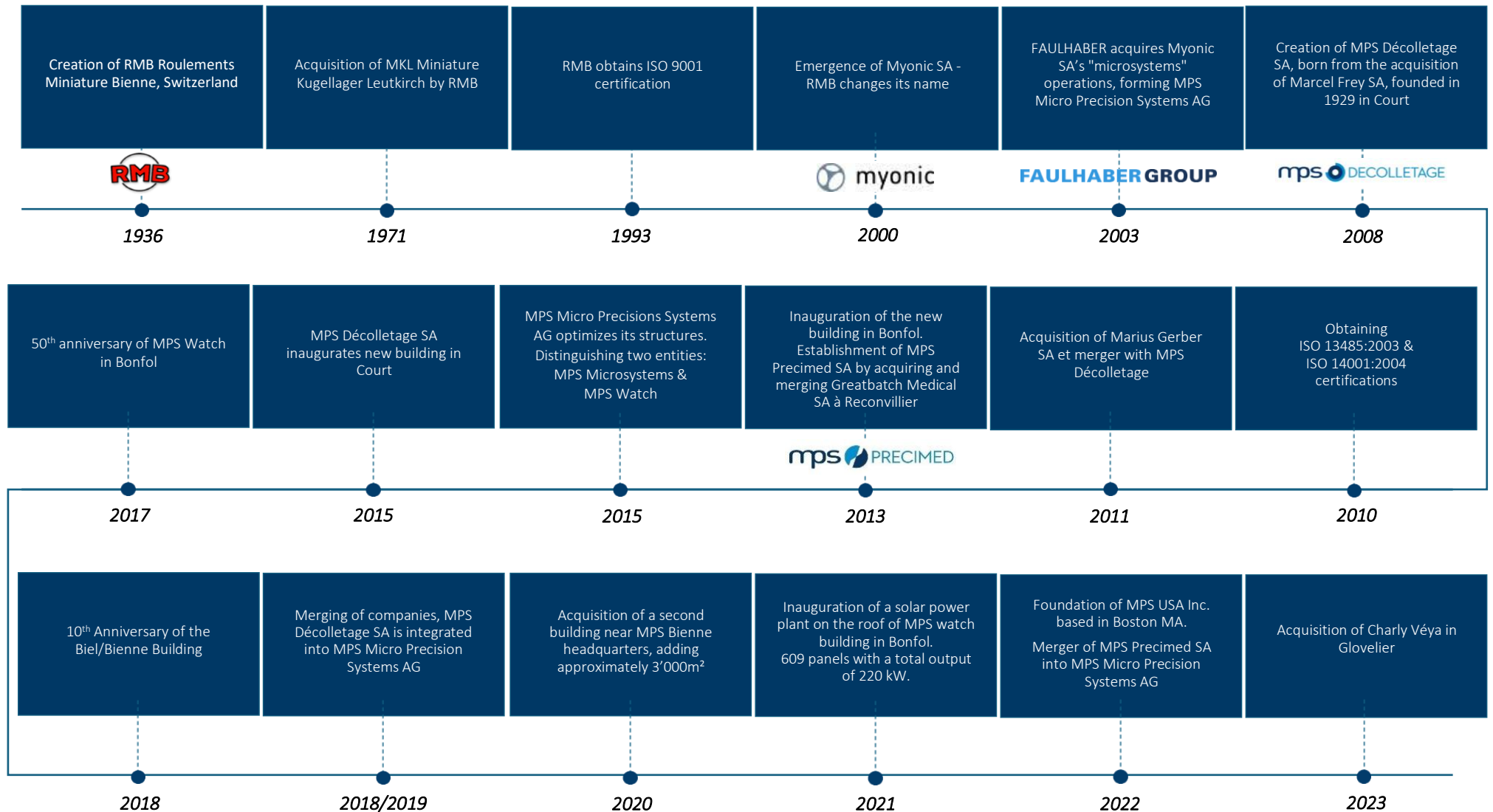
Sustainability is a cornerstone of MPS's global strategy. It is implemented through various practices and policies, including our environmental policy, our recognition by EcoVadis, our involvement in the Swiss Triple Impact program, and our alignment with the 2030 Agenda.

I extend my heartfelt gratitude to everyone who has contributed to our success and reputation for excellence. We will continue to innovate, grow, and embrace our responsibility as a global leader in precision microsystems.

Nicola Thibaudeau
CEO



OUR SOTRY



OUR YEAR AT A GLANCE

Acquisition of Charly Véya SA

We have acquired Charly Veya, a company based in Grenchen specializing in high-end stamping and the manufacturing of watch cases and oscillating weights. This acquisition strengthens our expertise in these key areas, allowing us to expand our product portfolio while consolidating our position in the luxury market.

First CDP Reporting

For the first time, we submitted our report to the CDP (Carbon Disclosure Project) initiative and received a grade of C. This initial assessment marks an important step in our commitment to environmental transparency and our dedication to improving our climate performance.

EPHJ Award and Technological Innovation



Cette année, nous avons eu l'honneur de recevoir le Grand Prix des Exposants de l'EPHJ The World of High Precision, récompensant notre toute nouvelle innovation : OSCREW.

Ce système de fixation innovant pour les masses oscillantes sur les roulements a été conçu pour offrir un style épuré et élégant.

Oscrow répond aux attentes les plus élevées des montres haut de gamme, alliant performance et design. Ce lancement s'inscrit dans notre engagement envers l'innovation et le perfectionnement continu de nos produits.

Swiss Triple Impact Commitment

After joining the Swiss Triple Impact initiative in 2022, we took a further step in 2023 by officially integrating the Swiss Triple Impact directory. This program aims to measure and improve our contribution to the Sustainable Development Goals (SDGs), further reinforcing our commitment to sustainability and positive impact on the environment, society, and the economy.



MPS AG
Proudly
Exceeds 500
Employees

Introduction of Flexible Working Hours

We introduced flexible working hours to allow our employees to adapt their schedules to their **needs**.

This initiative aims to improve the work-life **balance** while maintaining productivity and team cohesion.

It reflects our dedication to employee **well-being** and our adaptation to evolving professional expectations.

SUSTAINABLE DEVELOPMENT STRATEGY

APPROACH AND CONTENT OF THE REPORT

As part of our sustainability strategy, this report is based on a methodical and transparent approach aligned with the United Nations' Sustainable Development Goals (SDGs) and the guidelines of the Global Reporting Initiative (GRI). For several years, we have implemented a rigorous process for data collection and analysis, continuously improving it to ensure the reliability and accuracy of the information.

Our approach focuses on the SDGs, with particular emphasis on six specific goals that guide our actions and decision-making. The GRI framework, adopted since our first sustainability report, enables us to structure our reports using standardized and internationally recognized indicators.

In addition to data collection, we maintain regular dialogue with our stakeholders to better understand their expectations and incorporate their feedback into our action plans. This report reflects our commitment to transparent communication about our progress while setting concrete goals for continuous improvement, including refining the calculation of our Scope 3 emissions to develop a strategy for reducing our carbon footprint.

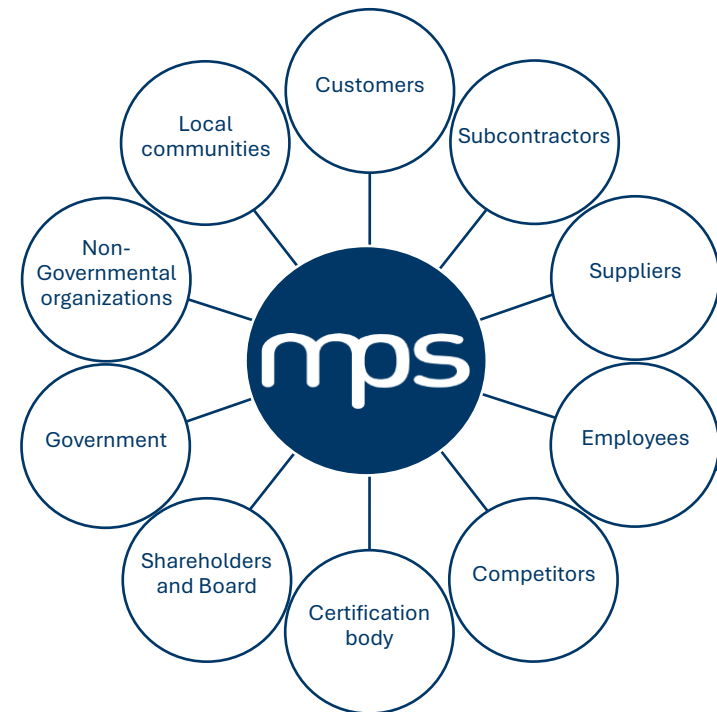


STAKEHOLDER ENGAGEMENT

GRI 2-29, 3-1

Our commitment to sustainability and responsible business practices is founded on continuous collaboration with our stakeholders. We recognize that their diverse perspectives play a critical role in shaping our strategies, operations, and decisions. In 2023, we intensified interactions with key stakeholders to better address their expectations. Our approach aims to foster collaboration while enhancing transparency.

We maintain close relationships with a wide range of stakeholders to understand their expectations and priorities. Communication channels such as surveys and regular consultations allow us to integrate their perspectives into our decision-making processes, ensuring a positive and sustainable impact.



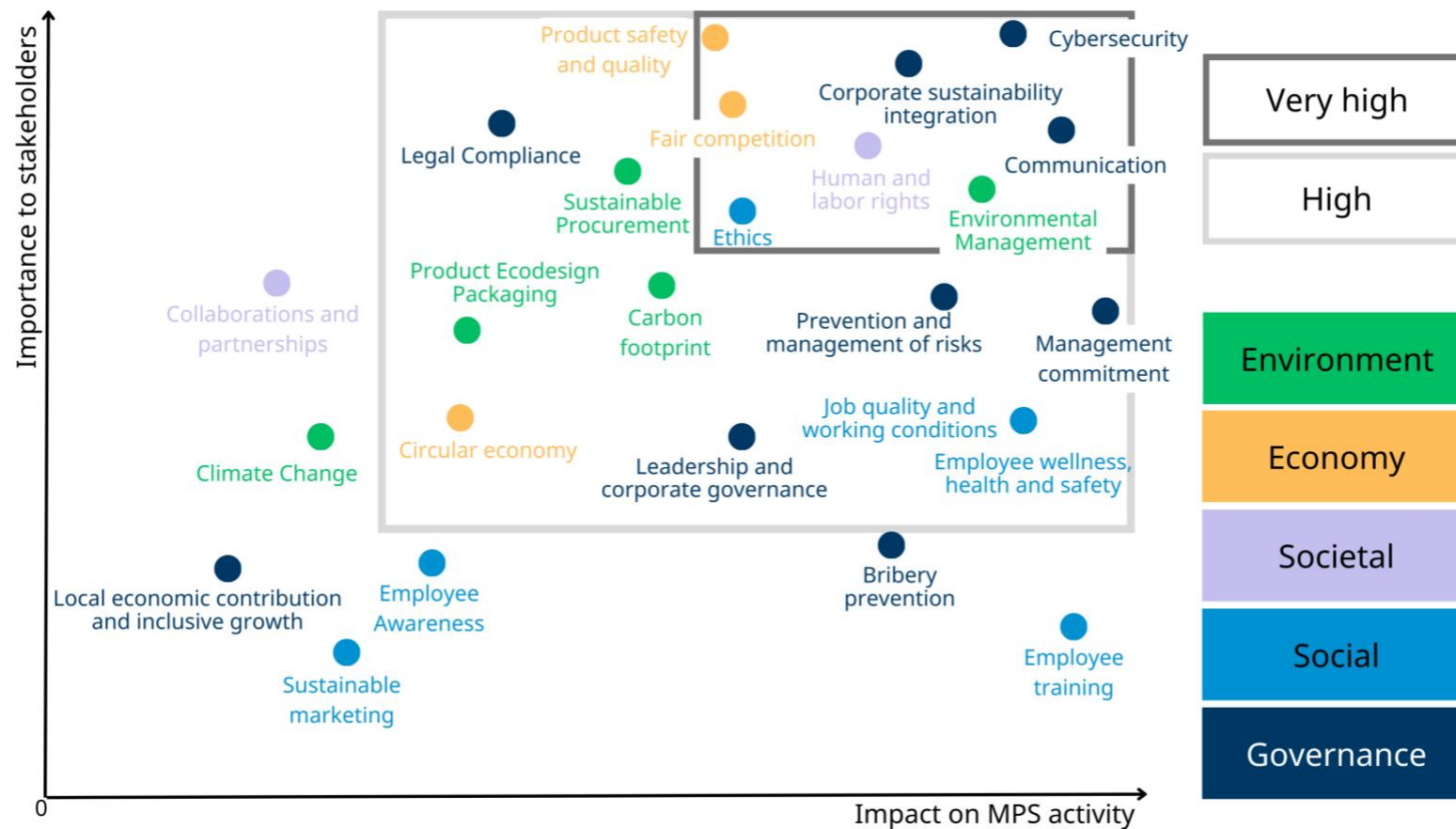
MATERIALITY MATRIX

GRI 3-1

Our strengthened collaboration with stakeholders positions them as central contributors to our inclusive business model. We actively integrate their insights to shape our strategies.

MPS's ESG strategy builds on a 2022 materiality analysis, identifying key issues for stakeholders and the company. In 2023, this analysis was expanded to address new environmental and social concerns, helping us refine objectives and indicators to stay aligned with evolving priorities.

We have also increased the involvement of colleagues, clients, and suppliers in defining the direction of our sustainability efforts, ensuring a collective approach to addressing key challenges.



STRENGTHENING OUR COMMITMENT TO SUSTAINABILITY

GRI 3-1

Our Corporate Social Responsibility (CSR) strategy is built on three key pillars that form the foundation of our commitment:

- Employee Well-being
- Sustainable Consumption and Production
- Health and Safety

This strategy has been carefully developed in alignment with the United Nations' Sustainable Development Goals (SDGs) for 2030 and the Swiss Confederation's priorities for the same horizon. Supported by the Swiss Triple Impact (STI) program and our internal initiatives, such as sustainable procurement and mobility, it provides a comprehensive roadmap for impactful change.

In 2022, MPS achieved a major milestone by completing its first CSR performance assessment through the EcoVadis platform and conducting an in-depth CSR risk analysis. In 2023, we improved our score while maintaining our silver medal, reflecting our steady progress in social and environmental responsibility practices.



To further solidify our CSR approach and define our priorities, we conducted our first materiality analysis in December 2022. This crucial step identified and ranked the environmental, social, and economic implications of our activities, relying on risk and opportunity assessments and stakeholder feedback to guide informed decision-making.

Since early 2022, through a trusted partnership, we have joined the Swiss Triple Impact program, a unique national initiative that helps Swiss companies evaluate and enhance their contributions to the SDGs. This strategic partnership strengthens our commitment to meaningful global sustainability goals.

By participating in this initiative, MPS commits to both assessing its performance and aligning its actions with the SDGs, with a particular focus on six priority goals :



These goals guide our CSR strategy, ensuring that our actions and commitments contribute tangibly and measurably to global improvement by 2030. Through this program, we have identified key levers to strengthen our positive impact on society and the environment while enhancing our sustainable performance.

PROMOTING THE SUSTAINABLE DEVELOPMENT GOALS

GRI 3-1, 3-2

At MPS, global challenges require collective action and shared commitment to create a sustainable and equitable future for all. Guided by our core values and a strong sense of responsibility, we have aligned our efforts with the United Nations' Sustainable Development Goals (SDGs). These 17 interconnected objectives provide a universal roadmap to address urgent global issues and inspire positive change in poverty reduction, inequality, climate action, environmental preservation, peace, and prosperity.

Our commitment to the SDGs goes beyond words—it is embedded in our actions, strategies, and partnerships. By contributing to these objectives, we support the well-being of communities, the protection of the planet, and societal progress. The material topics selected for our GRI-aligned report were chosen by considering the significance of the SDGs and the findings of our materiality matrix. This approach allows us to focus on the most critical issues for our company and stakeholders, maximizing our impact. In 2023, we refined our list of material topics from 2022 to better reflect recent developments in our activities and address emerging challenges more effectively.

While MPS values all SDGs, we actively support and align with those most relevant to our business and core principles. We recognize that our role extends beyond commercial success—it encompasses our responsibility to generate positive impacts and act as a catalyst for global change. By transparently sharing our progress, achievements, and ongoing commitments related to the SDGs, we aim to demonstrate our meaningful and lasting contributions.

As a B2B company involved in extensive production cycles, we strive to help our clients achieve their goals and meet consumer demands for more sustainable products. Responsible production and consumption (SDG 12) remain a central focus of our efforts.

In 2023, we took a significant step forward by assessing our impact on the SDGs using the SDG Manager tool, a valuable resource provided by B Corp. This tool allows us to conduct a detailed evaluation of our contributions to global sustainability goals, offering an in-depth understanding of the effectiveness of our efforts.

The SDG Manager highlights areas where we can make a significant difference and helps us set clear, measurable objectives. This precise approach informs our action plan, ensuring that our initiatives align closely with the specific SDGs we aim to support. By leveraging this tool, we enhance the accuracy of our evaluations and reaffirm our commitment to creating a positive impact on the SDGs and advancing sustainable development.

KEY SUSTAINABILITY TOPICS

GRI 3-2

This illustration highlights the priority sustainability topics grouped under the three commonly recognized pillars of ESG: Environment, Social, and Governance. These themes are also aligned with the United Nations' Sustainable Development Goals, reflecting a structured approach consistent with international standards such as GRI.



MPS ACTIVITIES AND SECTORS

GRI 2-6

MPS is actively engaged in various sectors, encompassing multiple stages of the product lifecycle. The following areas represent our diverse range of activities:

Research and Development (R&D) & Research and Innovation (R&I) : R&D is a core priority at MPS, where we continuously explore innovative approaches to enhance our products and services. Our goal is to drive meaningful innovation, with a focus on regularly filing new patents.

Manufacturing: MPS incorporates various specialized processes, including:

Machining: Techniques include turning, milling, heat treatment, washing, grinding, polishing, lapping, ball production, gear cutting, rolling, and surface treatment.

Decoration: Processes include laser welding, deburring, barrel polishing, laser cutting, TIG welding, micro-sandblasting, ultrasonic cleaning, laser marking, passivation, and packaging/labeling.

Controlled Environment Work: Expertise includes precision techniques such as turning, milling, and surface treatments, ensuring adherence to strict specifications.

Cutting and Rolling: Specializing in high-precision methods to create components that meet exacting standards.

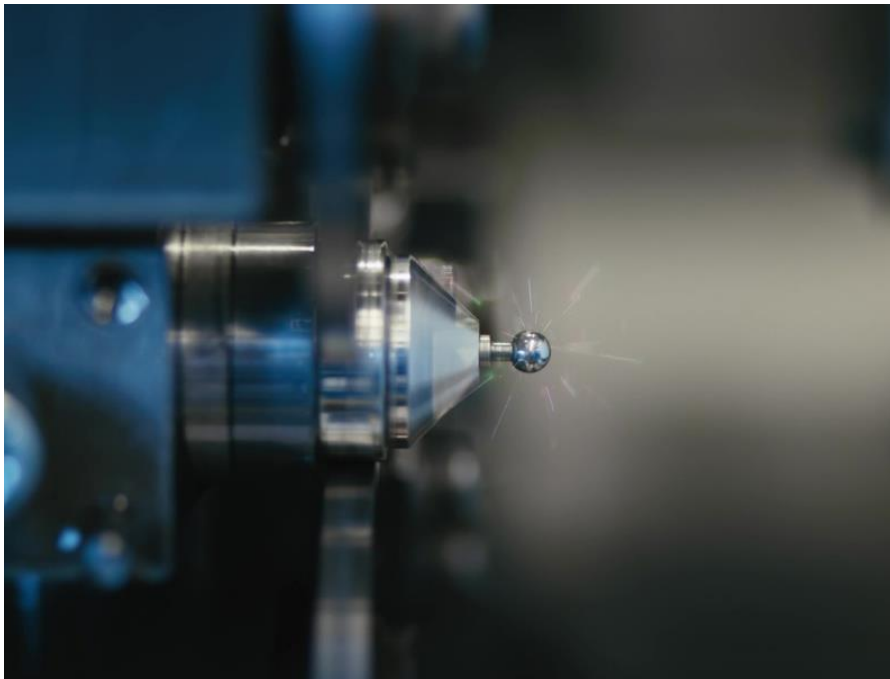
Mechanical Workshop: Equipped to handle a wide range of tasks, complementing the overall manufacturing process.

Bearing Production: Producing precision bearings essential for various applications.

Lapping and Testing of Pumping Units: Critical operations are performed to ensure optimal performance and reliability of pumping units.

Assembly: Precise assembly processes ensure the integrity and functionality of final products.

Each of these activities reflects MPS's commitment to precision, innovation, and quality while prioritizing sustainability and ethics. By transparently sharing the scope of our operations, we aim to generate a positive and lasting impact on the world.



OUR VALUE CHAIN

GRI 2-6

In 2023, global supply chains faced a series of complex challenges while adopting new practices to enhance their resilience and sustainability. Geopolitical instability, particularly the invasion of Ukraine, alongside extreme climate events, disrupted logistics flows worldwide.

In response, MPS Micro Precision Systems took proactive measures to strengthen the resilience of its supply chains. By anticipating challenges, the company enhanced visibility, traceability, and risk forecasting across its operations.

MPS also intensified efforts to integrate sustainable practices throughout its value chain. The company optimized resource usage and reduced its environmental footprint by adopting innovative solutions. To address labor shortages, MPS invested in workforce development and implemented more flexible working practices, maintaining operational efficiency despite global market difficulties. These initiatives reflect MPS's commitment to not only overcoming current challenges but also actively contributing to the transition toward a more sustainable and resilient economy.

Furthermore, MPS adopts a versatile approach to meet these challenges. The company has supported clients in obtaining critical certifications for their products, essential in today's medical market. Maintaining high standards in quality and environmental management, MPS's commitment is demonstrated by its ISO certifications: ISO 9001 for quality management systems, ISO 13485 for medical devices, and ISO 14001 for environmental management systems.

MPS also leverages its expertise to penetrate markets through contractual development, helping clients secure CE marking and FDA 510(k) approval for their products. By operating in specialized fields, MPS provides added value while maintaining a distinctive position in luxury markets, where competition from Asian players remains limited.

The company's certifications underscore its commitment to excellence. ISO 9001 highlights its dedication to promoting quality management systems, ISO 14001 showcases advancements in environmental management, and ISO 13485 reaffirms adherence to stringent standards in the medical device sector, aligning with regulatory requirements.

MPS remains dedicated to technological advancement, driven by a spirit of innovation and the pursuit of excellence—key forces shaping the company’s policies and strategic direction.

SUPPLIERS & SUPPLY CHAIN

GRI 2-6, 204-1, 308-1, 408-1, 409-1 414-1,

MPS Micro Precision Systems places great importance on developing a resilient and sustainable supply chain that aligns with its core values of quality, reliability, and ethical practices. Collaborating closely with a network of trusted suppliers, MPS ensures that all materials and components meet the highest standards, reflecting its commitment to operational excellence and sustainability.

In 2023, MPS strengthened its supply chain to navigate geopolitical instability, such as the conflict in Ukraine, and climate-related disruptions. Proactive measures improved visibility, risk forecasting, and traceability, enhancing adaptability in a volatile global market.

Sustainability is central to MPS’s supply chain strategy. By optimizing resources, reducing its environmental footprint, and partnering with like-minded suppliers, MPS promotes a responsible and transparent value chain. Over 80% of its suppliers are based in Switzerland, supporting the local economy, minimizing emissions, and fostering strong partnerships.

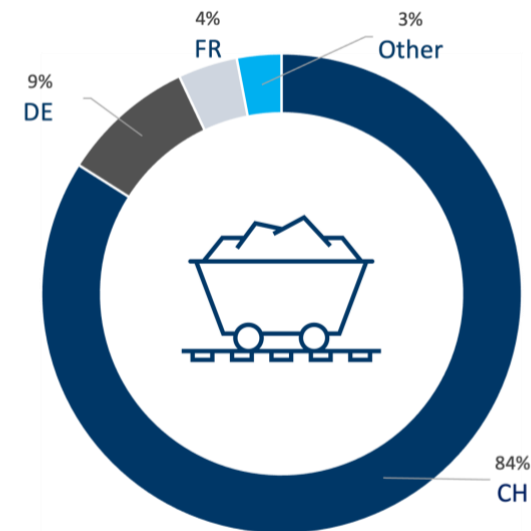
MPS also ensures suppliers meet rigorous standards, including ISO 9001 for quality, ISO 14001 for environmental management, and ISO 13485 for medical devices, reinforcing its commitment to compliance and reliability.

Beyond procurement, MPS collaborates with suppliers to drive innovation, optimize manufacturing, and tackle emerging challenges. This partnership-driven approach enhances efficiency, strengthens relationships, and advances sustainability.

By embedding sustainability into its supply chain, MPS creates a positive impact while delivering exceptional products. This strategic focus aligns

with its values, ensuring MPS remains a trusted partner and a leader in responsible business practices.

Our objective is to work with suppliers who share our ethical and moral values, ensuring a sustainable supply chain. Through its environmental policy, MPS is committed to integrating environmental criteria into its procurement processes and subcontractor selection. These criteria are also considered when purchasing new machinery or implementing new manufacturing processes.



To reinforce this commitment, we have established a supplier sustainability charter that confirms their alignment with our values. This charter outlines the principles and values that all suppliers must adhere to, focusing on key pillars such as environmental responsibility, ethical practices, and compliance with our sustainability goals. Both the environmental policy and the sustainability charter are public documents available on the company’s website.

In 2023, we initiated the process to obtain certification from the Responsible Jewellery Council (RJC), marking a significant step forward in our commitment to social responsibility, especially given our use of precious metals such as gold. We are actively implementing a process to evaluate the environmental and social criteria of our suppliers. While these evaluations have not yet been conducted for all existing suppliers, we have begun assessing potential new suppliers to ensure they meet our sustainability standards.

These initiatives reflect MPS's dedication to fostering a transparent and responsible supply chain, aligning with our overarching goal of minimizing environmental impact and promoting sustainable business practices. Through collaboration and continuous improvement, we aim to uphold the highest standards across our supply chain, ensuring our values are shared and respected by all our partners.



MATERIALS

GRI 2-6,

In addition to maintaining strong relationships with our suppliers, we place great emphasis on the diligent management of our raw material and semi-finished product inventory. In 2023, we acquired raw materials amounting to CHF 1.8 million, representing 35.8 tons. MPS is actively engaged in multiple sectors, encompassing various stages of the product lifecycle, reflecting the diversity of our operations.

Our robust supply chain practices and responsible sourcing strategies allow us to uphold the highest standards of sustainability and transparency, ensuring ethical and efficient operations at every level. Through these efforts, we consistently align our activities with our commitment to long-term responsibility and trust.



DOWNSTREAM RELATIONS

GRI 2-6 (B)

Our products and services are strategically integrated across a diverse array of downstream entities, encompassing industrial companies, medical device manufacturers, and original equipment manufacturers (OEMs). A particularly strong presence in the watchmaking sector further underscores the versatility and relevance of our offerings. With more than 400 downstream entities relying on our expertise, we actively contribute at various stages, including product development, industrialization, manufacturing, and commercialization of tailored solutions.

We take pride in cultivating strong, long-term relationships with our partners, founded on trust, transparency, and continuous collaboration. These partnerships are reinforced by our ability to customize contracts and solutions to meet the unique needs of each client. This tailored approach not only enhances the adaptability and responsiveness of our services but also ensures that we consistently deliver value that aligns with the strategic objectives of our clients, fostering mutual success.

Our downstream operations extend across the globe, with a robust presence in Switzerland, Europe, the United States, and Asia. This international reach exemplifies our commitment to serving a diverse and geographically dispersed client base. It also highlights our capacity to maintain stable business relationships while forming strong and enduring partnerships, regardless of the region or sector.

Diversification and stability are hallmarks of our supply chain, providing the foundation for our global impact and long-term financial strength. Sustainability is deeply embedded in our operations, guiding our collaborations with downstream entities. Every partnership reflects our commitment to promoting environmentally conscious practices and upholding ethical standards. Through these efforts, we ensure that our impact is not only broad but also aligned with the principles of

sustainability and responsible business practices, creating shared value for all stakeholders.

actions

ESG

at a glance

19

children joined their parents at their workplace on November 20th, as part of the “Future of All Kinds” day, taking part in a professional discovery experience.

11'406

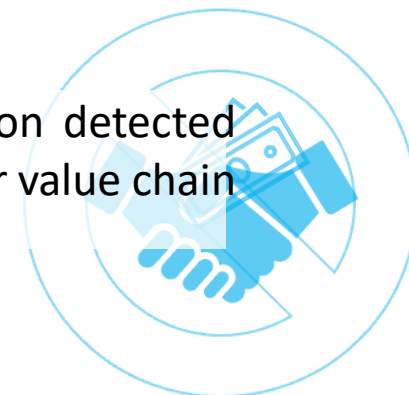
kilometers were covered by our 28 participants over a span of 60 days.

14

trees were planted in 2023 thanks to the workwear laundry program we subscribed to with RVR, based on the volume of laundry processed during the year.

0

cases of corruption detected in 2023 within our value chain or supply chain.



GOVERNANCE

GRI 2-9, 2-14

MPS has been committed to Corporate Social Responsibility (CSR) for over a decade. With an ISO 9001 & 14001-certified quality and environmental management system, and a strong emphasis on employee well-being integrated into daily operations, MPS confidently leads the way in responsible business practices. MPS has incorporated Corporate Social Responsibility (CSR) into its culture for over a decade. Employee well-being and Environmental management (ISO 14001) are integrated into daily operations.

In 2022, the company established the Corporate Social Responsibility (CSR) committee to manage sustainability effectively. The CSR committee, reporting directly to the Executive Committee, was created to develop and propose the MPS's social, environmental, and climate responsibility strategy and monitor its implementation. The CSR and Human Resources Manager collaborate with the Board of Directors as a driving force behind the MPS Group's commitment to sustainable practices and continuous improvement.

ROLE, STRUCTURE AND BOARD COMPOSITION

GRI 2-9, 2-11, 2-12, 2-13, 2-14

The Board of Directors of MPS consists of six members, including two women, reflecting our commitment to diversity and balanced governance. Each Board member is appointed for a one-year renewable term, ensuring both stability in governance and flexibility to adapt to the evolving needs of the company. The Chairwoman, Ms. Ping Pan Faulhaber, leads the Board, ensuring the effective delegation of operational responsibilities to senior management while reinforcing the role of the CEO.

The primary mission of the Board of Directors is to oversee the company's activities to ensure the Group's optimal performance. This includes defining strategic directions, vision, mission, values, and key organizational

processes and structures. Beyond strategy, the Board ensures that corporate citizenship, safety, and environmental protection principles are upheld.

The Board appoints the CEO and approves strategic decisions, medium-term financial plans, and annual budgets. The CEO, supported by the executive team, is responsible for the day-to-day management of operations, while the Board monitors the execution of the strategy and adherence to fundamental principles.

Additionally, the Board takes proactive measures to prevent conflicts of interest, ensuring that the company's interests remain protected. This governance framework enables MPS to adapt to a dynamic environment while staying true to its long-term commitments.

STAKEHOLDER CONSULTATION AND BOARD COLLECTIVE KNOWLEDGE

GRI 2-12, 2-13, 2-17

Senior leadership actively fosters alignment with sustainability by collaborating with external partners and participating in sustainability conferences. This engagement ensures that our operations remain synchronized with the principles outlined in Switzerland's 2030 Agenda for Sustainable Development.

The CEO plays a pivotal role in maintaining this commitment by participating in "Swiss Boards for Agenda 2030," an alliance of Swiss CEOs and board members dedicated to integrating sustainable strategies at the highest level. This involvement reflects our unwavering determination to advance toward strategic, sustainable development.

The Board of Directors enhances this responsibility by elevating the company's sustainable progress. At each session, management provides a detailed report examining the company's economic, environmental, and social dimensions. This approach underscores our commitment to adopting sustainable practices, exceeding the goals of the 2030 Agenda, and aligning our actions with standards of responsible and influential business conduct.

BOARD MEMBER APPOINTMENTS

GRI 2-10, 2-15, 2-18

The Board prioritizes the selection of individuals with impeccable credentials and exemplary track records to ensure the Group's operational success. To maintain the highest standards of integrity and impartiality, the Board carefully manages potential conflicts of interest, including multiple board memberships, through robust governance practices.

MEETING FREQUENCY

GRI 2-12

The Board meets as often as necessary, with a minimum of two meetings annually. The Chairperson has the authority to convene special sessions of both the Board and its committees. Additionally, any Board or committee member may request an extraordinary meeting, which will be scheduled promptly.

REVIEW OF SUSTAINABILITY TOPICS BY THE BOARD

GRI 2-14

The CEO and the executive committee jointly support the company's sustainability reporting in line with GRI standards. They rigorously analyze internal controls to ensure accuracy in sustainability achievements. The Board of Directors meticulously reviews and approves the annual sustainability report, reaffirming the company's commitment to transparency and ethical practices.

CRITICAL CONCERNS

GRI 2-16, 205-1, 205-2, 205-3

Critical concerns, which could expose MPS to financial impacts or significant reputational risks, are communicated to the Board through various channels, including the ongoing relationship between the CEO and the Board Chair, as well as during financial audits. Reported issues include audit findings, policy improvements, evolving market conditions, stricter environmental regulations, and risks associated with specific regions.

Anti-corruption and bribery prevention are essential components of our risk management strategy. While no cases of corruption were detected in 2023, we plan to implement a code of conduct in 2024. This code will include specific anti-corruption policies and reporting procedures, aiming to raise awareness and provide training for all employees and business partners, including suppliers, while ensuring clear communication of our ethical expectations. Keeping the Board informed of these concerns is vital to maintaining smooth and secure operations while adhering to high ethical standards.

REMUNERATION POLICIES AND PROCESSES

GRI 2-19, 2-20

The Board of Directors determines its own remuneration, reviewing it with careful consideration of laws and corporate governance principles. The remuneration of the CEO and the Executive Management is evaluated in strict compliance with corporate governance standards and is proposed based on market practices and benchmarking with similar companies and roles.

EMPLOYEES

SAFETY PERFORMANCE AND TRAINING ASSESSMENT



	FY22	FY23	OBJECTIF
<i>Maintaining a safe workplace with a goal of zero incidents</i>	0	0	0
<i>Training progress rate*</i>	+40%	-6.4%	+10%
<i>Safety: Maintaining the quality and availability of personal protective equipment (PPE):*</i>	100%	100%	100%
<i>Safety: Maintaining a record-low severity rate of workplace accidents with downtime for direct workforce * *bis</i>	0.7%	0%	0%
<i>Safety: Monitoring the frequency rate of workplace accidents with downtime for direct workforce * *tris</i>	6.3% *quater	2.6%	0%

* Indicators measured with 2021 as the reference point

*bis calculated as : $\frac{\text{number of severe work accidents excluding fatalities}}{\text{total hours worked}} \times 1\,000\,000$

*tris calculated as : $\frac{\text{lost-time injury frequency rate}}{\text{Total hours worked}} \times 1\,000\,000$

*quater revised in 2023

HUMAN RIGHTS

GRI 205-2, 411-1

MPS is dedicated to protecting human rights and promoting sustainable development. We align with the United Nations Global Compact, reflecting our adherence to principles covering human rights, labor, the environment, and anti-corruption. These principles are rooted in prominent international instruments such as the Universal Declaration of Human Rights, the ILO Declaration, the Rio Declaration, and the UN Convention Against Corruption.

Our suppliers play a critical role in our sustainability efforts, and we encourage them to uphold these principles and adhere to relevant regulations. Our Sustainability Charter, aligned with the UN Global Compact, ensures the consistency of our ethical and sustainable commitment. To date, no human rights incidents have been reported.

SOCIAL RESPONSABILITY

GRI 406-1

MPS is committed to maintaining a superior working environment while ensuring adequate social protection for its employees. We pay particular attention to supporting employees facing difficult situations. In partnership with FRAC, an external mediation service, we offer a confidential and free "trust line" for employees. This independent, neutral service provides listening, advice, and assistance to employees dealing with issues such as conflicts, harassment, mobbing, discrimination, or burnout. To date, we are proud to report that no employees have required this service, and no incidents have been reported.

MPS unequivocally condemns all forms of punitive or degrading treatment, harassment, physical violence, coercion, or intimidation. We are firmly committed to maintaining a safe, respectful, and inclusive workplace for everyone.

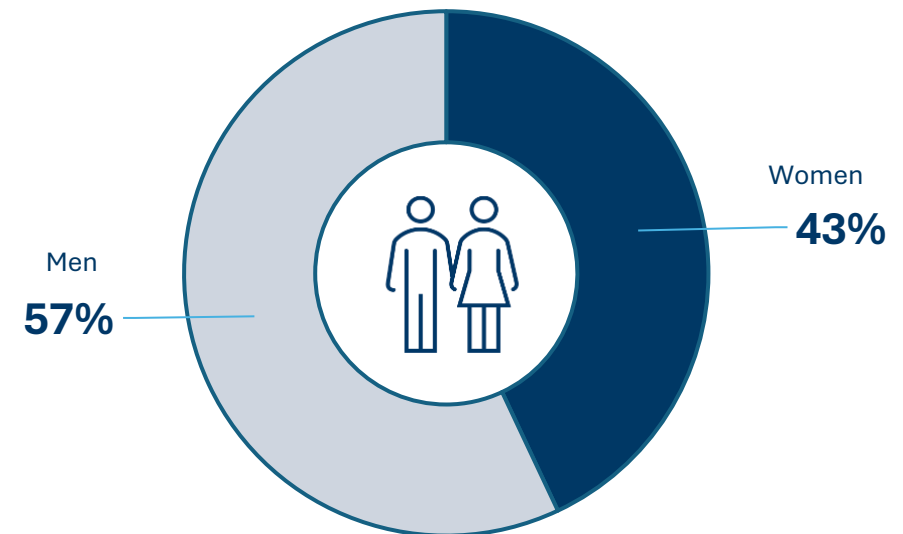
DIVERSITY AND EQUAL OPPORTUNITY

GRI 2-30, 401-2, 405-1

At MPS, equal opportunity has always been a priority, ensuring the same opportunities for men and women. Since last year, the proportion of women in the company has increased by 5% compared to 2022.

Women represent **33%** of the leadership within the Board of Directors, a figure that has remained stable since the previous year.

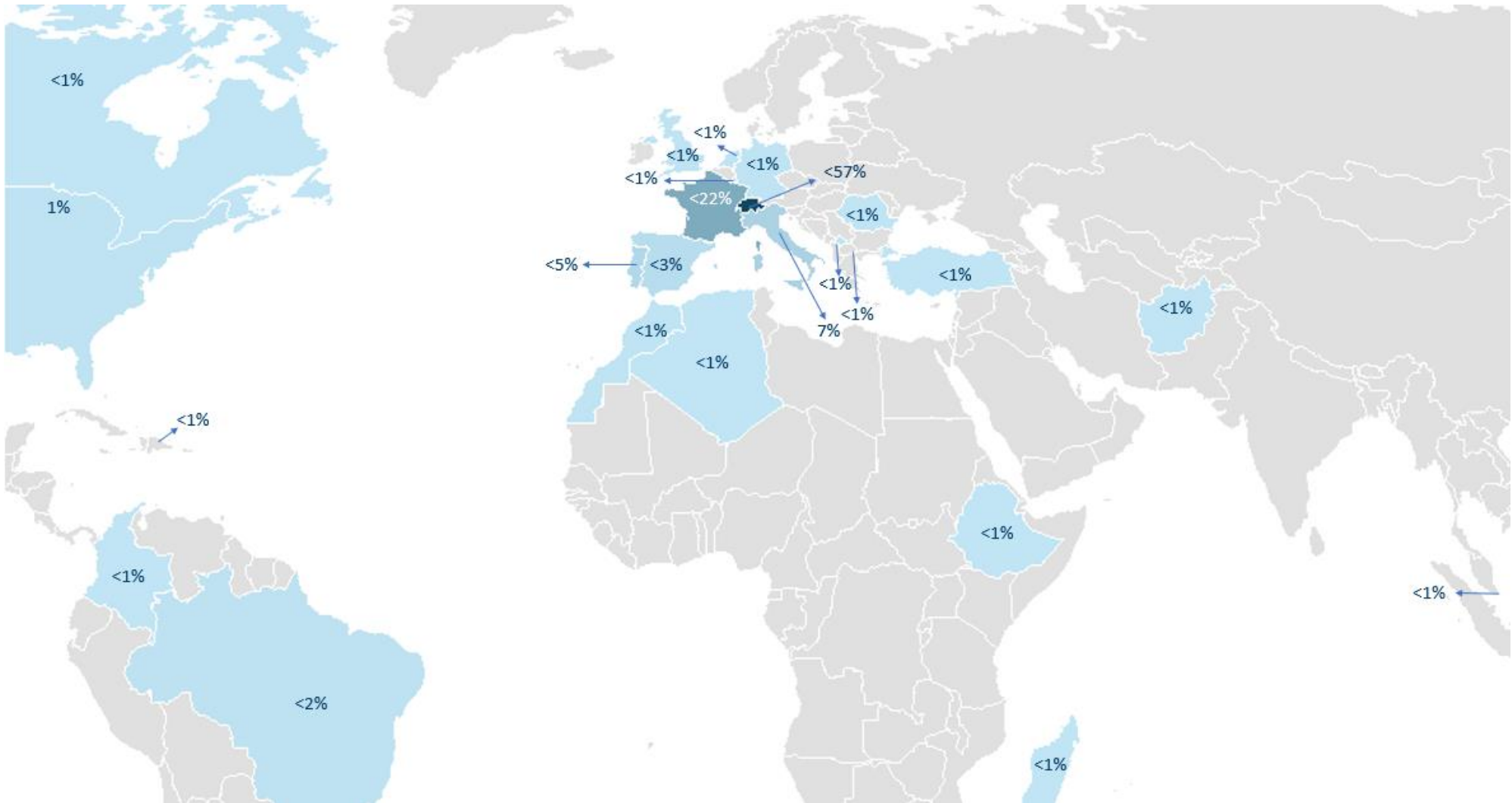
We value diversity and firmly reject all forms of discrimination. Our team is composed of individuals from 24 different nationalities, reflecting a wide range of backgrounds, nationalities, sexual orientations, and socio-cultural experiences. We are committed to fostering an environment where everyone feels safe, included, and respected for who they are



At MPS, every employee is entitled to respect, equal opportunities, and workplace well-being. All our staff, with the exception of temporary workers, enjoy the same benefits, including health coverage, parental leave, retirement plans, and additional perks.

100 % of our employees are covered by a collective labor agreement, underscoring our commitment to equitable and inclusive employment practices.

A MOSAIC OF NATIONALITIES AT THE HEART OF MPS



WORK COUNCIL

MPS has established a dedicated Works Council to represent employees within the organization. Its primary goal is to strengthen the connection between staff and management by fostering social dialogue and sharing information. The council submits proposals related to working conditions, employee rights, workplace safety, and health.

The council also represents employee interests to management and ensures compliance with applicable regulations. Regular meetings between the council and management provide a platform to address collective concerns and requests, promoting transparency and collaboration. This consistent engagement not only enhances trust but also helps identify opportunities for improvement, ensuring the organization remains responsive to employee needs.



EQUAL PAY

GRI 405-1, 405-2

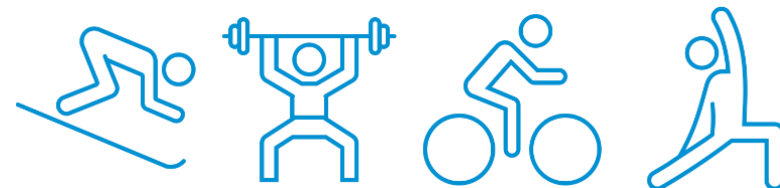
MPS is committed to upholding the fundamental principle of equal pay for work of equal value, ensuring that our remuneration practices comply with federal laws. In 2021, we were awarded certification from the Swiss Confederation confirming our adherence to equal pay standards.

In 2023, we conducted an in-depth evaluation of our salary practices using the "L&M-Aba-R" testing method to reaffirm our commitment and validate compliance with these standards. We actively commit to regular reviews to adjust our salary structures in line with equality principles.

Additionally, in 2022, MPS carried out a comprehensive analysis of its remuneration practices in collaboration with Great Place to Work, incorporating both quantitative and qualitative assessments. The certification awarded in 2021 by the Swiss Confederation remains a testament to our dedication to pay equity. Equal pay is not just a policy but a core value that reinforces fairness and inclusivity within our workforce. By ensuring transparency and accountability, we continue to build trust and strengthen employee satisfaction.

WORKPLACE WELL-BEING

GRI 403-6



MPS is committed to promoting employee well-being through a variety of enriching activities. We offer weekly Pilates sessions during lunch breaks

and English and German language courses to help employees improve their language skills.

To encourage workplace relaxation, MPS subsidizes 30% of the cost of weekly massages, providing employees with an opportunity to unwind. Additionally, we support participation in annual races and other activities and contribute partially to fitness subscriptions for those interested.

Our primary goal is to reduce the risk of accidents, both at work and outside, often caused by inattention. We believe that regular physical activity can help prevent many health issues, fostering a healthier and more focused workforce.

To strengthen cohesion and interaction across the MPS Group, we regularly organize various events and activities. These include football tournaments, paddle outings, curling lessons, and a company-organized ski weekend. These gatherings allow employees from different subsidiaries and divisions to connect, promoting teamwork and collaboration. This sense of harmony enables us to leverage our collective strengths for the benefit of the entire MPS family.

“MPS BOUGE, mais en équipe ! “

Our motto, **"MPS Moves as a Team,"** embodies our collective commitment to fostering a healthy and active lifestyle. The MPS Sports Committee has organized various activities to promote a healthy lifestyle. Additionally, we have participated in national health initiatives for companies, such as "Bike to Work," which saw the participation of 28 employees, and "Wake Up and Run." Our efforts underscore the importance of well-being as an integral part of our corporate identity and contribute to creating a more dynamic and engaged workforce.

EMPLOYEE TRAINING

GRI 404-1, 404-2, 404-3

MPS is committed to enhancing employee performance and skills by addressing specific needs. To this end, our goal is to increase the average number of training hours per employee by 10% by 2025 compared to 2021. In 2021, employees received an average of 2.5 hours of training, which rose significantly to 3.5 hours in 2022, surpassing expectations with a 40% increase. However, in 2023, the average training hours per employee decreased from 3.5 to 2.34 due to budgetary constraints. Despite this reduction, no training requests were denied. Importantly, the majority of employees who participated in training were entry-level workers, reflecting our commitment to upskilling less experienced staff and fostering their professional development.

At MPS, we emphasize continuous learning, enabling employees to remain at the forefront of innovation across our sectors. We are also deeply committed to preserving and passing on our unique expertise to future generations. In 2023, we supported eight apprentices, and we aim to expand this program while maintaining its high quality and structure for the benefit of future talent.

We remain dedicated to improving our training programs to ensure proper support and opportunities for every employee to enhance their skills and expertise, contributing to MPS's collective success. In 2023, our dedication to skills development and professional growth was reflected in the distribution of training hours. Among participants, 21.6% were women, while 78.4% were men, who accounted for over 80% of the total hours.

For leadership roles, the distribution was as follows: 2.7% for executives, 43.2% for middle management, and 54.1% for non-managerial employees. MPS is committed to providing equal training opportunities to all employees, ensuring skill enhancement and growth regardless of their position.

HEALTH AND SAFETY PRACTICES

GRI 403-1, 403-3, 403-4, 403-5, 403-7, 403-8, 410-1



At MPS, health and safety (H&S) are fundamental pillars of our long-term strategy, ensuring compliance with corporate principles and legal requirements. Our approach to H&S aims to proactively address, prevent, and manage health, safety, and environmental risks across all operations. To achieve this, MPS has adopted the GIM (Groupement Industriel des Machines) branch solution, which supports the regular updating of policies and best practices in line with relevant health and safety regulations. This management system applies universally to employees, contractors, and partners, regardless of their role or work location.

Swiss legislation requires employers to implement protective measures under the Accident Prevention Ordinance (OPA) and other recognized occupational health standards. Employers must not only ensure the efficiency of these measures but also adapt them continuously to address evolving risks. If safety is ever threatened, operations must be halted immediately until the issue is resolved.

To ensure our practices remain effective and aligned with evolving standards, we conduct regular audits covering quality, health, safety, and environmental performance across all our facilities. These audits,

performed both internally and, in some cases, by clients, verify compliance with management systems, operational codes, and regulatory standards. This rigorous process reflects MPS's unwavering commitment to maintaining the highest levels of safety and operational excellence.



Beyond compliance, MPS places a strong emphasis on fostering a culture of safety and preparedness within its workforce. Every site is equipped with PERCOS (Contact Persons), trained first-aiders, and clearly defined evacuation procedures. These measures are designed to safeguard employees' well-being and ensure an immediate response to emergencies, further reinforcing our comprehensive approach to H&S.

In 2023, MPS employed 16 trained first-aiders distributed across its three sites. These individuals undergo two days of intensive training to acquire the necessary skills to respond effectively in emergencies and provide first

aid until professional assistance arrives. The training program combines theoretical knowledge and practical exercises, tailored to address the specific risks and challenges unique to each site. To ensure their skills remain current, these first-aiders participate in a mandatory refresher session every two years. This ongoing training guarantees that MPS maintains a workforce capable of delivering swift and effective interventions when required.

New employees receive basic health and safety training as part of their onboarding process to familiarize them with MPS's safety standards and expectations. As of 2023, **100 %** of employees have completed foundational H&S training, underscoring the company's dedication to creating a well-informed and safety-conscious workforce.

In addition to regular training and audits, MPS is working on implementing an anonymous safety feedback system, enabling employees to report hazards or near-misses without fear of retaliation. This initiative encourages proactive engagement and empowers employees to actively contribute to a safer workplace. Furthermore, safety metrics and key performance indicators (KPIs) are regularly reviewed by management to assess progress and identify areas for improvement.

MPS's commitment to H&S extends beyond policies and audits. We actively foster a culture where safety is everyone's responsibility, encouraging employees to report potential hazards, suggest improvements, and participate in safety initiatives. By empowering employees and ensuring robust systems are in place, MPS demonstrates its dedication to providing a secure, healthy, and productive workplace for all. This ongoing focus on health and safety not only protects our employees but also ensures the long-term success and resilience of our operations.



SUSTAINABLE OPERATIONS

PERFORMANCE OVERVIEW



	FY22	FY23	OBJECTIF
<i>GHG Emissions Scope 1 & 2 *</i>	-15%	-26%	-30%
<i>GHG Emissions Scope 3 *</i>	No data Initial results in FY23	Validation for FY2023	
<i>Electricity consumption *</i>	-7%	-17%	-10%
<i>Maintain a high rate of renewable electricity</i>	100%	100%	100%
<i>Supply Chain Suppliers adhering to our Code of Conduct</i>	4.6% <i>*bis</i>	7%	100%
<i>Achieve 100% certified packaging</i>	0%	0%	100%
<i>Increase recycled waste rate</i>	Unknown	Ongoing data collection	100%

* Indicators measured using 2021 as the reference year

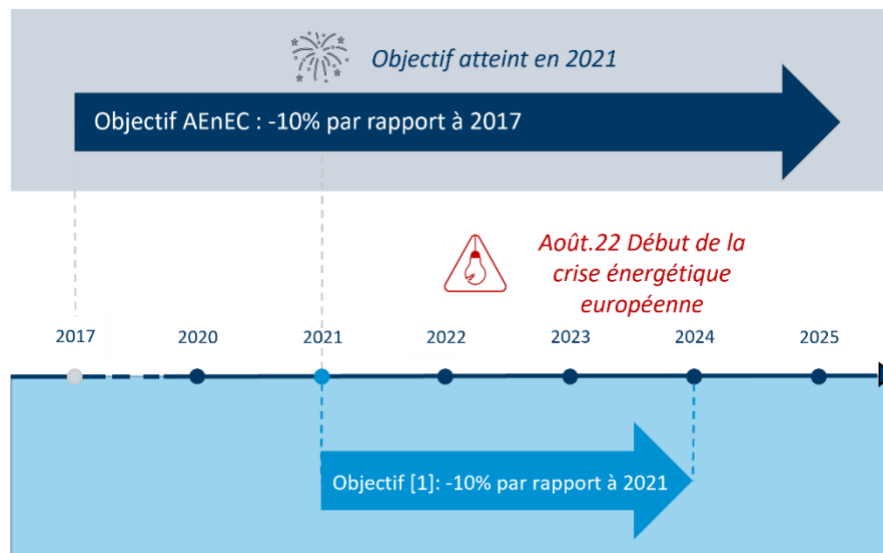
**bis* Figure revised in 2023.

ENERGY

ENERGY MANAGEMENT

GRI 302-1, 302-3, 302-4, 302-5

MPS, firmly committed to sustainability, integrates energy efficiency and sustainable practices across all its operations. Our active participation in the AEnEC (Swiss Energy Agency for the Private Sector) program underscores our determination to significantly reduce electricity consumption. Our ambitious goal is to achieve a 10% reduction in electricity consumption by 2025 compared to 2017. Engaged in this program since 2017, we have collaborated on various projects and initiatives with AEnEC to advance our sustainability objectives.



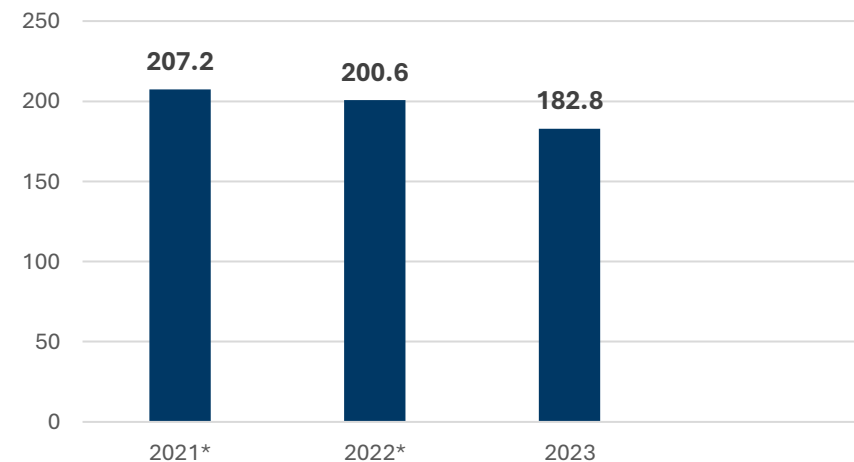
In 2022, we proudly achieved a remarkable milestone by meeting our initial electricity reduction target. However, our dedication to sustainability inspired us to set a new goal: a 10% reduction in electricity consumption compared to 2021. This new sustainability initiative was launched in

September 2022. By the end of the year, sustained efforts yielded a 3.18% reduction in electricity consumption compared to the previous year, with a total consumption of 5,576,560

In 2023, these efforts were reinforced with additional energy efficiency measures, such as replacing certain equipment with more efficient and energy-saving solutions. As a result, we achieved a cumulative reduction of **11.73%** compared to 2021, with a total consumption of **5,084,274 kWh**—exceeding our original target of a 10% reduction.

To better evaluate our energy efficiency performance, we utilize the concept of energy intensity, which measures energy consumption in kWh per square meter of surface area, providing a clear and comparable view of our energy usage. This allows us to set more precise goals and track improvements across all facilities. By analyzing energy intensity, we can better allocate resources to areas where efficiency gains will have the most significant impact.

Electricity in kWh per m2



Our heating energy sources vary by site: oil heating dominates in Bonfol, heat pumps powered by electricity in Court, and gas in Bienne. In 2022, we reduced overall energy consumption by 8% compared to 2021. In 2023, this figure reached a significant 14% reduction compared to 2021, equivalent to energy savings of 924,946 kWh. These results demonstrate the effectiveness of our implemented measures and reflect our unwavering commitment to enhancing energy efficiency. We remain determined to pursue innovative solutions to further minimize our environmental impact.

Furthermore, our commitment to energy conservation aligns with the Large Energy Consumer Concept, under which we meticulously monitor and implement actions to meet the objectives outlined in our agreement, ensuring responsible energy use across all operations. As we move forward, we aim to identify additional opportunities for energy recovery and reuse, further optimizing our overall consumption.



RENEWABLE ENERGY

GRI 302-1, 305-1

MPS prioritizes environmental concerns and is dedicated to fulfilling its societal responsibilities. We proudly and decisively utilize renewable energy sources, including solar and hydropower, as a testament to our unwavering commitment to these fundamental principles.

We collaborated with the PlanetSolar Foundation and Horus Network Sàrl to install solar panels on the roofs of our buildings in Bienne and Bonfol. All our facilities are now equipped with photovoltaic panels. In November 2021, MPS inaugurated a new solar power plant on the roof of its Bonfol facility. This installation, owned by Horus Networks Sàrl, includes 609 photovoltaic panels capable of generating 220 kW. It meets 13.5% of the annual electricity demand of the Bonfol facility and reduces CO2 emissions by 132 tons per year.

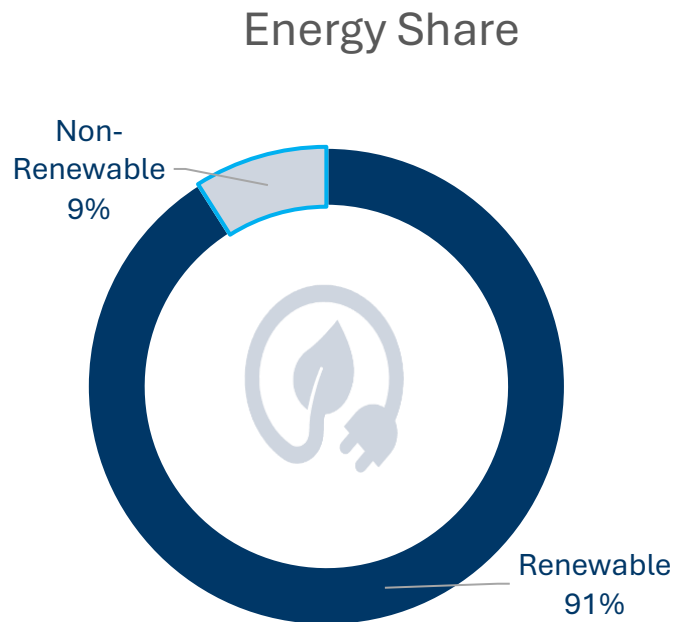
Our Court facility houses a robust solar power plant with a capacity of 165 kW. Additionally, our two buildings in Bienne are equipped with solar panels contributing a combined generation capacity of 149 kW. Notably, the ownership of the Bienne solar power plants rests with the PlanetSolar Foundation.

In 2023, MPS maximized the use of its available surfaces for solar panel installations.

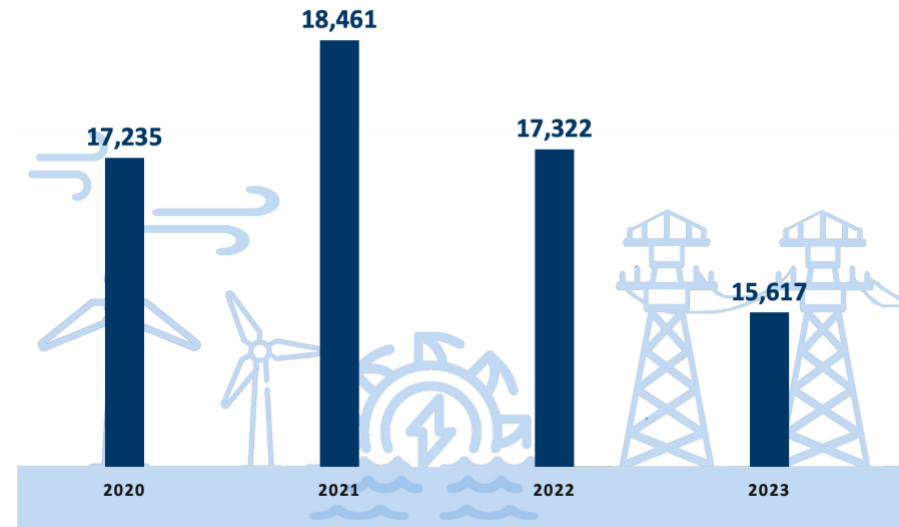
100 % of our electricity now comes from renewable sources.

Our commitment to sustainability also extends to the origin of our electricity. We are proud to report that 100% of our electricity comes from Swiss hydropower—a renewable and environmentally friendly source. Through our partnership with Pronovo SA, a certification body accredited by the Swiss Confederation, we ensure the renewable and sustainable origin of our electricity.

This complete reliance on renewable energy is critical to achieving carbon neutrality, aligning seamlessly with our overarching sustainability goals, and reinforcing our steadfast commitment to responsible practices. Our actions contribute to a greener and more sustainable future. This commitment, deeply rooted in our values, continues to guide our operations as we advance on our sustainability journey.



Over the past four years, our energy consumption has fluctuated. However, in 2023, we proudly achieved our lowest figure in this period, with an energy usage of 15,617 GJ, compared to 17,235 GJ in 2020—a 9.39% reduction—while simultaneously increasing our production. This achievement highlights the effectiveness of our strategies and proves that economic growth can be achieved alongside energy conservation.



ELECTRIC INFRASTRUCTURE

The installation of electric vehicle (EV) charging stations at our Bienne, Bonfol, and Court sites represents a significant step toward sustainability. These facilities provide convenient, emission-free transport options, reducing noise pollution in urban areas. By encouraging EV adoption, these charging stations enhance residents' quality of life and demonstrate our strong commitment to a more sustainable future.

These stations are also integrated into a multimodal transport network, facilitating access and use of EVs. By powering these stations with renewable energy, we further reduce greenhouse gas emissions and strengthen our commitment to an environmentally responsible future. As part of our broader mobility strategy, we are exploring additional ways to promote sustainable transportation for employees, including incentives for electric vehicle ownership and partnerships with local transportation networks.

CO₂ EMISSIONS

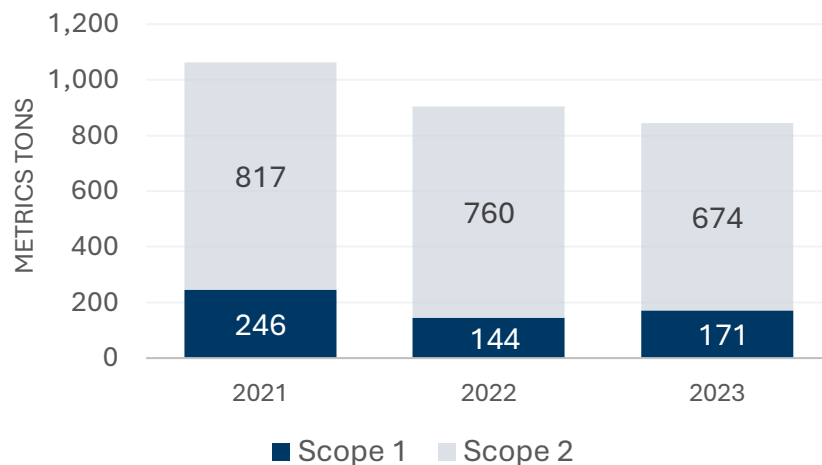
GRI 305-1, 305-2

MPS has set ambitious goals to significantly reduce its absolute Scope 1 and Scope 2 CO₂ emissions by 30% by 2025 compared to 2021. Our progress is systematically tracked through our annual EcoVadis assessment.

In 2022, we reduced Scope 1 and Scope 2 CO₂ emissions by 15.4% compared to 2021, our reference year. In 2023, we achieved a 26% reduction, reflecting the impact of energy efficiency improvements, equipment optimization, and our transition to renewable energy sources.

Our reduction plan continues to be structured and proactive, focusing on:

- **Optimizing energy-intensive production equipment** to minimize unnecessary consumption.
- **Increasing operational efficiency** through modernized processes and energy-saving measures.
- **Accelerating the shift to renewable energy** in alignment with our carbon neutrality ambitions.



Until 2023, our Scope 1 emissions calculations were based solely on fixed fuel combustion. However, to gain a fuller picture of our environmental impact, we are now expanding our emissions monitoring efforts.

In 2023, we conducted our first-ever Scope 3 emissions assessment. While not yet comprehensive, it provides essential baseline data for future reduction strategy. By 2024, we aim to refine our data collection to ensure more precise insights and drive impactful sustainability actions.

WATER MANAGEMENT

GRI 303-2, 303-5

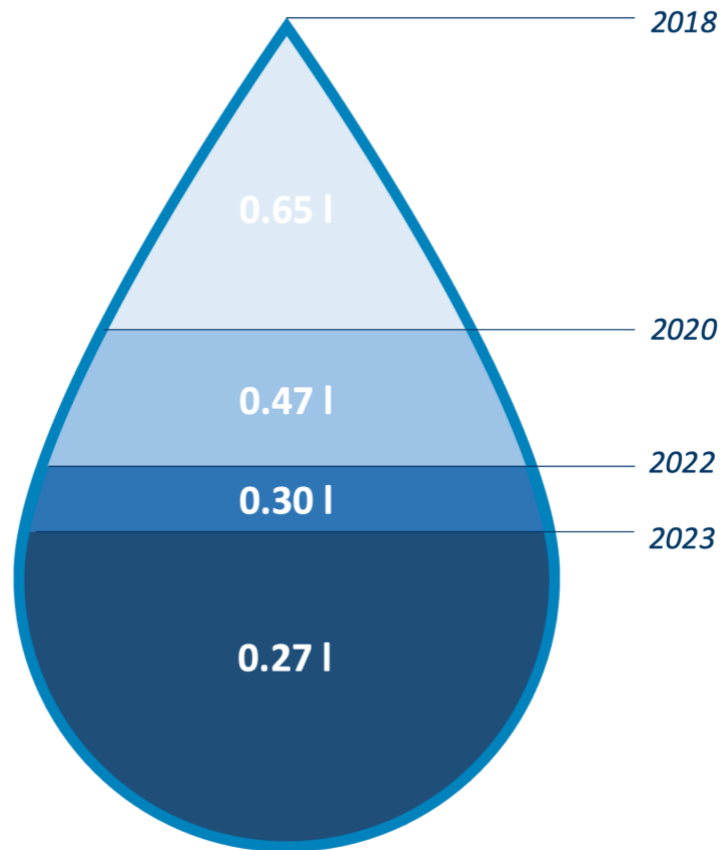
In an industry where water is essential for various production processes, compliance with legal regulations requires wastewater pre-treatment before its release into the sewage system. To meet this requirement, one of our three sites is equipped with a Wastewater Pre-Treatment Station (STEP). The pre-treated water is discharged into the municipal wastewater network. On the other two sites, where water consumption is minimal, we collect and treat all contaminated water externally to ensure it meets environmental standards.

We place significant emphasis on preserving water quality through:

- Routine evaluations of our wastewater treatment systems to ensure legal compliance (SPEU).
- Monitoring and optimizing water consumption across all operations to improve efficiency.
- Implementing responsible water management practices to reduce unnecessary waste.

MPS only sources water from municipal networks and does not extract natural spring water, reinforcing our commitment to sustainable water use. In addition to ensuring regulatory compliance, MPS actively explores new ways to optimize water use, reduce waste, and minimize its overall environmental footprint.

WATER CONSUMPTION IN LITERS PER WORKED HOUR IN BIENNE



WASTE MANAGEMENT

WASTE REDUCTION AND RECYCLING

GRI 306

In January 2017, MPS introduced water dispensers to minimize office waste, eliminating disposable cups and single-use PET bottles. To encourage new employees to adopt eco-friendly habits, we provide reusable items such as mugs, water bottles, and utensils upon their arrival.



Since September 2022, we have reinforced waste sorting by installing dedicated bins for paper, PET, glass, aluminum, plastic, and other waste types. To simplify sorting, we have integrated QR codes on bins, allowing employees to quickly identify the appropriate disposal container. This system has been well received, and we have observed a high level of employee engagement in maintaining these best practices.

From an operational perspective, MPS is highly committed to managing hazardous and industrial waste responsibly to minimize risks to human health and the environment. We ensure that all our sites comply with local waste management regulations and continually seek ways to exceed these requirements whenever possible, ensuring minimal waste generation.

We actively seek improvements in material recovery across all our sites, including steel, titanium, and copper. For several years, we have been working with local specialized recycling companies to recover

and reprocess our production waste, reducing our environmental impact while contributing to the circular economy.

SPECIAL WASTE MANAGEMENT

GRI 306-5

In our industry, the generation of special waste is inevitable, but we are committed to implementing eco-friendly solutions. Our objective is to reduce hazardous waste by 2% by 2028 compared to 2021.

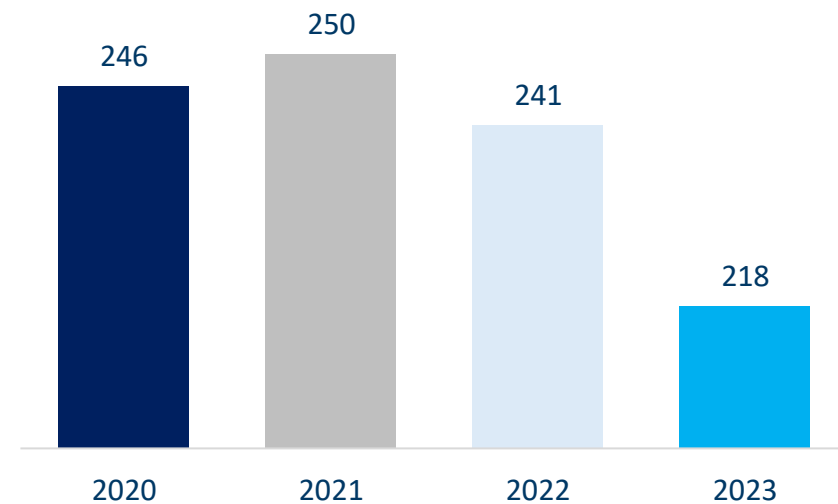
We strictly adhere to all legal standards for hazardous waste disposal, ensuring that waste is handled according to top safety and environmental protection standards. Our special waste is collected by an external specialized organization and processes in compliance with legislation.

We have introduced various initiatives to advance our waste reduction goals. One key initiative involves carefully cleaning and reusing production oils. Studies and testing have shown that we can extend the lifespan of these oils without compromising product quality.

The results of these initiatives have been highly encouraging, as in 2023, we achieved a 9.54% reduction in special waste. However, we are not stopping here—we will continue our efforts to further limit the environmental impact of these waste materials.

These actions align with our commitment to sustainable practices and demonstrate our ongoing dedication to environmental protection and waste minimization.

Tonnes de déchets spéciaux



BIODIVERSITY

GRI 304-1, 304-2, 304-3, 304-4

MPS's operational footprint does not pose a direct threat to biodiversity. Our facilities are not located in protected areas and do not impact conservation zones, sensitive habitats, or endangered species, including those listed by the IUCN or national conservation lists. While our core business activities have no significant ecological impact, we actively seek ways to support and enhance local biodiversity as part of our broader sustainability strategy.

As part of this commitment, we have undertaken proactive initiatives to support biodiversity on a local scale. One of our sites features a small green space, which we have transformed into a biodiversity-supporting area by installing beehives to help sustain pollinator populations and contribute to ecosystem health.

Pollinators play a vital role in maintaining biodiversity, and their decline poses a global challenge. Recognizing this, we have chosen to act by creating a habitat that not only benefits bees but also enhances the surrounding environment. Our beekeeping initiative promotes pollination, ensuring that local plant species flourish and sustain a healthy ecosystem.

This initiative is a symbol of our commitment to sustainable development, demonstrating that even small-scale actions can make a meaningful difference. In addition to beekeeping, we continue to explore additional biodiversity projects across our Court, Bonfol, and Bienne sites to expand our ecological responsibility and further integrate sustainability into our daily operations.

BEEHIVE INSTALLATION

Each year, in early spring (March), the Ferme au Gros Pré installs beehives near our Court facility for the summer season. The first season in 2019 was challenging due to adverse weather conditions, but with MPS's support, both beekeepers and bees adapted successfully.

Despite these initial obstacles, the beekeepers established a thriving honey production process, essential for the survival of the bee colonies. The bees collect nectar and pollen, which are used for developing new generations of bees that will ensure the colony's future sustainability.

In 2023, our three beehives in Court produced over 500 jars of honey, which were distributed to our employees. This initiative reinforces our environmental responsibility, supports local biodiversity, and serves as a reminder of the importance of pollinators in global ecosystems.



ABOUT THIS REPORT

GRI 2-3, 2-4

This report is intended for our employees, clients, and other stakeholders to provide a transparent and comprehensive overview of MPS's commitment to sustainability. It also serves as a tool to continuously enhance our reporting processes, refine our sustainability strategies, and improve our communication on environmental, social, and governance (ESG) topics.

As our second annual sustainability report, this document covers the entire 2023 fiscal year, from January to December 2023. References to "FY22" pertain to the 12-month period ending December 31, 2022, while references to "FY23" pertain to the 12-month period ending December 31, 2023. This report builds on the foundations established in our first sustainability report, providing an updated and expanded analysis of our performance, key initiatives, and strategic progress.

One of the major developments in this year's report is the introduction of Scope 3 emissions calculations, which allows us to assess our broader environmental impact beyond direct and indirect emissions. By calculating this data, we take an important step toward establishing a more complete carbon footprint assessment and aligning with international climate action standards.

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, as detailed in the GRI Content Index, along with the Sustainability Accounting Standards Board (SASB) Industry Standards. These globally recognized frameworks ensure that our reporting remains consistent, measurable, and comparable across industries.

It reflects the performance of MPS's global operations for the fiscal year ending December 31, 2023. Since this report has been managed internally, we have ensured that it provides an accurate, transparent, and balanced assessment of our objectives, challenges, and achievements.

For any questions regarding this report, please contact:

Sustainability@mpsag.com

PERFORMANCE INDICATORS

GRI2-7, 2-8, 401-1, 401-3, 405-1

Employees

	FY22			FY23		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Number of employees (headcount / Full-Time Equivalent - FTE)						
HEADCOUNT	196	279	475	220	289	509
ETP	174.75	273.8	448.55	195.5	284.1	479.6
Number of permanent employees (headcount / FTE)						
HEADCOUNT	158	256	414	184	273	457
ETP	142.15	252.1	394.25	166.9	268.6	435.5
Number of temporary workers (headcount / FTE)						
HEADCOUNT	33	21	54	24	10	34
ETP	31.6	20.5	52.1	22.2	9.5	31.7
Number of employees with non-guaranteed hours (headcount / FTE)						
HEADCOUNT	5	2	7	8	0	8
ETP	1	1.2	2.2	3.2	0	3.2
Number of full-time employees (headcount / FTE)						
HEADCOUNT	130	255	385	128	260	388
ETP	130	255	385	128	260	388
Number of part-time employees (headcount / FTE)						

Number of
part-time
employees
(headcount
/ FTE)

HEADCOUNT	66	24	90	75	24	99
ETP	44.75	18.8	63.55	51.4	19.1	70.5

		FY22			FY23		
		FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
New Employee Hires (Headcount / %) GRI 401-1							
Groupe							
HEADCOUNT	<30 ans	6	8	14	18	17	35
	30 – 50	21	29	50	27	26	53
	>50 ans	1	18	19	7	7	14
	Total	28	55	83	52	50	102
In %	<30 ans	43%	57%	17%	51%	49%	100%
	30 - 50	42%	58%	60%	50%	50%	100%
	>50 ans	5%	95%	23%	51%	49%	100%
Bienne							
HEADCOUNT	<30 ans	5	5	10	9	8	17
	30 - 50	14	20	34	3	10	13
	>50 ans	0	15	15	2	3	5
	Total	19	40	59	14	21	35
In %	<30 ans	50%	50%	12%	53%	47%	100%
	30 - 50	41%	59%	41%	23%	77%	100%
	>50 ans	0%	100%	18%	40%	60%	100%
Bonfol							
HEADCOUNT	<30 ans	0	2	2	9	4	13
	30 - 50	5	5	10	20	11	31
	>50 ans	1	2	3	4	3	7
	Total	6	9	15	33	18	51

		FY22			FY23		
		FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Bonfol							
In %	<30 ans	0%	100%	2%	69%	31%	100%
	30 - 50	50%	50%	12%	65%	35%	100%
	>50 ans	33%	66%	4%	57%	43%	100%
Court							
HEADCOUNT	<30 ans	1	1	2	0	5	5
	30 - 50	2	4	6	4	4	8
	>50 ans	0	1	1	1	1	2
	Total	3	6	9	5	10	15
In %	<30 ans	50%	50%	2%	0%	100%	100%
	30 - 50	33%	66%	7%	50%	50%	100%
	>50 ans	0%	100%	1%	50%	50%	100%
Parental Leave (Headcount) GRI 401-3							
<i>Employees entitled to parental leave</i>							
HEADCOUNT		7	10	17	4	12	16
<i>Employees who took parental leave</i>							
HEADCOUNT		7	10	17	4	12	16
<i>Employees who returned after parental leave</i>							
HEADCOUNT		7	10	17	4	12	16
<i>Employees still employed 12 months after returning from parental leave</i>							
HEADCOUNT		7	9	16	4	12	16
<i>Return-to-work rate after returning from parental leave</i>							
%		100%	100%	100%	25%	75%	100%

		FY22			FY23		
		FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
<i>Retention rate after returning from parental leave</i>							
%		100%	100%	100%	25%	75%	100%
Diversity in Governance and Employees GRI 405-1							
<i>Senior Management</i>							
HEADCOUNT	<30 ans	0	0	0	0	0	0
	30 - 50	0	3	3	1	5	6
	>50 ans	1	3	4	2	6	8
	Total	1	6	7	3	11	14
%	<30 ans	0%	0%	0%	0%	0%	0%
	30 - 50	0%	100%	43%	17%	83%	100%
	>50 ans	25%	75%	57%	25%	75%	100%
	Total	14%	86%	1%	21%	79%	100%
<i>Mid-Level Management</i>							
HEADCOUNT		16	92	108	8	57	65
%		15%	85%	22%	12%	88%	100%
<i>Non-Managerial Employees</i>							
HEADCOUNT		180	192	372	192	216	408
%		48%	52%	77%	47%	53%	100%

		EMPLOYER	TYPE OF WORKERS	TYPE OF JOB	TOTAL	
Number of Non-Salaried WorkersGRI 2-8						
FY22	HEADCOUNT	Employment Agency	Operators	Assembling micro-mechanisms	28	
	ETP				28	
	Average per month				22.5	
FY23	HEADCOUNT	Employment Agency	Operators	Assembling micro-mechanisms	22	
	ETP				21.1	
	Average per month				20	
		MPSM	MPSW	MPSD	MPSP	GROUP
Employee Turnover Rate by Business UnitGRI 401-1						
FY22	%	10.30%	11.84%	33.71%	20.69%	14.11%
FY23	%	9.4%	9.64%	18.56%	20%	11.40%

Health and Safety

Workplace accidents GRI 403-9a	FY22		FY23	
	Number	Rate	Number	Rate
Workplace fatalities	0	0	0	0
Serious work accidents (>6 months)	0	0	0	0
Recorded work accidents	8	2.5	11	2.16
Hours worked	638 817		885982	

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