MSK Group Environmental and Energy Policy

1. Introduction

MSK Group is a responsible company that values closeness to the land, honesty, strength and internationality. At the heart of our business is continuous development and improvement, and our aim is to provide high-quality products and services. Training and skills development are of essential importance to us.

Responsibility is an integral part of everything we do. We consider not only our employees, society and stakeholders, but also the environment and energy efficiency in all our activities. We aim to minimise the environmental impact of our operations and promote sustainable development.

We comply with all laws, regulations and regulatory requirements.

2. Objectives

Our environment and energy policy aims to:

- support and develop the activities of MSK Group and its subsidiaries
- guide the management of environmental impacts and energy consumption
- serve as a guideline for responsible and sustainable action
- communicate the company's values and objectives to stakeholders.

3. Responsibilities and obligations

The Group Management Team:

- defines and approves environmental and energy policy
- ensures policy alignment with strategy and objectives
- ensures that adequate resources are available to implement the policy
- communicates policy to the organisation and stakeholders
- evaluates and updates policy regularly.

Management teams of subsidiaries:

- design, implement and improve environmental and energy management systems
- apply policy in their area of responsibility
- ensure staff are aware of the policy
- monitor and report on the achievement of objectives.

Managers and supervisors:

- ensure that activities comply with environmental and energy policies
- motivate and guide employees to act responsibly

- identify and communicate areas for development.

Employees:

- understand and apply environmental and energy policies in their work
- highlight suggestions for improvement and problems identified.

4. Principles

The environmental and energy policy applies to all company activities.

Environmental impact management:

- We are committed to systematic decarbonisation by reducing greenhouse gas emissions across our operations and value chain, and by transitioning towards low-carbon energy solutions.
- We manage water consumption responsibly, protect water quality, and ensure full compliance with wastewater regulations through regular monitoring of technical processes.
- We minimise air emissions and protect air quality by applying appropriate emission-control technologies in compliance with local and EU regulations.
- We prevent soil contamination and protect soil quality through preventive technical solutions, compliance with regulatory requirements, and effective emergency preparedness procedures.
- We minimise noise emissions by applying appropriate noise-reduction measures and technologies in compliance with local and EU regulations.
- We improve material efficiency and promote the circular economy.
- We ensure that waste is sorted and disposed of properly.
- We are committed to the responsible management of chemicals.
- We take environmental considerations into account in our procurement and investments.

Optimising energy use:

- We increase energy efficiency and improve energy use.
- We reduce costs and emissions from energy consumption.
- We monitor the national implementation of the revised EU Energy Efficiency Directive and take it into account in our activities.

Supporting sustainable development:

- We improve the company's reputation as a responsible corporate citizen.
- We provide transparency to stakeholders on our environmental and energy targets.
- We promote innovation and responsible solutions.

Employee involvement:

- We encourage our employees to adopt environmentally-friendly and energy-saving practices.

- We train and encourage employees to participate in continuous improvement.
- We strive to act responsibly and ensure employee satisfaction.

Compliance with legislation and standards:

- Each Group company has an environmental management system in place that complies with the ISO 14001 standard.
- We follow environmental laws and regulations and operate in accordance with environmental permits.
- We cooperate with public authorities and stakeholders.
- We are committed to complying with all regulations and standards that apply to our activities.

Suppliers and other stakeholders:

- We encourage suppliers and subcontractors to adopt environmentally and energy-friendly practices.
- We require suppliers to comply with legal requirements and recommend ISO 14001.
- We communicate openly on the results and developments in environment and energy policy.

5. Monitoring and evaluation

The implementation of the environmental and energy policy is regularly monitored through audits, management reviews and performance indicators. We identify and correct deviations and ensure continuous improvement.

We set environmental and energy targets each year and monitor their achievement. We assess the important environmental issues and define necessary measures. We produce an annual Sustainability Report, in which we report on our results and development plans. We prevent environmental risks by investigating environmental observations and findings.

The environmental and energy policy is regularly assessed and updated to reflect changes in the business environment and customer needs.

6. Entry into force

This environmental and energy policy was approved by MSK Group's Management Team on 24.11.2026.