



Sustainability Commitment Statement

This statement, which applies to MGS Mfg. Group, Inc., (“MGS”) sets out our global sustainability commitment and how we seek to deliver against it.

We recognize our responsibility to help contribute to the welfare of society and the environment and we aim to integrate sustainability into our company by infusing it across our culture through our business strategy and our practices and procedures. We will always strive to act in an ethical, transparent and responsible way and expect that our business partners do the same.

We believe that the integration of sustainable business practices will create lasting results that will benefit all of our stakeholders, including our employees, customers, shareholders, investors, and the communities in which we live and operate. Partnership and collaboration among our key stakeholders is essential as we look to build upon our commitment to ESG (Environmental, Social & Governance factors) across our business.

MGS intends to work collaboratively with our employees, customers, and our supply chain to prioritize sustainability initiatives. As part of our sustainability strategy, we are committed to reviewing our practices, establishing better waste management initiatives, measure and report on key metrics, and identify targets aimed to continually improve our sustainability performance.

Environmental Responsibility

MGS recognizes the world faces environmental challenges and is committed to promoting a healthy environment. As a global medical contract manufacturer, we believe that our business can and should do things to promote a positive influence in matters that improve the world.

Within the context of our global operations, MGS is committed to reducing its energy consumption, water usage, waste disposal and carbon footprint in a practical and cost-effective manner. We will do so by promoting environmental sustainability initiatives with employees and stakeholders to achieve ongoing environmental and sustainable operational improvements.

Furthermore, when seeking new office or manufacturing space, MGS is prioritizing properties which incorporate green building principles or standards. When restructuring existing space, we are committed to implementing sustainable solutions in a practical and cost-effective manner.

We will comply with current environmental legislation and work to minimize the impact of our activities on the environment.

Social Responsibility

At MGS, we pride ourselves in living our Core Values of Teamwork, Integrity, Passion and Safety and have a long-standing culture of respect for our employees and community at-large. Fueled



by our entrepreneurial spirit of innovation, we know that people drive our success and have proven to be our most important asset at every business location.

We employ fair pay practices which ensures that MGS' pay practice is competitive with the market for the same or similar jobs, qualifications and experience.

We believe that diversity and inclusion strategies are a catalyst for success and innovation in the workplace. We believe that differing opinions and lived experiences are valuable and serve to support our business overall. Integral to our people strategy, we strive to establish a positive, inclusive corporate culture both employees and leadership are proud to be a part of.

One of our core values is Teamwork. We recognize and build on the strength of others, understanding that it takes all of us working together to be successful. We believe in building positive relationships and recognizing the diversity and uniqueness of others to deliver optimal results. Consistent with this, we seek to recruit, hire and retain the best from every background and community around the world. MGS recognizes that integrity, passion and safety provide a cornerstone for all that we do, in all efforts that strive for excellence, from our workforce, customers, business partners and supporting the communities in which we do business.

We aim to create partnerships with suppliers and vendors that share a commitment to sustainability. Suppliers and vendors are expected to act in a manner that is consistent with our Supplier Code of Conduct. During vendor evaluations, MGS will take the appropriate steps to ensure ethical business practices, labor and human rights, vendor diversification and inclusion, environmental stewardship, management systems and governance are considered.

We intend to further our social impact across our organization and within the greater community.

Governance Responsibility

Strong governance, ethical business practices and risk management are critical to MGS' goal of value creation and driving sustainability.

MGS' Code of Conduct serves as the foundation for high standards of integrity and ethics and deterrence of wrongdoing and the promotion of compliance with application laws and regulations.

As we expand our ESG initiative, we will seek ways to further optimize our governance process.

This commitment statement may be reviewed from time to time. MGS reserves the right to amend this statement from time to time to reflect changing circumstances.