

Environmental, Social and Governance Strategy 2025

MSS Solutions is committed to driving sustainability in the built environment.

As a leading mechanical contractor specializing in commercial buildings, we partner with our clients—including Fortune 500 companies—to design, build, and maintain energy-efficient systems that reduce environmental impact. Through innovative HVAC solutions, building automation, and sustainable engineering practices, we help businesses achieve their environmental goals by improving energy efficiency, reducing carbon footprints, and optimizing operational performance.

MSS ESG Strategy 2025

Environmental

Emphasizing sustainability across operations and client projects.

Current Initiatives

- Recycling scrap metal from the fabrication shop.
- Implementing energy-efficient practices in HVAC systems and building automation for clients.
- Leveraging our Sustainability Committee to guide ESG strategy and track progress.

New Initiatives

- Reducing energy consumption at company facilities (e.g., LED lighting, energy management systems).
- Offering clients assistance in obtaining green building certifications (e.g., LEED, ENERGY STAR).
- Using eco-friendly materials in construction and fabrication processes.
- Installing renewable energy sources.
- Tracking and reducing Scope 1 and Scope 2 carbon emissions, with long-term reduction targets.



1,285,820 lbs of metal

Recycled from MSS fabrication shop to date, to be repurposed and reused.

Social

Enhancing employee well-being, community involvement, and workforce development.

Worker Safety and Well-Being

- Maintain industry-leading safety standards, ensuring employees are trained and certified (e.g., OSHA, specialized certifications).
- Maintain robust emergency response plans.
- Recognize and reward teams demonstrating exemplary safety practices.

Current Initiatives

- Partnering with “The ROC” to promote youth entering the trades.
- Philanthropic donations to various non-profit organizations.
- Enhancing employee well-being with mental health resources and flexible work options.

New Initiatives

- Establishing apprenticeship and mentorship programs for tradespeople.
- Participating in community projects (e.g., volunteer efforts, clean-ups, local infrastructure development).

Governance

Promoting ethical, transparent, and accountable business practices.

Safety Oversight and Compliance

- Oversee compliance, review incidents, and implement safety improvements.
- Regularly update safety protocols to meet evolving regulations.
- Publish annual safety reports including training completion and incident rates.

Current Initiatives

- **Regulatory Compliance:** Adhering to applicable local and international laws, especially in industries with significant regulatory oversight.
- **Code of Ethics:** Policies addressing integrity, anti-corruption, and business ethics, tailored to the company's specific operations.
- **Training:** Regular employee education on ethical behavior and compliance with laws.
- **Risk Management:** relevant to the business, such as supply chain issues or workforce stability.
- **Cybersecurity:** Policies to ensure data protection.

New Initiatives

- Setting measurable ESG goals and tracking progress.

The MSS Team

 **770** EMPLOYEES

35
ENGINEERS



 **19** LICENSED
PE's

6 CEM's &
LEED AP's



Project Showcase

The Pearl – Charlotte, NC

- 650,000 Sq Ft
- LEED Gold C&S + LEED Silver Upfits
- 90% Carbon-Neutral



The Pearl includes construction of two towers for a laboratory research building and a medical school. The systems onsite include modular air handlers, chilled water, heating hot water, and Glycol Energy Recovery systems as well as venturi valves and sensible cooling terminal units. With sustainability being a core component of this project, MSS designed & curated our solutions to align with the designated LEED standards for these buildings. The project has a LEED Gold Core & Shell, various LEED Silver upfits, and is pursuing **LEED Zero Carbon** for its building's operation.