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Dear Valued Customer,

As part of our commitment to responsible sourcing and regulatory compliance, Means Engineering has started working towards Environmental, Social and Governance (ESG) compliance.

Environmental, social and governance (ESG) is a framework used to assess an organization's business practices and performance on various sustainability and ethical issues. It also provides a way to measure business risks and opportunities in those areas.

We currently maintain a Conflict Minerals 6.4 CMRT template which is available upon request.

We have recently begun efforts to determine the scope and effort required in regards to the following areas:

Extended Minerals, RoHS (Restriction of Hazardous Substances), REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), Persistent Organic Pollutants (POPs), PFAS (Per- and Polyfluoroalkyl Substances) and Council Regulation (EU) 833/2014.

Please see below for an expanded definition of the topics listed above.

1. Extended Minerals Compliance - Ensuring ethical and responsible sourcing of minerals like cobalt and mica.
2. RoHS Compliance – Compliance with EU Directive 2011/65/EU, stating whether the supplied products contain restricted substances above threshold limits.
3. REACH Compliance – Declaration confirming whether any substances of very high concern (SVHC) as listed by ECHA (European Chemicals Agency) are present in supplied products and evaluation of any necessary risk management measures.
4. Persistent Organic Pollutants (POPs) Compliance – Compliance with applicable regulations governing POPs, including the Stockholm Convention on POPs, Regulation (EU) 2019/1021, REACH (EC) No 1907/2006, the Basel Convention, and U.S. TSCA, and a declaration stating whether any restricted or banned POPs are present in supplied products.



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5. PFAS Compliance – Compliance with applicable PFAS regulations, including restrictions under the U.S. TSCA, REACH, and emerging state and national-level restrictions, and a declaration stating whether any PFAS substances are present in supplied products above regulatory thresholds.

6. Council Regulation (EU) 833/2014 Compliance (Sanctions on Russia) – Compliance with the restrictions imposed under Council Regulation (EU) 833/2014, which measures the supply of certain goods and technologies subject to trade restrictions.

We will be evaluating our ESG program scope and as required, will be working with our suppliers to collect and compile the necessary documentation to support this effort. This effort will be a focus in calendar year 2026.

If you require any clarification of the current status of our efforts, please contact us at [info@meanseng.com](mailto:info@meanseng.com).

We appreciate your business and look forward to continuing to uphold responsible and sustainable sourcing practices. Thank you.