



2024 REPORT



The Safety Company

That men and women may work in safety and that they, their families, and their communities may live in health throughout the world.

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A LETTER FROM STEVE BLANCO

PRESIDENT AND CEO

In 2024, MSA Safety hit a milestone—110 years dedicated to helping protect the world’s workers and workplaces. While the challenges and hazards facing our customers have evolved over time, our commitment to delivering best-in-class safety products and solutions remains steadfast.

Each year, the MSA Safety team has the privilege of helping to protect more than 40 million workers. We recognize this responsibility as the foundation of a singular mission that is put into action each day so that the world’s workers can return home safe and sound.

Our dedicated teams are privileged to spend countless hours each year with our customers. We’re using these opportunities to listen and learn about the safety challenges they face today and the ones they anticipate tomorrow. This dialogue fuels our passion for innovation and the connection we share with that one mission.

In this year’s **Impact Report**, we have highlighted examples of our mission in action. They connect to one or more of our three Impact pillars: Products and Solutions; People; and Planet. From customer “save stories” to the development of products and solutions that help to support our customers’ own sustainability goals, they each reaffirm behind all that we do at MSA.

All of our over 5,000 associates around the world are motivated by our purpose in the work we do each day and the impact in support of our customers and communities—ensuring **that men and women may work in safety, and that they, their families and communities may live in health throughout the world.**

Thank you for your continued support and partnership.

Yours in Safety,

Steve Blanco

President and Chief Executive Officer



MSA SAFETY AT A GLANCE



\$1.8B
Net Sales



5000+
Associates



37%
Product
Vitality*



40+M
Workers
Protected

OUR MISSION

That men and women may work in safety and that they, their families, and their communities may live in health throughout the world.

OUR VISION

To be the world's leading provider of safety solutions that protect workers when life is on the line. We pursue this vision with an unsurpassed commitment to integrity, customer service, and product innovation that creates exceptional value for all MSA Safety stakeholders.

OUR VALUES



2024 RECOGNITIONS

Western Pennsylvania's Top Workplaces by the Pittsburgh Post-Gazette (17th time)

Forbes America's Most Trusted Companies (2025)

Newsweek America's Most Responsible Companies (2025)

USA TODAY Climate Leader (2025)

Time America's Best Companies/Best Mid-Size Companies (2024)

Forbes America's Best Mid-Size Employers (2024)

Newsweek America's Greenest Companies (2024 & 2025)

* Products, services and solutions launched within the last five years.

SAFETY IS ALL WE DO

MSA SAFETY IS HELPING TO PROTECT MORE THAN **40 MILLION** WORKERS AROUND THE WORLD ANNUALLY.**



IMPACT METRIC

This metric is an estimate of the average number of workers MSA Safety's products and solutions help to protect each year.

** As of December 31, 2024. "Workers Protected" is an estimate based on internal data, third-party and internal market research, product expert opinions, and certain assumptions, and is subject to change.

MSA SAFETY AT A GLANCE

OUR APPROACH TO GROWTH AND IMPACT

Our commitment to operating as a sustainable business is evidenced by efforts across our key pillars of Products and Solutions, People, and Planet.

PRODUCTS & SOLUTIONS

- MSA Safety is a leader in premium safety solutions
- Our global R&D teams invent, innovate, and develop next generation solutions
- Our best-in-class products and solutions make work safer, easier, and more productive
- We offer unique products that help customers reach their own carbon reduction targets

SELECT NEW PRODUCTS



FL5000 MSIR
Flame Detector



V-Gard H2™
Safety Helmet



Cairns® 1836
Fire Helmet

SELECT SUSTAINABILITY SUPPORTIVE PRODUCTS



Bacharach®
Parasense Monitoring



V-Gard® GREEN
Hard Hat



V-Gard C1®
Hard Hat



89%
of surveyed associates
are proud to work
at MSA Safety

PEOPLE

- We prioritize an inclusive workplace energized by our mission
- Our engaged associates create unique outcomes for a global safety marketplace
- We foster continuous improvement and personal growth through the MSA Business System

PLANET

- MSA Safety is committed to a 42% reduction in Scope 1 and 2 GHG emissions by 2030, aligned with 1.5° Celsius carbon reduction target
- We regularly evaluate our operations to find ways to reduce environmental impact

2024 IMPACT HIGHLIGHTS



Product Development and Management Association Outstanding Corporate Innovator Award Recipient



~37,000 training certificates awarded through MSA's Training, Services & Solutions Team



Recognized as a Top Workplace for 11th time by the Pittsburgh Post-Gazette



Launched MSA Mosaic, our re-envisioned approach to an inclusive workplace



6,500 Near Hits Submitted by our engaged associates as a commitment to living our mission of safety



\$1.2M in Charitable Giving

MATERIALITY ASSESSMENT

In 2024, we conducted a double materiality assessment to prioritize the sustainability issues that affect us financially, as well as to determine our impact on people or the environment.

Our assessment included benchmarking, a review of internal policies and external reports, and interviews with subject matter experts across our organization. These topics spanned a broad range of areas, including environmental sustainability, workforce, and business conduct. The results of this assessment are being used to guide MSA Safety's impact strategy.



GOVERNANCE & INTEGRITY

The MSA Safety Board of Directors maintains oversight of the Company’s environmental, social, and governance affairs and has continued to assess its corporate governance framework in the context of the evolving landscape.

The table (at right) illustrates the role of the Board, its committees, our Executive Leadership Team, and the Company’s managers, respectively, in overseeing, leading, and executing our impact strategy.

In 2024, the Compensation and Talent Management Committee approved an impact scorecard pursuant to which the achievement of established goals would enable the executives to receive up to a 5% modifier (plus or minus) to their annual cash incentive. Impact scorecard goals included environmental, social and program governance elements intended to drive the company’s continued enhancement of impact activities. Based on 2024 scorecard performance, the impact modifier was 0%, having no positive or negative impact on annual cash incentive amounts.

BOARD OF DIRECTORS

<ul style="list-style-type: none"> • Impact Program Oversight • Workplace Health and Safety 	<ul style="list-style-type: none"> • Enterprise Risk Management (ERM) • Cybersecurity 	<ul style="list-style-type: none"> • Customer Experience/Satisfaction • AI Oversight
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Nominating and Corporate Governance Committee	Audit Committee	Compensation Committee
<ul style="list-style-type: none"> • Corporate Governance • Impact Program Oversight • Climate Change/Sustainability • Proxy/Peer ESG Performance 	<ul style="list-style-type: none"> • Ethics and Compliance • Cybersecurity • Data Governance for Non-financial ESG Metrics 	<ul style="list-style-type: none"> • Pay Equity • Human Capital Management and Talent Management Strategies and Programs • Impact-related Compensation Elements

EXECUTIVE LEADERSHIP TEAM

Executive Sponsor: Senior Vice President, President MSA Americas

CORPORATE SOCIAL RESPONSIBILITY PROGRAM MANAGER

GLOBAL CROSS-FUNCTIONAL TEAMS

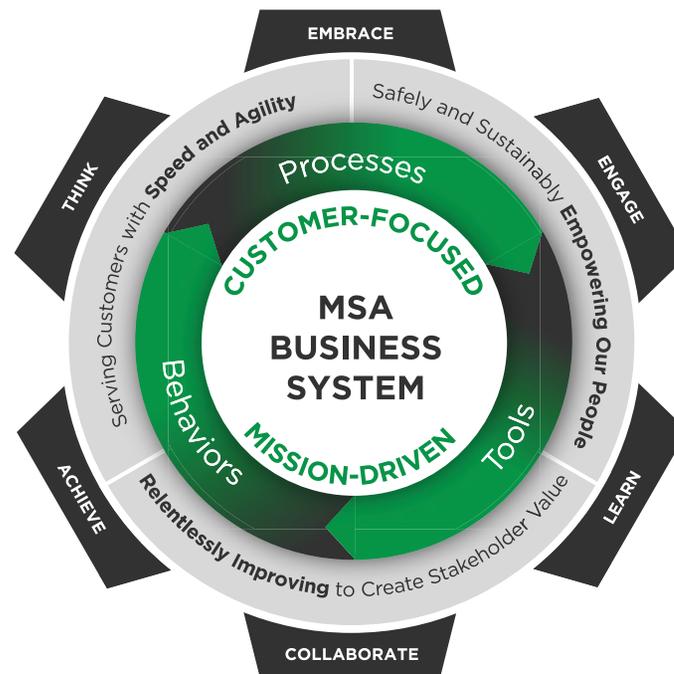
MSA BUSINESS SYSTEM

The MSA Business System is our company’s approach to working at our best—at our most efficient and most empowered. It is a combination of behaviors, processes, and tools that provide a framework to drive continuous improvement and create intentional, problem-solving practices that are consistent across the organization.

MSA MBS IN ACTION

We believe that every MSA Safety associate plays a vital role in driving continuous improvement and innovation. That’s why we actively encourage all team members to share ideas that can enhance their individual job activities, improve the work environment, or optimize any aspect of our company’s processes.

To support this culture of proactive problem-solving and engagement, we’ve built a robust MBS (MSA Business System) training curriculum. This program equips associates with essential foundational skills in areas such as lean thinking, process improvement, and collaborative teamwork. By empowering associates with the right tools and mindset, the MBS curriculum enables our culture to thrive and ensures we consistently deliver on our mission of protecting lives.



GAMECHANGERS

At MSA Safety, our distinctive culture, mission, and values inspire our associates to pursue excellence. Guided by the MSA Business System (MBS) behaviors—Embrace, Engage, Learn, Collaborate, Achieve, and Think—we define high performance universally, encompassing all functions and roles within our organization. The contributions of elite performers across the company play a special role in driving our business forward and helping our customers achieve their safety goals.

This quarterly award celebrates MSA Safety associates who achieve outstanding results through improvement initiatives, challenging the status quo, and leading change by embodying the MBS and its associated behaviors.



BUSINESS RESILIENCE

MSA Safety considers business resilience to be more than a strategic advantage—it's a critical necessity. We work continuously to anticipate, respond to, and recover from potential disruptions while remaining focused on delivering our mission. Regardless of the disruption—be it supply chain instability, economic change, or unforeseen events—we are dedicated to agile adaptation, continuous learning, and long-term resilience. At the core of this resilience is a commitment to operational excellence, empowered teams, and a culture that embraces continuous improvement and innovation, each through execution of the MSA Business System Principles.



CYBERSECURITY

The Company deploys formal systems, programs, and technologies to mitigate ongoing cybersecurity risks. Associates are assigned periodic training to facilitate compliance.

RISK MANAGEMENT

Risk management is a core element of our company's governance structure. We continue to enhance our risk oversight and business continuity programs that address traditional and non-traditional risks. This includes crisis and enterprise risk management, cybersecurity, information management and data governance strategies, among others.



ENTERPRISE RISK MANAGEMENT

The Enterprise Risk Management program drives systematic decision-making within MSA Safety by enabling the identification and management of critical enterprise risks.



CRISIS MANAGEMENT & BUSINESS CONTINUITY

The Crisis Management Program enables MSA Safety to promptly identify and respond to crises to protect the health and safety of our associates, customers, facilities, and other stakeholders. MSA Safety also utilizes the program to support business continuity, including supply chain resiliency. MSA Safety conducts trainings and tabletop exercises and maintains an internal Crisis Management Advisory Council to support program oversight.

BUSINESS ETHICS & INTEGRITY

In pursuit of our mission and values, we conduct business responsibly and act ethically in all that we do. At MSA Safety, governance of the Company's ethics and compliance program activities is led by the Chief Legal Officer, who also serves as the Company's Chief Compliance Officer, in managing a team of legal and compliance professionals who execute the program each day. The legal and compliance teams work hand in hand with human resources, finance, internal audit, and other functional and business leaders to ensure the proper operation of these important programs.

CODE OF CONDUCT

In 2024, MSA Safety launched a refreshed [Global Code of Business Conduct](#) (the "Code"). The Code is a longstanding cornerstone of our business, guiding us to do the right thing, in the right way, every day, and applies to all associates. The Code sets forth the company's expectations for ethical conduct, compliance with laws, and how we respond in complex situations. All associates complete periodic mandatory training on our Code, with salaried associates trained more frequently (at least once a year) and on additional legal compliance topics.

ANTI-CORRUPTION / BRIBERY

MSA Safety conducts business on a global scale. This global reach introduces a number of legal complexities, including compliance with global anti-bribery/ anti-corruption laws. Such laws can extend to associates and operations, wherever located, and the Company takes seriously its obligations under these laws. Accordingly, MSA Safety maintains a formal anti-bribery compliance program, governed by our Code of Conduct, and a specific [anti-bribery compliance policy](#). All associates are required to read, understand, and follow the Code and our anti-bribery policy. Associates are also required to complete training on an ongoing basis as assigned which included a 2024 refresher training.

ETHICS GUIDELINE

The [MSA Ethics Guideline](#) is a telephone, mobile, and internet resource available to all stakeholders to ask questions or report concerns 24 hours a day, seven days a week. Reporters can access the Ethics Guideline using a secure, third-party managed website, a toll-free telephone number, or a mobile intake form via a QR code. The toll-free number is answered by trained specialists speaking the local language, and the internet and mobile tools are available in our local languages.

One of the ways we measure the success of our ethics and compliance program is through periodic surveys. We most recently complete a survey in 2024, which helped to inform our training and awareness campaigns.

ARTIFICIAL INTELLIGENCE

Education and risk management are important components of MSA Safety's AI strategy. The Company launched mandatory training on Generative AI to help ensure all global associates are equipped with knowledge and skills required to use tools effectively and safely, while fostering compliance with company AI policies and recognizing key risks. The training covered various aspects of AI, including its ethical implications, best practices, and the potential risks associated with its use. A corporate policy on AI was also implemented in 2024.

SUPPLY CHAIN & HUMAN RIGHTS

At MSA Safety, we believe high ethical standards are the foundation of a successful business. Our teams work diligently to engage the right suppliers to ensure we can solve the world's safety challenges each day. As a partner of MSA Safety, our suppliers are required to meet certain expectations outlined in our Supplier Handbook, and Supplier Code of Conduct.

COMPLETE INITIAL SUPPLIER ASSESSMENT

MSA Safety evaluates suppliers prior to selection. Prospective suppliers are required to provide basic information such as:

- Financial Health
- Business Structure
- Capabilities
- Quality Control
- Cybersecurity
- Human Rights

The information is evaluated to determine if MSA Safety should work with these suppliers for our desired outcomes.

PARTICIPATE IN MSA SAFETY'S SUPPLIER AUDITS

MSA Safety's Supplier Development Team works with our suppliers to encourage compliance through routine communication and audits.

This team helps suppliers improve processes, policies and procedures based on the outcome of the audit.

AGREE TO MSA SAFETY'S SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct outlines expectations for suppliers to MSA Safety such as:

- Ethics
- Safety
- Human Rights
- Labor Laws
- Environmental Practices
- Confidential Information

ONGOING RISK MANAGEMENT & CONTINUOUS IMPROVEMENT

All MSA Safety suppliers receive our supplier handbook which outlines our minimum expectations for quality management systems as a requirement of doing business with MSA Safety.

These expectations are reinforced during business reviews held throughout the year with suppliers to ensure alignment.

HUMAN RIGHTS

MSA Safety is committed to respecting and upholding human rights.

The Company issues periodic Human Rights training to associates who work in functional areas of the business where this topic is applicable to their work. This training is also a requirement for new hires.

Our longstanding Global Human Rights Policy outlines that commitment. It complements other foundational policies and positions, including:



Modern Slavery & Human Trafficking Statement



Global Code of Business Conduct



Supplier Code of Conduct

PRODUCTS & SOLUTIONS

MSA Safety's mission inspires the company's purpose—to protect the world's workers and workplaces. These closely linked concepts of mission and purpose define why MSA Safety exists and how the company strives to make a positive impact on society. They speak clearly to our associates, customers, investors, and partners about our commitment to delivering advanced products and solutions that help protect people and make workplaces safer.



* Percentage of net sales; includes capitalized software development costs.
** Products, services and solutions launched within the last five years.

MISSION IN ACTION: G1™ SCBA WITH INTEGRATED THERMAL IMAGING CAMERA HELPS FIREFIGHTERS SAVE LIVES

For more than 100 years, MSA Safety has been steadfast in its pursuit of one Mission: to help keep people safe at work. The value and importance of that mission were recently highlighted when firefighters used MSA Safety technology to save lives.

A Fire Department in California recently upgraded its SCBA fleet to MSA G1 SCBAs with integrated Thermal Imaging Cameras (iTIC) and responded to a raging house fire at night. Upon arrival, they were alerted that two people might be trapped inside. Using the G1 iTIC, one firefighter was able to quickly scan the smoke-filled room and locate a downed victim. Thanks to the technology, the first responders were able to find and rescue both residents from the blaze.



HISTORY OF LEADING SAFETY INNOVATION SINCE 1914

1914 – 1919

Introduced key products including Edison Flameless Electric Miners' Cap Lamp, Gibbs SCBA, and CO detector

1935

Launched Explosimeter Model 2A, became standard for combustible gas detection for decades

1962

Introduced first version of iconic V-Gard® helmet, became world-recognized for comfort, quality, and durability

1971

Long-life, lithium-iodine battery developed by MSA subsidiary for use in first heart pacemaker

1987

Invented Quick-Fill® System allowing firefighters to replenish air supplies during emergencies, became part of NFPA standard for all manufacturers

2002

Acquired CGF Gallet, leading European manufacturer of protective helmets for fire services

2010

Acquired General Monitors®, leader in innovative gas monitoring and flame detection instrumentation

Launched revolutionary XCell® Sensor line, set a new performance standard

2017

Launched state-of-the-art Fixed Gas Platform X5000 & S5000 Transmitters with MSA XCell® sensors

2018

Reimagined fall protection with new V-SERIES® Line



2021

Launched ALTAIR io™ 4 Gas Detection Wearable and MSA+ business model, which bundles hardware, software, and services for a seamless customer experience



2021

Acquired Bacharach®, leader in HVAC-R gas detection instrumentation



1900s

MSA Safety founded in response to Jed Mine explosion in West Virginia

1914



Designed filter system and aerosol filter respirators for Apollo 12 spacecraft

1969

Launched TIM System (Total Instrument Manager), world's first computer-controlled, networked, portable instrument calibration and record-keeping system

1996

Patented MSA M7 Responder Combination SCBA became standard at global U.S. Air Force bases

2008



2000s

Launched MSA M1 SCBA, designed with firefighters for international markets

2019



Acquired Globe® Manufacturing, leader in turnout gear

2017

Acquired Latchways® PLC, provider of innovative fall protection systems and solutions

2015

Launched innovative MSA G1™ SCBA to offer first responders integrated and enhanced solutions

2014



Launched Cairns® 1836 Fire Helmet, FL5000 MSIR Flame Detector and V-Gard H2™ Safety Helmet

2024

Announced enhancements to the MSA G1™ SCBA platform with the G1 XR Edition and launched Globe® G-XTREME™ PRO 3.0 turnout jacket; acquired M&C TechGroup, expanding capabilities in fixed gas detection

2025



CONTINUALLY INNOVATING IN PURSUIT OF WORKER SAFETY

ENABLING CUSTOMERS' COMPLIANCE & SUSTAINABILITY



DETECTION

BACHARACH®

Industry-leading precision monitoring for low-level leak detection, helps companies reduce carbon footprint and operating cost.

ULTIMA® X5000 & S5000 GAS MONITORS

New design and technology extends calibration intervals and offers longer sensor life in traditional and clean energy markets.



FIRE SERVICE

HELMETS & PROTECTIVE APPAREL

Expansive sizing and fit, enhanced comfort, and improved cleanability help all firefighters safely work at peak performance.

FIREGRID™ SOFTWARE

Cloud-based incident and asset management applications that improve situational awareness for data-driven decision making.



INDUSTRIAL PPE

V-FLEX® SAFETY HARNESS

Ergonomically designed harnesses to improve worker mobility and comfort with unique connected fall protection capabilities.

V-GARD H2™ HARD HAT

Next-gen Type II hard hat expands impact coverage without sacrificing comfort.

BEST-IN-CLASS REFRIGERANT LEAK DETECTION OFFERS SAVINGS IN PAPERWORK, REPORTING AND COMPLIANCE COSTS

Bacharach Parasense Connected Enterprise Platform provides early, low-level leak detection, notification, and analytics.

- Refrigerant tracking and compliance reporting captures data for regulatory requirements
- Energy Management Platform analyzes waste, identifies changes to operational characteristics, and benchmarks performance with automated emails to identify leaks and report energy exceptions

RESULTS: SIGNIFICANT SAVINGS IN PAPERWORK, REPORTING, AND COMPLIANCE COSTS.

- Reduces leakage rates by up to 15%
- Quickly detects leaks, reducing waste and improving operation efficiency
- Leverages data analytics for continuous improvement

END MARKET:
COMMERCIAL REFRIGERATION

NEW PRODUCT SPOTLIGHTS



FL5000 MSIR FLAME DETECTOR

An advanced multi-spectrum infrared (MSIR) flame detector that provides superior false alarm discrimination over long distances. The FL5000 detector employs a multi-spectral optical IR sensing array with sophisticated Artificial Neural Networks (ANN) to reliably discriminate between actual flames and the vast majority of false alarm sources.

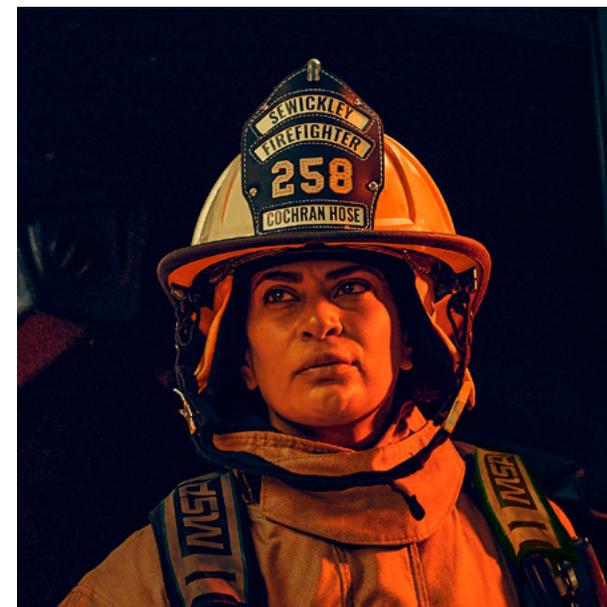
END MARKET:
INDUSTRIAL PROCESS CONTROL



V-GARD H2™ SAFETY HELMET

The V-Gard H2 Safety Helmet provides superior comfort and versatility while incorporating advanced technology to help protect against lateral impacts. The optional Mips® brain protection system for industrial safety helmets adds another layer of protection, designed to help reduce the risk of brain trauma by redirecting rotational energies in the event of certain angled impacts.

END MARKET:
INDUSTRIAL WORKERS



CAIRNS® 1836 FIRE HELMET

New Cairns 1836 Traditional Fire Helmet offers comfort, ease of adjustment, light weight, low ride height, and ease of cleaning. The helmet heralds in a new era of performance with innovative features, without compromising quality, durability, and safety that is expected from MSA Cairns.

END MARKET:
FIRE SERVICE

OUR CUSTOMERS THE HEART OF EVERYTHING WE DO

MSA Safety invests considerable time in understanding how our customers work, the challenges they face today, and those they anticipate tomorrow. Our products are designed to simplify safety programs, enabling customers to stay focused on what they do best. MSA Safety is committed to delivering best-in-class products, innovative solutions, and the support needed so that workers around the world return home safely every day.

MISSION IN ACTION: MSA ALTAIR io™ 4 GAS DETECTION WEARABLE PREVENTS TRAGEDY

Our mission came to life when a worker likely prevented a tragedy thanks to the ALTAIR io 4 Gas Detection Wearable during a product trial. The trial involved ALTAIR io 4 devices across five cities to help assess the benefits of using a connected network of wearable detectors while installing fiber optic cable in confined spaces.

A worker had followed the sales manager's suggestion and decided to keep his ALTAIR io 4 device turned on throughout his normal late shift. Around 1:00 a.m., while in an enclosed mobile workspace in the back of his truck, the ALTAIR io 4 device told him there was a small amount of CO present in the space, so he decided to check the workspaces on his coworkers' trucks. Upon entering the space in another truck, the ALTAIR io 4 alarm immediately went off, alerting him to a very high level of CO. He exited the space and instructed his coworker to do the same. Apparently, a built-in, gas-powered generator supplying electricity to the workspace had not been properly ventilating its exhaust.

Because of the ALTAIR io 4 Gas Detection Wearable and its ability to communicate real-time actionable data, a supervisor was quickly made aware of the incident. All workers went home safely that evening.



MSA SAFETY RECEIVES PRESTIGIOUS OUTSTANDING INNOVATOR AWARD FOR SECOND TIME

MSA Safety was named a 2024 Outstanding Corporate Innovator by The Product Development and Management Association (PDMA). The Company was recognized for demonstrating an organization-wide commitment to innovation and a customer-centric focus on developing products and solutions to enhance worker safety around the world. MSA Safety has embraced customer-driven innovation using today's technologies to make workplaces safer. MSA Safety was recognized for its work in integrating Voice-of-Customer feedback into its innovation strategy to help solve customer challenges.



INTEGRATING SUSTAINABILITY IN NEW PRODUCT DEVELOPMENT

MSA Safety deploys a product development playbook to systematically identify opportunities to help our customers achieve their sustainability goals.

PRODUCT DESIGN

SUSTAINABILITY DESIGN REVIEW

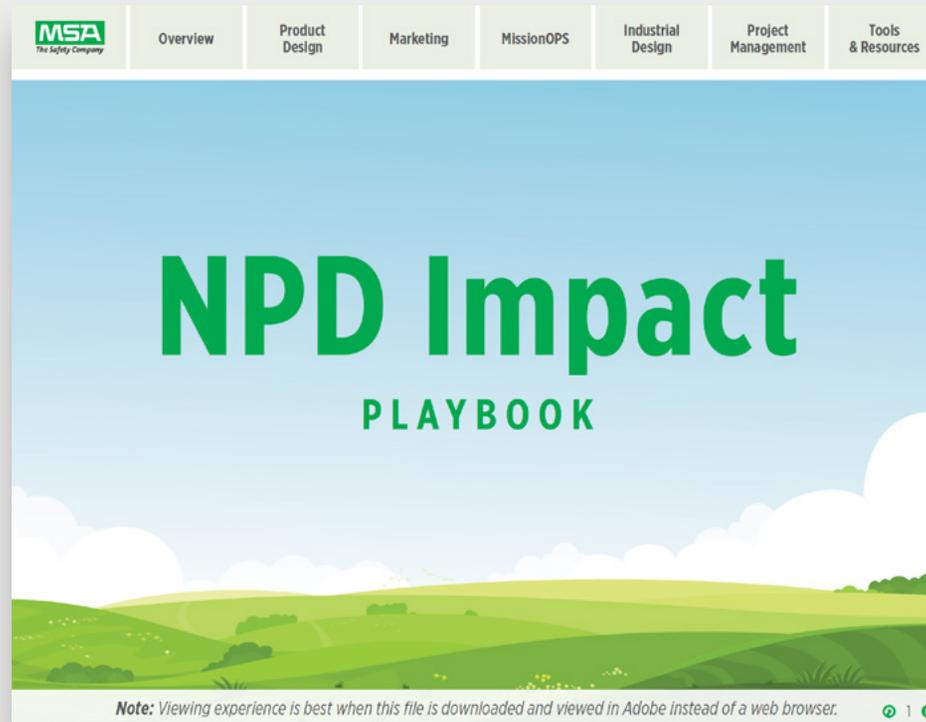
Dedicated, focused discussion on potential impact attributes

PRODUCT SPECIFICATION

Sustainability requirements captured and clearly identified

END-OF-LIFE

Clearly defined instructions with product designed for responsible disposal



INDUSTRIAL DESIGN

PACKAGING

Reviewed for sustainability opportunities

USER INSTRUCTIONS & PRODUCT LABELING

Pursue quick-start guidelines, paper and printing reductions, and graphic-rich content where possible

MEETING CUSTOMER DEMAND SO THAT EVERY PROJECT DRIVES MEASURABLE BUSINESS IMPACT.

MSA SAFETY EXPERTS SHARING SAFETY EXPERTISE

We are committed to supporting our customers by providing the knowledge and resources they need to work safely every day. Through clear guidance, expert insights, and practical tools, we help ensure that safety is always a priority on the job. The following are examples of how we deliver this vital support in action.

HIGH HAZARD FIRE & GAS DETECTION APPLICATIONS AT IEEE INTERNATIONAL SYMPOSIUM

Jon Miller, Senior Principal Engineer, received an invitation from the Global Hazardous Locations Section Leader of the Institute of Electrical and Electronics Engineers International Symposium on Product Compliance Engineering. He presented on High Hazard Fire & Gas Detection Applications at the May 2024 Symposium, marking his third consecutive year as a speaker at this annual event.

During this year's presentation, Jon explored the application of Risk Assessment, Safety Instrumented Systems (SIS), and Fire & Gas Detection Systems. A significant aspect of the talk focused on an MSA-based solution for fire and gas detection, enhancing safety for facility personnel and property.

ADVANCED GAS DETECTION TECHNOLOGY & PPE

Dr. Zane Frund, CIH, Executive Director, Materials, Chemical Research & Sensor Development, participated as an expert panelist in the Safety Innovation Summit in Pittsburgh, one of the nation's first regional collaboratives of medical, business and civic leaders organized to address healthcare safety and quality improvements.

Zane's talking points included MSA's ongoing efforts in the development of advanced gas detection technology and personal protective devices. From his Biomedical Engineering perspective, he commented on ongoing efforts to develop non-invasive, physiological monitoring devices, as well as FDA product development recommendations and government certification requirements.

REVOLUTIONIZING HVAC-R SAFETY

HVAC-R professionals gathered in Malaysia for an impactful Channel Partner Training & Support Event, focusing on Refrigerant Leak Detection Solutions. Delivered by the local MSA Safety HVAC-R experts, the event provided hands-on training aimed at improving safety and efficiency in various applications. The training highlighted the importance of using industry-leading products to enhance safety across various HVAC-R applications, underscoring the commitment to excellence and innovation in leak detection.

~37,000

training certificates awarded through MSA's Training, Services & Solutions team through 2024



PEOPLE

ONE MISSION. ONE PASSION. ONE PURPOSE.

To develop the best products, we need the best people. We aim to create a robust talent pipeline to ensure we have the right people with the right skills to solve today's safety challenges and anticipate those of tomorrow. We strive to create a work environment that encompasses safety in all forms—physically and psychologically—that, partnered with training and development opportunities, lays the groundwork for our associates to excel in an inclusive environment.

MSA BRAZIL RECEIVES GREAT PLACE TO WORK CERTIFICATION!

MSA Brazil received the Great Place to Work (GPTW) certification, which is awarded to companies that stand out for offering an exceptional work environment. Based on associate surveys, the Great Place to Work methodology evaluates a company's culture of trust, effective leadership, and alignment of purpose and values.

MSA MAKES PITTSBURGH POST-GAZETTE LIST OF TOP WORKPLACES FOR THE ELEVENTH YEAR!

For the eleventh year, the Pittsburgh Post-Gazette named MSA Safety one of Western Pennsylvania's Top Workplaces through its annual Top Workplaces Survey Program! In addition, MSA was also recognized with a special award for "Values," which reflects the sentiments MSA associates expressed about their work and being part of a company that operates by strong values, including integrity.

This honor is based exclusively on feedback from associates. The program assesses associate perceptions and opinions against a broad range of criteria, including employee engagement, leadership effectiveness, connection to an organization's mission and values, and benefits.



A CULTURE OF SAFETY

MSA Safety's EHS Management System, foundational to our culture, is supported by robust processes and practical tools that embed safety into daily operations. At the core of this system is a strong safety culture—rooted in our core values and the belief that every associate plays a vital role as a safety leader.

Key programs such as Near Hit reporting, Equipment and Process Safety Risk Assessments, Ergonomic Risk Assessments, and Behavior-Based Safety training are essential in proactively identifying and mitigating risks before incidents occur.

Following the PDCA (Plan-Do-Check-Act) methodology, we continuously learn from every incident and apply those insights to strengthen our systems, driving sustained improvements in safety performance across the organization.

	2021	2022	2023	2024
Total Recordable Incident Rate (TRIR)	0.6	0.3	0.3	0.3
Lost Time Incident (LTI)	0.3	0.02	0.1	0.02
Days Away or Transferred (DART)	0.5	0.2	0.2	0.1

These KPIs are calculated per OSHA standard definitions.

NEAR HITS

A Near Hit is an unplanned event that has the potential to cause, but does not actually result in, human injury, environmental or equipment damage, or an interruption to normal operation. MSA Safety actively engages with associates on behavior-based safety to identify hazards, report them, and correct them before they become an injury. We average more than one near hit per MSA associate annually and continue to enhance the quality v. quantity of near hit submissions as our associates gain deeper awareness of workplace risks..

	2021	2022	2023	2024
Near Hits Submitted	8,000	7,800	7,100	6,500

MSA GLOBAL EHS PRESENTS AT NATIONAL SAFETY CONGRESS

Stephanie Reese, Global Health, Safety, Environmental & Product Stewardship Director, and Jacqueline Barkus, CSP, Global Health & Safety Program Manager, presented Advancing Safety Data Analysis for Incident Prediction and Prevention.

The presentation displayed how MSA's Global EHS Team has cultivated safety programs by integrating data-driven approaches to enhance analysis and communication, predict potential risks, and identify improvement opportunities.



EHS MANAGEMENT SYSTEM

The MSA Safety Environmental, Health, and Safety (EHS) management system is designed to serve as a structured framework, enabling our organization to effectively manage and mitigate safety risks on a global scale. The overarching goals of the management system include:



The MSA Safety EHS Management System outlines protocols, procedures, and tools, establishing a unified approach to EHS management across all locations. It serves as a roadmap, empowering all MSA Safety associates to instill a culture of safety within their teams every day.

As an integral part of our EHS Management System, we conduct thorough investigations of all incidents—including recordable cases, first aid events, near hits, property damage, and no-injury occurrences. Our three-stage Expanded Root Cause Analysis, based on the 5 WHY method, helps us identify the underlying cause, determine how the risk was overlooked, and uncover systemic improvements to prevent recurrence.

Additionally, each incident undergoes a Fatality or Serious Injury (FSI) Evaluation to assess its potential severity. By systematically categorizing and analyzing incidents through these two processes, we generate actionable insights, share key learnings across the organization, and implement targeted improvements.

These proactive approaches have led to a measurable reduction in both the frequency and severity of incidents, reinforcing our commitment to continuous learning and maintaining a safer workplace for everyone.

	2021	2022	2023	2024
Potential FSI Incidents	26	15	7	9
Actual FSI Injuries	1	0	0	0
Lost Time Injuries	12	1	5	1

CONTRACTOR SAFETY



 **225** Contractor Evaluations Completed in 2024

MSA SAFETY PRESENTS AT ENGINEERING INDUSTRIES IRELAND MEETING

Lisa Preston, EHS Advisor at MSA's Galway, Ireland facility, presented MSA's Behavior-Based Safety (BBS) program at the Irish Business and Employers Confederation Behavioral Safety Workshop held in April 2024. The workshop brought together representatives from more than 30 manufacturing companies across the region, fostering a collaborative exchange of best practices in workplace safety.



JOHN T RYAN SAFETY AWARD

The John T. Ryan Global Safety Award is awarded annually to a single MSA Safety facility that exemplifies outstanding commitment to workplace safety. As part of the MSA Safety's Top Achievement Awards for over a decade, this honor represents the highest safety recognition within the company.

More than 25 sites compete annually, showcasing their efforts in proactive safety measures, employee engagement, and risk management. Winners are recognized for demonstrating strong safety performance, sharing best practices, and fostering a culture of safety.

IN 2024, QUERETARO MEXICO WON THE AWARD.

"The site has achieved a significant milestone of over 2.6 million man-hours without a Lost Time Incident. This achievement highlights the profound impact of leading safety indicators and active associate engagement."

The facility excels in identifying and addressing near hits proactively, consistently exceeding expectations and maintaining model safety standards, even while navigating challenges such as process transfers. This year alone, the site completed 50% more equipment assessments, including machinery transfers, while effectively implementing the EHS Management System through robust local policies, procedures, and associate-level execution."

– John T Ryan III Award Speech



MSA MOSAIC



MSA Mosaic is an associate-led group dedicated to ensuring safety in all forms by fostering an inclusive environment where every associate can share their unique ideas and perspectives.

We are committed to creating a workplace where every voice is heard, valued, and respected, enabling everyone to thrive, grow, and reach their full potential. By empowering diverse voices and fostering growth, Mosaic aims for MSA Safety to be a place where all associates can connect, thrive, and make a meaningful difference in our pursuit of **One Mission. One Passion. One Purpose.**

CORE PROGRAM PILLARS

 CULTURE NAVIGATION & WORK ENVIRONMENT	 COMMUNITY OUTREACH & ENGAGEMENT	 EDUCATION & AWARENESS	 PROFESSIONAL DEVELOPMENT	 EMPLOYEE CONNECTIONS
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DIVERSITY & INCLUSION

Cultivating and sustaining a diverse workforce enables MSA Safety to drive innovation and industry leadership. Our approach to diversity and inclusion is rooted in our commitment to attract the best talent from the broadest talent pools to ensure the most talented and qualified candidates are selected. This creates an environment that sustains our high-performing culture and empowers our people.

	2021	2022	2023	2024
Diverse Hires	41%	55%	57%	50%
Diverse Workforce	54%	53%	53%	55%
Women in the Workforce	42%	41%	40%	40%
Diverse Executives	36%	36%	46%	50%

Data includes the U.S. workforce only. We determine diversity based on our associates' self-identification or other information compiled in accordance with the requirements of the U.S. Government as of December 31, 2024. The U.S. Government considers individuals as diverse if they belong to one or more of the following groups: female gender, racial or ethnic minority, protected veteran, or individuals with a disability. Associates in multiple groups are only counted once. All metrics we report, with the exception of the new hire diversity rate, are based on a 12-month rolling average. The new hire diversity rate is based on cumulative annual total. Diverse hires only includes salaried associates.

WELLBEING DAY IN WARSAW

In celebration of May—Mental Health Awareness Month, MSA Warsaw organized a Wellbeing Day for associates. It was an opportunity to come together and focus on what truly matters—mental and physical health.



TRAINING & DEVELOPMENT

NEXT GENERATION BUSINESS LEADER PROGRAM

For our high-performing associates, providing best-in-class learning and development opportunities is necessary for both individual work satisfaction and for organizational performance and success. Continuous learning enables more effective execution of our growth strategy and positions us to adapt quickly to changes in our business environment. Recognizing this, we launched our Next Generation Business Leader Program—an associate development program designed to prepare the future leaders of MSA Safety. The program helps prepare our future leaders to manage in a rapidly changing business world.



MENTORING @ MSA

MSA Safety's mentorship program is designed to connect associates to foster professional growth. At MSA Safety, we aim to empower associates to own their career development through the design and delivery of meaningful, business-aligned resources, tools, and programs. Accordingly, we have established a flexible, supported approach to mentoring, which is available to all associates. We strive to enable associates to connect with people who can help them learn and grow, and will find it a mutually rewarding experience in return.



The program is designed to facilitate meaningful mentorship relationships, enabling associates to share knowledge, develop new skills, and support each other's career journeys.

MSA BRIDGES

MSA Bridges is a dynamic online platform that connects MSA Safety's associates and project leaders to foster collaboration and unlocks the full potential of our workforce by giving associates the chance to volunteer for stretch assignments and expand their knowledge. The platform provides unique opportunities for associates to build a profile, share their skills and experiences, expand their skills, knowledge, and expertise while tackling meaningful projects that align with their interests and career goals and move our business forward.



TUITION ASSISTANCE

MSA Safety is proud to offer tuition reimbursement programs to associates looking to enhance their careers. We recognize that personal and professional development are key to a high-performing workforce and so our programs offer up to 100% tuition reimbursement in the U.S. within program parameters. We have also developed a tuition reimbursement program for young adults just leaving high school. Recent graduates who work at Globe turnout gear facilities while attending school can earn up to 100% tuition reimbursement.

COMPENSATION, REWARDS & BENEFITS

Our global benefits strategy is designed to support the diverse needs of our workforce and promote holistic well-being—physically, mentally, and financially. We offer a comprehensive suite of benefits that includes competitive compensation, health and wellness programs, paid time off, parental leave, retirement planning, and professional development opportunities. These offerings are tailored to local markets while upholding our global standards of care and equity.

A TAILORED APPROACH

Across all locations, we provide core benefits such as healthcare access, paid time off, mental health support, and professional development. We also tailor our offerings to reflect regional priorities and cultural expectations which may include:

-  **COMPREHENSIVE HEALTH INSURANCE**
-  **401K RETIREMENT PLANS WITH COMPANY MATCHING**
-  **TUITION ASSISTANCE**
-  **24/7 EMPLOYEE ASSISTANCE PROGRAM**

-  **EMPLOYEE STOCK PURCHASE PROGRAM**
-  **WELLNESS STIPENDS**
-  **PENSION CONTRIBUTIONS**

These region-specific benefits reflect our commitment to inclusion and the well-being of every associate—no matter where they are in the world. We continuously assess and evolve our offerings to meet the changing needs of our people and the communities we serve.

PARENTAL LEAVE

MSA Safety recognizes the importance of flexibility for new parents and, as such, has established a parental leave program for associates that offers paid time off for associates with new babies, including adoption. This program provides new parents peace of mind to take time away from the office during this significant life event without worry of lost wages or job protection.

DEIKE-RYAN SCHOLARSHIPS

MSA Safety continuously invests in our people and our communities—and our associates' families are no exception. Named after our company co-founders, MSA's Deike-Ryan Scholarships are awarded each year to provide financial assistance for college-bound seniors of MSA Safety associates. Each of the 2024 recipients received a \$20,000 scholarship.

MAKING AN IMPACT IN THE COMMUNITIES WHERE WE LIVE & WORK

Supporting the health and safety of our communities extends beyond our products and customer relationships. At MSA Safety, we recognize the importance of active community engagement and encourage our associates to contribute their skills, time, and passion to local initiatives. The following are a few examples of how MSA Safety and our associates engaged with our communities in 2024.

Inspired Hearts and Hands (IH2) is a communitywide coalition collectively focused on addressing economic hardship and food insecurity through food box distributions, community events, holiday angel trees, educational enrichment programs, and student appreciation activities. 2024 marked the fifth year MSA Safety “adopted” a local elementary school for the holiday season.

Through voluntary monetary donations, MSA Safety associates fulfilled more than 150 “Angel Tree tag” requests from the children in a neighboring school district.

The **Best of the Batch Foundation** is a Pittsburgh-based organization offering programs to over 3,800 school-age children and their families. In 2024, MSA Safety raised funds to support ‘Batch-a-Toys’—a holiday program serving 250 families.



#MSAGIVES

\$1.2M
in Charitable
Donations in 2024



MSA BIZTOWN

The solution seekers who will lead the next generation of safety are already on the job at the newest MSA “facility”—Junior Achievement (JA) BizTown in Bridgeville, Pennsylvania.

There, students in grades 4-6 come from all over the region to participate in the JA BizTown Program, which combines in-class learning with a daylong visit to a simulated, interactive town. JA BizTown helps students make the connection between what they learn in school and the real world by combining 12 in-depth classroom lessons, a hands-on community experience, and a final in-class lesson to tie it all together. Classroom lessons incorporate market economy and free enterprise concepts, along with civic responsibility.



To open the storefront, Steve Blanco conducted a ribbon-cutting ceremony alongside his counterpart, a student serving as “acting” CEO for the day.

FIREAID

MSA Safety is a proud partner of FireAid, a UK-registered charity, that provides ethical and sustainable donations of fire and rescue equipment and training to over 50 countries worldwide. FireAid utilizes a unique database for sharing donated fire and rescue equipment and by encouraging and facilitating members to share expertise, best practices, funding and equipment to form joint projects and partnerships.

In 2024, FireAid delivered multiple shipments of MSA Safety products and fire garments to the Ukrainian Emergency Services. Our teams also participated in a townhall meeting with FireAid leadership and attended a film screening in London showcasing the vast breadth of FireAid's critical work.



MSA A GOLD SPONSOR OF BRITISH FIREFIGHTER CHALLENGE—ATHLETES IN MSA GEAR SHINE

MSA Britain was once again a proud sponsor of the British Firefighter Challenge, a competition organized by firefighters, for firefighters. The annual sporting event held in Liverpool pushes firefighters to their limits, provides a day of entertainment for spectators, and raises vital funds for the Firefighters Charity. This year's event raised more than £5,000 for the charity, which offers lifelong support for members of the UK fire services community, empowering individuals to live happier and healthier lives.

This was the first year the sponsored athletes were outfitted in MSA Safety turnout gear. Both athletes excelled in the 2024 challenge, finishing first in their age group category.

MSA Safety also sponsored the national Welsh Firefighter Challenge in June, where the M1 SCBA was used, and MSA Safety will sponsor several regional events in the UK next year, all of which support the Firefighters Charity.



PLANET

OUR COMMITMENT UPDATE

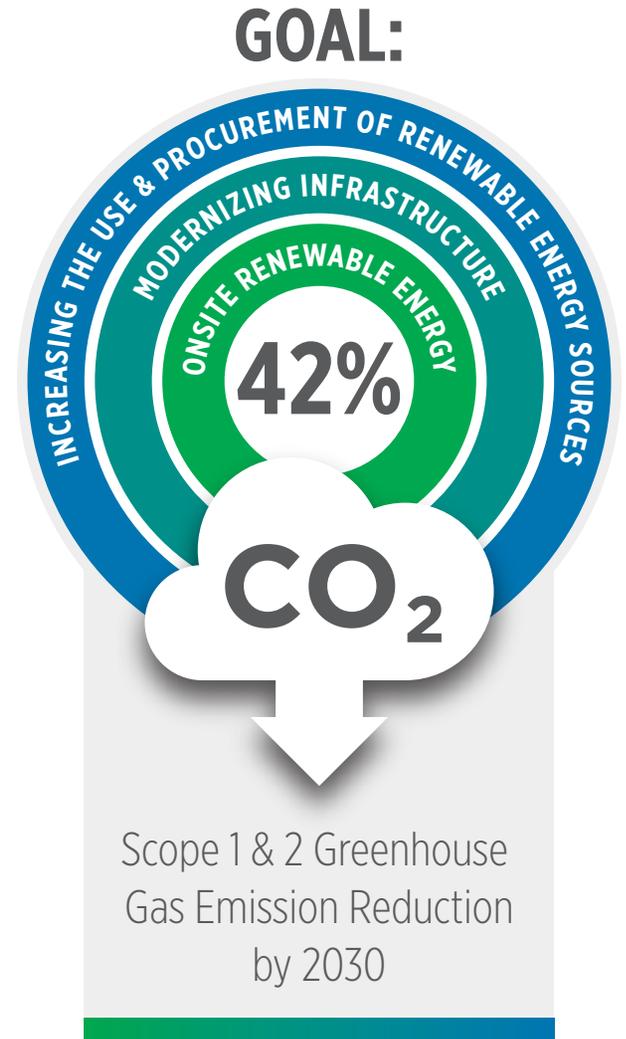
MSA Safety is dedicated to reducing market-based Scope 1 and 2 greenhouse gas emissions by 42% by 2030, using 2021 as our baseline year.

To achieve this target, we are implementing strategic upgrades across our operations to improve energy efficiency. These efforts include installing onsite renewable energy systems, modernizing infrastructure, and increasing the use and procurement of renewable energy sources.

We continue to meet our near-term milestones, keeping us firmly on track to reach our 2030 emissions reduction goal.

	Unit	2021	2022	2023	2024
Global CO₂e Emissions Location Based	Mt CO ₂ e	19,700	20,002	18,240	17,131
Global CO₂e Emissions Market Based	Mt CO ₂ e	19,110	17,234	8,195	8,057
Global Scope 1 Emissions Market and Location Based	Mt CO ₂ e	4,591	4,585	3,985	4,096
Global Scope 2 Emissions Location Based	Mt CO ₂ e	15,109	15,417	14,255	13,035
Global Scope 2 Emissions Market Based	Mt CO ₂ e	14,519	12,650	4,210	3,961

2021 - 2023 data has been restated to reflect updates to Berlin district heat emission factors. We diligently review our data collection processes for improvement. This data was updated as a part of this process.



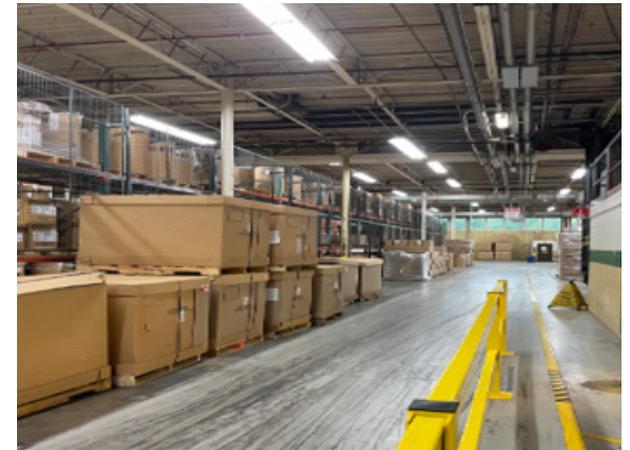
INVESTING IN SUSTAINABLE INFRASTRUCTURE

Enhancing building infrastructure and management is a key component of MSA Safety's strategy to reduce energy consumption and carbon footprint. This initiative prioritizes building insulation, lighting, and HVAC systems. MSA Galway recently completed a comprehensive building envelope insulation project, covering facility walls, floors, and ceilings. These improvements are expected to reduce electricity consumption by approximately 10% in 2025 compared to 2024.

In 2024, LED lighting projects continued across multiple MSA Safety facilities, driving energy efficiency and sustainability. At MSA Murrysville, 4,875 fluorescent lamps were replaced with LED lighting, leading to an estimated annual savings of 566,053 kWh. MSA Berlin completed a full warehouse relamping, replacing 160 fluorescent fixtures with 87 energy-efficient LED fixtures, enhanced with motion detection, for a projected savings of 34,224 kWh per year. At MSA Suzhou, 103 LED lamps (originally installed in 2015) were upgraded to more efficient models, resulting in an annual savings of 31,680 kWh.



GALWAY INSULATION PROJECT



MURRYSVILLE LIGHTING PROJECT



SUZHOU LIGHTING PROJECT



JACKSONVILLE LIGHTING PROJECT

RENEWABLE ENERGY

MSA Safety completed its third consecutive year of on-site solar installations. Joining Suzhou, China, and Chatillon, France, MSA Safety has now integrated on-site solar at its Queretaro, Mexico manufacturing facility. The Queretaro solar array consists of 545 panels spanning 3,122 square meters of facility roof space, with an annual capacity of 500 MWh—bringing MSA’s total on-site solar capacity to 1,704* MWh.



**SUZHOU, CHINA
2022**



**CHATILLON, FRANCE
2023**



**QUERETARO, MEXICO
2024**

	Unit	2021	2022	2023	2024
% Global Energy from Renewable Sources**	%	4%	14%	43%	44%
Purchased Renewable Electricity	MWh	2,701	7,626	7,186	7,743
Generated Renewable Electricity	MWh	0	443	965	952
Renewable Energy Certificates (Green-e Certified)	MWh	0	1,409	18,033	17,633
Total Renewable Energy**	MWh	2,701	9,478	26,184	26,327

* 2023 data updated.

** Includes purchased, onsite, and RECs

MAXIMIZING RESULTS

To maximize energy efficiency, the Queretaro installation was complemented by a power capacitor bank for power factor correction, reactive power reduction, and optimized electricity consumption. This upgrade is projected to reduce electricity usage by approximately 45%, enabling the solar array to meet 100% of the facility’s electricity needs.



ELECTRIFICATION

Electrification is a key component of our Scope 1 decarbonization strategy, replacing natural gas-powered equipment with more energy-efficient electric alternatives paired with renewable electricity.

Bristol Uniforms, an MSA company in Bristol, UK, implemented this approach by converting inefficient natural gas-powered turnout gear washers and dryers to high-performance Electrolux washing machines and PODAB dryers. This transition, combined with a 100% renewable power purchase agreement, eliminates the use of non-renewable fuel sources while improving energy efficiency. The shift to electrification is expected to result in a net energy reduction, further advancing Bristol's commitment to sustainable operations.



MEASURE TO MANAGE: MSA BACHARACH PARASENSE GETS RESULTS

MSA Safety has enhanced its energy monitoring capabilities with the installation of the MSA Bacharach Parasense ERM2 Energy Monitors and DC01 Data Collectors.

These systems have been deployed at MSA's Cranberry and Murrysville locations, complementing existing units at our New Kensington manufacturing facility. By leveraging real-time, electronically monitored data, MSA Safety can gain insights into energy consumption, optimize building management, identify energy-intensive areas, and strategically invest in efficiency improvements to reduce its carbon footprint.

Following the installation of Parasense ERM2 equipment in September 2024, the Cranberry Campus utilized daily energy consumption data to achieve a 4% reduction in electricity usage in Q4, compared to the same period in 2023.

To learn more about how the Parasense ERM2 Energy Monitor can help to better track energy consumption and improve carbon footprint, visit <https://us.msasafety.com/p/ERM2?locale=en>.



RESPONSIBLE WASTE MANAGEMENT

MSA Safety is committed to responsible waste management as part of our dedication to the planet’s long-term health.

This progress is driven by a strong foundation of measurement, compliance, and associate education across our global operations. MSA Safety facilities monitor and manage hazardous, non-hazardous, recycled, and reclaimed waste at the individual waste stream level, allowing us to identify and act on opportunities for reduction and elimination.

We maintain strict compliance with applicable environmental regulations and uphold the standards outlined in our global Environmental Management System. All waste is handled by authorized carriers and delivered to licensed disposal facilities in accordance with applicable laws and environmental best practices.

	Unit	2021	2022	2023	2024
Global Waste to Landfill	mt	1,358	1,266	1,216	1,155
Total Non-Hazardous Waste	mt	1,212	1,110	1,074	1,054
Total Hazardous Waste	mt	146	156	142	101
Total Recycled / Reclaimed	mt	1,216	1,363	1,518	1,469

	% Total Waste
Non-Hazardous Waste	40%
Hazardous Waste	4%
Recycled & Reclaimed Waste	56%



ENVIRONMENTAL COMMUNITY OF PRACTICE

In December 2024, the MSA Environmental Community of Practice celebrated a significant three-year milestone—marking 36 monthly meetings dedicated to fostering education, awareness, and collaboration on environmental compliance and sustainability.

Each month, cross-functional representatives from MSA locations worldwide convene to exchange insights on energy and waste reduction projects, review key performance indicators such as landfill diversion rates and energy consumption, and share strategies for achieving short- and long-term carbon reduction goals. Discussions also cover environmental regulations, emerging risks, and other critical topics.

This ongoing collaboration has strengthened MSA’s global environmental network, equipping participants with valuable knowledge to drive sustainable practices across their respective locations.

APPENDIX

Category	Unit	2021	2022	2023	2024
WATER					
Global Water Consumption	m ³	69,897	67,739	69,131	72,098
Water Consumed in Stressed Regions (High Risk)	m ³	—	43,637	43,148	48,317
WASTE					
Global Waste to Landfill	mt	1,358	1,266	1,216	1,155
Total Non-Hazardous Waste	mt	1,212	1,110	1,074	1,054
Total Hazardous Waste	mt	146	156	142	101
Total Recycled / Reclaimed	mt	1,216	1,363	1,518	1,469
ENERGY					
Total Global Energy	MWh	67,021	65,456	60,294	60,447
Global Electric/Steam Consumption	MWh	41,934	40,476	38,621	38,159
Global Fuel Consumption	MWh	25,087	24,980	21,673	22,288
Global Renewable Electric Consumption	MWh	2,701	9,478	26,184	26,327
GHG EMISSIONS*					
Global CO ₂ e Emissions Location Based	Mt CO ₂ e	19,700	20,002	18,240	17,131
Global CO ₂ e Emissions Market Based	Mt CO ₂ e	19,110	17,234	8,195	8,057
Global Scope 1 Emissions Market and Location Based	Mt CO ₂ e	4,591	4,585	3,985	4,096
Global Scope 2 Emissions Location Based	Mt CO ₂ e	15,109	15,417	14,255	13,035
Global Scope 2 Emissions Market Based	Mt CO ₂ e	14,519	12,650	4,210	3,961

Category	2021	2022	2023	2024
PEOPLE†				
Diverse Hires	41%	55%	57%	50%
Diverse Workforce	54%	53%	53%	55%
Women in the Workforce	42%	41%	40%	40%
Diverse Executives	36%	36%	46%	50%
Board Diversity	30%	30%	30%	30%
Global Voluntary Retention	92%	91%	92%	94%
HEALTH AND SAFETY PERFORMANCE				
Fatalities	0	0	0	0
Total Recordable Injury Rate (TRIR)	0.6	0.3	0.3	0.3
Lost Time Injury (LTI)	0.3	0.02	0.1	0.02
Days Away or Transferred (DART)	0.5	0.2	0.2	0.1
Near Hits Submitted	8,000	7,800	7,100	6,500
Potential FSI Incidents	26	15	7	9
Actual FSI Injuries	1	0	0	0
Lost Time Injuries	12	1	5	1

* 2021 - 2023 data has been restated to reflect updates to Berlin district heat emission factors. We diligently review our data collection processes for improvement. This data was updated as a part of this process.

† Data includes the U.S. workforce only. We determine diversity based on our associates' self-identification or other information compiled in accordance with the requirements of the U.S. Government as of December 31, 2024. The U.S. Government considers individuals as diverse if they belong to one or more of the following groups: female gender, racial or ethnic minority, protected veteran, or individuals with a disability. Associates in multiple groups are only counted once. All metrics we report, with the exception of the new hire diversity rate, are based on a 12-month rolling average. The new hire diversity rate is based on cumulative annual total. Diverse hires only includes salaried associates. All metrics we report, with the exception of the new hire diversity rate, are based on a 12-month rolling average. The new hire diversity rate is based on the annual average.

SUSTAINABILITY ACCOUNTING BOARDS INDEX

SASB Disclosure Topic	SASB Metric	SASB Code Reference	MSA Data
Energy Management	<ol style="list-style-type: none"> 1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable 	RT-IG-130a.1	Appendix MSA Safety disclosed 44% renewable energy.
Employee Health and Safety	<ol style="list-style-type: none"> 1. Total recordable incident rate (<i>TRIR</i>) 2. Fatality rate 3. Near miss frequency rate (<i>NMFR</i>) 	RT-IG-320a.1	A Culture of Safety MSA's Near Miss Frequency Rate (<i>NMFR</i>) for 2024 was 122.
Fuel Economy and Emissions in Use-Phase	<ul style="list-style-type: none"> • Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles. • Sales-weighted fuel efficiency for non-road equipment. • Sales-weighted fuel efficiency for stationary generators. • Sales-weighted emissions of: <ol style="list-style-type: none"> 1. nitrogen oxides (<i>NOx</i>) and 2. particulate matter (<i>PM</i>) for: <ol style="list-style-type: none"> a. marine diesel engines, b. locomotive diesel engines, c. on-road medium- and heavy-duty engines, and d. other nonroad diesel engines. 	RT-IG-410a.1 RT-IG-410a.2 RT-IG-410a.3 RT-IG-410a.4	N/A. This SASB metric relates to products sold. MSA does not sell products with fuel economy or emissions characteristics.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	Conflict Minerals MSA is committed to the responsible sourcing of tin, tantalum, tungsten, and gold (<i>3TG</i>), known as 'conflict minerals.' Our Conflict Minerals Policy and Supplier Code set clear expectations for our suppliers to responsibly source these materials. Every year, MSA conducts a 'reasonable country of inquiry' (<i>RCOI</i>) to determine whether any <i>3TGs</i> used in our products originated in covered countries. We also conduct a supply chain survey with our direct suppliers using the Responsible Business Alliance® (<i>RBA</i>) and the Global e-Sustainability Initiative ("GeSI") Conflict Minerals Reporting Template (" <i>CMRT</i> ").
Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	MSA is evaluating and reviewing this topic as part of its ongoing CSR efforts.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Pillar Disclosure

Governance [Governance and Integrity](#)

Strategy MSA endeavors to create climate-resilient, sustainable operations, minimizing overall environmental risk and impact while maximizing operational excellence. The MSA climate risk strategy will, among other things, undertake to identify and address possible disruptions to systems and assets caused by climate change as well as identify sustainability improvements in our products and operations.

Risk Management MSA will evaluate climate risk at an operations level through regional and facility specific assessments conducted on a routine basis. In addition, MSA has incorporated current and emerging regulation, technology, legal, market, reputation, acute and chronic physical risk types into the climate risk management system assessment program extending to the Organizational level. Future strategy will be developed through routine assessment, and the identification and evaluation of risk and opportunity identified as a part of the assessment program.

Metrics and Targets MSA has announced a long-term carbon reduction [goal](#) to reduce market based Scope 1 and 2 greenhouse gas emissions 42% by 2030 against a 2021 baseline. MSA currently discloses annual global Scope 1 and 2 GHG emissions, electricity, natural gas and water usage, and hazardous, non-hazardous, and recycled waste disposal. In the future MSA will develop a Scope 3 inventory and disclose the data associated with the identified Scope 3 categories.

ABOUT THIS REPORT

This MSA Impact Report (*Report*) extends to MSA Safety Incorporated and its global affiliates (*MSA or the Company*). Except as otherwise expressly stated, it does not address the operations of our suppliers, our channel partners, our contractors, or other business partners. Except as otherwise indicated, financial information is presented in U.S. dollars. The Report may also include forward-looking statements regarding the Company that are based on management's current expectations or projections about our products, markets, associates, and programs. These statements are no guarantee of future performance, conduct, or policy and are subject to various factors, many of which are beyond the Company's control. Therefore, the actual conduct of our activities discussed in the Report may differ materially in the future, and actual results may vary as well. As Corporate Social Responsibility (*CSR*), Environmental, Social and Governance (*ESG*), Sustainability, and similarly known topics are rapidly evolving, the reporting methods and/or metrics used in preparing the Report may also continue to evolve. The Company's current reporting methods and/or metrics are based on, among other things, Company management's assumptions believed to be reasonable at the time the Report was prepared. Statements of intention or aspiration contained in the Report speak only as of the date of the Report unless otherwise expressly noted. MSA undertakes no obligation to update publicly any statements in this report.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

Except for historical information, certain matters discussed in this Report may be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include, but are not limited to, all projections and anticipated levels of future performance, future opportunities, and any other statements about managements' future expectations, beliefs, goals, plans, or prospects. Words or phrases such as "anticipates," "expects," "intends," "plans," "targets," "forecasts," "projects," "believes," "seeks," "schedules," "estimates," "positions," "pursues," "may," "could," "should," "will," "budgets," "outlook," "trends," "guidance," "focus," "on schedule," "on track," "is slated," "goals," "objectives," "strategies," "opportunities," "poised," and similar expressions are intended to identify such forward-looking statements. Forward looking statements involve risks, uncertainties, and other factors that may cause actual results to differ materially from those discussed herein and may not align with historical performance and events due to a number of factors, including those discussion in the sections of our annual report on Form 10-K entitled "Cautionary Statement Regarding Forward-Looking Statements" and "Risk Factors" and those discussed in our Form 10-Q quarterly report filed after such annual report. MSA's SEC filings are readily obtainable at no charge: www.sec.gov, as well as on its own investor relations website: <http://investors.MSAsafety.com>. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance or achievements, and caution should be exercised against placing undue reliance upon such statements. We are under no duty to update publicly any of the forwardlooking statements, whether as a result of new information, future events or otherwise, except as required by law.

Certain non-GAAP financial measures may be used in this report. Please see our Investor Relations website at investors.msasafety.com for reconciliation to the appropriate GAAP measure.