

2023

IMPACT REPORT



The Safety Company





ABOUT THE **COVER**

In 2023, MSA Safety announced an impact metric quantifying the number of workers MSA Safety's products and solutions help to protect annually. The cover image illustrates the breadth of MSA Safety's impact across the world. Additional information can be found on [page 7](#) of this report.

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A LETTER FROM **STEVE BLANCO** PRESIDENT AND CEO

Earlier this year, I was privileged to become the tenth CEO in MSA Safety's 110-year history. As I noted to all of our global associates during my first town hall meeting as CEO—the mission of MSA is what first attracted me to the company. Today, it is what inspires me to protect and carry on the MSA Safety legacy as the world's leading developer and manufacturer of the most advanced safety products and solutions.

At MSA Safety, we play a unique role in developing those products and solutions. We do that *“so that men and women may work in safety, and that they, their families and communities may live in health throughout the world.”*

Over my career with MSA Safety, I have always been inspired by our legacy of innovation and commitment that defines our company. Our associates' passion and dedication to our mission is not just a part of our business strategy; it is at the heart of everything we do. We are driven by a mission to deliver safety products and solutions that make workplaces safer and protect lives, today and for generations to come.

In this year's Impact Report, we have included insights into how we integrate our mission into our business strategy, driving both growth and impact. We share examples of innovation, highlight our efforts to maximize our impact in the world, and outline our ongoing commitment to safety leadership. We also provide readers with a look at the steps we take to regularly enhance our workplace culture and ensure MSA Safety remains an employer of choice in every region we operate.

I am excited about the journey ahead for MSA Safety. With our dedicated team, innovative spirit, and unwavering commitment to serving our customers, I am confident that we will continue to lead and make a significant difference and impact in our world.



Thank you for your continued support and partnership. Together, we will ensure that MSA Safety remains at the forefront of protecting what matters most.

Yours in Safety,

Steve Blanco

President and Chief Executive Officer

MSA SAFETY AT A GLANCE

2023 COMPANY HIGHLIGHTS



\$1.8B
Net Sales



5,000+
Employees



Operates in
40+
Countries

40M+
WORKERS
PROTECTED
IN 2023

2023 IMPACT HIGHLIGHTS



30%
Board Diversity



0.10
Lost Time
Incident Rate



46%
MSA Executive
Leadership Diversity



43%
Renewable Energy

2023 RECOGNITIONS



Wall Street Journal Best
Managed Companies



Newsweek Most Responsible
Companies 2023



USA Today Americas
Climate Leaders 2023



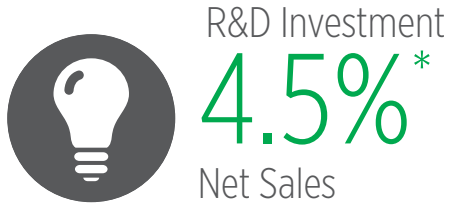
Forbes Best Employers
for Diversity

Post-Gazette Top Workplaces
(Tenth Time)

2023 PRODUCT HIGHLIGHTS

MSA Safety is a global leader in the development, manufacture and supply of innovative safety products and solutions that help protect people and facility infrastructures throughout the world.

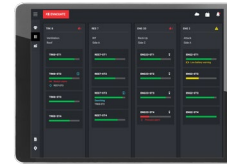
MSA Safety's products and solutions are used globally in a broad range of markets, including fire service, energy, utility, construction, and industrial manufacturing applications, as well as heating, ventilation, air conditioning, and refrigeration.



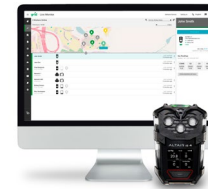
* Percentage of net sales; includes capitalized software development costs.



SELECT NEW PRODUCTS



FireGrid™ Inventory
Management



ALTAIR io™ 4 Gas
Detection Wearable &
MSA Grid Live Monitor



SENTRY io®
Controller



V-SHOCK® Self-
Retracting Lanyard

KEY PRODUCTS

Detection



Fixed Gas and Flame
Detection Systems



Portable Gas
Detection Instruments

Fire Service



Self-Contained
Breathing Apparatus



Protective
Apparel



Fire
Helmets

Industrial Personal Protective Equipment



Head
Protection



Fall Protection
Devices

GROWTH + IMPACT

At MSA Safety, our mission is integrated deeply into our business strategy. This catalyzes our drive for business growth and societal impact—while generating shared value for our customers, business partners, associates, communities, and shareholders.

To achieve greater outcomes, we leverage a set of strengths that are core to who we are—and we apply these for maximum impact in pursuit of our mission:



A high-performing culture of integrity



Deep customer relationships and marketplace leadership



Innovation



Trust in our brand

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 VALUES

All MSA Safety employees play a role in advancing our environmental and social goals. We do this by actively living our values.



40M+

Lives Impacted IN 2023

In 2023, MSA Safety set out to quantify the impact of 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. The result of that effort is the MSA Safety Impact Metric.

This metric is an estimate of the average number of workers MSA Safety's products and solutions help to protect each year. And, as of December 31, 2023, MSA Safety is helping to protect more than **40 million** workers around the world annually.

At MSA Safety, our driving force has always been our mission. Moving forward, this metric will help to guide our team as we continue to invent, innovate and create the next generation of safety technology.



Note: As of December 31, 2023. "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.

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 corporate social responsibility 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 CSR strategy.

In 2023, the Compensation Committee of the Board again approved a CSR scorecard that connected executive leadership compensation to CSR performance. CSR scorecard goals included a series of environmental, social, and program governance elements intended to drive MSA Safety's continued enhancement of CSR activities. Specifically, named officers were eligible to receive a five percent modifier (*plus or minus*) to their annual cash incentive based on the results of the scorecard.

BOARD OF DIRECTORS

- | | | |
|---|---|---|
| <ul style="list-style-type: none">• CSR Program Oversight• Workplace Health and Safety• Crisis Management | <ul style="list-style-type: none">• Customer Experience/Satisfaction• Human Capital Management | <ul style="list-style-type: none">• Employee Engagement and Culture• Diversity, Equity and Inclusion |
|---|---|---|

Nominating and Corporate Governance Committee

- Corporate Governance
- CSR Program Oversight
- Climate Change/Sustainability
- Proxy/Peer CSR Performance

Audit Committee

- Enterprise Risk Management
- Ethics and Compliance
- Cybersecurity
- Data Governance for Non-financial CSR Metrics

Compensation Committee

- CSR-related Compensation Elements
- Pay Equity

EXECUTIVE LEADERSHIP TEAM

CSR Executive Sponsor: President, MSA Americas

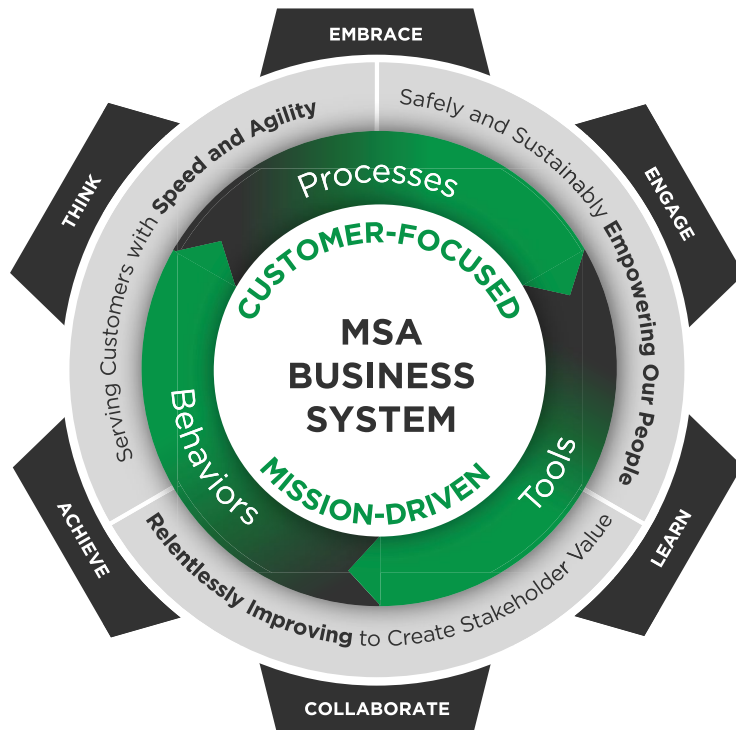
CORPORATE SOCIAL RESPONSIBILITY PROGRAM MANAGER

GLOBAL CROSS-FUNCTIONAL TEAMS

MSA BUSINESS SYSTEM

We deploy our greatest asset, our people, through a common way to work throughout the organization.

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.



CREATING A CONTINUOUS IMPROVEMENT CULTURE THROUGH MINDFUL BEHAVIORS

Maintaining a continuous improvement culture requires a focus on behaviors—specifically, this means identifying and changing unproductive behaviors while cultivating productive ones. At MSA Safety, we look for opportunities to incorporate the following behaviors into our daily work.



Embrace

Improvement opportunities are actively embraced and owned.



Engage

Every individual is empowered and accountable to challenge the status quo, create ideas and engage in improvement.



Learn

Treat problem solving as a learning activity.



Collaborate

Collaborate across organizational boundaries and levels to drive improvement.



Achieve

Prioritize deliberately and execute with urgency to achieve results.



Think

Leverage critical thinking and organizational knowledge for effective and rapid decision making.

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, and global business ethics and legal compliance programs.

KEY RISK **MANAGEMENT PROGRAMS**



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 employees, customers, facilities and other stakeholders. MSA Safety also utilizes the program to ensure business continuity, including supply chain resiliency.



CYBERSECURITY

The Company deploys formal systems, programs and technologies to mitigate ongoing cybersecurity risks.



BUSINESS ETHICS & INTEGRITY

THE MSA WAY

To achieve our mission and uphold our values, we must conduct business The MSA Way and act ethically and responsibly 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.



« GLOBAL CODE OF BUSINESS CONDUCT

Our commitment to ethical behavior is built upon our longstanding *Global Code of Business Conduct* (the "Code"), which applies to all MSA Safety employees. The Code, available in 12 languages, sets forth the company's expectations for ethical conduct, compliance with laws, and how we respond in complex situations. All employees complete annual mandatory training on our Code, with salaried employees trained more frequently and on additional legal compliance topics.



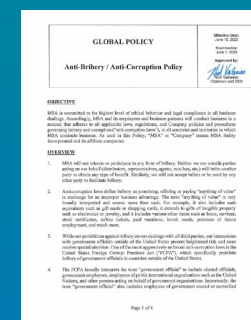
» MSA ETHICS GUIDELINE

The *MSA Ethics Guideline* is a telephone, mobile, and internet resource available 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.

MSA Safety also maintains robust policies and procedures on compliance topics such as international trade compliance, competition law, privacy, and other topics. Additional information about our global business ethics program and company policies can be found [here](#).

GLOBAL ANTI-BRIBERY COMPLIANCE »

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 employees and operations, wherever located, and the Company's compliance with these laws is of the utmost importance. Accordingly, MSA Safety maintains a formal anti-bribery compliance program, governed by our Code, and a specific anti-bribery compliance policy. All employees are required to read, understand, and follow the Code and our *anti-bribery policy*.



SUPPLIER RESPONSIBILITY

We hold our suppliers to high ethical standards through our Supplier Code of Conduct and routine audits. These expectations, which include specific CSR topics, are outlined in our [Supplier Handbook](#).

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

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 ensure 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

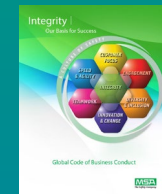
MSA Safety is committed to respecting and upholding human rights.

The Company issued Human Rights training in 2023 to employees 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

Collectively, these outline our fundamental expectation that all stakeholders will respect and uphold human rights as a condition to doing business with MSA Safety.

OUR IMPACT **PILLARS**

Our commitment to operating as a sustainable business is evidenced by efforts across the MSA Safety key pillars of Products and Solutions, People, and Planet. Outcomes are achieved through decades of dedicated investments in areas that have emerged as vital to a responsible approach to environmental and social outcomes, enforced by good governance and accountability.



PRODUCTS
& SOLUTIONS



PEOPLE



PLANET

As The Safety Company, we are purpose driven, >>> serving our customers and helping them solve their safety and compliance challenges. We develop and deliver products and solutions that make an impact, while innovating and creating the safety solutions of tomorrow. By utilizing the latest technologies, including the MSA Grid™, we are connecting customers to critical safety data in real time, from anywhere in the world.



MATERIALITY **ASSESSMENT**

In 2021, MSA Safety completed a single materiality assessment to drive our CSR strategy. In early 2024, we conducted our first double materiality assessment to identify and prioritize the sustainability issues that affect us financially, as well as to determine our impact on people or the environment.

Our assessment included benchmarking, review of internal policies and external reports, and interviews with subject matter experts across the organization to identify material topics. These topics spanned a broad range of topics, including environmental sustainability, workforce, and business conduct. The results of this assessment will be used to guide MSA Safety's CSR strategy and inform us on material topics for our Corporate Sustainability Reporting Directive report in future years.

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 employees, customers, investors and partners about our commitment to delivering advanced products and solutions that help protect people and make workplaces safer.



CUSTOMER FOCUS

At MSA Safety, everything starts and ends with our customers.

We spend significant time understanding how they do their jobs, what keeps them up at night and what their specific pain points are. We design our products to help simplify safety programs which enables our customers to focus on their jobs.

We are also committed to introducing advanced diagnostics and data driven tools that improve situational awareness to help our customers better understand hazards so they can make their safety programs more robust and proactive. We are *The Safety Company*.



DETECTION

Connected instrumentation to protect workers and facilities, enhance site safety programs, and help improve operational efficiency. MSA Safety's proprietary sensor technologies, integrated diagnostics and analytics, and real-time connectivity allow our products to respond faster, last longer and provide higher levels of situational awareness.



BACHARACH SOLUTIONS

HVAC-R leak detection solutions help the Food & Beverage industry reduce carbon footprint and operating cost.



ALTAIR io™ 4 GAS DETECTION WEARABLE

Seamless safety compliance and real-time awareness, with many devices intended to be returned to MSA Safety for refurbishment, reuse or recycling.



ULTIMA® X5000 & S5000 GAS MONITORS

New design and technology extends calibration intervals and offers longer sensor life. Serves a broad range of end markets and supports clean energy.



FIRE SERVICE

Products and solutions to help protect firefighters with innovative head to toe solutions. MSA Safety's primary products include self-contained breathing apparatus (SCBA), protective apparel, and helmets used by fire departments around the world. The FireGrid software platform connects SCBA data, asset management, and servicing data for quick decisions when they matter most.



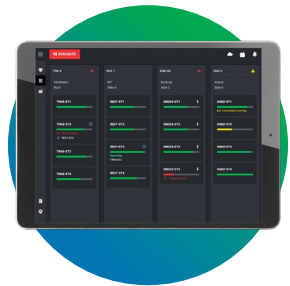
G1 SCBA RECHARGEABLE BATTERY

Unique rechargeable battery on industry-leading SCBA simplifies maintenance for firefighters and reduces waste to landfill.



TURNOUT GEAR, BOOTS & HELMETS

Leading brands feature inclusive size, as well as enhanced comfort, fit and cleanability.



FIREGRID™ SOFTWARE

Enables inventory and asset management with simplified compliance.



≡ U.S. AIR FORCE TO WEAR MSA SAFETY G1 SCBA

In 2023, the U.S. Air Force awarded MSA Safety a \$35 million contract to provide its air base fire brigades with new respiratory protective equipment. The contract covers the supply of MSA Safety G1™ SCBA (*Self-Contained Breathing Apparatus*) along with related facepieces, chemical warfare component masks, and supplied-air respirator kits.

With more than 15 patents, the G1 SCBA platform includes several breakthrough features, such as the elimination of electronic components from the facepiece; a “Central Power” design that powers the entire unit from a single, rechargeable battery; darkness- and smoke-piercing “buddy lights” that provide visible indicators of critical air supply data from any angle; and improved voice amplification communications, all of which are standard G1 features. These features, coupled with the G1 SCBA's unique ergonomic design, promote continuous improvement to firefighter health and safety.

INDUSTRIAL PPE

Sophisticated products and solutions to enhance worker safety with inclusive sizing and design for worker comfort and compliance. MSA Safety's market leading PPE portfolio offers solutions to the most complex worker challenges.



V-FLEX™ SAFETY HARNESS

Ergonomically designed harnesses and unique connected fall protection capabilities.



V-GARD® C1 HARD HATS

Protects against heat stress with patent-pending ReflectIR™ Thermal Barrier technology.



V-GARD H2™ SAFETY HELMET

Type 2 hard hat that expands impact coverage without sacrificing comfort.



INTEGRATING SUSTAINABILITY

Supporting worker safety and sustainability with what we make and how we make it.



Innovative Safety
Solutions Support
Carbon Reduction Goals



Material Stewardship
& Cleanability



Support Diverse Energy
Markets & Clean Energy



Inclusive Sizing
& Ergonomics



Packaging Reduction
& Material Selection



End-of-Life Disposal
Recommendations

BERNIE THE BEAR ♡

Bernie the Bear, who works for the London Fire Brigade, recently visited MSA's Bristol, UK facility for custom turnout gear. Bernie received new gold turnout gear designed specifically for him so he could get back to helping the kids in London learn how to stay safe from fires.



PEOPLE

Building a culture that fosters innovation means creating a workplace where all associates know that their work is valued, and they can achieve their full potential. This requires not just recognizing diversity in thought, perspective, and experiences, but actively embracing and championing this diversity as we work to meet the diverse needs of workers worldwide.

To develop the best products, we need the best people. We aim to create a robust, diverse 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.



UNITED BY SAFETY

Year	Fatalities	Total Recordable Incident Rate (TRIR)	Lost Time Incident (LTI)	Days Away or Transferred (DART)	Near Hits* Submitted
2021	0	0.6	0.3	0.5	8,000
2022	0	0.3	0.02	0.2	7,800
2023	0	0.3	0.1	0.2	7,100

* MSA defines a Near Hit as a situation or 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 completes evaluations for all safety incidents, assessing whether they could have resulted in a Fatality or Serious Injury (FSI). By categorizing incidents and assessing potential risks, we identify solutions and share them company-wide. Through these proactive measures, we strive to create a safer work environment for all employees and continuously learn and improve.

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

JOHN T. RYAN SAFETY AWARD

Each year, MSA Safety presents the John T. Ryan Global Safety Award to a single facility that demonstrates exceptional dedication to workplace safety. Winning this award signifies that the site has demonstrated positive results, shared best practices, engaged in safety initiatives, and fostered a culture of safety awareness.

"100% engagement and commitment are what it takes to have this type of performance and solid safety programs. As for engagement, together, the location has spent 700 hours training associates, accomplished 70 ergonomics assessments, disseminated 44 toolbox talks, reviewed over 200 safe work permits, to name a few of the site wide accomplishments. The team continues to implement new processes and best practices while maintaining strength in programs and processes."

– John T Ryan III Award Speech



«
**SAO PAULO,
BRAZIL 2023**
RECIPIENT

EHS MANAGEMENT SYSTEM

In 2018, MSA Safety embarked on a transformative journey by developing and implementing an Environmental, Health, and Safety (EHS) management system. This system, designed to serve as a structured framework, enables our organization to effectively manage and mitigate safety risks on a global scale. The overarching goals of the management system include:

- Unwavering compliance with regulations
- Minimize incidents
- Educate all associates
- Safeguard the health of our workforce
- Reduce our environmental footprint

At the heart of this initiative lies a commitment to our mission, fortified by robust global policies concerning Workplace Safety and the Environment. Crucially, our 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, each and every day.

EHS MANAGEMENT SYSTEM **RISK ASSESSMENTS**



CHEMICALS



PROCESSES



EQUIPMENT



ERGONOMICS



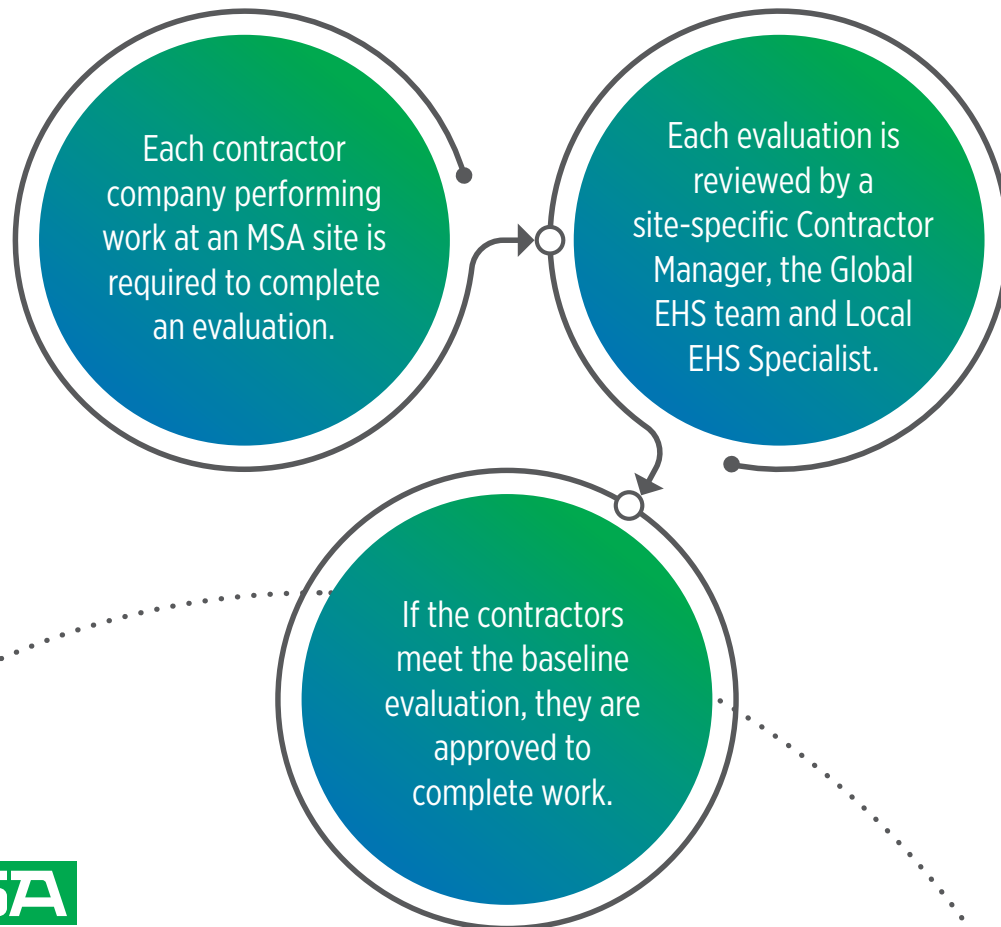
HIGH-RISK
ACTIVITIES



OVER
60%
REDUCTION IN INJURY
RATES OVER PAST
6 YEARS

CONTRACTOR SAFETY

At MSA Safety, contractor safety is also a top priority. The Company deploys its Contractor Safety Management process, a risk-based assessment method to thoroughly evaluate all contractors working on our sites for environmental, safety, and health risks. Pursuant to this process, our global Environmental Health and Safety team conducts annual assessments to verify that contractors comply with our requirements. In 2023, MSA Safety completed approximately 200 contractor evaluations.



EHS COMMUNITIES OF PRACTICE

MSA Safety has created communities of practice (COPs) across the enterprise and forged strong global connections, enabling us to set benchmarks and lead as a united network internally and as a global function.

During our monthly COP meetings, we consistently center our discussions around topics such as risk mitigation, safety spotlights to recognize safe practices, global best practices such as successful ergonomic strategies, safety month initiatives from various regions, benchmarking of new activities, addressing challenges, and reviewing risks associated with safety walk events. Attendees also engage in interactive discussions and contribute their insights to advance safety practices.

As we identify areas that require specialized attention, we establish dedicated COP groups to address those specific topics. For instance, we formed the Sewing and Textile COP from 2019 to 2022, the Material Handling COP that commenced in 2022, and Ergonomics COP that launched in 2022. These focused COP groups are comprised not only of EHS professionals but also include maintenance, supervision, and management professionals eager to collaborate on a range of relevant subjects.

MSA Safety has a long-standing tradition of promoting global collaboration and continuous improvement of safety practices.

PSYCHOLOGICAL SAFETY

MSA Safety continues to pursue a workplace where all associates can be safe in both body and mind.

In the 2023 associate engagement survey, MSA Safety established our Psychological Safety index, including questions that enabled us to better understand associates' attitudes and perspectives. The outcome of this survey was used to set a measurable baseline for future programming.

To further support the advancement of this work, MSA Safety introduced an e-learning tool focused on different aspects of psychological safety. The information provided offers insights and practical tips on integrating psychological safety into our associates' day-to-day interactions.

PSYCHOLOGICAL SAFETY

When people feel included and safe to learn, contribute, and challenge the status quo—all without fear or being embarrassed, marginalized, or punished.

WHAT DRIVES PSYCHOLOGICAL SAFETY AT MSA SAFETY?

- 1 Effective cooperation across departments
- 2 Confidence in Senior Leadership*
- 3 Accomplishments are recognized*
- 4 Support for the advancement of diverse candidates
- 5 Senior leadership acting with honesty and integrity*

* Based on 2023 survey data, these items match our drivers of overall associate engagement.

DIVERSITY, EQUITY, & INCLUSION

Building and enabling a diverse workforce enables MSA Safety to drive innovation and industry leadership. Our approach to diversity, equity and inclusion (DE&I) is rooted in our commitment to attracting the best talent and creating an environment that empowers our people to thrive.

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

Data includes the U.S. workforce only. We determine diversity based on our employees' self-identification or other information compiled to meet the requirements of the U.S. Government, compiled as of December 31, 2023. The U.S. government defines individuals as diverse if they belong to one or more of the following groups: female gender, racial or ethnic minority, protected veteran class, or persons with a disability. Employees 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 the annual average. Diverse hires only includes salaried associates.

DIVERSITY PIPELINE

Support a suite of programs at all levels of the external diversity pipeline with the long-term objective of growing the pipeline to enhance MSA Safety's and the region's diversity talent pool (i.e., high school through post-graduate opportunities).

EMPLOYER OF CHOICE

Become a diversity employer of choice through strategic community outreach, support, engagement, and advancement.

DIVERSITY REPRESENTATION

Acquire diverse talent through targeted actions from broad talent pools.

RETENTION AND DEVELOPMENT

Retain and develop diverse talent through a culture of inclusion where all individuals feel psychologically safe and motivated to bring their authentic selves to work.

EVOLUTION PROGRAM

Drive ownership, awareness, and enthusiasm of diversity, equity and inclusion at all levels of the organization through transparent communication and leadership modeling of a diversity, equity and inclusion mindset.

MSA SAFETY LAW DEPARTMENT ACHIEVES MANSFIELD CERTIFICATION

In 2023, the MSA Safety Law Department achieved certification for Diversity Lab's Mansfield Rule: Legal Department (MRLD) Edition 3.0. The Mansfield Rule is a two-year certification process for law firms and legal departments seeking to advance their efforts in diversity, equity, and inclusion. The program aims to ensure all lawyers in participating legal departments have fair and transparent opportunities to advance into leadership, including those from underrepresented groups in the legal profession (*women lawyers, LGBTQ+ lawyers, lawyers with disabilities, and underrepresented racial and ethnic lawyers*). It also focuses on broadening the consideration of outside counsel. The certification achieved by MSA Safety included less than 70 legal departments in the U.S. and Canada. MSA Safety is an early adopter of this program. Before 2023, less than 50 Law Departments had achieved this certification.



EMPLOYEE RESOURCE **BUSINESS GROUPS**

We recognize that advancing the capabilities of our people requires us to create an environment where all employees can grow, perform, and create impact. Our Employee Resource Business Groups (ERBGs) empower, support, and create community for various MSA Safety employee populations. They are voluntary, employee-driven communities that capitalize on the wide array of people and perspectives at MSA Safety.

We presently deploy six different ERBGs, with representation in all four MSA Safety geographic regions, including 18 different locations throughout 12 different countries.



#IDEAS

(Inclusion, Diversity, Equality, Awareness, and Service)
#IDEAS embodies the MSA Safety value of Diversity and Inclusion to help drive innovation.



NHX

(New Hire Experience)
This group's mission is to create an innovative and collaborative new hire experience to quickly provide new hires with necessary information, increase their exposure to MSA Safety employees, enable peer-to-peer learning, build a more inclusive environment, and aid in new hire engagement and retention.



#MSAYP

(MSA Young Professionals)
#MSAYP strives to make MSA Safety an even better place to work for all generations. Its primary areas of focus are professional development, work environment, community outreach, and networking.



UMBRELLA

Umbrella seeks to raise awareness and advocate for LGBTQ+ community to ensure an inclusive environment for all MSA Safety employees regardless of their sexual orientation, gender identity or expression.



MSA SALUTE

United by a passion for safety—for country, while at work, and always—MSA Salute seeks to provide a forum for the support, growth, engagement and celebration of MSA's veteran employees, veteran advocates and their families.



WMSA

(Women of MSA)
Welcoming an assortment of people, perspectives, and ideas, WMSA's mission is to empower, support, and promote the personal and professional growth of women within MSA Safety and the community.

TRAINING & DEVELOPMENT

Our people are our key to delivering on our growth, innovation and sustainability goals. We seek to support our employees through their career life cycle offering competitive benefits and drawing from broad talent pools.

PARTNERUP PROGRAM

Our recruitment efforts are focused in the communities in which we live and work as we seek our next generation of talent. In the Pittsburgh area, we are participating in the PNC PartnerUp Program that matches senior high school students with local businesses. This exploratory process gives graduating seniors flexibility to complete an internship in a specific function or immediately begin full time employment. This unique program enables both the candidates and the company to match skill sets for the best outcome, and in some situations, MSA Safety will reimburse tuition for these future associates.



NEXT GENERATION BUSINESS LEADER PROGRAM

For our existing 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 will help prepare our future leaders to manage in a business world that is rapidly changing.



TUITION REIMBURSEMENT

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 MSA Safety turnout gear facilities while attending school can earn up to 100% tuition reimbursement.

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. Following are a few examples of how MSA Safety and our associates engaged with our communities in 2023.

The Woodlands Foundation, an organization located a few miles from MSA Safety's corporate headquarters where children and adults with disabilities and chronic illness find the freedom and empowerment to experience programs that enrich lives by opening new doors to safe, inclusive, and engaging participant opportunities.

Inspired Hearts and Hands (IH2), 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. 2023 marked the fourth 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**, a Pittsburgh-based organization offering programs to over 3,800 school-age children and their families. In 2023, MSA Safety raised funds to support 'Batch-a-Toys'—a holiday program serving 250 families.

Catholic Charities Dedicated to championing the dignity of families and individuals in the greater Pittsburgh area, the organization provides counseling, free health care, job training, housing assistance, senior service and more.

MSA Safety actively participated in key events and contributed to the Capital Campaign in 2023.

**#MSAGIVES
\$1.3M
IN CHARITABLE
DONATIONS
IN 2023***

**U.S. Only*



FIREAID

We have extended our partnership with FireAid for an additional three years. FireAid is 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 practice, funding and equipment to form joint projects and partnerships.



MSA Safety supports United Way programs, including Build-A-Bike, each year.

PLANET

MSA Safety is committed to being a good steward of our environment and natural resources. To protect our environment, we focus our efforts on the dual goals of reducing waste and improving efficiency in areas such as energy and water consumption. To track our progress, we have set ambitious emission reduction targets.



OUR PLANET, OUR COMMITMENT

In 2022 MSA Safety announced our commitment to reduce market-based Scope 1 and 2 greenhouse gas emissions by 42% by 2030 (*versus a 2021 baseline*).

Our strategy to meet this goal includes organizational levers that increase the energy efficiency of our operations, support the installation of onsite renewable energy, engaging in renewable power purchase agreements, and the use of renewable energy.

MSA Safety has achieved or exceeded our near-term milestones, putting us on track for the Company's 2030 goal.

Category	Unit	2021	2022	2023
Global CO₂e Emissions Location Based	Mt CO ₂ e	19,434	19,774	17,985
Global CO₂e Emissions Market Based	Mt CO ₂ e	18,844	17,007	7,940
Global Scope 1 Emissions Location Based	Mt CO ₂ e	4,591	4,585	3,985
Global Scope 1 Emissions Market Based	Mt CO ₂ e	4,591	4,585	3,985
Global Scope 2 Emissions Location Based	Mt CO ₂ e	14,843*	15,189*	14,000
Global Scope 2 Emissions Market Based	Mt CO ₂ e	14,253*	12,422*	3,955

* 2021 and 2022 data was restated to reflect our Poland location and an updated emission factor used for our Berlin location. We diligently review our data collection processes for improvements. This data was updated from last year as part of this review.

≡ RENEWABLE ENERGY

As a key component of MSA Safety's long term environmental strategy, increasing the use of renewable energy across our global operations has been a top priority since 2021. In 2023, MSA Safety added it's second onsite solar installation at the Chatillon, France location. This solar array went online in April of 2023 and consists of a 1,200 square meter footprint capable of generating 183 MWh per year, representing approximately 8% of the facility's total electric consumption. The remainder of the facility's energy consumption comes from renewable sources through a green power purchase agreement. Now, with renewable energy instruments in place at ten locations and in all four regions of global operation, MSA Safety continues to evaluate global renewable energy instrument options in order to increase the renewable share of total energy consumption in the future.



ENERGY EFFICIENCY AT OUR CORPORATE CENTER CAMPUS

Representing 32% of MSA Safety's total global energy consumption in 2023, improving the energy efficiency of the Cranberry Township, Pennsylvania campus is a significant component of MSA Safety's overall emission reduction strategy.

In support of MSA Safety's greenhouse gas reduction efforts, the Cranberry campus achieved success in reducing total energy consumption by 11.6% (2,548 MWh) over the 2021 baseline. Through the combined efforts of the Cranberry Campus Sustainability Team and local facilities management, energy efficiency projects were identified and implemented in 2023. The impacts of these projects were seen in 2023, contributing to the successful reductions achieved. The projects implemented ranged from low to no cost, such as modifying lighting programming, to new LED lighting installations. Additional projects implemented included the replacement of a chiller and an HVAC energy usage analysis.



ENVIRONMENTAL MANAGEMENT SYSTEM

To reduce impact and risk to the environment and operations, MSA Safety has implemented a global Environmental Management System in line with the ISO 14001:2015 standard.

MSA Safety has deployed this management system across its major manufacturing locations to identify and address significant environmental matters, measure impact and risk, and implement improvement processes. In addition, the Company has established a robust environmental compliance monitoring program which requires operations managers to identify all relevant compliance obligations, track compliance status, and report on compliance status to MSA Safety leadership on a biannual basis.

To further support environmental management, the management system establishes global requirements that implement MSA Safety's base expectations for areas such as management of hazardous waste, refrigerant management, natural resource tracking, establishment of sustainability teams, environmental communication, and more.

Currently, MSA Safety's Suzhou (*China*) facility and MSA Safety Bristol (*United Kingdom*) hold third party ISO 14001 certifications. In 2023, MSA Safety established a multi-year plan to certify additional manufacturing facilities, beginning with MSA Safety's Jacksonville (*North Carolina*) location scheduled for 2024.

ENVIRONMENTAL COMMUNITY OF PRACTICE

Established in August 2021, the MSA Safety Environmental Community of Practice (COP) serves as a crucial platform for education and collaboration among our associates with key environmental responsibilities, as well as other important stakeholders. This monthly, global, cross-functional gathering has convened 29 times to date, fostering the sharing of best practices in energy efficiency and waste management. Additionally, the COP regularly reviews key performance indicators (KPIs) such as electric consumption, fuel consumption, and waste-to-landfill trends to ensure accountability and continuous improvement.

Furthermore, the COP provides a forum for sharing information on environmental regulations, changes to regulations, and methods for improved compliance. This enables our organization to stay up-to-date with the latest developments and proactively mitigate risks identified across the enterprise. By doing so, we can ensure compliance and reduce the risk of environmental impacts, ultimately driving sustainability and environmental stewardship within our organization.

THIRD ANNUAL SUSTAINABILITY SUMMIT

SUSTAINABILITY LEADERS GATHER TO COMMUNICATE, EDUCATE, & BENCHMARK

MSA Safety held its third Sustainability Summit in 2023. The goal of this annual event is to bring sustainability strategy, information, education, and benchmarking to a global audience. Over two days, the virtual summit was attended by 597 MSA Safety associates representing 51 global locations.

Category experts presented attendees with a wide range of information and updates on MSA Safety's sustainability and ESG (*Environmental, Social, and Governance*) strategies. Attendees also received progress reports on the integration of sustainability into MSA Safety processes, including Transportation, Packaging, Sourcing, New Product Development, and Waste Management. In addition, we continued our practice of learning from and benchmarking against sustainability leaders outside of MSA Safety who were invited to speak.

As we learned throughout the summit, each MSA Safety associate has the ability to impact our sustainability performance and to protect people and the planet.



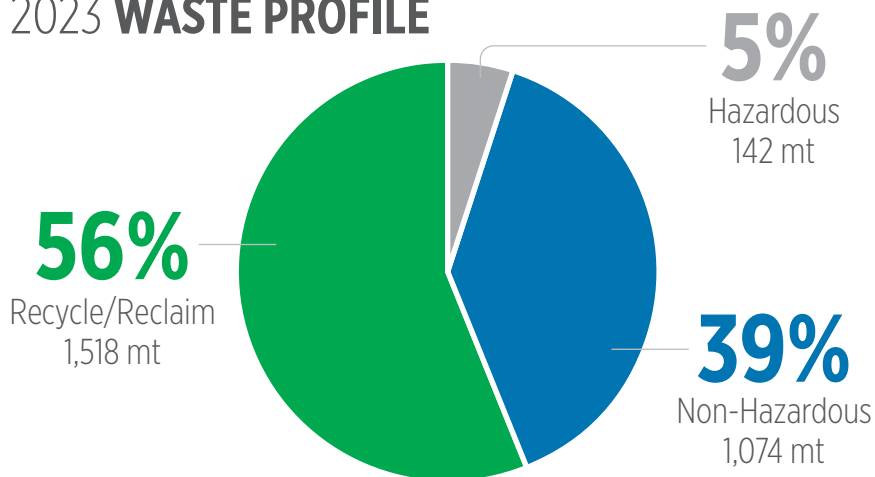
WASTE MANAGEMENT

MSA Safety recognizes that the proper management and reduction of waste is necessary to the long-term health of the planet.

Since 2021 MSA Safety has reduced global waste to landfill by 10.5% (142 metric tons) while increasing recycled and reclaimed materials by 25% (302 metric tons). This achievement exceeds our targets set for both 2022 and 2023, which aimed to reduce waste to landfill by 3% year over year. This achievement is rooted in measurement, compliance, and education across global operations.

MSA Safety's facilities track and manage hazardous, non-hazardous, recycled, and reclaimed waste at the waste stream level to identify opportunities for elimination and reduction. We comply with regional regulations and adhere to our global Environmental Management System's baseline expectations. All waste is transported by permitted carriers to approved and properly permitted disposal facilities in accordance with regional regulations.

2023 WASTE PROFILE

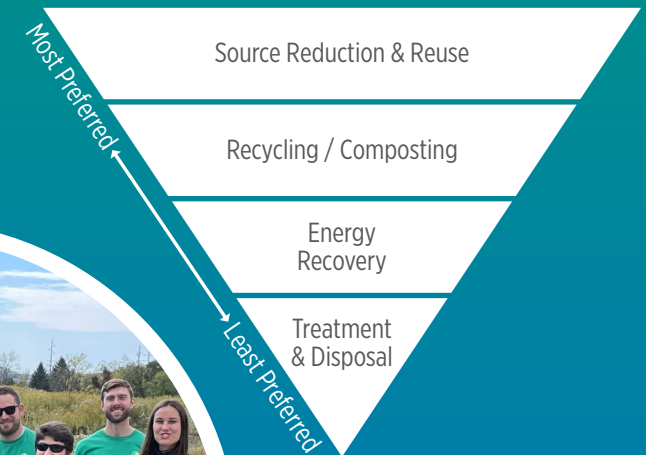


SUPPLIER PARTNERSHIPS

MSA Safety is committed to implementing the Waste Management Hierarchy, which is a well-established approach to reducing waste and promoting sustainability. In line with the hierarchy, MSA Safety seeks opportunities to reduce or eliminate waste at the source and reuse materials.

This process begins with the engagement of suppliers. One example includes the Company's Jacksonville, North Carolina operations. Partnering with suppliers, MSA Jacksonville identified the opportunity for the reuse of foam packaging separators, diverting this waste from landfills. In 2023, 1,620 pounds of foam separators were returned to be reused in the shipping process.

WASTE MANAGEMENT HIERARCHY



CLIMATE RISK **MANAGEMENT**

MSA Safety recognizes that global climate change has the potential to impact our global operations, assets, products, services, employees, and supply chain in the coming decades and beyond.

In addition, as a key component to our socially responsible mindset, MSA Safety recognizes that our operations, assets, products, services, employees, and supply chain can also have an impact on the environment. With this in mind, MSA Safety is considering the near- and long-term risks to our operations and what can be done to limit MSA Safety's overall impact on the environment and global climate. In order to identify the risks and opportunities associated with global climate change, MSA Safety has developed a climate risk management program.

The development of the climate risk management program followed a detailed assessment of key areas within the organization. These areas include significant manufacturing locations and key functions such as sourcing, transportation, new product development, and marketing. This assessment was conducted in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) for climate risk assessment.

This assessment of physical and transitional risks identified and analyzed the potential climate-related risks and opportunities that may impact our organization's operations, reputation, and financial performance. This thorough assessment provides valuable insights that will help to inform strategic decision-making, guide targeted risk management strategies, and uncover opportunities for innovation and growth.

Based on the findings of the assessment, the company completed a risk prioritization. To ensure effective near- and long-term climate risk management, we are establishing a climate risk management team. This team will be responsible for monitoring risks, developing and implementing mitigation strategies, and providing ongoing support to stakeholders.

This team will play an important role in ensuring that our organization is proactive in addressing climate-related risks and opportunities, and that we are well-positioned to adapt to a changing climate.

EPA **SMARTWAY**

MSA Safety has been approved as an EPA SmartWay Certified shipper through 2024 with the U.S. Environmental Protection Agency (EPA). The EPA developed the SmartWay program to improve supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency. MSA is utilizing the program to identify and select more efficient freight carriers, transport modes, equipment, and operational strategies.



APPENDIX

Category	Unit	2021	2022	2023
WATER				
Global Water Consumption	M ³	69,897*	67,739*	69,131
WASTE				
Global Waste to Landfill	mt	1,358	1,266	1,216
Total Non-Hazardous Waste	mt	1,212	1,110	1,074
Total Hazardous Waste	mt	146	156	142
Total Recycled / Reclaimed	mt	1,216	1,363	1,518
ENERGY				
Total Global Energy	MWh	67,021*	65,456*	60,294
Global Electric/Steam Consumption	MWh	41,934*	40,476*	38,621
Global Fuel Consumption	MWh	25,087	24,980	21,673
Global Renewable Electric Consumption	MWh	4%	14%	43%
GHG EMISSIONS				
Global CO ₂ e Emissions Location Based	Mt CO ₂ e	19,434	19,774	17,985
Global CO ₂ e Emissions Market Based	Mt CO ₂ e	18,844	17,007	7,940
Global Scope 1 Emissions Location Based	Mt CO ₂ e	4,591	4,585	3,985
Global Scope 1 Emissions Market Based	Mt CO ₂ e	4,591	4,585	3,985
Global Scope 2 Emissions Location Based	Mt CO ₂ e	14,843**	15,189**	14,000
Global Scope 2 Emissions Market Based	Mt CO ₂ e	14,253**	12,422**	3,955

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

* 2021 and 2022 data was restated to reflect our Poland location.

** 2021 and 2022 data was restated to reflect our Poland location and an updated emission factor used for our Berlin location. We diligently review our data collection processes for improvements. This data was updated from last year as part of this review.

† Data includes the U.S. workforce only. We determine diversity based on our employees' self-identification or other information compiled to meet the requirements of the U.S. Government, compiled as of December 31, 2023. The U.S. Government defines individuals as diverse if they belong to one or more of the following groups: female gender, racial or ethnic minority, protected veteran class, or persons with a disability. Employees 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 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 43% 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	United by Safety MSA's Near Miss Frequency Rate (<i>NMFR</i>) for 2023 was 136.
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 these 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 (3TG), 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 3TGs 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 ("CMRT").
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. To the extent the Report includes financial information, it 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.