
Safety is Our Mission.
Creating a Better World is Our Goal.

2019 CORPORATE SOCIAL RESPONSIBILITY REPORT

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A Message from Nish Vartanian, President and CEO

Living a Socially Responsible Mission

I believe the one constant driver behind MSA Safety's success over the past century has been our focus on just one purpose: to help protect people at work.

At MSA we embrace the responsibility of being a good corporate citizen, and we remain dedicated to creating a safer world.

Since 1914, the impact of this "socially responsible" mission has been immeasurable. Consider this: MSA's first product—the Edison Electric Cap Lamp—reduced fatalities by 75% over the following 25 years, representing thousands of lives saved.

Today, MSA products help protect the lives of tens of millions of workers around the world every day. We are naturally very proud of this heritage. But most of all, we are proud that our mission makes a lasting impact on the lives of our customers and their families. Our associates across multiple generations have a clear understanding of that responsibility, and for that reason they take exceptional pride in the importance of their work.

On the pages that follow, you will learn about many other ways MSA is making a difference in our world. As an example, we are working to do our part in the battle against climate change. This includes implementing programs that help protect our environment by reducing air emissions, increasing recycling, and minimizing energy consumption.

MSA is actively committed to employing a diverse workforce and being valued partners in the communities in which we live and work, be it through associate volunteerism, philanthropic giving, or a fundamental commitment to human rights. And, consistent with our mission, we are resolute in our focus on the safety, health and wellness of our own associates.

Living the MSA mission would not be possible without an equally strong commitment to simply "doing business the right way." From my perspective, our commitment to integrity has been shaped by the many fine leaders at MSA that I've had the opportunity to observe and learn from over my 35-plus years with the Company. Integrity has always been our foundational value, and in line with that focus we maintain a robust global ethics and compliance program led by our Chief Compliance Officer. We provide a variety of training, maintain numerous processes, and deploy a global reporting system to ensure that MSA associates always have the ability to raise questions or concerns. Here, our goal is simple: we want to ensure that every associate feels the full support of our executive leadership team and board of directors when it comes to the way we achieve our mission.

I am proud of our Corporate Social Responsibility (CSR) work and progress to date. I believe these efforts all play a vital role in our ability to create long-term value, for all MSA stakeholders, including our shareholders, our associates, our business partners and our communities. This effort is not just about CSR. Rather, this effort is about doing well by doing good, while also driving better business outcomes and higher levels of innovation. At MSA we embrace the responsibility of being a good corporate citizen, and we remain dedicated to creating a safer world.

That's our purpose, and that's the MSA Way.



Nish Vartanian
President and CEO



Our Socially Responsible Mission

5,000 dedicated associates
committed to **one mission**
that protects **tens of millions**
of workers every day.



2019 Corporate Social Responsibility Highlights

MSA has a long tradition of deploying social responsibility principles. In 2019, the Company formalized this Corporate Social Responsibility (CSR) mindset through the establishment of an enterprise-wide CSR steering team and the creation of a formal CSR strategy. As part of the strategy, a new CSR website was developed, and a variety of steps were pursued to gather existing information and enhanced

disclosure, with the disclosure framework encompassing the Company's four defined CSR pillars: Our Integrity, Our People, Our Environment, and Our Communities. Finally, this 2019 Report was created — for the first time in MSA's history — so that key stakeholders may access all key information in one helpful resource. Unless otherwise stated, all data included in this CSR Report is as of December 31, 2019.

30%

of MSA executive leaders are diverse



30%

reduction in workplace injuries in 2019

82%

The percentage of associates that responded to our 2019 Global Engagement Survey

Favorability score from the engagement index



1,155

 metric tons

of materials recycled globally in 2019

SECTION 1

Our Integrity



Mission and Values

MSA's mission, which has gone unchanged for more than a century, is to see to it that men and women may work in safety and that they, their families and their communities may live in health throughout the world. Very simply, doing all that we can to keep people safe at work is at the center of everything we do. Accordingly, and as the Safety Company, this "mission of safety" begins at home and is deeply rooted into our own culture and values. In short, our core values — anchored by integrity — are encompassed by a Culture of Safety.

Integrity

We conduct ourselves with unwavering high standards of honesty, trust, professionalism, and the highest levels of ethical behavior wherever we operate.

Customer Focus

We provide our customers with a superior customer experience by delivering high quality products and support services in order to exceed their expectations and gain their trust and loyalty.

Speed and Agility

We anticipate and respond quickly to business issues and opportunities and the needs of our customers. We are accountable for making decisions using processes that

achieve quality results and communicate an appropriate sense of urgency to those who are impacted by our actions.

Innovation and Change

We embrace change and encourage innovation throughout the organization. Innovation is the process of developing and applying new ways of addressing opportunities for improvement, and creating solutions that add value.

Diversity and Inclusion

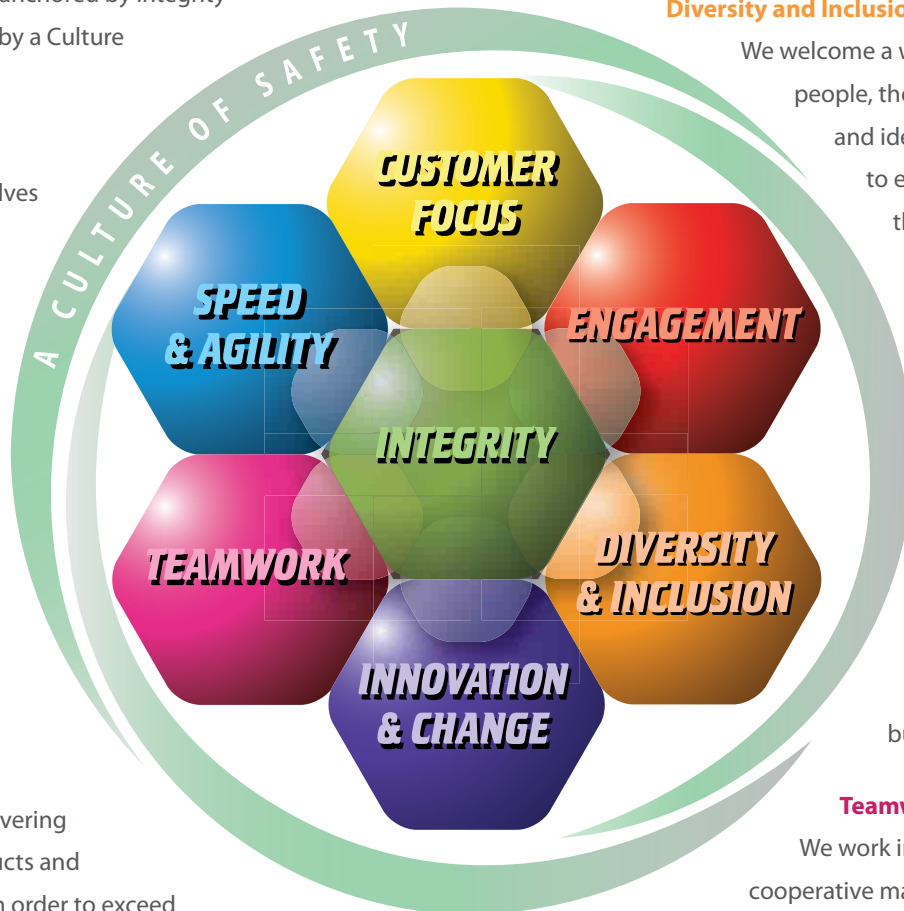
We welcome a wide variety of people, thoughts, perspectives, and ideas that enable us to embrace and utilize the rich dimensions of each individual. We believe that openness to people and ideas creates a global competitive advantage for MSA that brings a measurable performance gain to all facets of our business.

Teamwork

We work in a coordinated and cooperative manner at all levels to accomplish our organizational objectives.

Engagement

We value highly motivated associates committed to achieving excellence. We drive this mindset by setting clear expectations and empowering associates to achieve results. We fuel this level of engagement by providing timely feedback, project ownership, and opportunities to grow.







Ethics and Compliance

Integrity is at the core of MSA's values. While our Company has—and will continue—to evolve over time, our commitment to integrity and ethics remains the same. To that end, MSA maintains a robust ethics and compliance program to ensure we remain committed to integrity. Our commitment to integrity is clear to our customers, our supply chain partners, our other business partners, and our associates.

All associates are responsible for acting with integrity and upholding our values and mission. To do that, the Company maintains a longstanding Global Code of Business Conduct (the "Code"), which is a vital resource for all associates to help them uphold both the Company's and their own personal

responsibility. The Code was most recently refreshed in 2019, after which training was completed throughout the world. The Code sets forth our core requirements for ethics and compliance and is available in 12 languages to ensure a full understanding throughout our operations. The Code provides associates with useful tools such as an ethical decision tree, hypotheticals they may face in their day to day work, and how they can respond to complicated situations. A key tool for associates is our Ethics Guideline toll-free, anonymous reporting tool.

In addition to the Company's longstanding Code, in 2019 we published and communicated a Supplier Code of Conduct. The Supplier Code of Conduct, or the "Supplier Code," sets



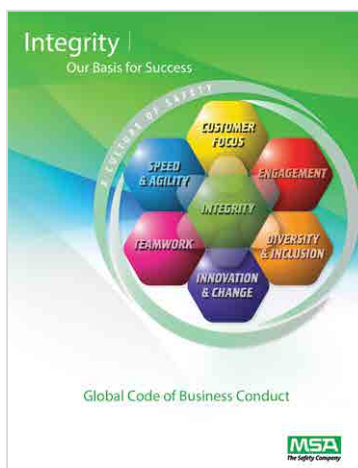
99%

of salaried associates received code of conduct training in 2019.

forth MSA's key expectations for supplier conduct involving business ethics and integrity, safety, human rights and labor laws, environmental practices, confidential information, and other topics.

Along with the Code and Supplier Code, MSA maintains robust policies and procedures related to a wide range of compliance topics such as antitrust, anti-bribery and anti-corruption, import and export laws, trade sanctions, and insider trading among others.

It is important to us that our associates receive interactive and comprehensive ethics and compliance training on a regular basis. Whether provided online or in person, all salaried associates receive Code of Conduct training every year, along with a certificate of conduct certification. Associates also receive a variety of targeted compliance training on other topics, based upon their job functions.



Ethics Guideline



In 2019, Ethics Guideline reports were received from 11 different countries, reflecting a **robust global reach**.

The MSA Ethics Guideline is a telephone and internet resource available for associates to ask questions or report concerns 24 hours a day, seven days a week. The Ethics Guideline is accessible using a secure, third-party managed website or through a toll-free telephone number. The toll-free number is answered by trained specialists speaking the local language, and the internet tool is available in the local language. Those who contact the Ethics Guideline have the option to provide their name or remain anonymous.

All reports to the Ethics Guideline are forwarded directly to MSA's Chief Compliance Officer, who oversees the intake and investigation of all matters reported through the tool. The Chief Compliance Officer ensures that each reported matter is appropriately reviewed and addressed.

Each matter is reviewed promptly, with sensitivity and discretion, and the Company maintains formal processes to provide for the confidentiality of each person who contacts the Ethics Guideline, as well as each person who may be the subject of a report. The Company also maintains processes and procedures to prevent retaliation and will not, under any circumstances, tolerate retaliation against anyone for raising a good faith concern.

SECTION 2

Our People



6X Winner
of Top
Workplace in
Western
Pennsylvania



Winner of "Values" Award:
MSA is the #1 workplace
in the region whose
employees feel most
firmly that the Company
operates by strong values

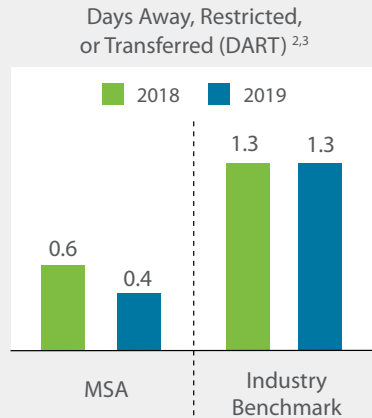
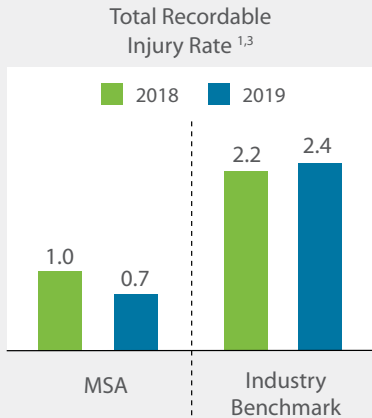


2019
Board
Diversity
Ambassador
Award



Workplace Health and Safety

2019 KEY SAFETY METRICS



¹ Total recordable injury rate measures the number of workplace injuries and illnesses that require medical treatment, normalized per 100 workers per year.

² DART injury rate measures the workplace recordable injuries that result in Days Away, Restrictions, or Transfers, normalized per 100 workers per year.

³ Industry Benchmark reflects an average of the NAICS manufacturing codes in which MSA operates. Source: U.S. Bureau of Labor Statistics.



7 million hours

without a Lost Time Incident celebrated by MSA in 2019, at its Cranberry Township, PA facility.

Seven core values define the MSA culture and guide every action taken in conducting the Company’s business. Those values are encircled by “A Culture of Safety” which serves to remind all associates that safety is an all-encompassing focus, both in the workplace and in their everyday lives.

MSA strives to continuously enhance a responsible and efficient global Environmental, Health and Safety Management System, drive change and ensure protection and safety of all MSA associates, visitors, and contractors, while ensuring compliance and promoting environmental sustainability.

MSA KEY ENABLING PILLARS TO REDUCE AND ELIMINATE INJURIES

Management System

Consistent health & safety process excellence including utilization of the MSA Operating System

Communication and Information

Reliable information and data to improve speed of resolutions and decision making

Risk Management

Education on risk potential, finding and taking deliberate actions to reduce risk

Culture

Taking care of our people; promoting engagement in EHS from all levels and functions

Every day, we remember: as “The Safety Company,” we have a responsibility to set the benchmark for workplace safety and to set a strong and meaningful example outside of the workplace for our families and our communities.

Diversity and Inclusion



When associates join MSA, they become part of the MSA family — dedicated to protecting the safety of lives all over the world. Being a part of the MSA family means striving to provide a world class diverse and inclusive environment, driven by a culture of excellence. Surrounded by a highly engaged workforce, our people enjoy formal and informal opportunities for advancement, global collaboration, innovation, and incentives that drive them, and the entire organization, to achieve goals and maintain our mission.

MSA values diverse perspectives and seeks to capitalize and improve upon the diversity of our workforce and create an inclusive environment that supports the Company's Core

Mission and Values. Four pillars anchor the Company's Diversity and Inclusion efforts. Each is designed to create and maintain a high-performance culture.

Diversity and Inclusion Mission: *To attract, hire, develop and retain a diverse, high performing workforce who work collaboratively to drive MSA's mission: "That men and women may work in safety and that they, their families and their communities may live in health throughout the world."*

Diversity and Inclusion Vision: *To capitalize and improve upon the diversity of our workforce and create an inclusive environment that supports MSA's Mission and Values. We will recognize and celebrate the uniqueness of every associate and assure our workplace facilitates the success of all people.*

CREATE AND MAINTAIN A HIGH-PERFORMANCE CULTURE





MSA Cultural Diversity Day — May 2019

We work hard to ensure that our inclusive environment is formed through how we treat each other, our actions, Company policies and procedures, and the culture we intentionally create.



We strive to create an environment that enables all associates to bring their “real selves” to work and create a culture where they feel comfortable openly sharing their thoughts and ideas. Creating this inclusive environment is critical to recruiting and retaining talent, promoting engagement, fostering innovation, and achieving our aspirational goals and targets. Here are just a few ways we have put thinking into action.

- In 2019, we launched a Diversity Council comprised of a cross-functional group of MSA associates to contribute to hiring, retention, and inclusion initiatives.
- We facilitate annual associate training on a wide variety of relevant topics, such as: Unconscious Bias Workshops, Respect in the Workplace, and Global Code of Conduct Training.
- In May 2019, various countries and cultures were showcased in an associate-hosted event called ‘Cultural Diversity Day’ at our Corporate Center. Associates created display tables which showcased an array of information, fun facts, artifacts, unique art and paintings, food and drink samples, traditional attire, and much more. More than 200 associates explored each display table and gained understanding of, and appreciation for, the different cultures and backgrounds of their fellow associates.

MSA's support of an inclusive culture and our opportunities to grow and thrive are not limited to formal development programs. MSA maintains four Employee Resource Business Groups (ERBG) designed to foster a culture that is both engaged and inclusive.



WMSA (Women of MSA)

Welcoming a wide variety of people, perspectives, and ideas, WMSA's mission is to empower, support, and promote the personal and professional growth of women within MSA and within the MSA community.



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, helping hires build their MSA networks, enable experience sharing and peer-to-peer learning, build a more inclusive environment, and aid in new hire engagement and retention.



#MSAYP (MSA Young Professionals)

Bringing together the innovation oriented, #MSAYP strives to make MSA an even better place to work for all generations. Its primary areas of focus are innovative creativity, professional development, work environment, community outreach, and networking.



#IDEAS

Inclusion, Diversity, Equality, Awareness and Service
#IDEAS was formed organically within the corporate IT organization but has since been expanded. The purpose of this group is to embody the MSA values of diversity and inclusion and align these values with the strategic priorities of MSA to help drive innovation.

These ERBGs are voluntary, associate-driven communities that capitalize on the wide variety of people and perspectives at MSA, driving our core value of Diversity and Inclusion.

MSA Diversity — Our Commitment Inside and Out

The following represent select, illustrative events, actions, and partnerships in which MSA participated during 2019, to further our commitment to diversity and inclusion throughout our U.S. workforce.

Vibrant Pittsburgh	Corporate Equity and Inclusion Roundtable	PA Corporate Women's Collaborative
YWCA– Eliminating Racism and Empowering Women	Women for Economic Leadership Development (WELD)	Nazareth College & Career Prep
2020 Women on Boards	Disability Consortium	STEM Programs for Women
Duquesne University's Women's Executive Leadership Conference	United Way Women's Leadership Council	National Minority Supplier Development Council
Duquesne University's Emerging Women's Leadership Conference	Pittsburgh Veteran Employer Coalition (PVEC)	Eastern Minority Supplier Development Council
MSA Project Leader	Take Your Child to Work Day at MSA	MSA Mother's Room

As a global leader, MSA is committed to promoting diversity in the workplace. As part of our outreach efforts, MSA partnered with various organizations in 2019 to help build a pipeline of future talent with differing backgrounds, thoughts, experiences, and perspectives.

Adventures in Technology Program

High school students were able to tour MSA's facilities, present their ideas to members of the MSA engineering and leadership teams, and observe their designs materialize from concepts and drawings to the production line. MSA seeks opportunities to develop STEM talent and educate students on future career opportunities.

Junior Achievement

For more than 80 years, MSA has supported Junior Achievement. MSA's associates have helped provide students of all ages with the skills they need to plan for their futures and to make smart academic and economic decisions and choices. Through our relationship with Junior Achievement, MSA has helped hundreds of young people, supported the MSA community, and developed tomorrow's leaders.

Recruiting, Internships, Co-ops and Apprenticeships

Each year, MSA participates in over 26 college career fairs on both a local and national level to recruit for our 100+ internship/co-op openings to support our Cranberry, PA; Murrysville, PA; Jacksonville, NC; Lake Forest, CA; and Pittsfield, NH locations.

Our college recruiting program at MSA is a great way for upcoming graduates to start applying what they have learned in the classroom and translate it into a real-world setting. Not only will they have the opportunity to work with highly skilled professionals who are willing to share their knowledge and expertise, they will also obtain an understanding of business and manufacturing principles and make a wealth of connections for years to come.

MSA offers summer internships in areas such as Finance, IT, Law, Marketing, and Supply Chain. Our global teams provide meaningful work to ensure our upcoming graduates have an educational and enjoyable experience.

In addition, we also offer multi-rotation co-ops in many Engineering disciplines, including Chemical, Industrial,

Mechanical, and Software. These rotations enable our co-ops to become engrained in our business, intimately learning our products and processes and forming strong relationships with their co-workers.



Formerly known as Holy Family Academy, **Nazareth College & Career Prep** is a Pittsburgh area Catholic-based high

school for underrepresented and economically disadvantaged students of all faiths. This private high school is ranked as one of the most diverse schools in the nation with 79% minority student population. The school's primary goal is to prepare students for college and/or a variety of careers after high school.

Capitalizing on the high standards required by Nazareth Prep, MSA has partnered with the school and the Department of

Labor to create an Apprenticeship Program dedicated to offering students real-life job experience and skills.

Nazareth Prep Internship Process

- 8 active internships in 2019.
- Targeting 9-10 interns for Fall 2019/Spring 2020.

Department of Labor Apprenticeship

- 2 apprentices in Engineering (started in Summer 2018) — in 2020, they will receive formal Mechatronics Assembler certificates.
- Both students are enrolled in college (through MSA's Education Assistance Program, declaring majors in Engineering — one in Electrical and the other in Mechanical).
- 3 new apprentices started in July 2019.

Diversity and Inclusion Statistics

53%

Diverse hires
in 2019

49%

of our U.S. workforce
is diverse

43%

of our U.S.
workforce is female

30%

of MSA executives
are diverse



Diversity is considered females plus male minorities. A minority female is counted as one (1) individual.
All statistics are as of December 31, 2019. *Data relates to the U.S. only — Sierra Monitor and Canadian associates excluded.

Leadership and Development

While MSA is proud of the diverse pool of associates we are able to attract and recruit, we are fully committed to enabling them to recognize and achieve their full potential and to take on newer, higher, more challenging and more rewarding roles within the organization. We pursue this development in a number of ways. First, the MOVE philosophy and MSA Leader model serve as the foundational elements to associate engagement, as described below. Beyond those core programs, MSA maintains a variety of associate leadership and development programs to further enhance the associate experience and opportunities for growth.



The MOVE Performance Management philosophy is a core element of associate engagement. Meaningful, Ongoing, Vital Exchanges (MOVE) between associates and supervisors provide a flexible feedback loop to enhance the engagement of all associates. Associates are able to share their challenges and successes with their supervisors in a way that enables problems to be addressed more quickly, while fostering more collaboration, engagement, and efficiency than any previous performance management system deployed at MSA.

By breaking free of the structure of traditional performance management, MSA has been able to place conversations at the heart of our associate development and growth strategies. Owned by the associate, these “one-on-one” check-ins allow our associates to drive the agenda and provide space for new ideas to come to light. Supervisors are trained to coach their associates to new solutions and engage with them in a meaningful way. These quality conversations are a key driver of associate engagement and help fuel the growth engine that MSA has become over the past several years.



The MSA Leader model was created to clarify and enhance the expectations of our leaders at MSA. Grounded in the five core principles that define MSA’s high performance culture of excellence, the MSA Leader model guides the development of current — and aspiring — leaders. It outlines the traits, knowledge, competencies and experiences that MSA requires for successful leadership while encouraging leaders to remain true to their personal styles.

The model is the foundation of all leadership development at MSA. It is the core tenet of our International Leadership Curriculum, the Americas Business Leadership Excellence (ABLE) program, our New Leader Onboarding program, and many other development activities. Leaders who participate in these programs have the opportunity to bring the MSA Leader model to life and sharpen their skills to take the organization to the next level. By combining leadership development, culture, and business acumen, leaders are more prepared than ever to enact a high-performance culture and invest in their own and their teams’ development along the way.



The MSA Project Leader development program is a targeted learning experience designed to help beginner and mid-level project and program managers augment their skill sets and grow into highly successful project leaders over a six-to-nine month period. During the program, participants learn foundational leadership skills through classroom content, on-the-job practice and reflection, mentoring, and peer coaching.

By focusing on lateral leadership skills, participants of the program are able to engage in content around influencing, emotional intelligence, leading innovation, and MSA business and financial strategy. As of 2019, there have been 46 cross-functional graduates of the program globally. Together they have greatly advanced the project leadership capability of the organization. Three additional cohorts are planned in 2020 occurring across our Americas and International business segments.



At MSA, 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 to be a mutually rewarding experience in return.

In November 2019, our Talent Management team hosted the pilot event of Meet, Mingle & Mentor at our Corporate Center. The purpose of this fun and innovative event was to connect interested mentees with a potential MSA mentor and to encourage growth conversations across departmental silos. The event mimicked the style of "speed dating." Participants were given the opportunity to sit with multiple potential mentors to get to know the expertise across a wide range within MSA.

At MSA, we aim to empower associates to own their career development through the design and delivery of meaningful, business-aligned resources, tools and programs.



MSA's focus on associate development and driving a high-performance culture is aided through our formal professional development initiatives, including the **EDGE Women's Leadership Development Program.**



The EDGE Women's Leadership Development Program, a one-year program designed in partnership with Align Leadership, focuses on helping mid-level, high-potential women at MSA accelerate their professional and personal growth.

The 13 women in the 2019 class spent their year in the program developing their authentic, individual leadership styles, learning from and coaching one another, and completing two challenging cohort business projects. These graduates were tasked with self-selecting a business problem and proposing their solution to the MSA Executive Leadership Team, including President and CEO Nish Vartanian. These efforts ultimately advance the capabilities of our organization and provide these high-performing women opportunities for exposure to and sponsorship by our highest-level leaders.



The Americas Business Leadership Excellence (ABLE) training program has strengthened the capabilities of our leaders in the Company's Americas segment, consisting of the U.S. and Canada, along with Mexico and the entire Latin America region. The two-day training enables leaders to interact with one another. It also provides tools and resources needed to take MSA's growth to the next level. By focusing on business acumen, coaching skills, strategy and culture, leaders leave the program more prepared to encourage their teams' success and fulfill the expectations set forth by the MSA Leadership Model.

Facilitated in three different countries over the past two years, ABLE has been a highly effective program, improving leadership capabilities and providing our leaders with the opportunity to exchange ideas and hear from internal experts. Participants are able to tailor the information they receive into solving the problems unique to their departments and locations.



The Leadership through Empowerment, Accountability, Alignment, and Development (LEAD) program was introduced in 2018 in our Europe, the Middle East and Africa (EMEA) region and continued throughout 2019 in our Asia Pacific (APAC) region. This targeted leadership program brings together high potential leaders from MSA's International segment to focus on their development. The group meets multiple times during a 12- to 18-month period to engage on a variety of leadership topics that are applicable to the areas of the business in which they lead.

Participants are also tasked with conquering concrete, complex problems that face their regions. Utilizing their skills from the program and their own experience and knowledge, they are able to develop strategies and plans to enhance the capabilities of their regions and continue to grow our business.



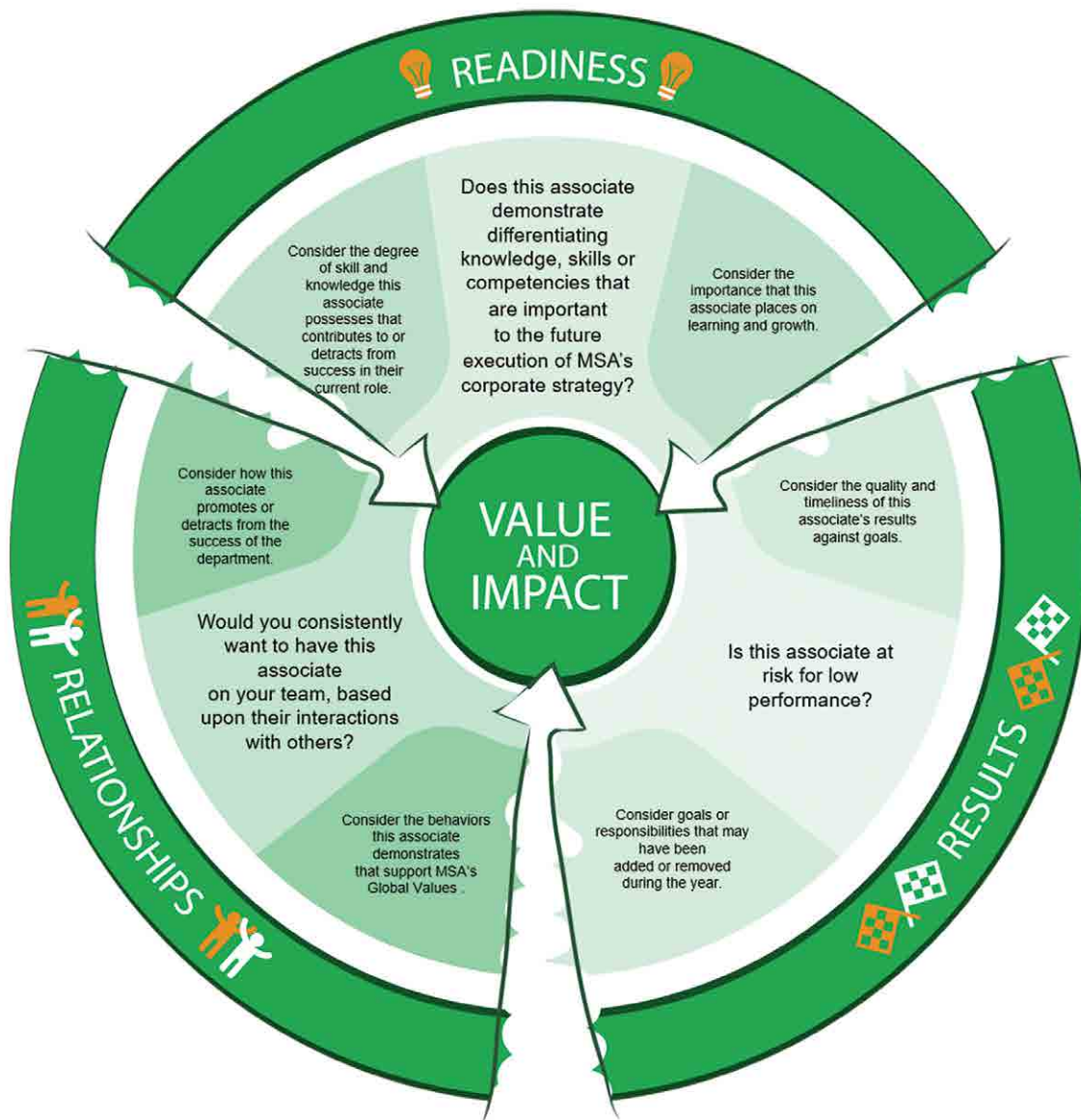
In 2018 and 2019, MSA conducted the global Your Voice Matters engagement survey throughout the Company. This survey gave leaders more detailed insights into the engagement of their teams than ever before. To advance the workplace culture of their teams from good to great, all leaders were expected to create action plans based on this feedback. This resulted in efforts, large and small, from across the organization.

In 2019 alone, MSA leaders created more than 780 action plans to effect change in the organization, all centered on the goal of making MSA the best place to work that it can possibly be. The organization reaped the benefits of the first survey as we saw marked improvements in associate recognition, a core driver of engagement, and many other areas. MSA leaders continue to focus on associate engagement as a key part of accomplishing our goals and mission.

82%

of associates responded to our 2019 Global Engagement Survey.

Favorability score from the engagement index



Compensation & Rewards

MSA's success is driven by a high-performing workplace and culture that inspires creativity and facilitates the achievement of our business goals. That culture — along with our overall workplace environment — celebrates excellence through trust and empowerment and drives customer-focused innovation throughout our organization.

The jobs our associates do each day play a key role in the Company's success, and we seek to reward those associates in a way that is commensurate with their success.

Because we understand that being appreciated for a job well done is important to all of us, one way we reward

our associates is through recognition, and our Global Compensation Philosophy is designed to do just that. Through use of the MSA Performance Lens, we strive to provide above-market compensation opportunities for individuals who exceed goals and expectations. We reward our associates in various ways such as performance-based salary increases, cash incentives, and in some cases, awards of MSA stock.

This approach to Total Rewards ensures that MSA attracts, retains and motivates high-performing individuals who foster an innovative culture and generate exceptional results.



The jobs our associates do each day play a key role in the Company's success, and we **seek to reward those associates** in a way that is commensurate with their success.

Other Engagement Activities

We also understand that the ability to balance work and family life, to connect with coworkers, and to feel secure with pay and benefits is an important part of job satisfaction. That is why, in addition to the rewards our associates receive through our compensation programs, we provide benefits programs focused on security, family, health and well-being.

In 2019, MSA expanded its paid parental-leave policy, providing equal time-off benefits for both parents.

And, of course, MSA knows that life is better with choices. That's why we offer options for health care insurance that allow associates to choose benefit elections that are best for them and their families. We provide a low-cost competitive medical package with employer contributions to a Health Savings Account. We also offer a variety of benefit options such as dental, vision, and life insurance, as well as a number of voluntary benefits and discount programs.



The MSAFit wellness program is available to associates who enroll in our medical

program. The program is designed to help associates and spouses take an active role in managing their health with options to learn their health risks, participate in health education and work-life balance programs, and to earn financial incentives for participating in a variety of healthy activities.

Along with the work-life balance and stress-management programs offered through the MSAFit wellness program, MSA provides an Employee Assistance Program ("EAP") to all associates. This program provides advice and assistance for many different aspects of life, including appointments with a mental health professional, financial education, child care referrals, parenting tips, etc.



SECTION 3

Our Environment

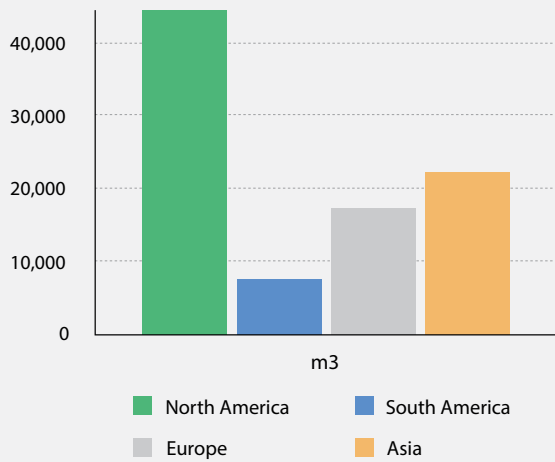
For more than a century, MSA Safety has pursued just **one mission— that men and women may work in safety and that they, their families, and their communities may live in health throughout the world.** Achieving health throughout the world is a monumental task. But all of us at MSA are committed to doing our part, and that includes finding ways to measure and ultimately reduce our global carbon footprint. Through our environmental management programs, we are capturing key data, setting measurable goals, and evaluating our processes in ways that we expect to lessen our environmental impact. In 2019, MSA also joined the Carbon Disclosure Project, making a commitment to reduce greenhouse gas emissions. Through these collective efforts, we are living our mission, and we look forward to sharing with you our future and continued progress.



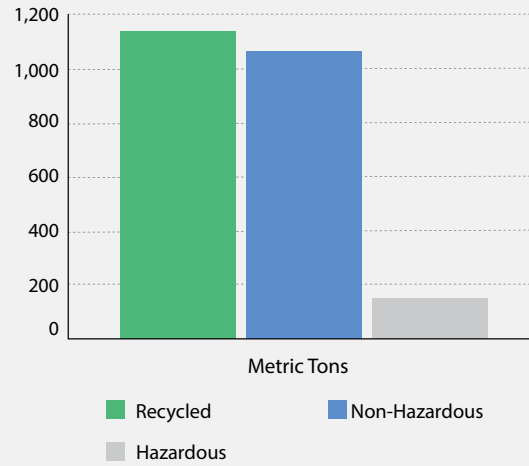
Stephanie Reese

Global EHS and Product Stewardship Manager

Water Consumption
m3



Waste Management
Metric Tons



MSA Safety is committed to conducting our business in a manner that is environmentally sustainable, ensures the protection of natural resources, and complies with all applicable environmental, health, and safety obligations. In this endeavor, MSA strives to be transparent concerning the global impact of our operations as well as with objectives to reduce those impacts.

When MSA views its environmental footprint, it does so in the context of its 11 largest facilities across North America, South America, Europe, and Asia. This CSR report includes data and insight into our key operations' environmental impact and future goals that support our objective to conduct our business in an environmentally sustainable manner.

Water

MSA believes access to clean water is a fundamental human right and considers the responsible use of water to be a fundamental element of the MSA global environmental management system. MSA's global water consumption

in 2019 was 92,874 m3. To further support MSA's commitment to water sustainability, MSA strives for continuous improvement and seeks to identify opportunities to reduce our global water impact everywhere we operate.

Waste

In 2019, global waste generation totaled 2,382 metric tons, with 1,155 metric tons recycled, 1,074 metric tons disposed of as non-hazardous waste, and 153 metric tons managed as hazardous waste. In total, 48% of all waste generated globally was recycled in 2019.

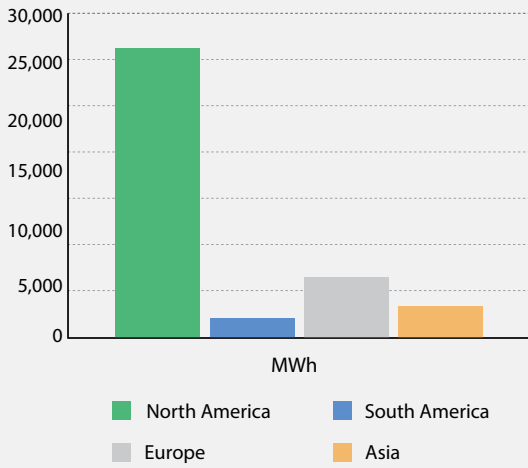
48%

of all total waste generated globally was recycled in 2019.

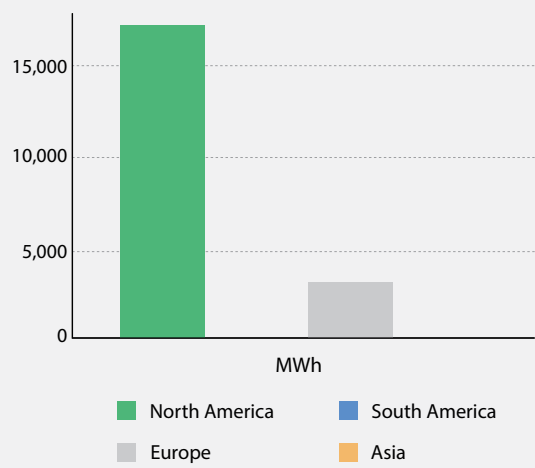




Electricity Consumption
Megawatt Hours



Natural Gas Consumption
Megawatt Hours



MSA is committed to identifying and utilizing opportunities to supply our facilities with renewable sources of energy. **At our Devizes, U.K. facility, solar panels generated more than 90,000 kwh in 2018***, which was used to provide energy to the facility as well as return energy to the grid.

*2019 data was not available at the time this report was released.

Energy

MSA tracks energy consumption on a facility-by-facility basis to regularly monitor our global activities and identify the highest impact reduction opportunities. Through our Environmental Sustainability Teams across MSA’s global operations, MSA is striving to reduce absolute energy consumption and the Company’s overall environmental footprint while increasing our usage of renewable energy.

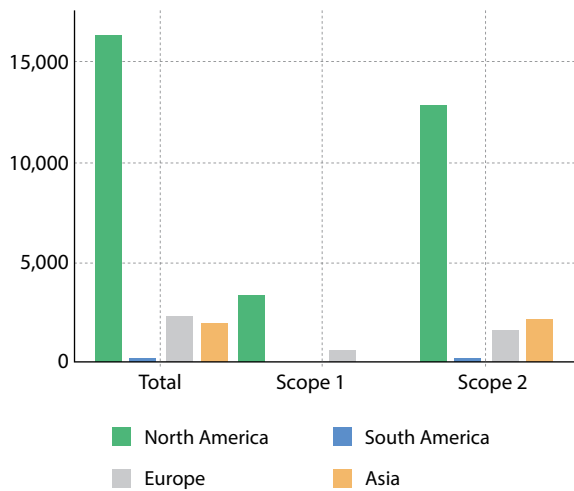
Electric Consumption

MSA’s global electric consumption in 2019 equaled 37,241 megawatt hours across North and South America, Europe, and Asia.

Natural Gas Consumption

MSA’s global natural gas consumption in 2019 equaled 20,523 megawatt hours across North and South America, Europe, and Asia.

Greenhouse Gas Emissions
CO₂e Metric Tons



Emissions/Carbon Footprint

The tracking of greenhouse gas emissions is an integral part of MSA’s environmental management systems. To reduce MSA’s global carbon footprint and establish goals for the future, we track the following greenhouse gas emissions:

Total CO₂e Emissions

Total global carbon dioxide equivalent emissions (Scope 1 and Scope 2) equaled 21,123 metric tons across MSA’s global operations.

Scope 1 Emissions

Carbon dioxide equivalent emissions from fuel combustion totaled 4,151 metric tons across MSA’s global operations in 2019. Fuels included natural gas and liquid petroleum gas, with comfort heating representing the primary use for these fuels.

Scope 2 Emissions

Global carbon dioxide equivalent emissions from purchased electricity totaled 16,972 metric tons across MSA’s global operations in 2019. Electric usage spans infrastructure and production operations.

Environmental Management and Goals

In the spirit of continual improvement and in support of the global sustainability movement, MSA has set forward-thinking goals aimed at reducing the global environmental footprint of our operations. These goals include reduction of global Scope 2 greenhouse gas emissions by 1% annually for the next five years, and the identification of global opportunities targeting an increase in recycled materials across the organization by 3% in 2020.

MSA continues to develop and improve upon global environmental management systems. For example, currently the MSA Devizes, UK and Suzhou, China facilities implement and are certified to the ISO 14001:2015 Environmental Management System standard, with 2020 efforts to evaluate whether to extend ISO certification elsewhere. The strong foundation of environmental management systems is vital to the global sustainability efforts of the Company.

Through the structure of environmental management systems, analysis of environmental data, risk, and opportunity, and through forward-thinking goals, MSA continually strives to support the global efforts of sustainability, while reducing the overall environmental impact and risk of our global operations.





Sustainability Teams and Climate Protection

In 2020, 14 Environmental Sustainability Teams across the globe will be working together to drive global environmental sustainability efforts. Led by the Company's Global Environmental Sustainability Steering Committee, facility-level teams will develop annual action plans to support MSA's sustainability and climate protection goals.

As an active voluntary member of the Carbon Disclosure Project, MSA utilizes environmental data and feedback generated to assist in the identification of risk, opportunity, and trends that can be leveraged by the global Environmental Sustainability Teams in developing annual action plans focused on the reduction of MSA's global environmental footprint.





SECTION 4

Our Communities



GREG

Building a Healthy
NEIGHBORHOOD

Millvale 2019

MSA places important value on our communities and believes **we have important responsibilities to the communities** in which we operate.



Supplier Responsibility and Human Rights

Our safety products help bring our customers home safely every day. This is why our relationships with our suppliers are so important. We extend our values and culture of safety to our suppliers throughout the world. Our Supplier Code of Conduct sets forth our minimum expectations for those suppliers. It includes sections on compliance, human rights and labor laws, environmental health and safety, ethics, confidentiality, intellectual property, data privacy, and management systems. The Supplier Code also extends the reach of our Ethics Guideline reporting resource so that our suppliers — and our own associates — are able to report their concerns.

One of MSA's fundamental responsibilities is to respect and uphold human rights in all aspects of our operations. Therefore, in addition to the Supplier Code, MSA maintains a global Human Rights Policy. Our supply chain partners are required to comply with the policy and to conduct business in a way that ensures people are treated with dignity and respect.



Charitable Giving and Volunteer Work

At MSA, we are extremely proud of our heritage. While we are the global leader in the development, manufacture and supply of safety products, our pride does not end there. Since our founding in Pittsburgh in 1914, we have maintained a steadfast commitment to the communities in which we operate. Over the decades, we have donated thousands of products to disaster relief efforts, volunteered countless associate hours in the community, and donated millions of dollars to many worthwhile organizations. In doing so, we recognize that we are only as strong as our communities and that our financial and personal support are vital to our shared success.

Charitable Giving

In 2019, MSA organized its charitable giving around five pillars which we believe are best aligned with our business.

Community organizations such as those involved in the arts and those providing important community services



Disaster relief efforts



Organizations focused on Science, Technology, Engineering and Math (STEM)



Organizations supporting health and wellness



Diversity-based initiatives



As part of our overall giving strategy, we also believe strongly in supporting the efforts of our associates who make personal financial contributions. To that end, in 2019 MSA matched more than \$100,000 in associate contributions.



MSA 2019 charitable donations totaled

\$1.2M



Associate Volunteer Efforts

Beyond our corporate financial support, MSA believes strongly in enabling associates to offer volunteer support in our communities. In fact, we have a strong tradition of volunteering through a variety of programs. For example, in 2019 our Corporate Center associates alone collectively volunteered more than 1,000 hours. MSA executives also served personally as board members to a variety of non-profit organizations, a practice specifically encouraged by

MSA President and CEO Nish Vartanian and his predecessors. MSA associates also served in leadership roles on a number of standard-setting organizations, ensuring the ongoing proliferation and enhancement of global safety standards. While we have not tracked volunteer hours in the past, beginning in 2020 we have established a new program named MSA it Forward through which all MSA associates across the world can track volunteer hours.

Wills for Heroes: For the seventh consecutive year, in 2019 the MSA Law Department held a department-wide full-day event providing pro bono legal services, through which our Law Department personnel drafted wills and other estate planning documents for firefighters and first responders. The event was sponsored by the national Wills for Heroes Foundation.



In 2019, MSA associates supported a variety of organizations by volunteering their time and efforts. Following are select examples we supported.

Best of the Batch Foundation: A nonprofit organization devoted to improving the lives of children and families in distressed communities by building character, self-esteem, and appreciation for education.

MSA supported this group on multiple occasions throughout the year, including:

- **BatchPacks:** assembling backpacks for back to school
- **Batch a Present:** wrapping Christmas gifts for delivery
- **Batch a Toys event** held at MSA on the National Day of Giving. Our associates donated more than 1,000 toys on a single day



The Woodlands Foundation: A nonprofit organization whose mission is to enrich the lives of children, young adults, and adults with disabilities and chronic illness. Various MSA departments volunteered multiple times throughout the year, assisting with spring clean-up, fall clean-up, general maintenance, and other tasks.

Junior Achievement: The organization's volunteer-delivered, K-12 programs foster work-readiness, entrepreneurship and financial literacy skills, and use experiential learning to inspire students to dream big and reach their potential. MSA associates partnered with multiple local middle schools for a day spent teaching curriculum.

American Heart Association: MSA was the lead sponsor and host of the annual Beaver and Butler County Wellness Walk Plus that occurred throughout the Cranberry Woods Campus where our Global Corporate Center is located.

Family House: Each year the Family House organization serves more than 24,000 patients and families temporarily living in Pittsburgh to receive medical care. Family House's three locations offer the comforts of home and convenience to loved ones — often in times of great duress — at affordable rates. MSA associates volunteered time gathering and delivering care packages.

Dress for Success: The organization empowers women to achieve economic independence by providing a network of support, professional attire, and development tools to help women thrive in work and in life. For the past five years, MSA has hosted a six-week campaign to collect, sort and provide clothes for this cause, involving the efforts of dozens of MSA associates.



MSA it Forward

Doing Well by Doing Good

In 2019, the MSA Product Strategy and Engineering organizations displayed a unique passion for volunteerism and giving. Through collaboration and teamwork, those organizations encouraged groups of associates to give back

to the community by donating their time to help others in need. This group piloted the MSA it Forward program, which was selected by the Company's CSR Steering Team as the new global associate volunteerism program beginning in 2020.

