



2025

IMPACT REPORT



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.

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A LETTER FROM STEVE BLANCO

PRESIDENT AND CEO

At MSA Safety, our purpose is clear: to be the trusted partner who helps protect the world's workers and workplaces. Every day, millions of men and women rely on our safety equipment and technologies to perform their jobs with confidence. It is both a profound responsibility and a privilege to play a role in safeguarding their lives.

We are deeply committed to meeting our customers wherever they are on their safety journey. Whether they are building foundational safety programs or advancing sophisticated, data-driven systems, we work alongside them to understand their challenges and deliver solutions that drive meaningful impact.

At the same time, we believe in leading by example. We practice what we preach—safety is always top of mind across MSA. I am extremely proud that in 2025, our global team achieved more than 10 million hours worked without a lost-time incident covering the full calendar year. This milestone reflects the dedication of our people and reinforces our belief that a strong safety culture is foundational to everything we do.

As workplaces evolve and new risks emerge, we remain focused on innovation. By continuously advancing our technologies and expanding our capabilities, we strive to stay at the forefront of the challenges our customers face—helping them anticipate risks, improve outcomes, and ensure that every worker has the protection they deserve.

The following report reflects our ongoing commitment and illustrates the **Impact** we endeavor to achieve for our associates, our customers, and our communities. Together, we are advancing safety, strengthening resilience, and honoring the essential role of workers around the world.

Thank you for your continued support and partnership.

Yours in Safety,

Steve Blanco

President and Chief Executive Officer



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.

MSA SAFETY AT A GLANCE

100+
COUNTRIES
WITH SALES

5000+
ASSOCIATES

\$1.9B
NET SALES

5
GLOBAL R&D
CENTERS

Each year, MSA Safety products and solutions help protect more than **40 million** workers around the globe.*

The trust our customers place in MSA Safety drives us to do our best: to leverage technology and use it to envision, design and manufacture the world's most advanced safety products and solutions that help keep workers and workplaces safe. That trust is also a powerful driver of performance.

2025 AWARDS & RECOGNITIONS

Extel Insights:

All-America
Executive Team

Forbes:

Most Trusted
Companies

Newsweek:

America's Greenest
Companies
America's Most
Responsible Companies
America's Greatest
Companies

Pittsburgh Post-Gazette:

Pittsburgh Top
Workplace

Time:

America's Best
Mid-Size Companies

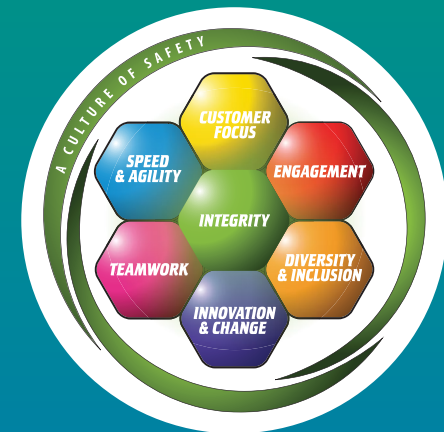
USA Today:

America's
Climate Leaders

OUR VISION

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

OUR VALUES



GROWTH + IMPACT

We demonstrate our commitment to making a positive impact through meaningful initiatives within each of our core impact program pillars—Products and Solutions, People, and Planet so our actions create lasting value.



PRODUCTS & SOLUTIONS

Our best-in-class products and solutions help make work safer and more productive.

- Industry leader in industrial safety technology
- Sustainability by design: Embedded across our products and solutions
- Driving safer, more sustainable work: Through both what we create and how we operate



PEOPLE

Our inclusive, high-performing workplace is anchored in one unwavering mission: safety—for our customers, our employees, and the communities we serve.

- A comprehensive behavior-based safety program brings MSA's mission to life every day
- Engaged associates power strong organizational performance
- The MSA Business System and other training and development tools promote continuous improvement and personal growth



PLANET

We approach environmental stewardship with purpose and care

- Focused carbon reduction: Targeting a 42% reduction in Scope 1 and 2 GHG emissions by 2030
- Supporting customers in achieving their carbon reduction goals through innovative solutions

92%

of surveyed associates understand how their job contributes to the success of MSA Safety*

* Source: 2025 MSA Employee Engagement Survey

2025 IMPACT HIGHLIGHTS



Record-breaking safety performance: Total Lost Time Incident Rate of 0.00 and Total Recordable Incident Rate of 0.25 in 2025—our best results on record!



Recognized as a Top Workplace for 12th time by the Pittsburgh Post-Gazette.



Deployed an enhanced leadership model (“MSA Leader”) providing a clear, practical, and people-centered framework that enables leaders and aspiring leaders to develop and grow.



Invested in capital and infrastructure at MSA Safety facilities to drive Scope 1 and 2 emissions reductions.

GOVERNANCE & INTEGRITY

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

The table (at right) illustrates the roles of the Board, its committees, our Executive Leadership Team, and the Company's managers in overseeing, leading, and executing our CSR strategy.

BOARD OF DIRECTORS

- | | | |
|-------------------------------|------------------------------------|-------------------------------------|
| • Impact Program Oversight | • Enterprise Risk Management (ERM) | • Customer Experience/ Satisfaction |
| • Workplace Health and Safety | • Cybersecurity | • AI Oversight |

Nominating and Corporate Governance Committee

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

Audit Committee

- Ethics and Compliance
- Cybersecurity
- Data Governance for Non-financial CSR ESG Metrics

Compensation and Talent Management Committee

- Pay Equity
- Human Capital Management
- Talent Management Strategies and Programs

EXECUTIVE LEADERSHIP TEAM

Executive Sponsor: Senior Vice President, President MSA Americas

CORPORATE RESPONSIBILITY PROGRAM MANAGER

GLOBAL CROSS-FUNCTIONAL TEAMS

MSA BUSINESS SYSTEM

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

BEHAVIORS

The way we act and react to changes and challenges

MBS in Action: The MSA Leadership Model, grounded in Business System behaviors, blends strong business acumen with people-centered practices. It provides a simple, consistent way for leaders and associates to show up—driving results while fostering an environment where people can thrive.

PROCESSES

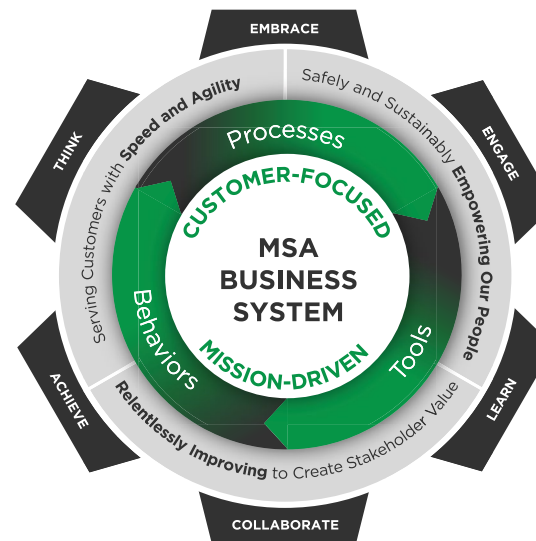
How we work with others and apply tools

MBS in Action: Elevating supply chain performance by implementing standardized, scalable processes that optimize inventory decisions across our global network—improving service levels, reducing costs, and enabling a more agile, resilient operation that supports sustained business growth.

TOOLS

Ways to identify and eliminate waste, standardize work and problem solve

MBS in Action: Accelerating new product development by deploying advanced modeling technologies and expanding design reuse—enhancing innovation, reducing development cycle times, and driving more efficient, scalable solutions across the portfolio.



#GAMECHANGERS 2.0

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

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



RISK MANAGEMENT

Risk management is a key element of our governance framework. We continue to enhance our risk oversight and business continuity programs to address both traditional and emerging risks. Examples include crisis and enterprise risk management, cybersecurity, information and data governance, and global business ethics and legal compliance.



ENTERPRISE RISK MANAGEMENT

The enterprise risk management program is designed to enable effective and efficient identification and management of critical enterprise risks and to facilitate the incorporation of risk considerations into decision making. Continuous monitoring of risks coupled with a formal risk assessment process helps us focus on and mitigate the risks most relevant to our strategy and business.



CRISIS MANAGEMENT & BUSINESS CONTINUITY

Our Crisis Management Program is designed to rapidly identify and address crises to safeguard our associates, customers, facilities, and broader stakeholder community. The program also plays a critical role in ensuring business continuity and supply chain resiliency. To maintain strong oversight, MSA Safety conducts regular training and tabletop exercises and has formed an internal Crisis Management Advisory Council to support program governance.



CYBERSECURITY

The Company maintains structured systems, programs, and technologies to mitigate cybersecurity risks as part of our broader governance framework. To support adherence, associates are assigned regular training and other exercises designed to promote compliance and strengthen organizational readiness.

BUSINESS ETHICS & INTEGRITY

In support of our mission and values, we are committed to conducting business responsibly and upholding the highest ethical standards. Governance of the Company's ethics and compliance program is led by the Chief Legal Officer, who also serves as Chief Compliance Officer, overseeing a team of legal and compliance professionals responsible for day to day program execution. These teams collaborate closely with human resources, finance, internal audit, and other functional and business leaders to support effective operation, oversight, and continuous improvement of our ethics and compliance programs.

CODE OF CONDUCT

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

ANTI-CORRUPTION / BRIBERY

MSA Safety conducts business on a global scale. This global reach introduces a number of legal complexities, including compliance with global anti-bribery/anti-corruption laws. Such laws can extend to associates and operations, wherever located, and the Company takes seriously its obligations under these laws. Accordingly, MSA Safety maintains a formal anti-bribery compliance program, governed by our Code of Conduct, and a specific [anti-bribery compliance policy](#).

All associates are required to read, understand, and follow the Code and our anti-bribery policy. Associates are also required to complete training on a periodic ongoing basis.

ETHICS GUIDELINE

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

MSA SAFETY RECOGNIZES INAUGURAL ETHICS AND COMPLIANCE CHAMPIONS

MSA Safety kicked off 2025 Ethics and Compliance week by recognizing 16 individuals across our organization who exemplify integrity, accountability, and leadership, The MSA Way. Through their words and actions, these Champions uphold the highest ethical standards, reinforce adherence to our Global Code of Business Conduct, and safeguard our culture of integrity.

2025 Ethics and Compliance Week centered on three principles: awareness, recognition, and reinforcement. These principles guided the selection of our Ethics Champions, who:

- Raised awareness by modeling ethical decision-making in real-world situations.
- Deserve recognition for demonstrating courage and integrity when faced with challenges.
- Reinforce our values.
- Put simply, their actions protect our reputation and strengthen our culture every day.

SUPPLY CHAIN & HUMAN RIGHTS

The integrity of our supply chain is of strategic importance, and we maintain a variety of systems and processes to provide for our suppliers' continued commitment to our standards. As a partner of MSA Safety, our suppliers are required to meet certain expectations outlined in our Supplier Handbook and Supplier Code of Conduct.

COMPLETE INITIAL SUPPLIER ASSESSMENT

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

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

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

PARTICIPATE IN MSA SAFETY'S SUPPLIER AUDITS

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

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

AGREE TO MSA SAFETY'S SUPPLIER CODE OF CONDUCT

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

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

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 confirm alignment.

HUMAN RIGHTS

MSA Safety is committed to respecting and upholding human rights.

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

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



Modern Slavery & Human Trafficking Statement



Global Code of Business Conduct



Supplier Code of Conduct

PRODUCTS & SOLUTIONS

Our mission is the cornerstone of the company's purpose—to protect the world's workers and workplaces. Together, these closely connected ideas define why MSA Safety has been supporting the world's workers and workplaces for more than 110 years. The mission clearly communicates our commitment to delivering advanced products and solutions that protect people and enhance workplace safety to our associates, customers, investors, and partners.

R&D
INVESTMENT
4.3%
of net sales*

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

MISSION IN ACTION



I just wanted to say thank you for building a superior product. I will only wear MSA products the rest of my career.



I believe the only thing that saved [the firefighter] from being more severely injured was his MSA SCBA. Let them know we are thankful to be wearing a great product.

Please know that what you do matters. The work you put into designing, building and standing behind your equipment directly impacts lives, families and futures... Thank you for your commitment to safety, quality and the firefighters who depend on your gear in the worst moments imaginable. I am forever grateful.



This experience highlights the remarkable resilience and robust design of the S5000 gas detector. As engineers, it was fascinating to witness how much the unit endured, a clear reminder of why trusted brands matter in life saving applications.



HISTORY OF LEADING SAFETY INNOVATION SINCE 1914

1914 – 1919

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

1935

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

1962

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

1971

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

1987

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

2002

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

2010

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

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

2017

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

2018

Reimagined fall protection with new V-SERIES® Line

2021

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

2021

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



1900s

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

1914



Designed filter system and aerosol filter respirators for Apollo 12 spacecraft

1969

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

1996

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

2008



2000s



Launched MSA M1 SCBA, designed with firefighters for international markets

2019

Acquired Globe® Manufacturing, leader in turnout gear

2017

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

2015

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

2014



Acquired M&C TechGroup, expanding capabilities in fixed gas detection; introduced G1™ XR 2025 edition SCBA, ALTAIR io™ 6 Multigas Detector and V-Gard H2® Safety Helmet

2025

Signed a definitive agreement to acquire Autronica Fire and Safety; announced \$500M share repurchase program



2026

CONTINUALLY INNOVATING IN PURSUIT OF WORKER SAFETY

PRODUCTS FOR INDUSTRIAL SAFETY & TECHNOLOGY MARKETS

DETECTION

Connected instrumentation to protect workers, enhance site safety, and increase operational efficiency

FIXED GAS DETECTION



PORTABLE GAS DETECTION



Connected Solution
MSA Grid™

FIRE SERVICE

Innovative products and solutions to help protect firefighters

PROTECTIVE APPAREL & HELMETS



SCBA & CONNECTED FIREFIGHTER



Connected Solution
FireGrid™

INDUSTRIAL PPE & OTHER

Sophisticated solutions to enhance worker safety

INDUSTRIAL HEAD PROTECTION



INDUSTRIAL FALL PROTECTION



NEW PRODUCT SPOTLIGHTS



ALTAIR io™ 6 MULTIGAS DETECTOR

The ALTAIR io™ 6 Multigas Detector is built for industrial and emergency use, combining simplicity, durability, and ease of use. It features a built-in pump, 6-gas detection, out-of-box connectivity, and a large, easy-to-read display. Designed for full shift reliability, it offers easy serviceability to maximize uptime and seamless integration with the MSA Grid to enhance visibility, data access, compliance, and accountability.

END MARKET: CONFINED SPACE



GLOBE® G-XTREME® PRO JACKET

The Globe® G-XTREME® Pro jacket builds on the legacy and success of the G-XTREME platform and the protection firefighters expect, while delivering improved comfort, fit, and mobility vs current turnout gear jacket styles. The G-XTREME Pro jacket integrates a unique AXTION liner system, sleek closure and collar, and a wide range of new size options to provide a jacket that balances protection, mobility, and comfort while working on the fire scene. A mic pass-through option allows a radio to be worn under the jacket without sacrificing protection.

END MARKET: FIRE SERVICE



MULTI-ZONE REFRIGERANT GAS MONITOR

Delivers superior refrigerant leak detection with an industry-leading MDL of 1 ppm for halogenated gases. Fast sampling, broad refrigerant coverage, and an intuitive interface—featuring a large graphic LCD and LED status indicators—ensure a seamless customer experience.

END MARKET: HVAC-R

MISSION IN ACTION: ENABLING CUSTOMERS' SUSTAINABILITY GOALS THROUGH REFRIGERANT LEAK DETECTION

Bacharach Parasense Connected Enterprise Platform, which includes the multi-zone refrigerant gas monitor, provides early, low-level leak detection, notification, and analytics.

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

RESULTS: Significant savings in paperwork, reporting, and compliance costs.

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



ENABLING CUSTOMERS' COMPLIANCE & SUSTAINABILITY



DETECTION

BACHARACH®

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

ULTIMA® X5000 & S5000 GAS MONITORS

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



FIRE SERVICE

HELMETS & PROTECTIVE APPAREL

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

FIREGRID™ SOFTWARE

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



INDUSTRIAL PPE

V-FLEX® SAFETY HARNESS

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

V-GARD H2™ HARD HAT

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

INNOVATION IN EVERY LAYER: GLOBE'S NON-PFAS GEAR

In recent years, Globe Manufacturing Company has been engaging with its textile suppliers and encouraging them to develop new materials to meet customer demand for turnout gear made without PFAS. Globe builds its gear from technical fabrics sourced from a small pool of specialty textile manufacturers, and some of those fabrics as supplied to Globe contain or historically have contained PFAS to achieve performance characteristics such as water, oil, or chemical resistance.

With new options launched in August 2025, Globe turnout gear is now available without intentionally added PFAS. Like all Globe gear, the new non-PFAS options are certified to NFPA 1970 performance standards.

For over 130 years, Globe has been committed to meeting the evolving needs of firefighters by delivering high-quality, high-performance turnout gear built from state-of-the-art materials. These new products are just the latest step in Globe's long history of innovation.

CONNECTED SAFETY PROGRAMS DRIVE PROACTIVE SAFETY CULTURE



WORKFORCE DEMOGRAPHICS

Different generations and cultures
with different communication
styles and expectations



WORKFORCE TRANSITION

Seasonality and turnover
requires training and safety
culture development



DATA AVAILABILITY

Availability and interest in
leveraging data coming from
many different sources



REGULATIONS & COMPLIANCE

Ensuring compliance for every
piece of PPE and every aspect
of the safety program



ALTAIR io™ 4 GAS DETECTION WEARABLE, ALTAIR io™ 6 MULTIGAS DETECTOR, & MSA+ GRID CLOUD SOFTWARE

Fully direct to cloud connected ecosystem



FIREGRID™ PLATFORM

Cloud platform for incident
management, reporting,
and equipment management

M&C TECHGROUP ACQUISITION AT A GLANCE



Expands fixed detection portfolio by adding capabilities in Gas Analysis and Process Safety markets



\$500 million expansion of total addressable market in an attractive sector with diverse end markets and applications



Aligns with MSA's Accelerate strategy and its focus on growing our detection business



Highly complementary to MSA's fixed gas detection products, geographies, distribution channels and customer base



MISSION IN ACTION: DECARBONIZING THE SHIPPING INDUSTRY

The shipping industry powers global trade—but it also accounts for 3–4% of global CO₂ emissions, driving urgent demand for cleaner solutions.

Seabound, a pioneering British start-up, is tackling this challenge head-on with an innovative onboard carbon capture system that transforms CO₂ emissions into solid carbonate pebbles—a breakthrough approach with the potential to reshape maritime sustainability.

M&C's sample extraction and conditioning systems are an integral part of this process optimization that helps to reduce the world's energy consumption and emissions. Together, these technologies are helping chart a more sustainable course for the future of shipping.



INTEGRATING SUSTAINABILITY IN NEW PRODUCT DEVELOPMENT

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

PRODUCT DESIGN



SUSTAINABILITY DESIGN REVIEW

Dedicated, focused discussion on potential impact attributes



PRODUCT SPECIFICATION

Sustainability requirements captured and clearly identified



END-OF-LIFE

Clearly defined instructions with product designed for responsible disposal

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

INDUSTRIAL DESIGN



PACKAGING

Reviewed for sustainability opportunities



USER INSTRUCTIONS & PRODUCT LABELING

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

IMPACT NEW PRODUCT DEVELOPMENT COMMUNITY OF PRACTICE (CoP)

The Impact New Product Development Community of Practice (CoP) fosters strong associate engagement by bringing together R&D colleagues to collaborate, share successes, and build a sense of community around making a meaningful impact at MSA. By creating opportunities for connection, knowledge exchange, and recognition, the CoP empowers individuals to contribute ideas, learn from one another, and collectively advance the integration of responsible practices—driving both innovation and purpose across the organization.

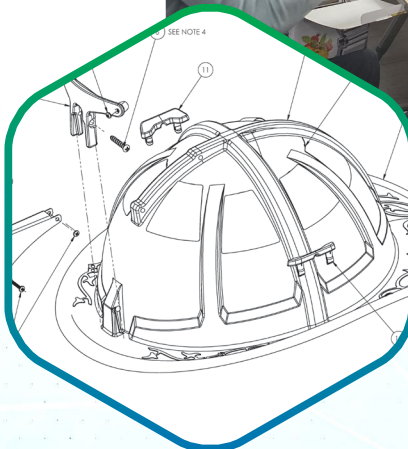


ENGAGING OUR CUSTOMERS EVERY STEP OF THE WAY

Everything we do begins and ends with our customers in mind. We actively seek every opportunity to engage with them to better understand their evolving safety challenges and keep those needs at the forefront of our work. This ongoing connection guides our decisions from concept through launch, reinforcing our commitment to delivering solutions that create meaningful value and protect what matters most.

VOICE OF CUSTOMER TRAINING

MSA Safety has strengthened its commitment to customer-centric innovation by completing best-in-class Voice of the Customer (VoC) training across key teams. This comprehensive program is focused on proven best practices, structured techniques, and practical tools designed to capture, interpret, and act on customer insights more effectively. By equipping associates with a deeper understanding of how to actively listen, engage, and translate feedback into actionable outcomes, MSA is embedding the customer perspective into everyday decision-making.



BERLIN DESIGN STUDIO OPEN

The Berlin Design Studio grand opening highlighted our approach to accelerating creativity and collaboration, giving our teams a dedicated space to experiment, learn, and design better solutions together. This space serves as a dynamic environment for workshops, brainstorming sessions, and cross-functional collaboration.



PEOPLE

ONE MISSION. ONE PASSION. ONE PURPOSE.

Great products begin with great people. That's why we invest in building a talent pipeline capable of meeting today's safety needs and anticipating tomorrow's. We strive to create a workplace where physical and psychological safety are a priority, and where training, development, and inclusion empower every associate to reach their full potential.



MISSION IN ACTION

10M+ HOURS

**WORKED WITHOUT A
LOST TIME INCIDENT**

In 2025, MSA Safety achieved an extraordinary milestone:
zero Lost Time Incidents (LTI) across all global facilities for the full calendar year.

That accomplishment represents more than 10 million hours worked safely by our associates around the world. We also reached a company record-setting Total Recordable Incident Rate (TRIR).

SAFETY

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

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

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

	2023	2024	2025
Total Recordable Incident Rate (TRIR)	0.3	0.3	0.25
Lost Time Incident (LTI)	0.1	0.02	0.0
Days Away or Transferred (DART)	0.2	0.1	0.1

These KPIs are calculated per OSHA standard definitions.

NEAR HITS

A Near Hit is an unplanned event that has the potential to cause, but does not actually result in, human injury, environmental or equipment damage, or an interruption to normal operations. At MSA Safety, we have evolved our approach to Near Hits by placing greater emphasis on identifying and elevating high-impact observations that help mitigate our most significant risks.

	2023	2024	2025
Near Hits Submitted	7,100	6,500	6,400

JOHN T RYAN SAFETY AWARD

The annual John T. Ryan Global Safety Award honors the single MSA Safety facility that demonstrates outstanding commitment to workplace safety. As a long standing part of the MSA Top Achievement Awards, it represents the company's highest safety distinction.

Each year, more than 25 sites compete by presenting their proactive safety efforts, associate involvement, and risk management practices. Award recipients are recognized for exceptional performance and for advancing a strong, collaborative safety culture.

Our Jacksonville, North Carolina facility was the 2025 recipient.



EHS MANAGEMENT SYSTEM

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

**COMPLIANCE
WITH
REGULATIONS**

**MINIMIZING
INCIDENTS**

**EDUCATING
ASSOCIATES**

**SAFEGUARDING
THE HEALTH
OF OUR
WORKFORCE**

**REDUCING OUR
ENVIRONMENTAL
FOOTPRINT**

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

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

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

These proactive approaches have led to a measurable reduction in both the frequency and severity of incidents, supporting a safer workplace for everyone. We continuously learn and improve by applying the principles of the MSA Business System.

	2023	2024	2025
Potential FSI Incidents	7	9	5
Actual FSI Injuries	0	0	0
Lost Time Injuries	5	1	0

WE ALL HAVE A HAND IN SAFETY

MSA Safety launched a global hand and finger safety campaign in 2025. Our EHS teams led various activities to identify workplace risks and educate associates on the importance of hand safety. Each manufacturing site conducted an analysis of leading and lagging safety indicators.



CONTRACTOR SAFETY



UNITED IN SAFETY

Across 15 global locations, MSA teams are driving our safety culture forward by embracing our EHS management system, encouraging associates to lead safety initiatives, and developing proactive habits that help identify and eliminate risks. Every day, our focus remains the same: reduce risk and create a safer workplace for all. Throughout 2025, we reinforced this commitment through dedicated safety days, weeks, and months, including events to honor the associates who build the products that protect our customers. These efforts featured hands on training, awareness activities, risk spotting exercises, and meaningful conversations about what safety commitment truly looks like.



INCLUSION & BELONGING

Our approach to inclusion is rooted in our commitment to attract top talent from the broadest possible talent pools—ensuring we bring in the most skilled and qualified candidates. By fostering an environment that reflects these strengths, we sustain a high performing culture and empower our people to contribute meaningfully and confidently.

	2023	2024	2025
Diverse Hires	57%	50%	62%
Diverse Workforce	53%	55%	54%
Women in the Workforce	40%	40%	39%
Diverse Executives	46%	50%	51%

Data includes the U.S. workforce only. We determine diversity based on our associates' self-identification or other information compiled in accordance with the requirements of the U.S. Government as of December 31, 2025. The U.S. Government considers individuals as diverse if they belong to one or more of the following groups: female gender, racial or ethnic minority, protected veteran, or individuals with a disability. Associates in multiple groups are only counted once. All metrics we report, with the exception of the new hire diversity rate, are based on a 12-month rolling average. The new hire diversity rate is based on cumulative annual total. Diverse hires only includes salaried associates.



MSA MOSAIC

MSA Mosaic is an associate-led initiative designed to cultivate an inclusive environment where every associate can connect, thrive, and make a meaningful impact. Through a series of events and opportunities, Mosaic brings together cross-functional, global teams to advance inclusion across two key impact pillars: Growth & Culture and Community Impact.

All associates—at every location—are encouraged to participate and even take the lead in activities offered through Mosaic. This collaborative approach ensures that everyone has a voice in shaping MSA Safety's culture.



COMPENSATION, REWARDS & BENEFITS

Our global benefits strategy is built to meet the diverse needs of our workforce and to support holistic well-being – physical, mental, and financial. We offer a comprehensive portfolio of programs that includes competitive compensation, health and wellness resources, paid time off, parental leave, retirement planning, and opportunities for continuous learning and growth. While these offerings are tailored to local markets, they consistently reflect our global commitment to an exceptional associate experience.

A TAILORED APPROACH

Beyond these foundational elements, we adapt our programs to reflect regional needs, cultural expectations, and local market practices. These may include:



**COUNTRY-SPECIFIC HEALTH
OR INSURANCE PROGRAMS**



**LOCALIZED FAMILY, PARENTAL,
OR CAREGIVING BENEFITS**



**REGIONALLY RELEVANT
WELLNESS INITIATIVES**



**MARKET-ALIGNED RETIREMENT
OR SAVINGS PLANS**

These region-specific enhancements demonstrate our commitment to the well-being of every associate—wherever they are in the world. We continuously evaluate and evolve our offerings to ensure they remain relevant, competitive, and responsive to the changing needs of our people and the communities we serve.

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

The *Pittsburgh Post-Gazette* has once again named MSA Safety one of Greater Pittsburgh's Top Workplaces through its annual Top Workplaces survey program!

The *Pittsburgh Post-Gazette* Top Workplaces program is based exclusively on feedback from associates working within the region. The program assesses associate perceptions and opinions on a broad range of criteria, including engagement, leadership effectiveness, connection to an organization's mission and values, and benefits.



TRAINING & DEVELOPMENT

LEADERSHIP MODEL

Leadership at MSA is about more than position—it's about mindset, behavior, and impact. Our refreshed Leadership Model is designed to elevate leadership potential and empower associates to drive meaningful change, both within our organization and beyond.

Built around the belief that exceptional leaders must excel at both leading the business and leading the people, this model strikes a deliberate balance between business acumen and people-centered practices. It is grounded in our culture, values, and the MSA Business System.

Shaped by feedback from our associates and benchmarked best practices, this model is both forward-thinking and practical. It reflects what great leadership looks like today—and what it must become for tomorrow.



TALENT HUB

Our new Talent Hub is a unified, data-driven ecosystem that connects learning, development, and performance across the Company. By establishing a single, integrated platform, it drives compliance, supports skill development, and enables meaningful career growth across MSA.

The platform strengthens our ability to build workforce capability while aligning talent development with our corporate strategy. It also reflects our commitment to enhancing the associate experience and expanding career opportunities within MSA.

NEXT GENERATION BUSINESS LEADER PROGRAM

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



MSA BRIDGES

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



MENTORING @ MSA

MSA's mentorship program is designed to connect associates across the globe to foster professional growth. 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 available to all associates. We strive to enable associates to connect with people who can help them learn and grow, and will find it a mutually rewarding experience in return.

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



TUITION ASSISTANCE

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

#MSAGIVES

MAKING AN IMPACT IN THE COMMUNITIES WHERE WE LIVE & WORK

Supporting the health and safety of our communities extends beyond our products and customer relationships. At MSA Safety, we recognize the importance of active community engagement and encourage our associates to contribute their skills, time, and passion to local initiatives. The following are a few examples of how MSA Safety and our associates engaged with our communities in 2025.

Junior Achievement of Western Pennsylvania (JAWPA) inspires and prepares young people for success through programs like JA BizTown, which connects classroom learning to real-world experience. Combining classroom lessons, a hands-on simulation, and reflection, students explore the market economy, free enterprise, and civic responsibility while building work readiness skills and testing careers. Supported by partners like MSA, the program helps address regional workforce gaps and exposes thousands of students to future opportunities they might not otherwise experience.

Inspired Hearts and Hands (IH2) is a community-wide coalition dedicated to addressing economic hardship and food insecurity through a range of impactful programs. From school readiness initiatives and educational enrichment to food distributions and seasonal support, IH2 helps care for local families through every stage of life.

MSA Safety is proud to partner with IH2 to help extend this impact, participating in multiple meaningful events that support families throughout the year.

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. MSA Safety is proud to participate in various volunteer opportunities each year.

Catholic Charities: Dedicated to championing the dignity of families and individuals across the greater Pittsburgh area, the organization provides critical services including counseling, free healthcare, job training, housing assistance, senior support, and more.

MSA Safety is proud to actively engage year after year, helping connect the communities where we live and work with the resources they need to thrive. Through participation in key events and support of their Capital Campaign, MSA Safety continues to strengthen its commitment to expanding access, building resilience, and making a meaningful, lasting impact.





FIREAID

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

The equipment contributions facilitated by MSA have impacted nations in Africa, Asia, and Europe and has saved 152 tonnes of CO₂—the equivalent of removing approximately 33 cars from the road for a year—demonstrating that our work delivers both life-saving impact and measurable environmental benefits.



GLOBE SPONSORS BATTLE OF THE BADGES HOCKEY CHAMPIONSHIP

Team Fire took on Team Police in the Battle of the Badges Hockey Championship at Southern New Hampshire University Arena in Manchester, New Hampshire. Sponsored in part by Globe, the annual event raised more than \$290,000 for Dartmouth Health Children's and the Children's Hospital at Dartmouth Hitchcock Medical Center.



PLANET

We are committed to protecting our planet by continuously improving the way we operate and integrating sustainability in ways that create meaningful impact. As we invest in our global facilities, we are focused on enhancing efficiency, building smarter, more resilient operations, and reducing our environmental footprint. This approach reflects our belief that operational excellence and environmental stewardship go hand in hand. By prioritizing responsible resource use and thoughtful innovation, we strive to create lasting value while minimizing our impact. Through these efforts, we remain dedicated to being a responsible steward of the environment for today and future generations.



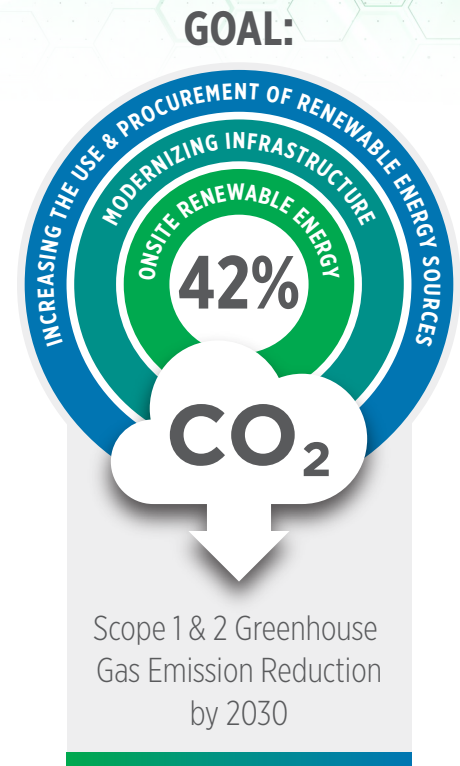
ADVANCING OUR GREENHOUSE GAS REDUCTION STRATEGY

In 2025, we continued to make progress toward our greenhouse gas reduction goals through a combination of targeted energy-efficiency initiatives and a growing portfolio of renewable electricity. These efforts have resulted in a 26% reduction in location-based emissions from our 2021 baseline, reflecting the strength of our electric and fuel reduction programs across our global operations.

Much of this progress is driven by the cumulative impact of projects implemented at our major manufacturing sites. At our Murrysville, Pennsylvania facility, lighting upgrades have delivered sustained reductions in electricity use, while our Queretaro, Mexico facility continues to benefit from the installation of power capacitor banks that improve energy efficiency and reduce demand. At our Cranberry Township, Pennsylvania campus, daily electric-consumption monitoring through our Parasense platform has enhanced building management and enabled more responsive energy-use adjustments. Additional improvements—including compressor replacement and variable-frequency drives on lab hoods at our Jacksonville, North Carolina facility as well as an injection-mold machine retrofit in Chatillon, France—have further reduced energy intensity across key production processes.

Alongside these efficiency gains, our renewable electricity strategy continues to accelerate our emissions reductions, including through onsite solar generation and market-based renewable energy procurement.

Together, these initiatives demonstrate the effectiveness of our multi-pronged approach: reducing energy demand, expanding access to clean energy, and strengthening the systems that support long-term emissions management. As we continue to scale these programs, guided by the principles of the MSA Business System, we remain focused on driving meaningful, durable reductions across our global footprint.



Category	Unit	2023	2024	2025
Global CO ₂ e Emissions Location Based	Mt CO ₂ e	18,240	17,131	14,619
Global CO ₂ e Emissions Market Based	Mt CO ₂ e	8,195	8,057	6,902
Global Scope 1 Emissions Market and Location Based	Mt CO ₂ e	3,985	4,096	3,802
Global Scope 2 Emissions Location Based	Mt CO ₂ e	14,255	13,035	10,817
Global Scope 2 Emissions Market Based	Mt CO ₂ e	4,210	3,961	3,100

DRIVING PERFORMANCE THROUGH MANAGEMENT SYSTEMS

In 2025, MSA strengthened the external validation of our environmental performance by achieving ISO 14001 certification for our global headquarters management system and for our Jacksonville, North Carolina facility. These certifications join our already certified locations in Suzhou, China and at our Bristol Uniforms business in the United Kingdom, further demonstrating the effectiveness of the Environmental Management System (EMS) that is now established across all of MSA's major manufacturing sites.

Our enterprise-wide system provides a consistent framework for identifying environmental impacts, improving resource efficiency, and maintaining compliance with applicable regulations. Certification of the headquarters management system enhances alignment across the organization by ensuring that the processes guiding environmental oversight, data management, and performance evaluation meet internationally recognized standards.

Maintaining certification at our Suzhou, China and Bristol Uniforms business in Yate, UK, while adding new certified locations, reflects our commitment to continuous improvement and responsible operations. With the EMS fully implemented across our manufacturing footprint, we are evaluating additional sites for ISO 14001 certification in 2026 and beyond as part of our long-term strategy to reduce environmental impact and strengthen operational resilience.



ISO 14001

CERTIFICATION ACHIEVED
FOR GLOBAL HEADQUARTERS
MANAGEMENT SYSTEM
& JACKSONVILLE,
NORTH CAROLINA
FACILITY

CASE STUDY: WASTE MANAGEMENT

In 2025, our Jacksonville, North Carolina facility continued to demonstrate the impact of applying our Environmental Management System and 6S waste-reduction principles to daily operations. Through improved material handling, enhanced process controls, and more consistent waste-segregation practices, the site achieved a 58% reduction in waste generation compared to its 2021 baseline, eliminating 152 metric tons of waste.

These results reflect the strength of Jacksonville's disciplined approach to identifying waste at the source and integrating continuous-improvement practices into production and facility management. As the site continues to mature its use of EMS tools and 6S methods, Jacksonville is positioned to deliver ongoing reductions in waste while supporting broader environmental and operational performance goals.

Category	Unit	2023	2024	2025
Global Waste to Landfill	mt	1,216	1,191	1,089
Total Non-Hazardous Waste	mt	1,074	1,090*	1,014
Total Hazardous Waste	mt	142	101	75
Total Recycled / Reclaimed	mt	1,518	1,469	1,444

* 2024 data has been restated. We diligently review our data collection processes for improvement. This data was updated as part of this process.



58%

REDUCTION IN WASTE
GENERATION AT THE MSA
JACKSONVILLE FACILITY**

** compared to 2021 baseline

CASE STUDY: RENEWABLE ENERGY

MSA continues to advance our renewable energy strategy with the installation of a new onsite solar array at our growing facility in Morocco. Building on the progress highlighted in our 2024 Impact Report—where we introduced onsite solar generation as a key lever for reducing operational emissions—this latest installation represents an important step in expanding clean energy across our global footprint.

The Morocco system includes 314 solar panels capable of generating approximately 300,000 kWh of electricity per year. As the facility continues to scale production, this investment provides a meaningful source of low-carbon energy and is expected to reduce the site's greenhouse gas emissions by one-third. The installation also supports greater energy resilience and cost stability in a region experiencing increased industrial growth.

This project reflects our broader approach to integrating renewable energy solutions where they can deliver the greatest operational benefit. As we evaluate additional opportunities across our global manufacturing network, the Morocco installation demonstrates how onsite solar can play a central role in reducing emissions while supporting the long-term sustainability of our operations.



314
SOLAR PANELS
INSTALLED
AT MOROCCO
FACILITY

MSA ENVIRONMENTAL COMMUNITY OF PRACTICE

The MSA Environmental Community of Practice continues to deliver consistent impact by bringing teams together to share insights, strengthen capabilities, and learn from one another. Through ongoing engagement, the group reinforces a culture of continuous improvement and supports the advancement of environmental best practices across the organization.

Each month, cross-functional representatives from MSA locations worldwide convene to align on priorities, share leading practices, and advance a structured pipeline of environmental initiatives. Discussions center on identifying and scaling high-impact projects, including energy and waste reduction efforts, while leveraging key performance indicators—such as landfill diversion rates and energy consumption—to drive continuous improvement.

The group also evaluates emerging regulatory developments, enterprise risks, and opportunities to integrate sustainability more deeply into operational decision-making. This disciplined, data-driven approach ensures that near-term actions are consistently aligned with MSA's long-term carbon reduction and sustainability goals.

Through this ongoing collaboration, MSA continues to strengthen a globally connected environmental network—equipping teams with the tools, insights, and strategic focus needed to deliver measurable progress and sustain momentum toward our long-term environmental commitments.

APPENDIX

Category	Unit	2023	2024	2025
WATER				
Global Water Consumption	m ³	69,131	72,098	61,019
Water Consumed in Stressed Regions (High Risk)	m ³	43,148	48,317	38,995
WASTE				
Global Waste to Landfill	mt	1,216	1,191	1,089
Total Non-Hazardous Waste	mt	1,074	1,090	1,014
Total Hazardous Waste	mt	142	101	75
Total Recycled / Reclaimed	mt	1,518	1,469	1,444
ENERGY				
Total Global Energy	MWh	60,294	60,447	54,870
Global Electric/Steam Consumption	MWh	38,621	38,159	34,191
Global Fuel Consumption	MWh	21,673	22,288	20,679
Global Renewable Electric Consumption	MWh	26,184	26,327	24,061
GHG EMISSIONS				
Global CO ₂ e Emissions Location Based	Mt CO ₂ e	18,240	17,131	14,619
Global CO ₂ e Emissions Market Based	Mt CO ₂ e	8,195	8,057	6,902
Global Scope 1 Emissions Market and Location Based	Mt CO ₂ e	3,985	4,096	3,802
Global Scope 2 Emissions Location Based	Mt CO ₂ e	14,255	13,035	10,817
Global Scope 2 Emissions Market Based	Mt CO ₂ e	4,210	3,961	3,100

Category	2023	2024	2025
PEOPLE*			
Diverse Hires	57%	50%	62%
Diverse Workforce	53%	55%	54%
Women in the Workforce	40%	40%	39%
Diverse Executives	46%	50%	51%
Board Diversity	30%	30%	22%
Global Voluntary Retention	92%	94%	94%
HEALTH AND SAFETY PERFORMANCE			
Fatalities	0	0	0
Total Recordable Injury Rate (TRIR)	0.3	0.3	0.25
Lost Time Injury (LTI)	0.1	0.02	0
Days Away or Transferred (DART)	0.2	0.1	0.1
Near Hits Submitted	7,100	6,500	6,400
Potential FSI Incidents	7	9	5
Actual FSI Injuries	0	0	0
Lost Time Injuries	5	1	0

* Data includes the U.S. workforce only. We determine diversity based on our associates' self-identification or other information compiled in accordance with the requirements of the U.S. Government as of December 31, 2025. The U.S. Government considers individuals as diverse if they belong to one or more of the following groups: female gender, racial or ethnic minority, protected veteran, or individuals with a disability. Associates in multiple groups are only counted once. All metrics we report, with the exception of the new hire diversity rate, are based on a 12-month rolling average. The new hire diversity rate is based on cumulative annual total. Diverse hires only includes salaried associates.

SUSTAINABILITY ACCOUNTING BOARDS INDEX

SASB Disclosure Topic	SASB Metric	SASB Code Reference	MSA Data
Energy Management	1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable	RT-IG-130a.1	Appendix MSA Safety disclosed 44% renewable energy.
Employee Health and Safety	1. Total recordable incident rate (<i>TRIR</i>) 2. Fatality rate 3. Near miss frequency rate (<i>NMFR</i>)	RT-IG-320a.1	Safety MSA's Near Miss Frequency Rate (<i>NMFR</i>) for 2025 was 123.
Fuel Economy and Emissions in Use-Phase	• 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: 1. nitrogen oxides (<i>NOx</i>) and 2. particulate matter (<i>PM</i>) for: a. marine diesel engines, b. locomotive diesel engines, c. on-road medium- and heavy-duty engines, and d. other nonroad diesel engines.	RT-IG-410a.1 RT-IG-410a.2 RT-IG-410a.3 RT-IG-410a.4	N/A. This SASB metric relates to products sold. MSA does not sell products with fuel economy or emissions characteristics.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	Conflict Minerals MSA is committed to the responsible sourcing of tin, tantalum, tungsten, and gold (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. Except as otherwise indicated, financial information is presented in U.S. dollars. The Report may also include forward-looking statements regarding the Company that are based on management's current expectations or projections about our products, markets, associates, and programs. These statements are no guarantee of future performance, conduct, or policy and are subject to various factors, many of which are beyond the Company's control. Therefore, the actual conduct of our activities discussed in the Report may differ materially in the future, and actual results may vary as well. As Corporate Social Responsibility (*CSR*), Environmental, Social and Governance (*ESG*), Sustainability, and similarly known topics are rapidly evolving, the reporting methods and/or metrics used in preparing the Report may also continue to evolve. The Company's current reporting methods and/or metrics are based on, among other things, Company management's assumptions believed to be reasonable at the time the Report was prepared. Statements of intention or aspiration contained in the Report speak only as of the date of the Report unless otherwise expressly noted. MSA undertakes no obligation to update publicly any statements in this report.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

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

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