

# Republic of Ireland Gender Pay Gap Report **2025**

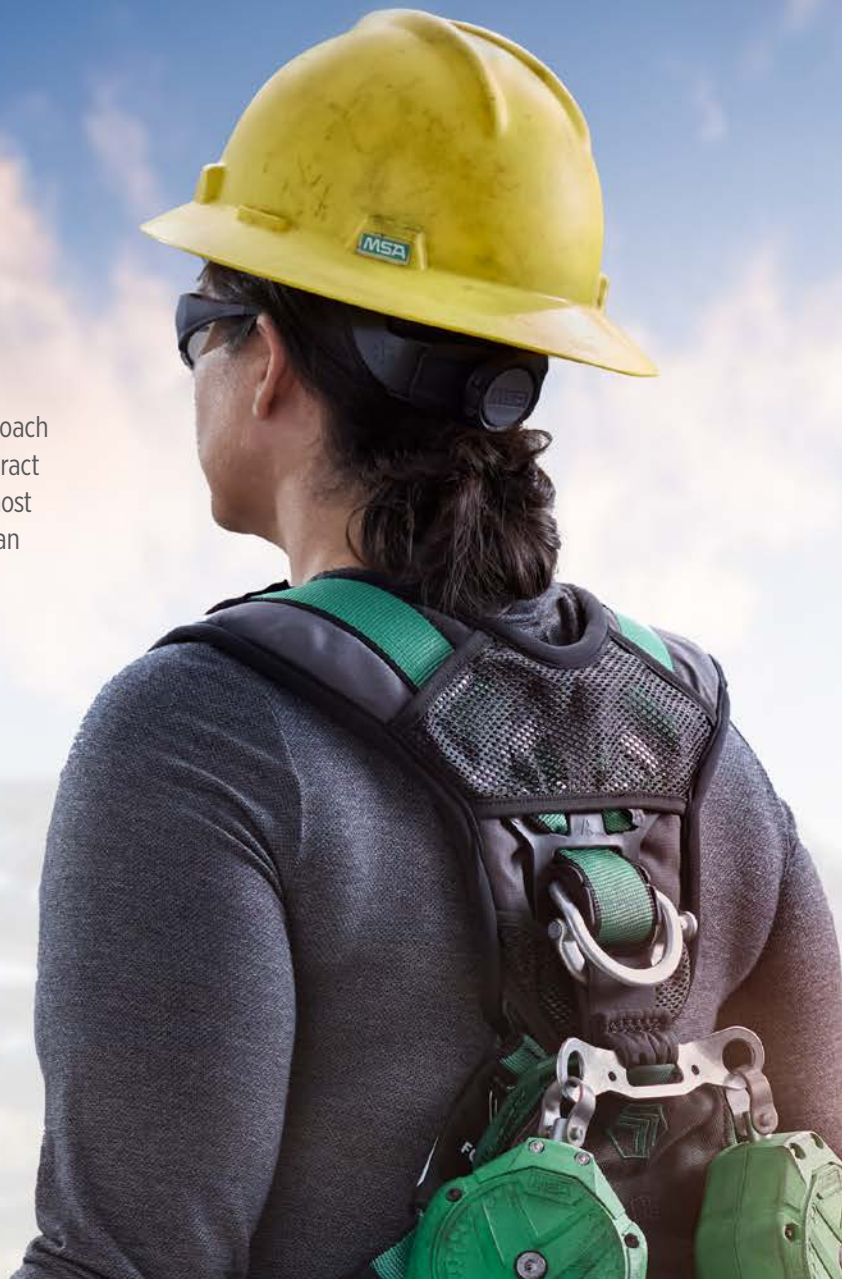
## MSA Diversity & Inclusion

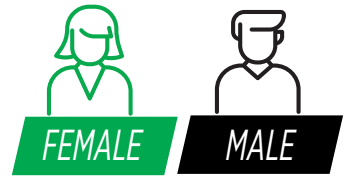
Cultivating and sustaining a diverse workforce enables MSA Safety to drive innovation and industry leadership. Our approach to diversity and inclusion is rooted in our commitment to attract the best talent from the broadest talent pools to ensure the most talented and qualified candidates are selected.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

## What is the Ireland Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 50 employees are being asked to report on their Gender Pay Gap for the first time in 2025.<sup>1</sup>

<sup>1</sup> Publication What is the Gender Pay Gap Information Act 2021 from Department of Children, Disability and Equality Published 10 May 2022 Last updated 30 October 2025.



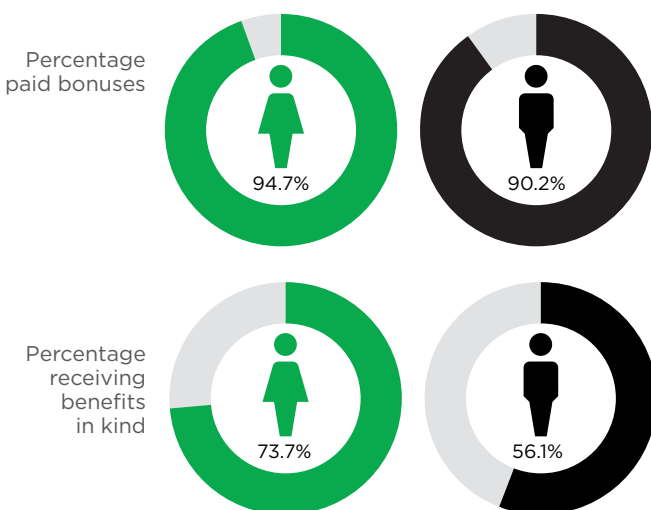


## In this Report

As of the snapshot date of 30 June 2025, there were 69 employees across two legal entities – MSA Production Ireland, Ltd (60 employees) and General Monitors Ireland, Ltd (9 employees). In 2025, only MSA Production Ireland, Ltd is covered by the regulation. Therefore, MSA is reporting separately for MSA Production Ireland, Ltd and combined data across the Republic of Ireland. MSA Production Ireland, Ltd focuses on manufacturing, employing direct and indirect labor, manufacturing management, and support services including supply chain and logistics. General Monitors Ireland, Ltd employs professionals in functions such as sales, marketing, finance, human resources, customer service, information technology, quality, and safety.

As required by the regulation, we disclose the median and mean (average) pay gaps between male and female hourly pay and bonuses. Further, we provide the percentage of male and female employees receiving benefits in kind, which includes any non-cash benefit of estimated monetary value provided to an employee. The snapshot data is as of 30 June 2025, and the reporting period is 1 July 2024 to 30 June 2025. Because bonus payments are reflective of the award for the reporting period described above, and the company’s bonus plan payment is based on performance for the calendar year ending 31 December 2025, 50% of the bonus paid in March 2025 was used for purposes of the bonus calculation. Finally, hourly remuneration of male and female employees is proportioned across four pay bands, or quartiles as defined by the regulation.

### MPIL



### Pay gap

Pay gap of mean hourly remuneration full-time employees

**-5.7%**

Pay gap of mean bonus remuneration all employees

**-28.6%**

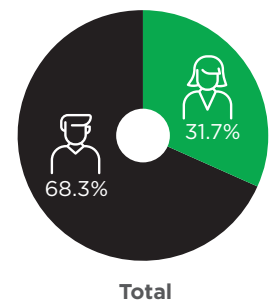
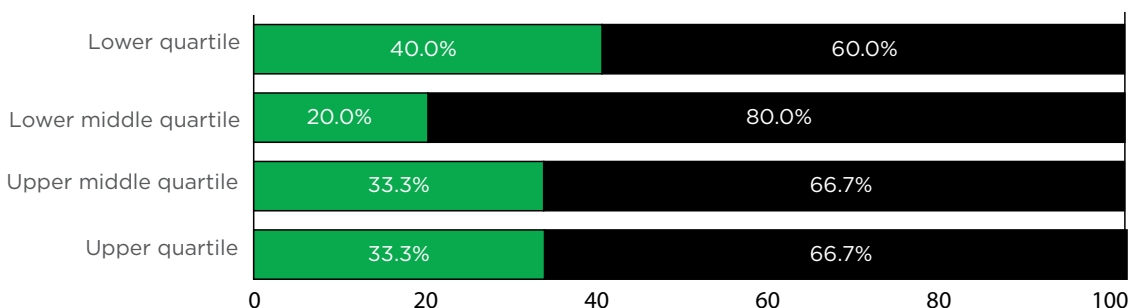
Pay gap of median hourly remuneration full-time employees

**16.9%**

Pay gap of median bonus remuneration all employees

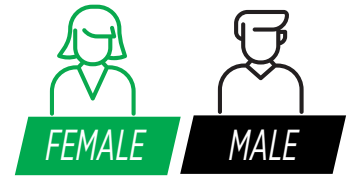
**-6.3%**

### Proportion of employees in each quartile

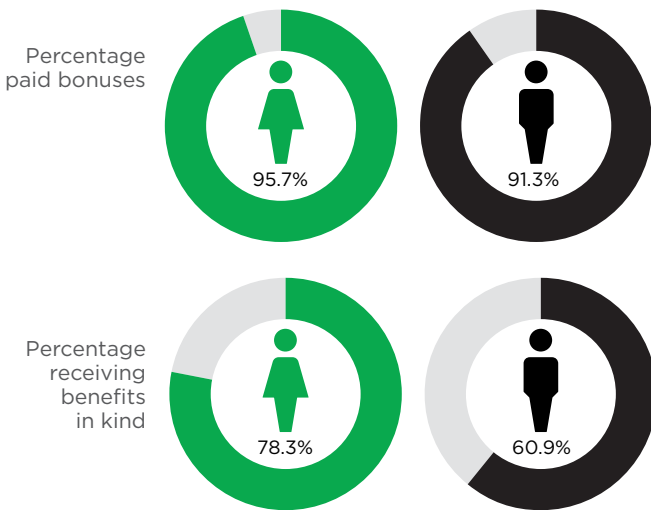


## Key Findings

For MSA Production Ireland Ltd, females account for 31.7% of the workforce, with a mean hourly pay gap of 5.7% for full-time employees, whereas the median female hourly pay exceeds that of males pay by 16.9%. For the combined entities, females account for 33.3% of the workforce, with a mean hourly pay gap of 13.5% for full time employees, whereas the median female hourly pay exceeds that of male employees by 25%. A higher representation of males in manufacturing influences the mean hourly pay gap. All part-time employees in both entities are female, so there are no mean or median pay gaps to report. A higher representation of males in sales and manufacturing influences the mean bonus remuneration.



### All entities



### Pay gap

Pay gap of mean hourly remuneration full-time employees

**-13.5%**

Pay gap of mean bonus remuneration all employees

**-41.9%**

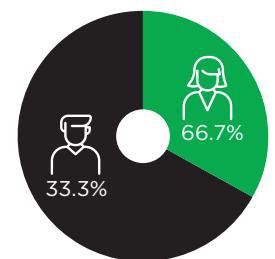
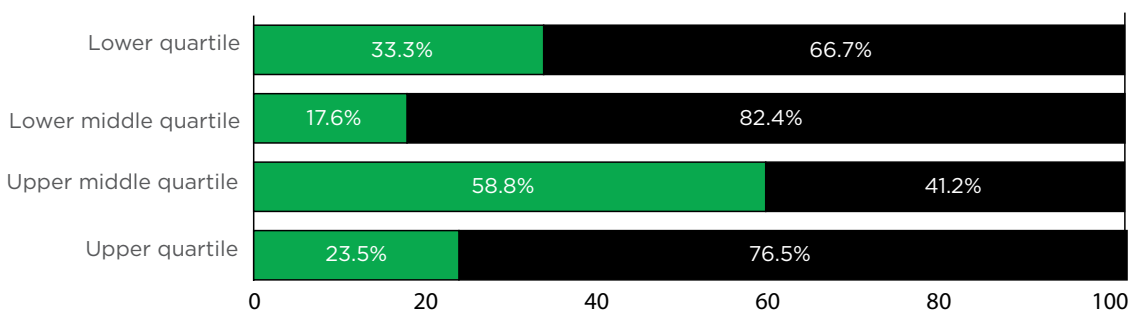
Pay gap of median hourly remuneration full-time employees

**25.0%**

Pay gap of median bonus remuneration all employees

**0.0%**

### Proportion of employees in each quartile



## Our Commitment to Gender Equality

MSA values diverse perspectives, seeks to capitalize and improve upon the diversity of its workforce, and maintain an inclusive environment that supports MSA's Core Values and Mission. MSA will strive to ensure that open positions are advertised on platforms that reach diverse talent pools, with the aim of increasing gender diversity and improving representation of women in the workforce. MSA will reinforce its commitment to diverse hiring with talent vendors with whom it partners. Retention and development of diverse talent through a culture of inclusion, ensuring all individuals feel psychologically safe and motivated to bring their authentic selves to work is a continued focus. Support of these efforts through MSA's existing resources include: MSA Mosaic - an employee resource group dedicated to ensuring safety in all forms by fostering an inclusive environment; Mentoring @MSA - a global mentoring program available to all employees; training resources such as MSA's learning management system and unconscious bias programs. Finally, MSA will maintain, analyze, and monitor data to comply with the gender pay gap requirements and evaluate its efforts to enhance gender diversity and reduce any pay disparities.