

# SAFETY IS A SOCIALLY RESPONSIBLE MISSION

*2020 Corporate Social Responsibility Report*





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## A MESSAGE FROM NISH VARTANIAN, CHAIRMAN, PRESIDENT AND CEO

### Fit for the Future

Social responsibility is not new to MSA—it's been at the heart of our mission since 1914. We are, after all, a company solely dedicated to helping protect the world's workers. So when the pandemic hit, our top priority was to ensure the safety of our associates who continued to report to our facilities each day. Together, we provided safety products to critical industries, including first responders, energy providers, utilities, transportation, food manufacturing, and pharmaceuticals so they, in turn, could continue to operate safely. And while 2020 brought with it many lessons — more than I can recount here — I'd like to focus on a few themes that resonated with me over the past year.

First, the importance of worker safety has never been more apparent. We saw humanity embrace efforts to keep essential workers safe. Terms like "PPE," known widely in industry, quickly became a part of everyday conversation. And we also gained a new appreciation for the connectedness of our global economy.

In essence, the pandemic illuminated what we have always known at MSA — that worker safety is inseparably linked to community health, and, ultimately, our global economic wellbeing. As "The Safety Company," we know this a tremendous responsibility. But it's that responsibility that inspires us to develop new-to-world technologies that help enable our customers to return home safely each night. That's who we are. That's what we do.

Second, it's even more apparent today that many issues traditionally associated with "corporate social responsibility" are truly issues of corporate strategy. In my 2020 Annual Letter to Shareholders, I noted that our investments in worker safety, talent, environmental sustainability, and supply chain resiliency all help to create a better business model. This is something I believe deeply. The companies who do these things consistently well are going to be the ones who succeed — the ones that are *fit for the future*.

In 2021, we continue to make strategic investments in each of these areas. As an example, we're undertaking a stakeholder materiality assessment to help increase transparency on how we prioritize and advance our key social and sustainability commitments. We're also refreshing our diversity & inclusion strategy, and we're developing a long-term climate risk strategy.

Why focus on these areas? On talent development and diversity & inclusion, we're keenly aware that attracting and retaining a quality workforce through sustainable talent pipelines is one of the top business challenges for any organization today, and particularly for manufacturing companies, who are expected to have 2.1 million unfilled jobs by 2030.<sup>1</sup> Simply put, we can't make great products without great people. More broadly speaking, safety unites us. And while we're focused on a single mission, we cannot be single-minded. An openness to individuality — where diverse people and ideas are welcome — will be at the heart of our success in the coming years. That's because we know that our people are as unique and innovative as the products we create. Those very differences can make all the difference as we design safety solutions fit for the diverse needs of workers in dozens of countries, industries, and applications.

I'd like to express **my gratitude** to our entire MSA team, which stayed focused on our mission, our people, and our customers, and communities. In a world that's forever changed, I'm enthusiastic about the investments we're making this year to be an organization that is truly **fit for the future.**

On sustainability, we recognize that in the coming decades every company's business model will be affected by climate risk and the global efforts to address it. We have a part to play in this effort as well. For that reason, we're developing a climate risk strategy, informed by standards set by the Task Force on Climate-Related Financial Disclosures. And while our operations include light manufacturing and assembly, we continue to build the necessary internal infrastructure to measure and reduce our global carbon footprint, as our sustainability teams make improvements in areas such as supply chain, logistics, packaging, and recycling. Lastly, we're working to incorporate sustainability principles into our new product development processes and to ensure that our market-leading safety technologies meet the needs of diversified, well-balanced energy end markets.

Finally, we're continuing to enhance a variety of risk oversight and business continuity programs to address both traditional and non-traditional risks. In addition to the efforts above, this includes enhancements to crisis and enterprise risk management programs, cyber and data governance strategies, business ethics and code of conduct trainings, and more. We also recognize the need for robust supply chain management, so for our top suppliers, we're deepening our review of risk and resiliency indicators. Without reservation, I'll say that these programs will always be "works in progress," as they must continuously transform to meet the moment. Together, these efforts help us to build greater resiliency and adaptability into our overall business model, to help safeguard the value that we create for MSA's many stakeholders. These are just some of the many investments we're making this year to be fit for the future, as we go forward into a world that is increasingly interconnected.

In closing, I'd like to express my gratitude to our entire MSA team, which stayed focused on our mission, our people, and our customers, and communities. In a world that's forever changed, I'm enthusiastic about the investments we're making this year to be an organization that is truly fit for the future. I'm also optimistic about our outlook — not only for MSA as an organization, but for our world in general. Certainly, there are challenges ahead, but there's also a tremendous opportunity to harness these times to collectively build the future world in which we want to live. At MSA, that means creating long-term value for all of our stakeholders, building a better business model which in turn will continue to deliver returns for shareholders. And at a time when the importance of worker safety has never been more apparent, we stand ready to help others as they too build safer, thriving organizations for safer tomorrows.



**Nish Vartanian**

*Chairman, President and CEO*





# Our Socially Responsible Mission

For more than a century, MSA's mission has been 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. This is at the center of everything we do.

On the morning of March 26, 1912, the Jed Mine in West Virginia exploded. In a flash, methane gas ignited, and more than 80 miners lost their lives. From this tragedy,

mine engineer and MSA cofounder John T. Ryan Sr. had an epiphany: "If I could spend my life doing what I can to lessen the likelihood of the occurrence of such terrible disasters, I shall feel in the end that my life had been well spent."

Ever since that fateful day, MSA has helped to keep workers safe and lessen disasters all over the world with our innovative and life-saving products.

### Our Life-Saving Products

As a global leader in the development, manufacture, and supply of safety products that protect people and facility infrastructures, many MSA products integrate electronics, mechanical systems, and advanced materials to help protect users against hazardous or life-threatening situations.

Our products include self-contained breathing apparatus, fixed gas and flame detection systems, portable gas detection instruments, industrial head protection products, firefighter helmets and protective apparel, and fall protection devices. They are used by workers around the world in a broad range of markets and industries, including fire service, oil, gas, petrochemical, construction, mining, and the military.





## 2020 CORPORATE SOCIAL RESPONSIBILITY HIGHLIGHTS

### CSR Program Governance

Our Corporate Social Responsibility framework focuses on Our Integrity, Our People, Our Environment, and Our Communities. The Company's CSR programs are holistically incorporated into enterprise-wide programs, driven by the work of each functional team, globally. These programs are coordinated by a CSR steering team — a cross-functional group of global leaders — who establish and execute the Company's CSR programs.

The CSR Steering Team regularly provides reports to the Company's Executive Leadership Team and is sponsored by the Company's Vice President & Chief Legal Officer.

The MSA Board places a continued focus on the corporate governance affairs of the Company, including Corporate Social Responsibility. The Nominating and Corporate Governance Committee maintains oversight of MSA's CSR program. It receives updates three times each year, with the full Board receiving reports two times each year.

34%

of MSA executive leaders are diverse



14%

reduction in  
workplace  
injuries  
in 2020



\$1.2M

in charitable donations

1,126 metric tons

of materials recycled globally in 2020





SECTION 1

# OUR COVID RESPONSE



## COVID-19 AND THE MISSION OF MSA



Production workers at MSA Mexico are celebrated at an associate appreciation event.

### Keeping Our Associates Safe

Throughout the pandemic, we have worked to protect the health and well-being of our associates — especially those who continued to work each day to manufacture safety products to help keep our customers and essential workers safe.

In response to the pandemic, MSA formed a COVID-19 Response Team. The team implemented new safety protocols in conjunction with evolving guidelines of leading health organizations.

### Essential Worker Appreciation

Our production teams continue to fulfill our mission inside our manufacturing sites, so our Production Workforce Appreciation Team made sure their critical contributions were not overlooked. Free lunches were provided to production associates for four months to thank them for their commitment to our mission, and numerous associates participated in appreciation events like “Chalk the Walk,” sending messages of inspiration and gratitude on the outdoor walkways leading into production facilities.



## Keeping Our Communities Safe

Early in the pandemic, MSA recognized the need for personal protective equipment (PPE) in the global fight against COVID-19. In the first few months of the pandemic, MSA donated approximately 140,000 N95 disposable respirators to healthcare agencies and government entities in Germany, France, Ireland, Brazil, U.S., China, Australia, Mexico, and more.



**When the pandemic first hit in Wuhan, China, MSA associates took immediate action and donated all available safety goggles to the Wuhan Red Cross Association.**



**MSA Mexico partnered with the Mexican Red Cross to do an initiative called, 'Llamadas de Ayuda' (Calls for Help), making it possible for COVID-19 patients to video call with their loved ones while in the hospital. MSA also donated PPE to the Mexican Red Cross.**

## Essential Work

In 2020, it was our job to ensure we were there to support our customers, especially those in critical industries and "frontline" occupations. Throughout the pandemic, we supplied safety products to first responders, energy providers, utilities, transportation, food manufacturing, and pharmaceuticals, so these critical industries could continue to protect their workers.

We also accelerated innovation for pandemic-influenced safety technologies to help protect essential workers.

## Unique Safety Solutions for Unique Times

In 2020, we continued to focus on strategic new product development priorities across our core product areas, while also meeting emerging safety needs created by the pandemic.

One example is our new V-TEC® io1 smart self-retracting lifeline. A smart fall protection device, it was designed specifically to help protect warehouse order pickers. The pandemic rapidly increased demand for online order fulfillment, which also increased the number of new warehouse workers working at heights.

MSA also worked throughout the year with healthcare professionals to understand the respiratory protection needs of those on the front line of the pandemic, and to accelerate the development of new, reusable, air-purifying respirators.

Seeing the "PPE insecurity" concerns of healthcare workers around the world led us to design an innovative reusable respirator, launched in 2021, specifically for emergency preparedness applications.

The MSA Advantage® 290 Respirator is the first NIOSH-approved, reusable respirator designed to filter both inhaled and exhaled breath, an important feature allowing for more widespread adoption in infectious disease scenarios. Our reusable respirators helped support frontline healthcare workers in 2020 and will help support better emergency preparedness in the future. Reusable respirators are also an environmentally sustainable option, dramatically reducing waste associated with single-use masks.





SECTION 2

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# OUR INTEGRITY



# Our Values

MSA's values are the foundation of our company culture. Our seven Core Values define who we are and what make us truly stand apart. Most of all, they are encompassed by a "culture of safety" that helps to ensure we never lose sight of our mission and how it applies to our own people around the world.



**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.

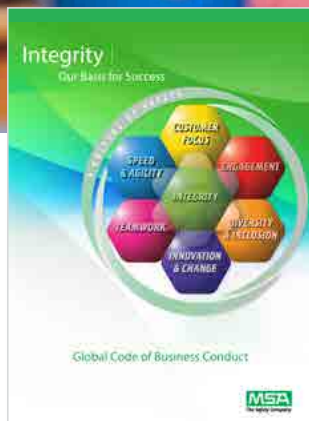
**Diversity and Inclusion** | We welcome a wide variety of people, thoughts, perspectives, and ideas that enable us to embrace and utilize the rich dimensions of each individual. We believe that openness to people and ideas creates a global competitive advantage for MSA that brings a measurable performance 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



MSA maintains a robust ethics and compliance program to ensure we remain committed to our foundational value of 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. The Company maintains a longstanding Global Code of Business Conduct (the "Code"), which is a vital resource for all associates.

The Code sets forth core requirements for ethics and compliance and is available in multiple languages to

ensure a full understanding throughout our operations. The Code provides associates with useful tools such as hypotheticals they may face in day-to-day work, and how associates should respond to complicated situations.

We also maintain policies and procedures related to an array of compliance topics such as antitrust, anti-bribery and anti-corruption, import and export laws, trade sanctions, and insider trading, among others.

All salaried associates receive Code of Conduct training every year, along with a Code of Conduct certification. Associates also receive targeted education on other compliance topics.

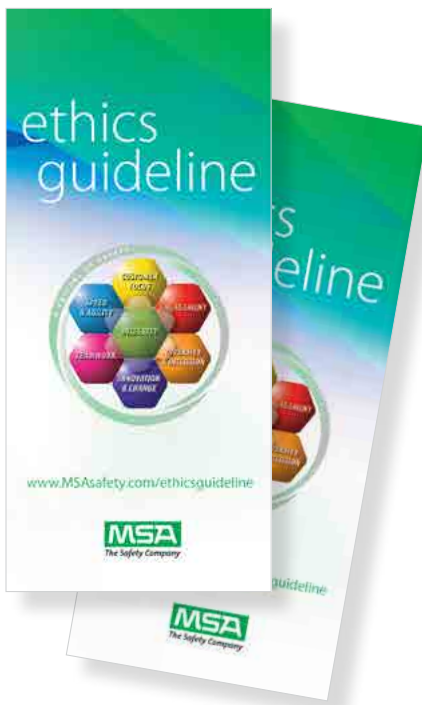


# 99%

of active salaried associates completed Code of Conduct training in 2020.



In 2020, Ethics Guideline reports were received from **15** different countries, reflecting a wide global reach.



### Ethics Guideline

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, in their 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 reviewed promptly, with sensitivity and discretion. The Company maintains processes and procedures to prevent retaliation and will not, under any circumstances, tolerate retaliation against anyone for raising a good-faith concern.

## RISK MANAGEMENT

The Company maintains a variety of risk oversight programs to help drive enterprise resiliency.

### Enterprise Risk Management

Our ERM program is designed to enable identification and management of critical enterprise risks and to incorporate risk considerations into decision making.

We assess the major risks facing the Company and work with the Executive Leadership Team and others responsible for managing each risk to identify and consider appropriate mitigation elements to each risk, while developing risk contingency plans as appropriate.

### Crisis Management

MSA also maintains a robust but adaptive Crisis Management Program that aligns with our mission and values and involves the necessary people quickly in the event of a crisis. The Crisis Management Program enables MSA to promptly respond to crises in order to protect the health and safety of our associates, customers, facilities, and other stakeholders.

### Information Security

The MSA Information Security organization works to protect the Company's networks, systems, data, intellectual property, and personal information. Our Information Security Governance framework includes a variety of policies and standards governing computing environments.

We deploy many techniques and technologies to manage and search for cyber threats to our computing environments and products. Our internal training and awareness programs include training modules and simulations for all associates. We regularly evaluate new technologies to enhance our security posture while maintaining a strong focus on risk reduction. We also work to evaluate and reduce risk for data handled within our supplier network.

Finally, we participate in cybersecurity information-sharing programs — engaging with industry, suppliers, customers, and government agencies to help protect our cyber assets.



## SECTION 3

# OUR PEOPLE



Pittsburgh Post-Gazette

Although MSA has received this recognition eight times since 2013, this past year marked the first time the Company was ranked as the #1 overall Top Workplace in the large company category. MSA's Chairman, President and CEO, Nish Vartanian, was also honored with a *Post-Gazette* Leadership Award.



**America's Best Employers** were selected based on an independent survey of 50,000 employees in 25 different industries, working for companies with at least 1,000 people employed in their U.S. locations. Participants were asked open-ended questions regarding their own employer, and the evaluation was based on both direct and indirect recommendations. Of this list of 500 companies, MSA ranked 16th overall, and Number 1 of the 31 companies grouped in the Engineering, Manufacturing Industry category—placing MSA near the *top of all midsize employers nationwide*.



This recognition was based on a survey of more than 50,000 employees working for companies employing at least 1,000 people in their U.S. operations. Respondents were asked questions regarding the topics of age, gender equality, ethnicity, disability, LGBTQ+ and general diversity concerning their own employer.



MSA was awarded a "Strong Award" for its commitment to diversity and inclusion and for the contributions of several MSA women leaders who played key roles in MSA's response to the COVID-19 crisis. The "Strong Awards" were established to recognize Pittsburgh-based businesses that demonstrate a commitment to diversity and inclusion, while also calling attention to important achievements made by women and girls in our community.



The Canadian Institute  
of Mining, Metallurgy  
and Petroleum

### **Canadian Institute of Mining, Metallurgy and Petroleum – Mining Safety Leadership Medal**

**2021** In developing MSA's first product in 1914, Thomas Edison found a way to adapt new battery technology to power a light that was worn on top of a miner's hard hat. Today, that same passion to find new uses for technology is powering innovations like the MSA LUNAR™ system for firefighters and the "smart" gas detectors and fall protection devices. For this reason, it was gratifying for MSA to be honored as the 2021 recipient of the Mining Safety Leadership Medal. In going back to MSA's roots, this award recognizes exceptional contributions by an individual or organization towards improving mining health and safety—within the Canadian mining industry—through innovative means.

## WORKPLACE HEALTH AND SAFETY

On average, each associate identified two “Near Hits” with potential injury consequences and resolved the situation before an incident could happen.

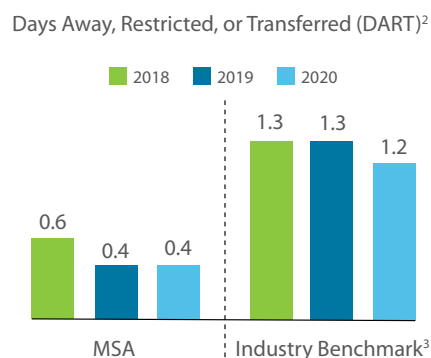
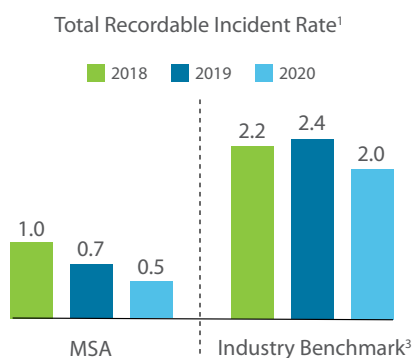
At MSA, we promote personal responsibility for workplace safety and encourage associates to set a meaningful example as safety ambassadors.

Associate health and safety is embedded into our culture. It is in our processes and procedures, and management leads by example in setting these practices. We also have safety metrics maintained at all levels of the organization. Other proactive measures include management and investigation, near hits, ergonomics, housekeeping, and risk assessments.

One program that impacts all levels of the organization is the Company’s Near Hit process. The Near Hit process is an important component to workplace safety accountability, making it a part of our everyday discussions. Through the Near Hit reporting process, associates are encouraged to report potentially unsafe conditions they believe could result in an injury. This Near Hit accountability mindset extends to the entire organization, empowering our 5,000 associates to report and correct potential hazards.

On average, each associate identified two Near Hits with potential injury consequences and resolved the situation before an incident could happen.

### 2020 KEY SAFETY METRICS



<sup>1</sup> Total Recordable Incident Rate measures the number of workplace injuries and illnesses that require medical treatment, normalized per 100 workers per year.

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

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



# MSA Key Enabling Pillars to Reduce and Eliminate Injuries

## Our Key Enabling Pillars

### Culture

*We take care of our people and promote engagement in health and safety from all levels and all functions.*

### Management System

*We achieve excellence in workplace health and safety through MSA's operating system.*

### Communication and Information

*We compile data to improve speed of resolutions and decision making.*

### Risk Management

*We educate on risk potential and take deliberate actions to reduce health and safety risk.*

## TRAINING AND SAFETY EDUCATION

Training and education play an important role in our customers' safety journeys. MSA has training centers across the globe to help workers learn about fall protection, confined space, portable instrument, fixed instrument, and SCBA and respiratory training, among others.

### State-of-the-Art Training Center

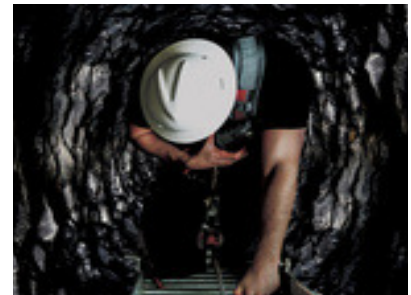
We have state-of-the-art training centers all over the world. Our training center in Cranberry Township, Pennsylvania, shown below, allows us to teach students how to safely select, inspect, and use PPE in true-to-life simulations.







## VIRTUAL SAFETY TRAINING IN REAL-TIME, **ON YOUR TIME.**



### Virtual Training Options

With MSA-U Online Training, our customers can access more than 150 courses day or night at no charge. From safety standards to maintenance tutorials, MSA-U helps customers build knowledge and sharpen skills.

### Virtual-Led Training Options

Virtual-Led Training (VLT) courses provide a customizable real-time learning experience that is essentially identical to an in-person session.

### Virtual Safety Week 2020

MSA's safety experts trained more than 700 registrants as part of the National Safety Council Safety Week. Classes included the ABCs of Fall Protection, Confined Space Training, and PPE Solutions to Get Back to Work.

### Giving through Training

Our trainers are passionate about spreading safety knowledge and awareness. For example, in 2020, our training instructors partnered with the U.K. Institution of Occupational Safety and Health to conduct a free safety webinar for more than 1,200 participants.

## LEADERSHIP AND DEVELOPMENT

MSA is committed to helping our associates take on newer, higher, more challenging and rewarding roles within the organization. We use our Leader Model and other associate leadership and development programs to further enhance opportunities for growth.

### The MSA Leader Model



The **MSA Leader Model** was created to clarify and enhance the expectations of our leaders at MSA. It outlines the traits, knowledge, competencies, and experiences that MSA requires for successful leadership while encouraging leaders to remain true to their personal styles. In 2020, the New Leader Onboarding Program was offered virtually to all new leaders across the globe.

### Project Leader



**MSA Project Leader:** MSA Project Leader is a targeted learning experience designed to help beginner and mid-level project and program managers augment their skillsets over a six-to-nine-month period. Participants learn foundational project management skills through classroom content, on-the-job practice and reflection, mentoring, and peer coaching. Participants of the program also engage in content centered on leadership, influencing,

emotional intelligence, leading innovation, and business and financial strategy.

This program was expanded in 2020 with three cohorts meeting concurrently across the globe. The global nature of the 2020 program included opportunities for cross-regional mentoring to form stronger partnerships across the world. In total, 61 associates graduated from the program.



### MOVE



The MOVE Performance Management philosophy is a core element of MSA's continued success. Meaningful, Ongoing, Vital Exchanges (MOVE) between associates and supervisors provide a flexible feedback loop to increase the engagement of all associates. Associates share their challenges and successes with their supervisor in a way that allows problems to be addressed more quickly and fosters more collaboration and efficiency than any previous performance management system. By breaking free of the structure of traditional performance management,

MSA places conversations at the heart of our associate development and growth strategies.

These 1:1 conversations were as important as ever in 2020. While we've had this framework in place for several years, associates and managers stayed better connected through a period of rapid change and used this time to work through issues together while often working remotely. With an open forum to voice concerns, the MSA team stayed connected, engaged, and productive during the most challenging of circumstances.

## Connected Leadership Network



2020 prompted us to reflect on the connections we need to make and maintain in order to continue to work effectively. Connected Leadership Network is a new development program in which leaders from across the globe sign up for a series of discussions on specific topics such as Thriving in Change and Leading by Empowering. In total, more than 100 global leaders from every MSA region were elected to participate in this program.

## Internships, Fellowships, & Co-Op Investment

MSA offers internships and fellowships in a variety of departments, such as EHS, Finance, Law, IT, Marketing, and Supply Chain. Our global teams provide meaningful work to ensure 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 while forming strong relationships with their co-workers, and enabling a pipeline for future talent.

# COMPENSATION, REWARDS AND BENEFITS

We understand that being recognized for a job well done is important to all of us. 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.

Also, we have a participation rate of more than 90 percent in our U.S. 401(k) retirement savings program. To support our associates with their retirement readiness goals, we made a significant enhancement to our 401(k) in 2020. For our U.S. associates who participate in the

Company's 401(k) benefit plan, we increased our company matching contribution to 100 percent on the first 5 percent that associates contribute.

Among other benefits, MSA has an expanded paid parental-leave policy, providing equal time-off benefits for both parents.

This holistic approach to Total Rewards aims to attract, retain, and motivate high-performing individuals who foster an innovative culture and generate exceptional results.



## EMPLOYEE WELLNESS



MSAFit is designed to help associates and spouses take an active role in managing their health. It offers associates a chance to learn their health risks, participate in health education, and earn financial incentives for participating in healthy activities.

### Care & Development During COVID-19

MSA made several enhancements to our total rewards benefits programs in 2020 to help our associates and their dependents navigate COVID-19 and remain as healthy—mentally, physically, and emotionally—as possible.



We also expanded our Employee Assistance Program (EAP), previously available only in the U.S. and Canada, to all associates around the globe. The EAP connects associates and their dependents to a variety of confidential and educational resources related to financial wellness, legal matters, referrals for childcare, legal services, and more.

We also launched a Mental Health Awareness Campaign to drive awareness of mental health issues and direct our associates to helpful resources.

### Work-from-Home Tips

As many associates shifted to a remote working environment in 2020, we created a series of work-from-home tips distributed to all associates via email throughout the year. These tips focused on best practices for maintaining balance while working from home, including building a permanent workspace, the importance of ergonomics, and coping with mental health fatigue.



### Meeting-Free Mondays

To address the potential for meeting overload in the new remote environment, MSA introduced Meeting Free Mondays, blocking two days per month from formal meetings, enabling time for project work and informal conversations.



## DIVERSITY AND INCLUSION

Diversity & Inclusion is a Core Value at MSA, as we seek a wide variety of people, thoughts, perspectives, and ideas. MSA strives to provide a diverse and inclusive work environment, paired with a culture of excellence in which associates feel comfortable openly sharing thoughts and ideas. Creating an inclusive environment helps to recruit and retain talent, promote engagement, foster innovation, and achieve MSA's business objectives.

Category	Definition	2019	Definition	2020
Diverse Hires	U.S. only / Salaried Only Female / Diverse Males Hired in 2019	53%	U.S. only / Salaried Only Female / Diverse Males Hired in 2020	48%
Diverse U.S. Workforce	U.S. only / Hourly & Salary Female / Diverse Males	49%	U.S. only / Hourly & Salary Female / Diverse Males	51%
Female U.S. Workforce	U.S. only / Hourly & Salary Female	43%	U.S. only / Hourly & Salary Female	43%
Diverse Executives	U.S. only Female / Diverse Males	30%	U.S. only Female / Diverse Males	34%

Data includes the U.S. workforce only. We determine diversity based on our associates' self-identification or other information compiled to meet the requirements of the U.S. government, compiled as of December 31, 2020. We count a diverse female associate as one individual.

### Diversity and Inclusion Mission

To attract, hire, develop, and retain a diverse, high-performing workforce who work collaboratively to drive MSA's mission.

### Diversity and Inclusion Vision

To capitalize and improve upon the diversity of our workforce and create an inclusive environment that supports MSA's values and mission. We will recognize and celebrate the uniqueness of every associate and ensure our workplace facilitates the success of all people.

MSA values diverse perspectives and works hard to create an inclusive environment that supports the Company's Core Values and Mission. To support diverse hiring, retention, and inclusion, we've created an internal Diversity Council of cross-functional associates, increased diverse representation on job recruitment interview panels, and piloted roundtables about diversity and social justice. We also facilitate annual associate training such as Unconscious Bias Workshops and Respect in the Workplace.

MSA strives to assemble **diverse** interview teams that support our objective to retain diverse associates while **focusing on talent acquisition** and diversity **outreach**.





As a global leader, MSA is committed to promoting diversity in the workplace for this generation and beyond. As part of its outreach efforts, MSA has partnered with various organizations to help build a pipeline of future talent with differing backgrounds, thoughts, experiences, and perspectives through:

The Coro Fellowship in Public Affairs
Disability Inclusion Consortium
Duquesne University's Emerging Women's Leadership Conference
Duquesne University's Women's Executive Leadership Program
MSA Project Leader
PA Corporate Women's Collaborative
Pittsburgh Veteran Employer Coalition (PVEC)
Nazareth College & Career Prep

In 2020, MSA hosted more than a dozen diverse students for apprenticeship and internship programs through pipeline partnerships with Nazareth Prep and Best of the Batch Foundation.

- **Nazareth Prep** – This private high school is ranked as one of the most diverse schools in the nation, with a 79% diverse student population. The school's primary goal is to prepare students for college and/or a variety of careers

after high school. MSA has partnered with Nazareth Prep to create a **Corporate Work Study Program** and **Apprenticeship Program**. The 2020 Program was virtual, with mentors supporting the students with projects and work.

- **Best of the Batch Foundation** – This nonprofit organization is devoted to improving the lives of children and families in distressed communities in southwestern Pennsylvania by building character, self-esteem, and appreciation for education. MSA provided **summer internship opportunities** for Batch Foundation students in engineering.

### Pathways of Promise

Recently in 2021, MSA committed \$300,000 to help fund Pittsburgh-based Nazareth Prep's Science and Activities Building as part of Nazareth's Pathways of Promise, a three-phase capital improvement project. Our funds will help support STEM education in a new 35,000-square-foot Science and Activities Building.



John Altdorfer



John Altdorfer



John Altdorfer

### Employee Resource Business Groups

MSA's support of an inclusive culture and 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. These ERBGs are voluntary, associate-driven communities that capitalize on the wide array of people and perspectives at MSA, reinforcing its Core Value of Diversity and Inclusion.



#### WMSA (Women of MSA)

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



#### #MSAYP (MSA Young Professionals)

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



#### NHX (New Hire Experience)

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



#### #IDEAS (Inclusion, Diversity, Equality, Awareness, and Service)

#IDEAS embodies the MSA value of Diversity and Inclusion to help drive innovation.





SECTION 4

# OUR ENVIRONMENT



## SUSTAINABILITY TEAMS AND CLIMATE PROTECTION

### Sustainability Team Structure

MSA is committed to conducting our business in a manner that is environmentally sustainable, ensuring the protection of natural resources. In 2020, we formed a Global Environmental Sustainability Steering Team. The Steering Team provides leadership to working teams at each manufacturing site across the organization. It also coordinates the work of sub-teams focused on awareness

and education, logistics, packaging, recycling, research and development, and supply chain. These company-wide initiatives help embed sustainability principles within our projects, products, and management systems.

This structure drives MSA's ability to attain environmental footprint reduction goals and foster engagement across all operations and functions throughout the organization. Our manufacturing operations consist of light industrial manufacturing and assembly.

### Global Environmental Sustainability Steering Team

### Mission

1

Foster an integrated culture of sustainability across MSA.

2

Identify opportunities regarding MSA's global environmental footprint.

3

Drive MSA's ability to attain environmental footprint reduction goals and foster engagement across all operations and functions throughout the organization.



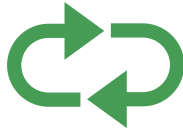
### Reducing our Carbon Footprint

As part of our environmental sustainability programs, each year MSA submits greenhouse gas data, energy data, and reduction goals to the Carbon Disclosure Project. Consistent with our global environmental policy, MSA approaches environmental matters beyond mere compliance and is committed to the Carbon Disclosure Project. In addition, MSA will use information generated through this annual reporting process to assist in the identification of risk, opportunity, and trends associated with our global environmental footprint.

## Global Environmental Sustainability Steering Team Subcommittees



**Awareness  
& Education**



**Supply  
Chain**



**Logistics**



**Packaging**



**R&D**



**Recycling**

### Manufacturing Site Sustainability Teams

Site teams further augment the Steering Team and its subcommittees. Each site team has developed a Sustainability Plan and will work to execute initiatives and set goals.





# MSA Environmental Sustainability Roadmap

2019

- Disclosed Environmental Data
- Joined Carbon Disclosure Project
- Implemented Enhanced EHS Management Systems

2020

- 2020 Emissions Goal: to reduce carbon emissions by 1%  
*Conclusion:* In 2020, the Company exceeded its annual goal. Remote working conditions and reduced factory throughput as a result of the impact of COVID-19 upon the Company's business contributed to the achievement of this goal.
- 2020 Recycling Goal: increase recycled materials across the organization by 3%  
*Conclusion:* The Company did not achieve this goal, due in part to remote working conditions and reduced factory throughput as a result of the impact of COVID-19 upon the Company's business.

2021

- Reduce Carbon Emissions by 1%;  
Reduce waste to landfill by 3%
- Continue Participation in CDP
- ISO14001 Specific Location application Development
- Education, Project Identification/Implementation, Product and Process Requirements through Sustainability Teams
- Develop Climate Risk Management Plan

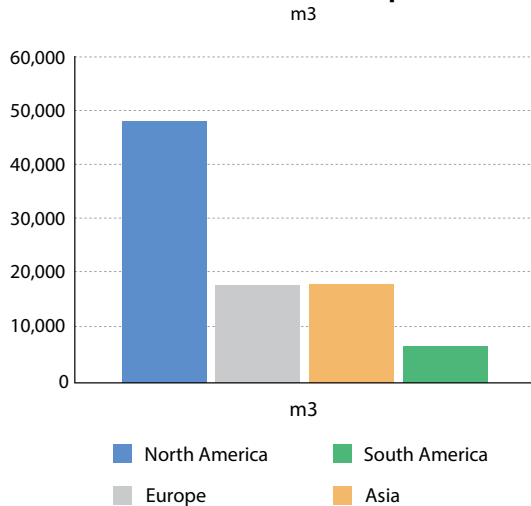
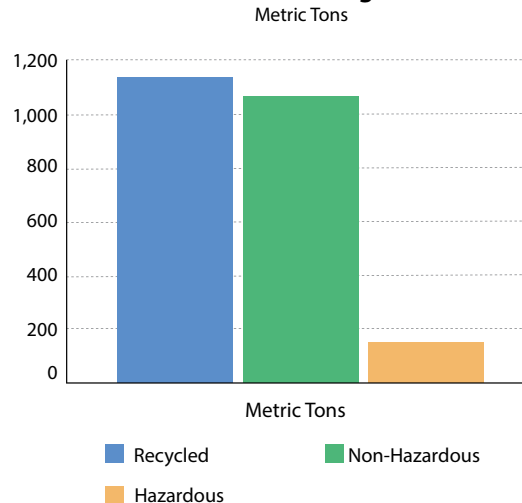
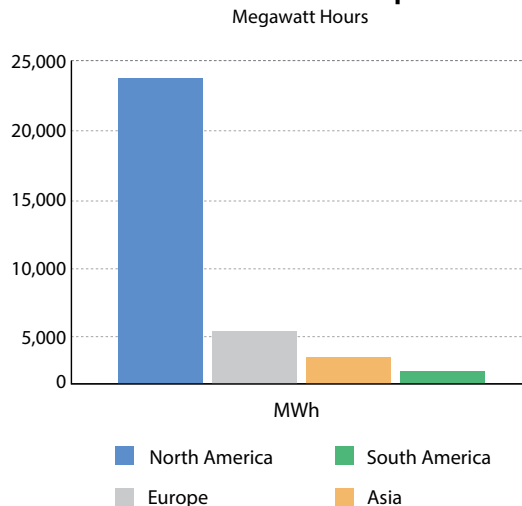
2022

- Reduce Carbon Emissions by 1%;  
Reduce waste to landfill by 3%
- Continued Participation in CDP
- ISO14001 Location Certifications
- Sustainability Teams maturing
- Implement Climate Risk Management Plan
- Develop/Define 10 year Sustainability Strategy

2023

- Marks 5-year point of Sustainability efforts
- Implement 10-year strategy



**2020 Water Consumption****2020 Waste Management****2020 Electric Consumption**

MSA views its environmental footprint in the context of its 14 largest facilities across North America, South America, Europe, and Asia. This report includes data and insight into our key operations' environmental impact, future goals that support our objective, and processes and practices that make up our Environmental Management System.

**WATER**

In 2020, MSA's global water consumption was 92,344 m<sup>3</sup>. MSA understands that water is a critical component of sustainability, and we strive for continuous improvement in this area while seeking to identify opportunities to reduce our global water impact across our operations.

**WASTE**

Waste to landfill is a key environmental metric of the MSA Environmental Management System. MSA strives to reduce its global impact in this important area through elimination, reuse, reclamation, recycling, and reduction. In 2020, global waste to landfill totaled 1,255 metric tons, with 1,103 metric tons disposed of as non-hazardous waste, and 152 metric tons managed as hazardous waste. Waste-to-landfill reduction efforts in 2020 included 1,126 metric tons of recycled and reclaimed waste.

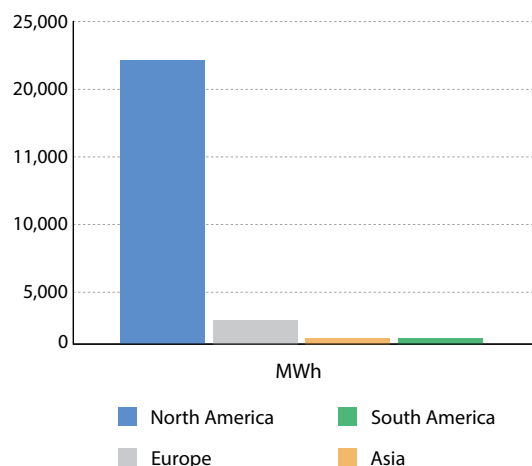
**ENERGY**

MSA's global Environmental Sustainability Team (EST) network tracks energy consumption on a facility-by-facility basis to monitor monthly energy consumption and identify the highest impact reduction opportunities. Through our ESTs across MSA's global operations, we are striving to reduce absolute energy consumption and our overall environmental footprint while increasing renewable energy usage.

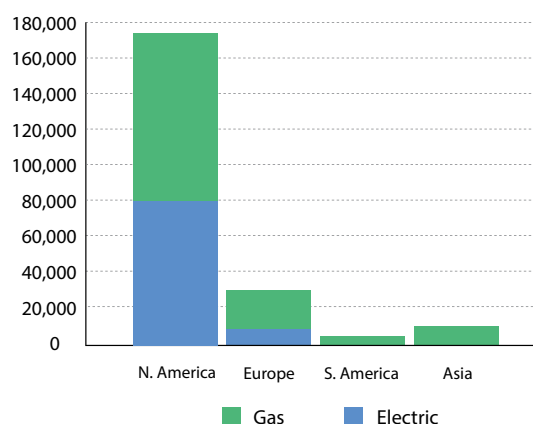
**Electric Consumption** – MSA's global electric consumption in 2020 equaled 35,594 megawatt hours across North and South America, Europe, and Asia.

**Fuel Consumption** – MSA's global fuel consumption in 2020 equaled 24,576 megawatt hours across North and South America, Europe, and Asia. Fuel consumption includes the stationary combustion of natural gas, liquified petroleum gas, and fuel oil.

**2020 Fuel Consumption**  
Megawatt Hours



**Total Energy Consumption**  
Gigajoules



**Renewable Energy** – In 2021, MSA will initiate the process of determining our global percentage of renewable energy mix with the expectation of setting future goals for increasing the percent renewable energy used across the organization.

## EMISSIONS / CARBON FOOTPRINT

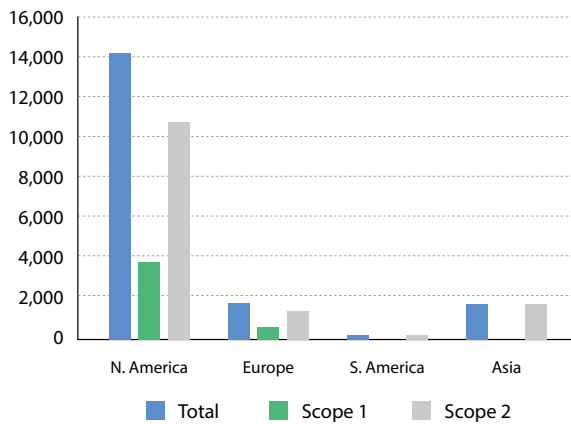
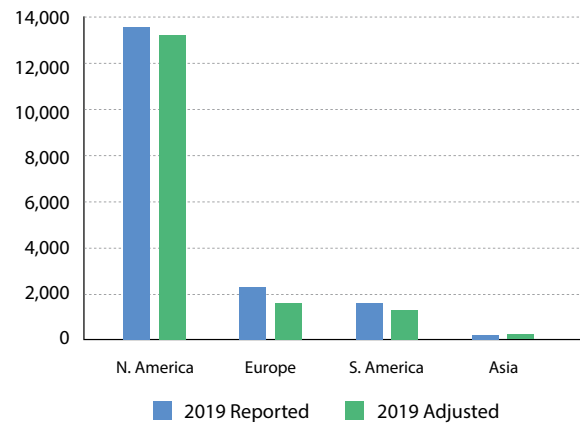
**Total CO<sub>2</sub>e Emissions** – Total 2020 global carbon dioxide equivalent emissions (Scope 1 and Scope 2) equaled 18,286 metric tons across MSA's global operations.

**Scope 1 Emissions** – Carbon dioxide equivalent emissions from fuel combustion totaled 4,345 metric tons across MSA's global operations in 2020. Fuels included natural gas, liquid petroleum gas, and fuel oil, with comfort heating representing the primary use for these fuels.

**Scope 2 Emissions** – Global carbon dioxide equivalent emissions from purchased electricity totaled 13,941 metric tons across MSA's global operations in 2020. Electric usage spans infrastructure and production operations. Scope 2 emissions are calculated following the Greenhouse Gas

Protocol location-based methodology. Information is currently being collected to add GHG Protocol market-based methodology to current data disclosure and analysis practices. In addition, to improve consistency, accuracy, and usability of data, MSA has employed improved Scope 2 calculation methods by adopting standard methods for the selection of emission factors. Emission factor selection follows GHG Protocol recommendations, with 2020 location-based emission calculations utilizing U.S. EPA eGrid data sets along with International Energy Agency data sets for non-U.S. locations. This standardization of emission factor data sets was applied to adjust 2019 Scope 2 emissions data accordingly. Adjustment impacts can be reviewed in the chart on the next page.

**Scope 3 Emissions** – In 2021, MSA will begin the process of developing a Scope 3 emission inventory and baseline, beginning with transportation-related emissions. The inventory and baseline will be utilized to identify future opportunities to reduce Scope 3 impacts and set organizational reduction goals.

**Regional Greenhouse Gas Emissions**CO<sub>2</sub>e Metric Tons**2019 Adjusted Scope 2 Emissions**CO<sub>2</sub>e Metric Tons**SELECT 2020 SUSTAINABILITY SPOTLIGHTS****Bogotá, Colombia**

Our associates in Colombia received a local lifetime certification for their pollutant reduction program related to pad printing.

**Berlin, Germany**

Our Berlin, Germany, location saw a significant reduction in energy and utilities consumption — a savings of approximately 10 percent in 2020.

**Devizes, UK**

Our Devizes, UK, location eliminated plastic bags from each case of Devizes' PFL (Personal Fall Limiter) product, saving 7,500 liters of plastic waste per year. Facility solar panels produced 124,000 Kw — enough to power 40 family homes for a year.

**Suzhou, China**

Our Suzhou plant introduced the laser engraving polymer cliché preparation technology to support the industrial helmet logo pad printing process. The laser engraving process replaced the use of film, which eliminated environmental pollutive by-products during film development process, saving more than 1,200 films per year.



### Developing Climate Risk Strategies

We're working to create climate-resilient, sustainable operations, minimizing overall environmental risk and impact while maximizing operational excellence. Our climate strategy identifies and addresses possible disruptions to systems and assets caused by climate change and pinpoints opportunities for sustainable growth within MSA.

In 2020, MSA initiated steps to begin the development of a Climate Risk Management System, through which MSA will evaluate climate risk at an operations level through regional- and facility-specific assessments conducted on a routine basis. In addition, we have 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. A future strategy will be developed through routine assessment, and the identification and evaluation of risk and opportunity will be identified as a part of the assessment program.

### Product Stewardship

A key element of our sustainability efforts is evaluating the environmental impacts our products can have on the world. Product stewardship starts with New Product Development. This process is a cross-functional effort that includes product design, sourcing, and manufacturing to help lessen the environmental impacts of our products.

We strive to create products that keep our customers safe while minimizing impacts on our environment. As part of New Product Development, we are evaluating opportunities for improvement in areas such as:

- Energy efficiency
- Waste, in both product waste and packaging waste
- Reuse, recycle, and remanufacture materials
- Reduce harmful materials

Our current processes include maintaining compliance with REACH, RoHS, Prop 65, DOT, IATA, recycling, and disposal requirements for electronic equipment, among other things.

For products already on the market, we use Value Analysis and Value Engineering (VA/VE) to find ways to reduce environmental impacts.

We're working to create **climate-resilient, sustainable operations**, minimizing overall environmental risk and impact while **maximizing operational excellence.**





SECTION 5

# OUR COMMUNITIES



## CHARITABLE GIVING AND ASSOCIATE VOLUNTEER EFFORTS

MSA is known for supporting the communities in which we live and work. Since our founding in 1914, MSA has donated thousands of products to disaster relief efforts and millions of dollars to many worthwhile organizations. In 2020, MSA made charitable contributions of \$1.2 million to more than 80 organizations globally. Also, in 2020, we launched the “MSA it Forward” volunteer program. Pursuant to this new program, associates can volunteer time to causes that align with our mission and values. This will be expanded globally in 2021.



These charitable giving pillars align with our business and allow us to make a difference in these areas!

### MSA'S CHARITABLE GIVING PILLARS



**COMMUNITY  
ORGANIZATIONS**



**DIVERSITY  
& INCLUSION**



**MISSION-  
ALIGNED CAUSES**



**HEALTH  
& WELLNESS**



**STEM  
& EDUCATION**

### MSA's Match Program

MSA is proud to offer a match program through which the Company matches associate contributions up to specified limits, which enables associates to enhance their personal gifts and fundraising efforts.

In addition, MSA also matches associate donations to the United Way, dollar for dollar. In 2020, MSA's match to the United Way totaled \$125,000.



### Associate Charitable Giving Spotlight

Zane Frund Jr., Executive Director for Materials and Chemical Research, is an adjunct professor in Biomedical Engineering at the University of Pittsburgh. **Zane donates his teaching stipend back to the university in support of student education and medical devices.** MSA matches Zane's donation.



## GIVING AROUND THE GLOBE

### Globe Gear Giveaway

Since the Globe Gear Giveaway was launched in 2012, our associates at Globe donated more than \$1 million worth of gear to volunteer fire departments, which make up more than half of all fire departments in the U.S. In total, more than 500 sets of turnout gear have been awarded to 108 departments.

In 2020, we continued this legacy in partnership with DuPont and the National Volunteer Fire Council (NVFC), providing 13 volunteer fire departments with several sets of gear and helmets through our annual Globe Gear Giveaway.



### Beirut, Lebanon, Disaster Relief

MSA donated F2 X-TREM fire helmets to the Lebanese Civil Defense to support rescue efforts associated with the 2020 explosion in Beirut. Our helmets helped protect search personnel during the Urban Search and Rescue operations.



### First Aid with Firefighters Along the Tour de France

MSA joined forces with the French Federation of Firefighters to provide safety equipment for Tour de France's volunteer first aid caravan, promoting volunteerism in the fire service and sharing the importance of safety.



### Holidays Around the World

In Western Pennsylvania, MSA partnered with Inspired Hearts and Hands to adopt a local school for the holiday season, delivering hundreds of meal baskets, "Angel Tree" toy wishes, and boxed lunches to families.



MSA associates also donated gifts to support The Best of the Batch Foundation's annual "Batch a Toys Drive" and "Toys for Tots" holiday campaigns, providing toys for children in need.



MSA Germany and our Safety io™ associates partnered with German charity Die Arche to provide holiday gifts and meal kits for 90 children.





### Rebuilding Together Pittsburgh

Associates from MSA's Research and Development and Product Strategy Teams supported Rebuilding Together Pittsburgh's Safe and Healthy Home Program.

Rebuilding Together Pittsburgh and MSA worked together to improve home safety for elderly citizens in the region and assist with food distribution.

### Storm Alex Product Donation

In October 2020, Storm Alex devastated the region of Nice



along the French Riviera, including the fire station in the village of Saint-Martin Vésubie. MSA France supported the region with numerous GALLET F1XF helmets, F2 X-TREM rescue helmets, and XPS lamps.



### Wuhan COVID-19 Response

Sunny Guo, Senior Supplier Quality Engineer based in Suzhou, China, volunteered for the region's COVID-19 efforts, conducting temperature scans for people traveling in and out of Wuhan. Sunny volunteered more than 265 hours of her own time in 2020.

## Global Donation Efforts and Recipients

- ▶ *Children's Medical Research Institute*
- ▶ *Heart Foundation*
- ▶ *Leukemia Foundation*
- ▶ *Foodbank – Australia Bushfire Charity Drive*
- ▶ *Yayasan Pundi Amal Peduli Kasih*
- ▶ *Foundation for Children*
- ▶ *Beyond Social Services*
- ▶ *NGOHub, An Emergency Fund for NGOs Affected by COVID-19*
- ▶ *Mexican Association against Cancer (AMLCC)*
- ▶ *Hope for You*
- ▶ *ICBF (Homeless Children House)*
- ▶ *GRAAC Program*
- ▶ *Future Talent Program*
- ▶ *Sao Paulo Health Secretary*
- ▶ *Sao Paulo Fire Department*
- ▶ *"Arturo Lopez Perez" Cancer Association*





## SUPPLIER RESPONSIBILITY AND HUMAN RIGHTS

### Supplier Responsibility

Our Supplier Code of Conduct (“Supplier Code”) sets forth our expectations for global supply chain partners for ethics and integrity, safety, human rights and labor laws, environmental practices, confidential information, and other practices.

We expect all suppliers to comply with our Supplier Code and to ensure these requirements are met within their supply chains. Additionally, MSA maintains a Global Supplier Handbook that outlines our expectations regarding quality management systems.

### Supplier Assessments and Audits

We evaluate suppliers prior to selection. We complete due diligence to assess a supplier’s basic financial health, business structure, capabilities, and general level of quality. We also conduct supplier audits to ensure compliance with our requirements or improvement areas. We strive to help our suppliers improve their policies, processes, and practices through our supplier development team and remediation efforts.

### Supplier Diversity

Maintaining a diverse supplier base is beneficial for our business, supports our mission and values, and reinforces

our commitment to our communities. MSA’s supplier diversity and inclusion mission is to proactively identify, build relationships with, and purchase goods and services from certified small businesses, as well as minority-, women-, veteran-, LGBT-, and disability-owned businesses.

### 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’ (RCOI) 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® (RBA) and the Global e-Sustainability Initiative (“GeSI”) Conflict Minerals Reporting Template (“CMRT”).

For reporting year 2020, 86% of MSA’s in-scope suppliers responded to the supply chain survey. For suppliers not meeting our established expectations, we also requested they submit an action plan with steps to remediate. More information on our conflict minerals process is publicly disclosed on our website and our Form SD.

### Human Rights

One of our fundamental responsibilities is to respect and uphold human rights. Our publicly available Global Human Rights Policy is informed by various human rights principles, including the United Nations Universal Declaration of Human Rights. Our Human Rights Policy is complemented by our Modern Slavery and Human Trafficking Statement, Global Code of Business Conduct, Supplier Code of Conduct, and other policies. We expect our associates, suppliers, and other business partners to comply with our policies and conduct business in a way that respects and upholds human rights.

## Sustainability Accounting Standards Board Index

SASB DISCLOSURE TOPIC	SASB METRIC	SASB CODE REFERENCE	MSA DATA
<b>Energy Management</b>	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	RT-IG-130a.1	<a href="#">Our Environment</a> MSA is evaluating its percentage grid electricity data and percentage renewable for possible future disclosure.
<b>Employee Health and Safety</b>	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near miss frequency rate (NMFR)	RT-IG-320a.1	<a href="#">Our People – Workplace Health and Safety</a> MSA's Near Miss Frequency Rate (NMFR) for 2020 was 190.
<b>Fuel Economy and Emissions in Use-Phase</b>	<ul style="list-style-type: none"> <li>• Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles.</li> <li>• Sales-weighted fuel efficiency for non-road equipment.</li> <li>• Sales-weighted fuel efficiency for stationary generators.</li> <li>• Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines.</li> </ul>	RT-IG-410a.1 RT-IG-410a.2 RT-IG-410a.3 RT-IG-410a.4	N/A. This SASB metric relates to products sold.  MSA does not sell products with these characteristics.
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	<a href="#">Our Communities – Conflict Minerals</a>
<b>Remanufacturing Design and Services</b>	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	<a href="#">Our Governance</a>
Strategy	MSA endeavors to create climate-resilient, sustainable operations, minimizing overall environmental risk and impact while maximizing operational excellence. The MSA climate risk <a href="#">strategy</a> 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	Through the continued development of a <a href="#">Climate Risk Management System</a> , 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 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 intends to develop a Scope 3 inventory and disclose the data associated with the identified Scope 3 categories.

### About this Report

This MSA Corporate Social Responsibility Report (Report) extends to MSA Safety Incorporated and its global affiliates (MSA or the Company). Except as otherwise expressly stated, it does not address the operations of our suppliers, our channel partners, our contractors, or other business partners. To the extent the Report includes financial information, it is presented in U.S. dollars.

The Report may also include forward-looking statements regarding the Company that are based on management's current expectations or projections about our products, markets, associates, and programs. These statements are no guarantee of future performance, conduct, or policy and are subject to various factors, many of which are beyond the Company's control. Therefore, the actual conduct of our activities discussed in the Report may differ materially in the future, and actual results may vary as well. As CSR is a rapidly evolving topic, 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. 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. Any number of factors could cause actual results to differ materially from projections or forward-looking statements. A full listing of these risks, uncertainties, and other factors are detailed from time-to-time in our filings with the United States Securities and Exchange Commission (SEC), including our most recent Form 10-K filed on February 19, 2021. You are strongly urged to review all such filings for a more detailed discussion of such risks and uncertainties. MSA's SEC filings are readily obtainable at [www.sec.gov](http://www.sec.gov), as well as on its own investor relations website at <http://investors.MSAafety.com>. MSA undertakes no duty to publicly update any forward-looking statements contained herein, except as required by law.





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