

THE



SAFETY

COMPANY

**MSA Safety Investor Presentation**

February 2024

# Cautionary Statements Regarding Forward-looking Statements

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This presentation may contain (and verbal statements made by MSA<sup>®</sup> Safety Incorporated (“MSA Safety”) may contain) “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. These statements relate to future events or our future financial performance and involve various assumptions, known and unknown risks, uncertainties and other factors that may cause our actual results, levels of activity, performance or achievements to be materially different from any future results, levels of activity, performance or achievements expressed or implied by these forward-looking statements. These risks and other factors include, but are not limited to, statements in this presentation regarding our expectations of future results, performance or financial condition we express or imply in any forward-looking statements. In some cases, you can identify forward-looking statements by words such as “may,” “will,” “should,” “expects,” “intends,” “plans,” “objectives,” “anticipates,” “believes,” “estimates,” “predicts,” “potential” or other comparable words. Actual results, performance or outcomes may differ materially from those expressed or implied by these forward-looking statements and may not align with historical performance and events due to a number of factors, including those discussed 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 reports filed after such annual report. 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, which are based only on information currently available to us and speak only as of the date hereof. We are under no duty to update publicly any of the forward-looking statements after the date of this presentation, whether as a result of new information, future events or otherwise, except as required by law.

# Non-GAAP Financials

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To supplement our Consolidated Financial Statements presented in accordance with generally accepted accounting principles (“GAAP”), we use, and this presentation includes, certain non-GAAP financial measures. These financial measures include constant currency revenue growth, adjusted operating income, adjusted operating margin, adjusted EBITDA, adjusted earnings, adjusted earnings per diluted share, R&D investment, net debt, net debt to adjusted EBITDA, adjusted free cash flow and adjusted free cash flow conversion. These non-GAAP financial measures provide information useful to investors in understanding our operating performance and trends, and to facilitate comparisons with the performance of our peers. Management also uses these measures internally to assess and better understand our underlying business performance and trends related to core business activities. The non-GAAP financial measures and key performance indicators we use, and computational methods with respect thereto, may differ from the non-GAAP financial measures and key performance indicators, and computational methods, that our peers use to assess their performance and trends.

The presentation of these non-GAAP financial measures does not comply with U.S. GAAP. These non-GAAP financial measures should be viewed as supplemental in nature, and not as a substitute for, or superior to, our reported results prepared in accordance with GAAP. When non-GAAP financial measures are disclosed, the Securities and Exchange Commission's Regulation G requires: (i) the presentation of the most directly comparable financial measure calculated and presented in accordance with GAAP and (ii) a reconciliation of the differences between the non-GAAP financial measure presented and the most directly comparable financial measure calculated and presented in accordance with GAAP. For an explanation of these measures, together with a reconciliation to the most directly comparable GAAP financial measure, see our Investor Relations website at [investors.msasafety.com](http://investors.msasafety.com) for a reconciliation to the appropriate GAAP measure.

## Leading Global Safety Technology Company with Proven Track Record of Value Creation

### Driven by Our Mission, Vision, & Values

#### Our Mission

- That men and women may work in safety and that they, their families, and their communities may live in health throughout the world

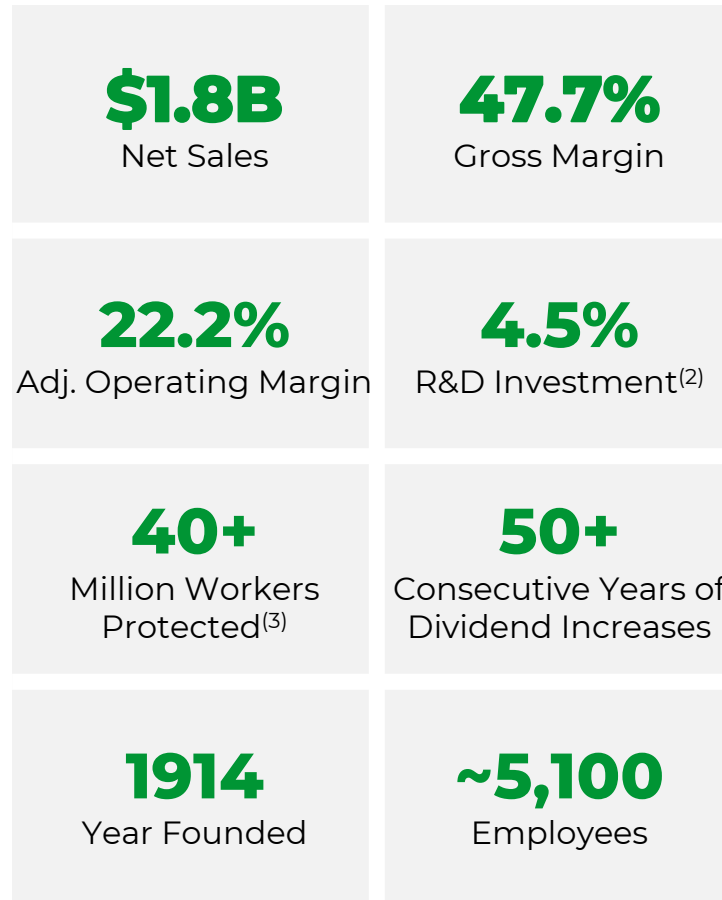
#### Our Vision

- 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 stakeholders

#### Our Values

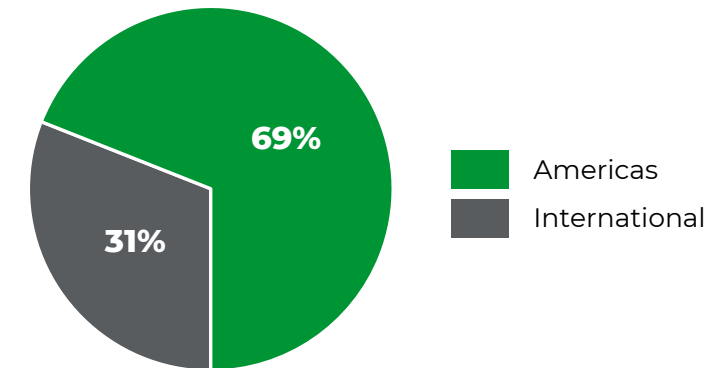
- Embracing change and encouraging innovation in a culture of safety
  - Integrity
  - Customer focus
  - Diversity & Inclusion
  - Engagement
  - Innovation & Change
  - Speed & Agility
  - Teamwork

### Key Statistics<sup>(1)</sup>

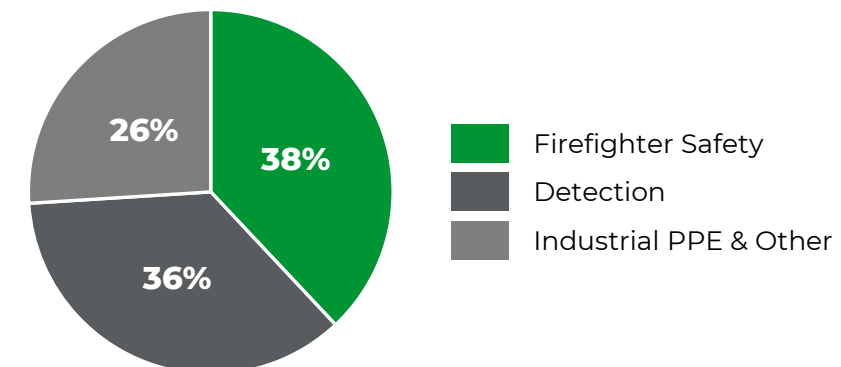


### Net Sales<sup>(1)</sup>

#### By Segment



#### By Product Category<sup>(4)</sup>

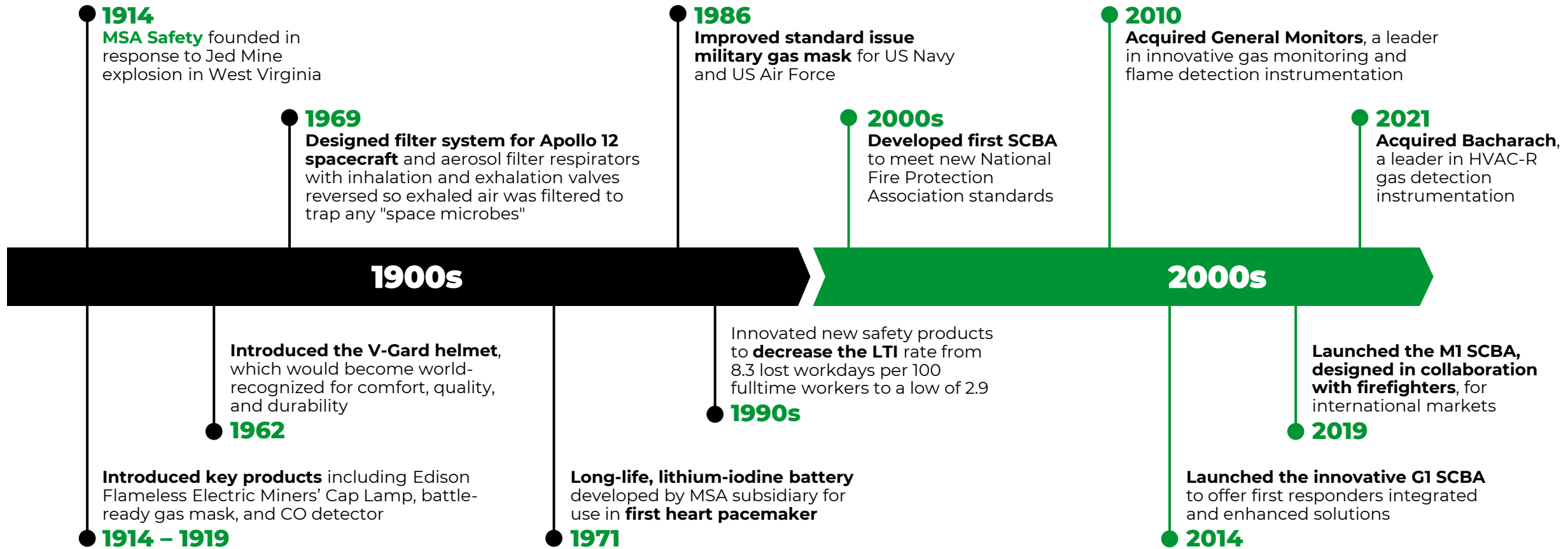


See our Investor Relations website for definitions of non-GAAP measures and non-GAAP reconciliations. (1) Key metrics for the trailing 12-month period ended December 31, 2023. (2) % net sales; includes capitalized software development costs. (3) As of December 31, 2023. "Workers Protected" is an estimate based on internal data, third-party and internal market research, product expert opinions and certain assumptions, and is subject to change. (4) Firefighter Safety includes Breathing Apparatus and Firefighter Helmets and Protective Apparel. Detection includes Fixed Gas and Flame Detection and Portable Gas Detection. Industrial PPE and Other includes Industrial Head Protection, Fall Protection and Non-Core Sales.

# Our History



## Protecting Lives for Over 100 Years



# Purpose-Led Company Driven by Our Mission of Safety

## Generating Sustainable Growth and Impact

### OUR IMPACT PILLARS



#### OUR PRODUCTS & SOLUTIONS

- Be the leader in safety technologies
- Invent, innovate, and develop next generation solutions
- Make work safer, easier, and more productive for people around the world



#### OUR PEOPLE

- Start with safety and foster a diverse and inclusive workforce
- Encourage personal and professional growth, global collaboration, innovation, and better business outcomes



#### OUR PLANET

- Conduct our business in a manner that is environmentally sustainable
- Ensure protection of our natural resources

### PROTECTING THE WORLD'S WORKERS AND WORKPLACES WITH OUR INNOVATIVE PRODUCTS AND SOLUTIONS

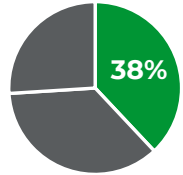


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# Leader in Safety Technologies and Solutions

## Leading Positions Across Innovative Product Portfolio and Diversified Markets

### Firefighter Safety



#### SCBA & Connected Firefighter

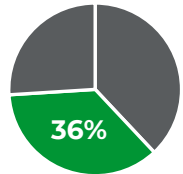


#### Protective Apparel & Helmets



- Delivering innovative products and solutions to help protect firefighters
- Leading products across self-contained breathing apparatus (SCBA), protective apparel and helmets
- Key end markets are government fire service, municipal fire service, and first responder

### Detection



#### Fixed Gas & Flame Detection

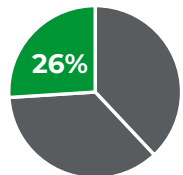


#### Portable Gas Detection



- Connected instrumentation to protect workers, enhance site safety, and operational efficiency
- Leading positions in fixed and portable gas detection
- Expanded portfolio with Bacharach, a leader in refrigerant emission detection and reduction
- Key end markets are energy and utilities, HVAC-R, water and wastewater, food retail, and industrial

### Industrial PPE & Other



#### Industrial Head Protection



#### Fall Protection



- Sophisticated solutions to enhance worker safety and worksite productivity
- Large, global installed base with leading position in industrial head protection and fall protection
- Key end markets are energy and utilities, construction, manufacturing, industrial, healthcare and pharma

## Consistently at the Forefront of Safety Innovation

### 1 **Steady End Market Demand + Resilient Organic Growth**

- Mid-single digit organic growth driven by product innovation, strategic pricing and premium brand positioning
- Resilient growth derived from end market diversification, market-leading positions, and significant barriers to entry
- Heightened focus on worker safety and stricter safety standards serves as a tailwind to market growth

### 2 **Innovation Augmented by Disciplined M&A**

- Investing in high technology areas and innovation
- Strengthening our customer value proposition through solutions that enhance worker safety and worksite productivity
- Consistent deployment of capital on strategic acquisitions that strengthen our market position and expand our addressable market
- Proven ability to effectively integrate acquisitions

### 3 **Solidifying Status as Leading Safety Technology Company**

- Prioritizing investments in organic growth to expand addressable market, maintain or grow market share in key product lines (Firefighter Safety, Detection and Industrial PPE & Other) and innovate to develop new customer solutions

# Well-aligned with Long-term Macroeconomic Trends



## Positions MSA to Grow Faster and Less Cyclically than GDP through Economic Cycles

1

### Increasing Safety Regulations

Global development and increased enforcement of safety standards

2

### Global ESG Focus

ESG investing + demand for social responsibility is driving heightened focus on worker safety and well-being

3

### Safety Has Good ROI for Customers

\$1 invested in injury prevention returns at least \$3<sup>(1)</sup>

4

### High Cost of Non-Compliance

OSHA fine in 2022 for repeat violations increased 6% from 2021<sup>(2)</sup>

5

### Firefighter Health & Wellness

Industry moving toward second set of turnout gear and physiological monitoring<sup>(3)</sup>

6

### Firefighter Fleet Management

Technology is driving automated asset mgmt., reduces burden of manual processes for equipment tracking and inspection

7

### Falls from Height are Leading OSHA Violation

9% of all disability claims are related to falls from height, costing employers more than \$5B annually<sup>(4)</sup>

8

### Growth of Connected Worker Solutions Market

A 2021 Polaris research report projects the market for connected safety will be ~\$24B by 2029<sup>(5)</sup>

9

### Future of Industrial Worksites

~80%+ of industrial worksites are using or interested in IoT devices for safety, quality, and other key processes<sup>(5)</sup>

10

### Productivity Solutions

Connected worker implementation shown to reduce operational spend by 8% + improving safety outcomes<sup>(6)</sup>

# Disciplined Execution Drives Value

## Executing to Deliver Above-market Shareholder Returns

### Resilient Organic Growth

Steady demand for safety equipment, augmented by innovative products, technologies, and strategic pricing

#### ~37% Sales Vitality

% of sales from products developed and launched in past five years

### Operational Excellence

Leverage MSA Business System to drive margin enhancement through productivity programs and cost discipline

**30% – 40%**  
Incremental margin target



### Strategic Acquisitions

**\$400M+** invested in M&A over past 6 years to enhance market position, expand TAM, and drive growth



### Strong Balance Sheet

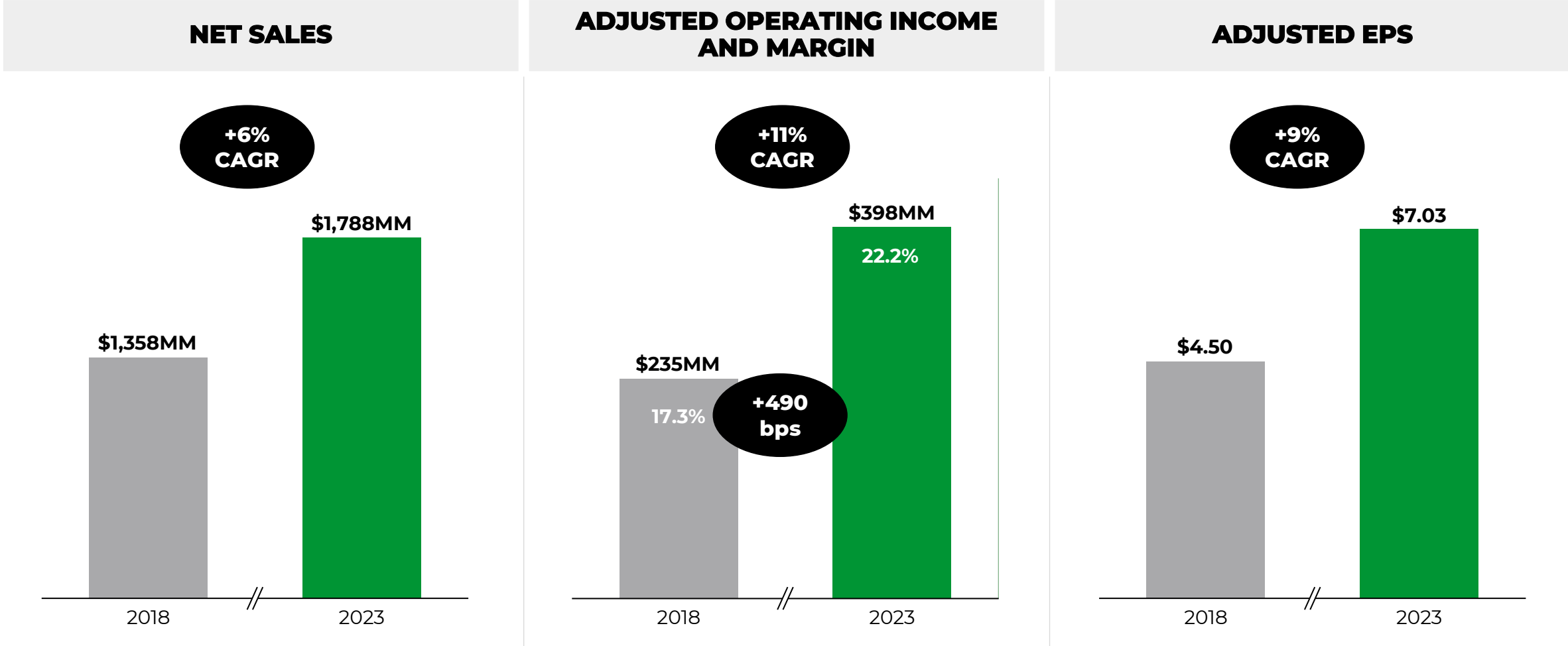
Investment grade metrics and efficient cash generation supports balance sheet strength and balanced capital allocation

**1.0x**  
Net Debt to Adj. EBITDA<sup>(1)</sup>

**50+**  
Consecutive years of dividend increases

# Strong Track Record of Value Creation

Robust Growth and Margin Enhancement Delivered Powerful Earnings Growth



See our Investor Relations website for definitions of non-GAAP measures and non-GAAP reconciliations.. "CAGR" stands for compound annual growth rate.

# Fourth Quarter and Full Year 2023 Performance

## Broad-Based Strength Across Our Global Business

KEY METRICS <sup>(1)</sup>	Q4	FY
Revenue	<b>\$495MM</b> +12%	<b>\$1.8B</b> +17%
Adj. Operating Income	<b>\$115MM</b> +20%	<b>\$398MM</b> +37%
Adj. Operating Margin	<b>23.3%</b> +170 bps	<b>22.2%</b> +320 bps
Adj. EPS	<b>\$2.06</b> +14%	<b>\$7.03</b> +24%
Free Cash Flow	<b>\$147MM</b> +270%	<b>\$397MM</b> +245%
Free Cash Flow Conversion <sup>(2)</sup>	<b>180%</b>	<b>143%</b>

### PERFORMANCE HIGHLIGHTS

- Strong execution supported by MSA Business System
- Double-digit sales growth balanced across product categories, geographies and price/volume
- Enhanced margin profile while investing in innovative safety products and solutions to position MSA for future growth
- Continued robust cash flow and strong financial position enables multiple capital deployment options
- Capitalizing on secular tailwinds in safety industry with marquee wins and strong pipeline

(1) Comparisons are year-over-year unless otherwise noted. (2) Free cash flow conversion (FCF) refers to the ratio of free cash flow to adjusted earnings. See our Investor Relations website for definitions of non-GAAP measures and non-GAAP reconciliations.

# Why Invest in MSA Safety

## Committed to Driving Superior Returns for Shareholders



**Mission-driven culture and unwavering commitment to the safety of our customers and our employees**



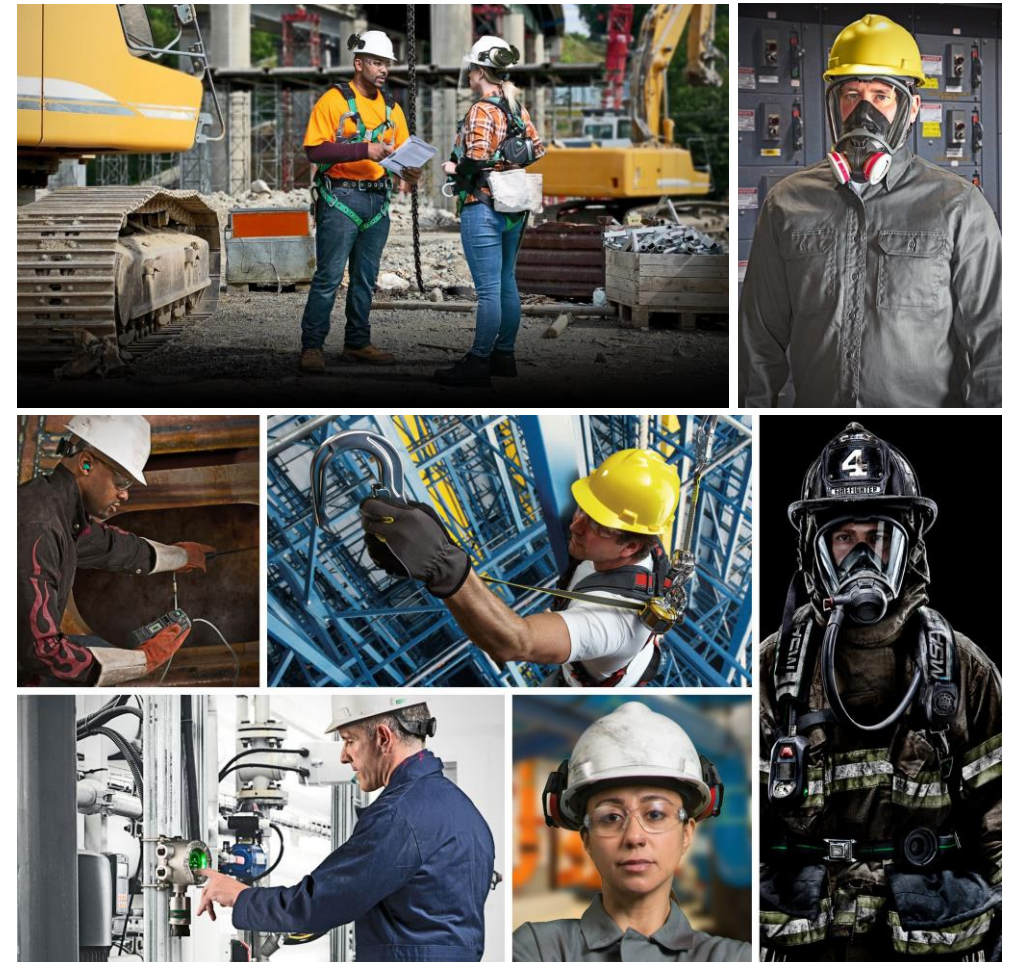
**Reliable, diversified base business** drives organic growth and margin expansion opportunities across cycles



**Reinvestment in innovation and technology,** including strategic M&A, enables leading positions in attractive end markets



**Strong balance sheet** supports growth investments and increased return of capital to shareholders while deleveraging



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