

Environmental Policy

OBJECTIVE

M&C is committed to conducting our business in a manner that a) is environmentally sustainable and ensures the protection of our environment's natural resources and b) complies with all applicable EHS compliance obligations (EHS = Environment, Health & Safety). As used below, "M&C" refers to M&C TechGroup Germany GmbH.

POLICY

1. M&C is committed to designing, manufacturing, servicing and distributing its products globally in an environmentally responsible manner and will integrate EHS processes into all aspects of the business. Continuous improvement of these processes will be managed through our Environmental Management System with commitment expected from all M&C employees.
2. M&C is committed to operating its facilities in compliance with all applicable EHS rules and regulations, while avoiding pollution, harm to public health and the environment. M&C will work to minimize the production of waste and emissions, ensure efficient use of energy through continuous improvement measures, pursue recycling opportunities and promote sustainability practices in all our operations. We will look for possibilities to minimize M&C's impact on climate change and reduce our environmental footprint.
3. M&C is committed to working closely with its suppliers to meet compliance requirements and implement the provisions of this corporate Environmental Policy with regard to the components and materials we source. We are committed to continuously improving the well-being of people, communities, and the environment where we work and live.

IMPLEMENTATION AND ADMINISTRATION

1. M&C shall establish, implement, communicate and continually improve appropriate management systems to carry out the requirements of this Policy.
2. M&C shall provide appropriate training and other resources to all employees whose roles are deemed to impact compliance with this Policy.

3. M&C shall continually enhance, evaluate and communicate this Policy.
4. This Policy is administered by the Global EHS Department of the parent company MSA Safety. Questions regarding the company's Environmental Policy or its administration should be referred to this Department.

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Ratingen, June 30, 2026



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