Lakeland®

Protect Your People®

Fiscal Second Quarter 2024 Financial Results Call

September 7, 2023

Safe Harbor Statement

With the exception of historical information, the statements set forth in this presentation include forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 that involve risk and uncertainties. The Company wishes to caution that a number of important factors could cause actual results to differ materially from those forward-looking statements. These and other factors could cause actual results to differ materially from those in any forward-looking statements which are discussed in this presentation. Please see Lakeland Industries' SEC filings on Forms 10-K and 10-Q for important information about the Company and related risks. The Company disclaims any obligation to update its forward-looking statements.

Non-GAAP Financial Measures

To supplement its consolidated financial statements, which are prepared and presented in accordance with Generally Accepted Accounting Principles (GAAP), the Company uses the following non-GAAP financial measures: Adjusted EBITDA and Adjusted EBITDA Margin. The presentation of this financial information is not intended to be considered in isolation or as a substitute for, or superior to, the financial information prepared and presented in accordance with GAAP. The Company uses these non-GAAP financial measures for financial and operational decision-making and as a means to evaluate period-to-period comparisons. The Company believes that they provide useful information about operating results, enhance the overall understanding of past financial performance and future prospects, and allow for greater transparency with respect to key metrics used by management in its financial and operational decision-making. The non-GAAP financial measures used by the Company in this presentation may be different from the methods used by other companies. For more information on the non-GAAP financial measures, please see the Reconciliation tables in this presentation.

Lakeland Overview (Nasdaq: LAKE)

What We Do

Global manufacturer of quality, cost-effective, and mission-critical personal protective clothing solutions that protect people at work and in their communities

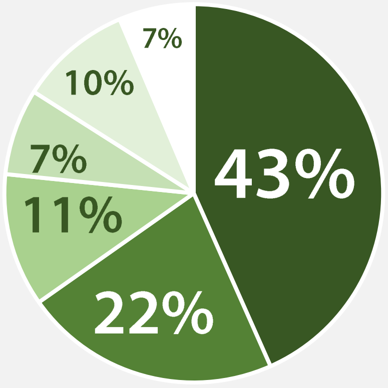
Key Statistics

Revenue (FY2023)	$112.8 million
Market Cap.	~$114.0 million
Cash (7/31/2023)	~$24.3 million
Debt (7/31/2023)	~$0
Employees	~1,600
Locations	15 in 11 countries
Distribution	78 countries 74% of global population

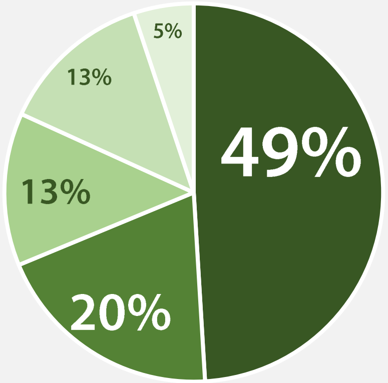
Note: Lakeland's fiscal year end is January 31

FY2023 Full Year Revenue

GEOGRAPHY



PRODUCT LINE



Focus on High Value Applications

Leveraging core product strengths to increase penetration in High Value markets

Product Lines

FIRE SERVICE

FR/AR PERFORMANCE

CHEMICAL

HIGH-VISIBILITY

DISPOSABLES

Applications

Fire Service:
- **Municipal Fire**
- **Volunteer Fire**
- **Search & Rescue**
- **Wild Land**

FR/AR Performance:
- **Energy**
- **Utilities**
- **Petrochemical**
- Industrial

Chemical:
- **Utilities**
- **Petrochemical**
- **Clean Room**
- Healthcare
- Industrial

High-Visibility:
- **Energy**
- **Utilities**
- Transportation
- Construction
- Industrial

Disposables:
- **Clean Room**
- Energy
- Healthcare
- Abatement
- Industrial

● **High Value Products**

"High Value" references products that provide exceptional benefits to our customers and end users. When sourcing these products, customers actively solicit our engagement in the decision-making process.

Fiscal 2024 Second Quarter Highlights

Q2-FY24 Highlights

- Net sales of $33.1 million and gross margin of 42.9%
- High-value, strategic product line growth, led by a 202% increase in fire service

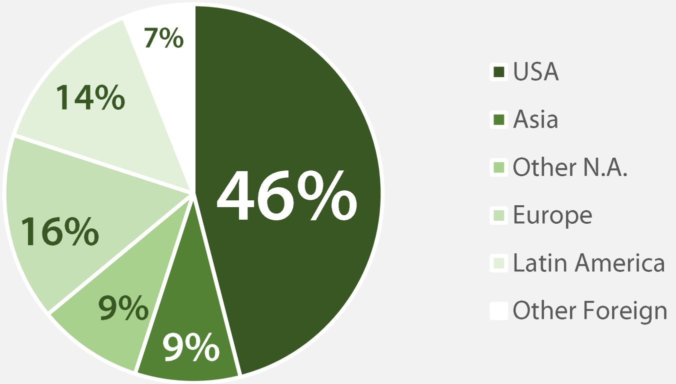
Revenue	$33.1 million
Gross Margin	42.9%
Adjusted EBITDA	$4.2 million
Adjusted EBITDA Margin	12.6%

2025-27 Targets

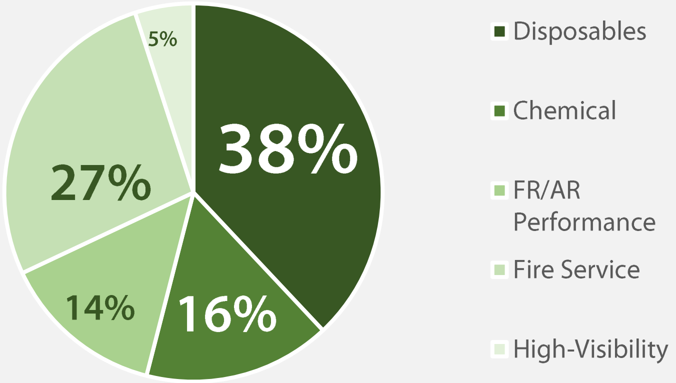
- **Mid-to-high single-digit revenue growth in core markets**
  - Growth above market by 200-300 bps/year
- **Adjusted EBITDA margins in the high teens**
  - Strong operating leverage to revenue growth
- **Strive for gross margin in the low 40's**
- **Continued strong free cash flow generation**

Q2-FY24 Revenue

GEOGRAPHY

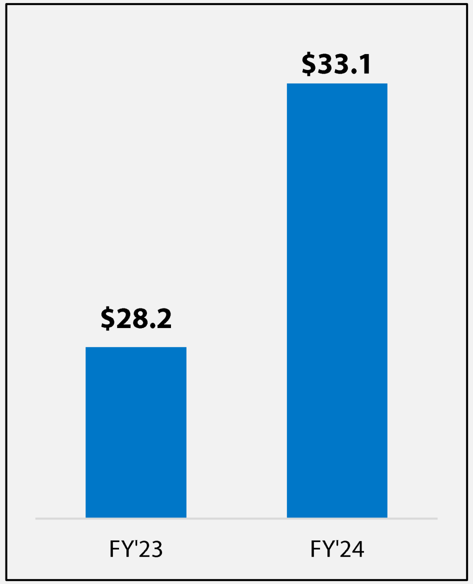


PRODUCT LINE



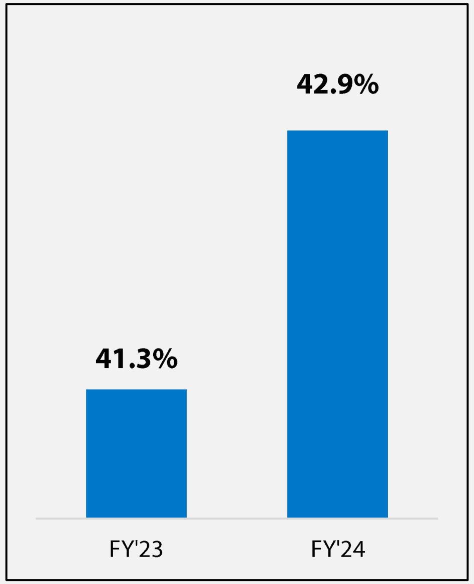
Fiscal 2024 Second Quarter Financial Highlights

Net Sales



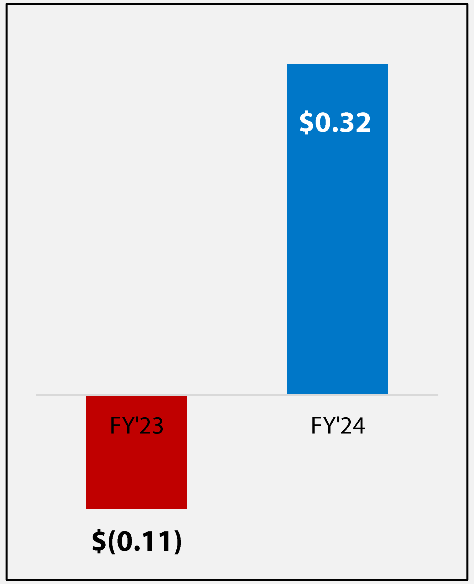
- Net sales increased $4.9 million, or 17.3%
- Sales of fire service products increased $6.0 million, or 202%, supporting shift into higher-value, strategic product categories

Gross Margin



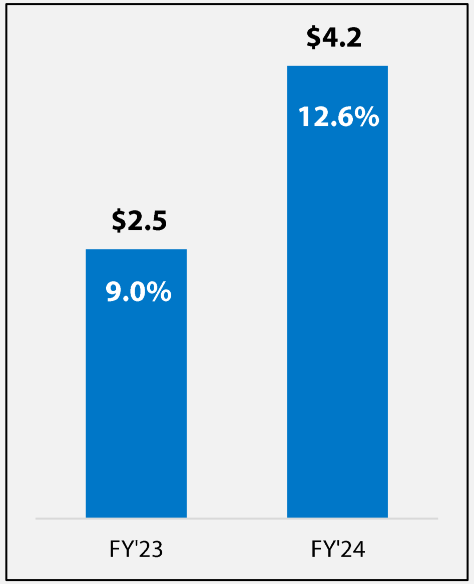
- Gross margin increased 160 basis points to 42.9%
- Gross margin benefited from product mix, increases in our higher-value product lines and cost savings

Diluted EPS



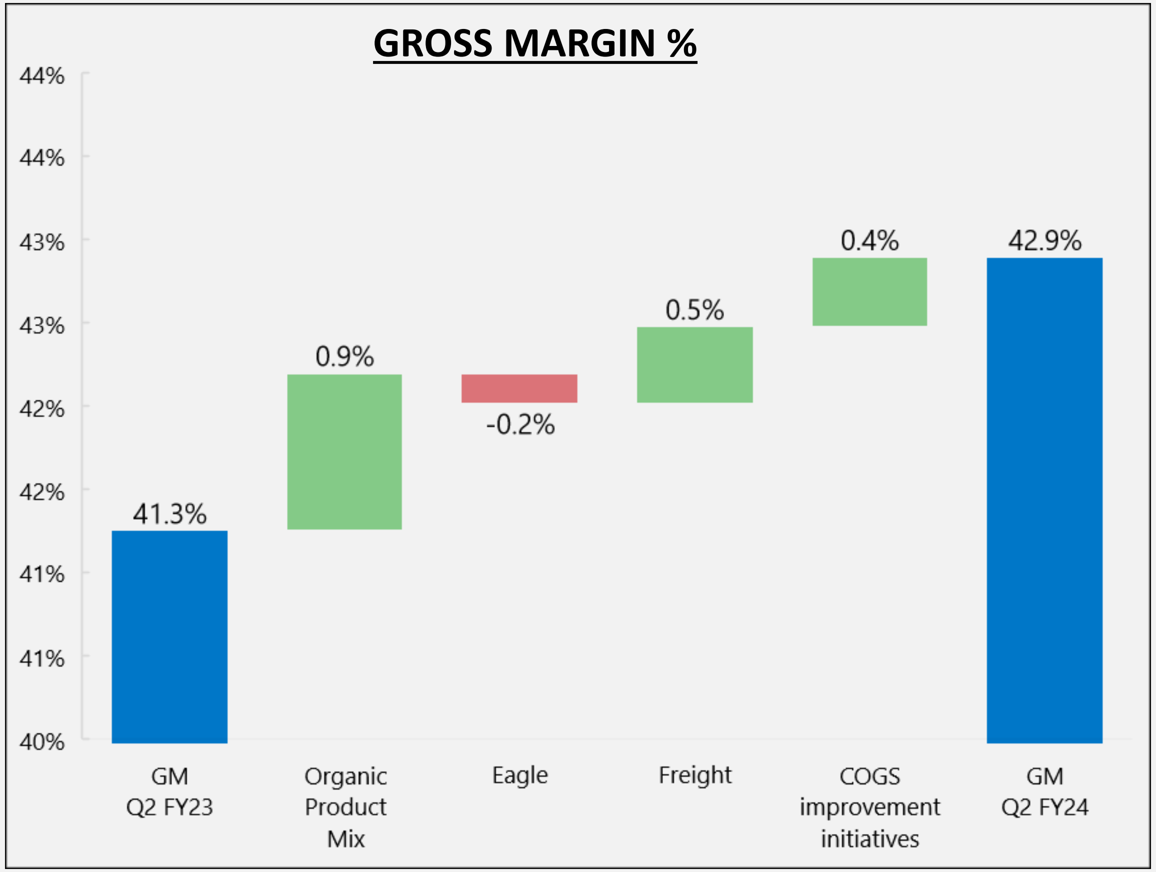
- Net income increased by $3.3 million to $2.5 million, resulting in net income per diluted share of $0.32 compared to ($0.11) in the prior year period

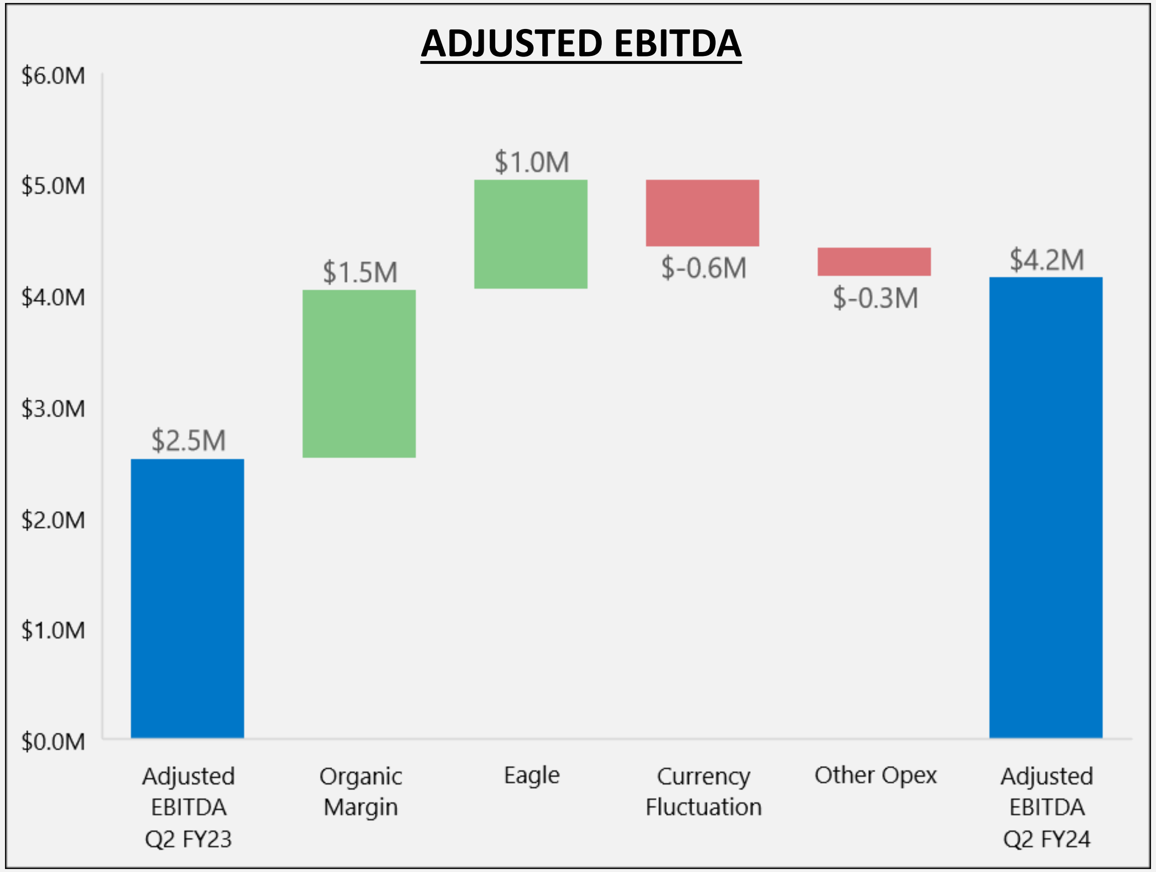
Adjusted EBITDA & Adjusted EBITDA Margin



- Adjusted EBITDA of $4.2 million and Adjusted EBITDA margin of 12.6%
- Adjusted EBITDA benefited from product mix and sales increases in our higher-value product lines

FQ2 Gross Margin and Adjusted EBITDA Bridge





- Gross margin improvement in strategic product categories
- Sales increases in US, Europe and Latin America
- Reduced freight costs and lower overhead yielded margin gains

- Stronger gross margins and higher revenue
- Inclusion of Eagle results
- Partially offset by impact of currency fluctuation and other increases in operating expenses

FQ2 Key Takeaways

- ✓ Fiscal second quarter results included revenue growth in key geographic markets and product lines, including 202% growth in fire service.
- ✓ Adjusted EBITDA grew ~$1.7M versus Q2FY23 as higher gross profit more than offset higher SG&A.
- ✓ Eagle Technical Products delivered $0.9M of EBITDA with a 25.6% margin, increasing Lakeland's consolidated Adjusted EBITDA margin to 12.6%.
- ✓ Lakeland achieved profitability margins in line with the Company's three-to-five-year targets, including gross margin of 42.9%.
- ✓ Continued challenges in Asia, particularly China, partially offset strong growth in the US, Latin America, and Europe.

Eagle Technical Products Acquisition[1] Enhances Lakeland's Product Portfolio and Expands Geographical Reach

Company Background and Product Portfolio

Headquarters	• Stockport, UK
Product Focus	• Firefighter Suits & Apparel (65% of FY22 revenues) • Industrial FR Apparel (35% of FY22 revenues)
Markets	• Europe, Africa, and Middle East
Distribution	• Utilizes UK-based, in-house design and manufacturing to prototype to customer specifications then leverages third-party manufacturing in Europe

Acquisition Highlights

– Complementary product lines to Lakeland's existing portfolio that greatly benefit Lakeland's differentiated product offering, particularly within fire service protective clothing

– Focus on product innovations and R&D expertise to compete and take market share

– Expands and diversifies Lakeland's customer base, most of which are on multi-year contracts

– Asset-light value chain provides potential in-sourcing synergy opportunities as well as access to new suppliers

– Bolsters Lakeland's sales presence and activities in EMEA and South America

1) Acquisition closed on December 2, 2022

LAKE Investment Highlights

Positioned for Sustainable Growth Driven by Strategic Operational & Sales Initiatives

- Targeting high single digit revenue growth, driven by strong long term growth trends and product segment focus
- Investments in manufacturing capabilities enables production flexibility to facilitate growth
- Focus on higher value-added products and segments with low price elasticity of demand

Strategic Competitive and Manufacturing Advantages

- Highly leverageable cost structure including company-owned global manufacturing sites
- Diversified product offering and leader in product quality and innovation
- Product differentiation and complexity of design

Favorable Industry Dynamics and Blue-Chip Customer Base

- Global industry poised for accelerated growth
- Large customers with no significant customer concentration

Strong Financial Position

- Robust balance sheet and cash flow to fund organic/inorganic plans
- Low capital intensity business

Strong and Experienced Management Team

- Deep industry knowledge and experience

Appendix

Fiscal 2024 Second Quarter Financial Summary

	THREE MONTHS ENDED JULY 31,		
	2023	2022	Variance
Net sales	$33,071	$28,184	+17.3%
Gross Margin	42.9%	41.3%	+160bps
Adjusted EBITDA	$4,163	$2,532	+64.4%
Adjusted EBITDA Margin	12.6%	9.0%	+360bps
EPS	$0.33	$(0.11)	-

($000's Except Share Information)

Non-GAAP Reconciliation – Q2

	THREE MONTHS ENDED JULY 31,	
	2023	2022
<u>Net Income to EBITDA</u>		
Net income (loss)	$2,465	($870)
Interest	1	13
Taxes	1,199	2,610
Depreciation and amortization	589	354
EBITDA	$4,254	$2,107
EBITDA to Adjusted EBITDA (excluding non-cash expenses)		
EBITDA	$4,254	$2,107
Equity compensation	38	383
Other income (expense)	(66)	(42)
Eagle revaluation of earnout consideration	(685)	---
Employee separation expense	352	---
New Monterrey, Mexico facility start-up costs	138	---
Adjusted EBITDA	$4,163	$2,532

($000's Except Share Information)

Non-GAAP Reconciliation – Q2

	THREE MONTHS ENDED JULY 31,	
	2023	**2022**
Adjusted EBITDA Margin		
Adjusted EBITDA	$4,163	$2,532
Divided by net sales	$33,071	$28,184
Adjusted EBITDA Margin	12.6%	9.0%

($000's Except Share Information)