

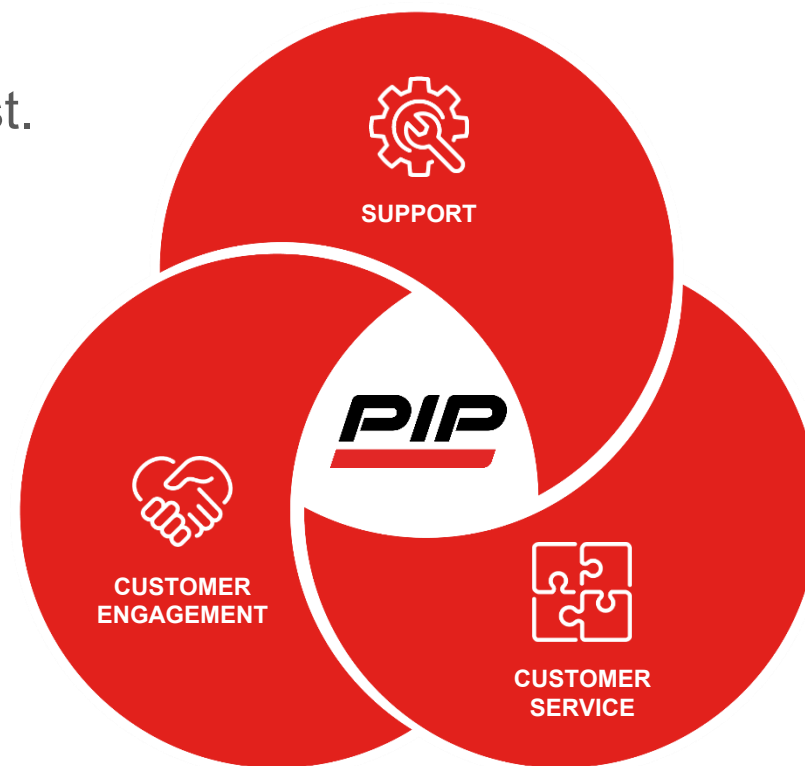


**LEADERS IN PERSONAL
PROTECTIVE EQUIPMENT**



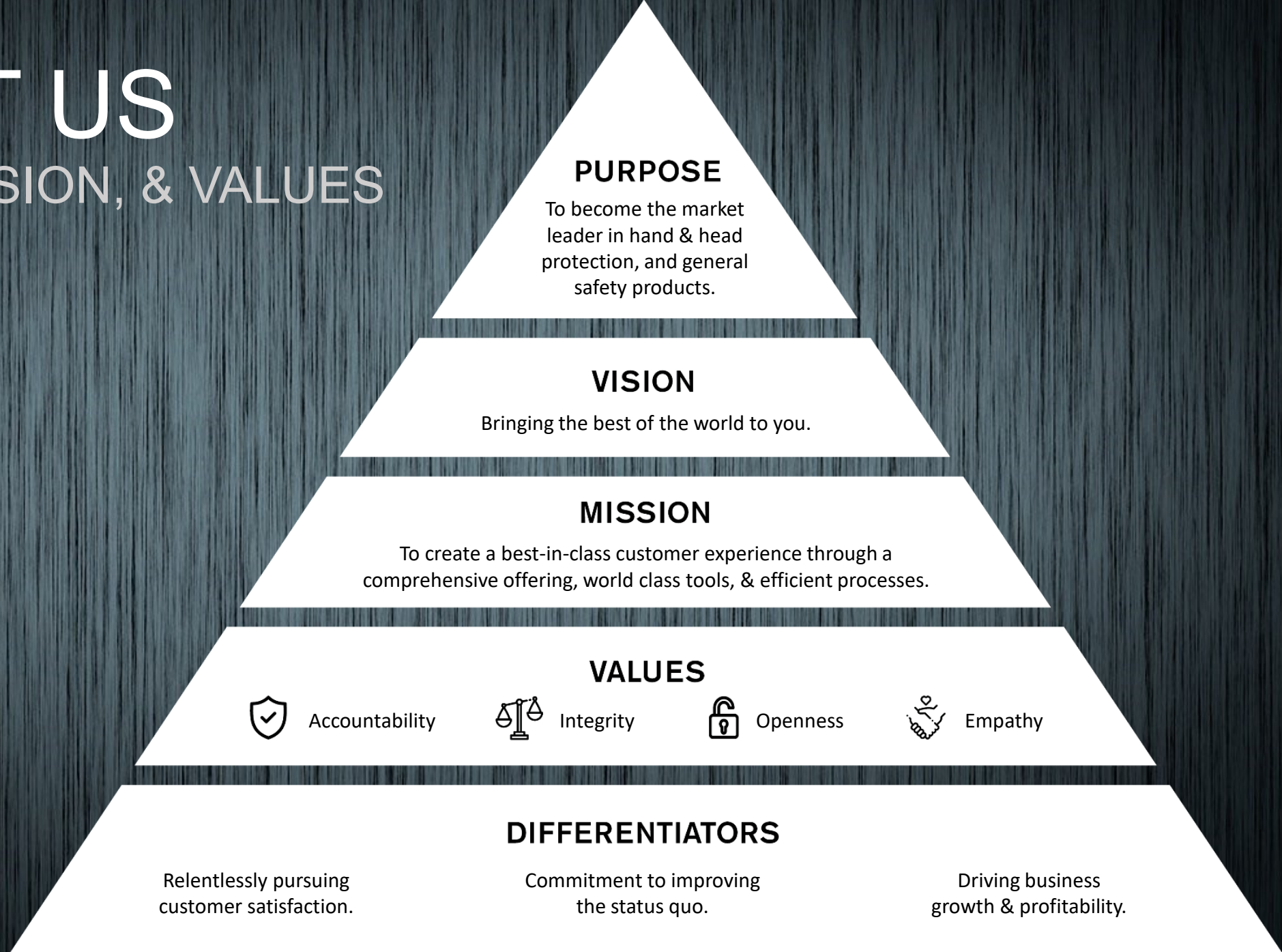
AGENDA

- ABOUT US : Past, present, and future.
- VALUE PROPOSITION : Expertise, quality, and service.
- MARKETS WE SERVE : Our commitment to your needs.
- POWERFUL BRANDS : Head-to-toe PPE.
- SALES REGIONS : Expert salespeople from coast to coast.
- CUSTOM SERVICES: Your trusted partner.



ABOUT US

VISION, MISSION, & VALUES



ABOUT US

PIP GLOBAL

1984

Joe Milot & Wellson
Tao form a partnership
in 1984 and create
Protective Industrial
Products, Inc. (PIP)

Strategic acquisition of Dynamic Safety
International from Claude Roberge in
2019 to reinvent **PIP Canada Ltd.**

2020

WESTCHESTER
PROTECTIVE GEAR

DYNAMIC

HEAROS
EAR PLUGS

Uniform
TECHNOLOGY

Boss

Caiman

QRPE
GLOVES & FINGERCOATS

WORLDWIDE
PROTECTIVE PRODUCTS

SAFETY
WORKS

Audax

US
ME

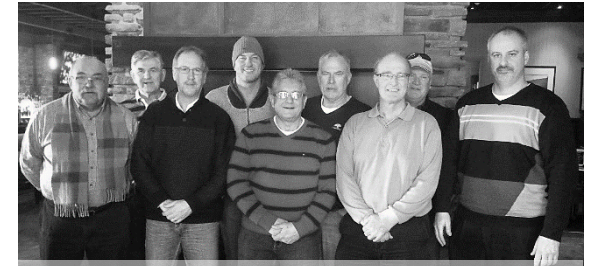
ODYSSEY
INVESTMENT
PARTNERS



ABOUT US

PIP CANADA HISTORY

- **2003** : PIP Global enters a partnership with Marigold to sell gloves in Canada.
- **2008** : Claude Roberge comes out of retirement to start Dynamic in Laval, Quebec. He's joined by John Greer, as well as other key members.
- **2011** : PIP Global sets up its own division in Canada. Three seasoned glove industry experts are hired, and a warehouse set up in Bolton, Ontario.
- **2018** : Dynamic had grown and was looking to expand. Meanwhile, PIP was looking to increase operations and manufacturing in Canada. Claude and Joe quickly strike up a friendship and a deal based on their similar visions.
- **2020** : Dynamic and PIP officially joined forces as the new PIP Canada. Investments are made of more than \$1 million in robotics, plant upgrades and a new 50,000-square-foot warehouse in Laval, Quebec.
- **2023** : To accommodate our continued growth and standardize our operations, PIP Canada implements a modern Enterprise Resource Planning (ERP) system.



2008 : Claude reunites the team.



2019 : Investments in manufacturing.



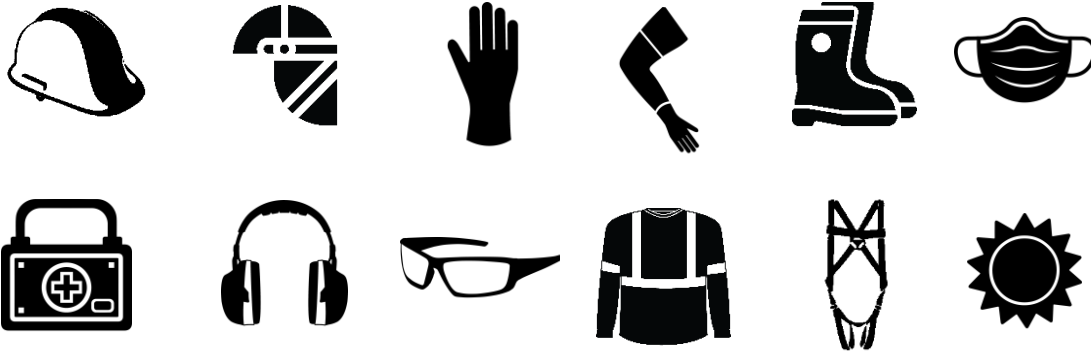
2023 : Head office in Laval, QC.



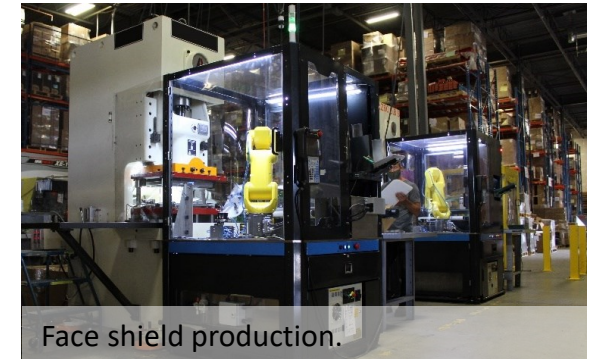
ABOUT US

PIP CANADA TODAY

- PIP Canada is now **Canada's largest manufacturer of PPE**, and one of the largest manufacturers of compliant hard hats in the world.
- We employ **nearly 200 employees** in Canada, and our facility located in Laval, Quebec has the capacity to produce **3 million hard hats** per year, in addition to other PPE.
- Our complete product offering allows us to support all your **head-to-toe PPE** needs:



First aid assembly line.



Face shield production.



Hard hat manufacturing.

ABOUT US

PRODUCT SUPPORT & TESTING

– Product Managers with 100+ Years of Combined Experience

- Elif Belgen → Director of Product Management
- Alex Tsen P-Eng, M-Eng → Fall Protection
- Olga Ivanysenko → Eye / Noise / Workwear / Respiratory
- Lisa Cummerow → Hand / Arm / Foot Protection
- Remi Badra → Head / Visors / First Aid

– Presence on CSA Committees

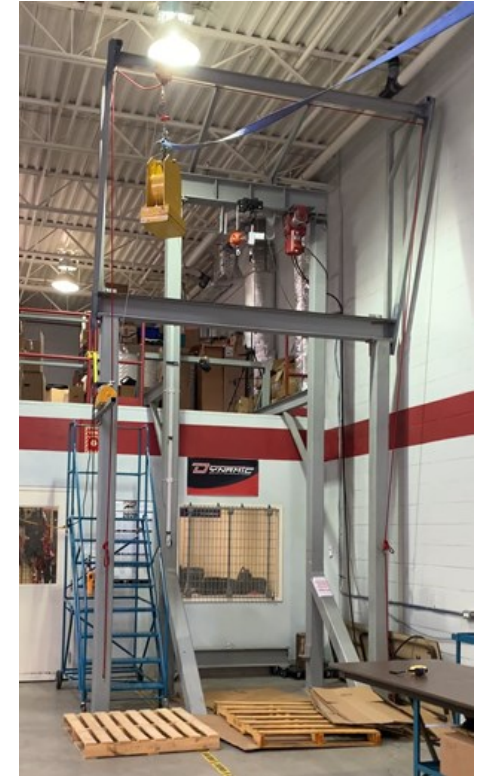
- Respiratory Protection
- Above-the-Neck Protection
- Fall Protection

– Technical Data Sheets

- Available 24/7 on our website
- Download as a print-ready PDF



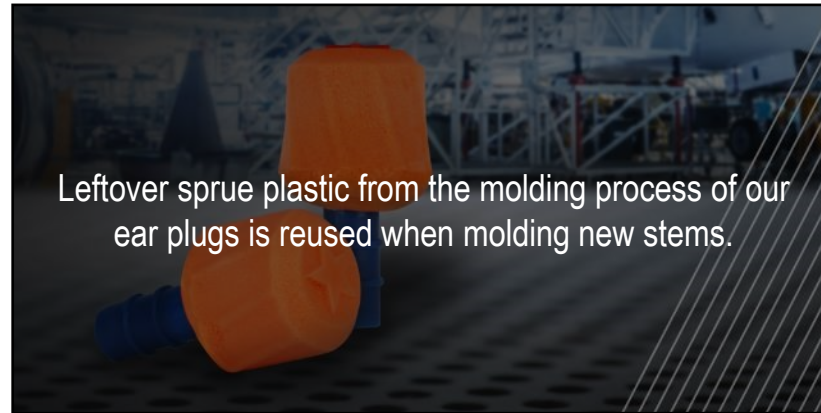
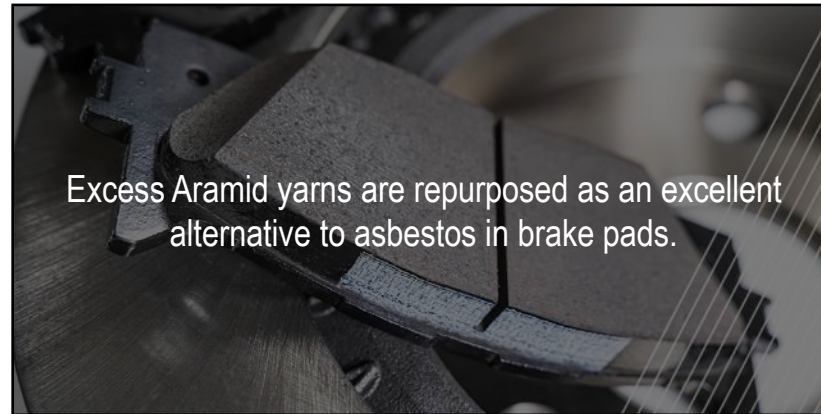
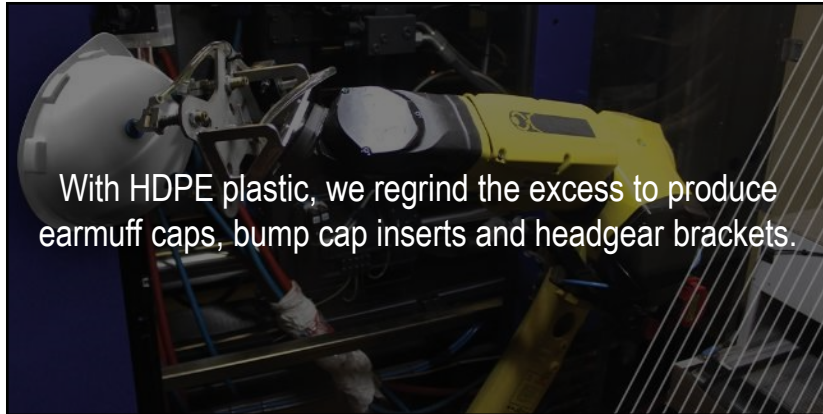
IN-HOUSE CSA TESTING:
HARD HAT PENETRATION



IN-HOUSE CSA TESTING:
SRL LEADING EDGE

GROWING SUSTAINABLY

INVESTMENTS INCLUDE CONSIDERATIONS
FOR SUSTAINABILITY, FOR EXAMPLE:



PART OF A GLOBAL ORGANIZATION

DISTRIBUTION CENTERS NORTH AMERICA

60,000 Sq Ft – Rancho Cucamonga, CA
816,000 Sq Ft – Olive Branch, MS
150,000 Sq Ft – Guilderland, NY
250,000 Sq Ft – Cincinnati, OH
60,000 Sq Ft – Laval, QC

MANUFACTURING FACILITIES

PIP Canada / Dynamic - Laval, QC
PIP Canada / Dynamic - Mississauga, ON
McHenry Manufacturing - Bluffton, IN
PR Industries - Chaska, MN
Black Pearl Productions - Guilderland, NY
US Mesh - North Attleboro, MA
Hearos de Mexico - Tijuana, Mexico

PIP SALES, ADMINISTRATION & DISTRIBUTION CENTERS U.S.

PIP Global - Latham, NY
PIP Canada - Laval, QC
PIP Canada - Mississauga ON
PIP Mexico - Monterrey, Mexico

SALES, ADMINISTRATION & DISTRIBUTION FOR RETAIL DIVISION

West Chester - Sharonville, OH

SALES OF PROTECTIVE EAR PLUGS TO RETAIL

HEAROS LLC – Latham, NY

SALES OF UNIFORM & INSPECTION GLOVES

Century Gloves – Latham, NY

SALES OF REUSABLE APPAREL FOR CE

Uniform Technology – Longmont, CO

PIP CANADA HEADQUARTERS

Laval, Quebec

SALES, ADMINISTRATION & DISTRIBUTION CENTER

PIP France - L'Hermenault, France

PIP – GLOBAL SUPPLY CHAIN

PIP Hong Kong - Hong Kong, China
West Chester Retail - Global Supply Chain - Shenzhen, China

SALES & EXPORT DIVISION FOR GLOBAL CUSTOMERS

PIP AMEA - Shanghai, China

MANUFACTURING FACILITY

Pioneer - Tay Ninh, Vietnam

SALES, ADMINISTRATION & MANUFACTURING FOR SPECIALTY HAND & ARM PROTECTION PRODUCTS

Worldwide - Wilkesboro, NC and Hamburg, NY

SALES AGENCY, FOOD PROCESSING MARKET

Processing Solution - Wilkesboro, NC

SALES, ADMINISTRATION FOR GLOVES & FINGERCOTS

QRP - Tucson, AZ

SALES, ADMINISTRATION & DISTRIBUTION CENTERS

PIP Asia Pacific - Hong Kong, China
PIP China – Shanghai, China
PIP Australia – Eagle Farm, Australia

NORTH AMERICAN LEADER IN DISTRIBUTION CENTERS



Olive Branch, MS



Laval, QC



Reno, NV

VALUE PROPOSITION

EXPERTISE, QUALITY, AND SERVICE

EXPERTISE

- The safety market is constantly evolving. As a company with nearly forty years of experience in this market, it's our duty to utilize our expertise to help educate others and identify the optimal resolution for customers.
- From product-specific training, to updates on the newest safety technologies and industry standards, or going the extra mile to ensure the right solution is found, we are the go-to source for all your head-to-toe PPE needs.



VALUE PROPOSITION

EXPERTISE, QUALITY, AND SERVICE

QUALITY

- Quality is woven into every element of the PIP Canada experience. Each day, we develop and provide our customers with innovative PPE and world-class sales support tools that keep workers in all markets safer, more comfortable and more productive.
- Our manufacturing center in Laval utilizes the latest in state-of-the-art robotics and testing to ensure safety products meet precise CSA specifications.

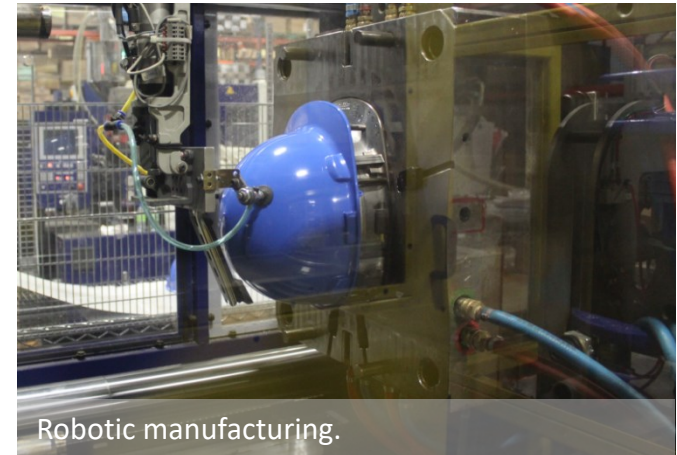
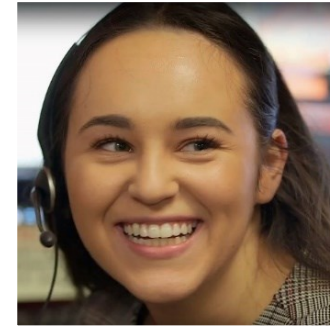


VALUE PROPOSITION

EXPERTISE, QUALITY, AND SERVICE

RELENTLESS FOCUS ON CUSTOMERS

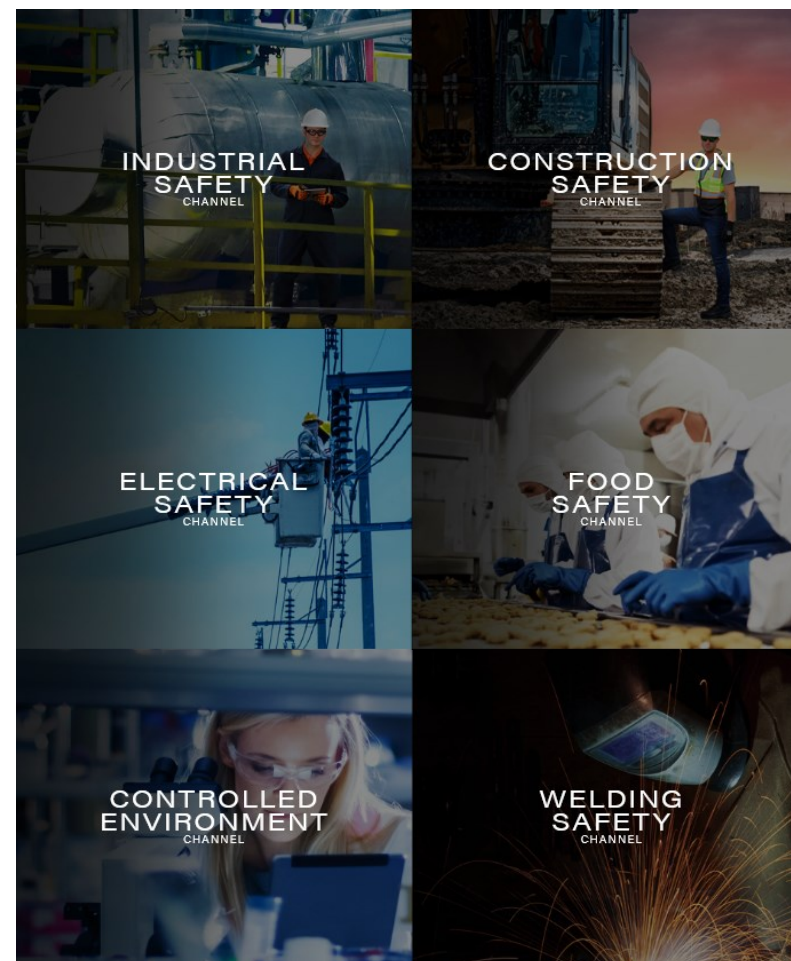
- Our expanded team of 10 customer experience experts are dedicated to serving our distributor partners better than anyone else in the market. Crucial to this charge is understanding the needs of our customers while continuing to exceed expectations.
- This notion is incorporated into everything from field support and product tech teams to our operational processes. We are committed to improving and delivering upon a level of service that is second to none.



Robotic manufacturing.

MARKETS WE SERVE

- Our salesforce expertise serves our distributor partners across all channels by collaboratively identifying and providing tailored safety solutions.
- By working closely with distributor partners, we obtain a better understanding of their challenges and gain insights on how we overcome these challenges together to keep end-users safe and protected.
- Channel specific guides include:



FIRST TO MARKET

- North American, and specifically Canadian, based manufacturing facilities enable us to provide safety solutions that are tailored to our markets' needs.
- These factories work with our team of product managers and field specialists to ensure the highest level of product performance, and secure proprietary technologies that support us being first to these markets.



FIRST FOR WOMEN

- Properly fitting PPE for women is often overlooked in traditional industries. Our expanded PPE options for women, such as our protective workwear line, have been researched and designed to be comfortable and flattering, while providing optimal protection.
- View our catalog to learn more:

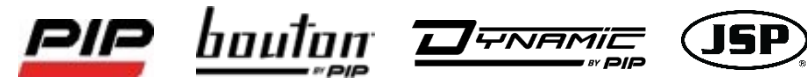


HEAD-TO-TOE PPE BRANDS



PIP

ABOVE THE NECK



PROTECTIVE WORKWEAR



HAND & ARM PROTECTION

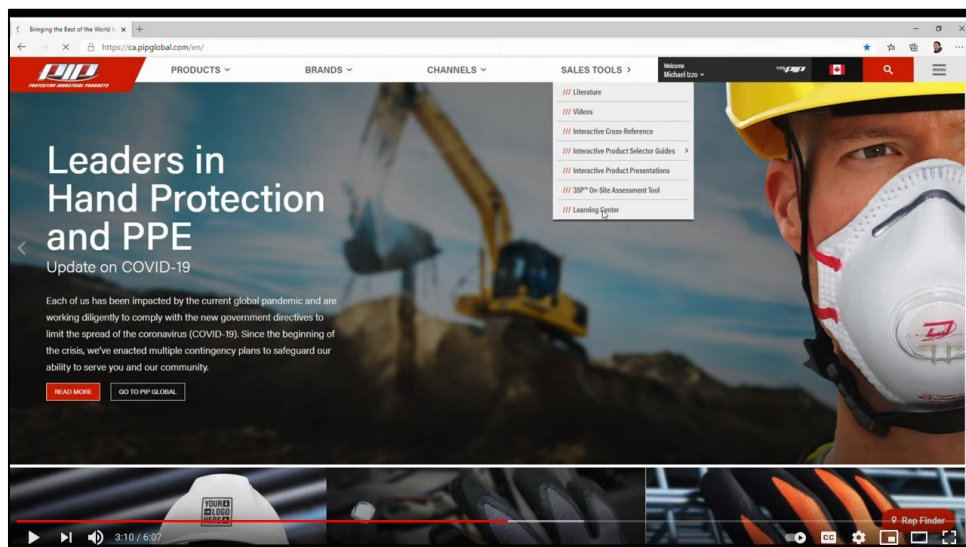


FOOT PROTECTION



DIGITAL TOOLS

- Our innovative and interactive sales support tools help your safety specialists make fast, accurate recommendations based on the customer's needs.
- Web overview video :



SALES TOOLS INCLUDE



**CUT RISK HAZARD
MATRIX**



**SELECTOR
GUIDES**



**INTERACTIVE
CROSS-REFERENCE**



**3SP™
ASSESSMENT**





SALES TEAM

REGION ALIGNMENT



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PERSONALIZATION

CUSTOM LOGOS & CO-BRANDING

- **Identification on the jobsite is now more important than ever.** Put our fast and easy custom logo service to the test on your next order, with personalization available on most product lines.
- We can also help you to promote your brand and grow your business, via co-branded catalogs:





OUR
VALUE
IS IN OUR NAME



PEOPLE

PIP® has the largest, most experienced sales team in the industry that is dedicated to providing the best services and solutions to its valued customers.



INNOVATION

Our team of experienced product managers and marketers are dedicated to the ongoing and consistent delivery of innovative products and sales tools.



PORTFOLIO

PIP® has the most extensive, head-to-toe line of personal protective equipment that enables us to be the one-stop shop for customers, which helps reduce costs and waste.



PIP Canada Ltd.

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