UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, DC 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): March 3, 2026

Superior Group of Companies, Inc.

(Exact name of registrant as specified in its charter)

Florida	**001-05869**	**11-1385670**
(State or other jurisdiction of incorporation)	(Commission File Number)	(IRS Employer Identification No.)

200 Central Avenue, Suite 2000, St. Petersburg, Florida	**33701**
(Address of principal executive offices)	(Zip Code)

Registrant's telephone number including area code: **(727) 397-9611**

Not Applicable
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230 .425)

☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))

☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 or Rule 12b-2 of the Securities Exchange Act of 1934.

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock	SGC	NASDAQ

Item 2.02. Results of Operations and Financial Condition

The following information is being furnished under Item 2.02 of Form 8-K: Press release by Superior Group of Companies, Inc. (the "Company") announcing its results of operations for the quarter ended December 31, 2025. A copy of this press release is attached as Exhibit 99.1 to this Form 8-K.

Item 7.01. Regulation FD Disclosure

On March 3, 2026, the Company posted an investor presentation on its website. A copy of this presentation is attached as Exhibit 99.2 to this Form 8-K.

The information furnished pursuant to Items 2.02 and 7.01 of this Form 8-K, including Exhibits 99.1 and 99.2 hereto, shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities under that section and shall not be deemed to be incorporated by reference into any filing of the Company under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such filing.

Item 9.01. Financial Statements and Exhibits

(d) Exhibits

Exhibit Number	Description
99.1	Press Release, dated March 3, 2026
99.2	Investor Presentation, dated March 3, 2026
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

Signature

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunder duly authorized.

SUPERIOR GROUP OF COMPANIES, INC.

By: /s/ Michael Koempel
Michael Koempel
President & Chief Financial Officer

Date: March 3, 2026

Exhibit 99.1

A NASDAQ Listed Company: SGC

FOR IMMEDIATE RELEASE

SUPERIOR GROUP OF COMPANIES REPORTS FOURTH QUARTER 2025 RESULTS

– Total net sales of $146.6 million versus $145.4 million in prior year fourth quarter –
– Net income of $3.5 million versus $2.1 million in prior year fourth quarter –
– EBITDA of $8.6 million versus $7.3 million in prior year fourth quarter –
– Provides full-year outlook –

ST. PETERSBURG, Fla. – March 3, 2026 – Superior Group of Companies, Inc. (NASDAQ: SGC) (the "Company"), today announced its fourth quarter 2025 results.

"We finished the year with a solid fourth quarter, growing our consolidated revenues while simultaneously reducing expenses which resulted in 19% year-over-year EBITDA growth and earnings per share that nearly doubled," said Michael Benstock, Chief Executive Officer. "In addition, our quarterly results again demonstrated the back-end weighted nature of our business, with 6% sequential top line growth and earnings per share up 28%. We're pleased with our recent progress driving efficiencies and containing costs which will allow us to emerge from these uncertain times even stronger, and have today introduced our 2026 Outlook reflecting further growth anticipated for both revenue and EPS. This year we plan to expand our growing new business pipelines by capturing market share across our three attractive end markets with quality, innovative solutions, while leveraging our efficiencies and diverse supply base to further expand margins. Enabled by our strong balance sheet, returning capital to shareholders through our attractive dividend even while investing for future growth remains a pillar of our strategy in our quest to further enhance long-term shareholder value."

Fourth Quarter Results

For the fourth quarter ended December 31, 2025, net sales increased to $146.6 million compared to fourth quarter 2024 net sales of $145.4 million. Pretax income increased to $4.1 million compared to $2.5 million in the fourth quarter of 2024. Net income increased to $3.5 million or $0.23 per diluted share compared to $2.1 million or $0.13 per diluted share for the fourth quarter of 2024.

2026 Full-Year Outlook

The Company forecasts full-year 2026 net sales in the range of $572 million to $585 million, up from 2025 net sales of $566.2 million, and forecasts full-year earnings per diluted share in the range of $0.54 to $0.66, up from $0.46 in 2025.

Webcast and Conference Call

The Company will host a webcast and conference call at 5:00 pm Eastern Time today. The live webcast and archived replay can be accessed in the investor relations section of the Company's website at https://ir.superiorgroupofcompanies.com/Presentations. Interested individuals may also join the teleconference by dialing 1-844-861-5505 for U.S. dialers and 1-412-317-6586 for International dialers. The Canadian Toll-Free number is 1-866-605-3852. Please ask to be joined to the Superior Group of Companies call. A telephone replay of the teleconference will be available through March 17, 2026. To access the replay, dial 1-855-669-9658 in the United States and Canada or 1-412-317-0088 from international locations. Please reference conference number 6514610 for replay access.

Disclosure Regarding Forward Looking Statements

Certain matters discussed in this press release are "forward-looking statements" intended to qualify for the safe harbors from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements can generally be identified by use of the words "may," "will," "should," "could," "expect," "anticipate," "estimate," "believe," "intend," "project," "potential," or "plan" or the negative of these words or other variations on these words or comparable terminology. Forward-looking statements in this press release may include, without limitation: (1) projections of revenue, income, and other items relating to our financial position and results of operations, including short-term and long-term plans for cash (2) statements of our plans, objectives, strategies, goals and intentions, (3) statements regarding the capabilities, capacities, market position and expected development of our business operations and (4) statements of expected industry and general economic trends.

Such forward-looking statements are subject to certain risks and uncertainties that may materially adversely affect the anticipated results. Such risks and uncertainties include, but are not limited to, the following: the impact of competition; uncertainties related to tariffs, duties, trade wars and related matters, supply disruptions, inflationary environments (including with respect to shipping costs and the cost of finished goods and raw materials and shipping costs), employment levels (including labor shortages), and general economic and political conditions in the areas of the world in which the Company operates or from which it sources its supplies or the areas of the United States of America ("U.S." or "United States") in which the Company's customers are located; changes in the healthcare, retail chain, food service, transportation and other industries where uniforms and service apparel are worn; our ability to identify suitable acquisition targets, discover liabilities associated with such businesses during the diligence process, successfully integrate any acquired businesses, or successfully manage our expanding operations; the price and availability of raw materials; attracting and retaining senior management and key personnel; the Company's ability to maintain effective internal control over financial reporting; and other factors described in the Company's filings with the Securities and Exchange Commission, including those described in the "Risk Factors" section of our Annual Report on Form 10-K for the fiscal year ended December 31, 2025 entitled "Risk Factors". Shareholders, potential investors and other readers are urged to consider these factors carefully in evaluating the forward-looking statements made herein and are cautioned not to place undue reliance on such forward-looking statements. The forward-looking statements made herein are only made as of the date of this press release and we disclaim any obligation to publicly update such forward-looking statements to reflect subsequent events or circumstances, except as may be required by law.

About Superior Group of Companies, Inc. (SGC):

Established in 1920, Superior Group of Companies is comprised of three attractive business segments each serving large, fragmented and growing addressable markets. Across Branded Products, Healthcare Apparel and Contact Centers, each segment enables businesses to create extraordinary brand engagement experiences for their customers and employees. SGC's commitment to service, quality, advanced technology, and omnichannel commerce provides unparalleled competitive advantages. We are committed to enhancing shareholder value by continuing to pursue a combination of organic growth and strategic acquisitions. For more information, visit www.superiorgroupofcompanies.com.

Investor Relations Contact:

Investors@SuperiorGroupOfCompanies.com

Comparative figures are as follows:

SUPERIOR GROUP OF COMPANIES, INC. AND SUBSIDIARIES
CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS
(Unaudited)
(In thousands, except shares and per share data)

	Three Months Ended December 31,		Years Ended December 31,	
	2025	2024	2025	2024
Net sales	$ 146,575	$ 145,408	$ 566,184	$ 565,676
Costs and expenses:				
Cost of goods sold	92,556	91,448	353,320	345,098
Selling and administrative expenses	48,620	50,020	199,475	199,926
Interest expense	1,270	1,461	5,143	6,358
	142,446	142,929	557,938	551,382
Income before income tax expense	4,129	2,479	8,246	14,294
Income tax expense, net	666	390	1,246	2,290
Net income	$ 3,463	$ 2,089	$ 7,000	$ 12,004
Net income per share:				
Basic	$ 0.24	$ 0.13	$ 0.47	$ 0.75
Diluted	$ 0.23	$ 0.13	$ 0.46	$ 0.73
Weighted average shares outstanding during the period:				
Basic	14,712,054	15,675,402	14,966,139	16,008,015
Diluted	15,021,942	16,250,792	15,322,094	16,504,384
Cash dividends per common share	$ 0.14	$ 0.14	$ 0.56	$ 0.56

SUPERIOR GROUP OF COMPANIES, INC. AND SUBSIDIARIES
CONSOLIDATED BALANCE SHEETS
(Unaudited)
(In thousands, except share and par value data)

	December 31, 2025	December 31, 2024
ASSETS		
Current assets:		
Cash and cash equivalents	$ 23,691	$ 18,766
Accounts receivable	104,336	95,092
Inventories	97,474	96,675
Contract assets	48,903	51,688
Prepaid expenses and other current assets	13,259	10,831
Total current assets	287,663	273,052
Property, plant and equipment, net	37,352	41,879
Operating lease right-of-use assets	12,620	15,567
Deferred tax asset	15,003	13,835
Intangible assets, net	47,254	51,137
Goodwill	2,583	2,304
Other assets	19,369	17,360
Total assets	$ 421,844	$ 415,134
LIABILITIES AND SHAREHOLDERS' EQUITY		
Current liabilities:		
Accounts payable	$ 48,343	$ 50,942
Other current liabilities	53,041	44,367
Current portion of long-term debt	6,563	5,625
Current portion of acquisition-related contingent liabilities	-	814
Total current liabilities	107,947	101,748
Long-term debt	87,093	80,410
Long-term pension liability	15,010	13,315
Long-term acquisition-related contingent liabilities	826	935
Long-term operating lease liabilities	7,939	10,486
Other long-term liabilities	10,211	9,384
Total liabilities	229,026	216,278
Commitments and contingencies		
Shareholders' equity:		
Preferred stock, $.001 par value - authorized 300,000 shares (none issued)	-	-
Common stock, $.001 par value - authorized 50,000,000 shares, issued and outstanding - 15,730,615 and 16,484,921 shares, respectively	16	16
Additional paid-in capital	84,628	84,060
Retained earnings	112,871	120,139
Accumulated other comprehensive loss, net of tax	(4,697)	(5,359)
Total shareholders' equity	192,818	198,856
Total liabilities and shareholders' equity	$ 421,844	$ 415,134

SUPERIOR GROUP OF COMPANIES, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS
(Unaudited)
(In thousands)

	Years Ended December 31, 2025	Years Ended December 31, 2024
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income	$ 7,000	$ 12,004
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	12,355	13,185
Inventory write-downs	2,252	2,423
Credit loss expense	2,291	232
Share-based compensation expense	5,263	4,270
Deferred income tax benefit	(846)	(1,581)
Change in fair value of acquisition-related contingent liabilities	95	437
Non-cash operating lease expense	2,948	2,337
Change in fair value of written put options	-	653
Other, net	299	507
Changes in assets and liabilities, net of acquisition of businesses:		
Accounts receivable	(10,757)	7,977
Contract assets	3,045	(3,434)
Inventories	(2,804)	(1,031)
Prepaid expenses and other current assets	(2,167)	(2,375)
Other assets	(2,076)	(2,953)
Accounts payable and other current liabilities	1,723	(403)
Payment of acquisition-related contingent liabilities	(791)	(686)
Long-term pension liability	407	433
Other long-term liabilities	1,472	1,433
Net cash provided by operating activities	19,709	33,428
CASH FLOWS FROM INVESTING ACTIVITIES		
Additions to property, plant and equipment	(3,947)	(4,435)
Acquisition of business	-	(4,000)
Net cash used in investing activities	(3,947)	(8,435)
CASH FLOWS FROM FINANCING ACTIVITIES		
Borrowings under revolving lines of credit	95,000	47,000
Payments under revolving lines of credit	(82,000)	(50,000)
Payment of term loan	(5,625)	(4,687)
Payment of cash dividends	(8,905)	(9,284)
Payment of acquisition-related contingent liabilities	(226)	(897)
Proceeds received on exercise of stock options	240	1,128
Shares withheld for taxes	(162)	(317)
Common shares repurchased and retired	(10,136)	(7,417)
Net cash used in financing activities	(11,814)	(24,474)
Effect of currency exchange rates on cash	977	(1,649)
Net increase (decrease) in cash and cash equivalents	4,925	(1,130)
Cash and cash equivalents balance, beginning of year	18,766	19,896
Cash and cash equivalents balance, end of year	$ 23,691	$ 18,766
Supplemental disclosure of cash flow information:		
Income taxes paid (refunded), net	$ 1,623	$ 2,303
Interest paid	$ 5,663	$ 5,917

SUPERIOR GROUP OF COMPANIES, INC. AND SUBSIDIARIES
NON-GAAP FINANCIAL MEASURES
(Unaudited)
(In thousands, except shares and per share data)

	Three Months Ended December 31,		Years Ended December 31,	
	2025	2024	2025	2024
Net income	$ 3,463	$ 2,089	$ 7,000	$ 12,004
Interest expense	1,270	1,461	5,143	6,358
Income tax expense, net	666	390	1,246	2,290
Depreciation and amortization	3,198	3,313	12,355	13,185
Intangible assets impairment charge	-	-	-	260
EBITDA(2)	$ 8,597	$ 7,253	$ 25,744	$ 34,097
EBITDA margin(2)	5.9 %	5.0 %	4.5 %	6.0 %

(2) EBITDA, which is a non-GAAP financial measure, is defined as net income excluding interest expense, income tax expense, depreciation and amortization expense and impairment charges. EBITDA margin is defined as EBITDA divided by net sales. The Company believes EBITDA is an important measure of operating performance because it allows management, investors and others to evaluate and compare the Company's core operating results from period to period by removing (i) the impact of the Company's capital structure (interest expense from outstanding debt), (ii) tax consequences and (iii) asset base (depreciation and amortization and impairment charges). The Company uses EBITDA internally to monitor operating results and to evaluate the performance of its business. In addition, the compensation committee has used EBITDA in evaluating certain components of executive compensation, including performance-based annual incentive programs. EBITDA is not a measure of financial performance under GAAP. EBITDA should not be considered in isolation or as an alternative to net income, cash flows from operating activities or any other measure determined in accordance with GAAP. The items excluded to calculate EBITDA are significant components in understanding and assessing the Company's results of operations. The presentation of the Company's EBITDA may change from time to time, including as a result of changed business conditions, new accounting pronouncements or otherwise. If the presentation changes, the Company undertakes to disclose any change between periods and the reasons underlying that change. The Company's EBITDA may not be comparable to a similarly titled measure of another company because other entities may not calculate EBITDA in the same manner.

SUPERIOR GROUP OF COMPANIES, INC. AND SUBSIDIARIES
SUPPLEMENTAL INFORMATION - REPORTABLE SEGMENTS
(Unaudited)
(In thousands)

	Branded Products	Healthcare Apparel	Contact Centers	Intersegment Eliminations	Other	Total
For the Three Months Ended December 31, 2025:						
Net sales	$ 96,918	$ 28,830	$ 21,654	$ (827)	$ -	$ 146,575
Cost of goods sold	63,538	19,143	10,263	(388)	-	92,556
Gross margin	33,380	9,687	11,391	(439)	-	54,019
Selling and administrative expenses	23,714	10,167	9,569	(439)	5,609	48,620
Add: Depreciation and amortization	1,366	1,120	628	-	84	3,198
Segment EBITDA(3)	$ 11,032	$ 640	$ 2,450	$ -	$ (5,525)	$ 8,597

	Branded Products	Healthcare Apparel	Contact Centers	Intersegment Eliminations	Other	Total
For the Three Months Ended December 31, 2024:						
Net sales	$ 92,403	$ 30,337	$ 23,527	$ (859)	$ -	$ 145,408
Cost of goods sold	61,057	20,110	10,667	(386)	-	91,448
Gross margin	31,346	10,227	12,860	(473)	-	53,960
Selling and administrative expenses	23,898	10,218	10,563	(473)	5,814	50,020
Add: Depreciation and amortization	1,435	1,055	722	-	101	3,313
Intangible assets impairment charge	-	-	-	-	-	-
Segment EBITDA(3)	$ 8,883	$ 1,064	$ 3,019	$ -	$ (5,713)	$ 7,253

(3) Segment EBITDA is our primary measure of segment profitability under U.S. GAAP ASC 280 "Segment Reporting". Amounts included in income before income tax expense and excluded from Segment Adjusted EBITDA include: interest expense, depreciation and amortization expense, impairment charges and any other items not tied to the operational performance of the segment. Total Segment EBITDA is a non-GAAP financial measure. Please see reconciliation of Adjusted EBITDA included in the Non-GAAP Financial Measures table above.

SUPERIOR GROUP OF COMPANIES, INC. AND SUBSIDIARIES
SUPPLEMENTAL INFORMATION - REPORTABLE SEGMENTS
(Unaudited)
(In thousands)

	Branded Products		Healthcare Apparel		Contact Centers		Intersegment Eliminations		Other		Total
For the Year Ended December 31, 2025:											
Net sales	$	361,134	$	115,866	$	92,520	$	(3,336)	$	-	$	566,184
Cost of goods sold		237,422		73,904		43,540		(1,546)		-		353,320
Gross margin		123,712		41,962		48,980		(1,790)		-		212,864
Selling and administrative expenses		96,067		39,550		42,385		(1,790)		23,263		199,475
Add: Depreciation and amortization		5,637		3,718		2,650		-		350		12,355
Segment EBITDA(3)	$	33,282	$	6,130	$	9,245	$	-	$	(22,913)	$	25,744

	Branded Products		Healthcare Apparel		Contact Centers		Intersegment Eliminations		Other		Total
For the Year Ended December 31, 2024:											
Net sales	$	353,314	$	119,191	$	96,949	$	(3,778)	$	-	$	565,676
Cost of goods sold		228,591		73,445		44,742		(1,680)		-		345,098
Gross margin		124,723		45,746		52,207		(2,098)		-		220,578
Selling and administrative expenses		94,384		41,149		42,999		(2,098)		23,492		199,926
Add: Depreciation and amortization		5,948		3,892		2,968		-		377		13,185
Intangible assets impairment charge		-		260		-		-		-		260
Segment EBITDA(3)	$	36,287	$	8,749	$	12,176	$	-	$	(23,115)	$	34,097

(3) Segment EBITDA is our primary measure of segment profitability under U.S. GAAP ASC 280 "Segment Reporting". Amounts included in income before income tax expense and excluded from Segment Adjusted EBITDA include: interest expense, depreciation and amortization expense, impairment charges and any other items not tied to the operational performance of the segment. Total Segment EBITDA is a non-GAAP financial measure. Please see reconciliation of Adjusted EBITDA included in the Non-GAAP Financial Measures table above.

Exhibit 99.2


SGC
SUPERIOR GROUP OF COMPANIES
Same-day
Grocery
Delivery.
instacart
instacart.com
INVESTOR
PRESENTATION
January 2026
BRANDED PRODUCTS |
HEALTHCARE APPAREL |
CONTACT CENTERS |

Safe Harbor Statement

This presentation may contain forward-looking statements about Superior Group of Companies within the meaning of the Securities Act of 1933, the Securities Exchange Act of 1934, the Private Securities Litigation Reform Act of 1995 and all rules and regulations issued there under. Such statements are based upon management's current expectations, projections, estimates and assumptions. Words such as "may," "will," "should," "could," "expect," "anticipate," "estimate," "believe," "intend," "project," "potential", "plan", "think", or "outlook", or the negative of these words or other variations on these words or comparable terminology identify such forward-looking statements.

Forward-looking statements involve known and unknown risks and uncertainties that may cause future results to differ materially from those suggested by the forward-looking statements. Such risks and uncertainties include, but are not limited to the following: our business, operations, customers, suppliers and employees; general economic conditions in the areas of the United States in which the Company's customers are located; changes in the market where uniforms are worn, where promotional products are sold and where call center services are used; the effect of existing and/or new or expanded tariffs; the impact of competition; the Company's ability to successfully integrate operations following consummation of acquisitions and the availability of manufacturing materials as well as the risks and uncertainties disclosed in the Company's periodic filings with the Securities and Exchange Commission, including the Company's annual report on Form 10-K for the year ended December 31, 2025, our Quarterly Reports on Form 10-Q and our Current Reports on Form 8-K.

Shareholders, potential investors and other readers are urged to consider these factors carefully in evaluating the forward- looking statements made herein and are cautioned not to place undue reliance on such forward-looking statements. All subsequent written or oral forward-looking statements attributable to us or any person acting on our behalf are expressly qualified in their entirety by the cautionary statements contained or referred to in this presentation. We do not undertake any obligation to release publicly any revisions to these forward-looking statements to reflect events or circumstances after the date of this presentation or to reflect the occurrence of unanticipated events, except as may be required under applicable law. If we do update one or more forward-looking statements, no inference should be drawn that we will make additional updates with respect to those or other forward-looking statements.

Investment Highlights

Founded in 1920, three attractive, diversified businesses, all operating in large, profitable growth industries with products and services always in demand

Ample organic growth potential across all three businesses, given modest share of large total addressable market, supported by strong customer retention

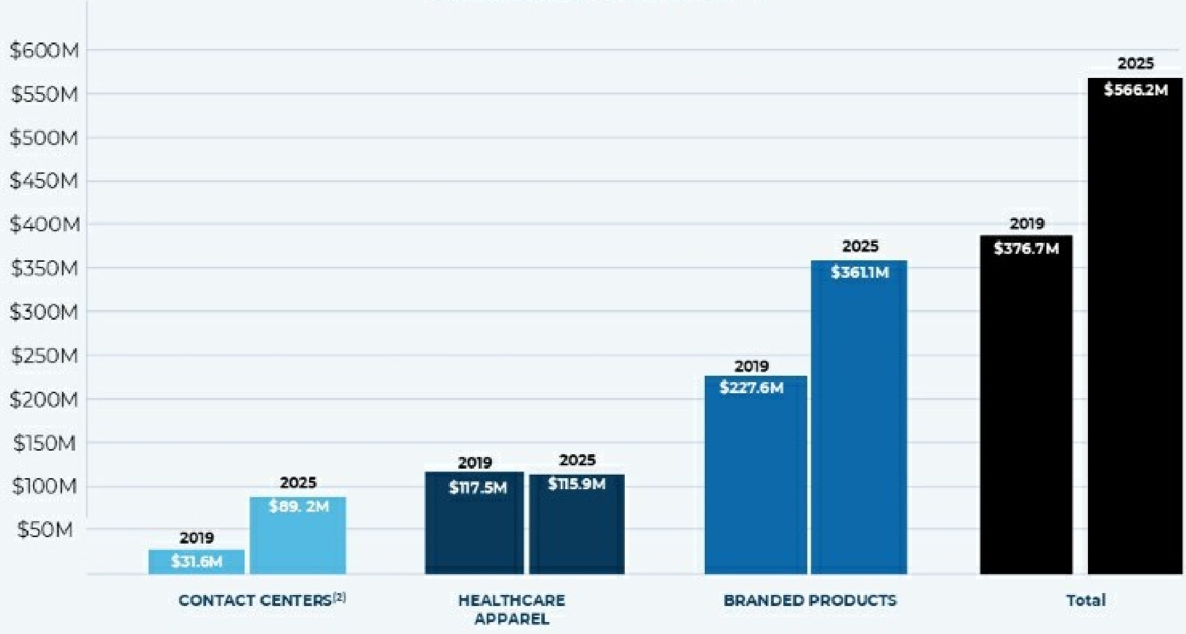
Historically high-margin and profitable operations in all three businesses, to benefit further from increasing scale, with Contact Centers the highest-margin business

Solid balance sheet driven by strong operational cash flow facilitating strategic investment and return of capital to shareholders

Significant insider ownership - Uninterrupted dividend since 1977

Revenue Growth Across Diversified Business Segments

Consolidated CAGR of 7%[1] [2]



SGC SUPERIOR GROUP OF COMPANIES

(1) 2019-2025
(2) Contact Centers amounts are after eliminations. See the Operating Segment Information for disclosure of these amounts within the Appendix. Consolidated CAGR is calculated after eliminations.

Healthcare Apparel

Who wears Healthcare Apparel?

Scrubs are worn by a broad range of Healthcare providers in acute and non-acute settings. Each occupational segment represented below has unique needs based on both their job function and earning power. In additional to providers, patient apparel is part of the Healthcare apparel market opportunity.

PRIMARY

MEDICAL	HHPCA	SURGICAL	EMS	DENTAL	VETERINARY
Nurses, Nurse Practitioners, Doctors, Physician & Medical Assistants and Lab Techs	Home Health and Personal Care Aides	Surgeons, ER Nurses and Assistants	EMT, EMR, Paramedic	Dentists, Dental assistants and hygienists	Veterinarians, Vet Techs, Vet Assistants
Acute & Non - Acute	Non - Acute	Acute	Acute & Non - Acute	Non - Acute	Acute & Non - Acute

SECONDARY AND EMERGING

CAM (COMPLEMENTARY AND ALTERNATIVE MEDICINE)	ALLIED	SPA/ WELLNESS	MEDICAL SALES	NON-HEALTHCARE WORKERS	PET WELLNESS
Acupuncturist, Chiropractic	Physical & Occupational Therapists	Massage Therapist, Wellness & Wax Centers, Nail & Hair Salons	Equipment and Pharmaceuticals representative	Hotel housekeeping, Janitors, Cafeteria workers	Groomers, Boarding, Daycare
Non - Acute	Non - Acute	Non - Acute	Non - Acute	NA	Non - Acute

Why do Laundries, Retailers and Consumers Choose our Portfolio of Brands?

- We offer the widest array of healthcare apparel available, both for acute and non-acute settings, as well as for all levels of caregivers, visitors and patients.
- Our apparel is available using any means the customer wishes to purchase; Online, In-store, through the healthcare laundry systems and through authorized distributors.

Wink	carhartt	Fashion Seal Healthcare
An accessible-premium healthcare apparel brand built for the next generation of caregivers. We combine trend-right design, performance functionality, and value-led pricing to serve a growing and evolving healthcare workforce.	Carhartt Medical extends one of America's most trusted workwear brands into healthcare, delivering durable, versatile medical apparel built for professionals who demand performance and reliability.	Legacy brand (105 years old) that is value driven and known for quality, accessibility, and durability. Fashion Seal is designed and manufactured to withstand the rigors of industrial laundry settings and is primarily found in the acute areas of the hospital.

SGC
SUPERIOR GROUP OF COMPANIES

Healthcare Apparel Growth Opportunities

$4.4B	~5%	About Flat	5.3%	90%	2M+
TAM in the US[1] (Larger internationally)	SGC Market Share[1]	6 Year Revenue CAGR Through 2025	2025 EBITDA Margin[2]	Annual Customer Retention[3]	Caregivers Wear Our Brands to Work Daily

+13% labor growth rate (2020 – 2031)
(+2.7M new Healthcare providers)

More providers are opting into scrubs than before
(78% scrub penetration versus 70% in 2020)

An Industry that is more recession proof ; diverse consumer population, product needs and distribution channels
(operates on a NEED and WANT basis)

Sales Channels
DTC | DIGITAL MARKETPLACES | SPECIALTY RETAIL | NATIONAL RETAILERS | INTERNATIONAL | DISTRIBUTORS & LAUNDRIES

Categories
SCRUBS | PATIENT APPAREL | LAB COATS | SURGICAL GOWNS | LAYERS, PERSONAL ACCESSORIES, PPE ETC)

Competitive Landscape

FIGS | CAREISMATIC BRANDS | KINDTHREAD | BARCO UNIFORMS | JAANUU | LANDAU UNIFROMS | MEDLINE | KOI

1) Estimated Retail Dollars. SGC healthcare apparel revenue is primarily recorded in wholesale dollars and has been estimated at retail value for this market in 2025
2) Segment EBITDA is the profitability metric reported to the Company's CODM for purposes of making decisions about allocation of resources to, and assessing performance of, each reportable segment. Segment EBITDA is calculated as net sales less cost of goods sold and selling and administrative expenses. EBITDA margin is defined as EBITDA divided by net sales.
3) Retention calculated on the top 80% of customers by revenue

Multiple Distribution Channels for Healthcare Apparel

amazon
Atwoods Ranch & Home
UA Uniform Advantage
Barnes & Noble College
Cintas Ready for the Workday
DaVita
Fleet Farm
Mark's
UniFirst Uniforms Services Solutions
Unitex
the Uniform Outlet
NYC Health + Hospitals
Northwestern Medicine
SanMar
scrubs & beyond
macy's
Fred Meyer
Kroger
Scrubs On Wheels

Branded Products

Why do companies buy branded products?

- Build brand loyalty with merchandise that helps customers and fans proudly represent the brand.
- Reward and retain customers through gifting, loyalty programs, and promotions.
- Create a consistent, professional presence by outfitting employees and brand ambassadors who interact with customers.
- Recognize and motivate employees with milestone and achievement programs (anniversaries, safety, performance).
- Drive engagement at the point of sale with branded displays, packaging, and experiential touchpoints.

Why do they choose us?

- One-stop shop: Customers can source branded merchandise, uniforms, and programs through a single partner.
- Integrated capabilities: Vertical production and program integration drive consistent quality, faster turnaround, and more predictable cost.
- Differentiated technology: Our platforms integrate with customer systems to streamline ordering, approvals, and fulfillment.
- Trusted partner: Long-standing reputation for reliability, service, and program execution at scale.
- Built for scale: End-to-end solutions designed to support growth while reducing operational burden for customers.
- Global sourcing advantage: Direct manufacturer relationships and on-the-ground presence improve value, speed, and accountability.
- Compliance-first approach: Strong social compliance and responsible sourcing standards embedded in operations.
- Proven experience: Backed by 100+ years of industry expertise and continuous investment in capabilities.

Branded Products Growth Opportunities

$27B	~1%	8.0%	9.2%	95%	5M+
TAM in the US[1]	SGC Market Share	6 Year Revenue CAGR Through 2025	2025 EBITDA Margin[2]	Annual Customer Retention	Americans Wear Our Brands to Work Daily

- **Highly decentralized industry with significant sales volume at smaller distributors.**
- **Growing sales team with some of the largest and most recognizable names in the world as clients.**
- **Diversified supply chain provides a competitive advantage in the current economic and political climate**
- **Ability to cross-sell a number of different verticals to Fortune 500 companies.**

#9

We are the 9th largest of more than 25,000 branded products distributors in the U.S.[3]

Competitive Landscape:

4IMPRINT | PROFORMA | HALO | BDA | STAPLES | HH GLOBAL | BARCO | WORKWEAR OUTFITTERS | MI HUB | LANDS' END

1) Source: Promotional Products Association International
2) Segment EBITDA is the profitability metric reported to the Company's CODM for purposes of making decisions about allocation of resources to, and assessing performance of, each reportable segment. Segment EBITDA is calculated as net sales less cost of goods sold and selling and administrative expenses. EBITDA margin is defined as EBITDA divided by net sales.
3) As of December 31, 2025

We Service Major Brands

CVS pharmacy	Advance Auto Parts	TESLA	amazon	Walmart
SPACEX	Dutch Bros	Taco Bell	Chevron	Publix
Microsoft	Coca-Cola	Costco Wholesale	Waffle House	Northwestern Medicine
DIAGEO	DOORDASH	DUNKIN'	CENTENE Corporation	m&m's
GRUBHUB	spirit	hulu	IHOP	NIKE
IN-N-OUT BURGER	instacart	Kroger	jetBlue	Lowe's

Contact Centers

the office gurus
Passion in Every Connection

Why do companies outsource their contact centers needs?

- **Lower Total Cost to Serve -** Reduces labor, infrastructure, and technology costs while improving productivity and efficiency.
- **Access to Skilled, Scalable Talent -** Provides immediate access to trained agents, multilingual support, and specialized skill sets without long recruiting cycles.
- **Rapid Scalability & Flexibility -**Enables businesses to scale up or down quickly to meet seasonality, growth surges, or unexpected demand.
- **Improved Customer Experience (CX) Outcomes -**Specialized CX providers deliver higher CSAT, faster resolution, and consistent service quality.
- **Technology Enablement Without Large CapEx -** Access to AI, analytics, automation, workforce management, quality assurance, and omnichannel platforms without upfront investment.
- **24/7 & Omnichannel Coverage -** Supports customers across voice, chat, email, social, and messaging channels around the clock.
- **Focus on Core Business Priorities -** Allows leadership to concentrate on growth, product innovation, and strategic initiatives.
- **Speed to Market & Faster Implementation -** Outsourcing partners can launch and ramp operations significantly faster than in-house builds.
- **Operational & Compliance Risk Mitigation -** Partners provide expertise in security, data protection, regulatory compliance, and business continuity.
- **Data, Insights & Continuous Optimization -** Outsourcing providers deliver analytics and performance insights that improve customer journeys and business outcomes.

Why do customers choose us?

- **Outcome-Focused Experience Process Outsourcing (EPO) Model vs. Labor Arbitrage -** Delivers measurable business outcomes through its EPO mode improving CX performance, revenue conversion, and cost efficiency rather than simply supplying labor.
- **Lower Cost per Interaction & Cost per Sale -** Strong performance in first-contact resolution, sales productivity, and handle time reduces total cost-to-serve and improves client unit economics.
- **Human + AI Delivery Advantage -** Proprietary and partner technologies enhance agent performance, accelerate training, and drive continuous optimization.
- **Nearshore & All-Shore Flexibility -** Geographic diversity enables clients to balance cost, customer experience, and risk while maintaining time-zone alignment and cultural affinity.
- **Proven Ability to Scale & Ramp Quickly –** Our recruiting infrastructure, training systems, and implementation rigor enable rapid launches and expansion without sacrificing quality.
- **Technology-Enabled Insights & Continuous Improvement -** Embedded analytics provide actionable insights that improve workflows, staffing models, and customer journey performance.
- **Sales & Revenue Generation Expertise -** Deep experience in conversion-driven programs enables clients to increase revenue per interaction and improve customer lifetime value.
- **Operational Discipline & Compliance Readiness -** Strong governance, security standards, and regulated-industry experience reduce operational risk.
- **Partnership Approach with Executive Engagement -** Clients gain a strategic partner focused on long-term performance improvement, not just service delivery.

Clients have a strong near-shore preference

We operate in multiple offices within a large, fast-growing market with many companies accelerating outsourcing

Illuminate Awards

NEARSHORE COMPANY OF THE YEAR

Employers For Youth (El Salvador)

BEST PLACE TO WORK CallCenter Industry - #1 BEST PLACE TO WORK All Industries - #3

Lawyer International Legal 100

BEST BUSINESS PROCESS OUTSOURCING PROVIDER

Latin America News

BEST GLOBAL CALL CENTER AND BUSINESS PROCESS OUTSOURCING PROVIDER

Contact Center Growth Opportunities

Focused on the underserved mid-market and first-time outsourcing segment, delivering AI-enabled customer experience solutions that combine cost efficiency, scalability, and measurable performance outcomes.

$121B	~0.1%	16.8%	10.0%	84%
TAM in the US (Larger internationally)	SGC Market Share	6 Year Revenue CAGR Through 2025 (2)	2025 EBITDA Margin (1)	Net Revenue Retention

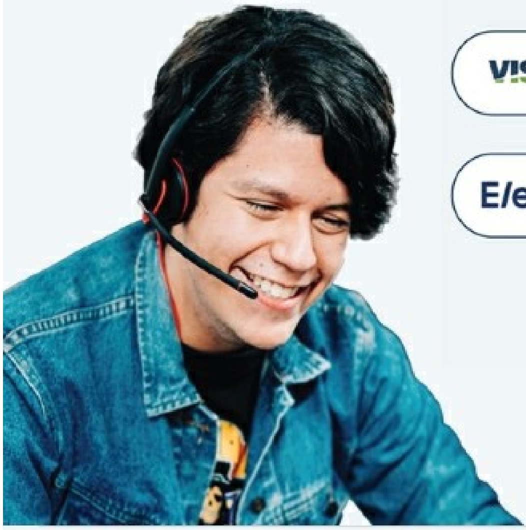
- **Leading provider in an underserved segment**
- **An award-winning CX provider recognized for creating ideal customer journeys by blending human expertise with AI support to drive measurable experience outcome**
- **Quality provider, recognized with third-party accolades for high quality-oriented focus with conversational service**
- **Delivers scalable, technology-enabled customer experience solutions that improve performance, enhance customer loyalty, and lower total cost-to-serve.**

Competitive Landscape:

EXL | Genpact | Ibex | TaskUs | Teleperformance | Telus International | WNS

(1) Segment EBITDA is the profitability metric reported to the Company's CODM for purposes of making decisions about allocation of resources to, and assessing performance of, each reportable segment. Segment EBITDA is calculated as net sales less cost of goods sold and selling and administrative expenses. EBITDA margin is defined as EBITDA divided by net sales. EBITDA margin is calculated before intersegment eliminations. See the Operating Segment Information for disclosure of these amounts within the Appendix.
(2) CAGR calculated before eliminations. See the Operating Segment Information for disclosure of these amounts within the Appendix.

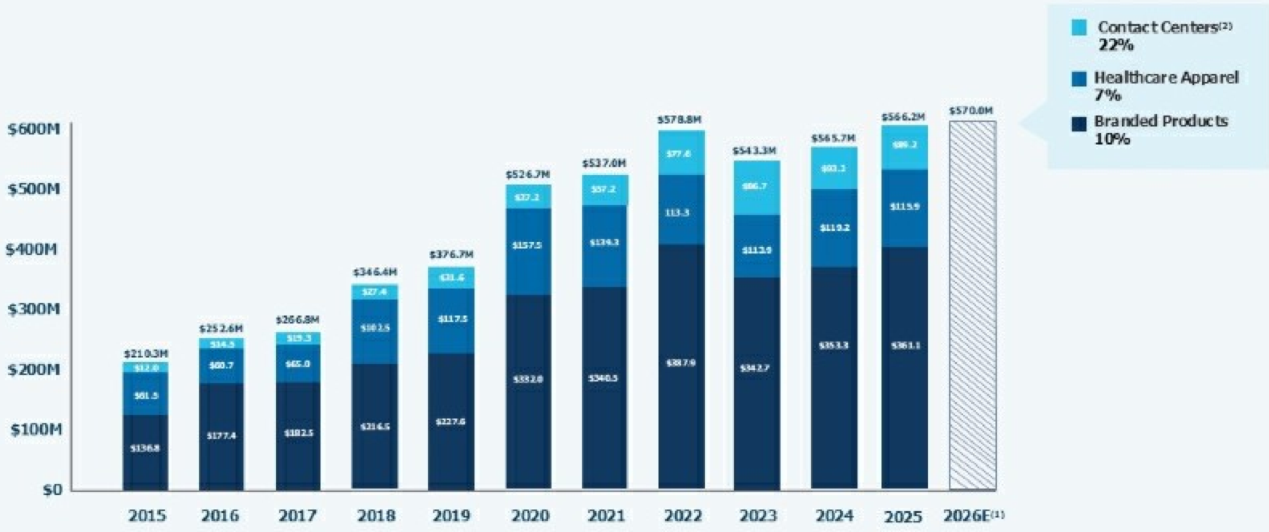
Providing Call Center Services to Multiple Customer Categories



FULL SAIL UNIVERSITY
PRINCESS CRUISES
ARS RESCUE ROOTER
MORGAN & MORGAN
VISTRA
neighborly
nrg
CHOICE Home Warranty
Elevate
7 ELEVEN
LEARNING Without Tears
auto approve
BRILLIANT EARTH
kairos LIVING

Financial Highlights

Delivered Sustained Annualized Growth of 10% in Revenue Since 2015



(1) Sales outlook range of $560 million to $570 million.
(2) Excludes intersegment sales

CAPITAL ALLOCATION PRIORITIES:

Dividend Payments	▸ Consistently paid a dividend since 1977
Share Repurchases	▸ Board authorized repurchase plans in 2024 and 2025
Investments to Support Organic Growth	▸ Expand low-cost production capabilities ▸ Expand technologies to enhance operational efficiencies ▸ Expand digital technologies to expand growth ▸ Grow infrastructure to support growth
Mergers & Acquisitions	▸ History of successful acquisitions

Appendix
Operating Segment Information
For the year ended December 31, 2025

CLICK HERE for 2025 Investor Relations Website

- Segment EBITDA is our primary measure of segment profitability under U.S. GAAP ASC 280 "Segment Reporting". Segment EBITDA is calculated as net sales less cost of goods sold and selling and administrative expenses. EBITDA, which is a non-GAAP financial measure, is defined as net income excluding interest expense, income tax expense, depreciation and amortization expense and impairment charges. EBITDA margin is defined as EBITDA divided by net sales. For the year ended December 31, 2025, net income was $7.0 million.

(In thousands)	BRANDED PRODUCTS	HEALTHCARE APPAREL	CONTACT CENTERS	INTERSEGMENT ELIMINATIONS	Other	TOTAL
For the Year Ended December 31, 2025						
Net sales	$ 361,134	$ 115,866	$ 92,520	$ (3,336)	$ -	$ 566,184
Cost of goods sold	237,422	73,904	43,540	(1,546)	-	353,320
Gross margin	123,712	41,962	48,980	(1,790)	-	212,864
Selling and administrative expenses	96,067	39,550	42,385	(1,790)	23,263	199,475
Depreciation and amortization	5,637	3,718	2,650	-	350	12,355
Segment EBITDA	$ 33,282	$ 6,130	$ 9,245	$ -	$ (22,913)	$ 25,744
EBITDA Margin	9.2%	5.3%	10.0%	-	-	4.5%