

AZZ Inc. Strategy and Governance Update

Fall 2021

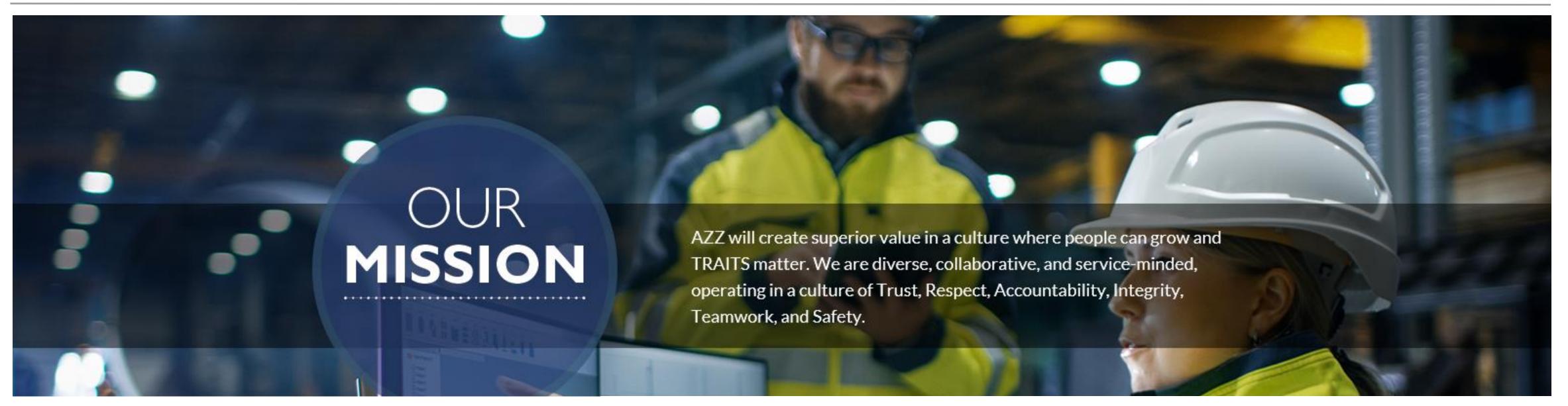


Safe Harbor Statement

Certain statements herein about our expectations of future events or results constitute forward-looking statements for purposes of the safe harbor provisions of The Private Securities Litigation Reform Act of 1995, including the statements regarding our strategic and financial initiatives. You can identify forward-looking statements by terminology such as "may," "should," "expects," "plans," "intends," "anticipates," "believes," "estimates," "predicts," "potential," "continue," or the negative of these terms or other comparable terminology. Such forward-looking statements are based on currently available competitive, financial and economic data and management's views and assumptions regarding future events. Such forward-looking statements are inherently uncertain, and investors must recognize that actual results may differ from those expressed or implied in the forward-looking statements. Certain factors could affect the outcome of the matters described herein. This presentation may contain forward-looking statements that involve risks and uncertainties including, but not limited to, changes in customer demand for our products and services, including demand by the power generation markets, electrical transmission and distribution markets, the industrial markets, and the metal coatings markets. In addition, within each of the markets we serve, our customers and our operations could potentially be adversely impacted by the ongoing COVID-19 pandemic. We could also experience fluctuations in prices and raw material cost, including zinc and natural gas used in the hot-dip galvanizing process; supply-chain vendor delays; customer requested delays of our products or services; delays in additional acquisition opportunities; currency exchange rates; adequacy of financing; availability of experienced management and employees to implement AZZ's growth strategy; a downturn in market conditions in any industry relating to the products we inventory or sell or the services that we provide; economic volatility or changes in the political stability in the United States and other foreign markets in which we operate; acts of war or terrorism inside the United States or abroad; and other changes in economic and financial conditions. AZZ has provided additional information regarding risks associated with the business in AZZ's Annual Report on Form 10-K for the fiscal year ended February 28, 2021 and other filings with the Securities and Exchange Commission ("SEC"), available for viewing on AZZ's website at www.azz.com and on the SEC's website at www.sec.gov. You are urged to consider these factors carefully in evaluating the forward-looking statements herein and are cautioned not to place undue reliance on such forward-looking statements, which are qualified in their entirety by this cautionary statement. These statements are based on information as of the date hereof and AZZ assumes no obligation to update any forward-looking statements, whether as a result of new information, future events, or otherwise.



Vision and Values



GUIDING VALUES

- We Value Our Dedicated Employees and their communities by fully training and equipping them, and providing a safe environment to grow
- We Value Our Customers by reliably providing highquality products and services with outstanding customer service
- We Value Our Shareholders by striving to consistently provide solid returns

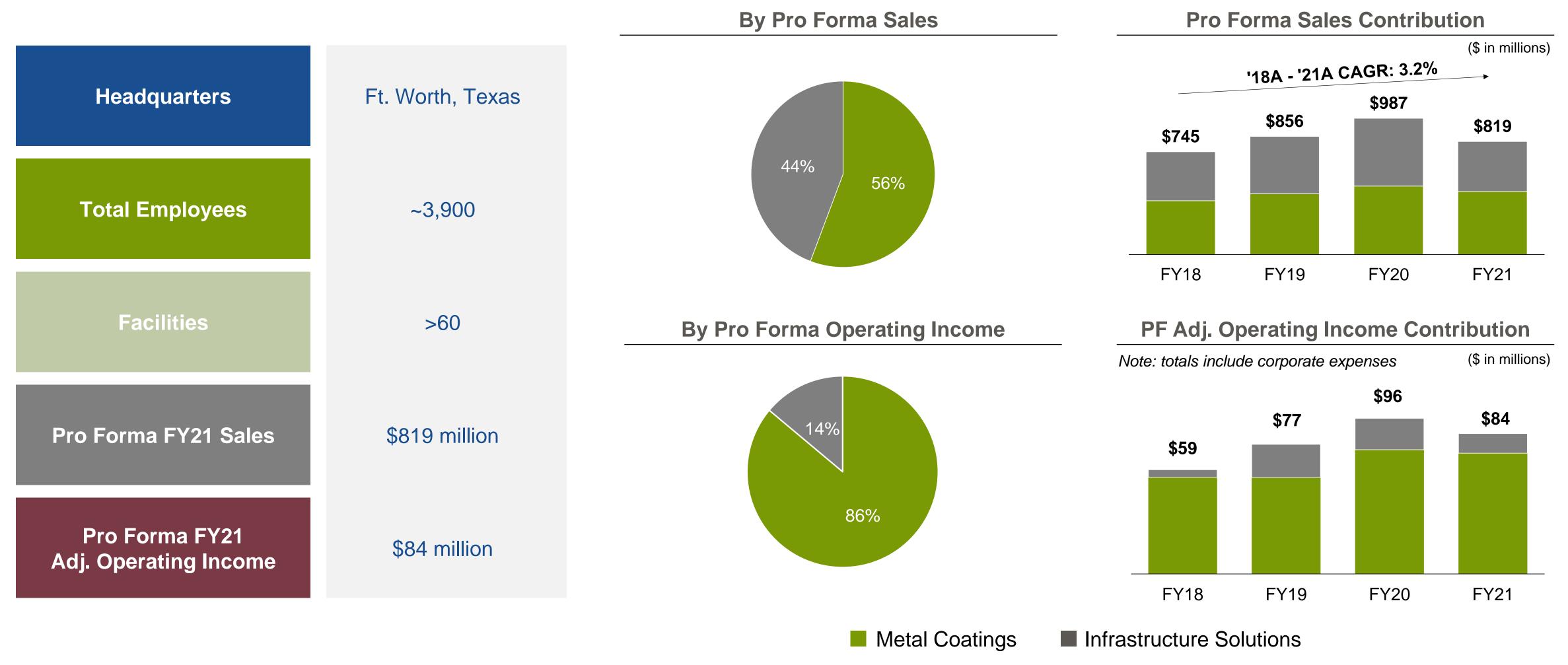


Environmental, Social and Governance "ESG"

- Formed Sustainability Council with Board oversight
- Integrating Sustainability into our operations and Company culture
- Continued Commitment to Employee Safety, Development and Diversity
- Experienced Board from a range of relevant backgrounds
- Released Initial ESG Report in FY 2022



AZZ at a Glance (NYSE: AZZ)



Note: Financials pro forma for divestitures of Galvabar, NLI and SMS and one-time expenses. See appendix for reconciliation to reported GAAP financials



Our Current Portfolio

Metal Coatings (PF FY21 Sales: \$457 million)

#1 in Hot-Dip Galvanizing of Fabricated Steel

Galvanizing





Protects, extends and enhances critical infrastructure

Surface Technologies



- Powder coatings
- **Plating**
- Anodizing



- Corrosion + cosmetic benefits
- Highly automated

Infrastructure Solutions (PF FY21 Sales: \$362 million)

Diverse portfolio of Electrical and Industrial businesses

Electrical Products



Enclosure Systems



High Voltage Bus



Switchgear

Medium Voltage Bus



Tubular Products



Lighting Systems

Industrial Solutions





Specialty weld overlay services for critical component maintenance & repair



Strategic and Financial Initiatives to Enhance Shareholder Value

Metal Coatings

Focus on Driving Profitable Growth

- #1 in hot-dip galvanizing
- Strategic plant network with superior service
- Highly attractive margins and returns
- Pipeline of synergistic Metal Coatings acquisitions in North America
- Resilient performance through COVID-19 uncertainty

Infrastructure Solutions

Completing Comprehensive Review

- More severely impacted by COVID-19
- Drive cost and margin improvement
- Exit of low performing and low value creation businesses underway
- Maintaining competitive position to maximize value in post COVID-19 recovery
- Evaluating opportunities to accelerate becoming a focused Coatings company

Strengthened Management Team

- Appointed CFO with deep accounting, controls and compliance experience
- Appointed SVP of Investor Relations to enhance investor communication
- Filled Segment Chief Operating Officer roles with internal promotions in FY2021

Capital Allocation

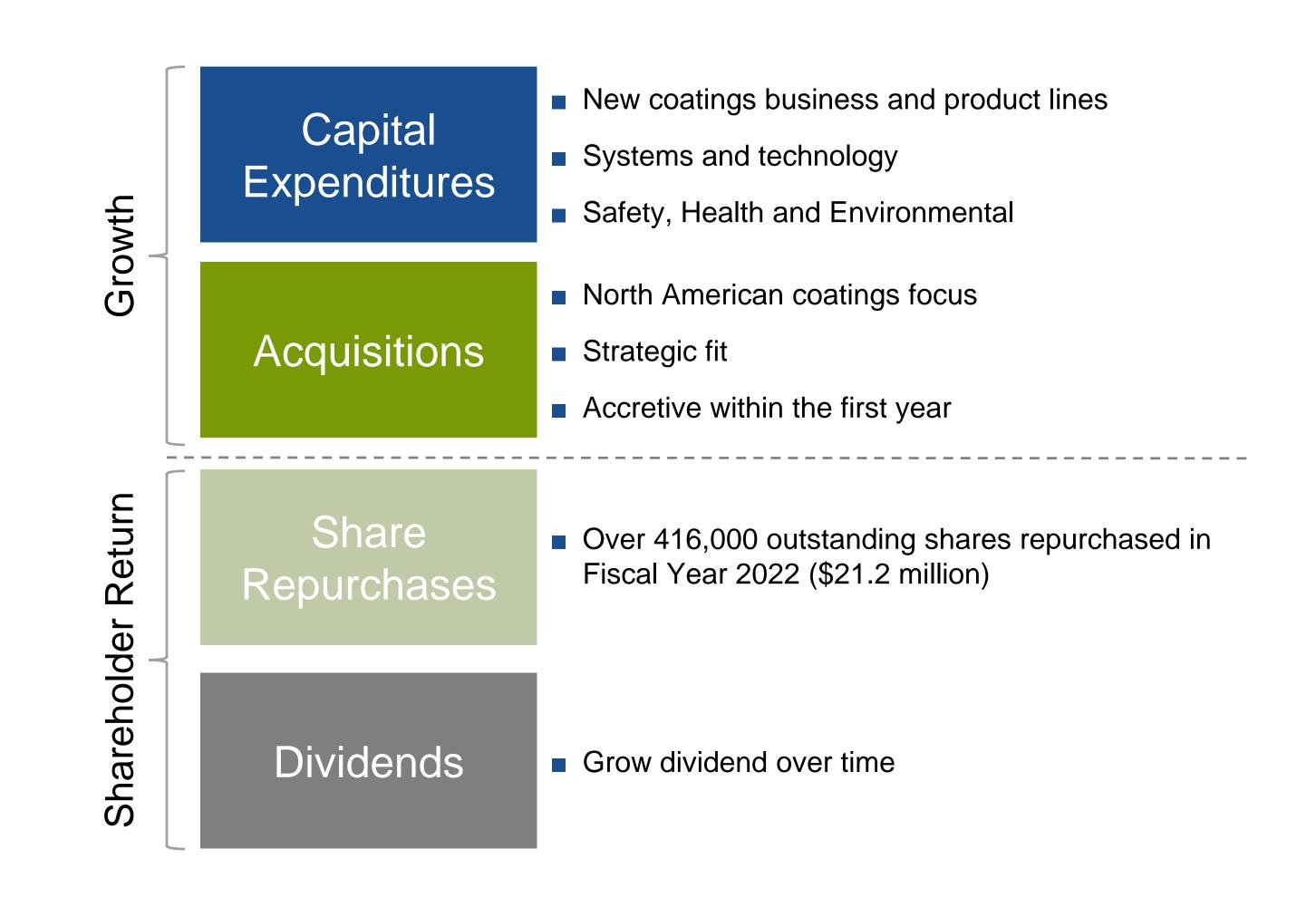
Increased Returns to Shareholders

- Deploy balance sheet targeting a net leverage ratio of 2.5x
- Board authorized \$100M share repurchase program – 1.2 million shares - \$48.3 million purchased FY21
- Continued prioritization of coatings acquisitions
- Grow dividend over time
- Subject to macro environment



Targeting Increased Capital Return to Shareholders

- Board authorized \$100M share repurchase program
- Continued prioritization of coatings acquisitions
- Deploy balance sheet to target a net leverage ratio of 2.5x
- Subject to macro environment





Corporate Governance

Our Board believes that strong corporate governance is a prerequisite to the continued success of the Company

Board Independence

- Independent Board (8 of 9 directors)
- Independent Board Chair
- All Board Committees comprised of independent directors
- Regular executive sessions of independent directors

Board Practices

- Annual Board and committee self-evaluations
- Ongoing commitment to Board refreshment and diversity
- Strategic planning and risk oversight by full Board and committees
- Corporate ESG practices and policies oversight by Nominating and Corporate Governance Committee
- Orientation program for new directors and continuing education for all directors

Board Accountability

- Annual election of all directors
- Majority voting for directors
- Shareholders have the right to call a special meeting (15%)
- Shareholder engagement program with feedback incorporated into Board deliberations
- Mandatory retirement at 75 years of age

Stock Ownership / Compensation

- Robust stock ownership guidelines for directors and executive officers
- No hedging or pledging of Company securities
- Implemented a Compensation Recovery Policy



Our Board of Directors

Experienced leaders from a range of relevant backgrounds



Daniel Feehan
Chairman,
FirstCash

- Brings significant executive leadership experience with financial reporting, business controls, accounting and strategic planning expertise
- Former Chairman & CEO at Cash America

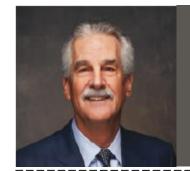


Thomas Ferguson

President & CEO,

AZZ

- Brings considerable global business and leadership experience with industry, strategic planning, growth and acquisition expertise
- Former Interim CEO at FlexSteel Pipeline Technologies



Daniel Berce
President & CEO,
General Motors Financial
Company

- Brings executive leadership experience with corporate governance, executive compensation, accounting and financial expertise
- Former CEO at AmeriCredit Corp



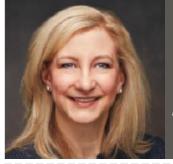
Paul Eisman Former President & CEO, Alon USA Energy

- Brings extensive experience in leading refining production companies and retail business operations
- Former Executive Vice
 President of Refining and
 Marketing Operations at
 Frontier Oil Corporation



Clive Grannum
President of Performance
Alloys & Composites,
Materion Corporation

- Brings executive leadership experience with strategic M&A, global manufacturing, business development, process improvement, financial and transformational growth expertise
- Former President of Global Chlorinated Organics at Olin and President of Global Chlorinated Organics at Dow Chemical



Carol Jackson
President, CEO & Chairman,
HarbisonWalker International

- Brings expertise in global business operations, industrial manufacturing, M&A and legal matters in addition to public Board experience in the steel and coatings industries
- Former Corporate Officer at Carpenter Technology Corporation



Venita McCellon-Allen
Former President & COO,
Southwestern Electric
Power Company

- Brings executive leadership experience with operations, corporate governance, external affairs, regulatory, M&A, talent development and executive compensation expertise
- Former Executive VicePresident at AEP Utilities



Ed McGough

SVP of Global Manufacturing

& Technical Operations,

Alcon Laboratories

- Brings executive leadership experience with global manufacturing, distribution, supply chain, digital technology and acquisition integration expertise
- Former VP of Manufacturing and Pharmaceutical Operations, Alcon Laboratories



Steven Purvis
Principal,
Luther King Capital
Management

- Brings experience in analyzing corporate strategy and investment decisions across multiple industries with financial analytics expertise
- Former Senior Analyst at Roulston Research



Board Composition

We have thoughtfully constructed our Board to advance our strategy

Summary of Director Experience, Qualifications, Attributes and Skills	Feehan	Ferguson	Berce	Eisman	Grannum	Jackson	McCellon- Allen	McGough	Purvis
CEO / Senior Executive Leadership Experience									
Financial Expertise	•		•	•	•	•			•
Manufacturing and Distribution Expertise									
Technological Expertise		•			•				
Energy Industry Expertise									
International Experience	•		•						
Strategic Planning and Oversight									•
Corporate Governance	•		•			•	•		•
Mergers and Acquisitions									
Digital Technology			•						



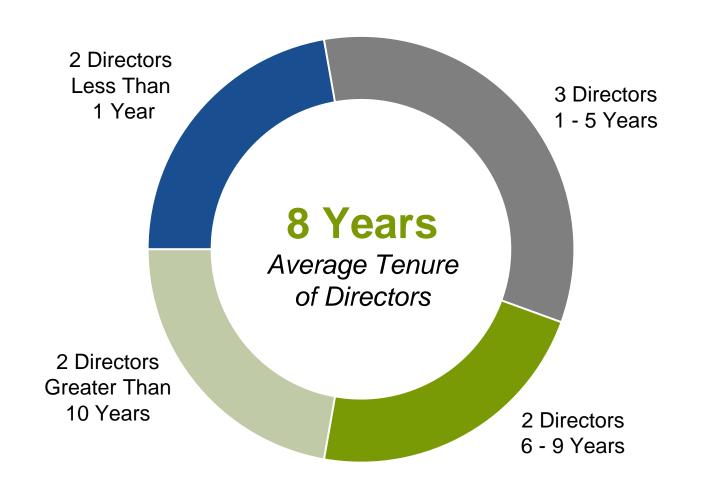
Board Commitment to Diversity

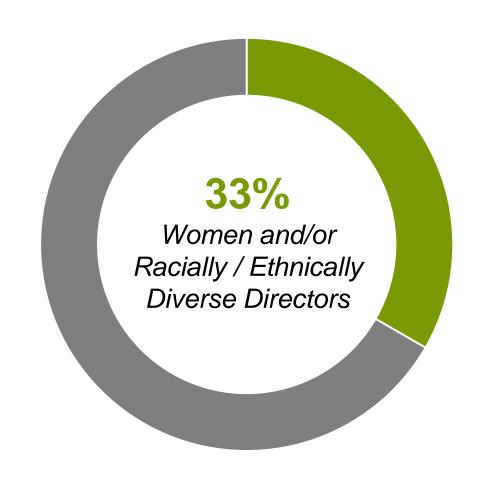
We believe that diversity helps to create a high functioning Board

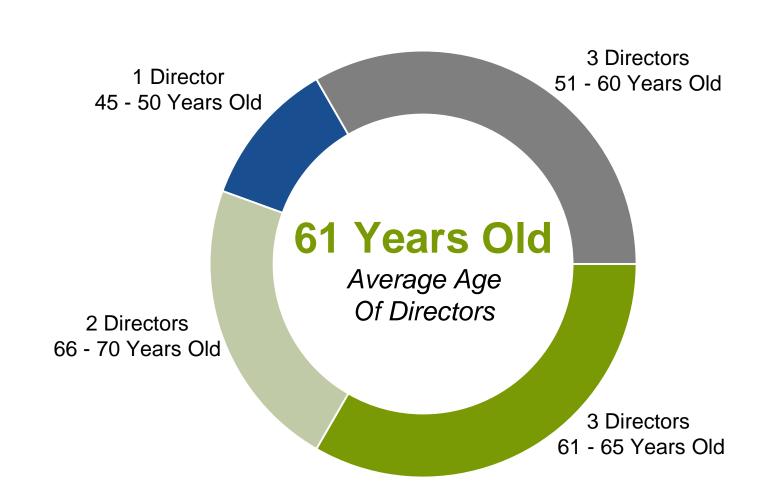
Diversity of Tenure

Gender / Racial / Ethnic Diversity

Diversity of Age









Our Board's Evaluation and Refreshment Process

Commitment to regular refreshment to evolve our Board in line with our strategy

Process Overview

- Robust Board evaluation and succession planning process in place
- Regularly evaluate mix of Board attributes, skills and experiences in the context of our strategy and evolving industry and business trends
- Focus on director candidates who possess a multitude of skills,
 professional experiences and backgrounds aligned with our strategy
- Prioritization of diverse backgrounds and perspectives

Key Selection Criteria

- Relevant industry knowledge and diversity of background and experience
- Practical wisdom and mature judgment
- Personal and professional demonstration of ethics, integrity and professionalism
- Willingness to represent the best interests of shareholders and objectively appraise management's performance

Key Desired Skills

CEO, CFO or Other Executive Level Experience

Strategic Planning

and Oversight

Expertise

Financial and Accounting Expertise

Corporate
Governance
Experience

International Experience

Mergers and Acquisitions Experience

General Domestic and Global Knowledge of the Electrical and Industrial Products Industry, Metal Coatings Services or the Highly Engineered Welding Services

Industry

Our Process in Action

5 Independent Directors Added in the Last Five Years



Paul Eisman
Former President
& CEO,
Alon USA Energy



Clive Grannum

President of

Performance Alloys &

Composites,

Materion Corporation



Carol Jackson
President,
CEO & Chairman,
HarbisonWalker
International



Venita McCellon-Allen
Former
President & COO,
Southwestern Electric
Power Company



Ed McGough
SVP of Global
Manufacturing &
Technical Operations,
Alcon Laboratories



Board Committees and Risk Oversight

Our approach to committee composition and responsibilities

- Our Board has overall responsibility for the effective oversight of risk, whether financial, operational or strategic
- The Board has delegated responsibility for oversight of certain risks to its committees who regularly meet and report to the full Board
- The Board also weighs additional risks when considering specific actions proposed by management

Audit Committee

Berce (C), Eisman, Grannum, McCellon-Allen, Purvis

- Oversees robust internal processes and controls for identifying and managing risk, including comprehensive internal and external audit processes
- Oversees the integrity of the financial statements and the independent auditor's qualifications and independence

Compensation Committee

McGough (C), Berce, Feehan, Grannum, Jackson, McCellon-Allen

- Oversees risks relating to the Company's compensation philosophy and programs and any impact it may have on management risk taking
- Monitors risks relating to management and organizational structure, as well as succession planning of executive officers and other key leadership personnel

Nominating and Corporate Governance Committee

Feehan (C), Eisman, Jackson, McGough, Purvis

- Oversees Board and Committee composition, Board compensation and the Company's corporate governance principles and practices
- Provides oversight of AZZ's environmental, social and governance policies and sustainability practices

Risk Oversight by Executive Management

■ Management focusing on the day-to-day responsibility and management of risks, in the following select areas:

Governance

Sustainability

Operations

Implementing
Strategic
Growth
Initiatives

Cybersecurity

Compliance Programs

Financial Reporting

Litigation

Integrating Acquisitions

Public Disclosure



Shareholder Engagement

Maintaining an active dialogue with our shareholders is important to our commitment to deliver sustainable, long-term value

Process Overview FY 2021 Engagement Activities **Key Engagement Topics Discussed with Shareholders** Our Chair and members of our executive management team regularly engage **Board Composition, Refreshment and Diversity** with shareholders on various topics and carefully consider the feedback we receive to take action when appropriate **Board Oversight of Corporate Strategy and Risk Management** We have increased our shareholder engagement communications, enhanced **Human Capital Management** the Company's strategic content, and built stronger relationships with the investor community through our senior vice president of marketing, communications and investor relations **ESG** Disclosure and Reporting **Environmental and Social Issues** The feedback we receive from our shareholders provides our Board and management with insights into the scope of topics important to our shareholders **Shareholder Engagement and Activism**



Prioritizing Corporate Responsibility and Sustainability

Committed to growing our business in a sustainable and socially responsible manner

Approach to Sustainability

- Our sustainability framework is integrated into our overall business strategy through our focus areas of environmental stewardship, social responsibility and corporate governance
- We strive to improve the efficiency of our operations, including increasing energy and resource efficiency, lowering greenhouse gas emissions, reducing water consumption, conserving natural resources and offering products and services with superior sustainability attributes that meet or exceed our customer's needs

ESG Oversight Structure Board of Directors Nominating and Corporate Governance Committee CLO **Environmental &** Governance **Sustainability Council Social Topics** Topics **Key Stakeholders Employees** Suppliers **Customers Shareholders** Communications

Sustainability Framework Focus Areas

Environmental Stewardship

We strive to provide high quality products and services to our customers while maintaining compliance with environmental requirements and using raw materials in an environmentally conscious and sustainable manner

Social Responsibility

We believe that investing in our people, our communities and our business sustainably will drive long-term value for AZZ and its shareholders

Corporate Governance

The Nominating and Corporate Governance Committee provides Board-level oversight to the Sustainability Council and AZZ's ESG policies and sustainability practices



Recent ESG Highlights

Over the last 18 months, we have made progress on a number of fronts related to our ESG practices

- ✓ Enhanced our environmental, social and governance policies and practices
- ✓ Formed a council, led by the Company's Chief Legal Officer, with members of the Council selected based on their knowledge of sustainability issues and cross-functional expertise in AZZ's business
- ✓ Disclosed our ESG and sustainability principles within a newly created ESG section located on AZZ's website
- ✓ Amended our Nominating and Corporate Governance Committee Charter for the committee to provide oversite of the Company's ESG policies and sustainability practices
- ✓ Amended our Code of Conduct and Corporate Governance Guidelines and adopted a Human Rights Policy, an Environmental Health and Safety Policy and a Vendor Code of Business Conduct to reflect the Company's commitment to sustainability, diversity, equity and inclusion
- ✓ Aligned our ESG reporting with the GRI and SASB frameworks to enhance transparency for our stakeholders

Please refer to our website to view our new 2021 Environmental, Social, Responsibility and Governance Report



Environmental Stewardship

Committed to managing our business is an environmentally responsible manner and prioritizing health and safety

Environmental, Health and Safety Goals

Meet or exceed all applicable environment, health and safety ("EHS") regulations and company standards and continuously monitor and document our progress

Train and equip our employees to identify and mitigate any hazards associated with their job; our management teams oversee the implementation of training programs for operational safety and hazard reduction and regularly communicate EHS results to our employees

Closely monitor our chemical consumption and waste generation in order to efficiently utilize raw materials and minimize non-product outputs

Contribute to the development and administration of technically and economically sound environmental standards and compliance procedures through seeking input from professional trade groups, regulatory agencies, citizens' organizations and our stakeholders

Continuously improve on our environmental performance by monitoring our progress against stated environment, health and safety and sustainability targets to promote energy efficiency and to protect and sustain the environment

Reduce our environmental impact by minimizing pollution, energy usage and recycling materials where feasible

Focus on sourcing environmental solutions that will decrease AZZ's footprint

Communicate our EHS and sustainability progress to our stakeholders

Our Board and management continue to oversee our EHS practices and guide our strategy as we progress our goals and initiatives



Commitment to Human Capital Management

Our employees are our greatest asset – our success is dependent on the expertise of our people

Our Culture

- AZZ understands the importance of employees who feel valued and united through shared beliefs and guiding principles
- Our values shape our corporate culture, attract amazing people and help them live and work their best
- At AZZ, our employees' well-being is an important aspect of the company and we offer Market Place Chaplains and Employee Assistance Programs to all employees
- We take pride in offering incentives that recognize their efforts and programs to help improve quality of life
- Established AZZ Cares Foundation to provide assistance to our employees and their families when an emergency, disaster or personal hardship occurs
- AZZ Alertline is available 24/7 in six languages to address any concerns and increase accountability

We are a diverse, collaborative and service-minded organization that operates in a culture of:

Trust, Respect, Accountability, Integrity, Teamwork and Safety



Our Commitment to Health and Safety

- We strive to:
 - Incorporate continuous improvement in the health and safety of our facilities by establishing and monitoring our progress against our EHS and sustainability targets
 - Train and equip our employees to identify and mitigate hazards associated with their job
 - Our management teams oversee the implementation of training programs for operational safety and hazard reduction and regularly communicate EHS results to our employees

Our Commitment to Diversity and Inclusion

- Approximately 46% of our employees are diverse, as reported to the Equal Employment Opportunity Commission on an annual basis
- We embrace the diversity of our employees, customers, vendors, suppliers, stakeholders and consumers, including their unique backgrounds, experiences, creative solutions, skills and talents
- We seek to continuously improve our hiring, development, advancement and retention of a diverse talent pool and increase our overall diversity representation



Executive Compensation Philosophy and Design

Compensation Aligned with Value Creation

Incentives Aligned with Strategic Plan

Profitability

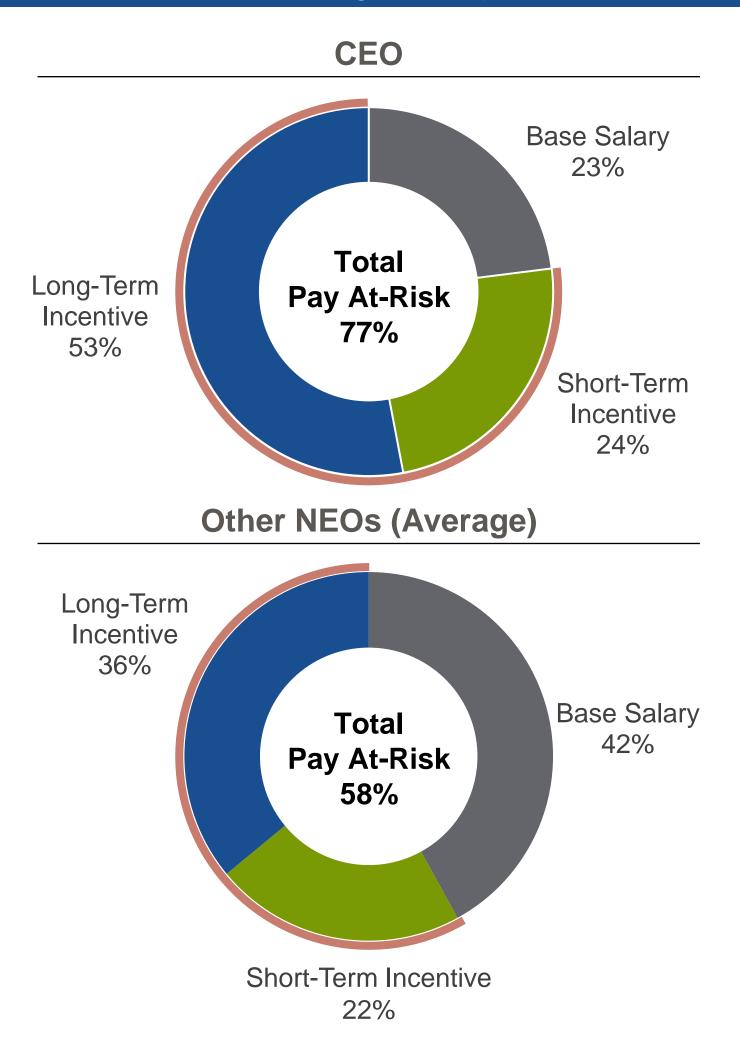
 70% of our CEO's annual incentive cash award is based on performance against target diluted EPS

Cash Generation 30% of our CEO's annual incentive cash award is based on performance against target FY 2021 Cash Flow¹

Shareholder Value Creation

- PSUs (50%) based on Adjusted ROA at the end of a three-year performance cycle relative to our industry peer group and a potential relative TSR modifier over that same time period
- RSU's (50%) have a 3-year vesting period

FY 2021 Target Pay Mix



^{1.} Cash flow from operations minus capital expenditures



Our Path to Delivering Long-Term Shareholder Value

Integrating Human Capital, Diversity and Environmental Initiatives into our Operations and Culture

Ensuring Shareholder Engagement is Incorporated into the Alignment of our ESG Programs with our Strategic Goals

Focusing on Driving Profitable Growth in Metal Coatings

Completing Comprehensive Review in Infrastructure Solutions

Targeting Increased Capital Returns to Shareholders

Experienced Board is Advising on Strategy, Overseeing Risk and Supporting Long Term Value Creation

Appendix and Additional Information



Reconciliation of Segment Financials

Fiscal Year 2017 Segment						
\$(millions)	As Reported (a)	Adjustment		As Adjusted		
Sales	863.5	(99.9)		763.6		
Metal Coatings	375.5	(0.2)	(1)	375.4		
Infrastructure Solutions	488.0	(99.7)	(2)	388.3		
Operating Profit	98.9	(8.7)		90.2		
Metal Coatings	79.0	1.1	(1)	80.2		
Infrastructure Solutions	52.6	(9.8)	(2)	42.7		
Corporate Expenses	(32.7)	-		(32.7)		

(2	a) – Re	eported	in co	onformity	with	US	GAAP)

- (1) Reflects impact of Galvabar divestiture (closed in Jul. 2020)
- (2) Reflects impact of NLI and SMS divestitures (closed in Feb. 2020 and Oct. 2020, respectively)

Fiscal Year 2018 Segment				
\$(millions)	As Reported (a)	Adjustment		As Adjusted
	•			
Sales	810.4	(65.9)		744.5
Metal Coatings	389.4	(0.1)	(1)	389.3
Infrastructure Solutions	421.0	(65.9)	(2)	355.2
Operating Profit	48.2	10.3		58.5
Metal Coatings	84.3	1.7	(1)	86.1
Infrastructure Solutions	(1.8)	8.5	(3)	6.8
Corporate Expenses	(34.3)	-		(34.3)

- (a) Reported in conformity with US GAAP
- (1) Reflects impact of Galvabar divestiture (closed in Jul. 2020)
- (2) Reflects impact of NLI and SMS divestitures (closed in Feb. 2020 and Oct. 2020, respectively) and a \$3.8M one-time adjustment in the electrical business
- (3) Reflects (\$5.4M) impact of NLI and SMS divestitures and add back of \$5.3M non-recurring expenses in electrical business and \$8.6M in industrial business



Reconciliation of Segment Financials (Cont'd)

Fiscal Year 2019 Segment				
\$(millions)	As Reported (a)	Adjustment		As Adjusted
Sales	927.1	(71.3)		855.8
Metal Coatings	440.3	(0.7)	(1)	439.5
Infrastructure Solutions	486.8	(70.6)	(2)	416.2
Operating Profit	77.0	0.5		77.4
Metal Coatings	83.6	2.4	(1)	86.0
Infrastructure Solutions	31.3	(1.9)	(2)	29.4
Corporate Expenses	(38.0)	-		(38.0)

Fiscal Year 2020 Segment				
\$(millions)	As Reported (a)	Adjustment		As Adjusted
Sales	1,061.8	(74.9)		986.9
Metal Coatings	499.0	(2.8)	(1)	496.1
Infrastructure Solutions	562.8	(72.1)	(2)	490.7
Operating Profit	79.3	16.4		95.8
Metal Coatings	107.9	2.7	(1)	110.6
Infrastructure Solutions	32.8	(4.9)	(2)	28.0
Corporate Expenses	(42.8)	-		(42.8)
Loss of Disposal of Business	(18.6)	18.6	(3)	_

- (a) Reported in conformity with US GAAP
- (1) Reflects impact of Galvabar divestiture (closed in Jul. 2020)
- (2) Reflects impact of NLI and SMS divestitures (closed in Feb. 2020 and Oct. 2020, respectively)

- (a) Reported in conformity with US GAAP
- (1) Reflects impact of Galvabar divestiture (closed in Jul. 2020)
- (2) Reflects impact of NLI and SMS divestitures (closed in Feb. 2020 and Oct. 2020, respectively)
- (3) Reflects add back related to loss on sale of NLI



Reconciliation of Segment Financials (Cont'd)

Fiscal Year 2021 Segment				
\$(millions)	As Reported (a)	Adjustment		As Adjusted
Sales	838.9	(19.8)		819.1
Metal Coatings	457.8	(0.9)	(1)	456.9
Infrastructure Solutions	381.1	(18.9)	(2)	362.2
Operating Profit	61.6	22.5		84.1
Metal Coatings	95.9	11.6	(1)	107.5
Infrastructure Solutions	6.5	10.9	(2)	17.4
Corporate Expenses	(40.8)	-		(40.8)

- (a) Reported in conformity with US GAAP
- (1) Reflects impact of Galvabar divestiture (closed in Jul. 2020) and related restructuring and impairment charges
- (2) Reflects impact of NLI and SMS divestitures (closed in Feb. 2020 and Oct. 2020, respectively) and related restructuring and impairment charges

Thank You