STRATTEC™

Q2 FY2026 Financial Results Conference Call

February 6, 2026

Nasdaq: STRT

Jennifer Slater *President and CEO*

Matthew Pauli *Senior Vice President and CFO*

www.strattec.com

Safe Harbor Statement

Safe Harbor Statement

Certain statements contained in this presentation contain “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. These statements may be identified by the use of forward-looking words or phrases such as “anticipate,” “believe,” “could,” “expect,” “intend,” “may,” “planned,” “potential,” “should,” “will,” and “would.” Such forward-looking statements are inherently subject to many uncertainties in the Company’s operations and business environment. These uncertainties include general economic conditions, in particular, relating to the automotive industry, consumer demand for the Company’s and its customers’ products, competitive and technological developments, customer purchasing actions, changes in warranty provisions and customer product recall policies, work stoppages at the Company or at the location of its key customers as a result of labor disputes, foreign currency fluctuations, the impact of U.S. trade policies, tariffs and reactions to the same from foreign countries on costs and customer demand, matters adversely impacting the timing and availability of component parts and raw materials needed for the production of our products and the products of our customers and fluctuations in our costs of operation. Shareholders, potential investors and other readers are urged to consider these factors carefully in evaluating the forward-looking statements 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 presentation and the Company undertakes no obligation to publicly update such forward-looking statements to reflect subsequent events or circumstances occurring after the date of this presentation. In addition, such uncertainties and other operational matters are discussed further in the Company’s quarterly and annual filings with the Securities and Exchange Commission.

Use of Non-GAAP Financial Metrics and Additional Financial Information

In addition to reporting financial results in accordance with generally accepted accounting principles, or GAAP, Strattec provides Adjusted Non-GAAP information as additional information for its operating results. References to Adjusted Non-GAAP information are to non-GAAP financial measures. These measures are not required by, in accordance with, or an alternative for, GAAP and may be different from similarly titled non-GAAP financial measures used by other companies. Strattec’s management uses these measures to make strategic decisions, establish budget plans and forecasts, identify trends affecting Strattec’s business, and evaluate performance. Management believes that providing these non-GAAP financial measures to investors, as a supplement to GAAP financial measures, will help investors evaluate Strattec’s core operating and financial performance and business trends consistent with how management evaluates such performance and trends. Investors are encouraged to review the related GAAP financial measures and the reconciliation of these non-GAAP financial measures to their most directly comparable GAAP financial measures.

The Company has provided reconciliations of comparable GAAP to non-GAAP measures in the supplemental slides of this presentation.

Strattec Q2 FY2026

Quarter and Fiscal Year Highlights

Operational Cash Flow: Generated $13.9 million in Q2 FY26 and $25.2 million year to date

- Ended the quarter with $99.0 million in cash on hand

Revenue Growth: Primarily driven by accretive pricing, favorable sales mix and higher content value, net new program launches and tariff recovery

- Q2 FY26 revenue up $7.6 million, or 5.9%, to $137.5 million

Profitability: Margin expanded despite FX headwinds

- Achieved 16.5% gross margin, a 330 bps improvement

Delivering Results from Transformation:

- Voluntary retirement program combined with fiscal 2026 operations restructuring expected to generate $3.4 million in annualized savings
- Continue to invest in employees and tools to improve business processes and results

STRATTEC™

Transformation: Driving Operational Improvements

Execute Plan to Deliver Value

- Relentless focus on day-to-day actions that advance the transformation
- Organization still on a steep learning curve
- Significant efforts to mitigate supply chain disruption
- Beginning to imbed new processes for improved predictability

Customer Centric Strategy: Talent to Support

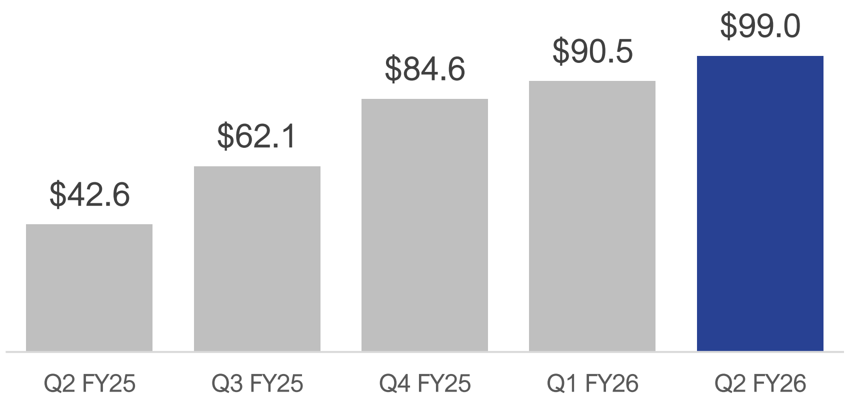
- Getting in front of customers to listen, learn and adapt
- Continued talent refreshment to ignite ideas and improve communications and execution

Refine and Enhance Product Portfolio

- Actively engaged on proposals for 2029 model years and beyond
- Early stages of developing relationships with other North American vehicle manufacturers

Cash Cushion Provides Optionality

($ in millions)



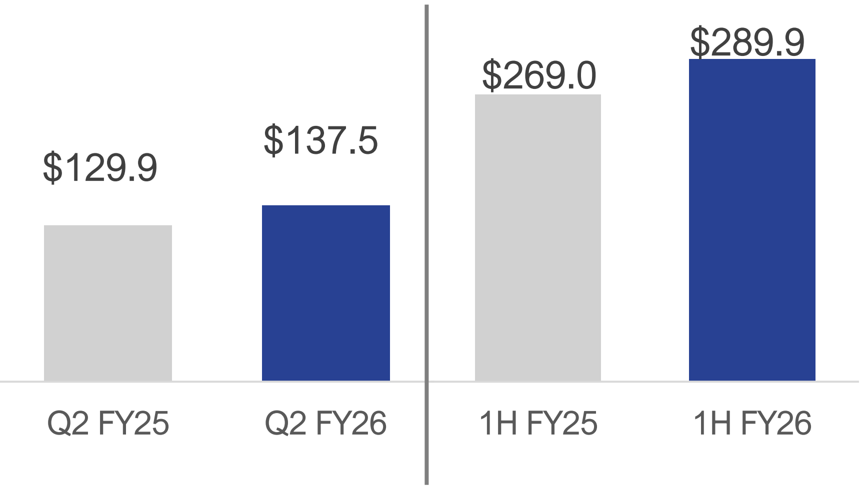
- $99.0 million cash balance and debt (JV) reduced to $2.5 million
- Significant liquidity to invest in organic growth and transformation initiatives

STRATTEC™

Established Customers & Diverse Products

($ in millions)

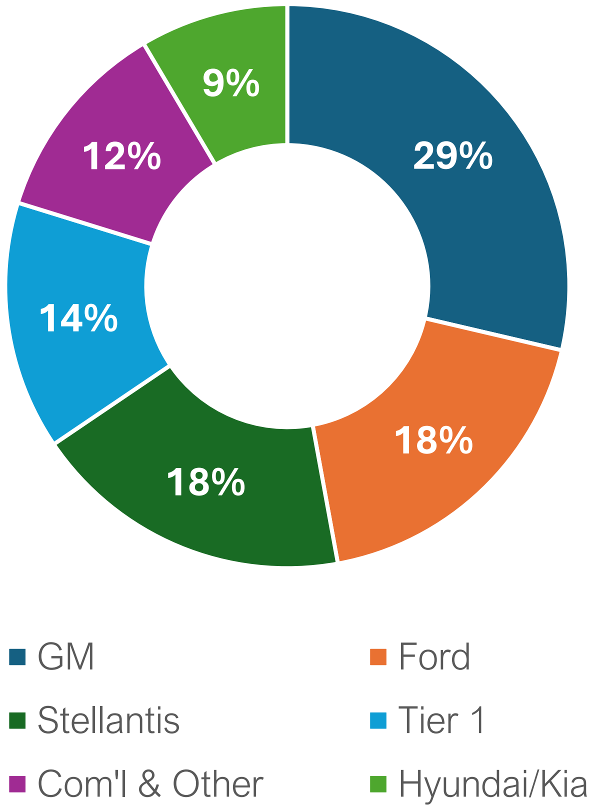
Q2 & YTD FY26 Net Sales



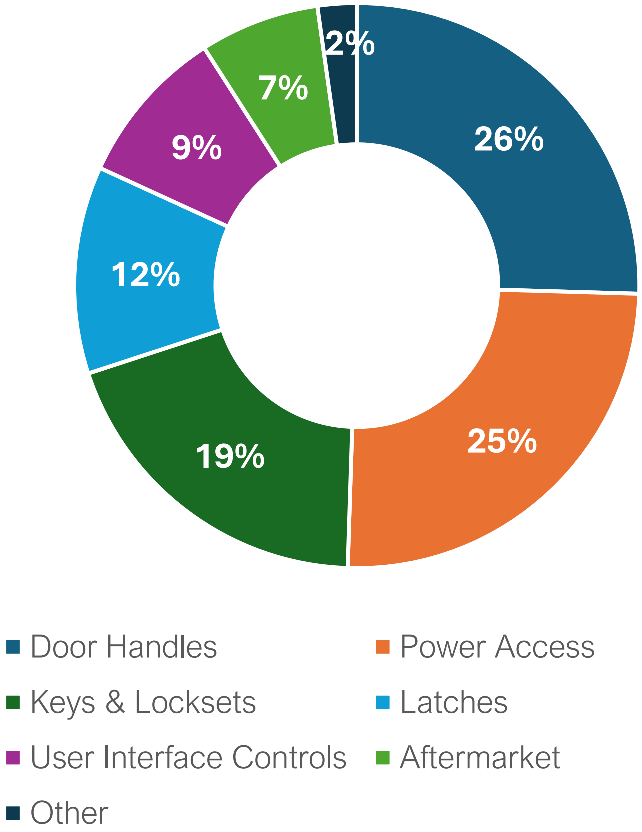
Q1 FY26 net sales up $7.6 million, or 5.9%

+ 2.4% of pricing benefits
+ 2.4% favorable sales mix/higher content value
+ 1.9% net new program launches
+ 1.0% tariff recovery
– 1.8% market

Q2 FY26 Sales by Customer



Q2 FY26 Sales by Product

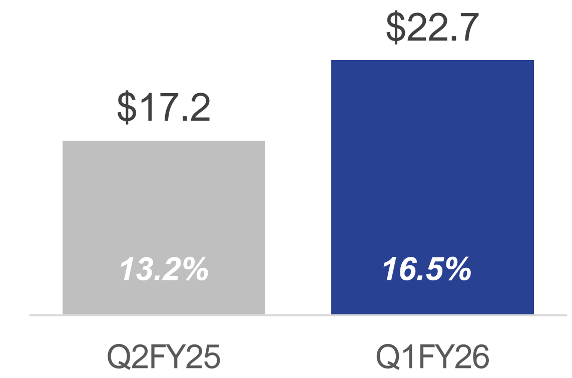


STRATTEC™

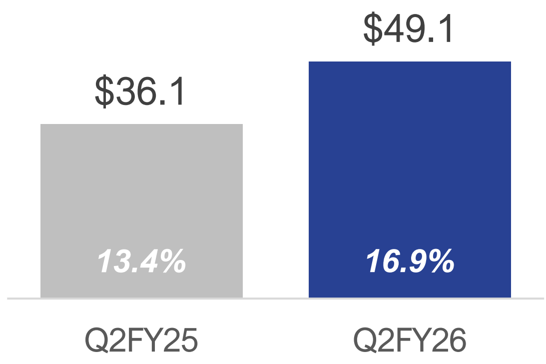
Solid Gross Margin Expansion

($ in millions; narrative compared with prior-year period unless otherwise noted)

GROSS PROFIT & MARGIN (QTR)



GROSS PROFIT & MARGIN (YTD)



Q2 FY26 gross margin expanded 330 basis points y/y

+ Pricing actions and higher production volume drove improvement
+ $1.7 million in restructuring savings contributed to margin expansion
+ Favorable volume leverage from an inventory build, pricing and cost reductions more than offset:
  – $1.6 million FX headwind
  – $1.2 million in higher labor costs in Mexico

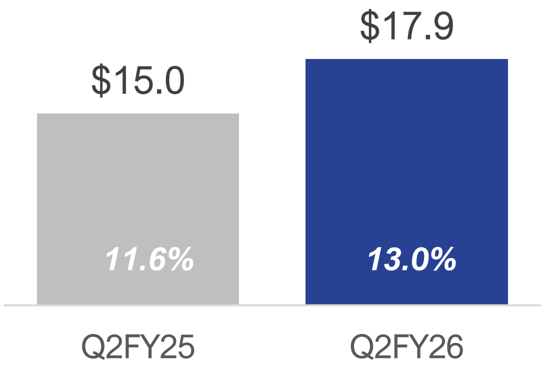
YTD gross margin expanded 350 basis points

+ $8.0 million in pricing actions including tariff recoveries and higher production volume
+ $3.0 million in restructuring savings
+ Favorable volume leverage, pricing and cost reductions more than offset:
  – $2.3 million in higher labor costs in Mexico
  – $2.1 million FX headwind

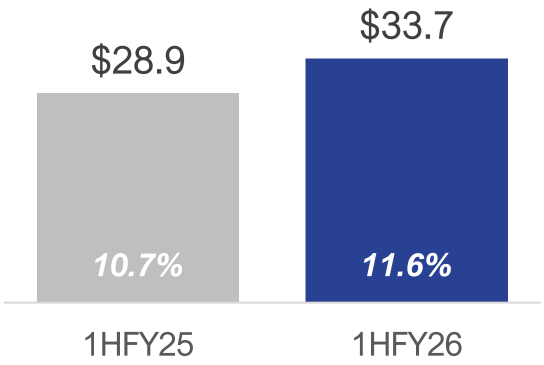
Managing SAE[1] & Investing in Talent

($ in millions; narrative compared with prior-year period unless otherwise noted)

SAE & % of Sales (QTR)



SAE & % of Sales (YTD)



Q2FY26 SAE expenses increased $2.9 million y/y to 13% of sales, reflecting voluntary early retirement program charge

- $1.7 million cost for voluntary retirement program (“VRP”)
- $0.8 million in business transformation costs
- $0.7 million investment in talent
- Partially offset by $1.1 million lower executive transition costs

YTD SAE[1] expenses increased $4.9 million to 11.6% of sales

- $1.7 million for VRP
- $1.2 million in business transformation costs
- $1.6 million investment in talent
- Partially offset by $1.9 million lower executive transition costs

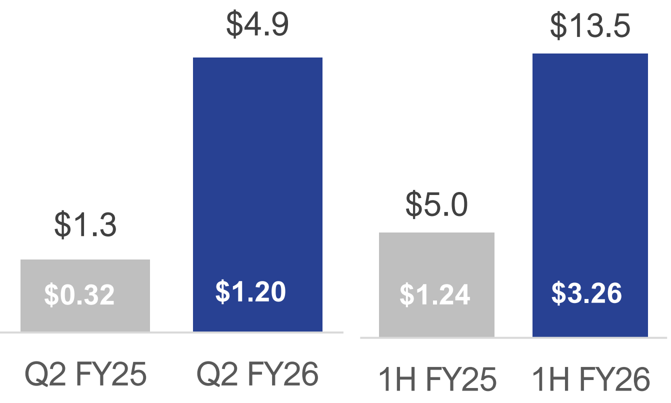
STRATTEC™

[1] *Selling, administrative and engineering expenses*

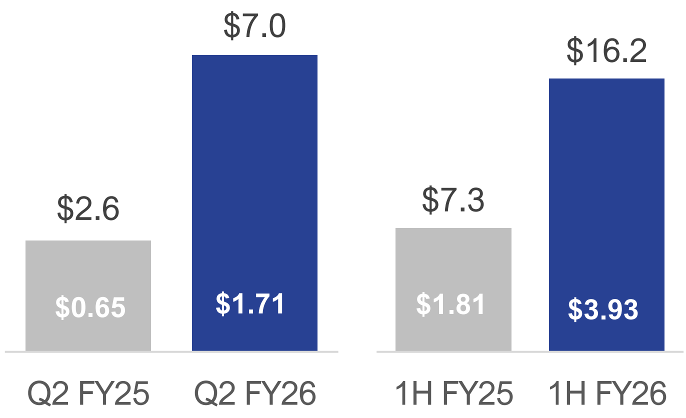
Enhanced Earnings Power

($ in millions except earnings per share data; narrative compared with prior-year period unless otherwise noted)

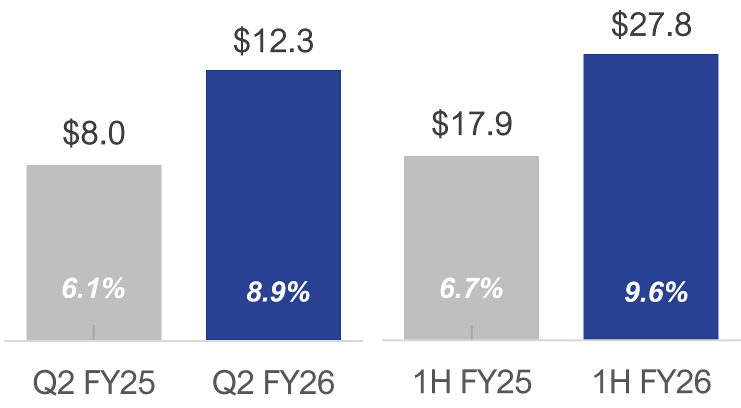
NET INCOME[1] (QTR & YTD)



ADJ. NET INCOME[2] (QTR & YTD)



ADJ. EBITDA[2] (QTR& YTD)



Net Income nearly quadrupled in Q2FY26 and YTD up 170%

- Validates progress made on transformation actions

Adj. EPS[2] grew 163% y/y in quarter and more than doubled YTD

- Reflects cost reductions and productivity improvements

Adj. EBITDA margin[2] expanded 280 bps in quarter and 290 bps YTD

- Q2FY26 up $4.3 million over prior-year, driven by pricing, volume and restructuring benefits
- YTD up 55%

STRATTEC™

(1) Net Income Attributable to Strattec

(2) Adjusted Net Income Attributable to Strattec, Adjusted Diluted Earnings per Share, Adjusted EBITDA and Adjusted EBITDA margin are non-GAAP metrics. Refer to the reconciliation of GAAP to non-GAAP metrics in the supplemental tables of this presentation.

Strong Cash Generation & Capital Flexibility

($ in millions; narrative compared with prior-year period unless otherwise noted)

Capitalization

	June 29, 2025	December 28, 2025
Cash and cash equivalents	$ 84.6	$ 99.0
Total debt	8.0	2.5
Shareholders' equity	246.4	263.0
Total capitalization	**$ 254.4**	**$ 265.5**
Debt / total capitalization	3.1%	1.0%

Cash Flow

	Q2 FY 2025	Q2 FY 2026	YTD Q2 FY 2025	YTD Q2 FY 2026
Cash from operations	$ 9.4	$ 13.9	$ 20.8	$ 25.2
CapEx	(0.9)	(2.6)	(3.0)	(4.2)
Free cash flow (FCF)[1]	$ 8.5	$ 11.3	$ 17.8	$ 21.0

Cash flow from operations increased 47% in quarter and 21% YTD

- Cash balance continues to grow from strong operating performance
- Total debt reduced to $2.5 million, reflecting continued reductions on joint venture credit facility

Capital priorities: Strong balance sheet provides optionality

- Support organic growth and new customer programs
- Continue investing in automation and process modernization
- Preserve financial flexibility amid cyclical industry conditions
- Evaluate M&A strategy

STRATTEC™

[1] *Free cash flow is a non-GAAP metric defined as cash flow from operations less capital expenditures (CapEx)*

Expect Continued Improvement in Operations Against Moderating Market Demand and Challenge of Future Project Wins

(as of February 5, 2026)

STRATTEC™

REVENUE: Automobile forecasts suggest flat to moderate decline in 2H FY26

MARGINS: Variability from quarter to quarter while building to long-term target

- Lapping FY 2025 pricing actions beginning in Q3
- Less absorption advantage with inventory build
- Merit increases effective in Q3 FY2026
- Continue to reassess and adjust cost structure in line with demand
- Demonstrated new baseline for gross margin

CASH GENERATION: Expect normalized run rate ~$10 million +/-

ADVANCING TRANSFORMATION

- Effort centralized on engineering design and customer priorities for platform launches for 2029 model year and beyond
- Continuous improvement framework to drive operational productivity and functional process improvements each quarter
- Sale/leaseback approach with Milwaukee facility on going; no Milwaukee HQ location identified to date

Q2 FY2026 Financial Results

Supplemental Slides

www.strattec.com

Reconciliation of GAAP to Non-GAAP Financial Measures

($ in thousands)

	Fiscal 2025					Fiscal 2026				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
NET SALES:										
Net Sales (GAAP)	139,052	129,919	144,082	152,013	$ 565,066	152,399	137,534			$ 289,933
ADJUSTED EBITDA:										
Net income attributable to Strattec (GAAP)	$ 3,703	$ 1,319	$ 5,396	$ 8,267	$ 18,685	$ 8,529	$ 4,947			$ 13,476
Net income (loss) attributable to non-controlling interest	45	79	315	(205)	234	8	696			704
Income tax expense	1,498	405	1,644	2,170	5,717	2,356	1,699			4,055
Other (income) expense, net	(129)	482	16	(1,189)	(820)	275	(1,691)			(1,416)
Interest income	(349)	(408)	(529)	(753)	(2,039)	(877)	(885)			(1,762)
Interest expense	295	257	243	212	1,007	156	96			252
Income from operations	5,063	2,134	7,085	8,502	22,784	10,447	4,862	-	-	15,309
Adjustments:										
Depreciation	3,662	3,544	3,746	3,812	$ 14,764	3,785	3,893			$ 7,678
Non-cash stock-based compensation	188	891	760	887	2,726	669	1,125			1,794
Restructuring and similar charges	-	265	809	(676)	398	-	1,305			1,305
Executive transition costs	941	921	214	(17)	2,058	136	88			224
Business transformation costs	74	215	259	479	1,027	514	994			1,508
	4,865	5,836	5,788	4,485	20,974	5,104	7,405	-	-	12,509
Adjusted EBITDA (Non-GAAP)	$ 9,928	$ 7,970	$ 12,873	$ 12,987	$ 43,758	$ 15,551	$ 12,267	$ -	$ -	$ 27,818
Adjusted EBITDA as a % of Net Sales	7.1%	6.1%	8.9%	8.5%	7.7%	10.2%	8.9%			9.6%

STRATTEC™

Reconciliation of GAAP to Non-GAAP Financial Measures

($ in thousands, except per share data)

ADJUSTED NET INCOME AND EARNINGS/(LOSS) PER SHARE:										
Net income attributable to Strattec (GAAP)	$ 3,703	$ 1,319	$ 5,396	$ 8,267	$ 18,685	$ 8,529	$ 4,947			$ 13,476
Adjustments:										
Restructuring and similar charges	-	265	809	(676)	398	570	1,165			1,735
Executive transition costs	1,224	1,225	214	115	2,778	136	88			224
Business transformation costs	74	215	259	479	1,027	514	994			1,508
Non-controlling interest impact on above adjustments	-	-	(160)	160	-	(196)	190			(6)
Tax effect on above adjustments	(292)	(384)	(376)	107	(945)	(383)	(335)			(718)
	1,006	1,321	746	185	3,258	641	2,102	-	-	2,743
Adjusted Net Income attributable to Strattec (Non-GAAP)	$ 4,709	$ 2,640	$ 6,142	$ 8,452	$ 21,943	$ 9,170	$ 7,049	$ -	$ -	$ 16,219
Weighted Average Basic Shares Outstanding	4,005	4,035	4,039	4,039	4,030	4,054	4,080			4,067
Weighted Average Diluted Shares Outstanding	4,046	4,070	4,085	4,105	4,076	4,127	4,131			4,128
Diluted earnings per share (GAAP)	$ 0.92	$ 0.32	$ 1.32	$ 2.01	$ 4.58	$ 2.07	$ 1.20			$ 3.26
Adjusted dilutive earnings per share (Non-GAAP)	$ 1.16	$ 0.65	$ 1.50	$ 2.06	$ 5.38	$ 2.22	$ 1.71			$ 3.93

Q2 FY2026 Financial Results

February 6, 2026

Nasdaq: STRT

Investor Relations Contact:
Deborah K. Pawlowski, Alliance Advisors IR
716-843-3908
dpawlowski@Allianceadvisors.com

www.strattec.com