

STRATTEC™

Midwest IDEAS Conference

August 26, 2025

Nasdaq: STRT

Jennifer Slater President and CEO

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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, uncertainties stemming from U.S. trade policies, tariffs and reactions to same from foreign countries, the volume and scope of product returns, 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 (including fluctuations in the cost of raw materials). 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 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 non-GAAP financial measures used by other companies. Strattec’s management uses these measures for reviewing the financial results of Strattec for budget planning purposes and for making operational and financial decisions. Management believes that providing these non-GAAP financial measures to investors, as a supplement to GAAP financial measures, help investors evaluate Strattec’s core operating and financial performance and business trends consistent with how management evaluates such performance and trends. Additionally, management believes these measures facilitate comparisons with the core operating and financial results and business trends of competitors and other companies.

Leader in Smart Vehicle Access, Security and Authorization Solutions

Nasdaq: STRT

Founded: 1908

Public: 1995

Market Capitalization: \$296M

Recent Closing Price: \$75.89

52-week High/Low: \$83.00 / \$31.57

Avg. Trading Vol (3 mos): 100,800

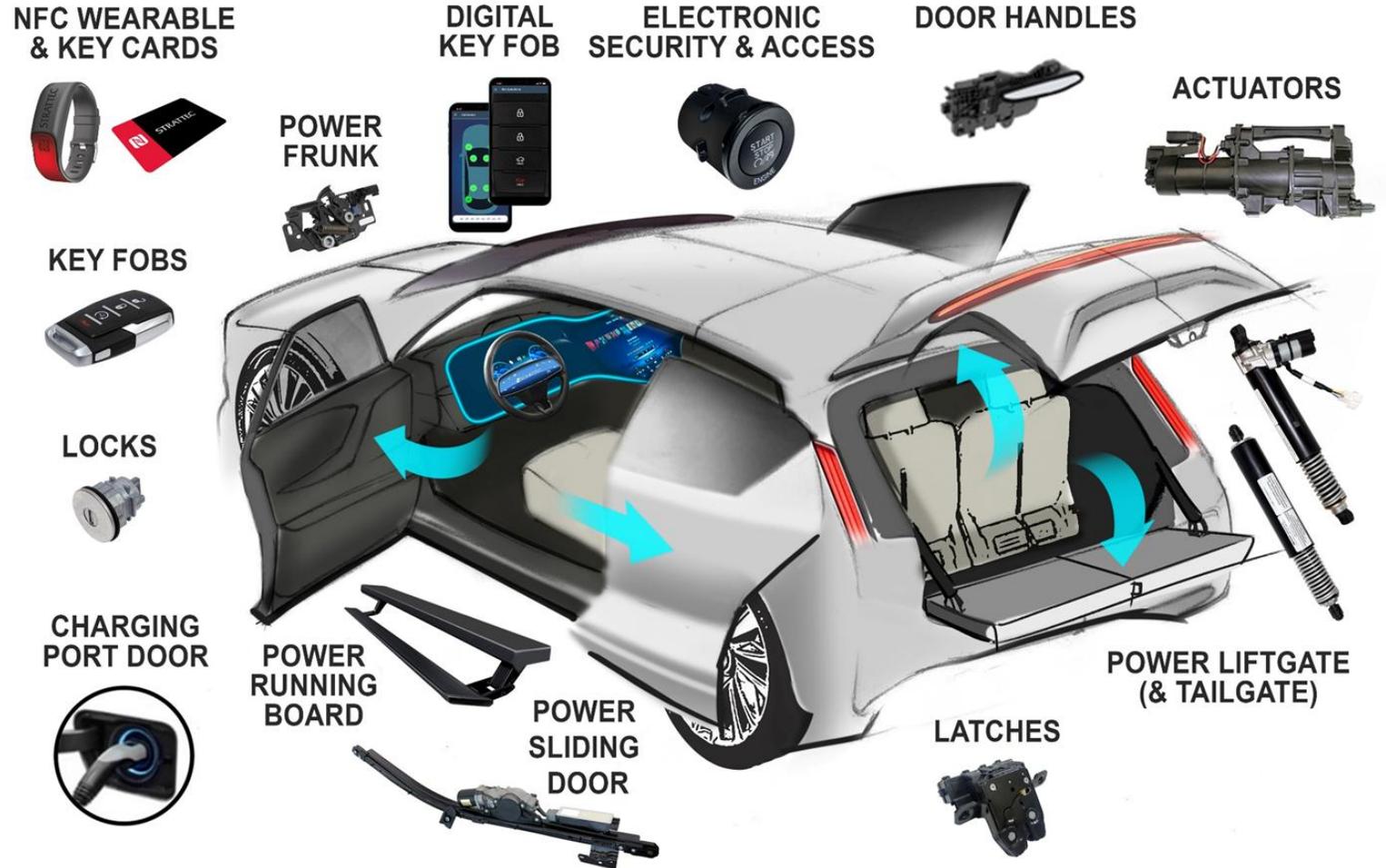
Shares Outstanding: 4.2M

Institutional Ownership: 68%

Insider Ownership: 9%

*Market data as of market close August 19, 2025
Shares Outstanding as of Q4 FY2025
Ownership as of most recent filing.*

Delivering Innovative, Comprehensive Range of Solutions to the Automotive Industry

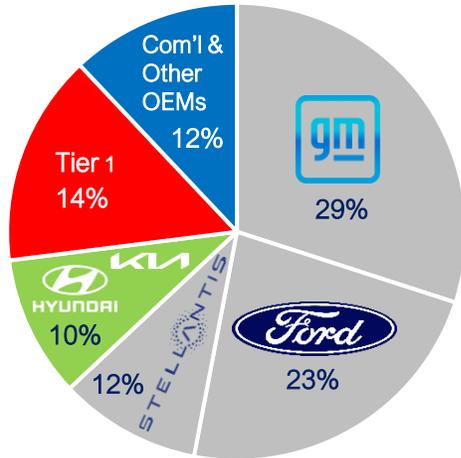


Leading Capabilities & Low-cost Manufacturing

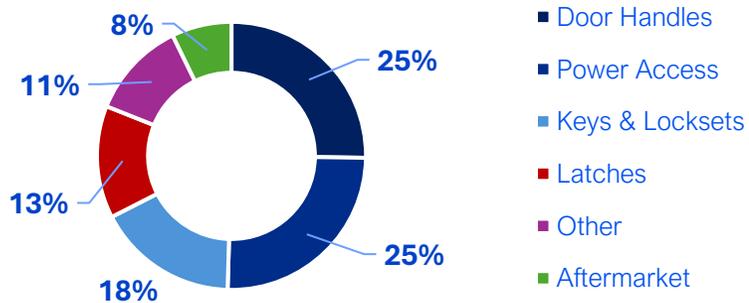


FY2025 REVENUE: \$565.1M

Sales By Customer



Sales By Product



Milwaukee, WI

- STRATTEC HQ
- Sales
- Engineering
- Testing
- Manufacturing
 - Die cast
 - Stamping
 - Plating

El Paso, TX

- Distribution

Leon, Mexico

- Injection Molding
- Door Handle Mfg and Painting

Auburn Hills, MI

- Sales
- Engineering
- Program Management
- Prototype Development
- Testing

Juarez, Mexico (3 facilities)

- Engineering
- Testing
- Manufacturing
 - Assembly
 - PCBA
 - Injection Mold

Core Capabilities

- Design and Engineering
- Quality Control and Inspection
- Injection Molding
- Zinc Die Cast
- Stamping
- Plating
- Assembly

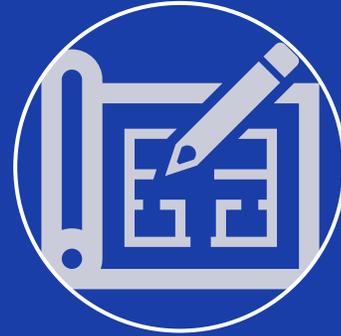


Transforming Strattec



Building the Team

- Investing in upgrading talent and enhanced leadership
- Breaking down organizational silos
- Expanding Capabilities – Supply Chain and Operations
- Increasing accountability and sense of urgency
- Driving change



Driving to Operational Excellence

- Optimizing cost structure (Milwaukee shift reduction, Mexico restructuring)
- Continued focus on cost optimization in supply chain and manufacturing



Creating Revenue Opportunities

- Captured \$8 million in annualized pricing in FY2025
- Advancing strategic product portfolio review
- Creating brand
- Differentiate from the competition - Expanding customer base



Developing Modernization Plan

- Upgrade equipment
- Right size Milwaukee headquarters
- Implement information systems to better capture data for analysis
- Implement systems for supply chain, production, transportation

Making Rapid Progress...More to be Done

FY25 Value Creation



FOCUSED ON OPERATIONAL EXCELLENCE

- Simplified organization including 15% headcount reduction
- Modernizing infrastructure and systems
- Implementing best-in-class processes
- Strengthening operational discipline and accountability

INVESTING IN TALENT

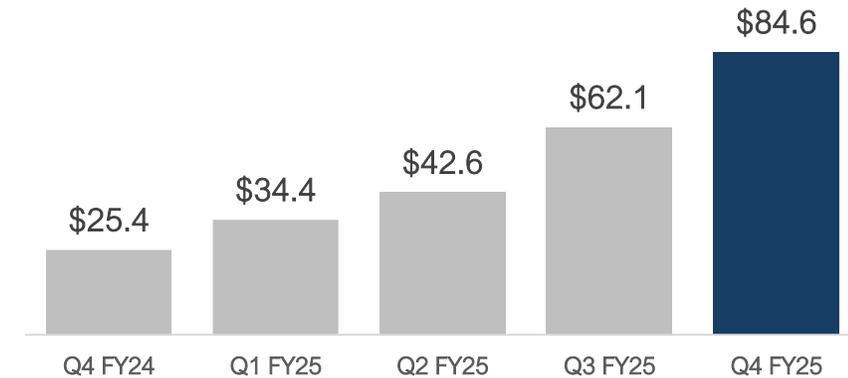
- Created top-tier executive team
- Continue to improve capabilities in critical areas of business
 - ✓ Operations and supply chain
 - ✓ Finance
 - ✓ Commercial

REFINE AND ENHANCE PRODUCT PORTFOLIO

- Advancing strategic product portfolio review
- Expand customer base with North America as the priority
- Product focus areas: digital key and power access solutions

CASH SUPPORTS TRANSFORMATION EFFORT

(\$ in millions)



- Margin expansion and working capital improvements drove strong cash generation
- Cash balance enables investment in organic growth opportunities and operational initiatives
- Defensive buffer in weakening market conditions and tariff recovery lag

Platform Solutions



SECURITY & AUTHORIZATION



PRIORITIZED GROWTH

VEHICLE ACCESS



Power Access Solutions

Tailgates and liftgate
Sliding and swing doors
Decklid and frunk

Latches

Tailgates and liftgate
Hood and frunk
Seat back



Power Access Components



Door handles



SELECT USER INTERFACE CONTROLS

Steering Wheel
Switches



Electronic Shifter
Modules



Transmission Paddle
Shifters



LEGACY CONTINUITY

Strattec Q4 FY2025

Quarter and Fiscal Year Highlights

OPERATIONAL CASH FLOW: Generated \$30.2 million in Q4

- FY2025 cash from operations of \$71.7 million

REVENUE GROWTH: Primarily driven by strategic pricing and higher demand

- Q4 FY25 revenue up \$9.0 million, or 6.3%, to \$152.0 million
- FY 2025 5% revenue growth reflects net new programs and higher demand

PROFITABILITY: FX benefit, restructuring actions, pricing and higher production volume drive gross margin expansion for quarter

- FY 2025 gross margin expanded 280 basis points as favorable FX, volume and restructuring more than offset prior-year one time pricing benefit and increased wages in Mexico

DELIVERING RESULTS FROM TRANSFORMATION PROGRESS:

- FY 2025 Adjusted EBITDA margin of 7.7% expanded 220 basis points
- Still early innings of transformation to advance Strattec

Financial Review

Progress demonstrated in margin expansion and cash generation

Strong Customer Relationships & Diverse Products

(\$ in millions)



NET SALES GROWTH



Q4 FY25 net sales up \$9.0 million, or 6.3%

- + \$3.7 million strategic pricing
- + \$4.1 million higher demand for platforms
- + \$1.2 million net new program launches

FY25 net sales up \$27.3 million, or 5.1% vs. FY24

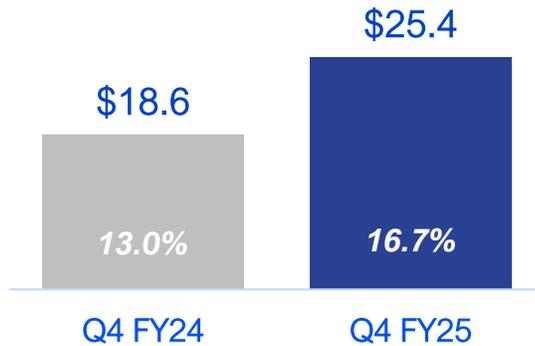
- + \$14.0 million production volume
- + \$10.8 million net new program launches
- + \$7.2 million FY25 strategic pricing
- + \$5.1 million new/higher value content
- \$9.7 million PY onetime price recoveries

Higher Gross Profit and Margin Expansion

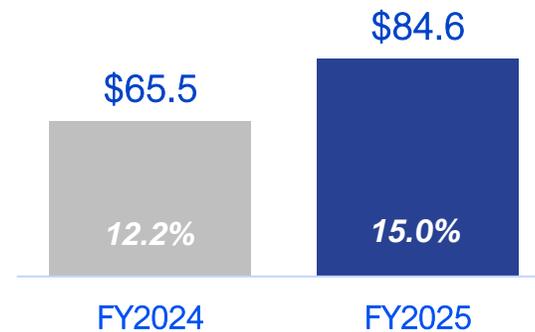


(\$ in millions; narrative compared with prior-year period unless otherwise noted)

GROSS PROFIT & MARGIN (QTR)



GROSS PROFIT & MARGIN (YTD)



Gross margin expanded 370 basis points in Q4

- + Stronger US dollar
 - \$3.0 million, or 210 bps, FX benefit
 - Current rate of ~20 MXN peso at 5-year average
- + Margin-accretive strategic pricing actions and higher sales
- + \$1.7 million in tooling gains
- + \$1.3 million in restructuring savings, on track for \$5 million annualized
- Net \$1.6 million tariff expenses as recovery process lags cost
- Increased labor costs in Mexico

YTD gross margin expanded 280 basis points

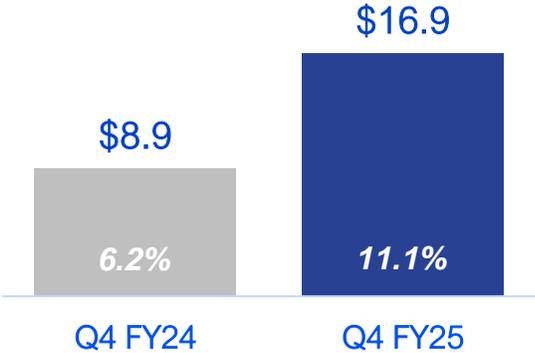
- + FX tailwind contributed 250 basis points
- + Delivered \$7.2 million of margin accretive pricing
- + Operational leverage and restructuring savings of \$1.4 million
- Partially offset by Mexico labor costs (govt mandated) and net \$2.2 million in tariff impacts
- Prior year included \$9.7 million of onetime pricing recoveries

Strengthening Operations for Efficiency



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

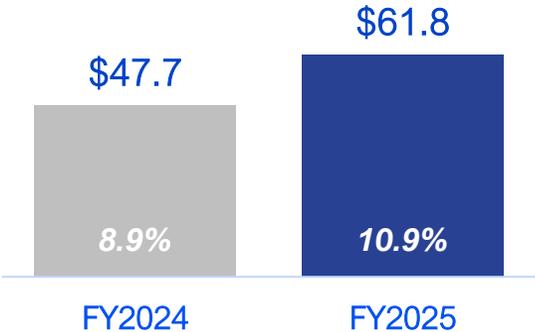
ES&A⁽¹⁾ | % OF SALES (QTR)



Increase in SAE⁽¹⁾ exaggerated with PY \$4.7 million benefit of one-time engineering (ED&D) recovery

- Holds steady at 11.1% of sales
- \$2.2 million incremental incentive and bonus compensation
- \$1.0 million in outside services and business transformation costs
- \$0.7 million reduction in restructuring charges (reclassified to Other income/expenses)

ES&A⁽¹⁾ | OF SALES (YTD)



Investments in leadership expected to deliver process efficiencies and related savings over time

- \$6.7 million incremental incentive and bonus compensation with strong performance for the fiscal year
- Increase includes \$1.0 million incremental executive transition costs, \$1.0 million business transformation costs and restructuring costs (after reclassification of restructuring charges)
- Prior year included onetime favorable ED&D recovery of \$4.7 million

⁽¹⁾ Engineering, selling and administrative expenses

Enhanced Earnings Power



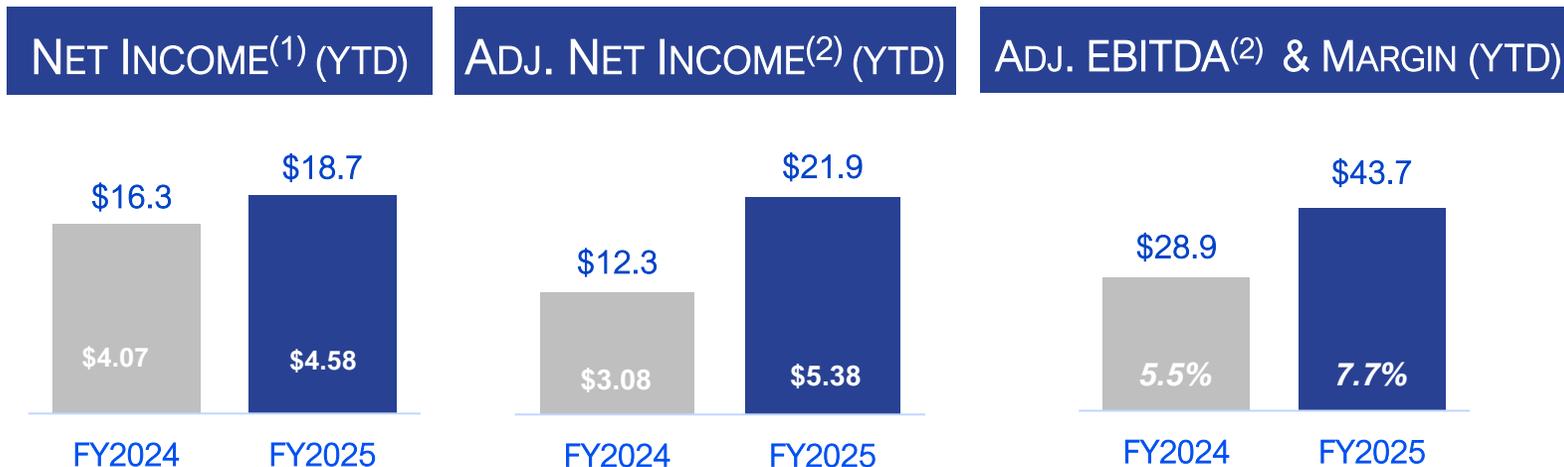
(\$ in millions except earnings per share data; narrative compared with prior-year period unless otherwise noted)



FY2025 Net Income⁽¹⁾ up 14.5%

FY2025 Adj. EPS⁽²⁾ grew 75% to \$5.38

- + \$11.9 million in favorable FX
- + Higher volume and \$7.2 million in pricing
- Offset \$5.5 million in incremental bonus



FY2025 Adj. EBITDA⁽²⁾ margin expanded 220 basis points

- Driven by higher operating income with incremental adjustments of:
 - \$1.2 million stock-based compensation
 - \$1.0 million executive transition costs
 - \$1.0 million business transformation costs
 - \$0.4 million restructuring charges

⁽¹⁾ Net Income Attributable to Strattec

⁽²⁾ Adjusted Net Income, 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



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

CAPITALIZATION		
	June 30, 2024	June 29, 2025
Cash and cash equivalents	\$ 25.4	\$ 84.6
Total debt	13.0	8.0
Shareholders' equity	225.6	246.4
Total capitalization	\$ 238.6	\$ 254.4
Debt / total capitalization	5.4%	3.1%

	THREE MONTHS ENDED		FISCAL YEAR	
	June 30, 2024	June 29, 2025	June 30, 2024	June 29, 2025
Cash from operations	\$ 19.5	\$ 30.2	\$ 12.3	\$ 71.7
CapEx	(3.7)	(3.0)	(9.8)	(7.2)
Free cash flow(FCF)⁽¹⁾	\$ 15.8	\$ 27.2	\$ 2.5	\$ 64.5

Q4 FY2025 cash flow from operations increased \$10.7 million

- Higher cash earnings and improved working capital including inventory reduction, tooling recovery, and timing of receivables

Reduced debt by \$5.0 million to \$8.0 million

Financial flexibility

- \$84.6 million in cash
- \$52 million available under lines of credit

FY 2026 CapEx

- Planning approximately \$13 million

Capital priorities

- Organic growth initiatives: product portfolio and expanded customer reach
- Operational efficiencies & productivity: equipment and systems modernization, people
- Conserve cash through uncertain times and moderated market conditions

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

Strattec FY 2026 Expectations

REVENUE: Modestly down to flat

- Reflects lapping recent product launches, primarily in 2H 2025
- Customers in between launch cycles
- Weak market forecasts reflect continued uncertainty

MARGINS: Modest improvement

- Captured low hanging fruit
- Volume impacts, material and labor cost increases
- Continued operational improvements

CASH GENERATION: Expect to normalize

- FY 2025 captured \$12 million in latent preproduction costs and \$25 million in working capital initiatives

CONTINUE TRANSFORMATION PROGRESS:

- Productivity enhancements and supply chain improvements
- Investments in product portfolio enhancements, marketing and branding

Strattec Investment Rationale



- 1 Early stages of transformation to strengthen earnings power and competitive position
- 2 Reimagining product portfolios to drive sustainable growth
- 3 Improving operational efficiency to drive profits and consistency
- 4 Developing team and talent to execute change
- 5 Strong balance sheet to support modernization and upgrade investments

Q&A

STRATTEC™

Nasdaq: STRT

August 26, 2025

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Supplemental Slides

August 26, 2025

www.strattec.com

Manageable Tariff Exposure



Well positioned to manage dynamic tariff environment.

- ~93% of US imports are USMCA compliant and are not subject to additional tariffs.
- Strong balance sheet and cost focus provide support as mitigation actions are implemented.
- Numerous levers available to achieve 100% tariff mitigation.

TARIFF IMPACT

Direct:

- Current incremental tariffs impact ~\$30m of sales (6% of consolidated sales)
- Total estimated tariff costs are \$5 million to \$7 million before mitigation efforts*

Indirect:

- Uncertainty in potential changes in North American automotive production schedules
- Identified additional areas for operational cost improvements (i.e. logistics)

MITIGATION ACTIONS

Established daily “Tariff Task Force” to align cross functionally.

Active customer engagement on mitigation plans.

Engaged third party to assist in review of USMCA compliance & HTS code classification.

Reassessing supplier and logistics network.

* Tariff impact as determined on May 12, 2025

Served Customer Vehicles



The vehicles listed below include models of various powertrain types—including electric (EV), hybrid, and internal combustion engine (ICE) platforms. Because our products are powertrain agnostic, our technologies can be integrated across these different configurations without significant modification. This enables consistent functionality regardless of propulsion system. Many of the vehicle models listed are offered in EV, hybrid, or ICE variants—and our components are used across all of these powertrain options.

Passenger Cars

Acura ZDX	Aston Martin Vantage *	Ford Focus
Aston Martin AMR24 *	Cadillac ATS *	Ford Mustang
Aston Martin DB 12 *	Cadillac CT4	Volkswagen Jetta
Aston Martin DBS *	Cadillac CT5 *	
Aston Martin DBX *	Cadillac Celestiq	
Aston Martin Valhalla *	Chevrolet Corvette	
Aston Martin Valkyrie *	Chevrolet Corvette E-Ray	
Aston Martin Valour *	Dodge Charger	

Light Trucks, Vans, and Sport Utility Vehicles

Acura MDX	Chevrolet Blazer	Chrysler Pacifica	GMC Savana	Jeep Wrangler/Wrangler Unlimited
Acura RDX	Chevrolet Bolt	Dodge Durango	GMC Sierra & Sierra HD	Kia Carnival *
Audi Q5	Chevrolet Cobalt *	Dodge Hornet	GMC Sierra Pickup	Lincoln Aviator
Brightdrop EV400	Chevrolet Colorado *	Ford Bronco Sport	GMC Terrain	Lincoln Corsair
Brightdrop EV600	Chevrolet Equinox	Ford Escape	GMC Yukon and Yukon XL	Lincoln Navigator
Buick Enclave	Chevrolet Express Van	Ford Expedition	Honda Odyssey	Ram 1500 Classic Pickup
Buick Envista *	Chevrolet S-10 *	Ford Explorer	Honda Passport	Ram 1500 Pickup
BMW X7	Chevrolet Silverado	Ford F-150 Lightning	Honda Prologue	Ram HD Pickup
Cadillac Escalade	Chevrolet Silverado &	Ford F-Series Pickup	Hyundai Staria *	Ram REV Pickup
Cadillac Escalade IQ	Silverado HD Pickup	Ford F-Series Super Duty Pickup	Jeep Commander *	Volkswagen Tiguan
Cadillac Lyriq	Chevrolet Spin *	Ford Maverick Pickup	Jeep Compass	Volvo Polestar 3
Cadillac Optiq	Chevrolet Suburban	Ford Mustang Mach-E	Jeep Gladiator	Volvo EX90
Cadillac Vistiq	Chevrolet Tahoe	Ford Ranger Pickup *	Jeep Grand Cherokee	Volvo Heavy Truck
Cadillac XT4	Chevrolet Trail Blazer *	GMC Acadia	Jeep Meridian	
Cadillac XT5	Chevrolet Traverse	GMC Canyon *	Jeep Recon	
Cadillac XT6	Chevrolet Trax *	GMC Hummer	Jeep Wagoneer	

* Vehicles produced outside of North America, or both in and outside North America.

EV – Electric Vehicle

PH – Plug-In Hybrid

STRATTEC

Variety of Competitors Across Product Categories:

Door Handles

Keys & Locksets

Power Access

User Interface Controls

Wireless

Latches

Aisin

Inteva

Shinchang Industry

Atech Motorsports

Kiekert

Stabilus

Brose

Magna

Tokai Rika Group

Edscha

Marquardt Group

U-Shin Ltd.

GECOM Corp

Mitsuba

Valeo

Honda Lock

Novares

HUF Group

OHI Automotive

Reconciliation of GAAP to Non-GAAP Financial Measures



	Fiscal 2024					Fiscal 2025				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
ADJUSTED NET SALES:										
Net Sales (GAAP)	135,406	118,532	140,773	143,055	\$537,766	139,052	129,919	144,082	152,013	\$ 565,066
Adjustments:										-
Retroactive FY23 one-time pricing recovery	(7,950)	(1,551)	(397)	175	(9,723)	-	-	-	-	-
Adjusted Sales (Non-GAAP)	127,456	116,981	140,376	143,230	528,043	139,052	129,919	144,082	152,013	565,066
ADJUSTED EBITDA:										
Net income attributable to Strattec (GAAP)	\$ 4,165	\$ 1,022	\$ 1,506	\$ 9,620	\$ 16,313	\$ 3,703	\$ 1,319	\$ 5,396	\$ 8,267	\$ 18,685
Net income (loss) attributable to non-controlling interest	290	(242)	(380)	447	115	45	79	315	(205)	234
Provision for income tax	1,387	264	546	1,578	3,775	1,498	405	1,644	2,170	5,717
Other (income) expense, net	131	(1,098)	208	(1,958)	(2,717)	(129)	482	16	(1,189)	(820)
Investment and interest income	(87)	(107)	(143)	(235)	(572)	(349)	(408)	(529)	(753)	(2,039)
Interest expense	220	219	222	239	900	295	257	243	212	1,007
Income from operations	6,106	58	1,959	9,691	17,814	5,063	2,134	7,085	8,502	22,784
Adjustments:										
Depreciation	4,385	4,330	4,059	3,773	\$ 16,547	3,662	3,544	3,746	3,812	\$ 14,764
Non-cash stock-based compensation	505	479	240	243	1,467	188	891	760	887	2,726
Restructuring and similar charges	-	-	-	-	-	-	265	809	(676)	398
Retroactive FY23 one-time pricing recovery, net	(7,078)	(641)	(298)	24	(7,993)	-	-	-	-	-
Executive transition costs	-	774	211	73	1,058	941	921	214	(17)	2,058
Business transformation costs	-	-	-	-	-	74	215	259	479	1,027
Adjusted EBITDA (Non-GAAP)	\$ 3,918	\$ 5,000	\$ 6,171	\$ 13,804	\$ 28,893	\$ 9,928	\$ 7,970	\$ 12,873	\$ 12,987	\$ 43,758
Adjusted EBITDA as a % of Adjusted Net Sales	3.1%	4.3%	4.4%	9.6%	5.5%	7.1%	6.1%	8.9%	8.5%	7.7%

Reconciliation of GAAP to Non-GAAP Financial Measures



ADJUSTED NET INCOME AND EARNINGS/(LOSS) PER SHARE:

Net income attributable to Strattec (GAAP)	\$ 4,165	\$ 1,022	\$ 1,506	\$ 9,620	\$ 16,313	\$ 3,703	\$ 1,319	\$ 5,396	\$ 8,267	\$ 18,685
Adjustments:										
Restructuring and similar charges	265	3	-	63	331	-	265	809	(676)	398
Retroactive FY23 one-time pricing recovery, net	(7,078)	(641)	(298)	24	(7,993)	-	-	-	-	-
Executive transition costs	-	973	211	73	1,257	1,224	1,225	214	115	2,778
Business transformation costs	-	-	-	-	-	74	215	259	479	1,027
Non-controlling interest impact on above adjustments	1,014	181	55	22	1,272	-	-	(160)	160	-
Tax effect on above adjustments	1,305	(116)	7	(41)	1,155	(292)	(384)	(376)	107	(945)
	<u>(4,494)</u>	<u>400</u>	<u>(25)</u>	<u>141</u>	<u>(3,978)</u>	<u>1,006</u>	<u>1,321</u>	<u>746</u>	<u>185</u>	<u>3,258</u>
Adjusted Net Income/(Loss) attributable to Strattec (Non-GAAP)	<u>\$ (329)</u>	<u>\$ 1,422</u>	<u>\$ 1,481</u>	<u>\$ 9,761</u>	<u>\$ 12,335</u>	<u>\$ 4,709</u>	<u>\$ 2,640</u>	<u>\$ 6,142</u>	<u>\$ 8,452</u>	<u>\$ 21,943</u>
Weighted Average Basic Shares Outstanding	3,948	3,976	3,988	3,988	3,975	4,005	4,035	4,039	4,039	4,030
Weighted Average Diluted Shares Outstanding	3,974	3,998	4,017	4,027	4,004	4,046	4,070	4,085	4,105	4,076
Diluted earnings per share (GAAP)	\$ 1.05	\$ 0.26	\$ 0.37	\$ 2.39	\$ 4.07	\$ 0.92	\$ 0.32	\$ 1.32	\$ 2.01	\$ 4.58
Adjusted dilutive earnings/(loss) per share (Non-GAAP)	\$ (0.08)	\$ 0.36	\$ 0.37	\$ 2.42	\$ 3.08	\$ 1.16	\$ 0.65	\$ 1.50	\$ 2.06	\$ 5.38