

STRATTEC™

East Coast IDEAS Conference

June 11, 2025

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, 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

Headquarters: Milwaukee, WI

Market Capitalization: \$222M

Recent Closing Price: \$54.34

52-week High/Low: \$56.70 / \$21.05

Shares Outstanding: 4.1M

Institutional Ownership: 68%

Insider Ownership: 9%

*Market data as of market close June 9, 2025
Shares Outstanding as of Q3 FY2025
Ownership as of most recent filing.*

Delivering Innovative, Comprehensive Range of Solutions to the Automotive Industry

NFC WEARABLE & KEY CARDS



DIGITAL KEY FOB



ELECTRONIC SECURITY & ACCESS



DOOR HANDLES



ACTUATORS



POWER FRUNK



KEY FOBBS



LOCKS



CHARGING PORT DOOR



POWER RUNNING BOARD



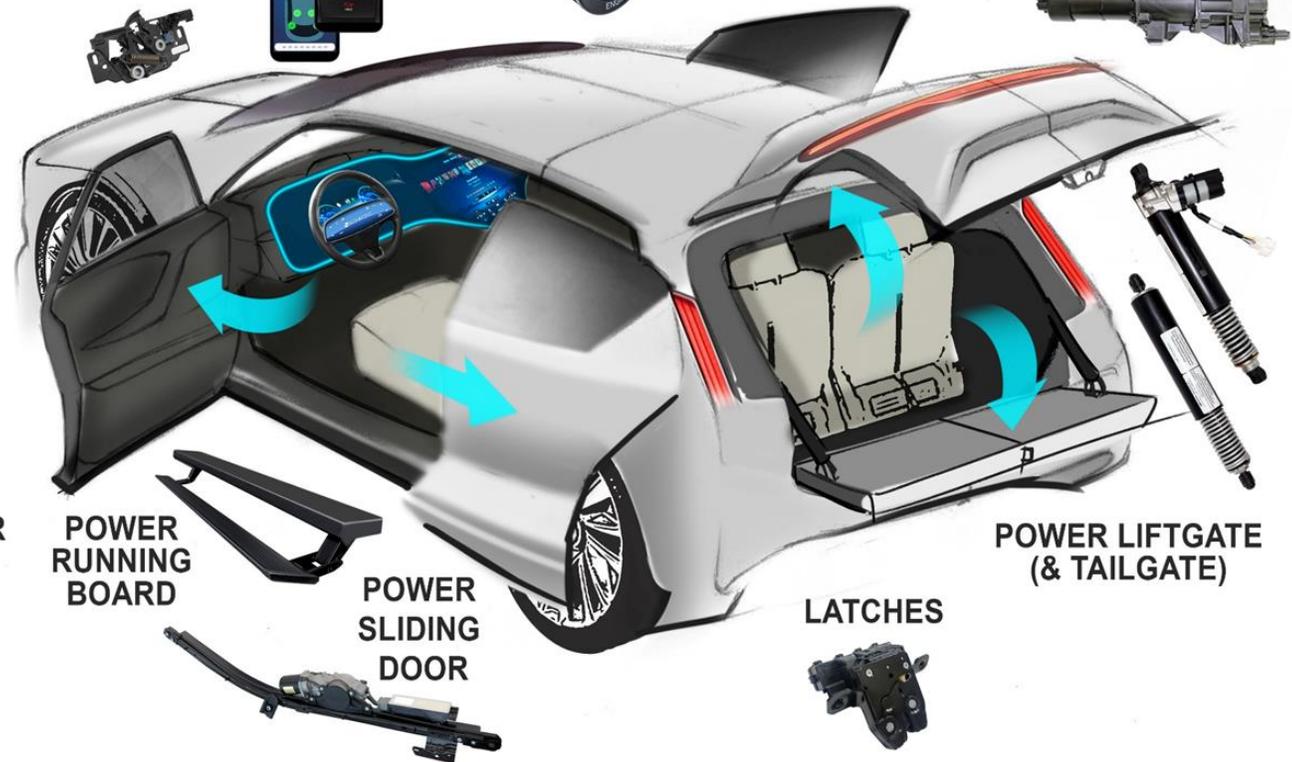
POWER SLIDING DOOR



POWER LIFTGATE (& TAILGATE)



LATCHES



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



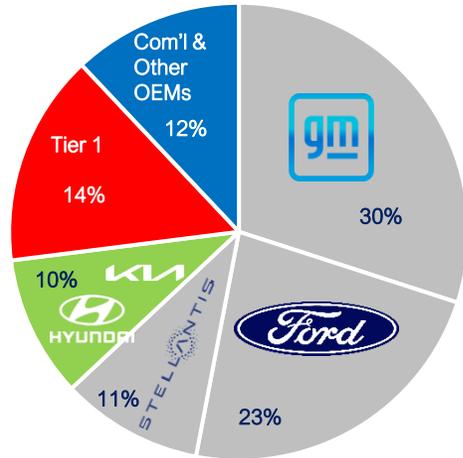
LEGACY CONTINUITY

Leading Capabilities & Low-cost Manufacturing

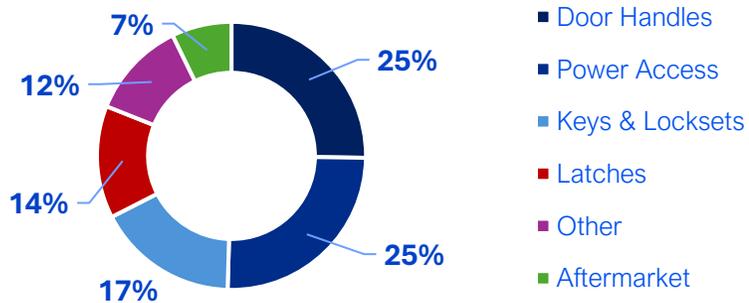


Q3 FY25 TTM REVENUE: \$552.1M

TTM Sales By Customer



TTM Sales By Product



Milwaukee, WI

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

Auburn Hills, MI

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

El Paso, TX

- Distribution

Leon, Mexico

- Injection Molding
- Door Handle Mfg and Painting

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



- Focus on talent to affect change and drive sustainable performance
- Introducing a performance culture to instill accountability, ownership and urgency
- Modernizing infrastructure and implementing best-in-class processes to improve execution and drive margin expansion
- Driving cost discipline and profitability enhancement as new launches within our existing customer base stabilize
- Rationalizing footprint and reducing headcount to simplify organization
- Leveraging engineering expertise and enduring customer relationships to define the future
- Evaluating product portfolio to drive profitable future; deemphasizing switches

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 \$9 million to \$12 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.

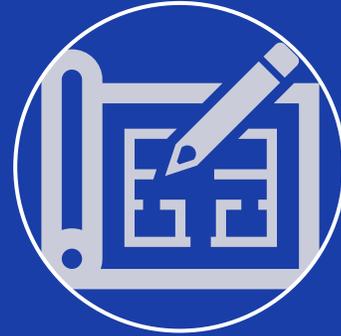
* Tariff impact as determined on May 12, 2025

Making Rapid Progress...More to be Done



Building the Team

- Investing in upgrading talent and enhanced leadership
- Adding additional talent – VP Supply Chain Management
- Increasing accountability and sense of urgency
- Driving change



Driving to Operational Excellence

- Announced listing of Milwaukee facility for economic analysis
- Optimizing cost structure across entire footprint (Milwaukee shift reduction, Mexico restructuring)



Creating Revenue Opportunities

- Captured \$8 million in annualized pricing to start in Q3FY25
- Advancing strategic product portfolio review
- Create brand recognition
- Differentiate from the competition



Developing Modernization Plan

- Upgrade equipment
- Right size business offices
- Implement information systems to better capture data for analysis
- Implement systems for supply chain, production, transportation, customer interface

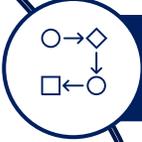
Transforming STRATTEC

Financial Review

Progress demonstrated in margin expansion and cash generation

Gears in Motion: Financial Priorities



-  Establish processes for reporting and analysis
-  Drive operating leverage
-  Drive working capital velocity and B/S strength
-  Manage JV to strengthen performance
-  Execute on tariff mitigation plans

STRATTEC Q3 FY2025

Highlights

OPERATIONAL CASH FLOW: Generated \$20.7 million in Q3

- YTD cash from operations of \$41.5 million

REVENUE GROWTH: up \$3.3 million to \$144.1 million

- Driven by increased price increases and favorable product mix
- Boosted by successful new program launches

PROFITABILITY: Delivered adj. EBITDA of \$12.9 million (8.9% of sales)

- Up from \$6.2 million (4.4% of sales) in Q3 FY24
- Restructuring in Q3 FY25 expected to deliver ~\$5M in annual savings
- Price actions delivering margin improvement

Q3 FY25 Sales Increased 2.4% Y/Y



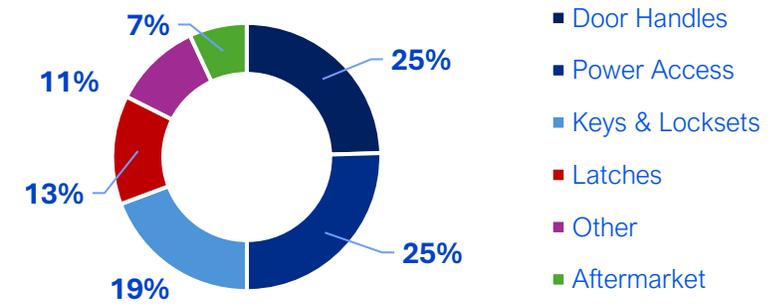
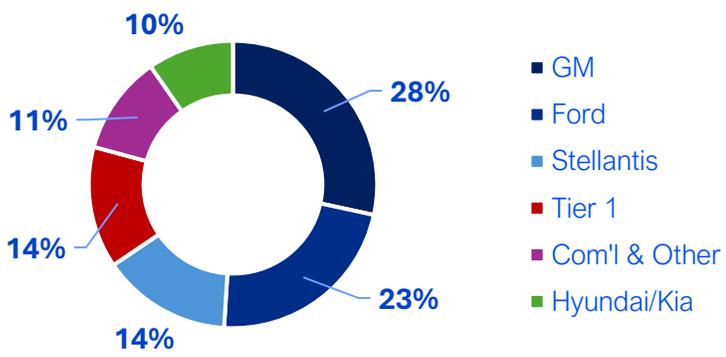
(\$ in millions; narrative compared with prior-year period unless otherwise noted)

Q3 FY25 SALES BY CUSTOMER

NET SALES GROWTH

Q3 FY25 SALES BY PRODUCT

Above market sales growth driven by strategic pricing actions, higher value content and net new program launches



- Ford up 6%: higher volume and added content for power tailgate and latches
- Stellantis up 14%: new key and lockset content on Dodge Ram Heavy Duty trucks
- GM down 4%: lower demand across products

- Net sales up \$3.3 million
- \$2.5 million of strategic pricing increases and \$2.2 million in higher value content placement
 - \$1.6 million due to net new program launches
 - Offset by \$3.0 million reduction in sales volumes for existing platforms

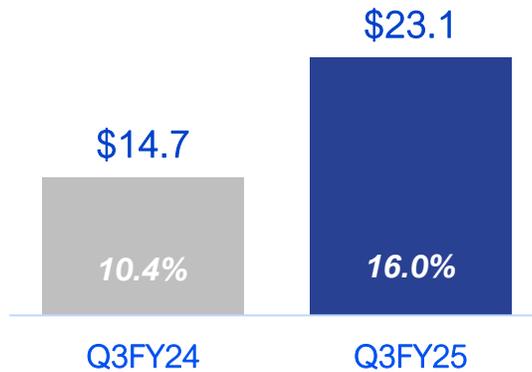
- 6% growth y/y in Power Access products on higher value content placement across SUV/Pickup platforms
- Keys & locksets up 7% y/y on pricing and new launches including high-content Dodge Ram Heavy Duty platform
- Door Handles & Latches down slightly

Higher Gross Profit and Margin Expansion



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

GROSS PROFIT & MARGIN (QTR)



Gross margin expanded 560 basis points in Q3

- + Stronger US dollar
 - \$4.4 million, or 310 bps, FX benefit
 - Current rate of ~20 MXN peso at 5-year average
- + Margin-accretive strategic pricing actions
- + Materials and labor cost improvements
- \$0.8 million tariff expenses related to U.S. tariff policy changes

GROSS PROFIT & MARGIN (YTD)



YTD gross margin expanded 240 basis points

- + FX tailwinds, stronger pricing and operational leverage
- Partially offset by Mexico labor costs (govt mandated) and tariff impacts

Strengthening Operations for Efficiency



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

ES&A⁽¹⁾ | % OF SALES (QTR)



Increase in ES&A⁽¹⁾ reflects business investment, transformation costs and investments in human capital

- Up \$3.3 million to 11.1% of sales
- \$1.2 million incentive and bonus compensation
- \$0.8 million in restructuring charges
- \$0.8 million timing of engineering spend and outside services

ES&A⁽¹⁾ | OF SALES (YTD)



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

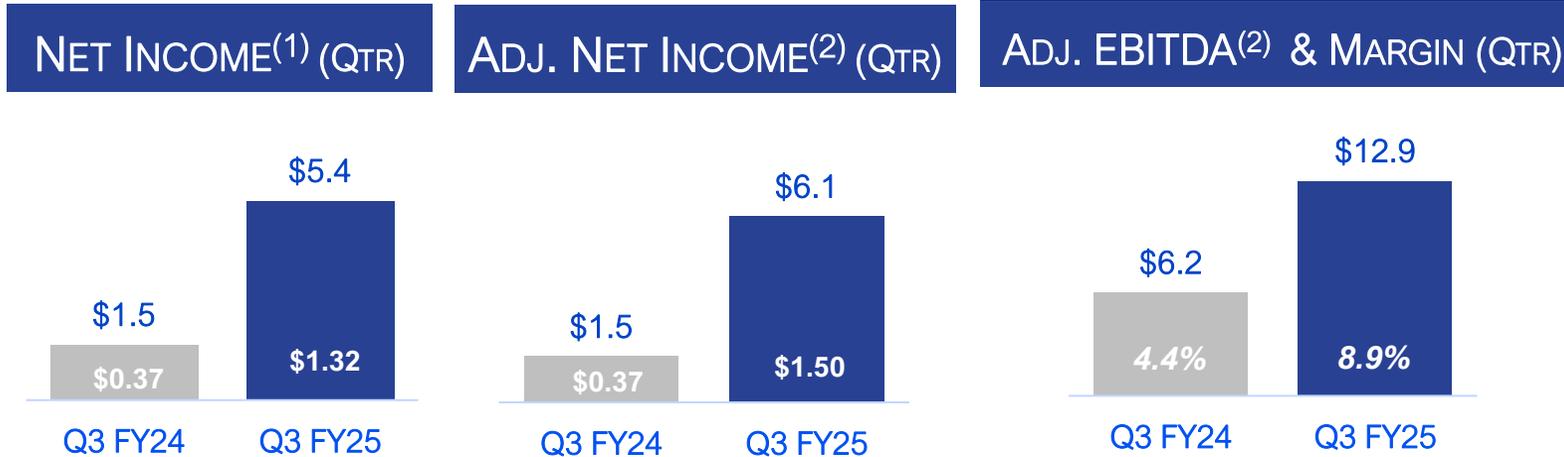
- YTD results include \$2.1 million of executive transition costs compared with \$1.0 million in prior year, \$0.5 million business transformation costs and \$1.0 million of restructuring costs.
- \$2.8 million incremental incentive and bonus compensation

⁽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)

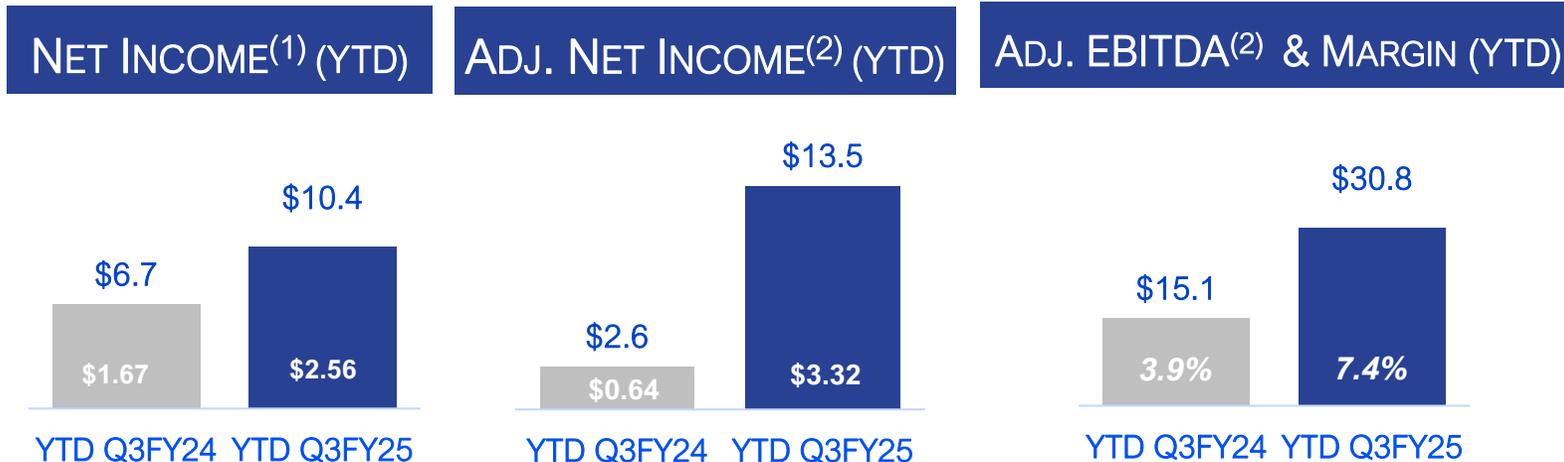


Q3 FY25 Net Income⁽¹⁾ up 258%

Q3 FY25 Adj. EPS⁽²⁾ grew 305% to \$1.50

Q3 FY25 Adj. EBITDA⁽²⁾ margin expanded 450 basis points

- Driven by higher sales volume, FX and cost management initiatives; higher bonus accruals on improving performance



Focused on driving sustainable margin improvement

⁽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

	March 30, 2024	December 29, 2024
Cash and cash equivalents	\$ 62.1	\$ 42.6
Total debt	13.0	13.0
Shareholders' equity	234.6	228.2
Total capitalization	\$ 247.2	\$ 241.2
Debt / total capitalization	5.3%	5.4%

THREE MONTHS ENDED

	March 30, 2025	March 31, 2024
Net cash provided by operating activities	\$ 20.7	\$ (0.3)
CapEx	(1.2)	(1.7)
Free cash flow (FCF)⁽¹⁾	\$ 19.5	\$ (2.0)

CASH CUSHION FOR UNCERTAIN TIMES

(\$ in millions)



- Improved operating performance and margin expansion driving cash flow
- Working capital efficiency improvements, including improvement in days payable outstanding
- \$47 million available under lines of credit

CAPITAL PRIORITIES

- Conserve cash through uncertain times and moderated market conditions
- Operational efficiencies & productivity: equipment and IT modernization, people
 - \$4.2M YTD CapEx primarily includes capital to support new customer programs and \$1.2 million for upgraded equipment to improve productivity
- Organic growth initiatives: market positioning, brand and selling processes

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

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

June 11, 2025

Investor Relations Contact:

Deborah K. Pawlowski, Alliance Advisors IR

716-843-3908

dpawlowski@allianceadvisors.com

www.strattec.com

2025 Vehicle List



The following cars and light trucks will be equipped with STRATTEC components during our 2025 fiscal year

Passenger Cars

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

Light Trucks, Vans, and Sport Utility Vehicles

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

* 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