STRATTEC™

Gabelli 49th Annual Automotive Symposium

November 3, 2025 | Nasdaq: STRT

Jennifer Slater President and CEO | **Matthew Pauli** Senior Vice President and CFO

www.strattec.com

Safe Harbor Statement

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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 Powered Vehicle Access, Security and Authorization Solutions

Nasdaq:	STRT
Founded:	1908
Public:	1995
Market Capitalization:	$277M
Recent Closing Price:	$66.57
52-week High/Low:	$83.00 / $31.57
Avg. Trading Vol (3 mos):	90,273
Shares Outstanding:	4.2M
Institutional Ownership:	76%
Insider Ownership:	3.6%

Market data as of market close October 28, 2025
Shares Outstanding as of Q1 FY2026
Ownership as of most recent filing.

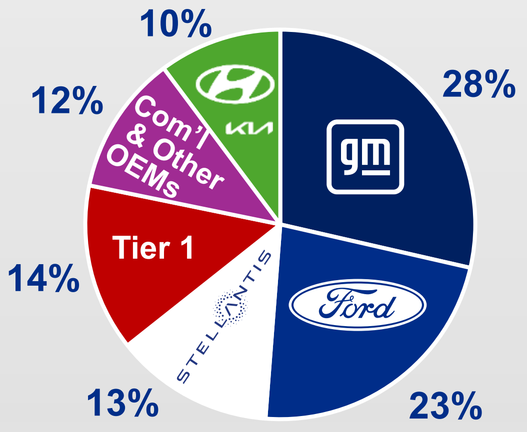
STRATTEC™

Delivering Innovative, Comprehensive, Highly Engineered Solutions for the Automotive Industry

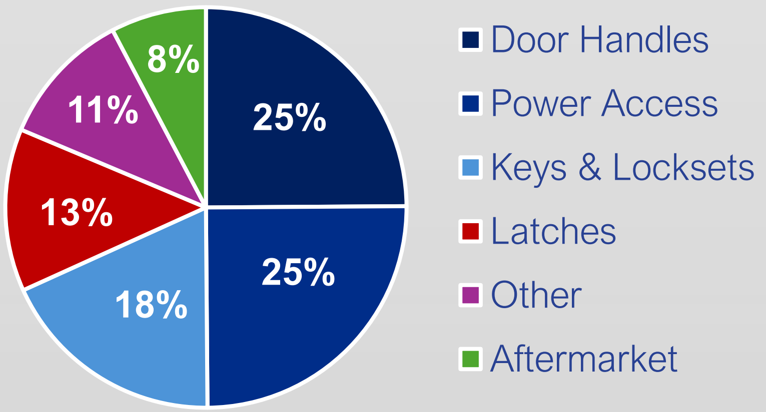
Highly Engineered Products for Leading OEMs

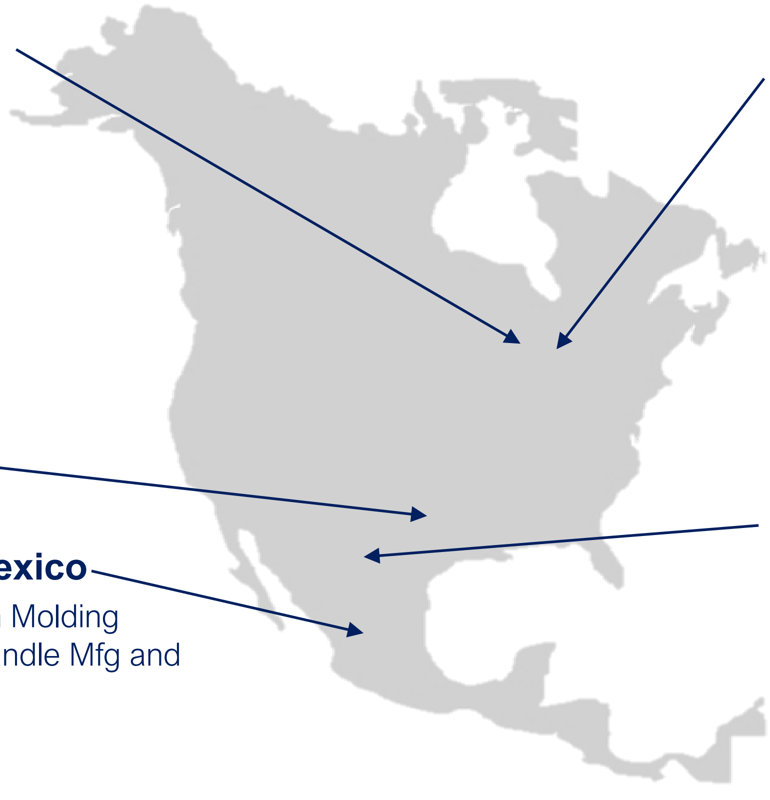
TTM Q1 FY26 REVENUE: $578.4M

SALES BY CUSTOMER



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
- Injection Molding
- Asembly
- Quality Control and Inspection
- Zinc Die Cast
- Stamping
- Plating
- Painting
- PCBA Manufacturing

STRATTEC™

Transforming Strattec: Building a Better Business

Building the Team

- New Leadership Team
- Increasing talent in 2nd and 3rd tiers of organization
- Breaking down organizational silos
- Culture shift to increasing innovation, enhancing collaboration and driving for results with focus on customers

Driving to Operational Excellence

- Established a Business Operating System
- Reduced headcount 15% in FY25 for $5M in savings
- Further restructured Mexico operations for additional $1M in savings
- Continuously evaluating cost structure

Leveraging Value Proposition

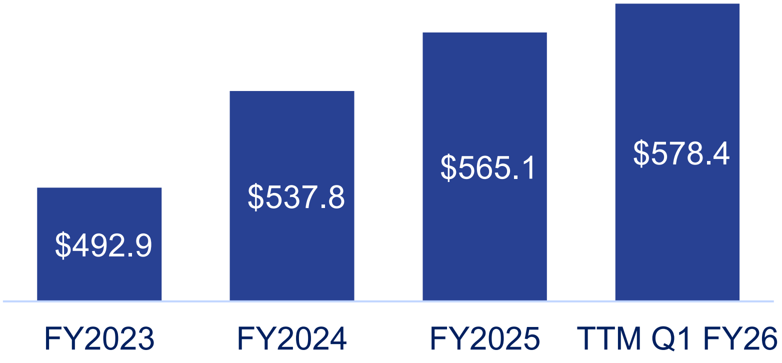
- Captured $8 million in annualized pricing in FY2025
- Expand customer base with initial focus on North America
- Engaged in opportunities for model years 2029 and beyond

Executing Modernization

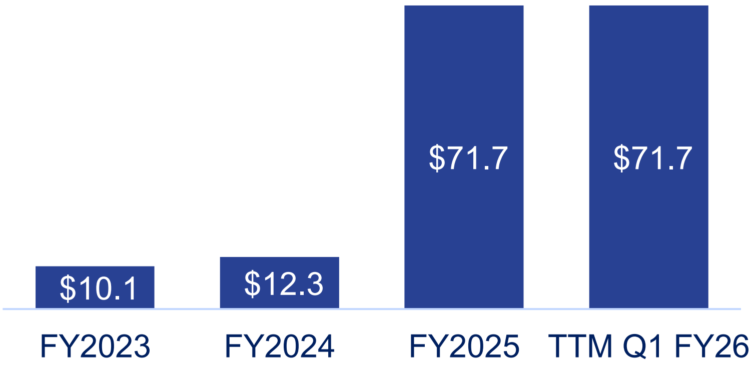
- Sale/leaseback to adapt space to needs
- Move HQ to enable collaboration
- Enhance IT capabilities and action IT systems advances
- Increase automation

Actions Deliver Results

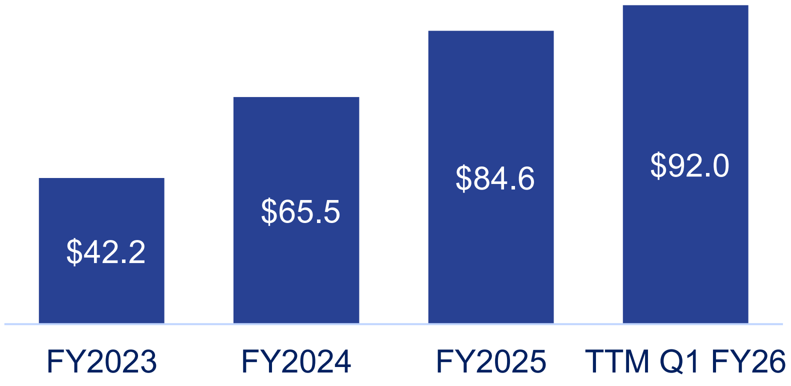
REVENUE



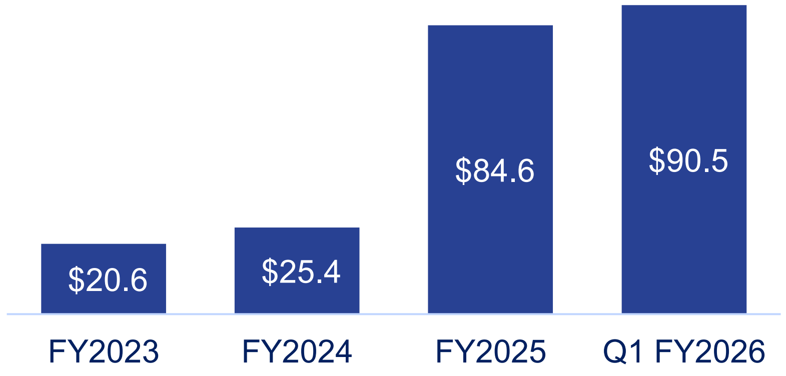
CASH FROM OPERATIONS



GROSS PROFIT AND MARGIN



CASH AND EQUIVALENTS



We have been making steady progress improving the organization despite the tumult of tariffs. We will keep advancing our strategic initiatives and flex accordingly through current industry turmoil.

Prioritizing Product Portfolio Composition

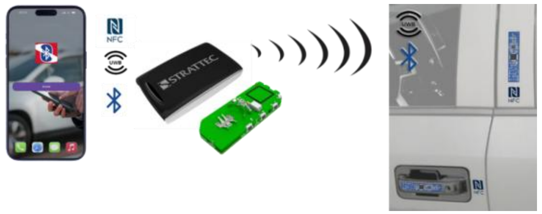
Security & Authorization

Passive Entry
Passive Start
Systems

Locksets &
Steering
Column Locks

Key Fobs &
Start Stop
Buttons

Digital Key Fob



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

PRIORITIZED GROWTH

LEGACY CONTINUITY

Innovating to Drive Growth: Power Access

POWER TAILGATE

LIFT GATE

LIFT GATE + SLIDING DOOR

Leading Position in Power Access

- Vehicle power access trends:
  - Premium vehicle advancements in automated vehicle access – no touch and low touch
  - Extending access points: passenger doors, tailgates, liftgates, frunks
  - Proliferate to mainstream
- Strattec advantages:
  - Electronics engineering: circuitry architecture knowledge that communicates with vehicle's ECU
  - Software engineering: programming experience for addressing design elements and requirements
  - System capability: Seamless experience across mechanical, electrical and software components
  - Manufacturing: system experience; quality and reliability

Innovating to Drive Growth: Digital Keys & Security

- What is a digital key fob?
  - A virtual key using Bluetooth, UWB or NFC connection technology
  - Integrates with a smartphone app
  - Consumers continue to request a fob
- Why evolving to digital key fob?
  - OEMs upstaging access experience for users
  - Critical to security: RF fobs' security is compromised
  - Physical transferability for other users (kids, valet, fleet, vehicle service, etc.)
- Strattec advantages:
  - Delivers aesthetic design appeal while packaging the latest electronic solutions
  - Software engineering: cyber security, battery life, integration into vehicle systems
  - Electronics engineering: circuitry architecture to package and that meets fit, form and function
  - USMCA Manufacturing

Near-term Headwinds, Outlook, & Strategic Initiatives

(as of October 30, 2025)

REVENUE: Supply chain expected to impact Q2 FY26

- Aluminum fire and semiconductor chip shortage constrains production in the quarter and possibly into Q3 FY26
- Sales linked to OEM production rates and U.S. SAAR

MARGINS: Headwinds with industry disruption for Q2 FY26

- Recent actions to help weather short-term storm
- Once clarity from customers will take necessary actions
- Long term goal remains 18% to 20% gross margin

CASH GENERATION: Normalized

- Q1 FY2026 cash from operations approximates a normalized run rate

ADVANCING TRANSFORMATION

- Focusing on new platform launches for 2029 model year and beyond
- Modernization actions in production processes
- Initiating sale/leaseback approach with Milwaukee facility

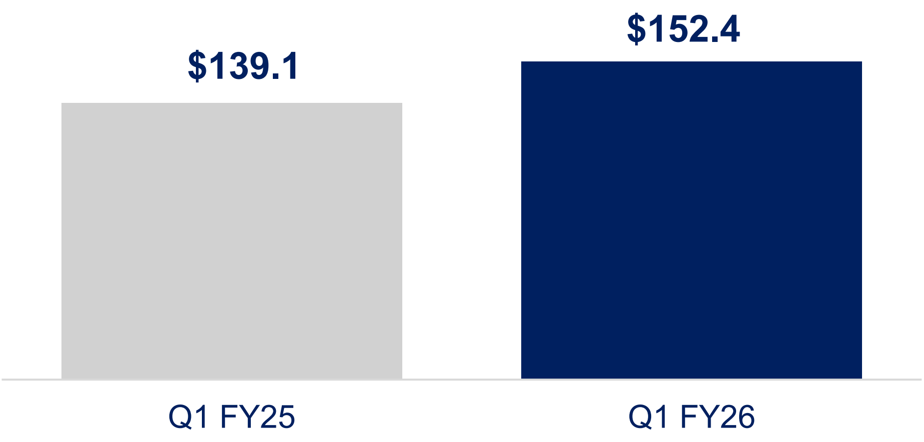
Financial Review

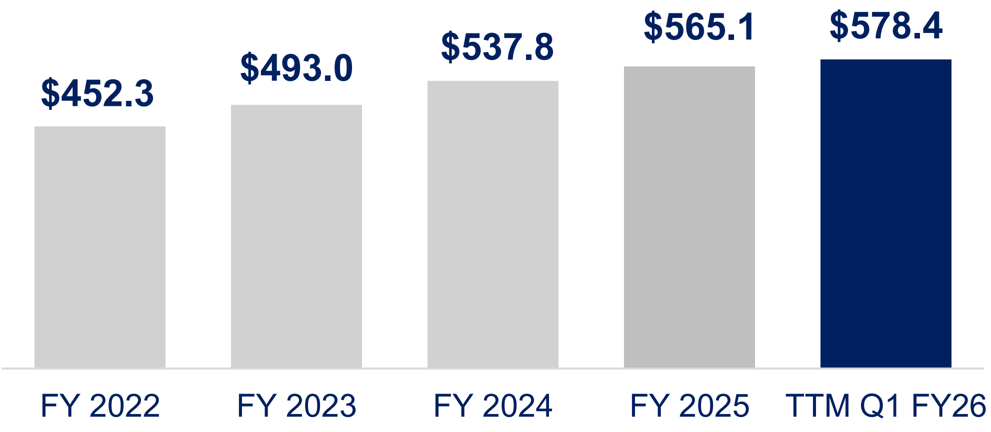
Progress demonstrated in margin expansion and cash generation

Strong Customer Relationships & Diverse Products

NET SALES GROWTH

($ in millions)





Q1 FY26 net sales up $13.3 million, or 9.6%

+ $4.3 higher demand on existing platforms
+ $3.9 million of pricing benefits
+ $3.0 million favorable sales mix
+ $2.1 million net new program launches

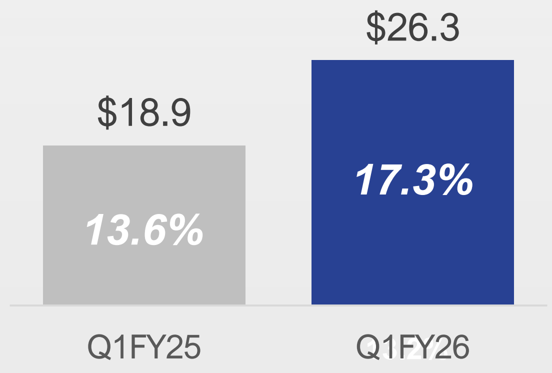
Steady Growth

+ New product launches
+ More content on key platforms with higher demand
+ Pricing
- Lower build rates, production disruptions

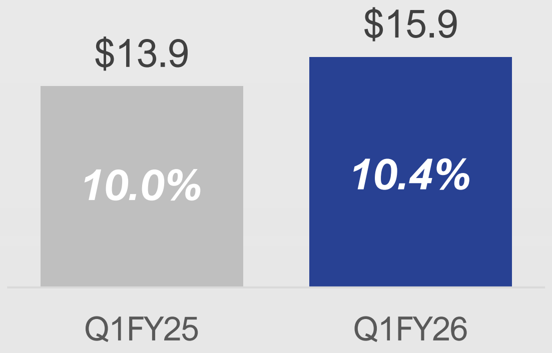
Expanding Gross Margin and Managing SAE[1]

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

GROSS PROFIT & MARGIN



SAE & % OF SALES



Q1 FY26 Gross Margin Expanded 370 Basis Points Y/Y

+ Pricing actions, higher production volume, and restructuring savings drove improvement
+ $1.3 million in restructuring savings contributed to efficiency gains and offset cost inflation
+ Favorable volume leverage and operational discipline continued to support margin expansion, partially offset by:
  - $1.1 million in higher labor costs in Mexico
  - $0.5 million FX headwind

SAE[1] expenses increased $2.0 million to $15.9 million, or 10.4% of sales, compared with 10.0% in the prior-year period

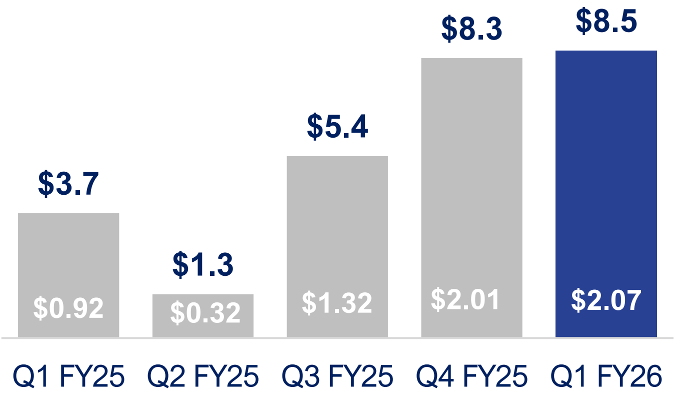
- $0.5 million increase in equity compensation costs
- $0.9 million investment in talent
- $0.4 million in business-transformation costs
- Partially offset by $0.8 million lower executive transition costs

[1] *Selling, administrative and engineering expenses*

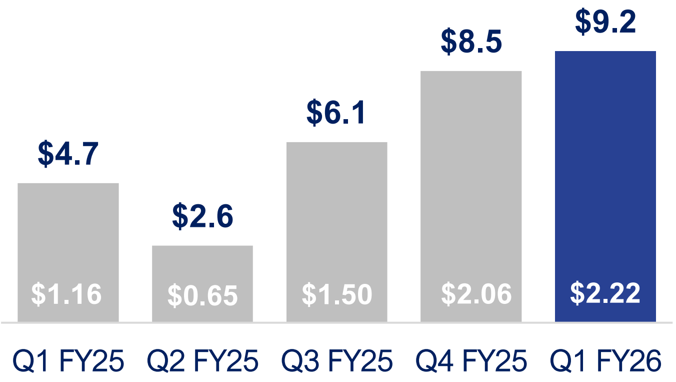
Enhanced Earnings Power

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

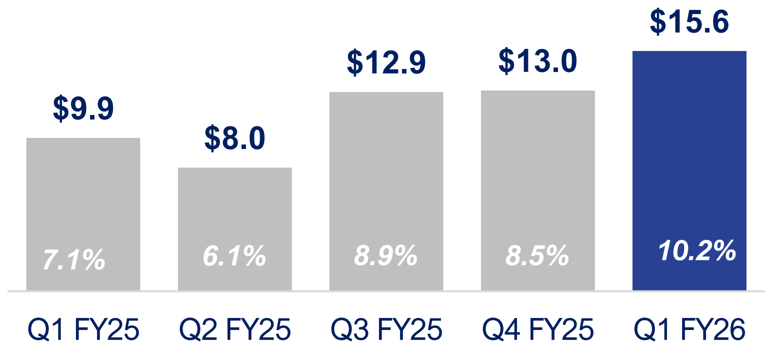
NET INCOME[1] (QTR)



ADJ. NET INCOME[2] (QTR)



ADJ. EBITDA[2] & MARGIN (QTR)



Net Income[1] up 130% y/y

- Reflects margin expansion and cost management

Adj. EPS[2] grew 91% y/y

- Reflects continued margin expansion and cost-discipline progress

Adj. EBITDA[2] margin expanded 310 basis points y/y

- Up $5.7 million over prior-year, driven by pricing, volume and efficiency gains

[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.

STRATTEC™

Strong Cash Generation & Capital Flexibility

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

CAPITALIZATION		
	June 29, 2025	September 28, 2025
Cash and cash equivalents	$ 84.6	$ 90.5
Total debt	8.0	5.0
Shareholders' equity	246.4	255.8
Total capitalization	**$ 254.4**	**$ 260.8**
Debt / total capitalization	3.1%	1.9%

CASH FLOW			
	Q1 FY 2025	Q4 FY 2025	Q1 FY 2026
Cash from operations	$ 11.3	$ 30.2	$ 11.3
CapEX	2.1	(3.0)	(1.5)
Free cash flow (FCF)[1]	**$9.2**	**$ 27.3**	**$ 9.8**

Cash flow from operations of $11.3 million

- Continued strong cash earnings and disciplined working-capital management
- Total debt reduced to $5.0 million, reflecting continued reductions on joint venture credit facility

Enhanced financial flexibility

- New $40 million revolving credit facility signed October 2025 extending maturity to 2028 (SOFR +1.50%)
- Provides ample liquidity to fund operations, transformation, and growth initiatives

Capital priorities

- Support organic growth and new customer programs
- Continue investing in automation and process modernization
- Maintain balance-sheet strength and preserve flexibility amid variable industry conditions
- Initiate M&A consideration framework

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

Strattec Investment Rationale

1. Delivering improving financial results from transformation progress
2. Strengthening commercial initiatives for 2029 & beyond model years
3. Improving operational efficiency through modernization, rightsizing, process improvement
4. Established new team and talent to execute change
4. Strong balance sheet and cash generation to support transformation & weather industry challenges

Q&A

STRATTEC™

Nasdaq: STRT

Supplemental Slides

October 2025

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Served Customer Vehicles

The vehicles listed here 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	OHI Automotive
Atech Motorsports	Kiekert	Shinchang Industry
Brose	Magna	Stabilus
Edscha	Marquardt Group	Tokai Rika Group
GECOM Corp	Mitsuba	U-Shin Ltd.
Honda Lock	Novares	Valeo
HUF Group		

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				$ 152,399
Adjustments:			-							
Retroactive FY23 one-time pricing recovery	-	-	-	-	-	-				-
Adjusted Sales (Non-GAAP)	139,052	129,919	144,082	152,013	565,066	152,399	-	-	-	152,399
ADJUSTED EBITDA:										
Net income attributable to Strattec (GAAP)	$ 3,703	$ 1,319	$ 5,396	$ 8,267	$ 18,685	$ 8,529				$ 8,529
Net income (loss) attributable to non-controlling interest	45	79	315	(205)	234	8				8
Income tax expense	1,498	405	1,644	2,170	5,717	2,356				2,356
Other (income) expense, net	(129)	482	16	(1,189)	(820)	275				275
Interest income	(349)	(408)	(529)	(753)	(2,039)	(877)				(877)
Interest expense	295	257	243	212	1,007	156				156
Income from operations	5,063	2,134	7,085	8,502	22,784	10,447	-	-	-	10,447
Adjustments:										
Depreciation	3,662	3,544	3,746	3,812	$ 14,764	3,785				$ 3,785
Non-cash stock-based compensation	188	891	760	887	2,726	669				669
Restructuring and similar charges	-	265	809	(676)	398	-				-
Executive transition costs	941	921	214	(17)	2,058	136				136
Business transformation costs	74	215	259	479	1,027	514				514
	4,865	5,836	5,788	4,485	20,974	5,104	-	-	-	5,104
Adjusted EBITDA (Non-GAAP)	$ 9,928	$ 7,970	$ 12,873	$ 12,987	$ 43,758	$ 15,551	$ -	$ -	$ -	$ 15,551
Adjusted EBITDA as a % of Net Sales	7.1%	6.1%	8.9%	8.5%	7.7%	10.2%				10.2%

Reconciliation of GAAP to Non-GAAP Financial Measures

($ in thousands, except per share data)

	Fiscal 2025					Fiscal 2026				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
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				$ 8,529
Adjustments:										
Restructuring and similar charges	-	265	809	(676)	398	570				570
Executive transition costs	1,224	1,225	214	115	2,778	136				136
Business transformation costs	74	215	259	479	1,027	514				514
Non-controlling interest impact on above adjustments	-	-	(160)	160	-	(196)				(196)
Tax effect on above adjustments	(292)	(384)	(376)	107	(945)	(383)				(383)
	1,006	1,321	746	185	3,258	641	-	-	-	641
Adjusted Net Income/(Loss) attributable to Strattec (Non-GAAP)	$ 4,709	$ 2,640	$ 6,142	$ 8,452	$ 21,943	$ 9,170	$ -	$ -	$ -	$ 9,170
Weighted Average Basic Shares Outstanding	4,005	4,035	4,039	4,039	4,030	4,054				4,054
Weighted Average Diluted Shares Outstanding	4,046	4,070	4,085	4,105	4,076	4,127				4,127
Diluted earnings per share (GAAP)	$ 0.92	$ 0.32	$ 1.32	$ 2.01	$ 4.58	$ 2.07				$ 2.07
Adjusted earnings/(loss) per share (Non-GAAP)	$ 1.16	$ 0.65	$ 1.50	$ 2.06	$ 5.38	$ 2.22				$ 2.22

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November 3, 2025 | Nasdaq: STRT

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