



Nasdaq: ALNT

June 25, 2025

Northland Growth Conference

Dick Warzala
Chairman, President & CEO

Jim Michaud
Chief Financial Officer

SAFE HARBOR STATEMENT

The statements in this presentation that relate to future plans, events or performance are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include, without limitation, any statement that may predict, forecast, indicate, or imply future results, performance, or achievements. Examples of forward-looking statements include, among others, statements the Company makes regarding expected savings from restructuring and simplifying actions, the cost of implementing such actions, operating results, expectations for the level of sales for the next several quarters, the Company’s belief that it has sufficient liquidity to fund its business operations, and expectations with respect to the conversion of backlog to sales. Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they are based only on the Company’s current beliefs, expectations and assumptions regarding the future of the Company’s business, future plans and strategies, projections, anticipated events and trends, the economy and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict and many of which are outside of the Company’s control. The Company’s actual results and financial condition may differ materially from those indicated in the forward-looking statements. Therefore, you should not rely on any of these forward-looking statements. Important factors that could cause our actual results and financial condition to differ materially from those indicated in the forward-looking statements include, among others, general economic and business conditions, conditions affecting the industries served by the Company and its subsidiaries, conditions affecting the Company’s customers and suppliers, competitor responses to the Company’s products and services, the overall market acceptance of such products and services, the pace of bookings relative to shipments, the ability to expand into new markets and geographic regions, the success in acquiring new business, the impact of changes in income tax rates or policies, commercial activity and demand across our and our customers’ businesses, global supply chains, the prices of our securities and the achievement of our strategic objectives, the ability to attract and retain qualified personnel, the ability to successfully integrate an acquired business into our business model without substantial costs, delays, or problems, and other factors disclosed in the Company’s periodic reports filed with the Securities and Exchange Commission. Any forward-looking statement speaks only as of the date on which it is made. New risks and uncertainties arise over time, and it is not possible for us to predict the occurrence of those matters or the manner in which they may affect us. The Company has no obligation or intent to release publicly any revisions to any forward-looking statements, whether as a result of new information, future events, or otherwise.

This presentation will discuss some non-GAAP financial measures, which the Company believes are useful in evaluating our performance. You should not consider the presentation of this additional information in isolation or as a substitute for results prepared in accordance with GAAP. The Company has provided reconciliations of comparable GAAP to non-GAAP measures in tables found in the Supplemental Information portion of this presentation.

GLOBAL ENGINEERING & MANUFACTURING COMPANY

A family of companies driven by the same goal:

To act as one team to Connect What Matters and provide the most robust, reliable, and high-value products and systems in Motion, Controls, and Power

Founded: 1939		IPO: 1969		Nasdaq: ALNT	
Market Capitalization	\$582 million	AVG Daily \$ Volume (3 mos.)	\$2.6 million		
Recent Closing Price	\$34.36	Annual Dividend / Yield	\$0.12 / 0.4%		
52 Week Low-High	\$16.91 - \$35.18	Institutional Ownership	68%		
Shares Outstanding	16.9 million	Insider Ownership	16%		

Market data as of June 18, 2025, Source: FactSet; Shares Outstanding as of May 7, 2025; Ownership as of most recent filing.

VIA: DEFINES OUR CULTURE



DEVELOPED OUR STRATEGY

Aligned the entire company to achieve our strategic goals and objectives



A technology/know-how company that will drive long-term global growth, both organically and through complementary strategic acquisitions



Pursue “niche” target markets where we can achieve a leadership position



Innovate leading edge products and solutions to meet the emerging needs of our served target markets

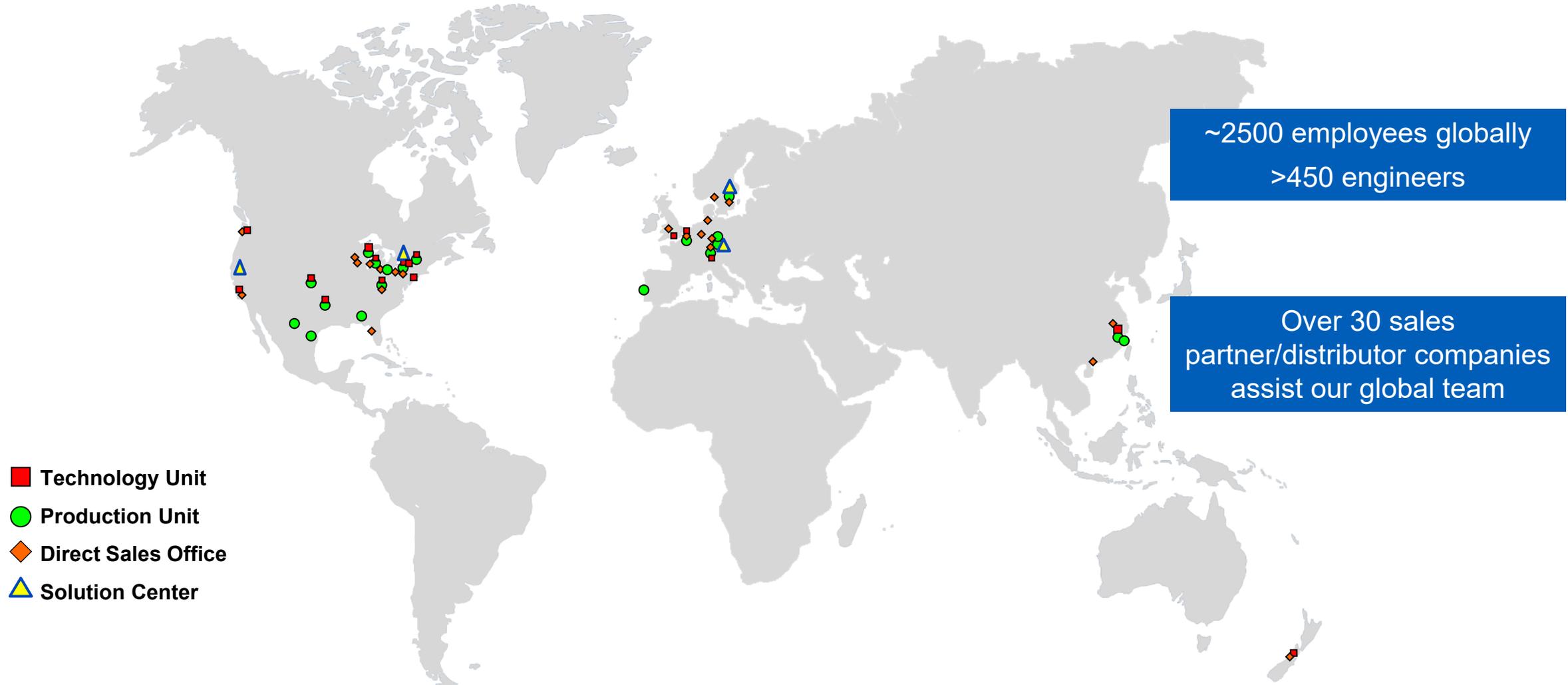


Develop a culture of lean (AST) to create value in everything we do to continuously improve company performance



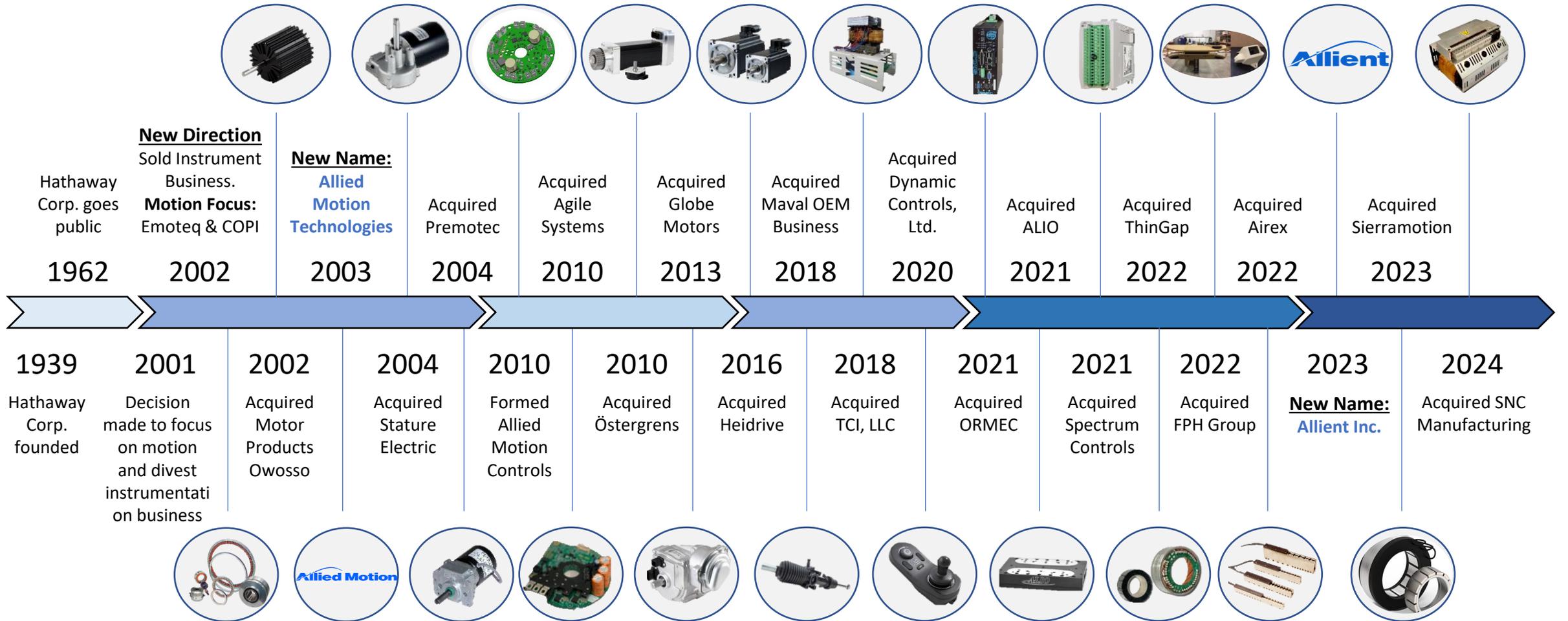
Train and develop our talent utilizing our AST tool kit and to help foster our One-Team approach to business

ONE-TEAM GLOBAL PRESENCE



M&A SUPPLEMENTED OUR GROWTH

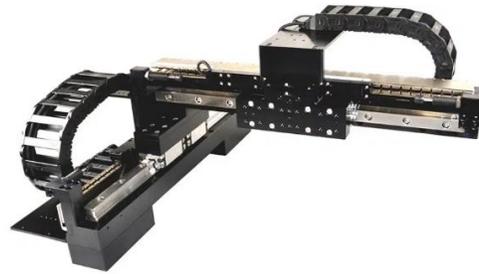
Completed 18 complementary acquisitions over 20+ years



COMPETITIVE ADVANTAGE THROUGH SYSTEM SOLUTIONS



Automated GPS-Guided Vehicle Steering Module with Torque Motor, Integrated Servo Drive with CAN Bus



Cartesian Robot Systems with Integrated Linear Motors, Single and Multi-Axis Drives and Controls



Synchronized Multi-axis Motion controllers, drives and actuation systems.



Lightweight composites, Electric Direct Drive Motors and Motor Systems for Ground Based Vehicles and Platforms



Hybrid Hexapod Systems with Integrated Linear Motors, Drives and Controls for multi-axis point precision



Highly Customized, customer specific, mission critical solutions - Custom Control, Drive, Software and Electromechanical Solutions

System capabilities evolve with strategic acquisitions

Building blocks include controls, drives, motors, gearing and feedback, light weighting and electrification technologies

System capabilities range from vehicle steering systems and motors with integrated drive electronics to nano-precision motion systems and ground-based vehicle electrification and light weighting

THE NEW NEXUS

*Allied Nexus Technologies (Allient) - Captures the value opportunity that exists by **Connecting** our three technology pillars: Motion, Controls and Power*

Allient is a natural evolution of our company building on the success of our well-defined growth strategy

Environmental and **Social** responsibility built-in

Market Focus provides more comprehensive solutions for a rapidly expanding set of opportunities in our key target markets

Replicate our growth and success in the Motion industry to an even broader base within the Controls and Power industries

The Market Opportunity: Serviceable available market is double vs. Motion only



MARKET FOCUSED

Unique products and technologies in Motion, Controls and Power



Allient
CONNECTING what matters

Allied Motion
TAM: \$48.3 Billion
SAM: \$17.7 Billion

Allied Controls
TAM: \$26.8 Billion
SAM: \$7.25 Billion

Allied Power
TAM: \$23.9 Billion
SAM: \$6.5 Billion

Target Vertical Market Development

Utilize: Technology from several TU's

Maintain: TU integrity

Improve: Single point of contact for the customer

Create vertical leadership team

Assign program responsibility

Assign technical team

Develop dynamic tailored marketing materials

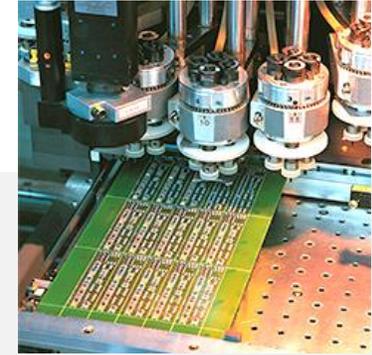
Each unit have P&L Responsibility – Ensures Ownership and Accountability

TARGET MARKET: INDUSTRIAL

47% of TTM Q1 2025 sales

Markets

Factory automation, material handling, robotics, industrial tools, semiconductor equipment, Oil & Gas, data centers



Applications

- Material handling including manned and unmanned vehicle steering and traction and conveyors
- Industrial and specialized robots
- Power quality, power conversion and electrical transformers
- Welding wire feeders, conduit benders and a host of "jobsite" tools
- Handling, inspection and testing of components and final products, such as PCs and high resolution printers



TARGET MARKET: VEHICLE

18% of TTM Q1 2025 sales

Markets

Off- and on-road construction and agricultural equipment, trucks, buses, RVs, lift trucks, marine, recreational (ATVs) and utility vehicles



Applications

- Electronic power steering and drive-by-wire applications
- Traction / drive systems, pumps, automated and remotely guided power steering systems
- Actuation systems (e.g., lifts, slide-outs, covers, etc.)
- Mobile HVAC systems
- Alternative fuel systems such as LPG, fuel cell and hybrid vehicles

TARGET MARKET: MEDICAL

15% of TTM Q1 2025 sales

Markets

Medical devices and equipment, surgical robotics, patient handling and medical mobility



Applications

- Medical Instrumentation: Surgical robots, kidney dialysis machines, respiratory ventilators, heart pumps
- Programmable pumps to meter and administer infusions, pain control and antibiotics
- Advanced, autoclavable surgical handpiece motors
- Global leader for motors in prosthetics
- Patient Mobility: Wheel chairs, scooters, stair lifts, patient lifts, transport tables and hospital beds



TARGET MARKET: AEROSPACE & DEFENSE

15% of TTM Q1 2025 sales

Markets

Commercial aviation, aerospace systems, defense systems, unmanned aerial vehicles, NASA



Applications

- Inertial guided missiles, mid-range smart munitions systems
- Weapons systems, ramp, latch, seat and wiper control on armored personnel carriers
- Lightweight composites for ground based vehicles
- Security and access control, camera systems, door access control
- Airport screening and scanning devices



MEGA TECHNOLOGY TRENDS

Electrification



Electrification supplanting internal combustion engines and hydraulics systems

Global adoption of electrification for defense systems and land, sea and air transportation

Energy Efficiency

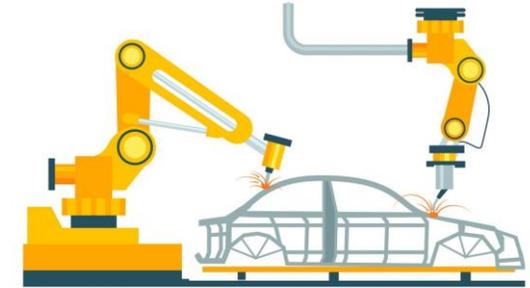


Massive effort to reduce energy consumption

Reduces operating costs

Minimizes carbon footprint

Industrial Automation



Addresses challenging labor environment

Advances reshoring efforts

Drives efficiency and productivity

SIMPLIFY TO ACCELERATE NOW

Cost reduction and profit enhancing initiatives to help offset top-line pressure

Key Strategic Actions

- Realign and right-size our footprint to better align with our markets and customers.
- Simplify customer interactions – make it easier for customers to do business with Allient.
- Reinforce lean manufacturing disciplines throughout the Company to accelerate margin expansion.
- Elevate our product development pace and reduce time to market.

Achieved \$10 million in annualized savings in 2024

Goal is to reduce annualized costs another \$6 to \$7 million in 2025

Announced the Dothan Machining Center of Excellence

Recognized \$2.0M in restructuring and business realignment costs in 2024; \$1.5M in Q1 25

Continuing to identify new opportunities to enhance operational efficiency and cost structure

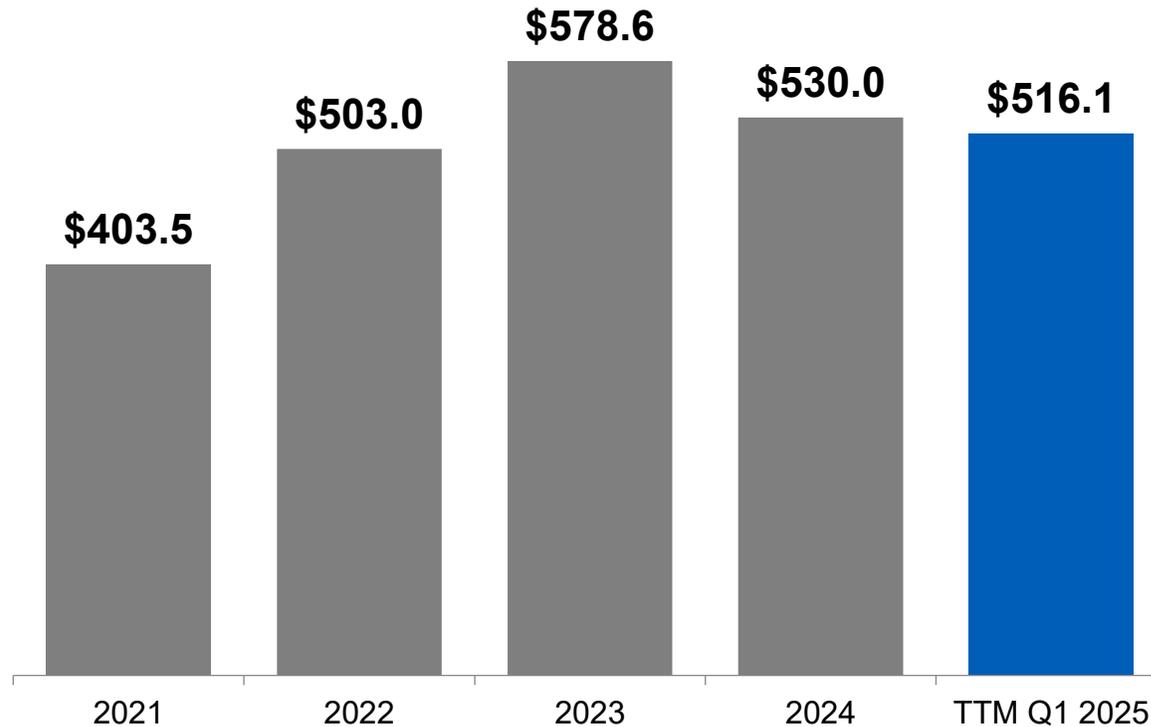


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Financial Highlights

REVENUE

(\$ in millions)



Navigating softness in industrial (destocking) and vehicle (reduction in demand)

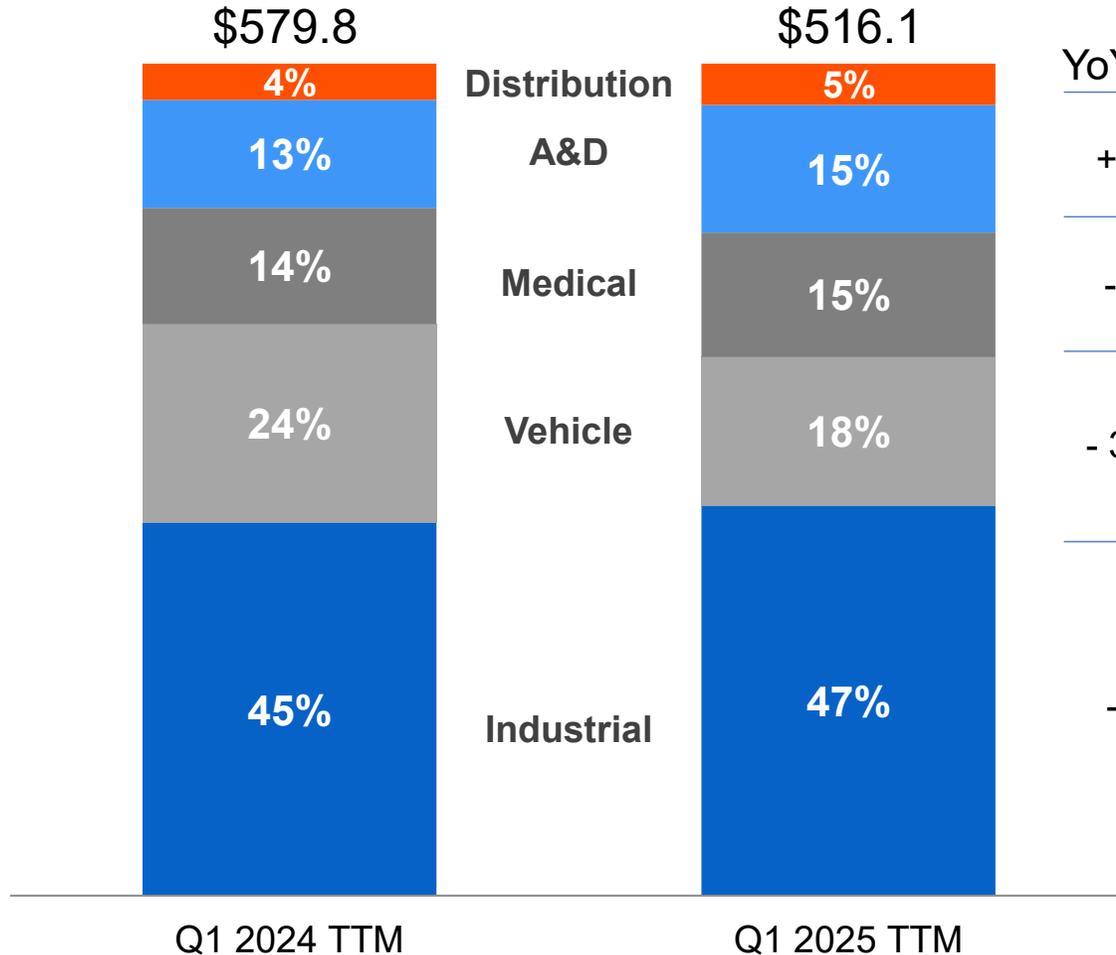
Acquisitions

- SNC Manufacturing *Jan 2024*
- Sierramotion *Sept 2023*
- Airex *June 2022*
- FPH *May 2022*
- ThinGap *May 2022*
- Spectrum Controls *Dec 2021*
- ALIO *Nov 2021*
- ORMEC Systems *Nov 2021*

DIVERSIFIED REVENUE MIX (TTM)

(\$ in millions)

Revenue by Market



Q1 2024 TTM

Q1 2025 TTM

NOTE: Components may not add to totals due to rounding

YoY Change and Market Drivers

+ 8% Reflects defense and space program timing

- 2% Higher surgical related demand offset by softness in pump-related products

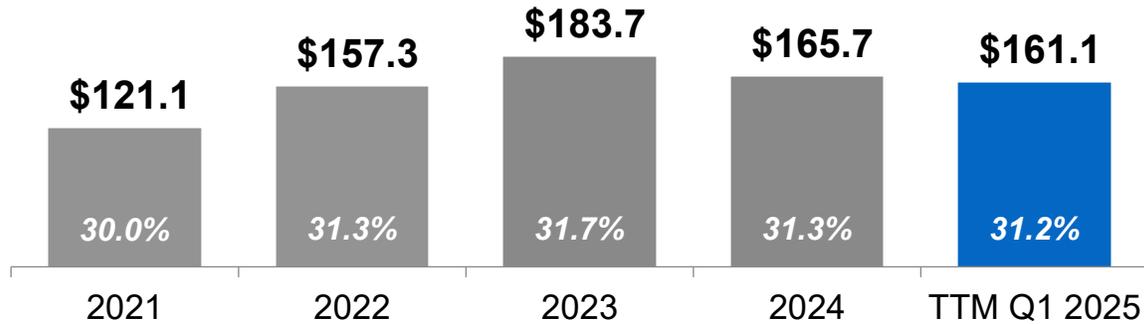
- 34% Reduced demand in powersports

- 8% Higher demand for power quality solutions for HVAC / data center markets, material handling, and semiconductor equipment offset by lower industrial automation due to inventory destocking by our largest customer

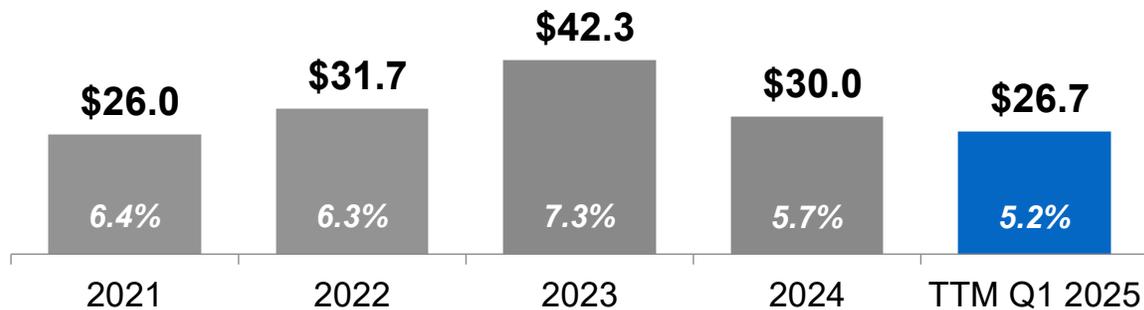
GROSS PROFIT & OPERATING INCOME

(\$ in millions)

Gross Profit & Margin



Operating Profit & Margin



Q1 25 gross margin impacts

- + Favorable Mix
- + Lean tool kit (AST)
- + Simplify to Accelerate NOW
- Lower volume

Recognized \$2.0M in restructuring and business realignment costs in 2024; \$1.5M in Q1 25

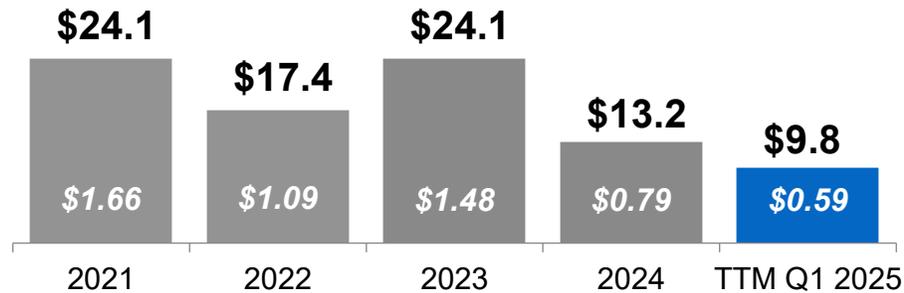
General & administrative 10.7%
of TTM Q1 2025 sales

Engineering & development 7.4%
of TTM Q1 2025 sales

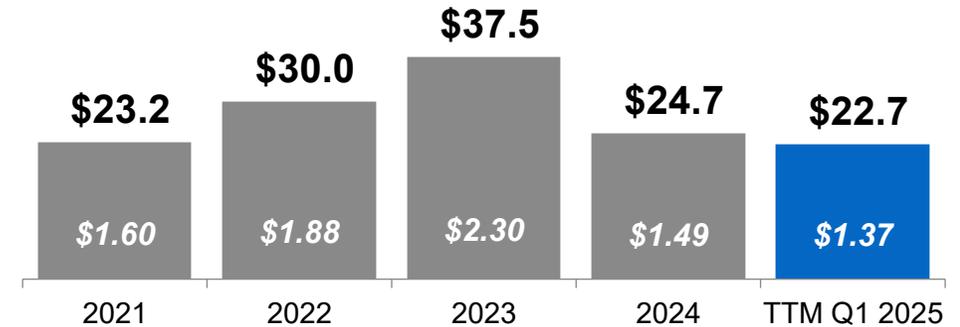
NET INCOME & ADJUSTED EBITDA

(\$ in millions, except per share data)

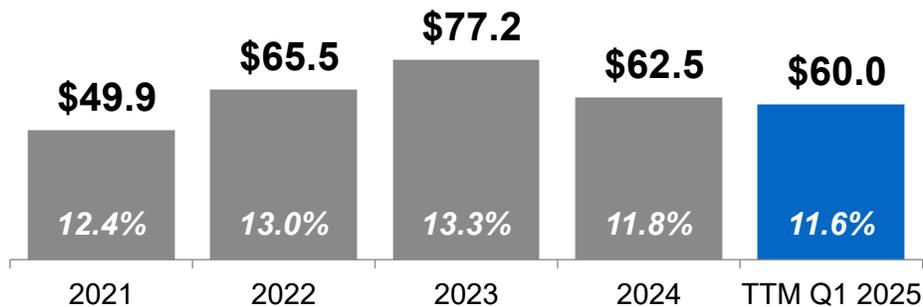
GAAP Net Income & EPS



Adjusted Net Income & Adjusted EPS¹



Adjusted EBITDA & Margin²



Expect income tax rate for full year 2025 to be ~21% to 23%

Adjusted net income excludes amortization of intangible assets related to acquisitions, acquisition and integration-related costs, restructuring and business realignment costs, and other non-recurring items

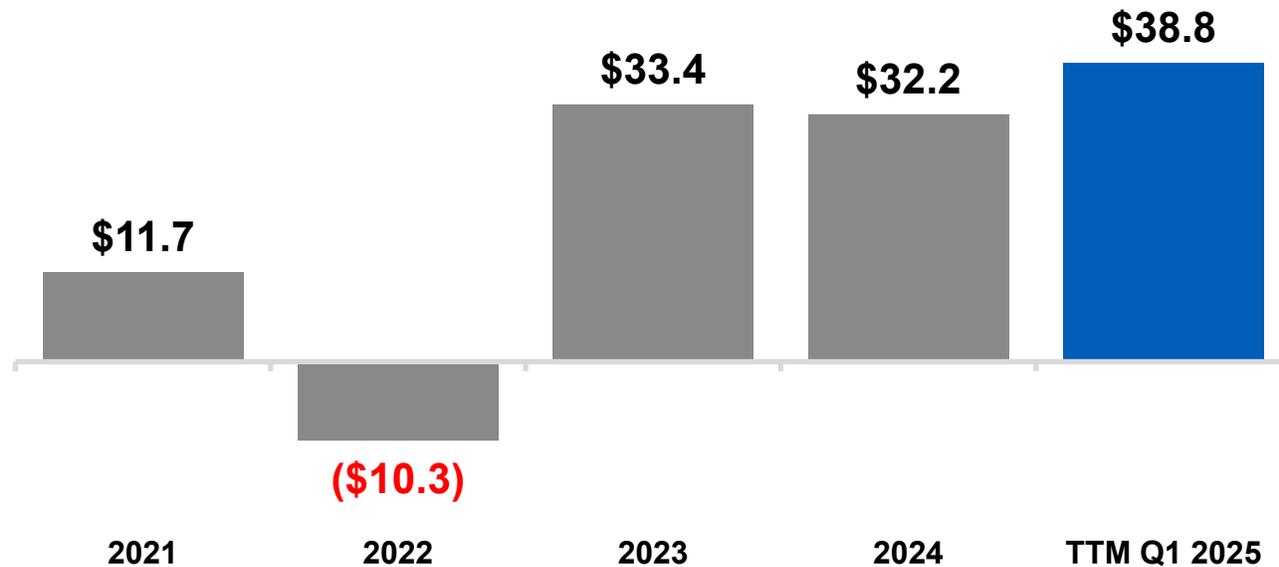
2021 GAAP net income reflects a net discrete tax benefit of \$7.4 million relating to legislation enacted in New Zealand

(1) See supplemental slide for Adjusted Net Income reconciliation and other important disclaimers regarding Adjusted Net Income.

(2) See supplemental slide for Adjusted EBITDA reconciliation and other important disclaimers regarding Adjusted EBITDA.

CASH GENERATION

Free Cash Flow¹ (in millions)



FY25 CapEx Expectation: \$10 million – \$12 million²

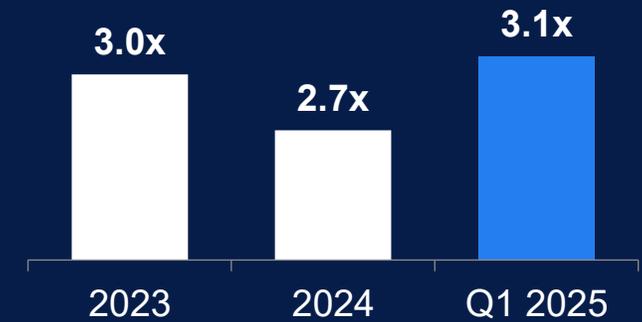
(1) Free cash flow is a non-GAAP metric defined as cash flow from operations less capital expenditures

(2) 2025 CapEx expectation provided on May 8, 2025

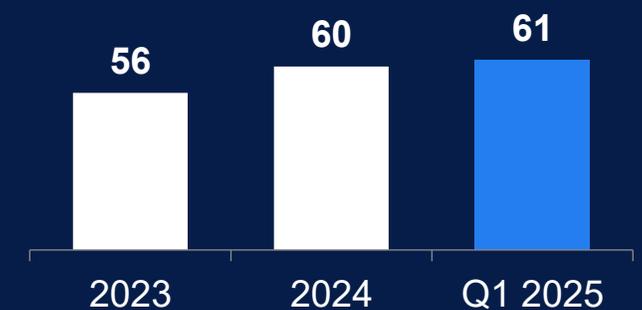
2025 Financial priorities:

1. Reduce inventory and strengthen working capital management
2. Take out costs
3. Reduce debt

Inventory Turnover



Days Sales Outstanding



BALANCE SHEET

(\$ in millions)

CAPITALIZATION		
	Mar 31, 2025	Dec 31, 2024
Cash and cash equivalents	\$ 47.8	\$ 36.1
Total debt	222.2	224.2
Total net debt	174.4	188.1
Shareholders' equity	272.8	264.9
Total capitalization	\$ 495.0	\$ 489.0
Debt/total capitalization	44.9%	45.8%
Net debt/net total capitalization	39.0%	41.5%
Leverage Ratio ¹	2.91x	3.01x

Cash balance up 32%

Debt down \$2.0M sequentially

Net debt reduced \$13.6M

Bank leverage ratio² of 3.56x at quarter end

¹ Leverage ratio calculated as total net debt divided by trailing twelve months of Adjusted EBITDA. See supplemental slides for reconciliations.

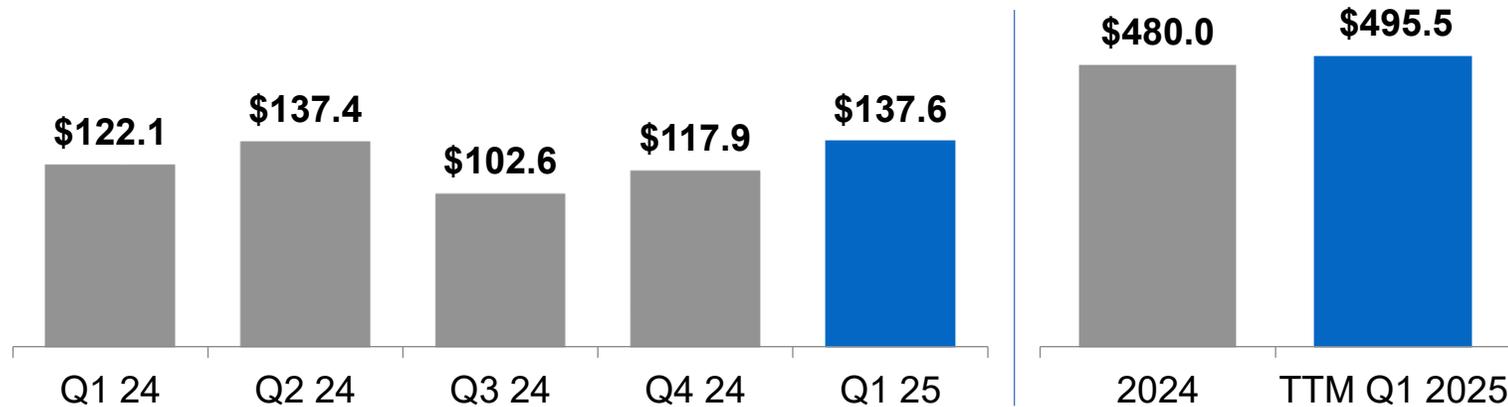
² Bank leverage ratio calculated in accordance with the Company's credit agreement, which amongst other items excludes foreign cash.

NOTE: Components may not add up to totals due to rounding

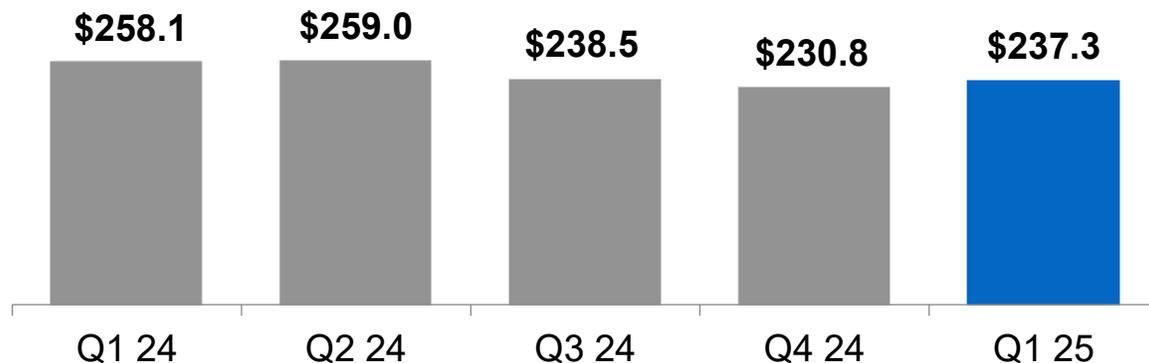
ORDERS AND BACKLOG

(\$ in millions)

Orders



Backlog



Q1 25 orders up 17% sequentially driven by strength in power quality and A&D; up 13% YoY

Q1 25 Book:Bill 1.04x

Backlog up 3% sequentially; YoY change reflects customer inventory rebalancing and adverse foreign currency exchange rate impacts

Majority of backlog to ship in three to nine months

OUTLOOK¹ - DRIVING GROWTH THROUGH STRATEGIC ALIGNMENT AND OPERATIONAL EXCELLENCE



Adapting to a Complex Global Landscape: Proactively managing risks tied to evolving tariffs and rare earth trade constraints with agile and resilient operations

Executing Simplify to Accelerate NOW Initiatives:

- Aligning operations more closely with customer needs
- Managing Dothan Machining Center transition complexities with focused execution; initial benefits expected late 2025

Driving Operating Leverage: Maintaining cost discipline and driving efficiency to enhance profitability and long-term performance

Market Outlook: Challenging conditions persist and anticipated through 1H 2025

Financial Priorities: Ongoing focus on cash conversion and debt reduction to strengthen financial flexibility

⁽¹⁾ Outlook provided on May 8, 2025



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Supplemental Information

WIDE BREADTH OF TECHNOLOGIES

Linear Motion Systems



Slotless Motor Kits



Universal Gateway



Wheelchair Control System



Brushless Drives



Industrial Control Transformers



Active Harmonic Filter



Brushless Motor-Drives



Passive Harmonic Filter



Brushless Servo Motors



Optical Encoders



Permanent-Magnet DC Motors



Brushless Torque Motors



Gear Motors



Motion Controllers: single-axis & multi-axis

Drives: Integrated & Stand-Alone

Motors: Brushless and Brushed DC

Gearing: Parallel, Inline, Right Angle & Epicyclic

Encoders: Incremental & Absolute

Active (electronic) and passive (magnetic) filters for power quality and harmonic issues

Electrical transformers

Industrial safety rated I/O Modules, Universal Industrial Communications Gateways

Nano precision positioning systems

ALLIENT LOCATIONS

Amherst, NY	Worldwide Headquarters; Solution Center; Electronic Design & Manufacturing
Amherst, NY; Oakville, ON; Ferndown, England; Porto, Portugal	Global Engineering Team (GET) Design & Development Centers
Tulsa, OK (Emoteq Corp.)	Design & Manufacture: Motors and Optical Encoders
Owosso, MI (Motor Products Corp.)	Design and Technical Support: Motors
Watertown, NY (Stature Electric)	Design & Manufacture: Gearing and Geared Motion Solutions; Mechanical Steering System Components
Dordrecht, The Netherlands (Premotec)	Design & Manufacture: Motors
Stockholm, Sweden (Östergrens)	Market Based Engineering and Design Center, GET support, Solution Center
Changzhou, China	Production Center, Solution Center, Motor Design
Dayton, OH (Globe Motors)	Market Based Engineering and Design Center; GET support
Dothan, AL (Globe Motors)	Production Center
Reynosa, Mexico (Globe Motors)	Production Center
Porto, Portugal (Globe Motors)	Production Center, GET Location
Kelheim, Germany (Heidrive GmbH)	Designer and Manufacture: Motors and Motion systems, Solution Center
Mrakov, Czech Republic (Heidrive GmbH)	Production Center
Germantown, WI (TCI, LLC)	Design & Manufacture: Power Filter and Conversion Solutions
Christchurch, New Zealand (Dynamic Controls Group)	Design & Development Center
Kidderminster, England (Dynamic Controls Group)	Sales and Technical Support
Suzhou, China (Dynamic Controls Group)	Manufacturer: Control systems and components
Rochester, NY (ORMEC Systems Corp.)	Design & Manufacture: Electro-mechanical Automation Solutions
Arvada, CO (ALIO Industries)	Design & Manufacture: Nano-Precision Motion Systems
Bellevue, WA (Spectrum Controls)	Design & Manufacture: Industrial I/O and Universal Communications Gateway solutions
Camarillo, CA (ThinGap)	Design & Manufacture: Zero Cogging Slotless Motors
London, Ontario and Roseville, MI (FPH Group)	Design & Manufacture: Electrical Drive Systems and Light Weighting Technologies
Loomis, CA (Sierramotion)	Design & Manufacture: Motion Components and Mechatronic Solutions
Oshkosh, WI (SNC Manufacturing)	Design & Manufacture: Electromagnetic Components and Equipment
Acuna, Mexico (SNC Manufacturing)	Production Center

CORPORATE LEADERSHIP

Dick Warzala, *Chairman of the Board, President and CEO*

- Joined 2002, appointed CEO in 2009, Chairman in 2014
- Previously, President, Motion Components Group, Danaher Corporation; held various positions at American Precision Industries Inc., including Corporate Vice President and President, API Motion Division
- More than 30 years of motion industry experience

Jim Michaud, *Senior Vice President and Chief Financial Officer*

Steve Warzala, *President of Allient Defense, Chief Growth Officer, Corporate Vice President*

Ashish Bendre, *Vice President and Group President*

Alex Collichio, *General Counsel and Chief Administrative Officer*

Rob Mastromattei, *Chief Commercial Officer*

Ken May, *Chief Technology Officer & Vice President*

Helmut Pirthauer, *Vice President and Group President*

Geoff Rondeau, *Vice President of Operational Excellence*

COMPETITION

Our products and solutions are sold into a global market with a large and diverse group of competitors that vary by product, geography, industry and application.

The motion control market is highly fragmented; some larger competitors include:

- Ametek
- Regal Rexnord (*acquired Altra Industrial Motion Corp – March 2023*)
- Parker Hannifin Corporation

Unlike many of our competitors, we are unique in our ability to provide custom-engineered solutions that integrate the products we manufacture.

ADJUSTED NET INCOME AND EPS RECONCILIATION (UNAUDITED)

(\$ in thousands, except per share data)

	For twelve months ended				
	Dec 31, 2021	Dec 31, 2022	Dec 31, 2023	Dec 31, 2024	Mar 31, 2025
Net income	\$ 24,094	\$ 17,389	\$ 24,097	\$ 13,166	\$ 9,821
Non-GAAP adjustments, net of tax ⁽¹⁾					
Discrete income tax benefit	(7,373)	-	-	-	-
Amortization of intangible assets – net	4,938	9,812	9,752	9,726	9,632
Foreign currency gain/loss – net	18	228	223	(64)	547
Acquisition and integration-related costs – net	998	645	2,344	341	68
Restructuring and business realignment costs – net	-	1,897	1,042	1,510	2,658
Income tax valuation allowance	506	-	-	-	-
Non-GAAP Adjusted Net Income	\$ 23,181	\$ 29,971	\$ 37,458	\$ 24,679	\$ 22,726
Average Diluted Shares Outstanding	14,517	15,951	16,272	16,603	16,638
Diluted earnings per share – GAAP	\$1.66	\$1.09	\$1.48	\$0.79	\$0.59
Diluted earnings per share – Non-GAAP	\$1.60	\$1.88	\$2.30	\$1.49	\$1.37

(1) Applies a blended federal, state, and foreign tax rate of approximately 21% for 2023 and 23% for the other periods applicable to the non-GAAP adjustments.

Adjusted net income and diluted EPS are defined as net income as reported, adjusted for certain items, including amortization of intangible assets and unusual non-recurring items. Adjusted net income and diluted EPS are not a measure determined in accordance with GAAP in the United States, and may not be comparable to the measure as used by other companies. Nevertheless, the Company believes that providing non-GAAP information, such as adjusted net income and diluted EPS are important for investors and other readers of the Company's financial statements and assists in understanding the comparison of the current quarter's and current year's net income and diluted EPS to the historical periods' net income and diluted EPS.

NOTE: Components may not add up to totals due to rounding

ADJUSTED EBITDA RECONCILIATION (UNAUDITED)

(\$ in thousands)

For twelve months ended

	Dec 31, 2021	Dec 31, 2022	Dec 31, 2023	Dec 31, 2024	Mar 31, 2025
Net income	\$ 24,094	\$ 17,389	\$ 24,097	\$ 13,166	\$ 9,821
Interest expense	3,236	7,692	12,383	13,296	13,543
Provision (benefit) for income taxes	(981)	6,292	5,603	3,692	2,676
Depreciation and amortization	18,307	25,486	25,068	25,891	25,787
EBITDA	\$ 44,656	\$ 56,859	\$ 67,151	\$ 56,045	\$ 51,827
Stock compensation expense	4,161	5,073	5,477	4,147	3,856
Foreign currency loss (gain)	21	298	281	(83)	714
Acquisition and integration-related costs	1,299	842	2,958	445	88
Restructuring and business realignment costs	-	2,477	1,317	1,971	3,470
Adjusted EBITDA	\$ 50,137	\$ 65,549	\$ 77,184	\$ 62,525	\$ 59,955
Revenue	\$ 403,516	\$ 502,988	\$ 578,634	\$ 529,968	\$ 516,058
Adjusted EBITDA Margin	12.4%	13.0%	13.3%	11.8%	11.6%

In addition to reporting revenue and net income, which are U.S. generally accepted accounting principle (“GAAP”) measures, the Company presents EBITDA and Adjusted EBITDA (earnings before interest, income taxes, depreciation and amortization, stock-based compensation expense, acquisition and integration-related costs, restructuring and business realignment costs, and foreign currency gains/losses), which are non-GAAP measures. The Company believes EBITDA and Adjusted EBITDA are often a useful measure of a Company’s operating performance and are a significant basis used by the Company’s management to evaluate and compare the core operating performance of its business from period to period by removing the impact of the capital structure (interest), tangible and intangible asset base (depreciation and amortization), taxes, stock-based compensation expense, acquisition and integration-related costs, restructuring and business realignment costs, foreign currency gains/losses on short-term assets and liabilities, and other items that are not indicative of the Company’s core operating performance. EBITDA and Adjusted EBITDA do not represent and should not be considered as an alternative to net income, operating income, net cash provided by operating activities or any other measure for determining operating performance or liquidity that is calculated in accordance with GAAP.

TOTAL NET DEBT AND LEVERAGE RATIO RECONCILIATION

(\$ in thousands)

	March 31, 2025		December 31, 2024	
Total debt	\$	222,202	\$	224,177
Less: cash and cash equivalents	\$	47,753	\$	36,102
Total net debt (Non-GAAP)	\$	174,449	\$	188,075
TTM Adjusted EBITDA (Non-GAAP)	\$	59,955	\$	62,525
Leverage Ratio (Non-GAAP)		2.91		3.01

We believe that total net debt and leverage ratio provide meaningful measures of liquidity and a useful basis for assessing our ability to fund our activities, including the financing of acquisitions and debt repayments. Total net debt is calculated as total debt less cash and cash equivalents. Leverage ratio is total net debt divided by adjusted EBITDA for the trailing twelve months.



Nasdaq: ALNT

For More Information:

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