



AMETEK Inclusion Strategy

One of AMETEK's core values focuses on fostering a culture of inclusion where every employee is valued and respected for their unique experiences and perspectives. We believe that a diverse workforce and an inclusive environment are critical to the continued growth and success of the Company. As a global organization, we have seen firsthand that the innovation needed to solve our customers' biggest challenges can only come from employees that are fully engaged, committed, and bring their own unique perspectives. It is our goal to use the power of inclusion to deliver outstanding business results.

Our Executive Management oversees our specific inclusion initiatives including:

- A rigorous annual Leadership Development process that includes a focus on initiatives to drive an inclusive culture across our Company which includes oversight from Executive Management and AMETEK's Board of Directors.
- Broad candidate slates for external salaried openings, including Executive Management and Board of Director appointments.
- Expanded college recruiting efforts to increase exposure to a wider range of candidates.
- Key manager performance goals include inclusion initiatives.
- Periodic training programs aimed at improving management skills through inclusion training.
- The AMETEK Inclusion Council which provides educational content, mentoring, community outreach, and workforce communications that celebrate both the common bonds that we share in the AMETEK culture as well as the unique differences that make our organization so strong.
- Utilize the AMETEK Foundation to support organizations focused on underserved members of the communities where we live and work.