



AMETEK's Human Capital Management

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 have diverse perspectives and backgrounds. Our Board regularly receives updates and presentations on key culture topics, including ESG, compliance, diversity and inclusion, and employee development and succession.

Our human capital management focuses on the following priorities:

Leadership Development

- AMETEK's management team reviews the key talent across our company annually and assesses the adequacy of its talent to meet business challenges and future growth needs. A major area of focus is a review of diversity progress and specific initiatives to increase the diversity of our company.
- The review process is a high priority for senior management, who are involved in reviewing each Division and Business Unit's leadership development and succession plans:
 - Each Division presents its plan to the responsible Group President and the Chief Administrative Officer. A similar review is held in our corporate office with the corporate department leaders.
 - Specific employee retention plans are identified with particular focus on female and minority employees.
 - An individual development and career plan is completed for each employee, outlining specific development and training needs of both the short and long term, as well as a track of potential future positions.
 - The leadership development process focuses on the individual development of employees in order to maximize their career potential, as well as succession plans for each management position.

Talent Acquisition and Onboarding

- We measure and regularly report on a number of quantitative human capital statistics including diversity, turnover, succession planning effectiveness, time to fill, diverse candidate slates, internal promotion rates and other key metrics. Progress in these areas is included in our HR leadership team's annual goals.

Engagement and Retention

- Each employee is provided with annual performance goals which are reviewed at year end in a face-to-face performance review with their manager.
- Employee feedback is actively encouraged through an open door policy for all managers, regular town hall/all hands meetings, executive presentations with Q&A sessions, a regular CEO podcast for all employees, and a Hotline that can be used to report more serious matters. We also monitor third party company rating websites such as Glassdoor to keep abreast of employee sentiment.