



Diversity & Inclusion Statement

At AMETEK, we are working to foster Diversity and Inclusion globally, throughout all levels of our organization. AMETEK's Diversity and Inclusion Strategy can be found on this link, [AMETEK Diversity and Inclusion Strategy](#).

AMETEK's Board is comprised of directors with diverse skills, backgrounds, and experiences. Additionally, 33% of our current directors are women, one of the highest levels in our industry. This structure promotes healthy conversation and different perspectives on our company's future, which permeate throughout the entire organization.

Given the company's global nature and diverse customer base, we seek to promote a strong balance across our workforce by implementing programs to increase the number of women and minorities in various functions throughout the organization. It is our goal to use the power of diversity to deliver outstanding business results.

We believe that a diverse workforce and an inclusive environment are critical to the continued growth and success of the company. We seek to hire, develop, and retain individuals who embrace and thrive in our performance-based, entrepreneurial culture.

AMETEK's unique decentralized business model provides our employees with a high level of autonomy and tremendous opportunity to contribute at a high level, even early on in their career. We are united by our common spirit of collaboration, creativity, and innovation, backed by the power of a large, global company.

Talent Acquisition and Onboarding

Our businesses strive to build robust talent pipelines through wide-reaching recruitment initiatives across our 30-country geographic footprint. To further our diversity strategy, we have initiatives and management focused on outreach to female and minority candidates throughout the recruitment process. To support these efforts, we have taken the following steps:

- We require diverse candidate slates for external salaried openings, including Executive Management and Board of Director appointments
- We require that at least one diverse candidate be interviewed by the hiring manager for all such positions globally
- We have been growing the finance collegiate talent program as a pipeline for future leaders with half of the latest class of new hires being diverse candidates and are planning a similar program for talented engineering graduates.

Leadership Development

Our leadership development process nurtures our diverse talent through formal training programs, mentoring relationships, and participation in business processes that are core to our AMETEK Growth Model. This helps to ensure employees of all backgrounds have ample opportunities to grow into leadership positions while learning AMETEK's culture and processes.

At the core of our leadership development process is an annual review of each business' organization, the development plan for each employee as well as succession planning for key roles. Annual leadership reviews are held at each AMETEK business and with the executive leadership team. We actively work to ensure female and minority candidates are considered as part of this process.

We have several programs specifically designed to ready our employees for future leadership roles:

AMETEK University:

This event is attended by business managers and high-potential employees nominated by AMETEK's executives. Each AMETEK University class includes a diverse group of employees from multiple countries, with diverse backgrounds, experience, and functional expertise. AMETEK University curriculum includes our history, culture, and business processes as well as collaborative team-based events. It is also an outstanding opportunity for participants to interact with their peers from around the world and with the AMETEK executive leadership team, who are actively involved in delivering the program from start to finish.

Financial Management Program:

This program offers recent finance and accounting graduates a three-year, immersive experience in which they develop leadership skills through rotational field assignments, classroom training, mentoring, and networking events. Successful completion of the program prepares them for future leadership roles within AMETEK's finance functions. Program participants represent diverse backgrounds and perspectives. We are planning a similar program for recent STEM graduates.

Engagement and Retention

We have an unwavering commitment to provide an inclusive environment for our colleagues, where all employees feel valued and that their voice is heard. One action we have taken recently is to provide hiring managers with training focused on improved hiring decisions and better leadership of diverse teams. Additionally, AMETEK has taken a company-wide approach to providing ongoing training for its employees that fosters a respectful and inclusive work environment.

We have an active Inclusion Council, which drives initiatives focused on mentorship, education and career guidance. Our council reinforces our commitment to an inclusive work environment, where all employees feel comfortable sharing their thoughts ideas and perspectives. We also celebrate and publicly recognize global events throughout the year to showcase our diverse employee groups such as International Women's Engineering Day.

Our council and its committees are voluntary, employee-driven, and open to all AMETEK employees. Our decentralized, performance-driven and inclusive environment constantly challenges our diverse, world-class talent to grow and succeed. This has been a historic driver of AMETEK's success and will remain so in the future. This manifests itself in our 85%+ workforce retention rate — among the highest in our industry.