The Win Strategy™
Our Vision: Engineering Your Success

Goals

Engaged People
- Safety #1
- Environment, Social & Governance
- Ownership – Entrepreneurial
- High Performance Teams & Leaders
- Culture of Kaizen

Customer Experience
- Quality Solutions On Time
- Digital Leadership
- Ease of Doing Business

Profitable Growth
- Strategic Positioning
- Market-Driven Innovation
- System Solutions
- Strong Distribution
- Grow Share
- Acquisitions

Financial Performance
- Simplification
- Lean Enterprise
- Strategic Supply Chain
- Value Pricing

Our Culture & Values

Win Strategy 3.0
June 2022
#1 Motion & Control Company

## Goals

### Engaged People
- Zero Safety Incidents
- Carbon Neutral 2040
- Speed & Agility
- High Performance Teams
- Diversity, Equity & Inclusion
- Engagement > 75%

### Customer Experience
- Likelihood to Recommend
- Customer Dashboards
- Zero Defects
- 98%+ On-Time Delivery
- Best-in-Class Lead Times

### Profitable Growth
- Organic Growth 4-6%
- 20%+ Market Share
- #1, #2 Position Each Business
- Grow Global Distribution
- Increasing New Product Vitality & Gross Margins

### Financial Performance
- Top Quartile Performance
- Year-over-Year Growth in:
  - DNE
  - EPS
- 25% Operating Margin
- 30% MROS
- 15% ROIC
- >100% FCF Conversion
- 16% FCF Margin

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Enabling Engineering Breakthroughs that Lead to a Better Tomorrow