

The Win Strategy™

Our Vision: Engineering Your Success

Goals

Engaged People

STRATEGIES

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

Customer Experience

STRATEGIES

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

Profitable Growth

STRATEGIES

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

Financial Performance

STRATEGIES

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

Our Culture & Values



#1 Motion & Control Company

Goals

Engaged People

MEASURES

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

Customer Experience

MEASURES

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

Profitable Growth

MEASURES

- Organic Growth 4-6%
 - 20%+ Market Share
 - #1, #2 Position Each Business
 - Grow Global Distribution
- 50% DIST  50% OEM
- Increasing New Product Vitality & Gross Margins

Financial Performance

MEASURES

- Top Quartile Performance
- Year-over-Year DNE Growth
- 27% Operating Margin
- 28% EBITDA Margin
- 30%+ MROS
- 10%+ EPS Growth
- 100%+ FCF Conversion
- 17% FCF Margin

Enabling Engineering Breakthroughs
that Lead to a Better Tomorrow