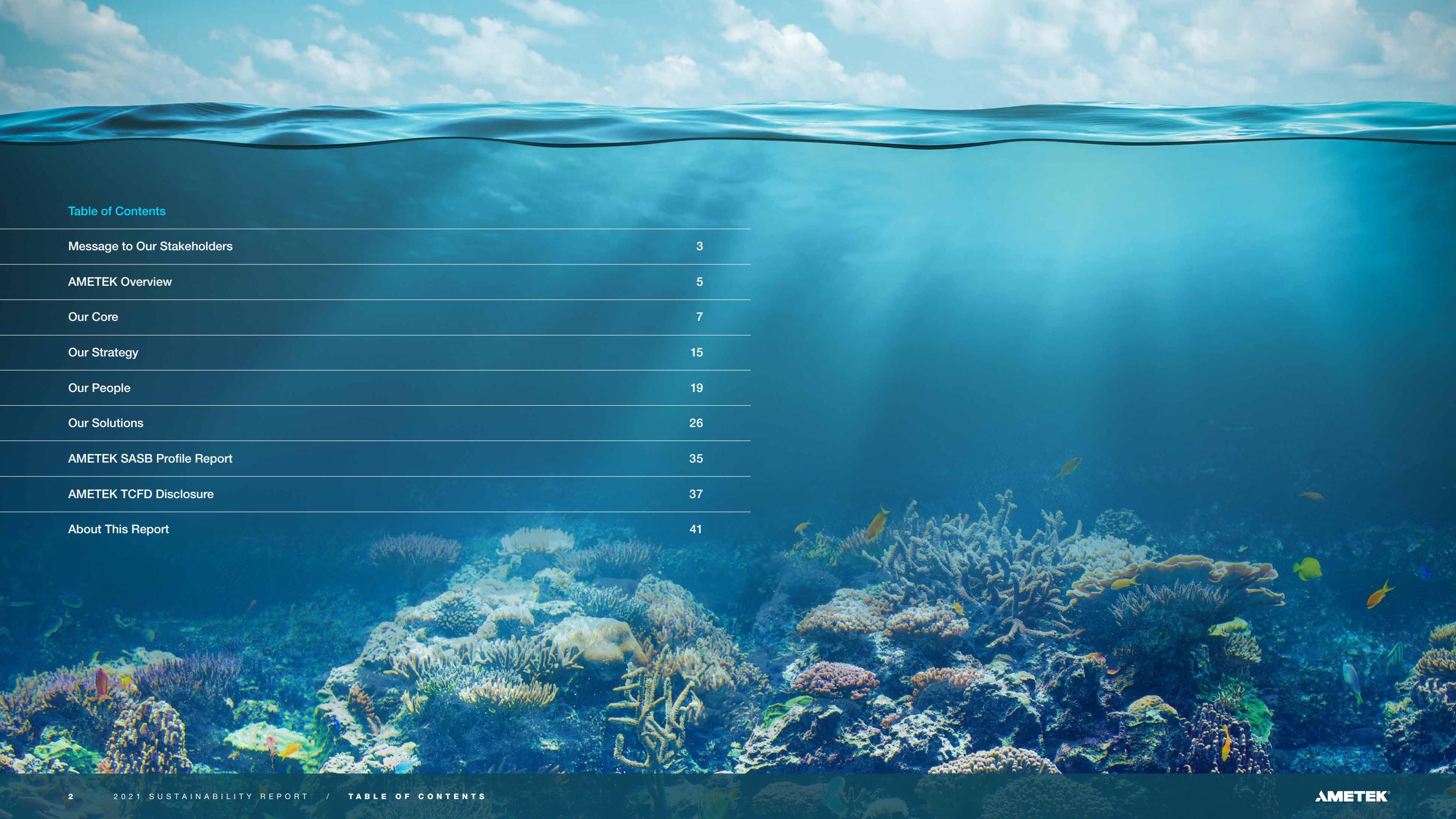


20  
21 | SUSTAINABILITY  
REPORT



The background of the page features a vibrant underwater photograph of a coral reef. Sunlight filters down from the surface in bright rays, illuminating the various types of coral and small, colorful tropical fish swimming around. The water is a deep blue-green color.

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# Message to Our Stakeholders

AMETEK remains focused on creating a sustainable future for our stakeholders. We are proud of the important steps we have taken to further our sustainability efforts. I am pleased to share in this report additional information on our sustainability initiatives, the progress we have made, and the commitments we are making to create a better future for all of our stakeholders.

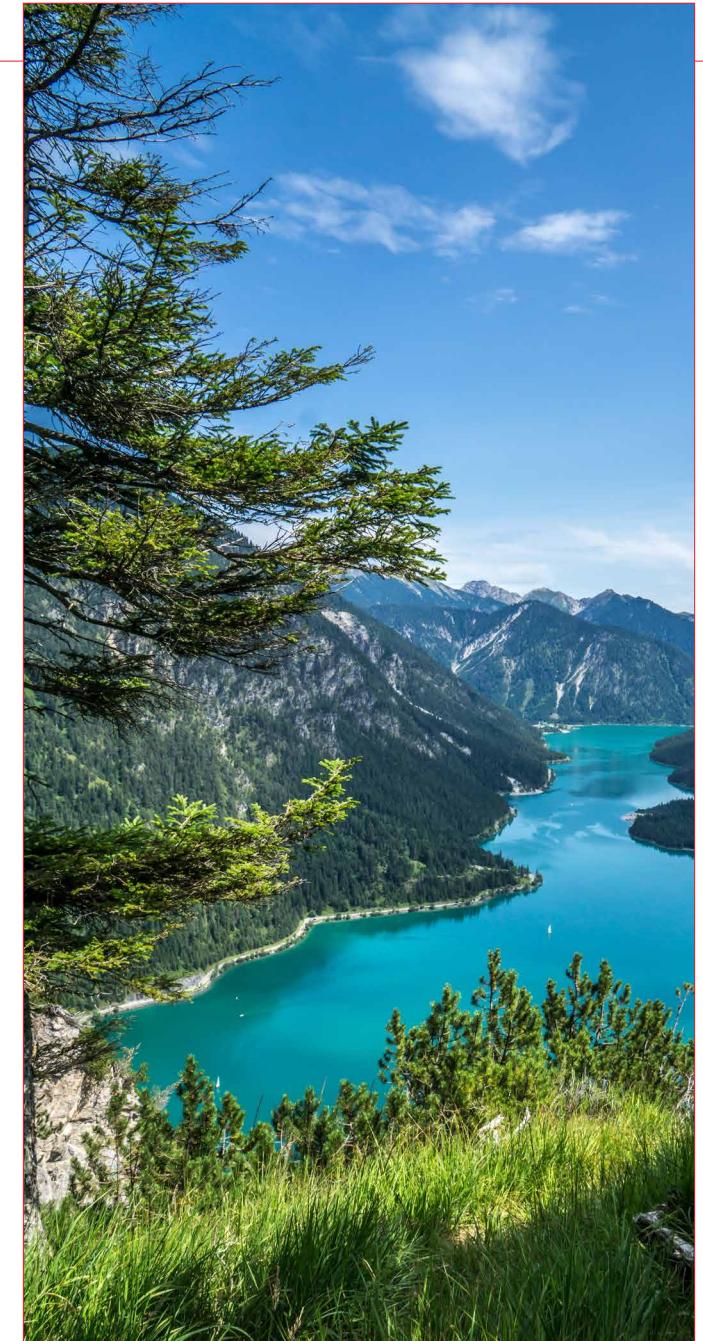


In 2020, we celebrated our 90th anniversary of being listed on the New York Stock Exchange (NYSE). It was a celebration of our long history and the sustainable nature of our company. As we highlighted in our first Sustainability Report published in 2019, AMETEK's success is driven by **Our Core, Our Strategy, Our People, Our Solutions**, and our commitment to doing the right thing in all facets of our business. This year's report provides further detail on each of these areas. We also provide examples of how AMETEK's solutions support our customers' sustainability initiatives by reducing emissions, energy consumption, and waste.

**David A. Zapico**  
Chairman of the Board and  
Chief Executive Officer

AMETEK faced unprecedented challenges brought on by the COVID-19 pandemic. In this report, we highlight our efforts to help ensure the safety and well-being of our employees while also supporting our global customers with essential solutions that helped battle COVID-19 and save lives.

I remain inspired by our employees' dedication to AMETEK's mission of **solving our customers' most complex challenges with differentiated technology solutions**. Our teams' perseverance allowed us to manage the downturn exceptionally well and emerge in an even stronger position to deliver future sustainable growth. This success speaks to the strength and flexibility of the AMETEK Growth Model.





As a result of the pandemic, we accelerated our investments in AMETEK's digital transformation, allowing us to efficiently support and interact with our customers and suppliers. We also continued our investments in the research, development, and engineering of advanced technology solutions that play a critical role in addressing some of the most important issues that impact our daily lives.

As an example, AMETEK Gatan's K3 camera was the first to capture the structural image of the COVID-19 coronavirus spike protein, which provided key data for the development of vaccines and therapeutics.

This past year also served as a powerful reminder that our core values — **Ethics and Integrity, Respect for the Individual, Diversity and Inclusion, Teamwork, and Social Responsibility** — remain the most critical components of our sustainability efforts. We are taking important steps to expand and further these core values. In particular, we are pleased to highlight in this report the results of our diversity hiring and development initiatives.

AMETEK also enhanced its commitment to diversity and inclusion by establishing the African American and Women's Business councils, which are driving

higher levels of employee engagement. We strengthened our focus on social responsibility by expanding our volunteer efforts and increasing our contributions through the AMETEK Foundation, our company's charitable giving arm, to support the communities where we operate.

We took steps to reduce our carbon footprint and began disclosing environmental data including scope 1 and scope 2 emissions data, energy consumption, water usage, and waste output. In 2020, we reduced our absolute, combined scope 1 and scope 2 emissions and energy usage each by 13%. To continue this momentum, we have set an ambitious goal to reduce our greenhouse gas emissions, which is detailed later in this report. Additionally, we developed the Elizabeth R. Varet Sustainability Award to recognize our businesses' efforts to reduce their environmental impact.

To better manage AMETEK's sustainability initiatives, we created a cross-functional team to accelerate progress and identify projects that will help us achieve our sustainability goals. We have aligned our disclosure efforts with the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD) frameworks, which are provided at the end of this report and on our [website](#).

Together, we at AMETEK are making the world a better place for our customers, employees, investors, suppliers and the communities where we operate. We believe our sustainability story is a growth story and appreciate the opportunity to share this important next step in that journey.



A handwritten signature in black ink that reads "David A. Zapico".

**David A. Zapico**

Chairman of the Board and Chief Executive Officer

# AMETEK Overview

AMETEK is a leading global provider of electronic instruments and electromechanical devices that solve some of the world's most complex challenges. In 2020, AMETEK celebrated its 90th anniversary of being listed on the NYSE. Since 1930, AMETEK has delivered strong, sustainable growth for its stakeholders backed by Our Core, Our Strategy, Our People, and Our Solutions.

**AMETEK's Mission:** Solving our customers' most complex challenges with differentiated technology solutions



**AMETEK** is a market-leading provider of differentiated technology solutions serving a broad set of customers in diverse end markets including medical, aerospace and defense, research, automation, power generation, semiconductor, energy, and food and beverage.

AMETEK's businesses are leaders in the niche markets they serve, due to their deep domain expertise and differentiated technology.

AMETEK is truly a global organization with approximately 18,500 employees across more than 150 operating locations in 31 countries. Our diverse, high-performing employees provide our global customer base with differentiated technology solutions.

We operate mostly assembly operations with a focus on final assembly and testing. AMETEK's businesses partner with a broad, global network of suppliers to source components and materials.

While our businesses serve many different end markets, they strategically focus on market segments and applications with attractive, secular growth characteristics.

To capitalize on these important secular growth trends, AMETEK invests heavily in the research, development, and engineering of our next-generation products and solutions. Our deep expertise across the niche markets we serve allows us to develop differentiated technologies that support our customers' unique requirements. In 2021, we expect to spend more than \$300 million on research, development, and engineering (RD&E), which is approximately 5.5% of AMETEK sales. Our vitality index, which reflects sales from new products introduced over the last three years, is nearly 25% of sales, highlighting the sustainable nature of our product portfolio.



Providing Mission-Critical Solutions to the Medical & Healthcare Fields



Developing Solutions for Automation & Manufacturing



Advancing Cutting-Edge Research & Development

#### SECULAR TRENDS SUPPORTING OUR GROWTH



Supporting Next-Generation Aerospace & Defense Platforms



Extending Limits in Test, Measurement & Detection



Ensuring Efficient & Reliable Energy Production & Supply

#### SALES BY REGION



#### KEY FACTS & FIGURES

Global Headquarters:

**Berwyn, PA, USA**

First Year Listed on NYSE:

**1930**

Global Employees:

**18,500**

Operating Locations:

**150+**

Countries with Operations:

**31**

Annualized Sales:

**\$5.5 Billion**

Brands:

**175+**

Acquisitions since 2000:

**89**



# Our Core

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Our Core is the backbone of our long-term, sustainable growth and success. We combine a strong set of values with sound corporate governance and rigorous oversight of compliance and risk management. These characteristics continue to drive our ongoing sustainability efforts.

## AMETEK's Core Values

AMETEK's core values are ingrained across our company and are aligned with the distributed nature of our business model. They are based on doing what is right for our employees, customers, suppliers, investors, and the communities where we operate.

AMETEK's global scale and business structure allow our colleagues to pursue a variety of meaningful opportunities to help further their industry knowledge and advance within the company. The diversity of our workforce encourages team-oriented collaboration and the sharing of new ideas and perspectives to help drive innovation.



### Ethics and Integrity:

Acting with the highest ethical standards is core to who we are. We have built this reputation by developing relationships based on trust and transparency; providing outstanding products and solutions that meet or exceed our customers' expectations; reliably partnering with suppliers; providing growth opportunities for colleagues; delivering outstanding returns for shareholders; and supporting our communities through charitable donations and volunteerism.

### Respect for the Individual:

At AMETEK, we understand that our colleagues are our greatest asset and focus on treating all employees with respect, which includes providing a safe work environment, creating a culture where employees feel comfortable sharing their ideas and perspectives, and offering advancement and development opportunities. We are constantly looking for ways to further enhance our employees' experience and offer opportunities for employees to share their ideas for how to implement meaningful change within the company.

### Diversity and Inclusion:

We believe that diversity and inclusion are critical for our continued growth and success and that the best ideas come from diverse groups of people working together. We continuously strive to create a more diverse and inclusive workplace. Our approach to diversity and inclusion spans the entire employment lifecycle, which includes talent acquisition, learning and development, and retention and engagement. This approach is further detailed in the Our People section.

### Teamwork:

Our success is born from our collaborative spirit. Together, our teams deliver market-leading products through collaboration and sharing of best practices and ideas. Our high-performance teams provide a competitive edge that allows us to succeed in the markets we serve.

### Social Responsibility:

As a global organization, we recognize the positive impact we can make on society. We focus on ensuring that our businesses operate responsibly to minimize their environmental impact. We provide solutions that support our customers' sustainability initiatives by reducing emissions, energy use, and waste. We partner with our suppliers and work to ensure they are operating responsibly. Also, through the AMETEK Foundation, we support charitable organizations that serve the communities where we operate. These efforts are further highlighted in the Our People section.



**AMETEK's sustainability efforts are underpinned by a well-defined set of core values.**

## COVID-19 Response

The COVID-19 pandemic continues to test all our colleagues – both personally and professionally. At the onset of the pandemic, we took immediate actions to support the safety and well-being of our employees. We implemented our pandemic response plan, which provides a framework for our businesses to follow in managing their local facilities. Each AMETEK location established a site-specific response plan consistent with local health and safety guidelines. We continue to adapt the pandemic response plan and safety measures at each facility as the pandemic evolves.

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These measures were established to keep our teams as safe as possible while delivering essential products and solutions to our customers – many of whom are delivering critical solutions for the fight against the pandemic.

## LAND

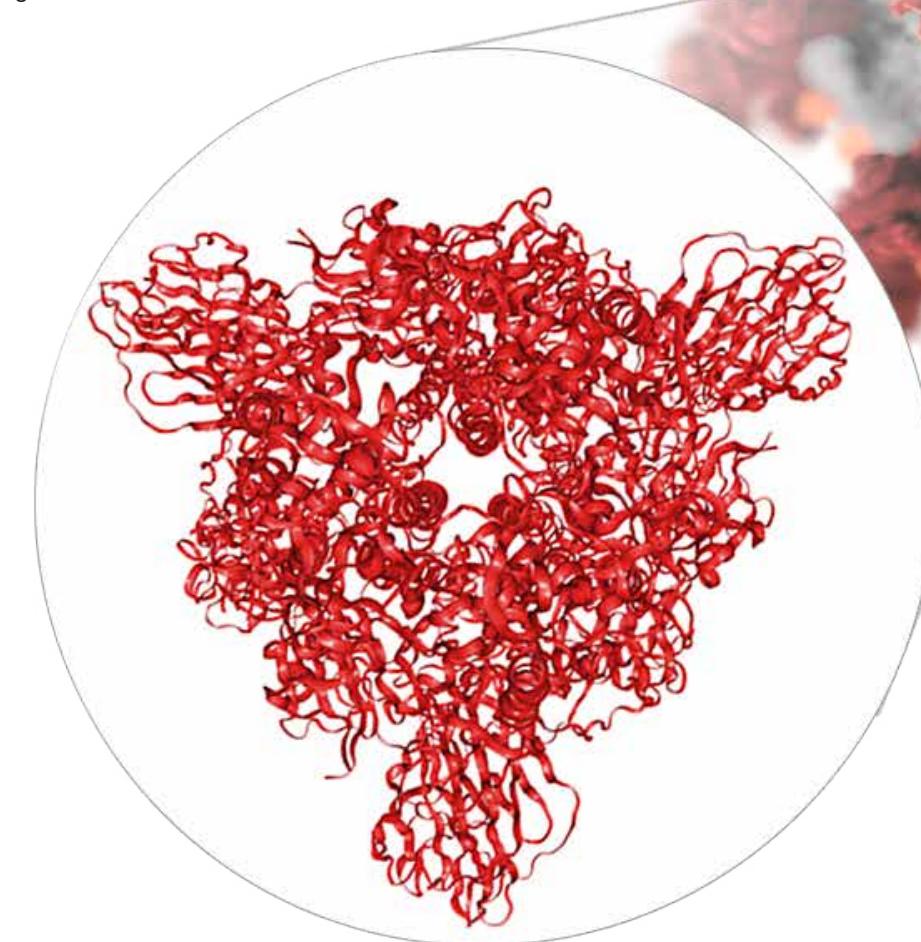
As a leading manufacturer of non-contact temperature measurement solutions, AMETEK Land developed the VIRALERT 3, a non-contact temperature measurement solution used to rapidly detect elevated skin temperature. The VIRALERT 3, an easy-to-use and highly accurate temperature solution, is being used at entry points of offices, warehouses, hospitals, schools, and recreational facilities to check for fever – a potential sign of the virus. Given the product's ability to complete accurate temperature screenings at scale, the VIRALERT 3 is playing a role in reopening key facilities around the world.

## GATAN

AMETEK Gatan is a leading manufacturer of instrumentation and software used to enhance and extend the operation and performance of electron microscopes. In early 2020, Gatan's technology enabled scientists to create the first structural image of the COVID-19 coronavirus, providing critical information that helped lead to the development of vaccines and treatments.

## AMETEK® ADVANCED MOTION SOLUTIONS

AMETEK Advanced Motion Solutions (AMS), a global leader in precision motion control, is providing important solutions to a broad range of customers helping in the fight against the virus. Providers of ventilators, oxygen concentrators, and laboratory diagnostic equipment are relying on AMS's solutions to provide the critical technology necessary to help these businesses fight COVID-19.



## COVID-19 Response

Given global travel restrictions, our businesses quickly worked to implement new and innovative ways to engage with customers around the world. We adapted our business practices through the use of technology. Our businesses adapted to the new landscape through virtual trade shows, augmented reality product demonstrations and service support, and enhanced digital marketing initiatives.



**AMETEK<sup>®</sup>**  
**INSIGHT** PODCAST

We also expanded our internal communications given the shift to a remote work environment as a result of the pandemic. One new tool we introduced was the AMETEK Insight Podcast, a new internal communications channel. This podcast, hosted by our Chairman and Chief Executive Officer, touches on various topics and issues affecting the company.

We also recognized the need to address some of the unique challenges brought on by the pandemic that impacted the communities where we operate. To this end, the AMETEK Foundation made contributions to various charitable organizations around the globe, providing food and essentials to those affected by the virus. These efforts are further described in the Our People section of this report.

## Governance

At AMETEK, we hold ourselves to the highest standards when it comes to governance and ethics. Our unwavering commitment to doing what is right for all our stakeholders guides us in every decision. Through each level of our organization, we employ policies to govern our actions and foster an atmosphere for ethical decision-making.

Over the last 90 years, AMETEK has developed a global reputation for trust and integrity. We are determined to enhance that reputation as we continue to deliver long-term, sustainable growth. To do so, we have instituted various policies, including our Code of Ethics and Business Conduct.

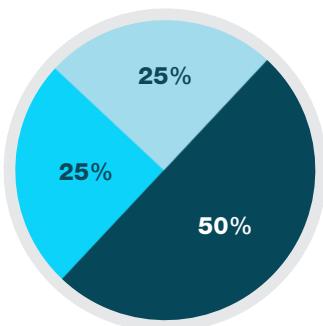
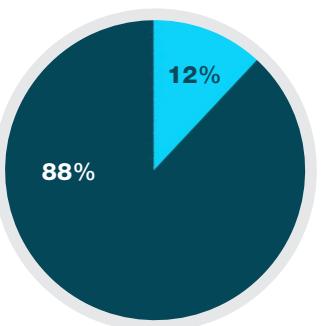
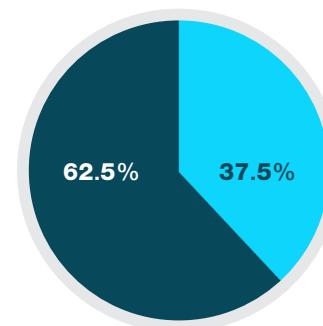


**The Forum of Executive Women:** AMETEK has been named a Champion of Board Diversity by The Forum of Executive Women for seven consecutive years. Founded in 1977, The Forum of Executive Women is a membership organization of more than 500 women of significant influence across the Greater Philadelphia region.

## Board Structure

AMETEK's Board of Directors and its Committees play an integral role in the company's sustainability by providing oversight of governance, risk management, and strategy development. With a diverse set of backgrounds and expertise, each member is highly qualified and a leader in their respective field.

The Board is currently comprised of eight directors including three women. Seven of our eight Board members are independent directors as defined by the NYSE. The Board's Audit, Compensation, and Corporate Governance/Nominating Committees each consist entirely of independent directors. Director nominations are made by the Corporate Governance/Nominating Committee.



We are proud to be consistently recognized for our diverse Board of Directors.

**50 WOMEN  
50 ON BOARDS**

**50/50 Women on Boards:** 50/50 Women on Boards™ named AMETEK a “3+” company for having three or more women on its Board of Directors. 50/50 Women on Boards is the leading global education and advocacy campaign driving the movement toward diverse, gender-balanced corporate boards.



**Women's Forum of New York:** AMETEK was recognized by the Women's Forum of New York for the gender diversity of its Board of Directors. The Women's Forum of New York is the premier organization of women leaders representing the highest levels of achievement across all professional sectors and spheres of influence and is committed to honoring those who are accelerating change.

## Board Structure

AMETEK's [Corporate Governance Guidelines](#) outline the various policies and procedures that ensure the highest level of governance for our Board of Directors.

The Corporate Governance/Nominating Committee oversees the process for the annual evaluation of the full Board and each of the Board's Committees. The evaluation process takes into account the feedback from the directors on relevant topics. The Corporate Governance/Nominating Committee reviews the results of the annual evaluations with the Board for further review and discussion.



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**The roles and responsibilities of our Board and its Committees are crucial to AMETEK's success.**

### Our corporate governance highlights:

- » All directors are independent other than our Chairman and CEO.
- » We have a lead independent director to chair meetings of the independent directors and act as a liaison between the independent directors and our Chairman and CEO.
- » The Board holds regular executive sessions of its independent directors.
- » We have independent, experienced committee chairpersons.
- » A majority vote is required for the election of directors in uncontested elections.
- » Proxy access is permitted for a shareholder or a group of up to 20 shareholders owning at least 3% of our common stock for at least three years to submit director nominees.
- » All members of our Audit Committee are considered financial experts.
- » We have robust stock ownership guidelines for our Board and senior management.
- » Executive compensation is benchmarked annually by a third party and is designed in a manner to not promote excessive risk-taking.
- » The Board undertakes an annual self-evaluation process.

Additional details on the Board, its Committees, and their functions can be found in our [2021 Annual Proxy Statement](#). Committee charters can also be found at [investors.ametek.com](http://investors.ametek.com).

## Compliance and Risk Management

**Assessing and mitigating risk is a key responsibility of AMETEK's executive leadership team and the Board of Directors.**

Additionally, these leadership groups are responsible for ensuring proper legal, regulatory, and environmental compliance. To this end, a robust set of internal policies and procedures have been implemented and are available to all of AMETEK's colleagues to help monitor and manage compliance across the company.

AMETEK's Audit Committee has primary responsibility for overseeing risk management, while our entire Board and each of its Committees play an active role in risk management activities.

Internally, AMETEK employs an Enterprise Risk Management (ERM) Committee made up of functional experts and senior business leaders. This Committee is focused on anticipating, identifying, prioritizing, managing and mitigating various risks facing the company. Enterprise risk includes any significant event or circumstance that could impact the achievement of our business objectives including strategic, operational, human capital, reporting, compliance, environmental, and reputational risks.

The primary responsibility of the ERM Committee is to ensure that sound policies, procedures and practices are in place for the enterprise-wide management of the company's material risks. As a result, the ERM Committee plays a critical role in helping drive AMETEK's success and sustainability.

Today, AMETEK's risk management focus areas include, but are not limited to, the following:

- » **Business Continuity Planning**
- » **Country Concentration Risk**
- » **Cybersecurity**
- » **Environmental and Climate-Related Risk**
- » **Geopolitical Risk**
- » **Global Sourcing and Supply Chain Risk**
- » **Pandemics**
- » **Product and Technology Risk**
- » **Response to Natural Disasters**

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**AMETEK's ERM Committee meets each quarter and is responsible for reporting the results of their activities to the Audit Committee quarterly and the broader Board of Directors annually.**

## Environmental and Climate-Related Governance and Risk Management

AMETEK's governance and risk management structure provides oversight of environmental and climate-related risks and opportunities. Our decentralized businesses share our overarching commitment to reduce their environmental impact and make a better tomorrow.

From the way we manufacture and deliver our products to how we interact with our customers and suppliers, our teams are expected to meet or surpass applicable environmental, health and safety laws and regulations. Simultaneously, we strive to continuously improve the efficiency of our operations by minimizing the use of hazardous materials and reducing harmful emissions and waste.

Together, AMETEK's Board of Directors and senior management work to plan for, address, and mitigate environmental and climate-related risks to our business. Environmental, social and governance (ESG) oversight, including climate-related initiatives, are managed internally at AMETEK by a cross-functional committee including representatives from our Legal, Environmental Health and Safety, Human Resources, and Investor Relations functions. This committee meets regularly with our Chairman and Chief Executive Officer and Chief Administrative Officer to review progress on our ESG initiatives.

We work closely with our businesses to gather and report on relevant environmental data including scope 1 and scope 2 emissions, energy consumption and waste, and water usage. This committee also works with our business teams to identify and implement programs to help reduce our carbon footprint. Lastly, this committee is responsible for reporting our progress on key ESG initiatives to our employees, shareholders, and third-party rating firms.

AMETEK's Governance/Nominating Committee has primary responsibility for overseeing environmental and climate-related risks for the company, and reports regularly to the full Board of Directors. For additional detail on AMETEK's approach to climate-related governance and risk management, see [AMETEK TCFD Disclosure](#) starting on page 37.



## Political Advocacy, Corruption and Bribery

As part of AMETEK's commitment to its core value of Ethics and Integrity, the company has adopted strict policies and procedures.

As reflected in our [Code of Conduct Policy](#), AMETEK does not allow the use of corporate funds for the purpose of political advocacy, including campaign contributions.

Additionally, we have outlined guidelines in our Code of Conduct Policy that prohibit the acceptance of kickbacks or bribes. AMETEK colleagues agree to never solicit or accept anything of value in return for taking improper action in the performance of their duties. Further, the company has adopted a separate [Code of Ethical Conduct for its Chief Executive and Senior Financial Officers](#) to hold its leadership to even higher levels of ethical standards, given their significant roles and financial responsibilities.

## AMETEK Hotline

As part of our commitment to doing the right thing for all stakeholders and fostering an environment of ethical behavior, the company promotes open communication between AMETEK colleagues, their managers, and senior management. We encourage employees to report any concerns regarding conduct, policy violations, financial matters, safety issues, or other topics directly to their managers, Human Resources, or anonymously through the AMETEK Hotline. The AMETEK Hotline channels are communicated to every employee through the [Code of Conduct](#) and are posted in each of the company's global locations.

Toll-free from the U.S.: (800) 461-9330\*  
or [www.ametekhotline.com](http://www.ametekhotline.com)

\*For specific country phone numbers outside the U.S., please visit the above website.



## Training and Annual Certifications

AMETEK employees, including its senior management team, are required to undertake specific training related to various risks associated with the business. All employees who interact with vendors or customers, or who have access to financial records, are required to annually certify their training and compliance with key AMETEK policies including the code of conduct, conflict of interest, and anti-corruption.

Additionally, we employ mandatory cybersecurity training for all of AMETEK's employees with email access. This training includes critical information on how employees can protect themselves against email scams and help minimize cybersecurity risks. All the employees of the businesses we acquire undergo the same cybersecurity training following acquisition. AMETEK financial professionals receive additional training on business email compromise, given their access to key banking and financial information.

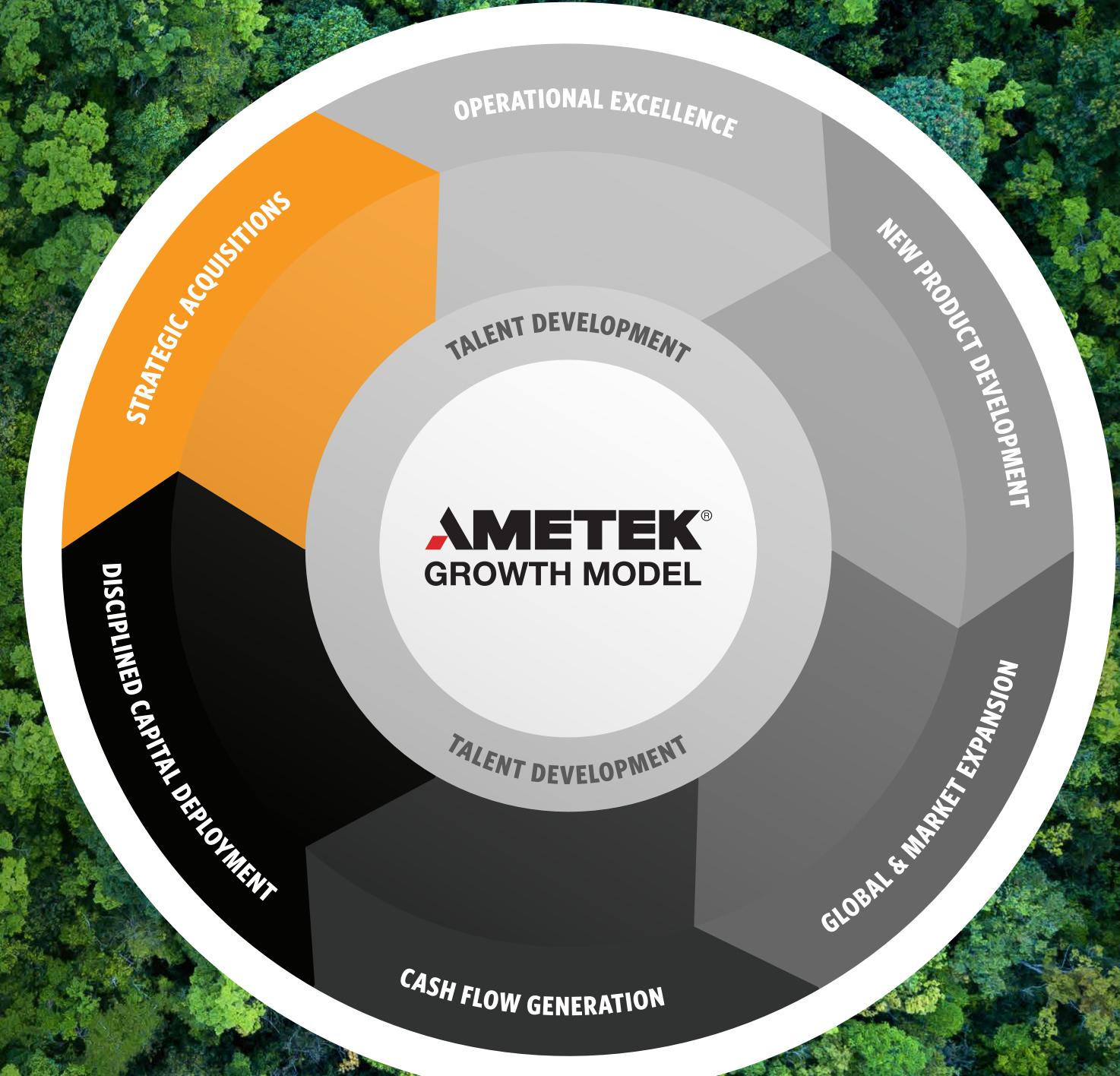
Our annual anti-corruption training includes detailed information on the Foreign Corrupt Practices Act, the UK Anti-Bribery Act, and the UK Criminal Finance Act. This training is delivered through webinars led by our International Trade and Sanctions Counsel. All training is translated into 12 languages, recorded, and made accessible to AMETEK employees, so they can review the material as needed. We also provide an anti-corruption primer for new employees and an anti-corruption training for acquisitions to ensure they understand AMETEK's business practices and code of conduct.



# Our Strategy

Our Strategy, embodied in the AMETEK Growth Model, has proven successful, leading to strong, sustained growth and increased value for all of AMETEK's stakeholders.

The **AMETEK Growth Model** integrates the four growth strategies of Operational Excellence, New Product Development, Global and Market Expansion, and Strategic Acquisitions with a focus on cash flow generation and disciplined capital deployment. Attracting, retaining, and developing talent is critical to this model, as our employees are responsible for successfully driving these strategies.



## The AMETEK Growth Model is designed so that each strategic element reinforces the others to create greater impact and drive long-term sustainable growth.

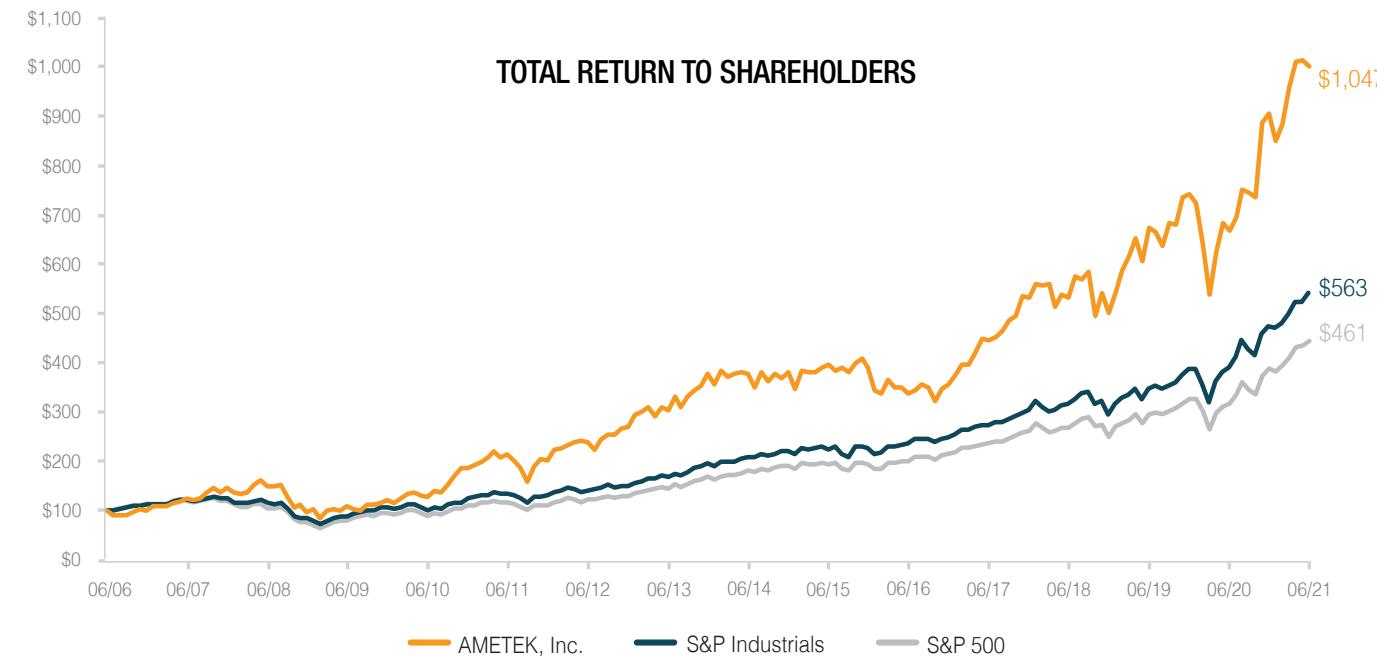
This can be seen through our asset-light business model and strong operational execution, which allow our businesses to generate tremendous cash flow. This cash flow supports the company's capital deployment strategy focused on value-enhancing acquisitions, which ultimately drives sustainable, compounding growth and strong shareholder returns. Strong, sustainable cash flows also allow us to continue to reinvest back into our businesses through New Product Development and Global and Market Expansion strategies.

As a global corporation, it is imperative that we provide our customers with support around the world. With operational campuses in Mexico, China, Serbia, the Czech Republic, and Malaysia, we efficiently manufacture our highly differentiated

products to serve our customers in multiple geographic locations. We also have sales and service centers of excellence worldwide that allow our businesses to showcase their latest technologies. These centers serve as hubs to reach new customers and provide quicker access for the servicing of our products.

AMETEK's sourcing capabilities are a core competency that add significant value to our businesses. Our global supply chain allows us to remain flexible and adapt to changing economic conditions, strengthening our ability to develop and deliver innovative solutions. This advantage is proving invaluable as the pandemic is causing disruptions in the global supply chain. During this challenging time, AMETEK is effectively navigating sourcing obstacles and delivering on commitments.

The AMETEK Growth Model is led by our Executive Office, which consists of seven executives with an average of 27 years of experience with the company. AMETEK relies on seasoned operating executives to manage and grow our niche, distributed businesses. These leaders and their teams provide strong domain expertise managing global businesses. AMETEK has a robust leadership development process to help ensure we are developing our future leaders to drive our growth.



The chart compares the performance of \$100 invested in AMETEK, Inc., against the S&P 500 and S&P Industrials on 06/30/2006, including reinvestment of dividends. The 15-year compound annual growth rate for AMETEK's total return to shareholders is 17%.



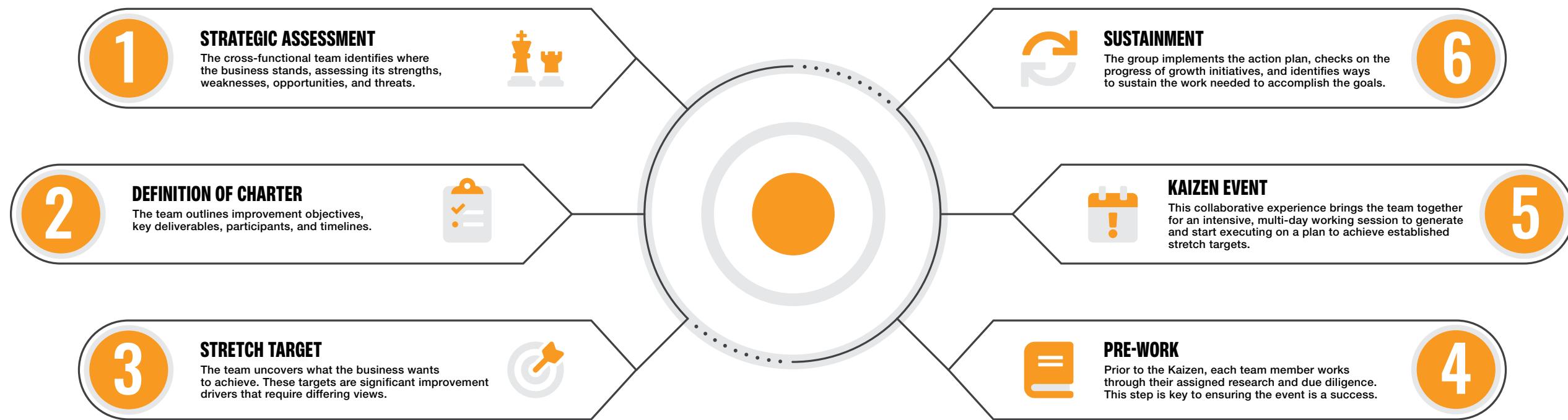
**AMETEK's robust leadership development process focuses on developing future business leaders by offering development opportunities and nurturing our employees for leadership roles within the organization.**

One key example of this is AMETEK's Business Unit Manager Development Program, a multi-year training and development plan to develop future leaders to take on business unit manager roles. This program includes structured training as well as hands-on participation in key aspects of the AMETEK Growth Model.

## Enabling Growth Through Kaizens

Kaizen, derived from the Japanese words “kai” and “zen” meaning “continuous improvement,” is a key internal process that helps drive AMETEK’s sustainable growth and which helps support our sustainability initiatives. Our businesses continuously conduct operational and growth Kaizen events to streamline current workflows, improve operational processes, and drive stronger levels of growth.

Through Growth Kaizens, we aim to identify opportunities to accelerate growth through our new product development and global and market expansion strategies. This continuous improvement practice makes AMETEK a more sustainable company as we push our businesses to resist stagnation and complacency. Growth Kaizen focus areas include new product development, distribution channels, and global expansion into new markets.



## Sustainability and Climate Strategy

The AMETEK Growth Model is backed by our foundational belief in the importance of protecting the environment through how we operate our facilities, the products we provide our customers, and the support we provide to our local communities.

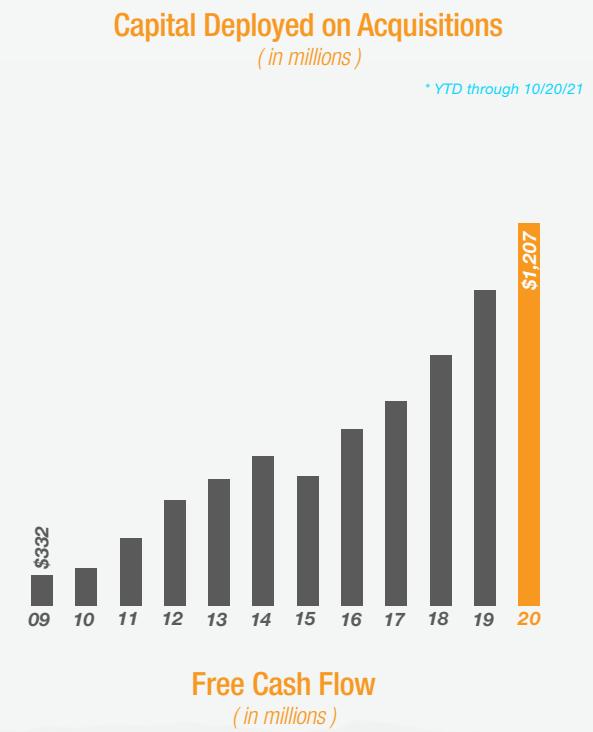
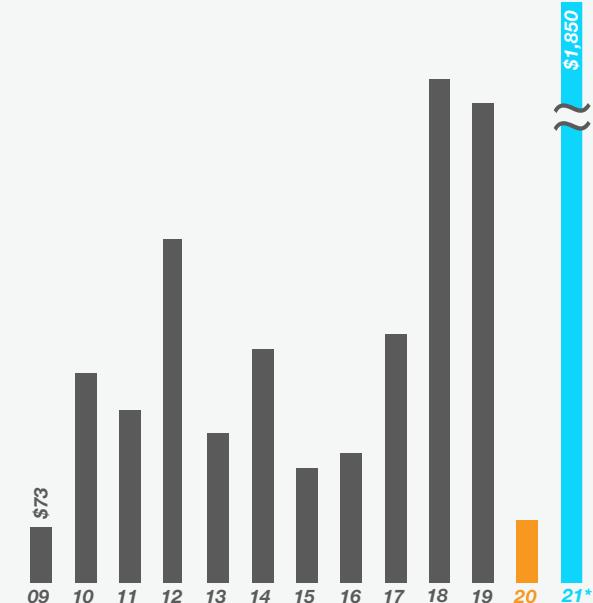
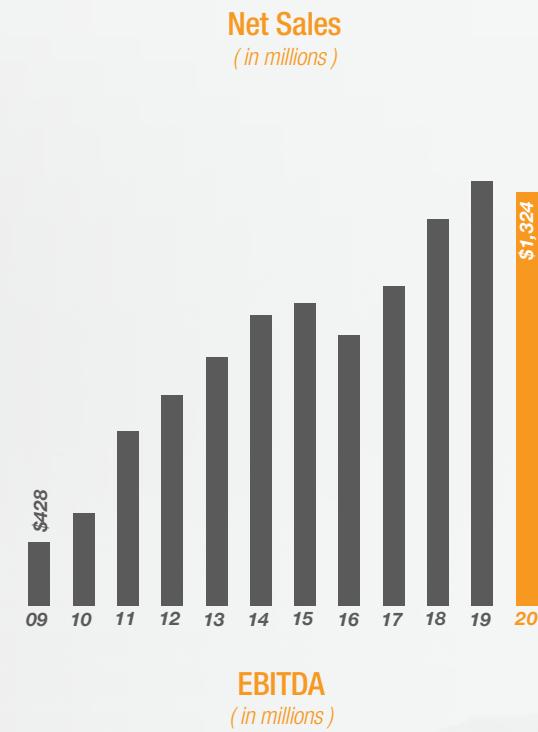
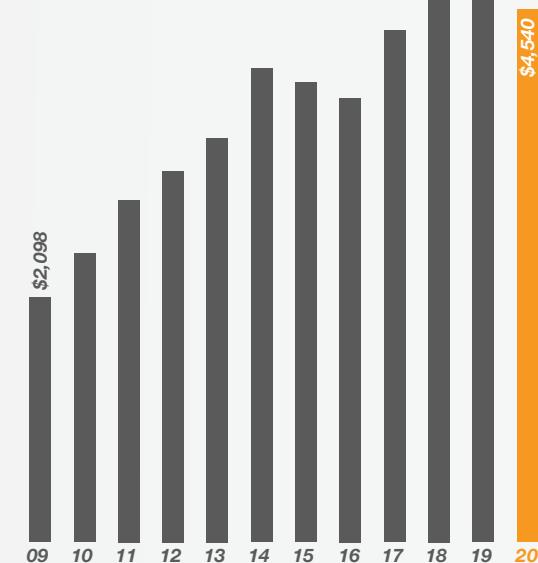
### Sustainability is an integral aspect of the core values that guide the way we do business.

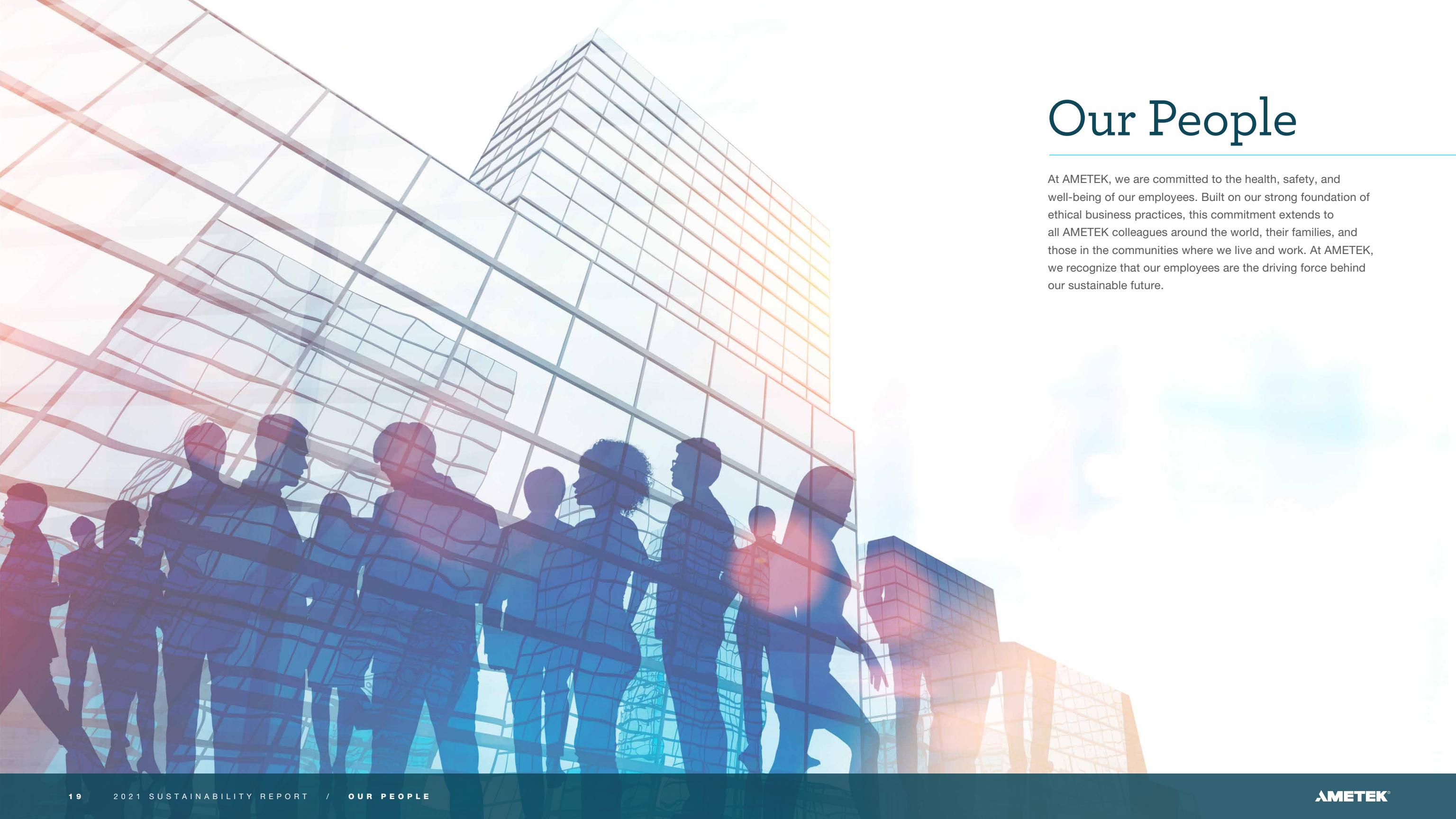
Underlying AMETEK's core values is an ongoing commitment to serve as environmental stewards and protect the environment for future generations. This is also reflected in AMETEK's approach to corporate governance and oversight of compliance and risk management.

Additionally, because of AMETEK's distributed operating structure, business leaders are responsible for measuring, managing, and working to reduce the environmental impact of their operations in support of AMETEK's environmental targets. This structure allows each business to drive initiatives that support their most important business strategies. Each business has formed an Environmental Health and Safety team to provide oversight and ongoing support for the business's efforts, which are centered around reducing energy and waste, as well as electrical and water usage, while improving overall operational efficiency. Each business regularly tracks and measures the progress of these initiatives, which are reported to leadership.

Across AMETEK, our businesses are also committed to developing innovative products and solutions to help reduce carbon emissions, increase the use and adoption of renewable energy, and address the impacts of climate change. We have ongoing discussions about the environmental impact of our businesses and areas for improvement. Our leadership team is committed to ensuring environmental considerations are a critical component of interactions with our businesses and suppliers and that our manufacturing processes are sustainable and safe.

In this report, we provide disclosures aligned with the [SASB](#) and [TCFD](#) frameworks, which are provided on pages 35 and 37 respectively, to better communicate ESG performance. We also are establishing a greenhouse gas (GHG) emission reduction goal to reduce our combined scope 1 and 2 emissions by 40%, normalized to sales, by 2035, from a 2019 baseline.





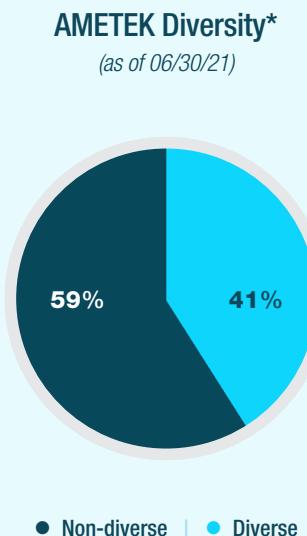
# Our People

At AMETEK, we are committed to the health, safety, and well-being of our employees. Built on our strong foundation of ethical business practices, this commitment extends to all AMETEK colleagues around the world, their families, and those in the communities where we live and work. At AMETEK, we recognize that our employees are the driving force behind our sustainable future.

## Diversity and Inclusion

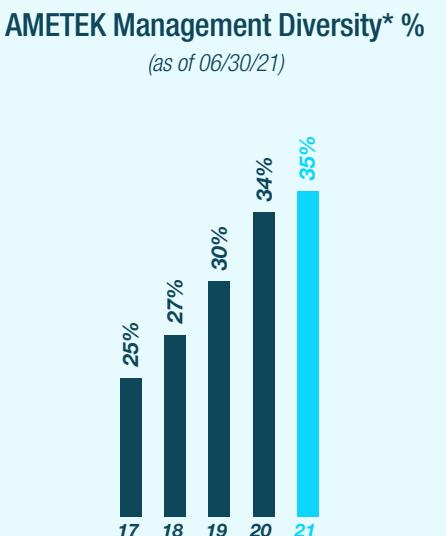
We understand the importance of developing a diverse and inclusive culture where everyone feels comfortable sharing their thoughts, ideas, and perspectives. Diverse and inclusive behavior drives innovation, growth, and greater opportunities for all employees.

While we are encouraged by our progress, we continue to look for opportunities to improve diversity and inclusion across our company. Our hiring practices are geared toward identifying the most diverse set of candidates for open positions. Our training and development programs are focused on providing meaningful opportunities for personal and professional development. Our Business Councils seek to foster conversation and strengthen representation at all levels of the organization. And our charitable arm, the AMETEK Foundation, provides wide-ranging support to non-profit and educational organizations focused on increasing the representation of women and minorities in STEM-related fields.



Nearly **50%** of all new hires from 2017 through 2020 were diverse.

\* Diverse is defined as female employees worldwide plus U.S. male diverse employees. Female employees are 31% of total AMETEK employees.



Over **70%** of all new entrants into AMETEK's Management Incentive Plan from 2017 through 2020 were diverse.

\* Diverse Management includes female employees worldwide plus U.S. male diverse employees who are part of AMETEK's Management Incentive Plan

## Human Rights Policies

Along with creating a diverse and inclusive culture, AMETEK is committed to upholding fundamental human rights. Our [Human Rights Policy](#) is guided by the belief that all people around the world should be treated with dignity, fairness and respect. To that end, these expectations are reflected in the AMETEK [Code of Ethics and Business Conduct](#).

Two of the key areas that guide our Human Rights Policy include:

### Human Trafficking and Child Labor

AMETEK is committed to ensuring our operations and supply chain are free of slavery and human trafficking. As stated in our [Salient Human Rights issues statement](#), suppliers agree that their products and services comply with all applicable laws. Additionally, suppliers are required to certify that all materials incorporated into their products are sourced, processed and manufactured in compliance with human trafficking and slavery laws in the countries in which they operate. AMETEK is opposed to child labor and is committed to complying with all applicable laws.

### Anti-Discrimination

AMETEK's [Human Rights Policy](#) strives to assure equal employment and advancement opportunities for all qualified people. We maintain appropriate standards of conduct in the workplace and are sensitive to the concerns of our diverse group of colleagues. Employment discrimination based on gender, race, disability, national origin, religion, age or sexual orientation is prohibited. We recognize that even where anti-discrimination laws exist, the gender wage gap and underrepresentation of women and minority groups in the workforce have proven to be persistent social problems.

We communicate AMETEK's approach to diversity, inclusion, and other workplace-related human rights through training and the activities of our business councils.

## Human Capital Management

AMETEK recognizes that our people are critical to the sustainable growth of our company. We are focused on continuing to attract, retain and develop world-class talent by offering competitive compensation packages, strong growth and development opportunities, and highly competitive non-compensation benefits.

AMETEK provides benefits to help create a culture of health and well-being for our employees. These benefits include, but are not limited to, retirement plans, group insurance benefits and life insurance. These benefits also include a company-funded employee assistance program (EAP) for all global employees, which provides free expert mental health support for employees, and an integrated wellness program available in the U.S. This wellness program focuses on the mental, financial and physical health of employees and their families through assessments and programs.

Additionally, key AMETEK managers participate in our Management Incentive Plan. The plan includes a short-term component that provides an opportunity to receive an annual cash award based on performance against company and individual goals; an element of this program is performance against diversity hiring goals. There is also a long-term component that provides an opportunity to receive AMETEK equity awards. The program is designed to align individual goals of the management team with that of the company and its shareholders.

To support the development of these future leaders, we have a robust leadership development program. We have also designed programs to develop and prepare our employees for future leadership roles. These programs include an internet-based training tool, leadership development programs and AMETEK University.



AMETEK has designed programs to develop and prepare our employees for future leadership roles, which include:



### AMETEK University

This program allows business managers and employees nominated by their leadership teams to learn about AMETEK's history, culture, Growth Model, and operating methods, all in a dynamic environment that encourages collaborative learning.



### Leadership Development Program and Third-Party Assessments

AMETEK partners with one of the world's preeminent leadership development organizations to provide our future leaders with a week-long immersive leadership training experience. AMETEK also utilizes third-party leadership assessment tools to provide managers with valuable insights to help develop future leaders.



### Financial Management Program (FMP)

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, and networking events. Successful completion of the FMP prepares them for future leadership roles within AMETEK's finance organization.



### Engineering Development Program (EDP)

AMETEK annually recruits graduates from various disciplines including electrical, mechanical, material science, and aerospace engineering. Participants rotate to different AMETEK businesses each year to receive broad, varied experiences.



### Apprenticeship and Internship Programs

AMETEK offers college-aged students and young professionals the opportunity to participate in paid apprenticeship and/or internship programs to gain hands-on experience and learn more about the company's culture and operations.



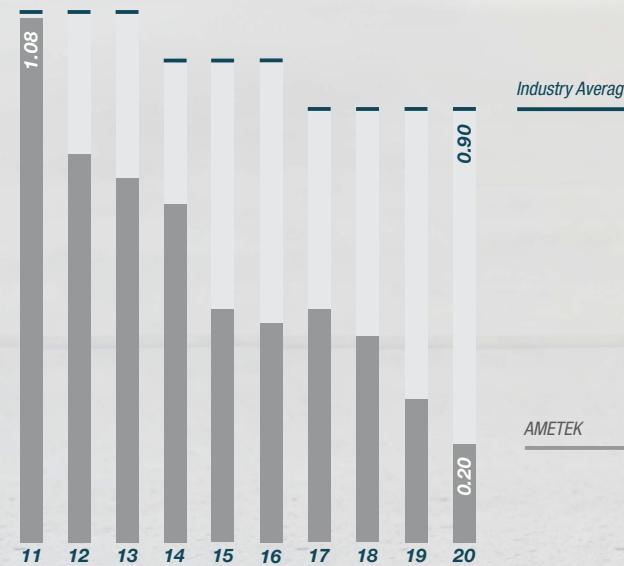
### Tuition Reimbursement

AMETEK offers tuition reimbursement up to a specified value per semester for employees pursuing an advanced degree or certification that will enhance their performance in their role at the organization. Employees' reimbursement is directly correlated to performance in the designated classes or certification programs.

## Health and Safety

**AMETEK takes the health and safety of our employees very seriously. Our ultimate goal is zero accidents in the workplace. Every member of our leadership team is responsible for enforcing health and safety standards.**

**Lost Workday Incident Rate**  
(per 100 workers, per year)



We are very pleased with our results and improvements, both overall and as benchmarked against industry standards. Our safety focus enables a sustainable workforce for today and the future.

AMETEK's Environmental Health and Safety (EHS) function is responsible for the programs, policies, and procedures that help protect both our colleagues and the people in the communities we serve. The EHS team is comprised of leaders within our corporate office and facility managers at each of our operating sites. Key EHS focus areas are tracked, monitored and reported to management monthly. Additionally, we conduct regular facility audits to ensure compliance and to identify additional opportunities for safety improvements and environmental process improvements.

Due to COVID-19 travel restrictions, we used various tools including virtual EHS assessments, hybrid audits, and when possible, on-site assessments to ensure the safety and well-being of our colleagues and a high level of compliance. As a result, there were no significant incidents in 2020.

Our sites have remained operational during the pandemic with the highest safeguards in place. For example, our facility in Subotica, Serbia was recognized for its safety efforts by the Directorate for Safety and Health and was the first company in Subotica that organized a COVID-19 vaccination program for employees.

Along with these impressive performance metrics, at a higher-level, AMETEK's EHS Policy Statement guides all our work.

### AMETEK's EHS Policy Statement

- » **Meet or surpass the requirements of EHS laws and regulations wherever we do business around the world.**
- » **Educate, empower, and expect all our colleagues to behave in ways that protect the environment and make health and safety a priority.**
- » **Continuously strive to improve the efficiency of our operations to minimize both the use of materials and the generation of waste.**
- » **Operate our facilities in a responsible and cooperative fashion in the communities where they reside.**
- » **Continuously improve our EHS systems.**

### Supplier Code of Conduct

AMETEK has a [Supplier Code of Conduct](#) for our supplier partners that specifies the behaviors, practices, and regulations AMETEK expects from all suppliers, with a focus on ethics, corporate responsibility, and compliance with applicable laws and regulations. AMETEK has processes in place to ensure suppliers are constantly monitored and evaluated against these criteria.

**106** sites experienced zero lost time incidents in 2020.

# AMETEK Foundation, Inc.

**Social Responsibility is one of AMETEK's core values. The AMETEK Foundation, AMETEK's charitable giving arm, has been serving communities supported by our employees for the last 60 years and empowering employees to make a positive impact in their local communities through their volunteerism, talent, and financial contributions.**

Through the AMETEK Foundation and our colleagues' worldwide volunteer efforts, we support local, national, and global organizations in the areas where we do business. Specifically, we support programs focused on health and welfare; civil and social service; arts and culture; and education, with an emphasis on reading and writing as well as science, technology, engineering, and math (STEM) for underserved students.



**60 years of caring**



In the past five years, the AMETEK Foundation has supported approximately 220 organizations including the United Way, Black Girls Code, the Juvenile Diabetes Research Foundation, and Science Explorers, providing our employees with the opportunity to support the organizations that matter most to them. The AMETEK Foundation also partners with many colleges and universities to provide scholarships and grants to help support diverse engineering students.

We also recently launched our #AMETEKCares campaign to be better stewards in our communities through volunteering efforts. As a result, AMETEK's businesses and corporate offices have volunteered to make their communities better places to live and work. For example, prior to COVID-19, our corporate office in Berwyn, Pennsylvania, held an in-person #AMETEKCares event at Cradles to Crayons Philadelphia, which provides everyday essentials to the more than 70,000 children living in poverty in the region. Our volunteers also donated additional clothes, diapers and toys to help during the holiday season.



**The AMETEK Foundation also supported various worldwide non-profit organizations that provide direct COVID-19 relief in the communities they serve.**

The organizations supported through these efforts include, but are not limited to:

**Bancos de Alimentos de Mexico (BAMX):** BAMX supports 55 food banks across Mexico. The AMETEK Foundation is contributing to the BAMX food bank based in Reynosa, Mexico, where the company has a significant operating presence.

**Cradles to Crayons Philadelphia:** Partnering with social service providers across the Philadelphia region, Cradles to Crayons provides everyday essential items to children living in poverty and suffering from homelessness. Through its recently established Emergency Essentials Fund, the organization is providing diapers, hygiene items and activity packs for children affected by the COVID-19 pandemic.

**Direct Relief:** As a humanitarian aid organization, Direct Relief provides personal protective equipment (PPE) and essential medical items to healthcare workers in the U.S. and around the world. Direct Relief's mission is to improve the health and lives of people affected by poverty or emergencies, without regard to politics, religion, or ability to pay.

**Feeding America:** As the largest hunger-relief organization in the U.S., Feeding America serves a network of 200 food banks and 60,000 food pantries and meal programs across the country.

**Indian Red Cross Society (IRCS):** In response to the COVID-19 crisis, IRCS is providing food, essentials, and PPE in Bangalore, India, where AMETEK has a significant operating presence.

**PHL COVID-19 Fund:** AMETEK supported the PHL COVID-19 Fund, led by the Philadelphia Foundation and the United Way, to provide funding to non-profit organizations serving at-risk populations including seniors, people with disabilities, and those experiencing homelessness who were disproportionately impacted by the pandemic.

**Red Cross of Serbia:** In the city of Subotica, where AMETEK has a manufacturing facility, the Red Cross of Serbia operates a public kitchen, providing meals to those in need. The kitchen is one of the largest of its kind in Serbia, serving hundreds of families, with increased efforts due to the pandemic.

**Vision to Learn:** AMETEK provided surplus masks, gloves and hand sanitizer to Vision to Learn, a long-time partner of the AMETEK Foundation. These critical supplies allowed the organization to continue its operations with the Philadelphia Eagles Eye Mobile to provide free eye exams and prescription glasses to children in need throughout the Philadelphia region near AMETEK's headquarters.

## Sustainability Initiatives

AMETEK is continuously focused on reducing our environmental footprint and helping create a sustainable future. In the past several years, we have implemented a variety of initiatives to help our businesses reduce their scope 1 and scope 2 greenhouse gas (GHG) emissions. We have also taken steps to reduce our use of energy and water, as well as our waste output.

Even during the pandemic, our facilities continued to focus on operational efficiency and reduced our energy and water use. Our total energy usage in 2020 was 331.6 million kilowatt hours (kWh) and combined scope 1 and 2 emissions were 110,000 metric tons (Mt). Through various source reduction efforts, we reduced our energy consumption by 48 million kWh, a 13% reduction versus 2019 levels, and our absolute, combined scope 1 and 2 GHG emissions by approximately 16,400 Mt, a 13% reduction versus 2019 levels.

Additionally, our manufacturing processes do not utilize large volumes of water, so we continued to see reductions in this area. In 2020, we consumed approximately 168.4 million gallons of water, a reduction of 4.4 million gallons from 2019 levels.

In 2020, we also initiated a data collection process to track the volume of hazardous waste, recycled hazardous waste, and total recyclables such as plastic, paper and cardboard generated by our manufacturing sites. We continuously strive to reduce waste volume and improve our recycling efforts through our various Operational Excellence initiatives. We also ensure our wastes are properly handled and disposed of through our corporate governance process.

Along with monitoring our overarching environmental impact, we are setting ESG goals in 2021 to drive action on our ESG initiatives. We have established a goal to reduce our combined scope 1 and scope 2 greenhouse gas emissions by 40%, normalized to sales, by 2035, from a 2019 baseline.

## AMETEK's Environmental Data

Topic	2019 Data / Response	2020 Data / Response
<strong>Emissions (Metric Tons CO<sub>2</sub>e)</strong>		
Total Scope 1 GHG Emissions*	31.4k	24.3k
Total Scope 2 GHG Emissions	95.0k	85.7k
Total Scope 1 and 2 GHG Emissions	126.4k	110.0k
<strong>Energy (Kilowatt Hours)</strong>		
Total Energy Usage	380.0m	331.6m
From Renewable Sources	23.0m	20.6m
From Non-Renewable Sources	357.0m	311.0m
Total Electrical Usage	240.0m	215.0m
Percent from the Grid	100%	100%
<strong>Water (Gallons)</strong>		
Total Water Usage	172.8m	168.4m
<strong>Fleet (Gallons)</strong>		
Total Fleet Fuel Consumption	601.7k	285.0k

\* Consumption from fuel used at our facilities and by our fleet.

Hazardous Waste (Mt)	Recycled Hazardous Waste (Mt)	Total Recycled Materials (Mt)
1,103.7	121.8	3,490.2

To highlight the importance and impact of our sustainability efforts, AMETEK created the Elizabeth R. Varet Sustainability Award. This award helps bring visibility to the company's best environmental sustainability projects and promote healthy competition in driving sustainability improvements.

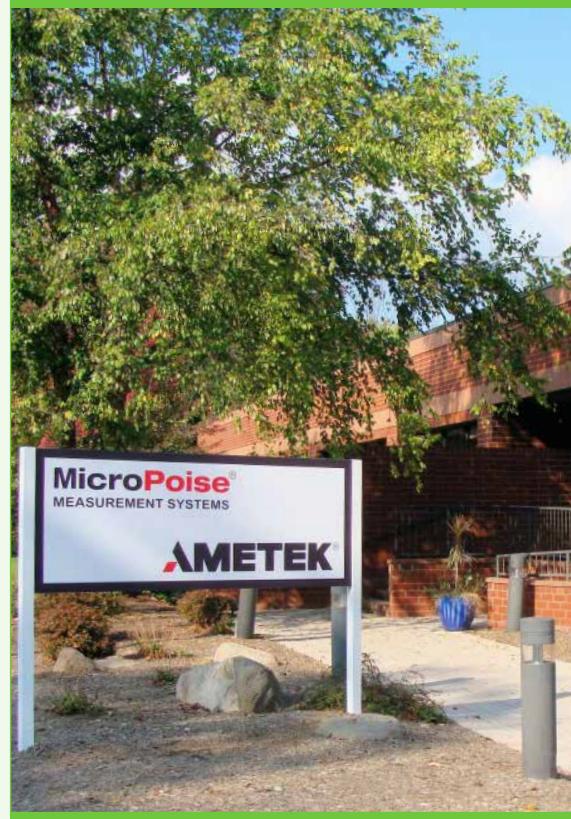
The award was named after Elizabeth R. Varet, who retired from AMETEK's Board of Directors in 2021 following 34 years of service. Ms. Varet was a key influence on the core values that guide our efforts in the areas of social responsibility, corporate philanthropy, stewardship, and governance, so this award is a very fitting tribute to her legacy.

Projects eligible for the award must achieve improvements in one or more of the following areas: energy efficiency, carbon emission reduction, waste management improvements, scrap reduction, and waste reuse or recycling. Projects are evaluated on significant and measurable improvements regarding environmental impact, such as pollution prevented, implementation of renewable energy sources, or a reduction in energy, waste, or water.



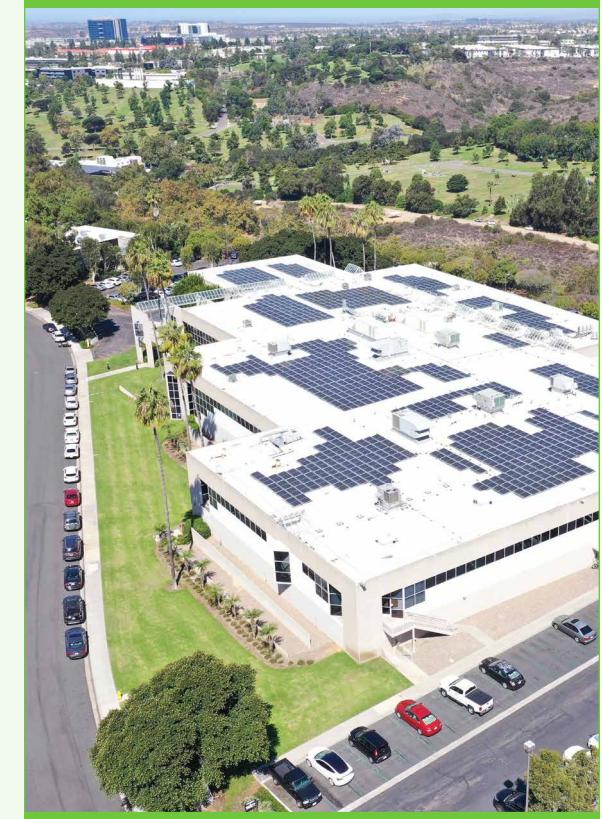
## ELIZABETH R. VARET sustainability award

*Elizabeth R. Varet*



## MicroPoise® MEASUREMENT SYSTEMS

In the award's inaugural year, we had two winners. The first was Micro-Poise, a business unit in Streetsboro, OH. Their cross-functional team implemented a 4R sustainability initiative using the Reduce, Reuse, Recycle and Recover model. Its focus was to measure and make immediate improvements in energy conservation and waste reduction. The team implemented a number of projects such as LED lighting replacement, high-efficiency HVAC system installations, and improved building insulation to reduce their total energy usage and carbon emissions.



## AMETEK® PROGRAMMABLE POWER

The second winner was AMETEK's Programmable Power business based in San Diego, CA. Programmable Power worked closely with their building owner to install a 973-panel photovoltaic system on the facility's rooftop. The renewable system, which came online in January of 2020, provides a portion of the facilities energy supply, resulting in lower energy costs and emissions.

# Our Solutions

For more than 90 years, AMETEK has invested in innovative technologies to solve our customers' most complex challenges. Through our research, development and engineering efforts—along with strategic acquisitions — our portfolio of differentiated products and solutions has grown significantly. Many of these products and solutions are creating a more sustainable future by supporting environmentally focused applications across a diverse set of markets.

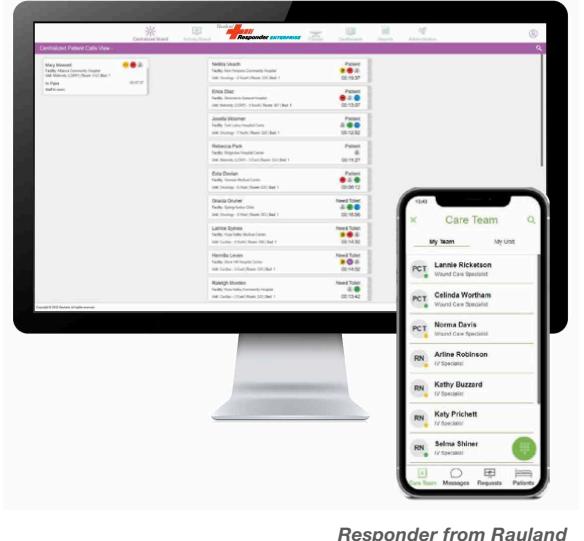
From solutions aimed at improving health care outcomes to electric vehicle testing instrumentation and embedded computing systems used in renewable energy production, AMETEK partners with customers to develop sustainable solutions with specialized technology. In this section, we highlight some of AMETEK's products that help in the effort to improve the quality of life and the environment.



## Improving Patient Outcomes

Rauland's Responder® solutions allow hospitals and other health care facilities to create and optimize their workflows and critical communications. These connected solutions support improved efficiency and higher levels of safety and satisfaction for patients and staff, which has become increasingly important due to the influx of hospital patients throughout the pandemic.

The Responder series helps nurses and hospital staff monitor patient behavior and automate the regular check-in process with patients. This process, coupled with Rauland's communication technology, promotes fall prevention because the ease of the system makes patients more apt to contact their caretakers rather than trying to move on their own. Additionally, Rauland's bedside applications are connected to the hospital's nurse call system, so staff know when a patient is trying to leave their bed and can directly and immediately communicate with the patient while care providers are on their way.



Responder from Rauland



## Enabling Wind Farm Power

The decarbonization of power generation is a critical issue facing society. Offshore wind is quickly becoming a more cost-viable renewable energy source, thanks largely to high-voltage direct-current (HVDC) transmission systems. These systems provide a long-term solution for power transmission by connecting power grids across long distances. For example, many large offshore wind farms transmit power to land via HVDC transmission systems, where the power is then converted back to AC power, ultimately supplying electric grids.

However, the technology that powers HVDC systems requires precise, real-time data control to safely regulate and transfer energy with minimal losses. To achieve its renewable energy goals, one of the world's largest wind farms, located off the coast of the U.K., is using an embedded computing solution from Abaco Systems as part of its HVDC solution. This embedded computing card plays a critical role in the transmission process as it helps provide real-time control of the farm's wind power. Through this wind farm, Abaco will help fully power more than one million homes for decades to come.



*Embedded computing card from Abaco Systems*





## Ensuring Electric Vehicle Safety

Over the last several years, global demand for electric vehicles (EVs) has grown significantly as eco-conscious consumers want to power their vehicles through renewable energy. EVs employ cutting-edge electrical and electronic technologies to manage every aspect of performance and safety. However, these systems can both generate and become susceptible to electrical disturbances, causing operating issues. For instance, EV manufacturers utilize high-voltage systems to power the car's drivetrain and other internal processes, like safety, comfort, and convenience features. This power system can generate significant electrical interference during the vehicle's activity, like accelerating, braking, or cruising.

To prevent these interferences and ensure the safety of passengers, manufacturers utilize AMETEK Compliance Test Solutions (CTS) instrumentation to generate electrical disturbances in order to test for weaknesses in voltage components and systems. AMETEK CTS has launched two new products to perform these internationally mandated tests - PowerWave and RippleNX, which enable manufacturers to ensure proper performance in EV's before they go to market.

Looking ahead, with the emergence of self-driving cars, AMETEK CTS anticipates that enhanced safety standards will require new test and measurement instrumentation to precisely generate and test electrical disturbances. AMETEK CTS is poised to play an important role in helping manufacturers produce the safest experience possible for EV and self-driving vehicle consumers.



*PowerWave from AMETEK's  
Compliance Test Solutions*

## Reducing Greenhouse Gas Emissions

Reducing emissions of greenhouse gases and other harmful pollutants is a growing priority for power producers, hydrocarbon processing plants, and many other industries. Operators want to improve the efficiency of these processes to be more ecologically responsible while meeting heightened environmental regulations focused on reducing emissions.

AMETEK Process Instruments provides gas analysis solutions that allow end users to improve process efficiency, measure and reduce pollutants, and enhance the manufacturing of high-purity products. The WDG-V combustion analyzer measures oxygen, combustibles and methane to optimize processes and reduce emissions to help customers achieve their sustainability targets. In addition, the 9900 Gas Analyzer is part of a suite of Continuous Emission Monitoring (CEM) analyzers that provide real-time measurements to support cleaner operations, reduced emissions, and regulatory compliance.



WDG-V Combustion Analyzer  
from AMETEK Process Instruments

9900 Gas Analyzer from  
AMETEK Process Instruments





## Enabling Improved Aerospace Fuel Efficiency

Recent environmental regulations and sustainability commitments have pushed aircraft manufacturers to implement standards that deliver more fuel efficiency and lower carbon emissions. One of the most important ways to achieve this goal is through enhanced engine performance, which, among other systems, has contributed to improved fuel consumption of more than 70% since the inception of the jet engine.

AMETEK Sensors and Fluid Management Systems (SFMS) has been a key innovator in this market by manufacturing a variety of engine and aircraft sensors that help the aircraft industry pursue more optimal engine performance. The SFMS Exhaust Gas Temperature (EGT) thermocouple is often used as a basis for regulating engine performance and has a large impact on fuel burned during operation.

SFMS designed the EGT thermocouple to adapt to the engine's ever-increasing exhaust gas temperatures, which can exceed 2,000°F. With superior functionality and accuracy, the SFMS EGT thermocouple is a direct contributor to engine life extension and operational efficiency, which saves fuel and reduces carbon emissions.



*EGT thermocouple from AMETEK's Sensors and Fluid Management Systems*

## Protecting Our Water Systems

To ensure the safety of our water systems, including the proper treatment of wastewater, it is vital to detect trace elements during the treatment process. AMETEK SPECTRO's SPECTROGREEN inductively coupled plasma optical emission spectrometer (ICP-OES) is widely used to analyze water and wastewater for harmful trace elements or chemicals. SPECTROGREEN provides ultra-reliable, accurate analyses of elements not only in water and wastewater, but in soil as well.

SPECTROGREEN also analyzes biofuels in the biomass-to-fuels process and, increasingly is used in the reclamation of critical components from waste, such as recovery and recycling of phosphate from sewage, as well as from other effluents. This product is one of many solutions from AMETEK SPECTRO that help support important sustainability initiatives and allow our customers to achieve their sustainability targets and lessen their environmental impact.



*SPECTROGREEN from SPECTRO*



## Advancing the Understanding of Climate Change

Proactively understanding climate change is one of the major challenges of our time. Highly advanced microanalytical instruments, such as Secondary Ion Mass Spectrometers (SIMS) from AMETEK CAMECA, provide scientists with important answers. One such CAMECA instrument, the NanoSIMS, has been key to a wealth of environmental studies carried out by marine microbiologists, soil scientists, botanists, and paleoclimatologists.

Researchers at the University of Gothenburg in Sweden are currently investigating the effects of changing winter conditions in the sub-Arctic. The NanoSIMS allows them to track life-sustaining elements, such as nitrogen, to provide insights into the impact of climate change. CAMECA also provides high-end characterization instruments used in such areas as medical and life sciences and recently worked with Harvard University researchers to investigate the dynamic state of living tissue.



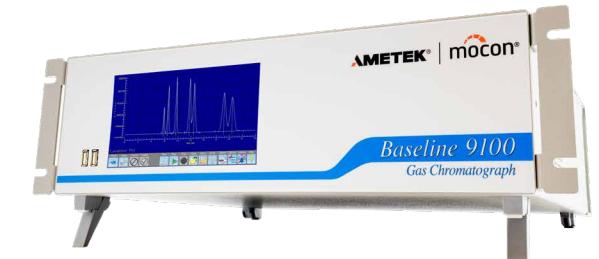
NanoSIMS 50L from CAMECA



## Helping Monitor and Reduce Air Pollutants

To properly monitor air quality in both metropolitan and commercial environments, municipalities and businesses continuously monitor hazardous air pollutants to ensure the safety of residents and employees, respectively. Many of them rely on AMETEK MOCON's Baseline gas monitoring analyzers, which collect information by measuring select greenhouse gases, low-level toxic compounds, and hazardous air pollutants such as benzene and volatile organic compounds (VOCs). These analyzers detect trace levels of harmful pollutants, many of which are not normally measurable outside of a lab. The Baseline analyzers are used in ambient air stations around metropolitan areas as well as in fence-line monitoring systems at industrial and hazardous waste sites.

The data provided by Baseline analyzers ensures that emissions do not exceed EPA or local government permissible limits, and that unknown tank leaks, which could be harmful to the environment and air quality, do not go undetected. With this data, customers can take immediate action to reduce air pollution and prevent further leaks, providing clean, safe air conditions for those nearby.



Baseline 9100 Gas Chromatograph from MOCON



# AMETEK SASB Profile Report

## Introduction

The SASB Standards identify industry-specific ESG risks and opportunities and provide associated metrics that can be used to measure, manage and communicate ESG performance in a consistent, comparable and reliable way. We have consolidated the SASB disclosure topics that are relevant to our business in this SASB Profile Report to make it easier for our stakeholders to access our financially relevant ESG information.

AMETEK has utilized the industry-specific sustainability accounting standards contained within the SASB Electrical & Electronic Equipment Standard (RT-EE Version 2018-10), which is in line with SASB's classification of AMETEK via its Sustainable Industry Classification System® (SICS®). Disclosure topics include Energy Management; Hazardous Waste Management; Product Safety; Product Lifecycle Management; Materials Sourcing; and Business Ethics.

SASB CODE	ACTIVITY METRIC	AMETEK RESPONSE													
<b>ENERGY MANAGEMENT</b>															
RT-EE-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	<table border="1"> <thead> <tr> <th>Energy Data</th><th>2019</th><th>2020</th></tr> </thead> <tbody> <tr> <td>(1) Total energy consumed</td><td>1,368,0000 GJ (380.0m kWh)</td><td>1,193,760 GJ (331.6m kWh)</td></tr> <tr> <td>(2) Percentage grid electricity</td><td>100%</td><td>100%</td></tr> <tr> <td>(3) Percentage renewable</td><td>9.58% (23.0m kWh)</td><td>9.62% (20.6m kWh)</td></tr> </tbody> </table> <p>Our energy consumption data can be found in our <a href="#">Environmental Data</a> and is collected from manufacturing, sales and service support facilities globally. AMETEK has financial and operational control over these facilities.</p>	Energy Data	2019	2020	(1) Total energy consumed	1,368,0000 GJ (380.0m kWh)	1,193,760 GJ (331.6m kWh)	(2) Percentage grid electricity	100%	100%	(3) Percentage renewable	9.58% (23.0m kWh)	9.62% (20.6m kWh)	
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<b>HAZARDOUS WASTE MANAGEMENT</b>															
RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	<table border="1"> <thead> <tr> <th>Hazardous Waste</th><th>2020</th></tr> </thead> <tbody> <tr> <td>Total waste (Mt)</td><td>1,103.7</td></tr> <tr> <td>Percentage recycled (%)</td><td>11%</td></tr> </tbody> </table> <p>AMETEK monitors our hazardous waste disposal through waste manifests. Additionally, all facilities are encouraged to have good waste management practices and required to have appropriate licenses and permits. AMETEK ensures compliance with local, state and federal regulations through audits.</p>	Hazardous Waste	2020	Total waste (Mt)	1,103.7	Percentage recycled (%)	11%							
Hazardous Waste	2020														
Total waste (Mt)	1,103.7														
Percentage recycled (%)	11%														
RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	In 2020, AMETEK had no reportable spills.													
<b>PRODUCT SAFETY</b>															
RT-EE-250a.1	Number of recalls issued, total units recalled	None.													
RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	In 2020, AMETEK had no monetary losses as a result of legal proceedings associated with product safety.													
<b>PRODUCT LIFECYCLE MANAGEMENT</b>															
RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	AMETEK's supply agreements require that material purchased by AMETEK will not contain any substances included on the RoHS or REACH lists. However, AMETEK does not specifically track IEC 62474 declarable substances in the products it purchases.													
RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Not applicable. At this time, ENERGY STAR® criteria has limited applicability given our business-to-business focus.													
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	At this time, AMETEK does not track the revenue from renewable energy-related and energy efficiency-related products.													

## AMETEK SASB Profile Report (page 2)

SASB CODE	ACTIVITY METRIC	AMETEK RESPONSE
<b>MATERIALS SOURCING</b>		
RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	<p>AMETEK continuously evaluates critical material risks in our supply chain and integrates information from the evaluation into our business continuity plans. We work to balance costs and risks related to the changing market and supply. Most critical material used has second sources available. If material is single-sourced, we utilize mitigation plans for the continuity of supply. This is accomplished through our 1) Strategic Supply Chain organization which constantly monitors market availability and geopolitical concerns, 2) our stocking strategies for material that is deemed 'at risk', and 3) efforts to qualify multiple sources for material whenever possible. In all situations, we implement appropriate risk mitigation efforts for the availability of material supply.</p> <p>AMETEK follows its <a href="#">Supplier Code of Conduct</a>, which sets clear expectations related to employment standards, worker safety, environmental compliance, ethical business conduct and material compliance. The Supplier Code of Conduct is standard in all our purchase agreements.</p> <p>Additional information can be found in our <a href="#">Overview of Environmental, Health &amp; Safety Management Programs</a> and our <a href="#">Conflict Minerals</a> report.</p>
<b>BUSINESS ETHICS</b>		
RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery, and (2) anti-competitive behavior	<p>(1) AMETEK prohibits the acceptance of kickbacks or bribes. Colleagues are prohibited from soliciting or accepting anything of value in return for taking improper action in the performance of their duties.</p> <p>(2) AMETEK is committed to fair and open competition in the markets it serves around the world. All AMETEK colleagues are expected to comply with the antitrust/competition laws of the countries in which AMETEK does business.</p> <p>Additional information can be found in our <a href="#">Code of Ethics and Business Conduct</a>.</p>
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	In 2020, AMETEK did not have any monetary losses as a result of legal proceedings associated with bribery or corruption.
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	In 2020, AMETEK did not have any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.

# AMETEK TCFD Disclosure

## Introduction

AMETEK is committed to accelerating the transition to a low-carbon future and supporting the clean energy economy by solving our customers' most complex challenges with differentiated technology solutions. To that end, we have prepared this report to disclose our actions around climate governance, strategy, risk management, and metrics and targets in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). By taking this approach, we aim to show how we are positioning AMETEK to support the goal of the Paris Agreement on climate change to limit the increase in global temperature to below 2°C above preindustrial levels by the end of the century. This is our first TCFD-aligned report, and we plan to update it in the future as we make progress and new information becomes available.

## GOVERNANCE

### *Disclose the organization's governance around climate-related risks and opportunities.*

<b>a) Describe the Board's oversight of climate-related risks and opportunities.</b>	In accordance with NYSE rules and AMETEK's Audit Committee's charter, our Audit Committee has primary responsibility for overseeing overall risk management for AMETEK. Our sustainability initiatives, including oversight of climate risks and opportunities, are overseen by the Governance/Nominating Committee. The full Board receives regular reports from the Audit Committee and the Governance/Nominating Committee regarding risk management activities, including climate-related activities.  AMETEK and our Board of Directors are committed to legal, regulatory and environmental compliance. To support this framework, management has developed a robust set of internal policies and procedures, which are made available to all employees to help monitor and manage compliance across our enterprise.
<b>b) Describe management's role in assessing and managing climate-related risks and opportunities.</b>	Our ERM Committee, composed of senior executives, including the Chairman and Chief Executive Officer, the Chief Financial Officer, the Chief Administrative Officer, and the Group Presidents, reviews our enterprise risks. The Committee has an annual process that determines the most important enterprise risks based on severity, likelihood and ability to mitigate, and in turn develops action plans to address the risks. Enterprise risks include any significant event or circumstance that could impact the achievement of our business objectives. These risks include, among other things, strategic, operational, human capital, SEC reporting, compliance, reputational, and environmental, social, and governance ("ESG"), including climate-related risks. For example, the team considers the impact of natural disasters and resource shortages on AMETEK's facilities (i.e., severe weather effects and water availability). The ERM Committee's findings are presented to the Audit Committee on a quarterly basis and to the full Board of Directors annually. Management's strategic planning growth process manages business opportunities, including climate-related opportunities.

## STRATEGY

### *Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.*

<b>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</b>	AMETEK's ERM Committee ensures sound policies, procedures and practices are in place for the enterprise-wide management of the company's significant risks over the short, medium, and long term. The Committee is responsible for reporting results of these activities to the Board of Directors, its Audit Committee, and its Governance/Nominating Committee. Risk management focus areas include, but are not limited to: <ul style="list-style-type: none"><li>• Business Continuity Planning</li><li>• Country Concentration Risk</li><li>• Cybersecurity</li><li>• Environmental and Climate-Related Risk</li><li>• Geopolitical Risk</li><li>• Global Sourcing and Supply Chain Risk</li><li>• Pandemics</li><li>• Product and Technology Risk</li><li>• Response to Natural Disasters</li></ul> AMETEK identifies short-, medium- and long-term time horizons for climate-related risk and opportunity planning as 0-1 year, 1-5 years, and 5-10 years, respectively. We have analyzed the impact that climate change may have on our business over these time horizons and identified the climate-related risks and opportunities most likely to affect our global operations. At this time, we do not believe that climate-related risks are material to our operations, given our distributed business model, the location and diversity of our manufacturing facilities, and our risk mitigation efforts.  Growth opportunities are identified in our strategic planning process, which includes new product development. Our new product development process focuses on developing innovative products and solutions to help solve our customers' most complex challenges, including reducing carbon emissions, increasing the use and adoption of renewable energy, and addressing the impacts of climate change. Our product portfolio encompasses products with a short-, medium- or long-term life cycle, including products addressing the impacts of climate change, as highlighted in the Our Solutions section of this Report.
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## AMETEK TCFD Disclosure (page 2)

Type	Climate-Related Risks	AMETEK Response	Type	Climate-Related Opportunities	AMETEK Response
Transition Risks	<b>Policy and Legal</b> <ul style="list-style-type: none"> <li>Enhanced emissions-reporting obligations</li> <li>Mandates on and regulation of existing products and services</li> </ul>	We do not forecast that enhanced emissions-reporting obligations will have a material impact on our company. While we understand that the timing and magnitude of climate-related regulatory drivers vary across the geographies in which we operate, our approach to managing climate-related transition risks is consistent across our global operations.	Resource Efficiency	<ul style="list-style-type: none"> <li>Use of more efficient production and distribution processes</li> </ul>	Kaizen is a key internal process that helps drive AMETEK's sustainable growth. We are applying this concept to drive more efficient production and distribution processes which will have a positive impact on our carbon footprint as well as our operating costs.
	<b>Technology</b> <ul style="list-style-type: none"> <li>Substitution of existing products and services with lower emissions options</li> </ul>	We believe that changes in technology will not outpace our ability to respond to them. Our products and services already support the transition to a low-carbon economy, and we can address changing demand to deliver more renewable energy technologies to our customers as the need arises.	Energy Source	<ul style="list-style-type: none"> <li>Shift toward decentralized energy generation</li> </ul>	The current shift toward decentralized energy generation plays into AMETEK's current strategy of supporting distributed energy production and supply. Should the shift occur more rapidly, we may recognize additional sales of our existing distributed energy products.
	<b>Market</b> <ul style="list-style-type: none"> <li>Changing customer behavior</li> <li>Increased cost of raw materials</li> </ul>	We stay ahead of changing customer behavior by partnering with customers to develop sustainable solutions that meet their specific needs. Supply chain disruptions are not likely to have a material long-term impact either, as our global supply chain allows us to remain flexible and adapt to changing economic conditions, including raw material costs. Our technically differentiated product portfolio allows us to adjust pricing to offset the increased costs of raw materials.	Products and Services	<ul style="list-style-type: none"> <li>Development and/or expansion of low emission goods and services</li> </ul>	We are actively expanding our lines of products and services that help support renewable energy, emissions monitoring, and carbon reduction applications. Increased demand for these products resulting from a faster transition to a low-carbon economy could drive revenue growth. For more information, see the Our Solutions section of this Report.
	<b>Reputation</b> <ul style="list-style-type: none"> <li>Increased stakeholder concern or negative stakeholder feedback</li> </ul>	Stakeholders are increasingly focused on climate-related matters. We are committed to addressing long-term climate-related risks and reducing our climate impact. We are pleased to publish this inaugural TCFD report, and we plan to continue to provide our stakeholders with our climate strategy through TCFD-aligned disclosures in the future.	Markets	<ul style="list-style-type: none"> <li>Access to new markets</li> </ul>	AMETEK is well-positioned to address changing market conditions resulting from climate change. Given our product development focus, we are able to address new market opportunities as they emerge.
	<b>Acute</b> <ul style="list-style-type: none"> <li>Increased severity of extreme weather events such as cyclones and floods</li> </ul>	While we may experience a loss in productivity or working days due to extreme weather, AMETEK has developed robust continuity plans to safeguard our facilities and employees against significant impacts. In the event we experience an extreme weather event, the distributed nature of our footprint, our robust contingency plans, and insurance programs should allow us to mitigate material financial loss.	Resilience	<ul style="list-style-type: none"> <li>Resource substitutes/diversification</li> </ul>	While our reach is far, with over 150 operating locations in 31 countries, we are an asset-light manufacturing organization and not capital-intensive. As such, our business model has a built-in resilience to changing climate. Additionally, we operate a diversified supply chain which increases reliability and the ability to operate under changing conditions.
Physical Risks	<b>Chronic</b> <ul style="list-style-type: none"> <li>Rising mean temperatures</li> <li>Rising sea levels</li> </ul>	Currently, chronic physical changes to the climate are unlikely to pose a material impact to AMETEK in the long term as the majority of our operations are located in regions that are not flood-prone, or water- or temperature-stressed. As we add new manufacturing facilities, we will re-evaluate future risk from these factors.			

<b>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</b>	Our strategic planning process, which includes robust financial planning, is implemented within each AMETEK business. This comprehensive process evaluates market attractiveness and our competitive positioning across our niche markets. Climate-related risks and opportunities are addressed through this strategy planning process. As an example, through our research, development and engineering efforts — along with strategic acquisitions — we are growing our portfolio of differentiated products and solutions to support the transition to a low-carbon future. Additionally, our ERM process provides oversight of climate-related risk and is integrated with our strategic planning process. For more information, see the Our Solutions section of this Report.
<b>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</b>	As this is our inaugural TCFD report, we took a limited approach to assessing business resiliency under different climate scenarios. We qualitatively addressed the differing impacts of two scenarios, one in which the world transitions rapidly to a low-carbon economy and one in which business continues as usual. Given that our time horizon for strategic planning only spans ten years, physical risks from climate change are largely locked in as the amount of future global warming due to past emissions should not vary significantly over this timeframe. As such, the change in impact of the two scenarios on our identified climate risks and opportunities is not expected to be significant. In terms of transition risks, under a low-carbon economy scenario, the stricter regulations on greenhouse gas emissions and energy management over the next decade should drive AMETEK to increase investment in R&D on low-carbon energy-related opportunities, look for additional efficiency upgrades to our facilities, and further diversify our energy mix beyond what would be expected under a business-as-usual scenario. As part of our ERM process, we constantly evaluate changing regulations and policies in the jurisdictions in which we operate and can adjust our climate strategy as needed. We plan to engage in a more detailed, quantitative scenario analysis in the future to gain a better understanding of the impact on our identified climate-related risks and opportunities.

## MANAGING CLIMATE CHANGE RISK

*Disclose how the organization identifies, assesses, and manages climate-related risks.*

<b>a) Describe the organization's processes for identifying and assessing climate-related risks.</b>	AMETEK has given our ERM committee the task of identifying and assessing enterprise risks, including climate-related risks. This committee, which meets quarterly, is composed of senior executives, including the Chairman and Chief Executive Officer, the Chief Financial Officer, the Chief Administrative Officer, and the Group Presidents. The committee has a comprehensive approach to anticipate, identify, prioritize and manage climate-related risks to our organization. Climate-related risks are evaluated on whether they could impact the achievement of our business objectives, including strategic, operational, financial, human capital and compliance. The Governance/Nominating Committee of AMETEK's Board of Directors has primary responsibility for overseeing environmental and climate-related risks for the company.
<b>b) Describe the organization's processes for managing climate-related risks.</b>	As described above, AMETEK has given our ERM committee the task of identifying and assessing enterprise risks, including climate-related risks. This committee, which meets quarterly, is composed of senior executives, including the Chairman and Chief Executive Officer, the Chief Financial Officer, the Chief Administrative Officer, and the Group Presidents. The committee has a comprehensive approach to anticipate, identify, prioritize and manage climate-related risks to our organization. Climate-related risks are evaluated on whether they could impact the achievement of our business objectives, including strategic, operational, financial, human capital and compliance. AMETEK's Environmental, Health and Safety (EHS) Department monitors and manages enterprise-wide environmental compliance, including climate-related processes, through policies and procedures, and reports periodically to the ERM committee. Additionally, because of AMETEK's distributed operating structure, business leaders are responsible for measuring, managing, and working to reduce the environmental impact of their operations in support of AMETEK's environmental targets. This structure allows each business to drive initiatives that support their most important business strategies. Each business has formed an Environmental Health and Safety team to provide oversight and ongoing support for the business' efforts, which are centered around reducing energy and waste, as well as electrical and water usage while improving overall operational efficiency. Each business regularly tracks and measures the progress of these initiatives, which are reported to leadership.
<b>c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.</b>	As described above, AMETEK has given our ERM committee the task of identifying and assessing enterprise risks, including climate-related risks. Our EHS Management programs align with many of the ISO 14001 and 18001 (or 45001) principles and reflect our commitment to conducting business in a safe and environmentally responsible and sustainable manner. These programs meet or exceed compliance with applicable laws and regulations to promote continuous improvement in our operations. All facilities worldwide work towards consistent goals, applying the same metrics and identifying and sharing best practices. Key performance indicators are reported to our management team and senior business leaders on a monthly basis.

## M E T R I C S A N D T A R G E T S

*Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.*

- a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

AMETEK tracks the following metrics relevant to climate-related risks and opportunities:

<b>GREENHOUSE GAS (GHG) EMISSIONS (Mt CO<sub>2</sub>e)</b>	<b>2019</b>	<b>2020</b>
Total Scope 1 GHG Emissions*	31.4k	24.3k
Total Scope 2 GHG Emissions	95.0k	85.7k
<b>ENERGY (kWh)</b>	<b>2019</b>	<b>2020</b>
Total Energy Usage	380.0m	331.6m
From renewable sources	23.0m	20.6m
From non-renewable sources	357.0m	311.0m
Total Electrical Usage	240.0m	215.0m
Percent from the grid	100%	100%
<b>WATER (gallons)</b>	<b>2019</b>	<b>2020</b>
Total Water Usage	172.8m	168.4m
<b>TOTAL FLEET FUEL CONSUMPTION (gallons)</b>	<b>2019</b>	<b>2020</b>
Total Fleet Consumption	601.7k	285.0k
<b>WASTE (Mt)</b>	<b>2019</b>	<b>2020</b>
2020 Hazardous Waste		1,103.7
Percent Hazardous Waste Recycled		11%

\*Consumption from fuel used at our facilities and by our fleet.

- b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

AMETEK discloses the following emissions data:

<b>EMISSIONS TYPE</b>	<b>2019</b>	<b>2020</b>
Total Scope 1 GHG Emissions (Mt CO <sub>2</sub> e)	31.4k	24.3k
Total Scope 2 GHG Emissions (Mt CO <sub>2</sub> e)	95.0k	85.7k

We will consider evaluating our Scope 3 emissions in the future.

- c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

We have established a goal to reduce our combined Scope 1 and Scope 2 GHG emissions by 40%, normalized to sales, by 2035, from a 2019 baseline.

## About This Report

- » Forward-Looking Information: Statements in this report related to future events, such as AMETEK's expected business and financial performance, are "forward-looking statements." Forward-looking statements are subject to various factors and uncertainties that may cause actual results to differ significantly from expectations. These factors and uncertainties include risks related to COVID-19 and its potential impact on AMETEK's operations, supply chain, and demand across key end markets; AMETEK's ability to consummate and successfully integrate future acquisitions; risks with international sales and operations including supply chain disruptions; AMETEK's ability to successfully develop new products, open new facilities or transfer product lines; the price and availability of raw materials; compliance with government regulations including environmental regulations; changes in the competitive environment or the effects of competition in our markets; the ability to maintain adequate liquidity and financing sources; and general economic conditions affecting the industries we serve. A detailed discussion of these and other factors that may affect our future results is contained in AMETEK's filings with the U.S. Securities and Exchange Commission including its most recent reports on Forms 10-K, 10-Q, and 8-K. AMETEK disclaims any intention or obligation to update or revise any forward-looking statements.
- » This report is dated as of October 20, 2021, and unless otherwise noted, the information in this report is as of October 20, 2021. All financial information in this report is limited to continuing operations and is reported in U.S. dollars.
- » Uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as AMETEK. The data included in this report (other than audited financial data) are good faith-estimates and have not been externally audited. This report has been reviewed by AMETEK's Audit Services group.



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