



**TELEDYNE  
TECHNOLOGIES**  
Everywhere you look™

## OUR PEOPLE

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## Diversity and Inclusion

We are committed to being transparent as we build a more diverse and inclusive workplace, and we actively monitor diversity metrics on a global basis. This data is an important step in our diversity journey.

In 2020, Teledyne formed a committee to oversee its equality, diversity and inclusion efforts. Among other things, we are piloting an anonymized review/resume redaction process and we expanded our recruitment sources to attract more diverse candidates. Our Teledyne companies work with many outreach programs, including the National Society of Black Engineers and the Society of Women Engineers. We also began working with INROADS, a non-profit organization that creates pathways to careers for ethnically diverse high school and college students across the country, to improve our access to diverse candidates.

## Equal Opportunity Commitment

We regularly review our policies, processes and practices to ensure that they promote inclusivity for all applicants and employees. We continue to focus on several activities and initiatives to actively increase diverse representation and progression within our company. We actively advertise all vacancies and strive to recruit the best possible candidate for the role.

We celebrate our employees' diverse backgrounds and in 2021 increased opportunities for positive employee interactions through various company-wide communication campaigns, a few of which are highlighted on the right:

## CULTURAL HOLIDAYS AND HERITAGE CELEBRATIONS



### BLACK HISTORY MONTH

To celebrate Black History Month, Teledyne highlighted Dr. Mae Carol Jemison, an American engineer, physician, and former NASA astronaut. She became the first black woman to travel into space aboard the Space Shuttle Endeavour. Teledyne proudly supports NASA's various space programs, and electronic bulletins were sent to employees across the company and posters hung in lobby areas to celebrate Dr. Jemison's great achievements.



### WOMEN'S HISTORY MONTH

Teledyne celebrated women's contributions to history, culture and society by highlighting women employees who have made significant contributions to the company. Our Teledyne public website celebrated these women and included a biography on each of them.



### EARTH DAY

Teledyne companies chose their own activities in celebrating Earth Day and focused on clean-up, planting trees, and green energy.



### PRIDE MONTH

For Pride Month, Teledyne focused on promoting respect, inclusion, and diversity for everyone. Employees shared personal stories with their Teledyne family around the globe.



### NATIONAL HISPANIC HERITAGE MONTH

Teledyne recognized and paid tribute to the generations of Hispanic Americans who have positively influenced and enriched our nation and society. During this period, Teledyne recognized many of our talented Hispanic colleagues across the globe.

## Employee Well-Being

The health and wellness of our employees is a critical component to the success of our business. Many of our larger facilities have on-site fitness centers and encourage healthy choices with various wellness challenge programs. These programs often include guest speakers on various topics, including mental health, heart disease, diabetes, and personal financial awareness.

We also have robust vacation and sick leave policies that provide employees with flexibility to take time away from work for relaxation or to recover from illness. US-based employees have access to third-party counseling and mental health services at no cost to the employee when life events impact an employee.

## Talent Acquisition

Teledyne appreciates the benefits of diversity and supports programs increasing the inclusion of underrepresented and minority groups, including the enablement of persons with disabilities, and the advancement of women in professional fields, particularly in science, technology, engineering and math (STEM). We work with various organizations to increase diversity in our pool of available candidates to fill our STEM-based and other hard-to-fill positions.

One of our companies, Teledyne e2v, has been running an apprenticeship program for over 60 years. It is a well-established, structured program that attracts school leavers aged between 16 and 18 to join our technician or engineering programs.



As part of the program, apprentices rotate throughout the organization learning key technical skills in mechanical and electrical engineering as well as developing soft skills, such as self-confidence and teamwork. The apprentices play a key role in attracting future talent by participating in career fairs, school challenges and open days. They earn professional qualifications.

As part of our outreach and development efforts for women in the science, technology, and engineering fields, we have participated in the Women in Science and Engineering Conference for Girls (WSE) in various locations in the US. We have also been a consistent sponsor of the Young Woman Engineer of the Year Awards in the UK. This event helps young students, school leavers and degree students understand more about engineering by learning about day-to-day jobs and personal experiences. It is also designed to encourage young talent to pursue a career in STEM.

Through our annual sponsorship of this event, we promote our organization and participate in industry roundtables/webinars and an annual awards ceremony. By promoting the company via this network, we hope to encourage more young females to join our organization.

Teledyne Brown Engineering, Inc. has worked with Women Who Weld, a non-profit organization that teaches women how to weld and find employment in using their welding skills.

Teledyne FLIR based in Goleta, California has had a long and proud partnership with UC Santa Barbara and



### **UC Santa Barbara Undergraduate Winners – Mechanical Design Expo.**

enthusiastically supports Capstone Courses that have allowed Teledyne FLIR to innovate with the ideas and energy of students.

### **Talent Development**

We also provide additional opportunities for our existing employees to enhance their careers:

Teledyne invests in employee skills development in various ways, including through educational expense reimbursement. These reimbursements help employees advance their education. Specialized training in a job-related field gives employees new skills and a strong foundation of knowledge that can serve them through-

out their career and that may allow them to progress to more responsible positions at Teledyne.

In 2020, the company launched Teledyne University, a learning platform for employees. The database of courses, webinars, and certification programs has hundreds of targeted training programs on management, technical competencies, soft skills development, and compliance. In 2021, Teledyne employees took more than 55,000 hours of training through the Teledyne University platform.

### **Board of Directors**

Our board consists of 11 directors. Of these, three are female and two identify as having diverse characteristics in terms of race, ethnicity, sexual orientation or cultural background.

### **Senior Management**

Of the 16 executives whose profiles are listed on Teledyne's web page, five (or 31%) are female. Two of the five (or 40%) named executive officers in our most recent SEC filing are female.

## Workplace Demographics

METRIC	2019	2020	2021
<b>EMPLOYEES*</b>			
Global Employees	11,794	10,670	14,520
% Employees in U.S.	61.2%	59.5%	56.4%
% Employees Outside U.S.	38.8%	40.5%	43.6%
% Americas	73.9%	72.0%	68.9%
% EMEA	24.8%	25.6%	28.2%
% ASIA-PAC	1.3%	2.4%	2.9%
<b>GENDER DIVERSITY*</b>			
% Female Employees	28.1%	28.0%	29.7%
% Female Senior Management	27.8%	29.4%	31.3%
<b>ETHNICITY (U.S. ONLY)**</b>			
White	60.1%	60.2%	60.9%
Asian	17.9%	18.0%	18.1%
Hispanic or Latino	14.7%	14.5%	13.9%
Black or African American	4.8%	4.7%	4.4%
Two or more races	1.6%	1.9%	1.9%
American Indian or Alaska Native	0.4%	0.4%	0.4%
Native Hawaiian/Other Pacific Islander	0.5%	0.3%	0.4%

\* Global employee and gender diversity data for 2019 is as of December 26, 2019, 2020 as of January 1, 2021, and 2021 as of December 31, 2021. 2021 data includes employee information for FLIR, acquired in May 2021.

\*\* US-only employee data was gathered from Equal Employment Opportunity reporting, with 2019 reporting based on December 2018 data, 2020 reporting based on October 2019 data, and 2021 reporting based on October 2020 data.

