



## MIRATECH MINDSET

We succeed when we create value for customers, shareholders, and employees by living the *MIRATECH MINDSET*:

### **We provide solutions to our customers**

- We listen, so we understand their needs
- We are urgent and nimble in responding
- We stand by and support them to assure their success
- We develop innovative, cost effective, quality products and services desired by our customers
- We are courteous and attentive to details

### **We act with integrity**

- We keep our promises to our customers and to each other
- We tell the whole truth
- We protect our reputation as key to long-term success
- We communicate in an open, honest, constructive and professional manner
- We build trust and alignment

### **We deliver results**

- We take personal responsibility for what we do
- We reward people who both deliver results and live by our values
- We accept our mistakes, learn and work hard not to repeat them
- We persevere through strong and weak markets

### **We shape the future**

- We work to protect the environment for future generations
- We seize opportunities to grow and improve our business
- We recognize that growth requires taking measured risks
- We have a clear vision for our future

### **We care about our people**

- We treat everyone with respect
- We provide a safe work environment
- We delight in humor, positive attitudes, and have fun
- We offer people meaningful, challenging opportunities
- We select talented people and systematically develop them further

### **We act as one team**

- We trust each other's intentions
- We make company success a priority over personal gain
- We communicate and work effectively across boundaries
- We challenge ideas to build a stronger team
- We proactively share knowledge and experience

### **We have a winning attitude**

- We expect great things
- We take on challenges and see them through
- We celebrate and recognize accomplishments
- We are the best at what we do