

# PHILLOSOPHY MANAGEMENT



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The Gold Standard for Performance

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# TROY

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## Our Management Philosophy

Troy Management is comprised of a dedicated group of leaders with extensive experience. Management employs a customer-driven focus, as well as a philosophy that places customer needs as the highest priority. Troy Management is committed to the success and growth of customers, focusing on strategic investments as well as product line, service, and geographic expansion, enabling its global customer base to lead in their respective markets. Troy places an emphasis on providing industry-leading technical service centers, as well as a significant investment in Research & Development to accommodate the needs of its customers in years to come.

## Our Principles:

1. We are a highly participatory company that avoids politics and divisiveness. We work together, which requires that we support and trust one another. The Troy way is to help others succeed.
2. We expect a lot from people who join Troy. We stretch them with responsibility and hold them accountable for their performance.
3. Our goal is to improve how the company works together as an integrated operation to deliver value to our customers.



4. We design products to meet unique customer needs and maintain our emphasis on new product development.
5. The company will continue to attract and promote highly talented people. We value initiative.
6. We encourage personal growth and ensure opportunity based upon performance.
7. We believe in providing frequent feedback and recognition to people.
8. While we appreciate that confidentiality is the privilege and, occasionally, a special edge of the private company, we pledge to keep our people informed. We encourage communication across functions and business units.
9. Troy believes that plans and budgets create a framework within which we can allocate resources, balance control and innovation, and react to unanticipated events. We seek to plan thoroughly while preserving the nimbleness that has contributed to our success.