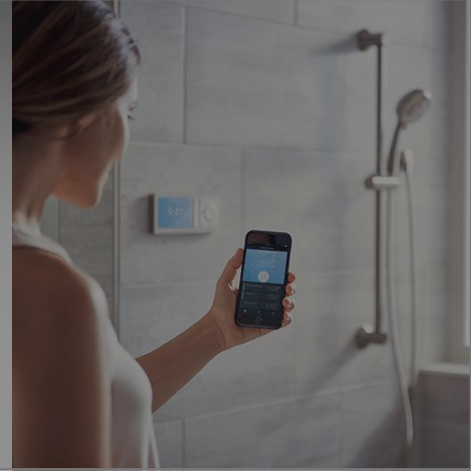




# Fortune Brands

A home and security company



## YOU WILL PLAY A ROLE IN SHAPING OUR FUTURE

FBHS is entering our next chapter of growth with a **digital transformation** – where we'll set the bar for digital excellence and innovation in the home and security industry.

### WE'VE SET SOME BIG GOALS

In 5 years, we aspire to be known as the **digital leader in our industry**. We are evolving with new strategies and Agile ways of working to stay ahead of the market with the products of the future supported by best-in-class processes, services, technologies and data.

### OUR TRANSFORMATION HAS ALREADY BEGUN

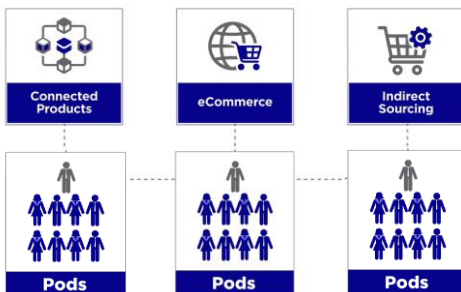
We're already known as an innovator – with our smart home products, online customer experience, and how we use technology – but we're taking that to the next level.



### DIGITAL FACTORY

The **Digital Factory** is the place where technology and people meet at FBHS. It's a new way to organize dedicated teams focused on delivering digital products and services **across all our companies**.

The Digital Factory is made up of small, cross-functional teams called Pods. These Pods are groups of 8-10 associates who are laser-focused on delivering specific objectives around digital. Our early Pods are focused on Connected Products, eCommerce, Indirect Sourcing, Data, and Technology.



### DIGITAL FACTORY KEY PRINCIPLES

- Work that delivers strategic digital value to our companies and market-leading brands
- Accountable, empowered and dedicated cross-functional teams
- Culture that fosters innovation, collaboration and value creation
- Modern technology

We use **Agile methodology** as a specific & unique way of working to quickly achieve goals with focus, speed & flexibility.

