

# OUR CORE VALUES



## People

The core of our success

You are the power behind the services and solutions we provide.

### What it means:

- We will invest in resources to continue the growth of our strong and thriving company.
- We are passionate about developing talent.
- We are committed to making a positive impact in the communities we serve.

## Safety

It's in our DNA

We create and sustain a safe environment for each other and our customers.

### What it means:

- Safety begins with you.
- We provide safe products and services to our customers.
- We are vocal when we need to be to remain safe Individually and together.

## Strategic

We forge our own future

Anticipating market dynamics and adapting to always do it better.

### What it means:

- We will be agile to tackle emerging challenges and opportunities.
- It's in our hands to innovate, build and create.
- We must be active listeners and participants in our journey.
- Learning from our experiences

## Sustainability

Industry leaders in power distribution lifecycle management

Our business practices minimize the impact on the environment.

### What it means:

- Remanufacturing and repair of equipment.
- Responsible equipment disposition (end of life management)
- Exceptional environmental stewardship.

## Performance

Delivering excellence at every opportunity

Our team executes at the highest level to exceed expectations.

### What it means:

- Exceed expectations of all stakeholders (customers, investors, suppliers, and each other)
- Understand the goals of the company and seek clarity to know your impact.
- Take ownership of the success and demand what is needed to win.
- Trust each other to do our parts and hold each other accountable for same

