

VISION, MISSION, AND VALUES PLAYBOOK

hammond
POWER SOLUTIONS





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INTRODUCTORY NOTE

Dear Hammond Power Solutions Team Members,

Welcome to the journey of exploring our Vision, Mission, and Values! As we embark on this exciting chapter together, I want to take a moment to share how truly transformative this playbook can be—for you, for your teams, and for the future of Hammond Power Solutions (HPS).

At HPS, our Vision is bold: To be a transformative force that electrifies the world. This is not just a statement—it's a call to action. It's about making meaningful and lasting changes in the way we power the world while inspiring others to follow our lead. Our Mission—We simplify electrification by shaping power solutions with our customers—is the path that guides us there. It reflects our commitment to innovation, collaboration, and delivering exceptional solutions that make electrification accessible and impactful.

This playbook is more than a guide; it's an opportunity to connect deeply with what makes HPS extraordinary. As you move through its pages, I encourage you to reflect on how these principles resonate with you personally and professionally. Think about how you can bring them to life in your daily work and interactions. Together, we have the power to shape not only our company's future but also the future of electrification worldwide.

Let's approach this journey with curiosity, enthusiasm, and a shared commitment to excellence. You are an integral part of this story—your contributions will help us achieve new heights. Let's electrify the world together!

Our Values are the foundation of everything we do:

- **We Care:** From prioritizing safety and well-being to fostering sustainability, this value embodies our dedication to people and the planet.
- **We Do the Right Thing:** Integrity and fairness are at the heart of our decisions, ensuring trust and respect in all our relationships.
- **We Strive to Be Better:** Innovation and continuous improvement drive us forward as we embrace change and seek new possibilities.
- **We Win Together:** Collaboration is our strength—working as one team with our colleagues, customers, and communities to achieve outstanding success.

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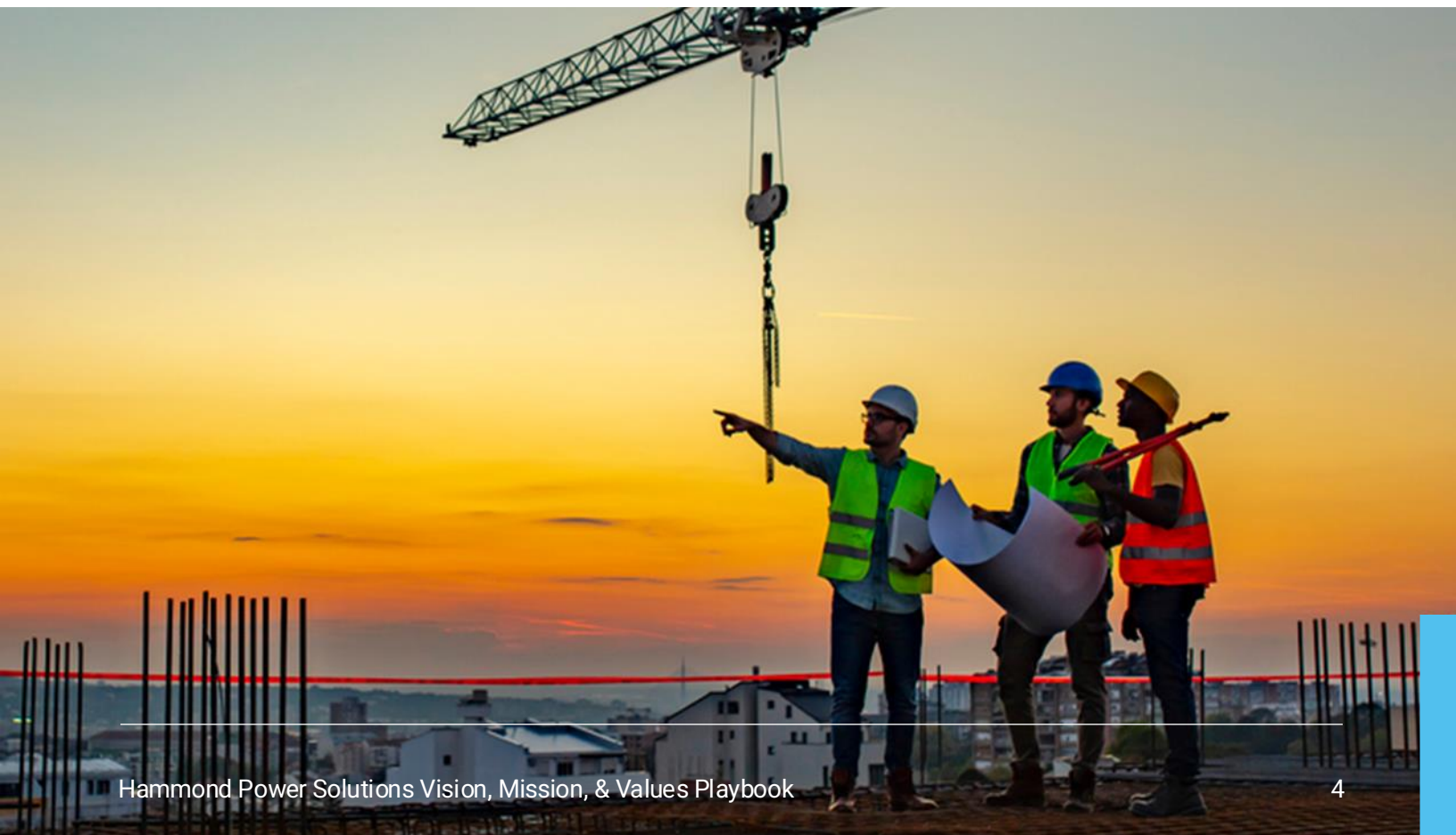
Warm regards,

Adrian Thomas, President & CEO, Hammond Power Solutions

INTRODUCTION

This playbook is designed to help Hammond Power Solutions (HPS) people integrate the company's Vision, Mission, and Values into their daily work. It includes actionable steps, reflection questions, and activities to foster engagement and alignment.

Review the key themes, reflection questions and actionable steps with your colleagues. Share your ideas with your leaders. Think about how you can help HPS climb new heights in everything it does. At HPS, you make the difference, along with each one of your team members.





Vision

To be a transformative force that electrifies the world

Key Themes:

- 1 Commitment to energy efficiency and sustainability.
- 2 Inspiring excellence and community contributions.
- 3 Driving innovation and creating a positive workplace.

Reflection Questions:

- 1 How does your role contribute to electrifying the world in a transformative way?
- 2 What steps can you take to inspire excellence within your team or community?
- 3 How can you incorporate sustainability into your daily tasks?

Actionable Steps:

- 1 Share examples of how your work supports energy efficiency during team meetings.
- 2 Recommend or participate in community outreach programs that align with HPS's vision.
- 3 Identify areas in your workflow that you believe you can improve and transform.



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To be a transformative force that electrifies the world

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Vision

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Mission

We simplify electrification
by shaping power solutions
with our customers

Key Themes:

- 1 Cutting through complexity to deliver efficient solutions.
- 2 Building partnerships and becoming thought leaders that spark innovation.
- 3 Influencing the global energy transition.

Reflection Questions:

- 1 What challenges do you face in simplifying electrification for customers?
- 2 How can you collaborate with customers to create tailored power solutions?
- 3 What new ideas, improvements or methods could enhance your ability to shape power solutions?

Actionable Steps:

- 1 Schedule regular meetings with customers, or customer service people, to understand their unique challenges.
- 2 Share success stories of innovative solutions developed through customer collaboration.
- 3 Explore training opportunities or ways to discover and get more out of emerging energy technologies.



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OUR VALUES

We care

We value the safety and wellbeing of all. We have a passion for sustainability. Our commitment to employee wellbeing, customer success, community support, and the planet, shapes our approach to everything we do.

We do the right thing

Good ethics is good business. We keep our promises by always acting with integrity, fairness and respect. We trust each other to do what's best for everyone.

We strive to be better

We're always looking for the better way, driven by our culture of curiosity, innovation and excellence. We continually reinvent new solutions for our customers. We embrace change as opportunity.

We win together

We collaborate as interlocking teams in an inclusive environment, while we partner with our customers and communities to achieve outstanding success.

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KEY THEMES

Empathy, safety, sustainability, community support.

Reflection Questions:

- 1 How do you show care for colleagues, customers, and the community?
- 2 What actions can you take to promote safety and well-being at work?
- 3 How can you contribute to sustainability initiatives at HPS?

Actionable Steps:

- 1 Implement a “buddy system” for new hires to foster a supportive environment.
- 2 Look for ways to make HPS a Great Place To Work in every aspect of your work.
- 3 Participate in volunteer events or donation drives organized by HPS.



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KEY THEMES

Transparency, ethical behavior, accountability.

Reflection Questions:

- 1 When faced with a difficult decision, how do you ensure you act ethically?
- 2 How do you handle mistakes in a way that builds trust and encourages growth?
- 3 What steps can you take to improve transparency in your communication?

Actionable Steps:

- 1 Lead by example by owning up to mistakes and using them as learning opportunities.
- 2 Share updates openly with teams and customers, especially when problems arise.
- 3 In every decision, ask yourself if it will build trust with others. If you're not sure, ask them.



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Our values

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KEY THEMES

Continuous improvement, innovation, embracing change.

Reflection Questions:

- 1 What processes or tools could be improved in your area of work?
- 2 How do you stay curious and open to new ideas or technologies?
- 3 What opportunities exist for professional growth or skill development?

Actionable Steps:

- 1 Suggest ways to streamline workflows or increase efficiency.
- 2 Participate in cross-training programs or attend workshops on emerging technologies.
- 3 Share your best and boldest ideas during team brainstorming sessions.



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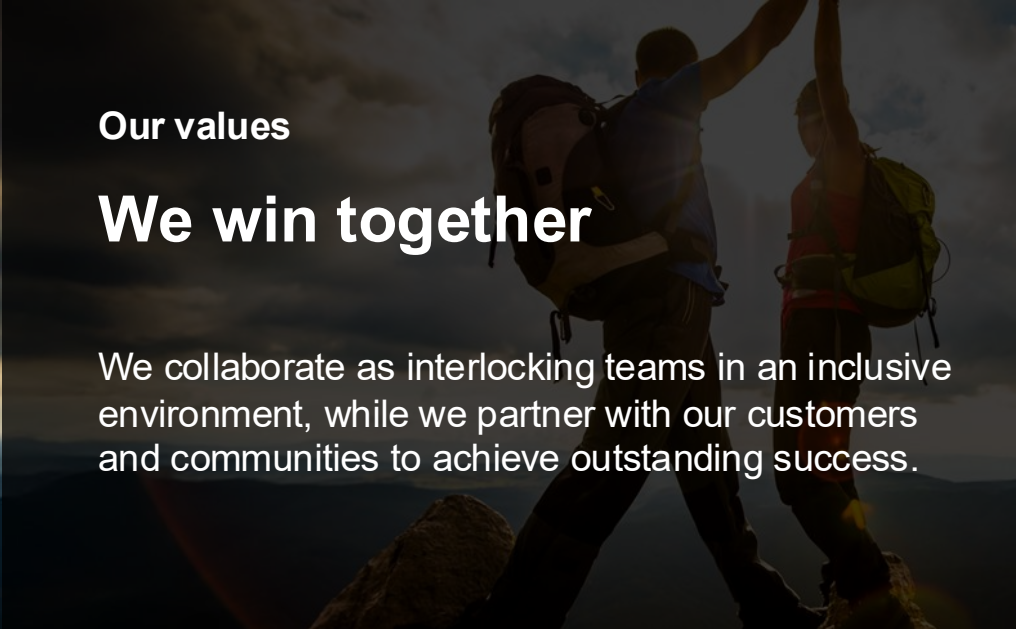
Collaboration, inclusivity, shared success.

Reflection Questions:

- 1 How do you foster collaboration across teams at HPS?
- 2 In what ways can you contribute to creating an inclusive workplace culture?
- 3 How can you partner with customers and colleagues to achieve outstanding success?

Actionable Steps:

- 1 Identify cross-functional projects that encourage teamwork across departments.
- 2 Acknowledge and applaud contributions from colleagues during team meetings or events.
- 3 Organize celebrations for milestones achieved collectively by the team.



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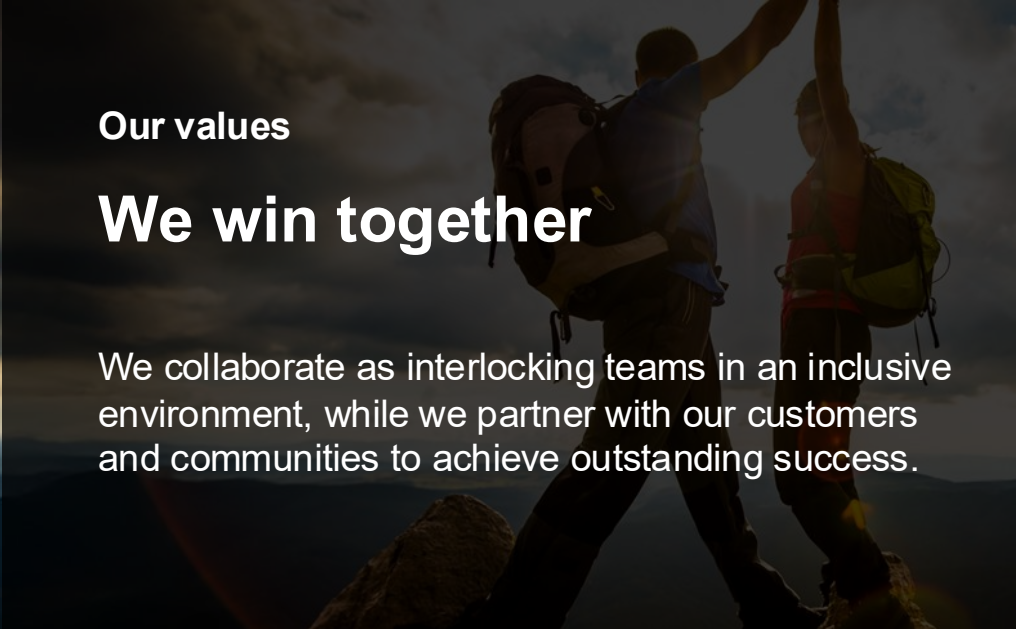
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Conclusion

By using this playbook, you, the valued HPS team member, can live the Vision, Mission, and Values every day while driving meaningful change within the company and the communities we serve. Use this tool as a guide for personal reflection and collective action toward achieving shared goals! Remember, being the transformative force that electrifies the world is everyone's business. We're only as good as all of us together.

