

Living our Cultural Principles



Corporate Culture and Social Responsibility at Hypertherm Associates



We believe any long-term sustainable business is value-creating, not just for financial stakeholders, but also for customers, suppliers, Associates, communities, and the environment. The vision of Hypertherm Associates is: **Innovating together to build a better future, for all.** We do this through our mission to provide Customers with the world's leading industrial cutting solutions, to promote the well-being and development of our Associates, and to enrich our communities and environment. We believe our triple bottom line management approach—to positively balance our impact on people, profits, and the planet—makes our business stronger for the long term. We engineer technologies, products, services, and solutions that provide superior value to our customers, our Associate owners, and our planet. At Hypertherm Associates, we embed this strategic and transformational stewardship approach across all aspects of our work.

2025 impact

Our Cultural Principles—Care, Trust, Commitment, and Teamwork—guide our actions in all areas of our work, and the results speak for themselves.



CARE	TRUST	COMMITMENT	TEAMWORK
<p>36,665 hours</p> <p>Record-breaking Community Service Time total hours</p>	<p>65% of Associates</p> <p>All-time high Associate participation in Continuous Improvement Activities</p>	<p>43% of teams</p> <p>achieved new or renewed Green Leaf certifications</p>	<p>Disability Friendly Workplace</p> <p>Disability Friendly Workplace certification earned from the Special Needs Support Center</p>
<p>100% CST Club</p> <p>555 Associates each gave 40 hours of service to their communities in 2025</p>	<p>162 regional grants</p> <p>Awarded through local Hypertherm HOPE Foundation teams</p>	<p>64% reduction</p> <p>of hazardous waste across our US operations</p>	<p>Women in Leadership</p> <p>Expansion of Associate Resource Groups to include Women in Leadership</p>

Cultural Principles

Hypertherm Associates' triple bottom line mission and long legacy of leaning into our values when making decisions have always differentiated us as an employer and a business. Our Cultural Principles describe the way we approach all that we do, including our Corporate Culture and Social Responsibility initiatives.

Care

We care about our fellow owners, the world in which we live, and the success of our customers.

Trust

We empower people to make the right decisions for our shared success.

Commitment

We say what we are going to do, and we do what we say, while continuously striving for excellence.

Teamwork

We work in teams to bring out the best in each other and deliver the best for our customers.

Letter from our Leaders

In 2025, we launched the use of **four Cultural Principles** that describe how we work together as Associate owners. Care. Trust. Commitment. Teamwork. These principles put the characteristics demonstrated at Hypertherm Associates into simple, relatable terms, but they aren't new. Based on our legacy Core Values, they were part of the company's founding in 1968, are present today, and will continue to guide our decisions into the future.

While we believed Associates would see the connections to their daily experiences, we were thrilled to hear just how strongly the principles resonate. In team meetings and workshops, Associates overwhelmingly agreed the Cultural Principles represent the way we have operated for nearly 58 years.

Showing real **Care**, both internally and in our communities, comes naturally in our workplace through thoughtful decision-making and genuine camaraderie. Many Associates shared examples of times when the organization and teammates stepped in to care for them or their loved ones. There was also repeated recognition that the 40 hours of paid Community Service Time (CST) every Associate is encouraged to use each year is a truly impactful investment. One Associate refers to it as "40 hours of heart," which captures their care perfectly.



The **Trust** placed in Associates to make the right decisions means that the people closest to the work are doing what's needed without unnecessary oversight. Associates said that Leaders demonstrate trust through transparent, direct communications about company performance and strategy, as well as the expectation and empowerment for all Associates to innovate, problem-solve, and deliver in remarkable ways.

When it comes to **Commitment**, Associate owners certainly come through for the success of their shared business. They speak passionately about their personal commitment to the Customer, to their communities, to our environment, and to one another. Our Associate owners deliver.

With authentic Care, Trust, and Commitment, our productive **Teamwork** and connections experienced here are what keep Associates engaged and dedicated to getting the job done. Core to who we are, we work together as owners and think like customers.

At Hypertherm Associates, culture isn't about a description on a website. It's how we show up each day, and our 2025 Corporate Culture and Social Responsibility Report shares real actions behind our Care, Trust, Commitment, and Teamwork.



Aaron Brandt

President and Chief Executive Officer



Jenny Levy

*EVP, People, Community, & Environment
and HOPE Foundation President*



CARE

We care about our fellow owners, the world in which we live, and the success of our customers.

Community impact

The Care we extend to our communities is so much more than a corporate philanthropy initiative. Our organization invests in providing 40 hours of paid Community Service Time (CST) for each Associate annually, and the impact really adds up.

100% CST Club

555 Associates each gave 40 hours of service to their communities in 2025

36,665 hours

Associates collectively spent a record-breaking total of 36,665 hours volunteering



Amy Chong

2025 Community Hero Award Winner



Mark Knox-Ova

2025 Community Hero Award Winner



Brandon Mason

2025 Gary Gaudette Exemplary Service Award

Many Associates develop strong relationships with local nonprofit organizations through the use of their CST and return time and time again. This includes the Singapore team's regular support of Willing Hearts meal distribution, pictured below, and the long-standing commitment to the Listen Center community dinners in White River Junction, VT, shown on the next page.

For nearly 20 years, a rotating team of Associates has cooked and served dinners at the Listen Center for community members on the first Friday of each month. Many of the Associates volunteer for the dinners on a routine basis, getting to know the regular diners personally. We estimate that Hypertherm Associates' volunteers have served more than 15,000 meals, and the number keeps growing.



“ We estimate that Hypertherm Associates’ volunteers have served more than 15,000 meals at the Listen Center, and the number keeps growing. ”

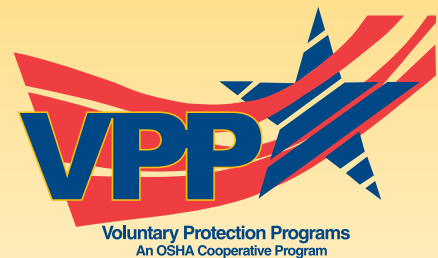


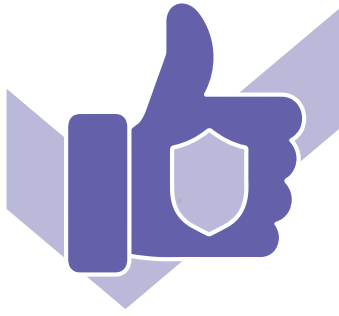
Caring for one another

Internally, the genuine Care Associate owners have for one another comes through in all daily interactions. A primary goal, though, is ensuring everyone's safety. As an OSHA Voluntary Protection Program (VPP) Star employer, we hold ourselves to the highest standards. Our robust safety programs kept our injury rate well below the manufacturing industry average yet again in 2025, with a **Total Case Incident Rate (TCIR) of 1.6**.

As an organization, Hypertherm Associates has multiple programs in place to provide Care during a wide range of situations, including weather emergencies. Emergency time off began as a paid time off program during the COVID-19 pandemic. Recognizing there can be extraordinary situations outside of Associates' control that require time away from work, this program is still used when there is a natural disaster declaration in a given location where our Associates live and work.

In December of 2025, **our Associates in Washington state experienced devastating floods** with widespread property and infrastructure damage. Those Associates were given up to 40 hours of paid emergency time off if they needed to miss work because of impassable or closed roads, immediate action required to secure their home from flood waters, or damage to their home or property requiring immediate repair.





TRUST

We empower people to make the right decisions for our shared success.

Empowering our communities

Community support and development can't be accomplished alone. It requires Trust in the people closest to the needs and to the resources. Through paid Community Service Time, internal HOPE Team sub-committees, and partnerships between the Hypertherm HOPE Foundation and local nonprofit organizations, **Associates are empowered to have an incredible impact in their own communities.**

The HOPE Foundation's Community Impact Plan has three strategic areas of focus: Science, Technology, Engineering, and Math (STEM) education, Substance Use Disorder (SUD) prevention and recovery, and Early Childhood needs.

In support of one of these strategic priorities, our teams hosted and participated in multiple student events in 2025, bringing STEM careers to life for local youth.

- **Brazil:** Associates supported career exploration at Junior Achievement São Paulo's student events
- **New Hampshire:** more than 500 students visited our Lebanon manufacturing facility in 2025, including 32 students from 6 area high schools who participated in a dedicated Student Technology Day
- **Washington:** our Owners with Pride Associate Resource Group, along with other Associates in WA, hosted students from the Raisbeck Aviation High School at our Kent facility
- **Washington:** a team of Associates participated in the Kent Space for All STEM event





Local expertise

In addition to partnership and volunteering, we Trust our regional HOPE teams with their own grantmaking decisions, because they know their communities best.

Here are a few of the US organizations funded in 2025.

Food and housing

- FeedMore WNY (NY)
- Refugee Women's Alliance (WA)
- Second Harvest Heartland (MN)
- Upper Valley Haven (NH)

Early Childhood needs

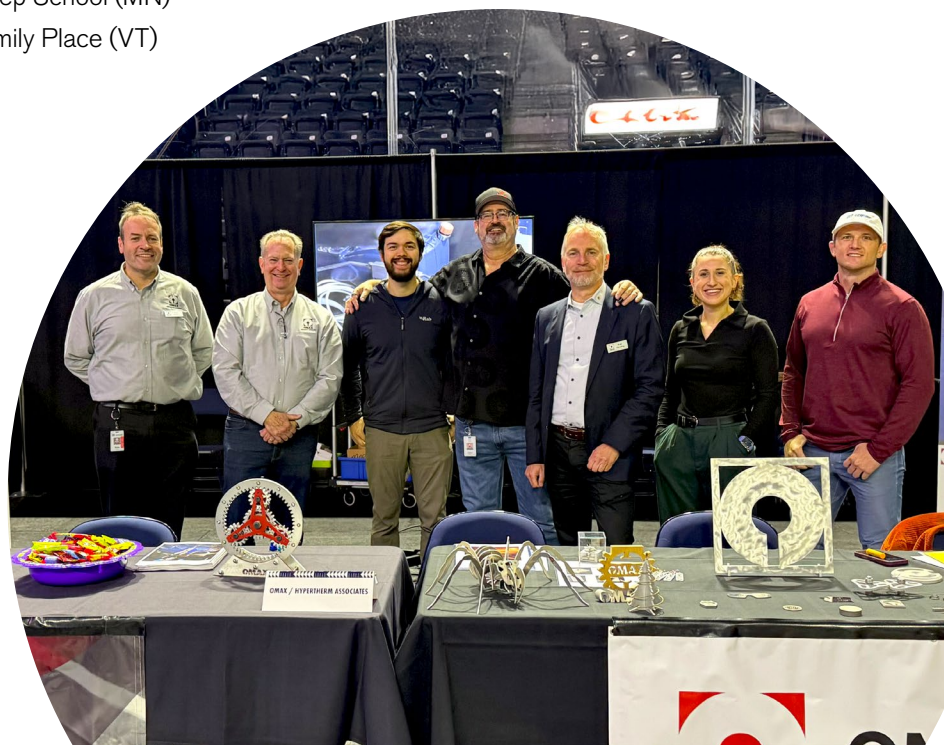
- Early Care Education Association (NH)
- Good Beginnings (NH)
- LIFE Prep School (MN)
- The Family Place (VT)

Education/STEM

- Girls Dream Code (MN)
- Montshire Museum of Science (VT)
- Washington Alliance for Better Schools (WA)
- Youth Mentoring Services of Niagara (NY)

Substance Use Disorder prevention and recovery

- Connecticut Valley Addiction Recovery (VT)
- Headrest (NH)
- Step Up Parents (NH)
- TLC Family Resource Center (NH)





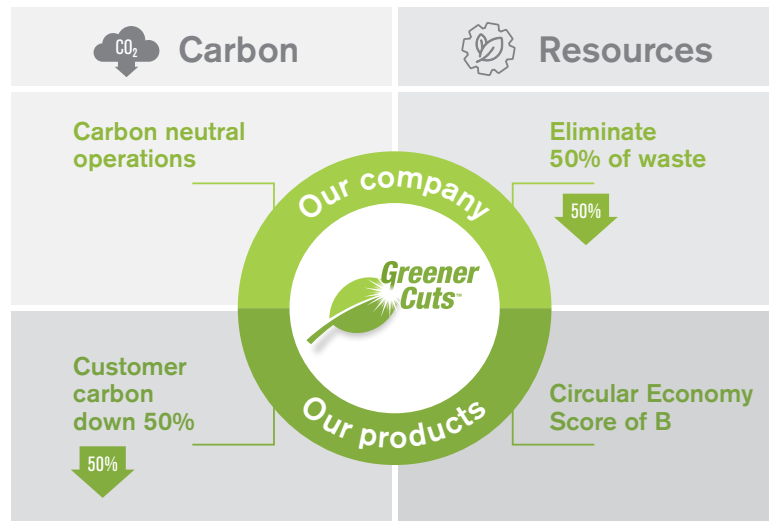
Commitment

We say what we are going to do, and we do what we say, while continuously striving for excellence.

2030 Sustainability Goals: the halfway point

2025 marked the halfway point for the environmental sustainability goals set in 2020 (with 2019 as the baseline), and our Commitment to reach the aggressive targets has not wavered. The first five years of work included in-depth discovery of our impacts in the goal categories and the exploration of multiple solutions.

2030 Sustainability Goals



Ryan Acheson

2025 Hypertherm Associates
Environmental Hero Award Winner

Carbon neutrality of our operations

We strive to be carbon neutral across our global operations by 2030. Our largest opportunity in this category is reducing fossil fuel use for our fleet, heating, commuting, and electricity. This change became a clear priority in 2025, as these emissions were up 20% over our baseline year. To start to address this, we completed a needs assessment for our sales fleet, identified electric vehicles (EVs) to meet those needs, and built a plan to transition to all EVs by 2030. A third solar EV charging station was added in NH to support even more personal EV use by Associates. We also signed a contract for a rooftop solar installation through fellow ESOP ReVision Energy to match the electricity needs for our NH warehouse; construction will be completed in 2026. Finally, we continue to purchase Green-e® certified Renewable Energy Certificates (RECs) for 100% of our global purchased electricity use.

Reduce customer carbon by 50%

Our carbon impact through customer use of our products is moving in the right direction, down 9% even with sales growth. This is the result of several years of new product design incorporating energy efficiency targets and tracking. Newer products are 28% less energy intensive and are replacing older products in the market.

Reduce all waste by 50%

Our 2020 goals included eliminating waste to landfill, which we achieved by industry standards by getting landfill waste down to <1%. The 2030 goal to reduce all waste by 50% now encourages us to increase reuse and reduce unnecessary consumption overall. One of the largest successes in this category has been the 64% reduction of hazardous waste through a nearly complete phaseout of solvent-based parts washers. Total waste is down 1.4%, and we have identified opportunities to make progress through education and continual monitoring of recycling market and landfill policy changes.

Circularity

Throughout our value chain, we aim to improve environmental circularity, meaning the extent to which our supply chain, manufacturing, distribution, and product use are achieving long-term use and reuse of all resources. In 2025, one business team conducted a pilot remanufacturing study to identify opportunities to keep materials and resources in use and to reduce waste. We also kicked off circularity workshops with our Central Engineering team to bring awareness to circular design and explore ways that our products can better contribute to circularity in the future.



Green Leaf Program

The processes and structures we have built to embed environmental stewardship into all that we do, including our internal Green Leaf Program, are the foundation for our Commitment to environmental sustainability. Each team, through the leadership of their team's Green Champion, explores their environmental impacts, brainstorms and implements improvements, and then participates in continuous auditing. We were thrilled to have 43% of all global teams earn new Green Leaf certifications in 2025!

GRI Referenced Environmental data

Energy Consumption (Gigajoules) 302-1

Total Energy Consumption by Year	2019	2023	2024	2025
Electricity	69,474,648	68,401,327	73,904,094	71,822,650
Stationary Combustion	24,689	26,400	29,174	32,231
Total	69,499,337	68,427,726	73,933,268	71,854,881

Non-Renewable Fuel Consumption by Year

	2019	2023	2024	2025
Distillate Fuel Oil No. 2	0	58	0	46
Liquid Propane	17,159	17,089	18,642	21,713
Natural Gas	7,529	9,253	10,532	10,473
Total	24,689	26,400	29,174	32,231

Emissions (Metric Tons CO₂e) 305-1

Scope 1 Emissions	2019	2023	2024	2025
Fugitive Emissions	95	145	472	192
Mobile Combustion	217	204	231	278
Stationary Combustion	1,399	1,486	1,639	1,822
Total Scope 1 CO₂e	1,712	1,836	2,342	2,292

305-2

Scope 2 Emissions	2019	2023	2024	2025
Electricity (Purchased (Location-Based)) ¹	5,365	5,275	5,716	5,535
Electricity (Market-Based) (Net CO ₂ e)	0	0	0	0

Data demonstrates the environmental impact of all global operations and products in use, with the following exceptions: WA state logistics, Waterjet products in use, and employee-owned vehicles for business use. Logistics data is not included for 2025, though it has been calculated in the past. Data from past years has been updated in this report when errors were found. This includes several instances of waste stream data being miscategorized for treatment type. Compost numbers are now actual weights instead of estimated weights. Additional data is included this year that was not previously included, such as metals recycling for Waterjet, and rail and rental cars for business travel. Landfill percentage now includes Waterjet for current and past years.

305-3

Scope 3 Emissions	2019	2023	2024	2025
Business Travel ²	1,270	1,453	1,386	983
Employee Commuting	2,268	2,433	2,317	2,219
Fuel and Energy-Related Activities	50	31	43	56
Purchased Goods and Services	20	21	46	43
Use of Sold Products	436,988	416,469	396,420	396,940
Waste Generated in Operations	863	764	755	709
Total Scope 3 CO₂e	441,459	421,172	400,967	400,949

Waste Treatment Method (Metric Tons) 306-3

Waste Disposal by Year	2019	2023	2024	2025
Reuse	131	137	119	98
Recycled	2,270	2,475	2,494	2,489
Landfilled	363	200	190	127
Composted	41	63	71	37
Combusted	1	6	8	36
Hazardous Waste (Treatment or Incineration)	43	50	38	22
Total Waste	2,849	2,932	2,920	2,809
% to landfill	12.73%	6.83%	6.56%	4.55%

¹ Electricity was restated back to 2019 to include modeled electricity use for the Korea office.

² Business Travel was restated back to 2019 to include additional categories.

Emission and conversion factors are from the US Environmental Protection Agency and US Energy Information Administration. Greenhouse Gas Protocol methodologies were used to calculate emissions. Gases included are: CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆. Energy and waste data presented in this report are in reference to the Global Reporting Initiative. All waste is taken off-site and disposed of by our waste vendor.



Teamwork

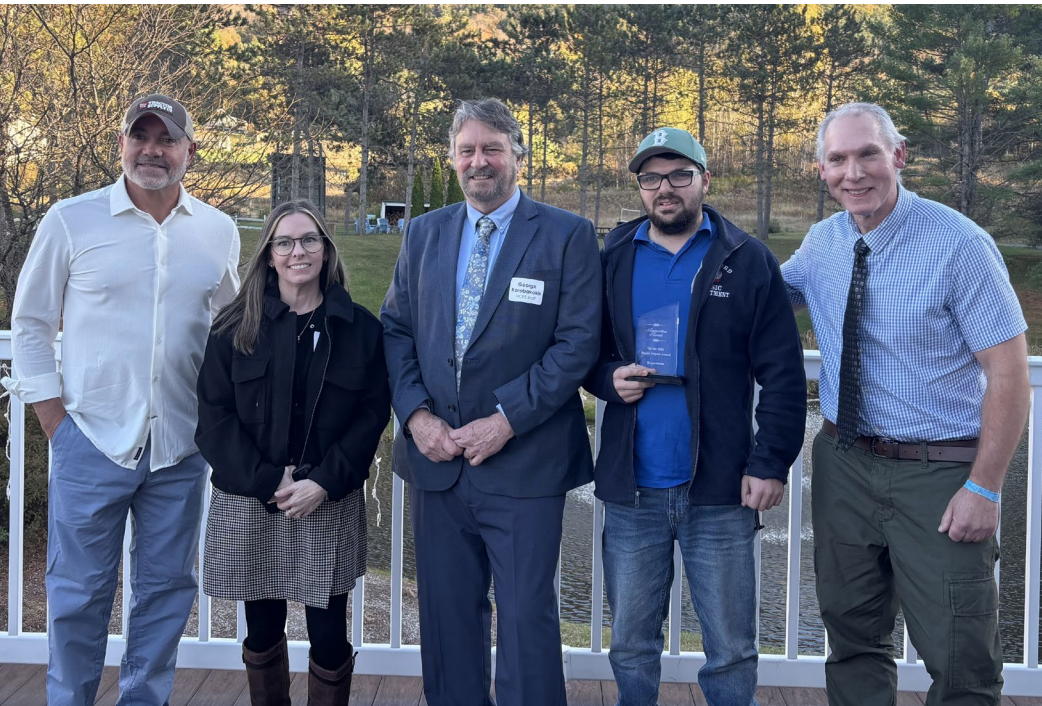
We work in teams to bring out the best in each other and deliver the best for our customers.

2025 brought more progress in our support of team collaboration. Creating a truly accessible and inclusive work environment allows us to focus on how each Associate owner contributes to our shared business.



Disability Friendly Workplace

Work completed in 2024 and 2025 led to our designation by the **Special Needs Support Center (SNSC)** as a Disability Friendly Workplace. SNSC provides this certification to businesses that participate in a disability inclusion assessment and implement improvements identified. The assessment covers recruitment and hiring, training, physical accessibility, and accommodations for Associates and visitors. Some of our existing strengths include providing information in multiple formats, accessible pathways through our facilities, and having both light and sound indicators on robotic equipment. We are now looking to improve our use of high-contrast colors in all systems, adaptations for light and sound sensitivities, and increasing the number of wheelchair accessible tables and workstations.



Ripple Impact Award

We also received the Ripple Impact Award from **Health Care and Rehabilitation Services (HCRS)** of Vermont, recognizing our “inclusive employment partnerships that create lasting opportunities for people with developmental disabilities.” This award comes after decades of partnership with HCRS to support those they serve in accessing meaningful careers at Hypertherm Associates.

Expansion of Associate Resource Groups

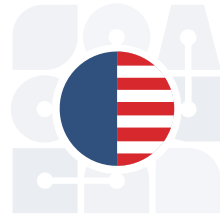
Our previously established internal Associate Resource Groups—Owners with Pride, Recovery Network, and US Veterans Community—provide Associates with similar lived experiences the opportunity to connect with one another and promote an inclusive work environment. During 2025, we announced the launch of the next Resource Group: **Women in Leadership**. The creation of this group recognizes the unique dynamics that exist for female team members and leaders in our industry.



Owners
with
Pride



Recovery
Network



US Veterans
Community



Women
in
Leadership



At Hypertherm Associates, we know that diversity of all kinds, the experiences we each bring, and the bonds formed through understanding one another make our teams stronger.



SHAPING POSSIBILITY[®]

PLASMA | LASER | WATERJET | AUTOMATION | SOFTWARE | CONSUMABLES

Learn more at www.hyperthermassociates.com/csr

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As a 100% Associate-owned company, we are committed to caring for our Associates, our communities, and our environment. www.hyperthermassociates.com/ownership

The HOPE Foundation partners with nonprofit organizations that strengthen and create sustainable, positive change in the community and environment. The HOPE Foundation does not fund organizations that discriminate based on race, gender, gender identity, sexual orientation, religion, or ethnicity. www.hyperthermhopefoundation.com

Environmental stewardship is one of Hypertherm Associates' core values. www.hyperthermassociates.com/environment

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