HYPERTHERM ASSOCIATES®

Total Rewards Guide for Associates

OWN YOUR CAREER. OWN YOUR FUTURE. OWN YOUR COMPANY.

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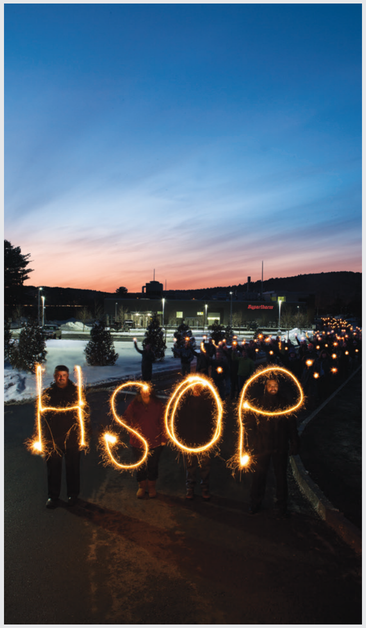

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Total Rewards

As a 100% Associate-owned company, Hypertherm Associates provides economic stability for our Associates through our Total Rewards program: compensation, benefits, earned time off and holidays, parental and family leaves, community service time, profit sharing, and stock ownership.

Each year, Hypertherm Associates strives to offer a comprehensive benefits package that provides quality, value, and choice. We know that to deliver exceptional solutions to our customers, we need to take care of our Associates. It is this philosophy that drives the thinking behind our wellness and benefit offerings.

Eligibility

Full-time Associates

All full-time Associates who work 30 hours or more per week are eligible for the benefits described in this summary (unless otherwise noted) on their date of hire.

Spouses

Legal spouses are eligible to be covered under Hypertherm Associates' plans.

Dependents

An eligible dependent child is defined as a child under the age of 26. It also includes a stepchild, or adopted child, who lives with you. Eligibility is not contingent upon full-time student status, marital status, or dependency.

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Ownership

Associate ownership is demonstrated through three significant employment elements at Hypertherm Associates.

Stock ownership

Employee Stock Ownership Plans (ESOPs) are retirement plans funded with shares/stock from your company rather than mutual funds or other investments. Hypertherm Associates became an ESOP company in 2001 with 30% of the company owned by its Associates and moved to 100% Associate ownership in 2013, meaning that the company does not have any outside investors or shareholders.

Profit sharing

Profit sharing is discretionary based on company performance for the year and is allocated as a percentage of actual base earnings by Associates that calendar year.

Culture

Shared ownership creates a long-range, internal focus within the company, which is seen in our employment stability and firm commitment to our no-layoff philosophy. In addition, our company strategy centers around impactful innovation and continuous improvement rather than short-term gains.

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Financial benefits

Hypertherm Associate Stock Ownership Plan (HSOP)

The HSOP allocates shares of company stock to all eligible US-based Associates annually, and a parallel program, the Global Stock Value Program (GSVP), allocates units to all eligible non-US-based Associates.

All eligible Associate owners receive HSOP allocations at the end of each calendar year following the valuation process and receive statements each spring. Allocations are equal to 8%* of compensation (including overtime, profit sharing, incentives, Earned Time Off, Community Service Time, and military wages).

* HSOP allocations are a minimum of 5% of compensation and have been 8% since 2013.

401(k) Retirement plan

In addition to the retirement funding provided by the company through the HSOP, Hypertherm Associates also contributes matching funds to a 401(k) plan for US-based Associates.

Hypertherm Associates matches 25% of the Associate's 401(k) contribution up to the 6% level. For example, if an Associate's 6% contribution equals $100, the company will provide a matching contribution of $25 (25% of $100). If an Associate contributes more than 6% to their 401(k), they will still receive the company match up to the 6% level only.

Profit sharing

Since Hypertherm Associates began generating profits over 50 years ago, sharing those rewards has been part of the company culture. Profit sharing is discretionary based on company performance for the year. Over the last five years, the average profit sharing bonus has been 16%. A new Associate must begin work on or before July 6, 2026 in the US and July 1, 2026 outside the US, to be eligible for profit sharing in 2026.

Health benefits

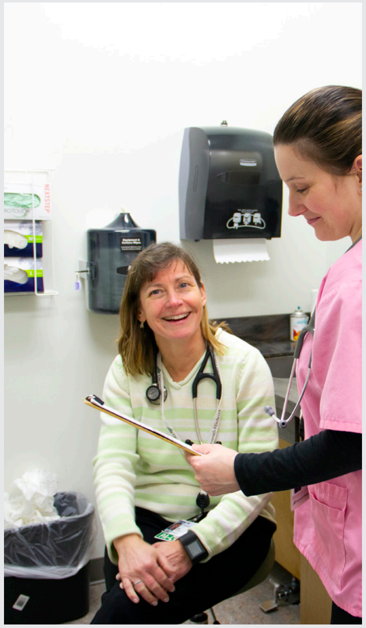
Hypertherm Associates provides for Associate health and wellness through medical/prescription, dental, and vision coverage; flexible spending accounts, a wellness rewards program; life, disability, and AD&D insurance; an Associate Assistance Program; and additional optional benefits.

Medical and prescription coverage

Hypertherm Associates offers three medical plans through Cigna: the Open Access Plus (OAP) Plan; the Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA); and the CDHP with a Health Reimbursement Account (HRA). All plans include prescription coverage through CVS Caremark.

The following page contains a summary of the medical and prescription plan designs for in-network care. All plans allow you to see any provider but offer a higher level of coverage when you see a provider in the plan's network. All plans cover in-network preventive care in full.

Note: Deductibles and out-of-pocket maximums are based on the number of family members covered on the plan. Payroll contribution rates are based on plan size and salary tier (your per-paycheck cost for the plan).



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2026 Medical plans

Medical and prescription coverage summary	Consumer Driven Health Plans Health Savings Account (HSA)	Health Reimbursement Account (HRA)	Open Access Plan (OAP)
Plan Highlights	▪ Lower payroll contributions ▪ Your own tax-free savings account with no roll-over limits ▪ Cumulative family deductible and Out-of-Pocket (OOP) maximum*	▪ Low payroll contributions ▪ Company-managed spending account with roll-over limits ▪ Free visits to the HAWC (NH) ▪ Embedded family deductible and Out-of-Pocket (OOP) maximum**	▪ Higher payroll contributions ▪ Embedded family deductible and Out-of-Pocket (OOP) maximum**
Preventive Care and Screenings	100% covered, not including follow-up diagnostics	100% covered, not including follow-up diagnostics	100% covered, not including follow-up diagnostics
Spending accounts: Money you may use to cover eligible health care expenses for you and your family.			
Eligible health care accounts	Health Savings Account Limited Purpose FSA	Health Reimbursement Account Health Care FSA	Health Care FSA
Company contribution	Individual: $500 Family: $1,000	Individual: $500 Family: $1,000	$0
Annual deductible*: You pay for care until you have paid the deductible amount.			
Associate-only plan	$2,000	$2,000	$1,000
Family plan	2+ people: $4,000*	Individual: $2,000** 2+ people: $4,000	Individual: $1,000** 2+ people: $2,000
Coinsurance and copays (in-network): After you meet the deductible, you pay a portion for care until you reach the OOP maximum for care and prescriptions.			
Primary care provider (PCP)	20% after deductible	20% after deductible	$25 copay
Specialty care provider (SCP)	20% after deductible	20% after deductible	$40 copay
Telehealth through MDLIVE	Free	Free	Free
Emergency room	20% after deductible (waived if admitted)	20% after deductible (waived if admitted)	$200 copay (waived if admitted)
Other covered services and tests	20% after deductible	20% after deductible	20% after deductible
Prescriptions: You pay a copay for Preventive Rx in all plans as well as Retail and Mail-order Rx in the HRA and OAP plans throughout the year (even before your deductible is met) until you reach the OOP maximum for care and prescriptions.			
Preventive Rx, 30-day	Generic: $10 Brand, Preferred/Non-preferred: $40	Generic: $10 Brand, Preferred: $40 Brand, Non-preferred: $60	Generic: $10 Brand, Preferred: $40 Brand, Non-preferred: $60
Preventive Rx, 90-day	Generic: $20 Brand, Preferred/Non-preferred: $80		
Retail Rx, 30-day	20% after deductible		
Mail Order Rx, 90-day	20% after deductible	Generic: $20 Brand, Preferred: $80 Brand, Non-preferred: $120	Generic: $20 Brand, Preferred: $80 Brand, Non-preferred: $120
Annual Out-of-Pocket (OOP) Maximum*: Once your total payments reach the OOP maximum, the plan pays for all covered care and prescriptions.			
Associate-only plan	$3,500	$3,500	$3,500
Family plan	2+ people: $7,000*	Individual: $3,500** 2+ people: $7,000	Individual: $3,500** 2+ people: $7,000

* **Cumulative** means that your family's spending adds up together and you must meet your family's deductible before the plan begins to pay its portion. Once all family members on the plan have met the OOP maximum, the plan pays for all covered care and prescriptions.

** **Embedded** means each person's spending is counted separately, and the plan will pay its portion for each individual once they meet their deductible. When the family deductible is met, the plan will pay its portion for all family members. Once an individual meets their OOP maximum, the plan pays for all covered care and prescriptions for that person, and when the family OOP maximum is met, the plan pays for all family members' covered care and prescriptions.

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Dental

Hypertherm Associates offers two dental plan options through Northeast Delta Dental (NE Delta). This is a summary of the dental plan designs for in-network care.

2026 Plans	Low plan	High plan
Network	PPO plus Premier	PPO plus Premier
Preventative care/ Diagnostic*	100% covered	100% covered
Annual maximum benefit*	$1,000 per person	$2,000 per person
Annual deductible*: You pay for care until you have paid the deductible amount.		
Associate-only plan	$50	$50
Family plan	$150	$150
Coinsurance and Copays (in-network): After you meet the deductible, you pay a portion for care.		
Basic services	20% after deductible (up to annual maximum)	20% after deductible (up to annual maximum)
Major services	90% after deductible (up to annual maximum)	50% after deductible (up to annual maximum)
Orthodontics adults and children	No coverage	50% after deductible (up to $2,000 lifetime maximum)

* Preventative dental services (like cleanings and X-rays) do not count toward your annual maximum benefit, meaning more coverage is available for restorative services.

Health through Oral Wellness (HOW)

Our dental plans include the Delta Dental HOW Program, designed to screen for oral disease and provide additional preventive services to members who are at risk, at no cost. These enhanced benefits are included below.

Oral health condition and covered benefits	
Caries (tooth decay)	**Periodontal (gum) Disease**
Benefits: *(frequency varies)* ▪ Caries susceptibility test ▪ Child or adult cleaning ▪ Fluoride varnish or topical fluoride ▪ Nutritional counseling or oral hygiene instruction ▪ Sealants (children and adults)	**Benefits:** ▪ Adult cleaning ▪ Nutritional counseling ▪ Tobacco cessation counseling ▪ Oral hygiene instruction ▪ Full mouth debridement ▪ Periodontal maintenance

Vision

Hypertherm Associates offers vision coverage through EyeMed.

2026 Vision plan services and items	In-network coverage
Exam (once every 12 months)	$10 copay
Frames (once every 24 months)	No copay ($130 allowance, 20% off balance over $130)
Standard plastic lenses (once every 12 months)	$20 copay
Other lens options/network discounts (Associate pays) UV coating	$15
Tint (solid and gradient)	$15
Scratch resistance	$15
Polycarbonate	$40
Progressive (add-on to bifocal)	$85 plus 80% of charge, less $120 allowance
Anti-reflective	$45
Contact lenses (in addition to eyeglass lenses)	
Conventional	No copay, $130 allowance, 15% off balance over $130
Disposable	No copay, $130 allowance
Laser vision correction	15% off retail, or 5% off promotional price From U.S. Laser Network

Flexible Spending Accounts

With a Flexible Spending Account (FSA), you can save an average of 30 percent by using pre-tax dollars to pay for eligible FSA expenses for you, your spouse, and qualifying dependents. The types of products or services that are FSA-eligible depend on what type of FSA you have.

Associates may select:

- Health Care FSA
- Dependent Care FSA
- Limited Purpose FSA

Annual maximums for each type of FSA are set by the IRS and will be visible in Workday during benefits annual enrollment.

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Life and Accidental Death & Dismemberment (AD&D) benefits

Hypertherm Associates offers life insurance and Accidental Death & Dismemberment (AD&D) insurance through the Reliance Standard Life Insurance Company. Life insurance provides financial protection in the event of your death. AD&D insurance provides an additional level of protection in the event of accidental death or loss of limb, sight, speech, or hearing.

Company provided coverage

One times your annual earnings in life insurance coverage.

Supplemental coverage

- Associate additional life insurance
- Spousal life insurance
- Child life insurance
- AD&D insurance for self, spouse, and/or children

Disability benefits

Short-term and long-term disability plans can provide important income protection if you become disabled due to a non-work-related illness or injury. That is why Hypertherm Associates provides eligible Associates with disability coverage, at no cost to you.

Short-term disability

Hypertherm Associates provides short-term disability coverage to all Associates. There is a 7-day waiting period and the benefits payable are 100% of your weekly earnings for up to 3 weeks, and then 60% of your weekly earnings (tax free) for the remaining period, up to a maximum of 26 weeks.

Long-term disability

Hypertherm Associates provides long-term disability coverage to all Associates. There is a 180-day waiting period and the benefits payable are 60% of your monthly earnings up to a monthly maximum of $15,000. Benefits are payable to age 65 or beyond depending upon age at disability.

Additional benefits

Hypertherm Associates offers you the choice to purchase several additional benefits at discounted or group rates. These plans can supplement your other health and financial benefits to provide comprehensive protection for you and your family members.

- Accident insurance
- Critical illness insurance
- Hospital indemnity insurance
- Legal/identity monitoring insurance
- Pet insurance

Wellness benefits

Associate Assistance Program (AAP)

All global Associates and their family members have access to AAP through Ulliance. The AAP provides a variety of consultation services, including free, confidential mental health treatment over the phone and up to 10 free in-person visits.

Wellness rewards program

Build and maintain wellness habits that really matter! Personify Health helps you track your wellness and fitness activities, connects you with resources to improve your habits, and allows you to earn up to $800 annually. Associates can earn an additional $200 for completing specific preventive wellness activities or disease management programs.

Hypertherm Associate Wellness Center (HAWC)

Hypertherm Associates offers New Hampshire-based Associates primary care and urgent care coverage through the Hypertherm Associate Wellness Center (HAWC). Staffed by medical personnel, the HAWC provides the support you need to live and stay well, while keeping medical costs down.

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Time-off benefits

Hypertherm Associates provides multiple time off options to allow Associates to rest, play, attend to other responsibilities, and return to work recharged!

Earned Time Off (ETO)

Hypertherm Associates ETO accrual rates:

- 0–4 Years of service: 120 hours (3 weeks) per year
- 5–9 Years of service: 160 hours (4 weeks) per year
- 10+ Years of service: 200 hours (5 weeks) per year

Associates begin accruing ETO on their first day of employment. ETO is prorated based on your work hours.* In 2026, Associates are allowed to carry a maximum ETO balance of up to 400 hrs. Once Associates reach the maximum balance of hours, they stop accruing time until they use ETO hours to bring their balance below the maximum threshold.

Note, beginning in 2027 the maximum ETO balance will go to 350 hrs. and slowly taper over 4 years to reach a maximum threshold of 200 hrs. in 2030.

* New Associates who demonstrate 10 or more years of cumulative work experience will have an annual accrual of four weeks of ETO during their first five years at Hypertherm Associates; after that point, their ETO will match the regular ETO accrual schedule.

Sick Time

Full-time Associates have up to 24 hours of Sick Time coverage available if needed in a calendar year. Sick Time hours are prorated for part-time and newly hired Associates.

Company holidays

Associates receive a minimum of 80 hours paid company holiday time annually, including a combination of fixed and floating holidays.

Parental leave

Hypertherm Associates provides new parents with time off to care for and bond with their new children. They may take up to 120 hours (3 weeks) off with 100% pay during the first six months following the birth or adoption of a child. This time may be used to supplement state or company-paid short-term disability and/or (FMLA) covered leave.

Family care leave

Hypertherm Associates recognizes that Associates must balance work obligations with providing care for their families. The intent of the family care leave is to provide eligible Associates with a paid leave to support them while meeting family obligations outside the workplace.

This policy provides full-time Associates with up to 120 hours (3 weeks) of leave per rolling 12 months paid at 100% of regular base salary to care for spouses, children, or parents with a serious health condition as defined by Family Medical Leave Act (FMLA), and in conjunction with state and federal leave programs. Leave under this policy may not be used for an Associate's own medical condition.

Community Service Time (CST)

Get paid to support your community! Associates receive 40 hours annually to volunteer for any nonprofit organizations or government agencies providing services to the general public that are not religious or political in nature.

Military leave

Associates serving in the United States military are excused from work for required training and when called to active duty. They will receive the difference between military wages and their base compensation for up to two weeks of required training annually and up to one year of active duty.

Jury duty

Associates called to serve jury duty are excused from work for the time required and receive full pay in addition to any compensation provided by their state.

Bereavement leave

Associates experiencing a death in their immediate family (spouse, children, parents, grandparents, siblings, or any step or in-law relationships of the above) may take up to 40 paid hours (5 days) off.

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