



**HYPERTHERM  
ASSOCIATES™**

SHAPING POSSIBILITY®

# Corporate Culture and Social Responsibility Report

# 2021





**We believe any long-term sustainable business is value creating, not just for financial stakeholders, but also for customers, suppliers, employees, communities, and the environment.**

The vision of Hypertherm Associates is to be the agent of innovation in industrial cutting operations globally, working together as a company of Associate owners to make positive change, create shared value, and bring out the full potential of every Associate.

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.



# Letter from our leaders



**JENNY LEVY,**  
EVP of People, Community,  
& Environment

As an Associate-owned company, we measure success a little differently than most. To us, it isn't about generating maximum profit from our business, it is about running a business that also balances care for our people and planet. We believe our products and people can make a positive difference in this world. This is not exactly a new or unique concept, although one could argue our actions are more important than ever as we seek peace, global health, racial equity, a balanced climate, and economic opportunity.

We have been fueled by the power of Associate ownership for 20 years as we celebrated that milestone anniversary in 2021. Aligning the goals of our business to the interests and values of our Associates and, likewise, pointing their many talents at our greatest challenges is what gives our company unique strength, innovation, and resilience. We are constantly focused on ensuring the long-term leadership of our business to build a vibrant future for generations of Associate owners.



**EVAN SMITH,**  
Hypertherm President  
& CEO

Following a year unlike any other, we began 2021 cautiously; hopeful we would soon see a return to normalcy. Instead, we immediately faced supply chain volatility and a severe labor shortage. This shortage of product and people was further compounded by unprecedented demand as companies who had postponed purchases in 2020, restarted operations. But rather than break us, we believe we emerged stronger, coming together as a team to solve difficult challenges.

Through it all, we continued to connect with our community. While many others were pausing volunteer programs because of the pandemic, Hypertherm Associates in countries around the world continued serving. They understood our communities needed us more than ever. Associates stocked food pantries, maintained trails, and worked to support underrepresented groups. They brought the Junior Achievement program to Brazil and started serving Be My Eyes, an organization for blind and low-vision individuals. Our HOPE Foundation continued its work by expanding on the Foundation's three strategic focus areas: SHAPE for STEM, Substance Use Disorders, and Early Childhood Development. At the same time, the team worked to embed inclusion, diversity, and equity into its grant process and broaden the Foundation's global reach and impact.

Diversity and inclusion didn't stop with our HOPE Foundation. It also played an important role within our organization. Work to ensure every person feels welcome and respected at Hypertherm was given added focus and effort with the establishment of an Inclusion and Diversity Executive Council. This Council joins our Inclusion and Diversity Task Force in setting strategy and leading the way forward. We also created training programs to support leaders in the creation of a more inclusive work environment and joined other business leaders in the signing of two inclusion and diversity pledges. Our Associates formed several Affinity Groups to build support for each other and give feedback to our business for how to enable their greatest unique strengths.

Nearly every part of our business effects the environment which is why we remain focused on environmental stewardship. We know we must protect and enrich the environment for this and future generations. During 2021, our teams finalized our 2030 environmental goals. Like the 2020 goals they replace, these new goals are ambitious. They include reducing our use of resources, becoming carbon neutral in our global operations, and halving the carbon impact caused by Hypertherm products in use. We know we can't achieve these goals alone and will only make meaningful progress while collaborating with our partners.

Responsible corporate citizenship is embedded in every aspect of our business and in all the actions and decisions of our Associates. Our commitment to creating shared value started with our founding principles and endures as we look ahead. Please join us on this journey and share your feedback and ideas with us.

**We believe  
our products  
and people  
can make  
a positive  
difference  
in this world.**

The image shows two handwritten signatures in black ink. The first signature on the left is 'Jenny' and the second signature on the right is 'Erin'.

# 2021 at a glance

Nearly

**1,500** vested owners



Celebrated

**20 years**

of Associate ownership



Served

**24,993** hours in our communities



Signed

**2 Inclusion & Diversity pledges**



Donated **\$594K** to **100** organizations through HOPE charitable contributions

Donated **12** Powermax plasma systems to North American schools

Revamped ethics training

Formed Inclusion & Diversity Executive Council

Formed or launched 3 affinity groups



Lowered carbon emissions from purchased electricity by **63%**



# Connecting to community

**COMMUNITY SERVICE | SPECIAL EVENTS FROM 2021 | OUR COMMUNITY HEROES | HOPE FOUNDATION**

Since the launch of our Community Service Time program in 2003, the team at Hypertherm Associates has served a combined total of 250,000 hours. And though we have no doubt our community service is impactful, we believe we can multiply our impact by combining volunteer work with funding from our HOPE Foundation. In this way, we can forge a true connection to the community.



## COMMUNITY SERVICE

During a time when many businesses paused volunteer activities because of pandemic concerns, Hypertherm Associates continued to serve the community every day in countries around the world.

Associates stocked shelves at food pantries, delivered meals and companionship to senior citizens, cleaned up communities, helped ensure access to childcare services, provided care to injured or abandoned animals, and so much more. In addition, Associates conducted virtual volunteering in conjunction with Zooniverse, a nonprofit that brings together volunteer scientists, and Be My Eyes, an organization connecting blind and low-vision individuals with sighted volunteers.

Last year also marked the first time Associates in Washington state joined our Community Service Time (CST) program. These Associates, who joined Hypertherm Associates following our 2019 acquisition of OMAX Corporation, received 16 hours of Community Service Time during their inaugural year. Our CST Team was excited to see 20% of these Associates engage in some form.



Average number of  
volunteer hours per Associate

21



### Active shooter drill

Officials from the city of Lebanon, New Hampshire, home to several Hypertherm Associates facilities, asked us to partner on an active shooter drill. The event, designed to simulate an actual active shooter emergency, took place in one of our facilities and involved support from several teams. It impacted all our New Hampshire locations, with our entire campus undergoing a simulated lock-down. The day was deemed a success in helping Hypertherm Associates and the city identify gaps and opportunities for improvement.



### Building fences

Caring Community Preschool, an early childhood program, in Post Mills, Vermont was in danger of losing its license because it did not have an adequate fence surrounding its outdoor play area. With winter looming, a small group of Associates scoped out the site before ordering fencing materials and pulling together a team of volunteers. Finally, during three days in mid-November, Associates got to work, digging holes, pouring concrete, and setting fence posts, before finally hanging the new fence.



### Willing Hands green house

Willing Hands, an organization that collects and grows food for people who cannot afford it, needed a new greenhouse. After Willing Hands reached out to Hypertherm Associates, a group of Associates from our engineering and facilities teams, along with our model shop, came together to design and build the new structure. The greenhouse will help Willing Hands grow healthy food year round.

# Global community impact

## North America

Associates supported our Science, Technology, Engineering, and Math initiative by hosting a FIRST Lego League regional qualifying competition and comprehensive high school internship program. In addition, we welcomed students for job shadows, facility tours, hands-on plasma cutting, and engineering activities.

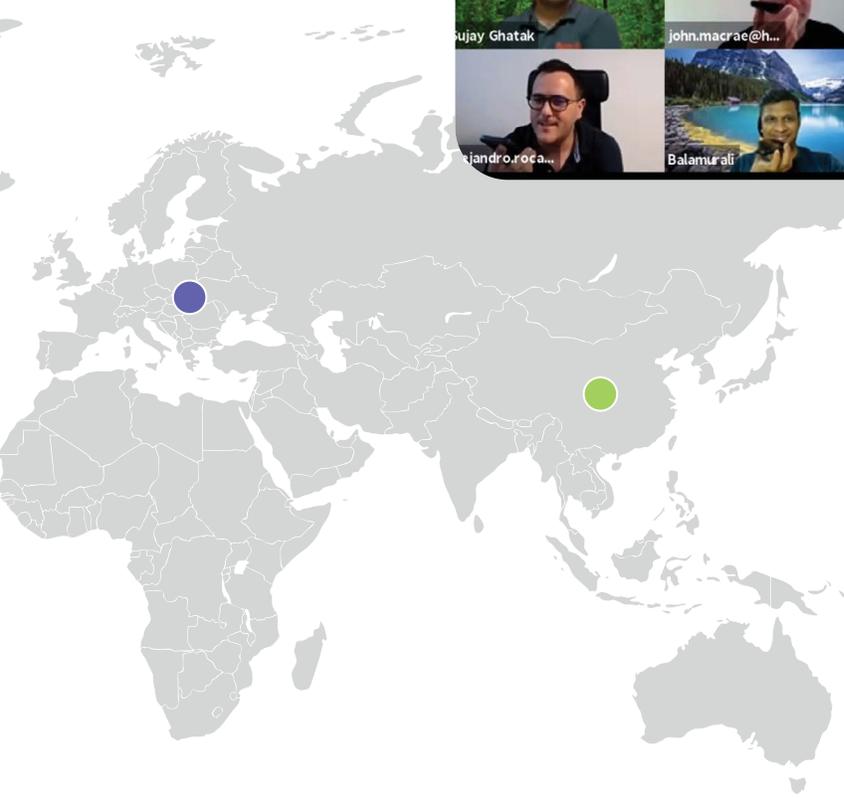


## South America

In collaboration with the HOPE Foundation, which provided funding, Associates headed into classrooms as part of Junior Achievement, a global program that works to teach young people about business and financial literacy.

## Europe and Western Asia

Associates worked with Goodera on a virtual community service time project with Uridu, an organization that provides educational audio recordings to marginalized populations.



## Eastern Asia

An Associate taught students about the science of plasma and the engineering work that goes into creating Hypertherm plasma products in an effort to encourage students to think about a career related to Science, Technology, Engineering, and Math.

## OUR COMMUNITY HEROES

Although we encourage all Hypertherm Associates to serve the community, some Associates go above and beyond, always serving more hours than allocated as part of our Community Service Time program. Each year we celebrate two community heroes for their exemplary community service and inspiring others to volunteer. For 2021, our Community Hero Award recipients are Betsy Van Duyne and Bryan Richardson.



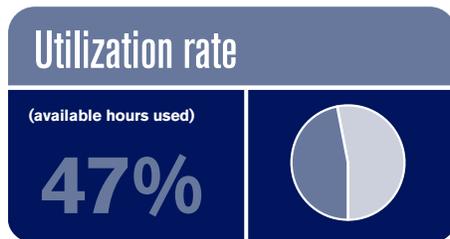
**Betsy Van Duyne, Marketing program manager**

Betsy has served our community throughout her 28-years at Hypertherm Associates, and in fact, is a founding member of our Philanthropy Team, precursor to the HOPE Foundation. Her volunteer efforts include reading to young children, working with animals, and donating blood. She also oversees an educational grant program at Hypertherm Associates.



**Bryan Richardson, Reliability engineer**

Bryan's passion for community service grew out of tragedy, the loss of a son from a substance use disorder. The loss prompted him to start a drug awareness coalition and serve on a Substance Use Disorder task force at Hypertherm Associates. In addition, Bryan is responsible for bringing football to the high school that serves his community.



## HOPE FOUNDATION

At the start of 2021, the HOPE Foundation saw the retirement of HOPE Founder and President Barbara Couch. In addition to establishing the HOPE Foundation, Barbara is responsible for one of the Foundation's most unique aspects: our decision-making model. It was Barbara's steadfast belief that a company owned by its Associates should have them at the heart of its philanthropic giving. For that reason, all grantmaking decisions are made by a team of people here at Hypertherm Associates.

In keeping with its succession plan, the HOPE Foundation is now led by Jenny Levy, EVP of People, Community, and Environment at Hypertherm Associates. In her first year as president, Jenny has led work to expand on the Foundation's three strategic focus areas: SHAPE for STEM, Substance Use Disorders, and Early Childhood.

Jenny and her team also worked to embed inclusion, diversity, and equity into the Foundation's work and broaden its global impact. The Foundation has made small changes to its grantmaking process based on early observations and continues to work on larger process improvements that fully embrace inclusive grantmaking best practices. In addition, our central HOPE team worked to replicate and strengthen the work it is doing in New Hampshire to our other regional offices.





### Substance use disorders



The HOPE Foundation, in partnership with Hypertherm Associates, is working to remove the stigma that often surrounds those struggling with a SUD, while also supporting drug prevention, awareness, and sustained recovery. In 2021 Hypertherm Associates purchased two dozen opioid overdose reversal kits which are now mounted throughout our buildings in the United States. In addition, Hypertherm Associates conducted a drug take-back day. Associates banded together to form a support or affinity group for those in recovery and took part in a vigil for International Overdose Awareness Day. Included in our HOPE Foundation funding was a grant to an organization that provides housing to mothers in recovery.

### Early Childhood

We strengthened our Early Childhood committee by bringing on more members who are parents of young children. Thanks to a grant we received from the Injury Prevention Center at the Children's Hospital at Dartmouth, we hosted a bicycle safety event and distributed 200 helmets, safety lights, books, and information sheets. In addition, we continued to engage with subject matter experts and explore opportunities to support our newest strategic focus areas: parental confidence, youth resilience, and childcare center quality.



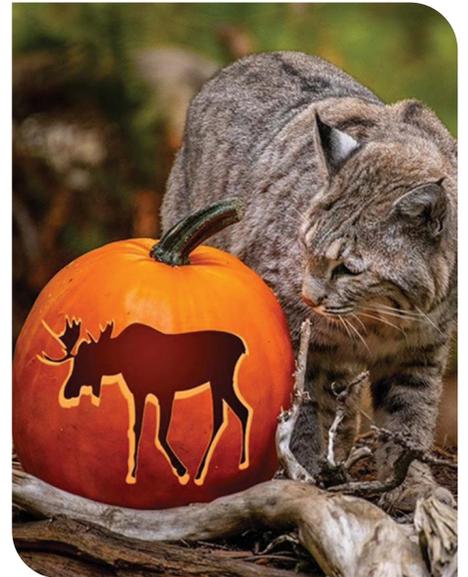
### STEM

Despite the pandemic, Hypertherm Associates was still able to welcome about 300 students to our facilities. This is in addition to the students and volunteers who attended our FIRST Lego League competition mentioned earlier in this report. We also expanded our STEM committee and increased its diversity by welcoming more female engineers. Finally, we created a STEM certification process for our volunteers to ensure our students have an improved and consistent experience.



## Our work in pictures

In 2021 we decided to combine two items that mean a lot to us: community service and Associate ownership. In celebration of our 20th anniversary as an Associate-owned company, we held a community service photo contest. Three winning entries were identified, with the HOPE Foundation making a \$500 grant to three nonprofit organizations selected by the winning photographers.





# Years of ownership

2001–2021

Our path toward becoming one of the largest employee-owned companies in the United States began in 2001, when our co-founder Dick Couch and his wife and business partner, Barbara, established an employee stock ownership program, or as we call it, the Hypertherm Associates Stock Ownership Program for Associates in the United States. This program was followed by a second, near identical program called the Global Stock Value Program for international Associates in 2003.



Twenty years later, Associate ownership is embedded in everything we do; from shared decision making, to cross-team collaboration, and support for fellow Associates, the community, and environment. Ownership is closely linked to our continuous improvement program. We have systemized the inclusivity of ideas through continuous improvement activities in which all Associates submit and act upon ideas that make our company better. Not only do we implement these ideas, we celebrate them. It's why when you ask our Associates what ownership means to them, you often hear the same words and themes.

**My voice matters. My ideas matter. I can grow here.**

## Ownership

Associates join our ownership program after one year if they worked at least 1,000 hours. Their stock is 100% vested after three years.

**Associate owners:**

**1,660**

**Vested Associates:**

**1,496**

**Average tenure of program participants:**

**10.5 years**

Ownership gives greater purpose to the work we do. And, as we hold one another accountable to meet business objectives, we support and encourage each other to serve in our communities, improve our sustainability practices, and deliver on our promises.

The continuing pandemic meant we had to work harder to achieve our goals and stay true to our mission of promoting the well-being and development of our Associates. We are proud of our success. Our work included sponsored vaccine clinics for Associates and their family members. In total, we provided 450 COVID-19 vaccine doses. These clinics were coupled with continued work by our pandemic response team to follow public health guidance and reevaluate our processes as needed. We also added paid family care leave for all U.S. Associates, providing up to three weeks of paid leave to care for spouses, children, or parents with a serious health condition.



“Increased returns for the time and energy invested in my company.”

“I have a long-term savings plan to ensure a bountiful future for my loved ones.”

“Ownership provides a sense of purpose. It allows each Associate to obtain immediate value in the overall vision and goals of our company.”

“Ownership means that what I say, what I do, how I feel, matters. My ideas and opinions will impact the future of Hypertherm Associates. My role is as important as everyone else’s.”

“I feel part of a team and family working together for the same goals. I feel equal to everyone, no matter what their title is. I feel excited for my future and retirement.”

“I can take pride in the contributions Hypertherm Associates makes to the community.”

## In our own words Associate ownership means...

## ENVIRONMENT, HEALTH, AND SAFETY

Like most other large manufacturers, Hypertherm Associates has ergonomic challenges in all areas of our organization. For many years now, our focus has been on identifying and correcting potential ergonomic issues early on, before they cause irreversible harm to our Associate owners. During 2021, we implemented a comprehensive risk reduction program focusing on on-site occupational therapy and improved ergonomic risk assessments. In addition, we discovered some Associates were cutting their hands when changing out tools on certain CNC machines. To prevent this, our manufacturing engineers created and installed a protective cover for the part causing the cuts.

### Total Case Incident Rate (TCIR)

Injuries per 100 Associates

**1.9** 2021

(Down from 2.3 in 2020)

### VPP Star Status

**5** Facilities



2 sites underwent successful recertification in 2021



### Ethics and governance

**“We run our company on values, trust, and care.”**

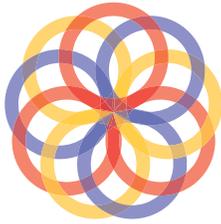
It's a common statement here at Hypertherm Associates and one that is supported by studies of employee-owned companies. Rather than blindly following corporate rules, our Associate owners consider how their actions will impact colleagues, customers, and communities. We believe this commitment positively shapes the way we approach ethics. During 2021, our Ethics and Compliance Council carefully followed evolving ethics practices in areas from marketing and product development to trade, operations, and procurement. The team also conducted external benchmarking aimed at evaluating Hypertherm Associates' practices to those employed by the world's most ethical companies. The team's research led it to refresh our code of ethics and business conduct policy and invest in the creation of a new training module, designed to more actively engage our Associate owners. The team also introduced enhanced ethics training for leaders to ensure all Associates feel valued, comfortable, and inspired to speak up if they ever encounter questionable behavior or actions.



# Building belonging

Feeling safe and empowered at work includes building belonging among our entire Associate population. We want every person to feel welcomed, respected, and appreciated.





Hypertherm  
**Inclusion**  
 and  
**Diversity**

Creating an inclusive work environment, building a diverse workforce, and developing a firm sense of belonging for all are central to our commitment to our Associate owners. As a 100% Associate-owned company it is critically important that all Associate owners know they belong and how to contribute to the mission and goals of our organization. This has always been part of how we work together toward our common goals, and we once again saw growth in our structure and processes during 2021.

Several strategic steps were taken to further embed inclusion and diversity strategy into our core workplace and talent processes.

- An Inclusion and Diversity Executive Council was formed with members of our executive management team. The council engages quarterly on governance, accountability, and sponsorship of key inclusion and diversity initiatives.
- Our corporate Critical Success Factors were expanded to include the fostering of inclusive and diverse teams. This new Critical Success Factor is now embedded in all of our learning and development engagements and processes. As Evan Smith, our president and CEO, stated:

**“Our Mission speaks to what we hope to achieve as an organization, while our Core Values guide us in how we interact with others as we work toward that Mission, and our Critical Success Factors provide what I like to call our recipe for how we do our work to achieve mutual success. It is essential that we maintain focus on the development of inclusive work environments for all Associate owners so that we may benefit from the innovation and creativity that comes from our wealth of diverse perspectives and experiences.”**

- Hypertherm Associates joined fellow members of the National Association of Manufacturers in signing a Pledge for Action, in which we vowed to take tangible actions that will lead to the creation of manufacturing jobs for people of color.
- Our president and CEO also joined more than 2,000 CEOs in signing the CEO Action for Diversity & Inclusion pledge, sponsored by international accounting firm PwC. Signatory companies pledge to cultivate a workplace where diverse perspectives and experiences are welcomed and respected and where employees feel encouraged to discuss diversity and inclusion.

In addition to the strategic structures put in place, an Inclusion and Diversity Task Force, which our company created in 2019, identified a need to create opportunities for people with similar lived experiences to come together for support, camaraderie, and advocacy. In 2021, we formed internal groups for the LGBTQ+ community and U.S. Veterans. We also began planning for a network to support Associates in recovery from substance use disorders.

Our company's continued focus on fostering belonging and connectivity was demonstrated in an enhanced approach to change management. The sense of belonging is strongest for Associate owners when everyone feels that they have a deep understanding of where we are headed as an organization and what steps we are taking to get there. An Associate engagement survey from 2020 highlighted an opportunity to improve clarity surrounding our company's future direction. To address this and prepare for the execution of major corporate initiatives, we developed a formal change management program for the organization that includes robust processes to engage with wider groups of Associate owners when major changes are planned.

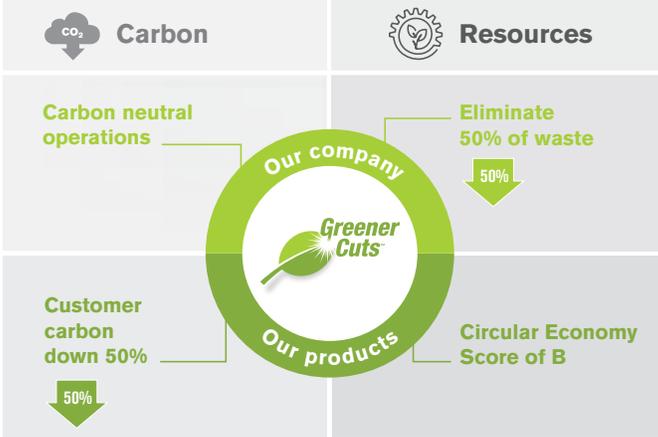


# Environmental sustainability

ENERGY USE AND GREENHOUSE GAS EMISSIONS | OUR PRODUCTS | RETURN-TO-RECYCLE PILOT PROGRAM

Hypertherm Associates continues to work toward a set of four environmental goals introduced in last year’s report. These goals, which we hope to achieve by 2030, are designed to reduce our use of resources and the carbon impact of our global operations. In addition, the goals are meant to address the impact caused by people when they use our products. Even though these goals were established to protect our environment, we believe our business and customers will also benefit by making us more resilient, reducing risk, and leaning our value streams.

## 2030 Sustainability goals



## ENERGY USE AND GREENHOUSE GAS EMISSIONS



In 2021 we integrated our OMAX waterjet business into our energy usage metrics for the first time. Despite the addition of an entire business, our non-renewable fuel use decreased more than 7% while our absolute electricity usage increased just 3.3%. Both figures, like all environmental numbers in this report, use 2019 as our baseline year, a decision made because of the unusual business events created by the pandemic in 2020.

Hypertherm Associates' direct and indirect greenhouse gas emissions were both lower in 2021 compared to our 2019 baseline year. This decrease is attributed to the purchase of Green-e Certified renewable energy certificates (RECs) to offset energy use in our North American facilities. Our goal is to accelerate the purchase of these credits so we offset 100% of our global energy usage by 2024.

All other indirect emissions dropped a slight 3% last year. As these emissions include emissions created by our customers when they use Hypertherm Associates products, this is our largest and most dominant cause of emissions by far.

During the last decade, we reduced our waste to landfill rate to less than 1% in New Hampshire. We are now working to replicate this success at our OMAX business in Washington state.

All environmental data is presented using standards set by the Global Reporting Initiative (GRI). Environmental topic standards are part of GRI's 3-series. Disclosure 302 covers energy consumption, 305 covers emissions, and 306 pertains to waste.

### Energy consumption within the organization

302-1	Total energy consumption by year (gigajoules)	2019	2020	2021
	Total fuel (Non-renewable)	26,628	22,060	24,681
	Total electricity	73,775	79,682	76,199
	<b>Total</b>	<b>100,403</b>	<b>101,742</b>	<b>100,880</b>
	Non-renewable fuel consumption by year (gigajoules)			
	Natural gas	8,160	7,942	7,964
	Liquefied propane gas	17,472	14,110	16,670
	Heating oil	983	0	0
	Diesel	13	8	47
	<b>Total</b>	<b>26,628</b>	<b>22,060</b>	<b>24,681</b>

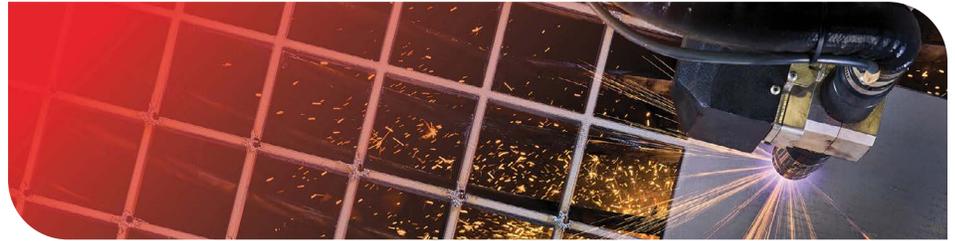


## OUR PRODUCTS

### Hypertherm cartridge consumable

Following 10 years of development, Hypertherm Associates introduced a new type of plasma consumable. Instead of using five separate consumable parts—as is typically done with plasma—our engineers developed a single-piece cartridge. From an environmental perspective, the cartridge was the most studied product in our history. An independent expert conducted two complete life cycle assessments, which found the cartridge was better for the environment. There were three main reasons: more efficient manufacturing, longer life compared to a traditional five-piece consumable stack-up, and less packaging. Overall, the cartridge itself uses about 18% less material to accomplish the same work.

Although the cartridges are 85% metal by weight, Hypertherm Associates developed a new recycling program to ensure the entire cartridge, which includes a small amount of plastic in addition to the metal, would not end up in a landfill or waterway. We are currently piloting this program in the United States. The next page shows a marketing piece designed to explain the program to our customers.



### PlateSaver

When a customer cuts out parts, they normally need to leave space between each part. Once all of the parts are cut and removed, the metal that remains is scrapped. Our newest SureCut™ technology, called PlateSaver™, reduces the amount of space between parts. This helps customers fit more parts on a plate, so they use fewer plates and generate less scrap.

### Emissions

305-1	Direct (scope 1) greenhouse gas emissions (metric tons CO <sub>2</sub> e)	2019	2020	2021
	Heating fuels	1,493	1,223	1,377
	Fleet	433	362	339
	Refrigerants	103	452	277
	<b>Total Scope 1 CO<sub>2</sub>e</b>	<b>2,029</b>	<b>2,037</b>	<b>1,993</b>
305-2	Energy indirect (scope 2) greenhouse gas emissions (metric tons CO <sub>2</sub> e)	2019	2020	2021
	Electricity (Purchased) (Location based)	5,590	6,209	5,462
	Electricity (Market based) (Net CO <sub>2</sub> e)	1,300	395	484
305-3	Other indirect (scope 3) greenhouse gas emissions (metric tons CO <sub>2</sub> e)	2019	2020	2021
	Business travel	1,194	400	472
	Commuting	4,159	3,247	3,766
	Outbound logistics	13,134	10,619	12,430
	Products in use	574,767	616,942	557,470
	<b>Total Scope 3 CO<sub>2</sub>e</b>	<b>593,254</b>	<b>631,208</b>	<b>574,138</b>

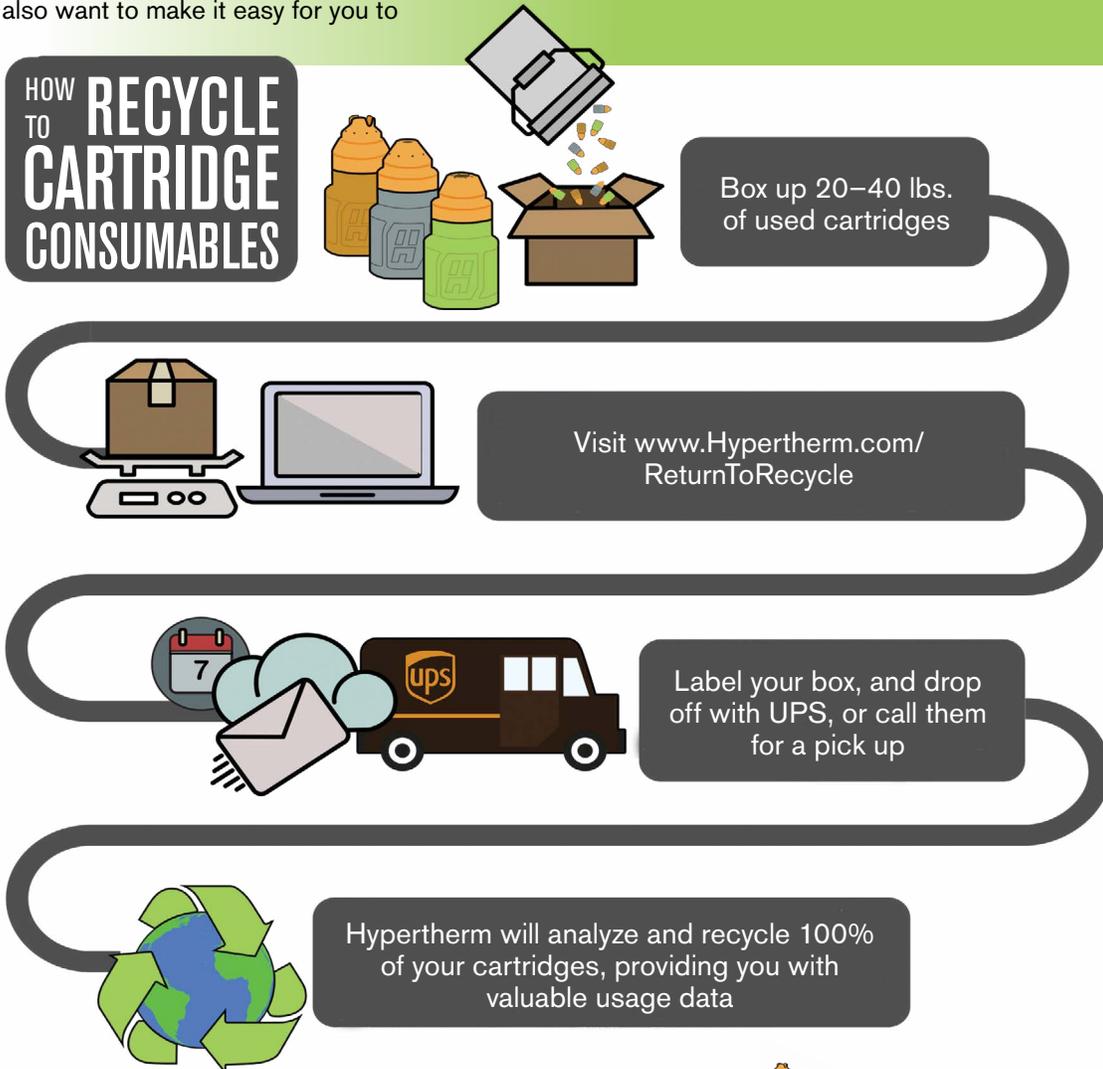
# Return-to-recycle pilot program

## How to recycle Hypertherm cartridges for Powermax® systems



Hypertherm is happy to announce the launch of our first *Return-to-recycle* program. The goal of this program is to keep plastic waste out of landfills and waterways, and to reduce carbon emissions and the waste of valuable resources. We also want to make it easy for you to

participate. As we refine the program, it is critical that we get feedback from customers like you, as to what is working and what is not. You can recycle Hypertherm cartridge consumables in just a few simple steps:



Recycling 1 million Hypertherm cartridges has the same benefit to the environment as:



Conserving 118 million gallons of water



Consuming 212,000 fewer barrels of oil



Taking 1,200 cars off the road





### Waste by disposal method

306-3 Non-hazardous waste (metric tons)	2019	2020	2021
Reuse	173	129	91
Recycling	2,271	2,269	2,631
Composting	45	47	50
Recovery	21	14	17
Landfill	32	197	176
Incineration (with energy recovery)	0	11	3
Incineration (without energy recovery)	0	1	0
<b>Total Non-hazardous</b>	<b>2,542</b>	<b>2,668</b>	<b>2,969</b>
<b>Hazardous waste (metric tons)</b>			
Recovery	7	5	9
Destruction or treatment	0	0	0
Incineration	15	22	24
Landfill	0	0	0
Total Hazardous	22	27	33
<b>% to landfill</b>	<b>1.24%</b>	<b>7.32%</b>	<b>5.86%</b>

All data now includes our Washington state facilities except for commuting, logistics, and products in use. Emission and conversion factors are from the U.S. Environmental Protection Agency and U.S. Energy Information Administration. Greenhouse Gas Protocol methodologies were used to calculate emissions. Gases included are: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, and SF<sub>6</sub>. Energy and waste data presented in this report is in reference to the Global Reporting Initiative. All waste is taken off-site and disposed of by our waste vendor.

# Awards and Recognition

## RECOGNIZING OUR ACCOMPLISHMENTS

### Environmental Protection Agency (EPA) Green Power Partner

Recognizing the use of 100% green power



### Cornerstone Hall of Fame

Inducted by New Hampshire Businesses for Corporate Social Responsibility



### NH Veteran Friendly Business

Recognition from the Department of Military Affairs & Veterans Services (DMAVS) and New Hampshire Employment Security (NHES)



### Excellence in Leadership Award

Awarded to Hypertherm Associates Community Citizenship Manager Stacey Chiocchio from the Drug Enforcement Administration's (DEA) New England Field Division



## SEEING OUR IMPACT

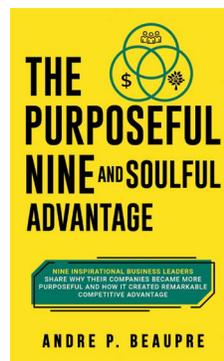
### Gary Gaudette Exemplary Service Award

Presented to Hypertherm Associates founder Dick Couch and Barbara Couch, his wife, business partner, and former HOPE Foundation president



### The Purposeful Nine and Soulful Advantage

Featured in this 2021 book which tells the stories of nine organizations committed to a strategy of making the world a better place



SHAPING POSSIBILITY®

PLASMA | LASER | WATERJET | AUTOMATION | SOFTWARE | CONSUMABLES

[www.hyperthermassociates.com](http://www.hyperthermassociates.com)

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**HYPERTHERM  
ASSOCIATES™**

As 100% Associate owners, we are all focused on delivering a superior customer experience. [www.hyperthermassociates.com/ownership](http://www.hyperthermassociates.com/ownership)

The HOPE Foundation partners with nonprofit organizations that strengthen and create sustainable, positive change in the community and environment. <http://www.hyperthermhopefoundation.com/>

Environmental stewardship is one of Hypertherm Associates' core values. [www.hyperthermassociates.com/environment](http://www.hyperthermassociates.com/environment)

100% Associate-owned

