

January 10, 2023

Subject: Commitment to our values

On behalf of our 1,800 Associate owners worldwide, thank you for contributing to the success of Hypertherm Associates. This has been a challenging year for all of us and we appreciate working with you to meet our mission of providing customers with the world's leading industrial cutting solutions.

I thought I would take a moment to remind you of our commitment to compliance with all applicable laws related to U.S. export controls compliance and anti-corruption, as well as our associated expectations with respect to your activities on behalf of Hypertherm Associates.

Our policy is to comply with all applicable U.S. export control and global anti-corruption laws and regulations. We require each company we do business with to similarly commit to compliance in connection with activities undertaken on behalf of Hypertherm Associates or involving our products.

Hypertherm Associates products are of U.S. origin and subject to regulation by United States government agencies, which prohibit the export, reexport, retransfer or diversion of the products, information about the products, and derivatives of the products to certain countries, to certain persons, and for certain end users. We expect that the companies we do business with are familiar with the application of U.S. Export Control Laws to their business and their activities involving Hypertherm Associates products, and that they have in place internal policies and procedures to ensure compliance with these laws in their handling and disposition of those products.

In addition to complying with U.S. Export Control Laws, Hypertherm Associates expects compliance with all applicable local, state, and federal anti-corruption laws, including but not limited to the Foreign Corrupt Practices Act of 1977, in connection with their activities on behalf of Hypertherm Associates or involving Hypertherm Associates products. Agents, employees, officers, directors, shareholders, partners, representatives, and subcontractors are not permitted to offer, promise, or authorize the payment of, or pay or transfer, any money or anything else of value to a foreign government official for the purpose of obtaining or retaining business for, directing business to, or otherwise securing an improper business advantage.

Violation of U.S. Export Control Laws and/or Anti-Corruption Laws may jeopardize our ability to engage in international commerce or to contract with the U.S. government. Violations may also subject Hypertherm Associates and your company to substantial fines and penalties, as well as denial of export privileges. Our joint commitment to compliance should help all of us to avoid any such negative outcomes.

Finally, we prohibit our Associates from soliciting gifts or anything of value from those we do business with. We value our partnership and would never want to compromise the integrity of our ongoing relationship.

We request that you immediately advise us if you become aware of or suspect non-compliance with our gift prohibition, U.S. Export Controls Laws, Anti-Corruption Laws, or any other applicable legal regime involving our company or our products, and to fully cooperate with Hypertherm Associates in investigating such a matter. To encourage such communication, we have established an anonymous tip line which can be accessed as follows:



Hypertherm, Inc.
P.O. Box 5010
21 Great Hollow Road
Hanover, NH 03755 USA
www.hypertherm.com

<https://hypertherm.alertline.com/gcs/welcome>

or

1-844-976-5075

Thank you for your continued commitment to compliance. We look forward to continuing to work with you.