

SUSTAINABILITY REPORT 2024

Shaping a better world

About this report

We are pleased to share ESAB Corporation's 2024 Sustainability Report. This report builds on our inaugural 2023 Sustainability Report, which marked our first year as an independent, publicly traded company and established a starting point for our sustainability reporting. This report provides an update on many of the initiatives highlighted in our initial report and includes details on our progress and performance for the year ended December 31, 2023.

We map certain Company information contained in this report against the metrics in the Sustainability Accounting Standards Board's (SASB) Industrial Machinery and Goods standard. Please refer to the Appendix on page 66. Information reported in accordance with the foregoing standard and throughout this report is not necessarily material within the meaning of the U.S. federal securities laws and its inclusion herein should not be construed as a determination by the Company as to its materiality for purposes of the federal securities laws or other applicable laws.

The standards and methodologies for collecting sustainability data continue to evolve. The data presented in this report may be based on standards or measurement and performance that are still developing or may change or be refined, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. Therefore, in future periods, we may present different and/or additional metrics and other information. In addition, the inclusion of information related to our sustainability goals and initiatives is not an indication that such information is material under the standards of the Securities and Exchange Commission. Advisors from sustainability consulting firm, Schneider Electric, worked with ESAB to help validate the emissions factors and calculations used to measure the greenhouse gas emissions associated with our manufacturing facilities.

Table of contents

A message to our stakeholders.	4	Sustainable future	17	Corporate governance	50
ESAB Corporation overview	6	Environmental stewardship	18	Business ethics and compliance	51
Our story	8	Energy management	20	Technology leadership and innovation	56
Our purpose	10	Greenhouse gas emissions	22	Supply chain management	64
Our values	11	Waste management	23		
Shaping a better world	12	Water management	24	Appendix	66
Our journey	13	Life-cycle approach	25	SASB index	67
Shaping our priorities	14	Empowered associates	27		
Sustainability and our values	15	Our talent	28		
Sustaining our advantage	16	Our commitment to diversity, equity, and inclusion	32		
		Workplace health and safety	37		
		Our communities	41		

Forward-looking statements

This report contains certain forward-looking statements, within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements are statements that are not historical facts, including statements regarding our sustainability targets, goals, commitments, and programs; and other business plans, initiatives, and objectives. These forward-looking statements are based on our current expectations and are subject to risks and uncertainties, which may cause actual results to differ materially from our current expectations. These forward-looking statements generally are identified by the words “believe,” “project,” “expect,” “anticipate,” “estimate,” “forecast,” “outlook,” “intend,” “strategy,” “plan,” “may,” “could,” “should,” “will,” “would,” “will be,” “will continue,” “will likely result,” or the negative thereof or variations thereon, or similar terminology generally intended to identify forward-looking statements. Our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors, many of which are outside of the Company’s control. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission. We urge you to consider all the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report.

A message to our stakeholders



ESAB Corporation is excited to publish our second annual Sustainability Report. This year marks 120 years strong in business, and we are proud of our legacy and our contributions to the world, from the first welding electrode to the first interchangeable battery-powered welder, the Renegade VOLT™ ES 200i Stick/TIG. The spirit of service, innovation, and continuous

improvement were each critical to

ESAB's early success and our continued strength in providing our partners with advanced equipment, consumables, gas control equipment, and automation. These principles are at the heart of our modern values and drive how we do business. We are excited to showcase the ongoing efforts we make as associates, as a company, and as members of our community to shape a better world.

In 2023, ESAB launched 135 new products around the world within our fabrication technology and gas control portfolios. We strengthened our gas control portfolio through the acquisition of

Therapy Equipment. We published our first Sustainability Report where we committed to reducing our absolute Scope 1 and Scope 2 greenhouse gas emissions at our major manufacturing sites by 30% by 2030 as compared to 2022.

As part of our investor day in December 2023, we expanded our commitment to reducing our greenhouse gas emissions to include a commitment to reducing our Scope 1 and Scope 2 GHG emissions by 50% by 2035 as compared to 2022. This expansion to our commitment is possible because of the ongoing efforts across our facilities to implement operational improvements to reduce our environmental impact as part of our broader strategic commitment as a focused premier industrial compounder.

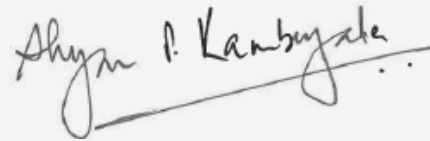
The spirit of continuous improvement is a founding principle within ESAB Corporation, and as such we are excited to make further progress in our sustainability program with an additional commitment. We are now pleased to commit to having 50% of our global electricity come from renewable energy sources by the year 2030. We are confident that this commitment will be achievable and are pleased to share that we already receive 100% renewable energy at three of our manufacturing facilities in: Denton, Texas and two of our manufacturing facilities outside of Belo Horizonte, Brazil.

In this year's report, we are also thrilled to feature certain of our innovative and sustainable new products. We launched our "Ultimate Line-Up" product suite, including six new fabrication products designed in compliance with the European Commission's Ecodesign for Sustainable Products Regulation, such as our Renegade ES 210i inverter for MMA and Live TIG welding, and our Cutmaster 30+, 50+, 70+ family of manual plasma cutters. Our gas control business continued its dedication to precision, safety, and efficiency with its new product releases. For example, the Victor HRF2400 Pro flowmeter regulator is designed to ensure consistent and accurate gas flow delivery, reducing gas waste across all flow levels, and includes extra safety features to avoid bursts from over-pressure.

Finally, we also want to share our Total Recordable Incident Rate (TRIR) improved to 0.43 in 2023 from 0.49 in 2022. Since 2017, our TRIR has outperformed the industry average, and speaks to the immense dedication of our associates to the safety of themselves and their peers each and every day at work. As I stated last year, we view even a single incident as too many and remain dedicated to continuous improvement to drive education and best practices across our manufacturing facilities.

As ESAB's legacy continues with our 120th Anniversary, sustainability remains important—both for the long-term success of our business and for the communities in which we live, work, and do business. We are dedicated to sustainable practices across our operations.

Thank you for supporting ESAB in our first 120 years and we hope you will join us as we continue *Shaping the world we imagine™*.



Shyam P. Kambeyanda
President & CEO

9,000 associates around the world

120 year history

2023 Net Sales of **\$2.6** billion*

Serving customers in approximately **150** countries

Introduced **135** new products in 2023

World Headquarters in North Bethesda, MD, USA

* Excludes Net Sales of \$154 million attributable to the Company's business in Russia.

Our story

ESAB Corporation (ESAB or the Company) is a focused premier industrial compounder, providing our partners with advanced equipment, consumables, gas control equipment, and automation. Our rich history of innovative products and workflow solutions and our business system, ESAB Business Excellence (EBX), allows us to realize our Purpose of *Shaping the World We Imagine*.™ We believe the progress we make today makes the world we imagine possible.

Our Company continues the legacy of Swedish engineer Oscar Kjellberg, who produced the world's first welding electrode and founded Elektriska Svetsnings-Aktiebolaget (ESAB) in 1904. This year marks the 120-year anniversary of ESAB building on the innovation of Mr. Kjellberg. In April 2022, we completed our separation from Enovis Corporation (formerly known as Colfax Corporation) and launched as an independent, publicly-traded corporation listed on the New York Stock Exchange (NYSE: ESAB).

Today, our business consists of two pillars: Fabrication Technology and Gas Control. Both are united by our shared Purpose, Values, and commitment to continuous improvement, allowing us to make meaningful improvements that deliver real impact.

Fabrication Technology

Since its founding, ESAB has been a leader in fabrication technology, delivering efficient, high-productivity solutions to customers in the world's biggest manufacturing industries. Today we have more than 25 trusted brands worldwide in the fabrication, cutting, welding, robotics and automation industries.

Gas Control

Our gas control platform, led by our flagship brand Gas Control Equipment (GCE), is a leading provider of specialty gas solutions, developing and manufacturing all types of equipment for pressure and flow control of high-pressure gasses across various industries. With extensive experience in handling high-pressure gasses, GCE's origins date back to the beginning of the twentieth century when oxy-acetylene cutting and welding methods were invented. Today's product portfolio fits a large variety of applications for industrial, medical, life sciences, and specialty gas controls. GCE is tackling these challenges head-on by not only enabling development of innovative products and solutions, but by relentlessly looking for ways to drive continuous improvement and deliver additional value to customers, healthcare providers, and shareholders.

Growth

We built our business through organic growth as well as a series of acquisitions. Over the past year, we completed several strategic acquisitions, including Therapy Equipment, a regional leader in the medical gas market for oxygen therapies, and Sager, a leading provider of repair and maintenance services in South America.

Over the course of our 120-year history, we secured our position as a leading connected fabrication technology and gas control solutions business in part by prioritizing responsible business practices, including maintaining an industry-leading safety record. Today, we remain steadfast in our commitment to being responsible global citizens and shaping a more sustainable world. Our Board of Directors and executive leadership team recognize that the choices we make can enrich our business and shareholders as well as the lives of our associates and their communities. We have set a strategic vision to take care of and improve the world around us while delivering substantial returns to investors. This Sustainability Report articulates our ongoing efforts in service of that vision.

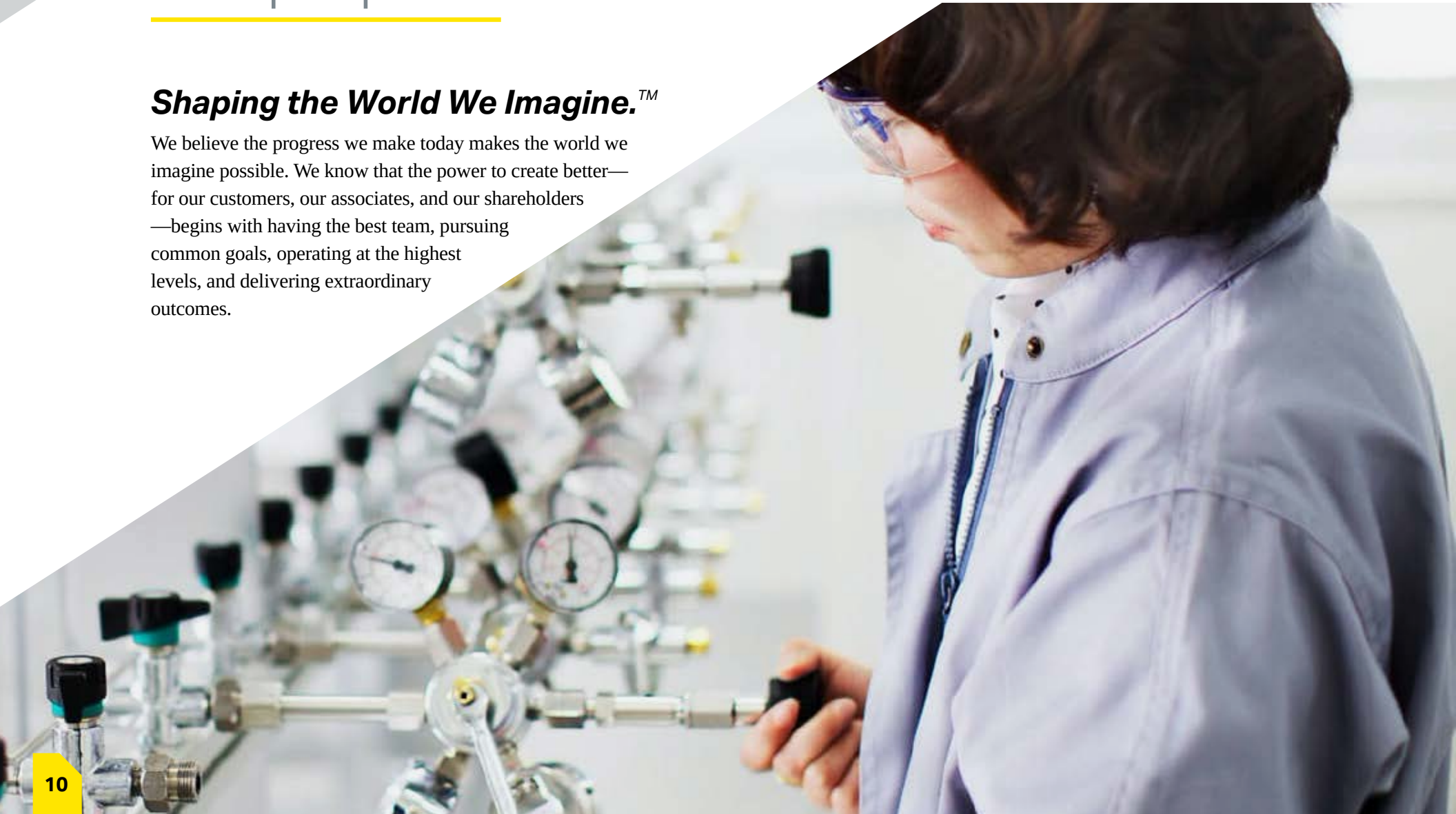
You can learn more about ESAB in our most recent Annual Report on Form 10-K and our Proxy Statement, each of which have been filed with the U.S. Securities and Exchange Commission and can be found at investors.ESABcorporation.com.



Our purpose

Shaping the World We Imagine.™

We believe the progress we make today makes the world we imagine possible. We know that the power to create better—for our customers, our associates, and our shareholders—begins with having the best team, pursuing common goals, operating at the highest levels, and delivering extraordinary outcomes.



Our values

Our Values shape the way we work. They guide us and drive us to be better each day.

S



**SHARED
SUCCESS**

We're there for our customers' triumphs and challenges, knowing our success is a direct reflection of our ability to create solutions that work for them.

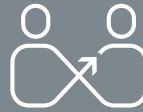
H



**HELP EACH
OTHER WIN**

We collaborate as a team to achieve our shared vision—bringing the right people together to explore creative solutions, build on each other's ideas, and hold ourselves accountable.

A



**ALWAYS
IMPROVING**

Continuous improvement is at the core of our business management system, ESAB Business Excellence. We never settle for "good enough" and are constantly pursuing innovative solutions to make real progress.

P



**PURPOSEFUL
LEADERSHIP**

We lead with heart and purpose because we take pride in our work and believe in its impact. We build strong leaders who meet challenges head on, celebrate wins, and learn from every obstacle.

E

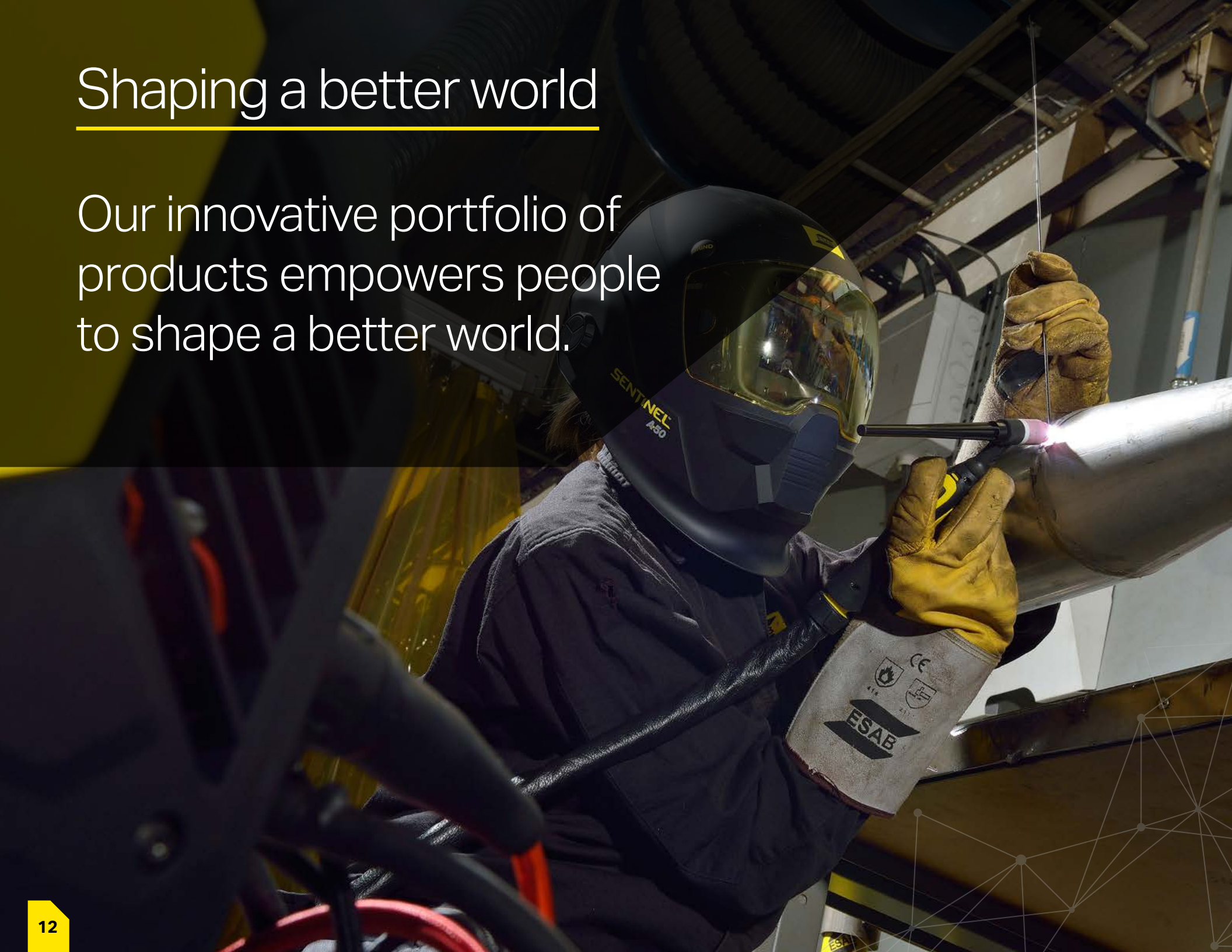


**EVERY VOICE
VALUED**

We're diligent about creating an inclusive, welcoming culture that values every perspective—because real progress depends on diversity, empathy, and mutual respect.

Shaping a better world

Our innovative portfolio of products empowers people to shape a better world.



Our journey

Responsible business practices are a fundamental part of our Company's 120-year history. We believe corporate social responsibility is a driver of value creation for our business and stakeholders and critical to our long-term success. In addition, we believe an appropriately tailored sustainability program can help mitigate risk as well as reinforce and strengthen our core Values.

Our Chief Executive Officer, General Counsel, and Board of Directors lead our sustainability program. We also established a sustainability committee to execute our strategy and monitor our portfolio of initiatives. The committee is a cross-functional team of Company leaders, including representatives from our human resources, environment, health and safety, communications, legal, internal audit, investor relations, sourcing, utility management, and supply chain teams.

We approach corporate responsibility and sustainability as a journey. We are building a results-oriented sustainability program, designed to allow ESAB to identify and manage sustainability-related impacts to our business and the global community. We seek to conduct our global operations in an environmentally sound manner. We are committed to ensuring each worker returns home every day in the same condition and has the opportunity for a rich and fulfilling career.



Shaping our priorities

This Report builds upon the results of our “materiality assessment” conducted in 2022. The purpose of the assessment was to identify the environmental, social, and governance issues most important to our stakeholders. The assessment was designed to understand our Company’s contributions to sustainable development and to identify the significant impacts that our organization has on people, the environment, and the economy.

The materiality assessment was a critical milestone in establishing ESAB’s approach to sustainability and corporate responsibility. Among other things, the assessment informed our analysis of business risks and related opportunities. We also gained additional perspectives of how we create value for society.

The materiality assessment identified 17 ESAB priorities or significant environmental, social, and governance topics, each of which we continue to monitor and manage, as appropriate.

In addition, using the findings from the materiality assessment as well as our internal assessment of that data and taking into account an ever evolving world, we prioritized four of these topics to serve as the focus of our sustainability program: (1) workplace health and safety, (2) business ethics and compliance, (3) technology leadership and innovation, and (4) quality and resource management, including management of hazardous materials and our supply chains as well as reducing our environmental impact.

We plan on continuing to integrate these priorities into our strategy and operations through the collaboration of management and associates across multiple functions around the world.

Our 2022 materiality assessment did not utilize the definitions of materiality under U.S. federal securities laws or the EU Corporate Sustainability Reporting Directive (CSRD). Accordingly, the topics we have prioritized based on the 2022 materiality assessment are not necessarily material under the U.S. federal securities laws or the CSRD.



- Greenhouse Use (GHG) Emissions
- Energy Management
- Hazardous Materials (HAZMAT)
- Life-Cycle Approach
- Waste Management
- Water Management



- Diversity, Equity, and Inclusion
- Employment Practices
- Human Rights
- Local Communities
- Workplace Health and Safety



- Business Ethics and Compliance
- Technology Leadership and Innovation
- Quality Management
- Risk Management
- Stakeholder Engagement
- Supply Chain Management

Sustainability and our values

Our Values shape ESAB's entire culture. Our sustainability program is no different. We believe our corporate Purpose and Values are aligned with—and are strengthened by—our commitment to sustainability and corporate responsibility. The integration of our culture with our sustainability program enables us to SHAPE a more sustainable world.



The **Shared Success** of our sustainability program means collaborating with our customers to address sustainability challenges. Our success is a direct reflection of our ability to create more sustainable solutions. Shared Success is founded in our ability to meet or exceed our customers' expectations for quality, safety, integrity, reliability, and innovation.



We **Help Each Other Win** by bringing stakeholders together to learn, to explore, and to hold ourselves accountable. We established a governance structure for our sustainability program with participation and accountability across multiple functions and geographies. In addition to collaborating as a team within ESAB, we also recognize the importance of routine engagement with external stakeholders to better understand and learn from their perspectives.



Our sustainability program is built on **Always Improving**. We are taking an iterative approach to our sustainability initiatives and reporting. Our sustainability journey will continue to evolve as we pursue new pathways to make progress.



Our sustainability program is driven by **Purposeful Leadership**. Management from all areas of our organization are committed to, and responsible for, sustainability. We are integrating sustainability through all levels of our Company and across the globe.



Every Voice Valued will continue to be integral in the building and strengthening of our sustainability program. We are committed to routinely identifying and engaging with our stakeholders—including our employees, customers, suppliers, distributors, contractors, investors, business partners, and members of the communities where we operate.

Sustaining our advantage

Our Purpose and Values are part of our business management system, ESAB Business Excellence (EBX). EBX is critical to sustaining our advantage across all facets of our business. EBX provides the tools, techniques, and values that ensure we are continuously improving our business, while inspiring us to be responsible corporate citizens.

EBX is shaped by the following principles which are centered around continuous improvement:

- *Tools:* We identify the right tools to define and solve problems, apply lean practices, promote growth, and improve business operations.
- *Process:* We drive improvement by applying our core EBX processes, learning from the results, and adapting as needed.
- *People:* We foster collaboration to build a deep culture of continuous improvement across all our business teams.
- *Voice-of-Customer Research:* Each year, ESAB associates develop strategic plans based on extensive customer research. This voice-of-customer research allows our businesses to have a clear picture of our market realities, our threats, our risks, our opportunities, and ultimately, our path forward.
- *Five priorities:* We know through continuous conversations with our customers that their top concerns remain safety, quality, delivery, cost, and growth of our brands and products. With EBX as our approach to business and our customer's top concerns as our focus, we work to meet or exceed customer requirements every day.

EBX has enabled the Company to shape a robust sustainability program built on a deep culture of continuous improvement which ensures every voice is valued across our business. This dedication is reflected in our diversity, equity, and inclusion program and resulted in our diverse executive leadership

team, which is two-thirds female and/or racially or ethnically diverse, and Board of Directors, which is half female and/or racially or ethnically diverse.

EBX is also integral in driving our resource management programs. Our team continually assesses our corporate footprint and engages in site rationalizations which generally lower our resource consumption and lead to energy savings. Since 2016, we have reduced our manufacturing footprint by approximately 40%.

Finally, product innovation is a vital component of our process for creating value for our customers through EBX. We believe customers want safer and more efficient products, which protect the users and the environment. Our research and development team introduced 135 new products in 2023. Many of these products are more efficient, lessening their environmental impact, and boast new safety features. For example, our recently launched Combirex Pro Automated Cutting Machine is equipped with an innovative safety package designed to detect people within the work envelop and stop the system to avoid an incident. And last year, our Victor brand launched the HRF2400 Pro flowmeter regulator with new gas control technology to set accurate flow rates and reduce gas waste. Additional information about these and other recent innovative products is available under “Technology Leadership and Innovation” on page 56.



Sustainable future

The progress we make today makes the world we imagine possible.



Environmental stewardship

Our Strategy

Our commitment to shaping a sustainable future necessitates a long-term strategic view of our business objectives and our impact on the environment. However, we recognize the need for near-term action to reduce our carbon footprint and use of natural resources. Our strategy for achieving our environmental goals is grounded in innovation and increased efficiency. The following sections highlight many of the projects we have launched and innovative technologies we have harnessed in pursuit of these goals.

As part of our inaugural sustainability report, we were proud to announce our first public commitment to reducing our greenhouse gas (GHG) emissions. However, we recognize that more aggressive reductions are necessary for the long-term strategic success of our business and for the future of the planet. To this end, as part of our 2023 Investor Day, we announced our ambition to reduce our absolute Scope 1 and Scope 2 GHG emissions by 50% by 2035, as compared to 2022 levels. This GHG emissions goal fits within our broader strategic vision of creating “ESAB 2.0,” a focused premier industrial compounder committed to shaping a better world.

Measuring Our Impact

We maintain processes for gathering and reporting data on an ongoing basis with respect to our energy consumption, renewable energy profile, GHG emissions, water consumption, and waste generation. This data is collected from our operations on a monthly basis and tracked via auditable, online repositories.

Appropriate internal teams then analyze this data and explore opportunities to reduce our impact. Relevant data and corresponding suggestions are regularly reported to executive management and the appropriate committees of the Board of Directors.

ESAB is committed to reducing our absolute Scope 1 and Scope 2 GHG emissions by 50% by 2035, as compared to 2022 levels.

Our Performance

The following table sets forth our energy consumption and Scope 1 and Scope 2 GHG emissions for all of our global facilities for 2022 and 2023. As part of our inaugural sustainability report in 2023, we shared our energy consumption and GHG emissions data for 2022 for our major manufacturing sites, representing more than 80% of our global footprint, but excluded our non-manufacturing locations. For purposes of this report, we have updated our 2022 data to reflect all facilities.

The table also sets forth our water consumption for our major manufacturing sites for 2023. Our major manufacturing sites represent more than 80% of our global footprint. In addition, given the nature of our business, our water usage is typically more intense at our manufacturing sites.

We consider 2022 to be our baseline year for purposes of measuring our performance in terms of energy consumption and GHG emissions. We did not publish data with respect to our water consumption for 2022 and therefore consider 2023 to be our baseline year for purposes of that measure.

	Year Ended December 31,	
	2022	2023
	(thousands)	
Energy Consumption (megawatt-hours)¹	354	347
Total Greenhouse Gas Emissions (metric tons)^{1,2}	118	113
Scope 1 GHG Emissions	27	26
Scope 2 GHG Emissions	91	86
Water Consumption (gallons)³	—	151,629

¹ Data presented for energy consumption and greenhouse gas emissions represents our global facilities. Data for 2022 has been restated from our 2023 Sustainability Report to re-baseline our data, in accordance with the GHG Protocol and our internal policies, and to include our non-major manufacturing sites.

² Greenhouse gas emission data reported in CO₂e for Scope 1 (direct) and CO₂e for Scope 2 (indirect). Greenhouse gas emissions were calculated using a blend of location and market-based factors set and validated by separate third-party consultants.

³ Data for water consumption represents our major manufacturing sites, accounting for more than 80% of our global footprint based on total built real estate. The remaining sites consist of non-production sites, such as offices and distribution centers, which typically consume less water.

Greenhouse Gas Emissions

Our sources of reported emissions principally consist of electricity and natural gas provided via the interconnected grid. ESAB utilizes an online repository managed by one of the world's largest energy companies to track our GHG emissions. We believe these tools improve the transparency and auditability of our Scope 1 and Scope 2 GHG emissions data. We currently track Scope 1 and Scope 2 GHG emission data, measured via Metric Tons (MT) of CO₂e, at all of our global facilities.

Energy management

ESAB believes that a sustainable energy management program is crucial to our long-term business success. Our strategy seeks to maximize the efficient use of energy—so every megawatt-hour goes further and is more productive—while reducing our consumption of energy, as appropriate. Effective energy management also improves the Company’s bottom line, as energy usage represents a significant operational cost.



Energy Efficiency Programs

Our global energy management program begins at our local facilities. Over the course of the last two years, we conducted a series of energy workshops and training programs at 20 of our currently 27 manufacturing facilities throughout the world. We partnered with third-party consultants to identify potential improvements at our plants. These opportunities included improved energy monitoring, installation of variable frequency drives on pumps, fans, and motors throughout our facilities, and applications for high efficiency nozzles to optimize our compressed air usage in our plants. At the conclusion of these eight to ten-week sessions, each facility developed a custom list of actionable energy efficiency projects for the site. These programs also equipped facility leaders with additional tools to develop actionable energy roadmaps and identify opportunities to improve on-site energy efficiency.

Our teams are now implementing these projects throughout our plants. We completed approximately 60 projects to date with more projects in the pipeline. Collectively, these projects are expected to save an estimated five gigawatt-hours per year. For example, at our facility in Colombia, our team revamped the lighting system, installing LED lights inside the facility, solar powered lighting around the perimeter of the facility, and lighting control sensors. In our Brazilian plants, our team launched a predictive inspection program, designed to detect and eliminate micro leaks in compressed air, saving electricity by reducing the burden on the facility’s central compressor.

While progress has been made, we are still identifying opportunities and implementing solutions at our global facilities. As a result, we anticipate the full benefits of our recent efficiency projects to be realized in the next several years.

Energy Management Systems

Two of our locations have earned the ISO 50001 (Energy Management Systems) certification, which is aligned with the ISO 14001 Environmental Management System program. The ISO 50001 standard is designed to provide a practical way for organizations to address their impact, conserve resources and improve their bottom line through efficient energy management. In order to earn the ISO 50001 certification, a location must measure and monitor its energy use across all operations, conduct energy use audits, and set objectives and implement projects to continually improve its energy performance.

We are also in the process of installing or upgrading energy management systems in select manufacturing plants in Europe and India.

Partnership with GRI

In July 2023, we entered into a new partnership with GRI Renewable Industries, a global leading manufacturer of wind turbine components, to collaborate on green projects in support of our mutual commitment to running sustainable businesses. The partnership leverages each company's expertise in the fabrication and wind power industries to drive initiatives, such as the transition to green energy and the reduction of each company's environmental footprint.

Both ESAB and GRI are committed to reducing GHG emissions and creating eco-friendly products that make our world a better place to live, which aligns with ESAB's purpose of *Shaping the world we imagine.™*



To launch the partnership, Shyam P. Kambeyanda, ESAB's President and Chief Executive Officer, and Olivier Biebuyck, ESAB's President of Fabrication Technology, met with Antonio Barbosa, GRI's Chief Executive Officer, at GRI's headquarters.

Greenhouse gas emissions

Reducing our Company-wide GHG emissions is central to managing our overall environmental footprint. In connection with our inaugural sustainability report, in 2023 we announced our commitment to reducing our absolute Scope 1 and Scope 2 GHG emissions at our major manufacturing sites by 30% by 2030, compared to 2022 levels. We remain fully committed to this goal and believe it is achievable. Based on our progress to date and in the spirit of our Value, Always Improving, we are proud to further commit to reducing our absolute Scope 1 and Scope 2 GHG emissions at our global facilities by 50% by 2035, compared to 2022 levels. Reducing our environmental footprint is critical to our business strategy and is increasingly important to our customers and other stakeholders across the world.

Our strategy for reducing our GHG footprint is two-pronged: (1) identifying opportunities to reduce energy consumption and improve energy efficiency and (2) exploring opportunities to use more renewable energy. As discussed in the previous section, our energy management strategy seeks to ensure that we get the most out of each megawatt-hour while decreasing our overall consumption where possible. We are still implementing many of our energy efficiency projects and expect to realize the full benefits of these projects in future years. We also recognize that our GHG goals necessitate switching to renewable electricity sources.

Renewable Electricity

We continue to explore opportunities to reduce the GHG footprint of our operations through renewable electricity. During 2023, approximately 9% of our global electricity usage came from renewable energy resources, an increase of 2% as compared to 2022. To increase our renewable energy usage, we utilized a mixture of power purchase agreements, green supply contracts and generation of onsite renewable electricity at our facilities.

Our facility in Denton, Texas as well as our two largest manufacturing facilities in Brazil are now powered by 100% renewable electricity.

In addition, our Zhangjiagang facility in China recently completed an expansive installation of rooftop solar panels.

Many of our other major manufacturing facilities are exploring opportunities to increase their use of renewable energy, including through power purchase agreements and the installation of solar photovoltaic cells.

We are proud to announce our goal that 50% of the Company's global electricity will come from renewable energy sources by 2030. This new public commitment reflects our confidence in our renewable energy strategy as well as the importance of renewable energy in our overall energy management process.

ESAB is committed to 50% of the Company's global electricity coming from renewable energy sources by 2030.

Waste management

ESAB seeks to reduce waste and its byproducts by minimizing the use of hazardous materials in our products and operations. To the extent manufacturing waste is unavoidable, we review processes and explore opportunities to reclaim and/or recycle waste streams, with an emphasis on minimizing quantities sent to landfills. These initiatives are discussed below.

Hazardous Waste Reduction

In certain instances, our manufacturing processes generate waste which is considered hazardous under local regulations. ESAB adheres to strict procedures for managing hazardous waste to protect people at our sites, the local communities in which we operate, and the environment. Where feasible, ESAB explores new technologies that enable us to use less hazardous alternatives in our business as well as look for non-hazardous alternatives. Our Environmental, Health and Safety (EHS) team has functional responsibility for setting forth the requirements for the generation, storage, handling, and disposal of regulated waste and materials across the Company.

We also publish safety data sheets for all ESAB products. These data sheets provide critical information to allow end-users to safely use our products and appropriately dispose of these products at the end of their life.

Recycling

Our facilities seek to continuously improve their processes for managing waste and explore opportunities to reuse byproducts from production. Our recycling initiatives are not limited to our products and manufacturing activities; we work to reduce our waste across all of our operations.



Waste Generation/Disposal

Our Zhangjiagang facility in China installed a new high pressure filter machine for processing waste produced during the manufacture of filler metals. This new technology significantly reduces the moisture content of waste contributing to a 44% reduction in the overall amount of sludge produced. The facility also recently completed a multi-year transformation of its waste water processing to meet local requirements for zero discharge of industrial wastewater, resulting in an over 50% reduction in water usage by the facility.

Water management

We are committed to reducing our water consumption and increasing our use of recycled water where possible. In addition to reducing our costs, it is good for the planet.

ESAB recognizes that access to water is a fundamental human right. Water is a vital natural resource necessary for sustaining life. It is critical to our employees, our operations, and the communities where we do business.

Water Consumption and Discharge

Our manufacturing operations are typically not water intensive. However, we are conscious of water scarcity concerns in certain geographies and take steps to conserve consumption in locations that have been identified as having water scarcity concerns.

In manufacturing facilities where it may not be feasible to reduce our water consumption, we seek to institute measures that enable us to reclaim and/or recycle processed water. Our ability to reclaim and/or recycle processed water reduces the quantity of our water discharge as well.



Life-cycle approach

Sustainability is a core business value in all of our operations and Company activities. ESAB's Environmental, Health and Safety (EHS) policy statement underscores our public commitment to being a clean, sustainable manufacturer of welding consumables, equipment, cutting systems, and gas control equipment. Through our EHS policy, ESAB seeks to implement effective EHS management systems, conserve resources, and prevent pollution.

Our environmental management system is based on the standards set by the International Organization for Standardization (ISO). The ISO 14001 environmental management standards help ESAB improve its environmental performance through more efficient use of resources and the reduction of waste. Under this standard, we must consider all environmental issues relevant to our operations, such as air pollution, water and sewage issues, waste management, soil contamination, climate change mitigation and adaptation, and resource use and efficiency across our products' full life-cycle.

Product Stewardship

Product stewardship and sustainability are embedded into our EHS program. We seek to develop, produce, use, and dispose of products in a manner that reduces their environmental and human health impact. Our Global Product Stewardship & Sustainability (PS&S) team, which is part of our overall EHS function, works to educate our leaders, associates, and customers on the importance of product stewardship. For example, the PS&S team previously held multiple training sessions across the Company to create awareness about how we can support product stewardship and sustainability. During the sessions, associates from our sales, aftermarket, product management, and customer service teams received an overview of our PS&S function, best practices, and frequently asked questions from customers.



Life-Cycle Analysis

ESAB has adopted a life-cycle analysis approach in accordance with ISO 14001 to ensure we apply a holistic view of the products we develop and manufacture. We consider the short-term, long-term, upstream, and downstream impact of our products.

Over the course of the past year, we adopted a framework to conduct a life-cycle analysis for marketed and distributed products. This analysis includes a calculation of the carbon footprint of these products. In June 2023, we published our first life-cycle analysis for copper coated MAG wire manufactured at our Vamberk factory in Czechia. A cross-functional team, including stakeholders from our global product management, research and development, commercial, strategy, operations, and EHS functions, are now focused on completing a life-cycle analysis of our AristoRod filler metal product. We intend to continue to invest in and develop the available life-cycle analyses for our products.

Sustainable Manufacturing

As a global company with manufacturing operations throughout the world, we are committed to sustainable and ethical manufacturing practices. For example, where possible, ESAB seeks to incorporate recycled materials into its finished products. The primary raw materials used in the production of welding consumables—steel, aluminum, copper, and brass—often incorporate recycled metals. We currently use recycled steel in many of our products and aim to increase our usage of recycled materials. The production of recycled metals is typically less resource intense as compared to using only virgin materials.

In 2023, ESAB continued its commitment to introducing new and more efficient products. We unveiled the Ultimate Line-Up, a suite of welding equipment compliant with the standards outlined in the European Union’s Ecodesign for Sustainable Products Regulation. This regulation establishes a framework for products to improve their circularity, energy performance and other aspects that impact a product’s environmental efficiency and footprint. For additional information about the Ultimate Line-Up and the more eco-friendly features included in these products, please see page 62.



Empowered associates

We empower our associates to shape their world.



Our talent

We believe our talent is the foundation of our organization. ESAB associates around the world share a common set of goals and values that drive our success and unparalleled innovation in connected fabrication technology and gas control solutions. At ESAB, we value and respect everyone's uniqueness and know that our experiences as individuals strengthen our Company. We also know that our ability to collaborate, transform, and empower one another is what makes us unstoppable.

Our human capital management strategy is rooted in our Purpose of *Shaping the world we imagine™*. We believe in fostering a diverse culture where every voice is valued and we empower our associates to bring new thoughts and ideas to the table. Our Values, described on page 11, are the foundation of our human capital strategy and underscore our commitment to workplace health and safety.

At ESAB we Help Each Other Win. We actively collaborate as a team to achieve our shared vision. We bring the right people together to explore creative solutions, build on each other's ideas, and hold ourselves accountable.

Integrated Talent Development Approach

As part of enabling our Purpose, *Shaping the world we imagine™*, we strive to find extraordinary people and support them across their entire associate life-cycle, so they stay engaged in building, growing, and sustaining the Company.

That is why we are committed to a Talent First strategy, which is geared to attracting great talent, elevating the associate experience, retaining our workforce, and building the leadership bench strength needed for our future growth and success. Our strategy is supported by competitive, fair, and compelling total rewards.

The following describes our processes and programs at each stage of the associate life-cycle:

Attract and Identify Top Talent: Initiatives for Talent Recruitment

We seek out people with a strong desire to make things better—talent whose core beliefs align with our Purpose and Values.

Our recruitment efforts include:

- ***Leveraging Talent Acquisition:*** Our team includes full-time recruiting professionals who actively seek the best talent, striving to include a diverse slate of candidates for every role.
- ***Leveraging our Career Site and Social Media to Attract Talent:*** Potential talent from around the world can review job openings through the same portal and learn about our associates' contributions to their teams, communities, and ESAB.
- ***Building our brand in the job market:*** We are building a robust employer value proposition that highlights our culture, Purpose and Values, as well as ESAB's talent focused opportunities, by:
 - Conducting internal focus groups and analyzing data captured in our yearly associate survey to determine key themes;
 - Ensuring key themes are aligned to our organizational strategy; and
 - Assessing the key themes against market data.
- ***Promoting effective interviews:*** To ensure that the talent we recruit is right for our organization, we developed hiring training for managers and our interview panel to learn practical strategies for effective behavioral interviewing. This training is intended to enhance their knowledge, skills, and abilities to create a better candidate experience, as well as further our diversity, equity, and inclusion efforts.

Enable Talent: Initiatives for Developing the Best Workforce

We want to enable our associates to be their best. Our engagement strategy focuses on developing the best workforce and ensuring that leaders are supporting their associates from day one. Because feedback is critical to continuous improvement, we maintain formal mechanisms to promote an open feedback culture.

Each year, we conduct a global associate engagement survey, which helps us connect the dots between associate experience and business outcomes. We recognize that gathering associate feedback is just a first step. For this reason, we share our annual global associate survey results with all associates, and managers conduct formal focus groups and discussions with their teams to implement action plans to address key areas for improvement.



As a result of these efforts, each year we have seen increased active engagement and participation with 2023 participation reaching 95%.

"Talent is the foundation of our organization."

– Shyam P. Kambeyanda, President and CEO, ESAB Corporation

Develop Talent: Initiatives for Learning and Development

We know associate development is critical to our success. To nurture talent and build our bench strength, we offer a variety of global learning and development opportunities available to associates at all levels of our organization. We also offer mechanisms by which our associates can steer and build their own development. Our suite of programs focuses on leadership, business skills, and compliance.



Supervisors Essentials (SE)



Management Essentials (ME)



Emerging Leaders Experience (ELX)



Strategic Leadership Experience (SLE)

We designed learning experiences to support our associates' growth at different levels of leadership which will develop our future pipeline:

- *Supervisors Essentials (SE)* covers the basic principles of being a supervisor, such as focusing on self then team; understanding the importance of having difficult conversations; providing feedback; leading change; and motivating and engaging with a team.
- *Management Essentials (ME)* covers the foundations of management, such as moving from peer to manager; delegation; providing feedback; and coaching and having difficult dialogues.
- *Emerging Leaders Experience (ELX)* allows participants to explore concepts such as leader as value creator; awareness of self; and expansion of leadership impact. The program focuses on experiential learning and the application of concepts through "Shape Our World" stretch projects aligned with participants' individual performance goals.
- *Strategic Leadership Experience (SLE)* explores strategic leadership; change leadership; innovation; and leading with ambiguity.



Participants in our 2023 Emerging Leaders Experience at our world headquarters in North Bethesda, Maryland.

In addition to these programs, our associates have access to the LinkedIn learning platform that provides a wealth of development topics in an e-learning format. Self-directed learning modules and our instructor led suite of leadership programs are also available.

Evaluate Talent: Initiatives to Promote Feedback and Growth

Knowing what an associate is doing well and where they can improve is essential for growth. We recognize that receiving meaningful feedback and coaching is an important part of our associates' and leaders' development. To encourage open and candid conversations, we have established:

- A formal *Performance Management & Development Process* which begins with setting annual objectives aligned to business priorities with an emphasis on “how” we achieve those objectives by exhibiting our Values. This process includes regular check-ins to ensure we develop a strong feedback and coaching culture focused on performance, career and development conversations with our associates.
- A *Talent Review Process* focused on building our leadership pipeline, identifying our emerging talent, and creating succession plans for all key leadership and critical roles. We review the results of our annual talent review process with our full Board of Directors.

- *360-Degree Assessments*, which allow our associates to gain more perspective on their performance and to support their continued development. As a part of this process, an associate completes a self-assessment and receives feedback not just from their supervisor but also from their peers and/or subordinates.

With the ultimate goal of engaging, developing, and retaining our talent, we provide the following to our managers:

- *Manager Corner*, a resource center with relevant talent management tools and guides; and
- *Manager Corner Micro-Learning Workshops*, small bite-size learnings focused on coaching, feedback, and talent conversations that is combined with open Q&A forums.



Retain and Motivate Talent: Reward and Recognition Programs

Our Value, Purposeful Leadership, emphasizes the importance of celebrating wins and successes. Our Spark recognition program provides associates and leaders the opportunity to recognize extraordinary contributions by individual associates and teams who exemplify our Values and drive meaningful results.



ESAB Corporation was named one of the **2023 Best Companies to Work for in Maryland** by The Daily Record, a digital-first, daily news media company.

Best Companies to Work for in Maryland identifies, recognizes, and honors the best places of employment in the state. It is a research-driven program from Best Companies Group that examines a company's practices, programs and benefits, and surveys employees for their perspectives.

This honor reflects our culture that every voice is truly valued, a key driver in making ESAB a great place to work.



ESAB India Limited, our subsidiary based in India, recently earned its certification as a **Great Place To Work®**. Great Place To Work Certification recognizes employers who create an outstanding employee experience. Certification is based on employee feedback as well as an independent analysis. The certification is a testament to ESAB India's commitment to excellence in quality and safety in a work environment that prioritizes its employees.



Our commitment to diversity, equity, and inclusion

At ESAB, every voice is valued. We are diligent about creating an inclusive and welcoming culture that values every perspective because real progress depends on diversity, empathy, and mutual respect.

As an equal opportunity employer, ESAB makes all decisions involving its associates, in all phases of the employment relationship, without regard to gender, color, race, ethnicity, sexual orientation, gender identity, physical or mental disability, age, pregnancy (including childbirth, lactation, and related medical conditions), religion, military/veteran status, national origin, marital status, family or care-giver responsibilities, or any other legally protected characteristic or status.

Our Diversity, Equity, and Inclusion Strategy

To advance our commitment to creating a work environment in which every voice is valued, we have developed our Diversity, Equity, and Inclusion Strategy. Our strategy is about embracing diversity and inclusion in our everyday actions while empowering and elevating others, leading inclusively, learning about celebrating our differences, and ensuring every voice is valued. It is built on six pillars:

 <p>Build a Robust Talent Acquisition Strategy</p>	 <p>Cultivate a Culture of Awareness & Learning</p>	 <p>Develop & Grow Our Affinity Groups</p>
 <p>Incorporate Equity and Fairness in Our Policies & Procedures</p>	 <p>Promote Diverse Representation (Hires, Promotions, Experiences)</p>	 <p>Drive & Celebrate Social Responsibility</p>

Build a Robust Talent Acquisition

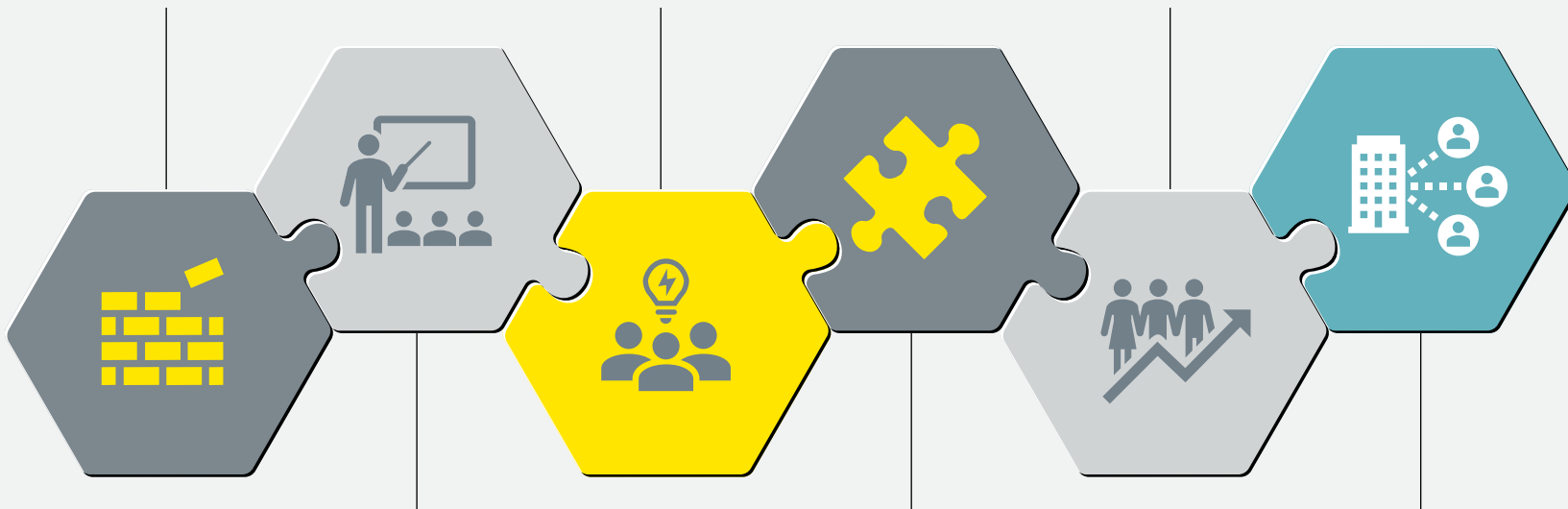
Strategy: Ensure our talent acquisition practices continue to attract high performing talent with unique perspectives to drive our passion for innovation and performance.

Develop & Grow Our Affinity

Groups: Empower the creation of associate-led groups that foster inclusivity, encourage open dialogues, and focus on personal and professional growth while creating connections and one's network.

Promote Diverse Representation (Hires, Promotions, Experiences):

Ensure we are creating a robust, strong, and diverse leadership pipeline by actively focusing on our hires, promotions, and opportunities for participation in learning experiences.



Cultivate a Culture of Awareness & Learning:

Create workshops and learning experiences designed to create cultural and inclusive competencies and skills and opportunities for open and courageous conversations.

Incorporate Equity and Fairness in Our Policies & Procedures:

Continuously review and enhance our policies, as well as our talent and compensation practices, to drive equity, inclusion, and fairness.

Drive & Celebrate Social Responsibility:

Strive to contribute and help each other and our communities to grow and prosper by being an active member through community service activities and always celebrating our achievements, efforts, and wins.

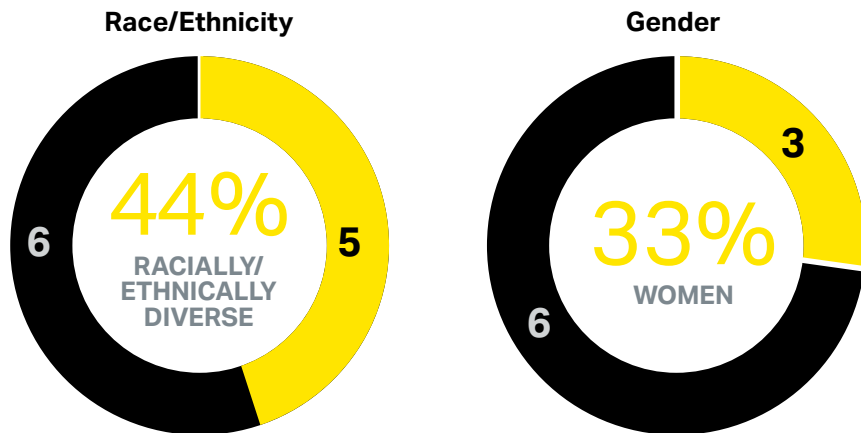
Diversity within Leadership

Our commitment to diversity extends to our executive leadership team and Board of Directors. Two-thirds of our executive leadership team is female and/or racially or ethnically diverse, including our Chief Executive Officer.

We believe that Board membership should reflect diversity in the broadest sense, including persons diverse in geography, gender, and ethnicity. As detailed in our Nominating and Corporate Governance Committee Charter, ESAB is committed to actively seeking out highly qualified women and minority candidates, as well as candidates with diverse backgrounds, experiences, and skills as part of each Board search the Company undertakes.

Our diversity, equity, and inclusion commitment also extends to our external partners. For example, ESAB’s legal team requires partner law firms to submit diversity statistics during the proposal process so that we ensure that we hire firms that share our commitment and values. We also monitor our legal invoices to ensure that there is diversity among the teams assigned to our matters. Additionally, our Outside Counsel Billing Guidelines encourage providing substantive opportunities to diverse associates.

Diversity within ESAB’s Executive Leadership Team



Family Support Benefits

We proudly offer paid parental leave and care coverage benefits to our ESAB associates in the United States where these benefits are not otherwise provided. These offerings, which supplement our other benefits, reflect our commitment to SHAPE a diverse, inclusive, and welcoming culture where every associate can focus on their success. Our parental leave policy allows associates to care for and bond with a newborn, newly adopted, or newly placed foster child. The policy applies to all parents, regardless of gender or role. We also provide a back-up care program, which reimburses associates for up to five back-up care days each year when their regularly scheduled care for dependents or aging parents falls through. These family support benefits strengthen the Company’s value proposition with more inclusive and holistic benefits to better meet the needs of our associates and their families.

“A company that understands why they exist and values diverse perspectives will ultimately lead to real progress in business and society.”

– Michele Campion, Chief Human Resource Officer, ESAB Corporation

Associate Affinity Groups

ESAB currently sponsors three associate-led affinity groups. These groups are a key component of our diversity, equity, and inclusion initiative to promote an inclusive work environment while encouraging mentorship, networking, and other professional and personal development opportunities. These groups embody our Value—Every Voice Valued.



ESAB's African American Diversity and Inclusion Council (AADIC) is a U.S.-based network for African American associates across the Company dedicated to networking, professional development, community service, and the recruitment of African American associates at ESAB and its family of brands.

In 2023, the AADIC prepared a special video message for fellow associates to educate and commemorate the importance of Juneteenth. The AADIC also sponsored several events in 2023, including a panel discussion with African American leaders within ESAB entitled "Shaping Your Future."



Associates at our Denton facility in Texas participated in a Juneteenth event hosted by the AADIC.



ESAB's Empowered Women affinity group is a global network dedicated to creating an inclusive culture that empowers, develops, retains, and attracts global female talent. Empowered Women hosted several events in 2023 designed to empower ESAB's female associates, including a guest presentation on the business case for being proactive about

our wellbeing as well as a discussion with a panel of ESAB women who shared their own experience overcoming challenges to succeed both professionally and personally. The group also launched a new "mentoring circle" program where participants were organized into groups with a mentor and four to five mentees. Each group then met to discuss and explore a self-selected topic. This year, local chapters of the affinity group sponsored additional events, including in person social gatherings as well as educational sessions. Empowered Women has local chapters in Monterrey, Budapest, and Chennai and is open to all associates regardless of location.



Members of the Empowered Women affinity group in Mexico gathered in March 2023 to celebrate ESAB's values and each other.



ESAB's Veteran's Network is a U.S.-based network of veterans and family members of veterans aimed at connecting, engaging, advancing, and learning from each other across our business who know what it means to be part of something greater than themselves.

In honor of Veteran's Day 2023, the Veteran's Network donated to Team Red, White & Blue, a non-profit organization dedicated to enriching Veterans' lives by providing a safe refuge and bringing healing and hope to all Veterans who have returned from the battlefield. The Veteran's Network elected to sponsor the Battle of the Bulge Monthly Mission, designed to honor the brave service members who served in the World War II battle by running a five-mile race.

The Veteran's Network at our Ohio Medical facility also sponsored a toy drive in partnership with the U.S. Marine Corps Toys for Tots program during the 2023 holiday season.



Members of the Veteran's Network collected toys for disadvantaged children as part of the Toys for Tots program.

Workplace health and safety

Workplace health and safety has been, and will continue to be, at the core of what we do at ESAB. We are committed to protecting the people we work with and the environments in which we work. Our goal is for all people working for, or on behalf of, ESAB to return home each day in the same condition as when they arrived.

Our EHS Philosophy

ESAB has adopted an Environmental Health and Safety (EHS) management system, certified to the ISO 45001 Standard, to promote workplace health and safety and protect the wellbeing of each of our associates. The ISO 45001 Standard approach is centered around the Plan-Do-Check-Act (PDCA) methodology, which shapes our EHS strategy. The following principles serve as pillars to our overarching EHS philosophy:

- Promote safety and environmental protection as core values in which we will set out to continually improve through assessments, action planning, and sharing of best practices.
- Commit to resource conservation, waste minimization, and pollution prevention (across air, water, and solid wastes) for our global activities, products, and services. Extend a life-cycle philosophy and expectation to our upstream and downstream interested parties, with a focus to:
 - Reduce greenhouse gas emissions through energy efficiency and utilizing renewable energy.
 - Minimize water consumption and contaminant discharges to water and air.
 - Responsibly manage materials and chemicals to reduce waste to landfills.

- Focus on the goal of zero harm—no workplace injuries, illnesses, or environmental incidents.
- Cultivate an EHS culture that fosters engaged, empowered, and action-oriented worker behavior.
- Be attentive to the Voice of Customer and act as their valued EHS partner, contributing to our shared success.
- Achieve compliance with applicable laws, regulations, and other requirements to which we subscribe.
- Report, investigate, and analyze all EHS-related incidents with a focus on preventing reoccurrence.
- Educate and train workers to identify, understand, and respect EHS aspects and hazards, and reduce impacts and risks in their work environment.
- Provide interested parties with useful information about EHS impacts and risks associated with ESAB business activities.
- Commit to consultation and participation of workers, and where they exist, workers representatives.
- Recognize EHS milestones and celebrate success.

PDCA Methodology



PLAN



DO



CHECK



ACT

Health and Safety Focused Operations

We conduct business in a manner to meet or exceed regulations such as those established by the Occupational Safety and Health Administration (OSHA) regulations. Safety is something we take very seriously and is something that our Board and executive leadership team are always monitoring. Each meeting of our Board of Directors starts with a safety update.

Health and Safety Performance Metrics

We measure health and safety performance using a number of established key performance indicators (KPIs). These KPIs help us monitor our performance and make informed decisions and are accessible to all employees.

We measure, among other things, Total Recordable Incident Rate (TRIR) and Days Away, Restricted or Transferred (DART) rate. Our global TRIR improved to 0.43¹ in 2023 from 0.49 in 2022. Since 2017, our TRIR has been below 1.0, which we believe outperforms our industry average and places us within the top quartile of our industry peer group. According to the U.S. Bureau of Labor Statistics, the TRIR for welding and soldering equipment manufacturing was 2.6 in 2021, the most recent year for which industry data is available.²

Our DART incidence rate³ was 0.22 in 2023, an improvement from our 2022 rate of 0.34.

¹ TRIR is calculated as (the number of injuries and illnesses x 200,000)/employee hours worked. Recordable incidents are as defined by the Occupational Safety and Health Administration of the U.S. Department of Labor.

² Table 2. Incidence rates of nonfatal occupational injuries and illnesses by selected industry and case types, private industry, 2019-21 - 2021 A01 Results (bls.gov).

³ DART rate is calculated as (the number of injuries that led to days away from work, restricted or transferred) x 200,000/employee hours worked. Days away from work, restricted or transferred is defined by the Occupational Safety and Health Administration of the U.S. Department of Labor.



Take 5 Campaign

In July 2023, our EHS team launched a new safety campaign, "**Take 5**," to assist our associates in focusing on improving safety behaviors, looking out for their colleagues and being their colleagues' keepers.

"**Take 5**" requires all associates to take five minutes before the start of a process or shift, to stop, observe the area and equipment, consider the risks and hazards associated with the task, then use safe actions to proceed with their tasks.

Health and Safety Training

Training is provided on an ongoing basis to associates, including executives and other key leaders, on human health and associate safety matters. For example, associates receive training on maintaining proper ergonomics, handling of hazardous materials to prevent injuries and damage to products or equipment, and avoiding environmental contamination. We also invest in disaster and other emergency preparedness training and routinely practice drills. In addition, our safety initiatives and safety performance are discussed and highlighted with our associates at regional town hall meetings.

Safe Work Practices

We set forth Safe Work Practices across our operations to help provide a safe and healthy place to work. Among other things, our Safe Work Practices address the use of personal protective equipment, housekeeping, workplace risk reduction, and incident/corrective action reporting. Our businesses and certain facilities conform to internationally recognized standards, including ISO 9001, ISO 14001, ISO 45001, and ISO 50001.

We hold a weekly Global EHS Forum hosted by our Vice President, Global Environment, Health, Safety, Risk Management, and Product Stewardship and includes participants from functions across the Company, including senior representatives from human resources, operations, and the commercial business. The primary purpose of the forum is to review EHS-related events, highlight lessons learned, and share best practices. We have also developed and implemented a fire prevention and risk management program for our global footprint.



Industry-leading TRIR of 0.43 in 2023.

EHS Audit Program

As part of our culture of continuous improvement and our ISO certified EHS Management systems, we maintain a robust EHS audit program. Following the completion of each audit, findings and conclusions are discussed with individual site leadership and formal action plans are prepared in an effort to abate any identified findings.

Product Safety

Our commitment to safety extends beyond our manufacturing plants and facilities to our customers and end users. Prior to being introduced in the market, each new product is subjected to a thorough validation process. We maintain a network of compliance systems to ensure that our products meet all applicable standards and regulatory requirements. We also seek to educate our customers on the proper and safe use of our products through detailed product manuals that include safety instructions and ongoing product warranty and field support. In the event an end user reports an issue with our products, we conduct a thorough product safety investigation to identify and remedy any potential defects.



Our team in India celebrated hand safety day by remembering the “Safety is in Your Hands.”



Our communities

ESAB associates have a strong presence in their local communities, making positive contributions through financial gifts and volunteerism, fulfilling our shared Purpose of *Shaping the world we imagine.*TM We empower our associates by contributing resources and connecting them with opportunities for them to make a difference. In this section, we are proud to highlight a few examples of our associates shaping better communities.

Charitable Contributions and Community Involvement

Our Charitable Contributions Committee oversees ESAB's charitable giving activities to maximize our impact in the community. This Committee, which is composed of senior members of management from diverse functions and roles, is designed to support charitable giving initiatives by our associates and ensure all contributions reflect ESAB's Purpose and Values, as well as principles of corporate sustainability and corporate responsibility.

Our charitable giving program aims to facilitate growth in four key areas: (1) diversity, equity, and inclusion, (2) education and workforce development, (3) health and wellbeing and (4) a sustainable future.



The Company believes that focusing giving activities on these four strategic priorities best aligns its charitable contributions with its Purpose, Values, and business objectives.

The following section highlights some of the amazing contributions made by our associates to their communities during 2023 in support of these priorities.

Diversity, Equity, and Inclusion

At ESAB, every voice is valued. We seek to create an inclusive and welcoming culture within our Company and industry. We recognize that we have the power to help facilitate diversity in our associate pipeline through early introductions to our industry. However, we also seek to foster this value in our broader communities. We partner with organizations and causes that support underserved communities and help all community members feel like they belong.

Kicking Off a Bright, Inclusive Future

ESAB is a proud partner of Touch Kings Football Club (TKFC), a grassroots Maryland-based youth soccer club. Our sponsorship helps TouchKings provide quality coaching, training facilities, and opportunities for young soccer enthusiasts to hone their skills and pursue their passion for the sport. ESAB was also instrumental in the founding of the TKFC Foundation, whose mission is to increase opportunities for personal growth and development through athletics within underserved communities with a particular focus on the Washington metropolitan area where our Company is headquartered. ESAB's financial support recently enabled the TKFC Foundation to expand its community outreach to include an afterschool program focused on underserved schools, beginning with a weekly soccer clinic in conjunction with TKFC and one of ESAB's other local community partners, So What Else.



Education and Workforce Development

The welding industry is facing a significant shortage of trained and qualified welders. To help bridge that gap and support the welding community, ESAB has continued to sponsor educational opportunities for new and experienced welders throughout the world. We seek to provide educational training and resources to encourage students, instructors, and underserved communities to pursue career opportunities in the skilled trade and technical workforce.

Tools for the Trades

To give students in continuing technical education programs the tools and encouragement to shape their future, in April 2023, ESAB announced a long-term commitment to supporting Northern Tool + Equipment's Tools for the Trades™ program. The Tools for the Trades program offers professional instruction and expertise along with the donation of professional-grade tools and monetary support to schools, encouraging students and instructors in their pursuit of technical education and career opportunities in the skilled trades workforce. ESAB celebrated the launch of this partnership with a donation of welding and cutting equipment to Lecanto High School, a magnet school in Lecanto, Florida. ESAB plans on donating equipment to more high schools as part of its multi-year commitment to the Tools for the Trades program.



Making Better Futures with T-RAX Makerspace

ESAB is a proud sponsor T-RAX, a student association at the Chalmers University of Technology in Gothenburg, Sweden managing the university's makerspace. The makerspace allows students and teachers to learn and experiment with practical manufacturing methods and work on their own private projects beyond the traditional university classroom. The metal workshop at the T-RAX makerspace includes a variety of equipment for metalworking. As part of this ongoing partnership, in December 2023, our research and development team at our Gothenburg facility held a half day workshop for students at the university. The workshop highlighted the importance, diversity, and excitement of the welding trade and industry. The ESAB team also presented a practical welding course and explored the skilled engineer career.



Health and Wellness

We support causes that promote and help improve physical and mental wellbeing for all members of our communities.

A Sweet Cause

In spring 2023, our associates at our GCE facility in Chotěboř, Czech Republic hosted a pastry shop to raise funds for local charity, Fokus Vysočina, to support their upcoming renovation project. Fokus Vysočina supports people with mental illness or other disabilities in strengthening their independence and self-confidence so that they can lead a full life according to their ideas. The pastry shop sold out within one hour. All proceeds from sales were donated to Fokus Vysočina and GCE made an additional donation to the charity in support of the event.



Hitting a Homerun Together

In summer 2023, associates at ESAB's Hanover, Pennsylvania plant were proud to unveil a new baseball scoreboard for Hanover Diamond Sports, a non-profit organization that serves and supports youth athletics in Hanover. ESAB's partnership with Hanover Diamond Sports spans more than 15 years, including ESAB's original donation of land to the program to build the baseball field itself. ESAB associates joined players, coaches, parents, and the commissioner of the program to celebrate the donation and ESAB's ongoing commitment to the program.



Teaching the Importance of Recycling and Planting a Better World

In October 2023, our team in Brazil volunteered at the CEMEI Parque São João Children's School. Our associates educated more than 50 children about the importance of sorting waste from recycling and introduced an element of fun by teaching some recycling games. Volunteers also revitalized the school's grounds by painting walls, planting a vegetable and flower garden, and refreshing other exterior spaces.

Sustainable Future

We seek to give back to our communities through sustainable and innovative solutions that will reduce our environmental impact. We also support organizations that share this commitment.

Taking the Prize for Everyday Sustainable Practices

Our team in Budapest, Hungary won the Special Prize in Sustainability at the 2023 beneFit Prize competition. The beneFit Prize competition showcases companies that promote employee wellbeing and overall employee satisfaction. A jury selected ESAB for the award from a pool of almost 100 competitors and recognized the Budapest team's efforts to shape a sustainable future through projects big and small throughout the year. Projects highlighted for the jury included book and wardrobe exchange programs, donating used electronic devices to charities and planting plants in conjunction with the local government.



Shaping a Cleaner Environment

Associates and their families in Peru sponsored a campaign to clean up Arica beach, a beach near the Company's local facility. ESAB partnered with a firm specializing in waste management to collect and dispose of 184 kilograms of waste, including plastic, glass, metal, and hazardous waste. The event was also educational; our team learned to identify and segregate recyclable materials for future reuse.



Growing a Vibrant and Sustainable Future

At our Lurin facility in Peru, our associates recently inaugurated a new greenhouse designed to sustainably grow vegetables, herbs, and fruits. Produce grown in the greenhouse is used as ingredients in food prepared and consumed by associates at the local ESAB facility. The greenhouse is also used as an educational space to facilitate learning and to raise awareness of the impact of humans on the environment within the community.



ESAB Values Celebration 2023

Let's Get in SHAPE

In September 2023, we kicked off our second annual values celebration, Let's Get In SHAPE! Over the course of five weeks, ESAB associates across the globe gave back to their local communities and engaged with each other to demonstrate how each of the Company's Values makes ESAB special.



Our world headquarters in North Bethesda, Maryland capped the Values celebrations by giving back to the local community. Members of our executive leadership team and associates volunteered at a local food pantry, So What Else. So What Else provides food security, access to basic necessities, and high-quality out-of-school time programs in literacy, athletics, and the visual and performing arts to children and families in the Baltimore-Washington metro area. Our team was kept busy at the non-profit, applying a fresh coat of paint to walls, sanding various fixtures, and bagging food donations.





Corporate governance



Business ethics and compliance

ESAB is dedicated to being a responsible corporate citizen. We hold our Company, every associate, and others with whom we partner to the highest standards of integrity. Without exception, everyone must act in compliance with all applicable laws, rules, and regulations. To ensure this is the case, we offer our associates a suite of tools and extensive continuing education and training. This section outlines the ways in which we work to meet our goal of 100% compliance around the world.

Corporate Governance

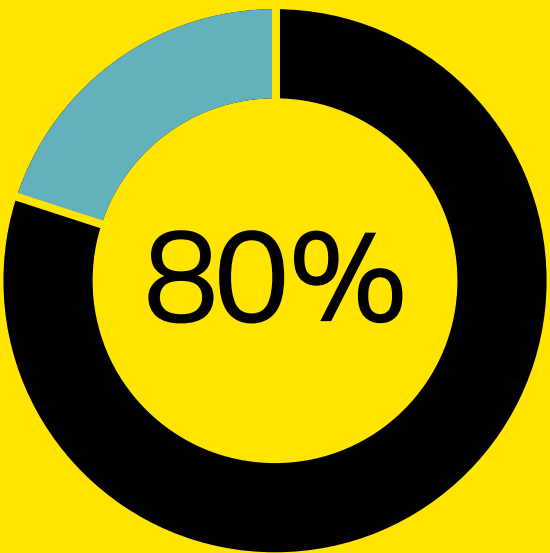
We believe a strong governance framework is critical to fostering a Company culture built on ethics and compliance and ensuring the sustainability of our Company. Corporate governance at ESAB is designed to serve the long-term interests of our stockholders, support responsible decision-making and accountability among our associates, and promote public trust. We have adopted a corporate governance framework that not only complies with applicable Securities and Exchange Commission and New York Stock Exchange rules, but also promotes best practices with respect to ethics, compliance, accountability, and transparency.

Governance Transparency

Additional information about our corporate governance framework, including our Board of Directors and Committee structure, can be found on our website at investors.ESABcorporation.com. Materials available on our website include, but are not limited to:

- Code of Business Conduct
- Anti-Slavery and Human Trafficking Statement
- Code of Conduct for Business Partners
- Charters for each Committee of the Board of Directors
- Corporate Governance Guidelines
- Conflict Mineral Policy
- Human Rights Policy
- Documents filed with the U.S. Securities and Exchange Commission
 - Annual Report on Form 10-K
 - Quarterly Reports on Form 10-Q
 - Proxy statement

ESAB Corporation Board of Directors



80% independent Board
with three female directors
and three racially/ethnically
diverse directors



Independent
Board Chair



Equal voting
rights structure



Majority vote
standard to
elect directors



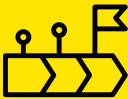
Stock ownership
requirements for
our Board and officers



Annual self-evaluation
process for Board



Anti-hedging,
anti-pledging, and
clawback policies



Executive compensation
aligned with long-term
shareholder interests

Governance and our Sustainability Program

Sustainability and good corporate citizenship are priorities for our Board. Our Board of Directors and its Committees play a critical role in the Company's sustainability program by providing oversight of governance, risk management, and strategy development. Our Board and executive leadership team take relevant sustainability-related risks and opportunities into account in our strategic decision-making.

Our Board of Directors

Our Board of Directors consists of ten members, eight of whom are independent. Our Board of Directors is led by our independent Chair, Mitchell P. Rales.

Our Board of Directors is responsible for overseeing management's operation of the Company, as well as our risk management policies and practices. The Board partners with our executive leadership team to protect stockholder value by appropriately responding to risks which it believes could impact our Company and its business.

The Board has three committees: the Audit Committee, the Compensation and Human Capital Management Committee, and the Nominating and Corporate Governance Committee. These Committees help the Board fulfill its oversight and risk management duties by allowing Committee members to closely monitor the Company's business and associated challenges. The responsibilities of each Committee are set forth in Committee charters. Each Committee reviews its charter on an annual basis and may modify its responsibilities as appropriate.



At the Board, our Nominating and Corporate Governance Committee is responsible for reviewing the Company's

undertakings with respect to sustainability matters, including the Company's role as a corporate citizen and the Company's policies and programs relating to health, safety, and sustainability matters. At the request of the Nominating and Corporate Governance Committee, our management provides an update on our sustainability program at each Committee meeting.



Our Compensation and Human Capital Management Committee has oversight responsibility for the

Company's strategies and policies related to human capital management, including with respect to matters such as diversity, inclusion, pay equity, corporate culture, talent development, and retention.



Our Audit Committee oversees the Company's policies with respect to risk assessment and risk management, including

risks related to the Company's financial statements and financial reporting processes and information technology and cybersecurity. The Audit Committee also oversees the Company's compliance with legal and regulatory requirements and its ethics program, including our Code of Business Conduct.

Enterprise Risk Management

To assist the Board and its Committees in carrying out its risk management and oversight duties, we conduct an annual enterprise risk assessment. Our internal audit function surveys senior leaders across the Company as well as our Board of Directors regarding critical risks that could impact ESAB's ability to achieve our overall goals and objectives. Based on the survey results, management, in partnership with the Audit Committee, is developing risk mitigation strategies to address our top risks and build a more resilient organization.

ESAB Code of Business Conduct

Our Code of Business Conduct (Code), along with our Purpose and Values, is the foundation of our Company culture. The Code ensures that we remain committed to the highest ethical standards across all of our global operations.

The Code, which is available in 15 languages, applies to all ESAB business units in all countries and all ESAB associates throughout the world. It provides the foundation for our commitment to ethical standards of conduct and compliance with all applicable laws, rules, and regulations. Our global associates, including our executive officers, are required to complete an annual training to enhance compliance and familiarity with the Code. This training is also part of the onboarding process for new associates.

In addition, all managers are responsible for ensuring distribution of the Code to each associate under their supervision, assisting



associates in understanding and complying with the Code, and overseeing compliance with and enforcement of the Code for their area of operation. Likewise, each ESAB associate, as well as our sales agents, representatives, independent contractors, and consultants, is responsible for upholding the Code and is required to acknowledge in writing at least annually that they have reviewed and understand the Code. In addition to complying with the Code, all associates are responsible for raising questions if they are in doubt about the best course of action and for reporting possible misconduct promptly after it comes to their attention.

Third-Party Compliance

We expect all of our business partners to comply with applicable laws and conduct all activities at the highest level of responsible and ethical behavior. As further discussed on page 64, we have adopted a Code of Conduct for Business Partners which sets forth our expectations and standards for our business partners.

We maintain a third-party compliance due diligence program to ensure that our business partners share our commitment to ethical business practices. These programs include: third-party due diligence screening (including denied party screening) for distributors and sales agents, anti-bribery and anti-corruption provisions in contracts with third parties, and ongoing review of third parties for compliance with ESAB policies.



Code of Conduct Training

Training is an integral part of our governance framework. Our training program is designed to help our associates understand our policies and procedures and see examples of how these policies impact their decision-making in practice. In 2023, we conducted mandatory trainings on our Code of Business Conduct, cybersecurity, and economic sanctions.

Ethicspoint Hotline

ESAB maintains a global ethics hotline, available 24 hours a day, seven days a week via internet or phone, for any associate, supplier, or business partner to anonymously ask questions, report violations, or raise concerns without fear of retaliation. Our ethics hotline offers direct phone lines in 17 countries to facilitate easy reporting and supports access in all countries where ESAB has significant operations. All reports are investigated, and appropriate actions are taken if the matters raised in the report are substantiated. Reports are also assessed holistically to identify patterns or potential risk areas that can be mitigated proactively. Regular reporting is provided to senior management and the Audit Committee of our Board of Directors on the types of reports received and actions taken in response.

ESAB Global Privacy Program

ESAB maintains a Global Privacy Program that sets out a framework for compliance with the EU General Data Protection Regulation (the GDPR), among other jurisdictions, that includes:

- A record of processing activities and a set of internally facing policy documents that reflect our GDPR compliance program;
- An updated online privacy notice and associate notice;
- Procedures to ensure that ESAB processes data on a lawful basis;
- A process to ensure data protection by design and by default;
- An incident response program to enable ESAB to report personal data breaches;
- A system for data protection impact assessments;
- Reasonable information security policies designed to demonstrate minimum security requirements of GDPR;
- Intra-group agreements with standard contractual clauses to facilitate transfer of EU data among ESAB entities.

Cybersecurity

ESAB is committed to protecting the security and integrity of its products, data, and systems. We maintain a cybersecurity program that is reasonably designed to protect our information against cybersecurity threats that may result in material adverse effects on the confidentiality, integrity and availability of our information systems as well as our business operations, financial condition, and overall performance. We expect all ESAB associates to use the Company's technology resources responsibly and in compliance with all ESAB policies and applicable laws and regulations. We have adopted a comprehensive set of technology usage guidelines which outline our expectations for all associates accessing or using Company technology.

Cybersecurity related risks are integrated into our overall enterprise risk management process. As a result, risks posed by cybersecurity threats are among the risks that the Company's enterprise risk management process evaluates and assesses at least annually.

The cybersecurity team implements, monitors, and maintains controls leveraging the National Institute of Standards and Technology CyberSecurity Framework. These controls are designed to protect the confidentiality, availability, and integrity of information systems. Our cybersecurity processes include automated tools and technical safeguards managed and monitored by our cybersecurity team. We view cybersecurity as a responsibility shared by all of our associates. As an organization committed to continuous improvement, we periodically conduct incident response tabletop exercises with key members of our leadership team, including our Chief Executive Officer. We also perform internal and external assessments and engage consultants to help assess the design and effectiveness of our program. In addition, we expect all of our associates as well as our third-party vendors to help protect against cybersecurity risks, and we conduct periodic awareness campaigns, emerging threats communications, and specific trainings.

At the request of the Board and with the support of our executive management, our Board dedicated its annual director education session in December 2023 to cybersecurity.

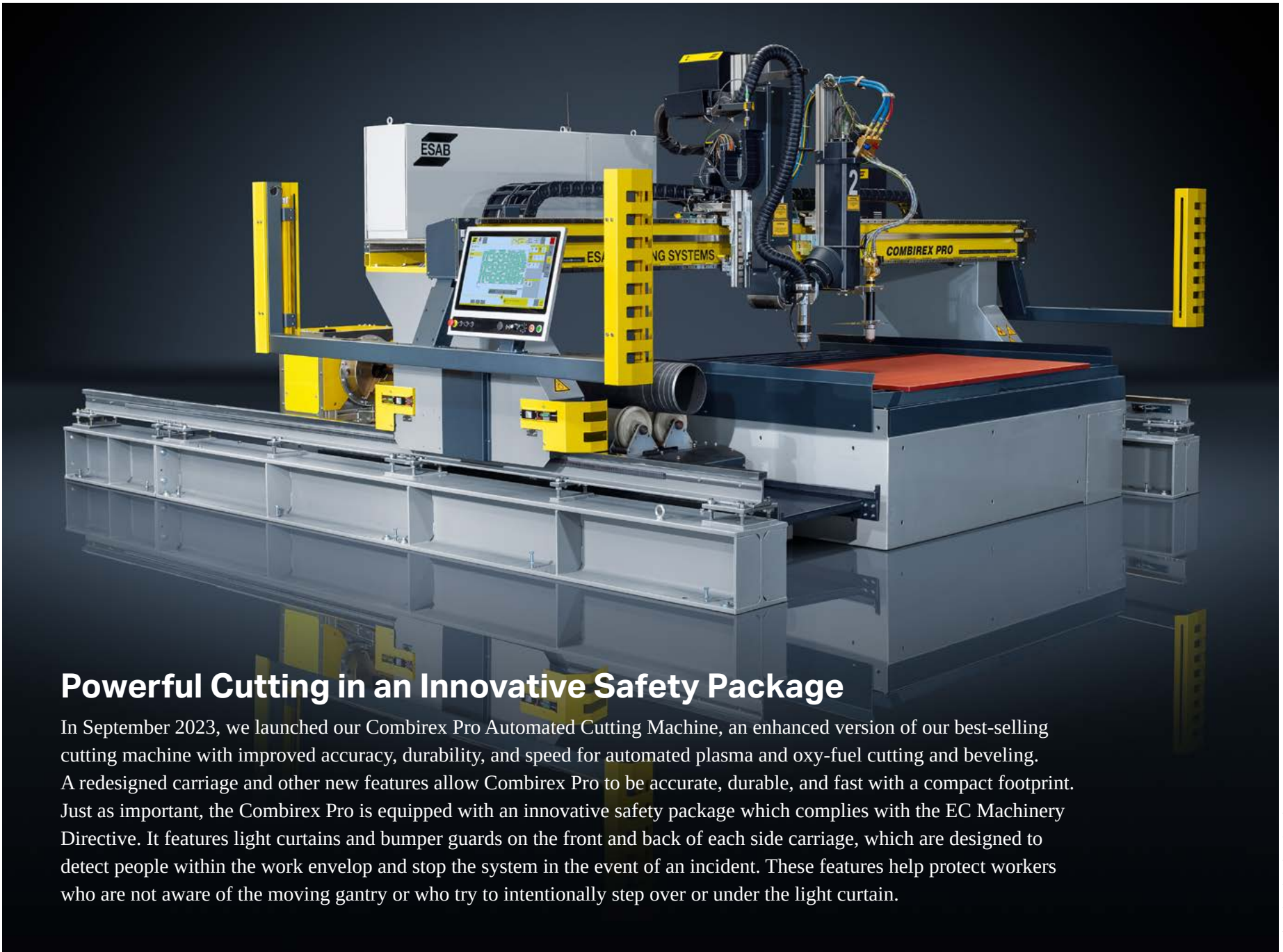


Technology leadership and innovation

This year, ESAB is proud to celebrate 120 years of innovation. From our inception, customers seeking solutions to their biggest challenges have found them in ESAB. In 1904, Swedish engineer Oscar Kjellberg pioneered a solution to what then was a common problem plaguing the quality of weld metal: he produced the world's first coated welding electrode. With his founding of Elektriska Svetsnings-Aktiebolaget (ESAB), Kjellberg spearheaded more than a century of technological innovation. Our business is built on this rich legacy of design leadership and quality products and solutions.

This focus on innovation has also led to safer, more efficient, and environmentally responsible products and solutions that meet increasing customer expectations while also contributing to a better world. Safety and efficiency are among our key considerations when designing new products and investing in product innovation. We believe that customers want products that waste fewer resources while making their job easier and ensure they return home safely every day.

Our Company continued its strong track record of innovation in 2023, introducing 135 new products. This section highlights some of these new innovative products and solutions.



Powerful Cutting in an Innovative Safety Package

In September 2023, we launched our Combirex Pro Automated Cutting Machine, an enhanced version of our best-selling cutting machine with improved accuracy, durability, and speed for automated plasma and oxy-fuel cutting and beveling. A redesigned carriage and other new features allow Combirex Pro to be accurate, durable, and fast with a compact footprint. Just as important, the Combirex Pro is equipped with an innovative safety package which complies with the EC Machinery Directive. It features light curtains and bumper guards on the front and back of each side carriage, which are designed to detect people within the work envelop and stop the system in the event of an incident. These features help protect workers who are not aware of the moving gantry or who try to intentionally step over or under the light curtain.

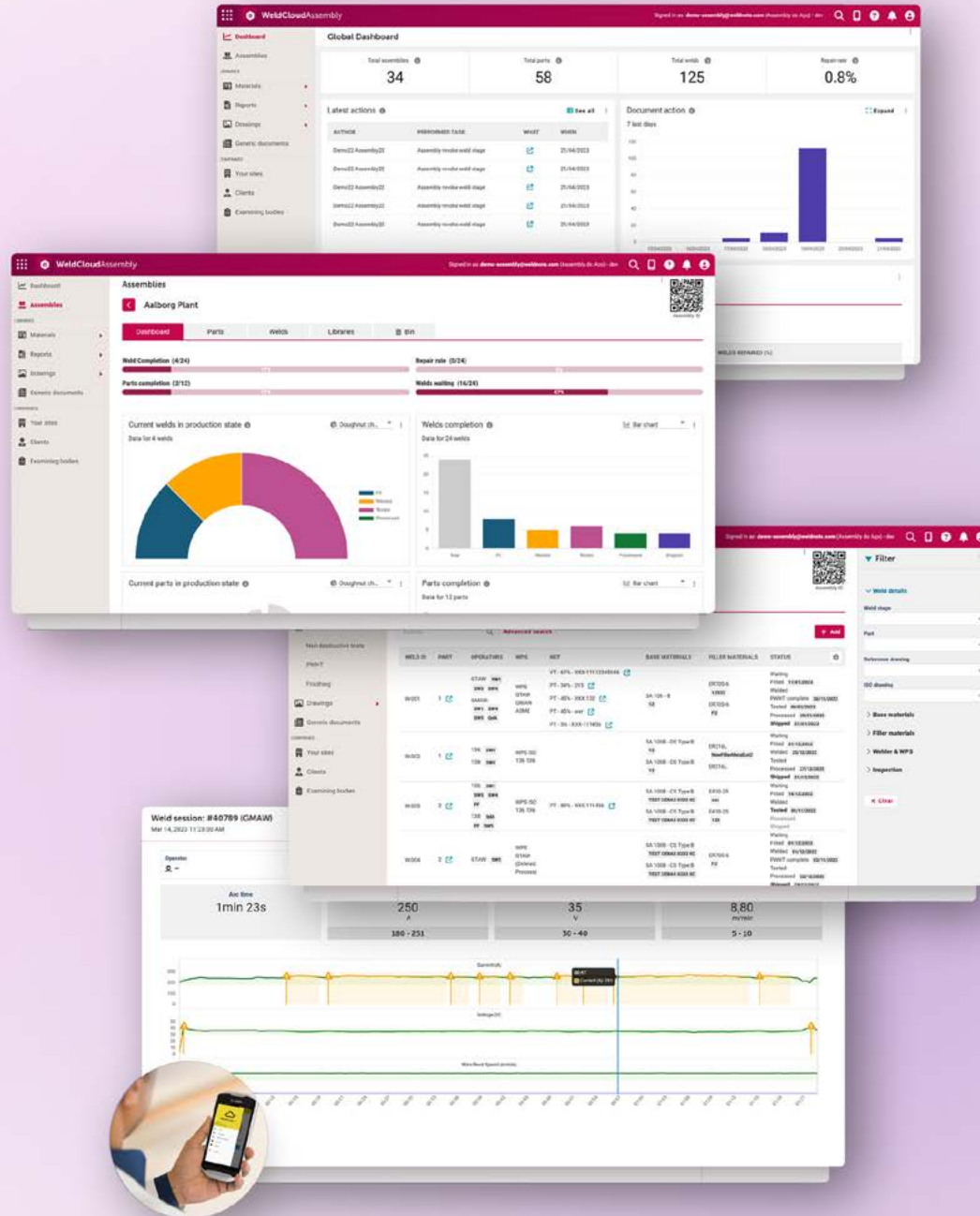


Reducing Gas Waste and Preventing Defective Welds

Our next generation RobustFeed Edge CX wire feeder features a new digital gas control technology called TrueFlow™ that improves welding quality, saves gas and helps avoid weld defects caused by improper flow rates. The new TrueFlow digital gas control technology offers advanced precision, confidence and cost savings. The system automatically prevents insufficient gas flow and optimizes flow during arc starts and welding, a common source of quality issues and gas waste. The RobustFeed platform features SpoolSafe™, which protects wire from dirt and dust to keep wire dry and clean, and the reliable PreciDrive wire drive system to maintain precision wire feeding performance to promote consistent weld quality. High quality welds free from contamination are less likely to need to be repaired or replaced, further conserving resources and preventing waste.

Expanding Digital Solutions to Promote Compliance and Safety

In 2023, we introduced WeldCloud Assembly, a cloud-based digital application that provides welding professionals with greater production traceability, as part of our InduSuite portfolio of software applications. WeldCloud Assembly records weld session data directly from a welding power source and enables immediate comparison to weld procedure specifications. If a weld is outside the weld procedure specification, the application alerts users so they can repair the weld and identify the root cause of problems. The digitalization of welding data helps eliminate human error and misinformation, while improving quality and minimizing waste. WeldCloud Assembly joins our portfolio of InduSuite cloud-based solutions which help companies improve efficiency and quality at every step of the fabrication process, from plate to finished product.



Keeping Productivity Flowing

Our brand, Victor, introduced the HRF2400 Pro flowmeter regulator calibrated for a variety of gas and mixed gas blends for use in MIG, TIG, and gas-shielded welding. The redesigned regulator makes it easier and faster to set accurate flow rates and enables longer, most consistent flow delivery over the life of the cylinder. This improved accuracy reduces gas waste across all flow levels. ESAB's Precision Hi-Res Linear Flow Adjustment technology provides smooth and consistent gas control setting, eliminating the frustration and inaccuracy that often stems from adjusting from lower to higher flows. Like all ESAB products, the HRF2400 Pro prioritizes safety. Third-party ETL listed to UL Standard 252, the HRF2400 Pro is back-pressure compensated and is built with extra safety precautions including an external self-reseating safety relief valve and a safety over-pressure burst mechanism built-in to the flow tube.



Providing Peace of Mind in the Most Challenging Environments

GCE Healthcare's Ambulance Panel II reflects our team's years of experience in the emergency healthcare industry and dedication to innovation. Ambulance Panel II is designed for permanent installation and use in road ambulances and features a modular concept with a configurable design, giving emergency personnel flexibility in use and installation. When connected to the source of medication gas, the panel can be used as a terminal unit and allow the connection and gas supply of different medical divisions, such as a flowmeter, resuscitator, ventilator, and suction ejector. The versatility and ease of use of the panel allows healthcare professionals to remain focused on the patient even in the most challenging environments.



The Ultimate, Eco Friendly Line Up

Our new Ultimate Line-Up of welding and cutting equipment takes arc performance, productivity, and quality to the next level. In addition to new technologies and designs that improve the user experience, every machine aligns with the standards outlined in the European Union's Ecodesign for Sustainable Products Regulation. These new standards require a minimum efficiency of 85% for three-phase (3Ph) DC power sources, 80% for single-phase (1Ph) DC power sources, and 80% for AC power sources (1Ph or 3Ph). State-of-the-art inverter technology facilitates high-speed switching, allowing the use of smaller transformer coils and magnetic core. This reduces resistive and core energy losses to improve energy efficiency and also makes the inverters powering the Ultimate Line-Up lighter and more compact.

The Ultimate Line-Up includes the following, efficient and powerful machines:

- *Renegade VOLT™ ES 200i Stick/TIG battery-powered welding system* is an efficient, robust, and portable machine for tough jobs in the field and has the battery power and performance to weld through a standard work shift. Powered by four DEWALT® FLEXVOLT® 12 Ah (amp-hour) rechargeable batteries, Renegade VOLT eliminates many of the costs and hassles of engine drives, including fumes, fuel costs, noise, and the need to drag hundreds of feet of heavy and expensive welding cables or extension cords.
- *Renegade ES 210i inverter* for MMA and Live TIG welding has a maximum output of 210A at 25% duty cycle, weighs 11 kg and measures 460 x 200 x 320 mm. It features a composite housing that can withstand extreme impact and drops better than any other machine on the market, making it an optimal welding machine for ship and offshore yards, construction, pipe, repair and maintenance, and heavy fabrication.

- *Rogue™ EM 180 (ESAB MIG/MMA) and Rogue EMP 210 (ESAB Multi-Process)* compact and lightweight inverter-based welding power sources make it easier to weld with optimized arc settings because they feature advanced digital interfaces and offer functions such as Synergic Control and Arc Dynamics, a control to fine-tune arc characteristics for a crisp/stiff arc when welding carbon steel or a smooth/soft arc when welding stainless steel.
- *Rustler™ EM 350C PRO Synergic*, an integrated MIG welder/wire feeder, provides a 350 amp output and adds the benefits of synergic control. Rustler features a premium 4-wheel drive feeding mechanism (with strengthened gears from sintered steel that last longer than most of available mechanisms on the market) to deliver precision arc starts and stops and steady feeding performance with wire diameters from 0.6 to 1.6 mm.
- *Cutmaster 30+, 50+, and 70+ manual plasma cutters* feature ESAB's signature 110 mm TFT display for ease of operation. A built-in 14-pin CPC port for easy CNC mechanization provides the flexibility to switch between manual and mechanized cutting to maximize utilization of their machines.



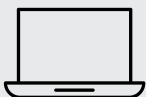
For additional information about the European Union's Ecodesign for Sustainable Products Regulation, including our launch of eco-friendly products in compliance with this regulation, please see page 26.



THE ULTIMATE LINE-UP

Supply chain management

We hold ourselves to the highest standards and we expect the same from our business partners and suppliers. Many of our customers also expect us to meet their equally high standards. As a global business, we depend on a network of business partners and suppliers around the world. We have adopted a framework of policies which set forth our requirements for our business partners, including suppliers. This framework is designed to help ensure that all materials used in our products are sourced safely and ethically. In addition, we maintain processes to help ensure compliance with these standards, both for new suppliers and our long-standing partners.



Copies of these policies are available on our website at: investors.ESABcorporation.com.

Code of Conduct for Business Partners

Consistent with our commitment to conducting business with the highest ethical standards, we have adopted a Code of Conduct for Business Partners that sets out the expectations and standards that apply to any agents, distributors, dealers, contractors, intermediaries, joint venture partners, suppliers, and other business partners doing business with ESAB. Among other things, the Code of Conduct for Business Partners addresses compliance with law, labor, and human rights (including child labor and forced labor), and health, safety, and the environment. As stated in the Code of Conduct for Business Partners, we reserve the right to assess business partners' compliance with these requirements and non-compliance may cause us to terminate our relationship with a business partner.

Anti-Slavery and Human Trafficking Statement

Our Anti-Slavery and Human Trafficking Statement sets forth our commitment to respecting human rights across all of our business operations in accordance with the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We do not condone child labor, forced labor, or other abusive or unsafe working conditions.

Human Rights Policy

Our Global Human Rights Policy establishes our standards for global business conduct related to human rights and labor for all ESAB associates, as well as any agents, distributors, dealers, contractors, intermediaries, joint venture partners, suppliers, and other partners doing business with ESAB. The policy is informed by, among other things, the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The policy sets forth our expectations for ESAB associates and business partners with respect to fair treatment and equal opportunity, health and safety, forced labor and human trafficking, work hours and fair compensation, and freedom of association, among other things.

Conflict Minerals

We are committed to having a supply chain that does not support human rights abuses in conflict-affected and high-risk areas, and we support efforts to increase transparency in the mineral supply chain. As part of our conflict minerals compliance program, we have in place due diligence measures intended to conform with, in all material respects, the criteria promulgated by the Organisation for Economic Co-operation and Development in its Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We maintain a Conflict Minerals Policy that is applicable to all of our suppliers. The policy sets forth detailed supplier requirements and expectations, as well as a process to report concerns, grievances, or violations.

Compliance and Validation

An effective policy framework requires ongoing monitoring and, where applicable, remediation. We conduct regular audits of our new and strategic suppliers as well as suppliers who potentially pose heightened risks. We also review supplier compliance with our policies and applicable laws, including environmental, health and safety standards restrictions on the use of certain substances. In the event any risks or issues of non-compliance are identified, our team promptly develops an appropriate plan to mitigate the risk, which may include termination of the business relationship.

Supplier Standards and Surveys



Consistent with our Value of "Always Improving," our supply chain team is exploring ways to improve our responsible sourcing practices. We recently updated our supplier quality manual to strengthen our standards for suppliers with respect to certain sustainability and corporate responsibility matters and promote the implementation of ISO systems to support environmental, health and safety, and quality management systems. We collect information regarding supplier sustainability practices, including the use of recycled or eco-friendly materials and partnerships with small and diverse businesses.

Appendix



SASB index

The following table maps information contained elsewhere in this Report to the indicated disclosure topics and accounting metrics in the Industrial Machinery and Goods industry SASB standard. Information reported in accordance with the foregoing standard and throughout this report is not necessarily material within the meaning of U.S. federal securities laws and its inclusion herein should not be construed as a determination by the Company as to its materiality for purposes of the federal securities laws or other applicable laws.

SASB Topic	Accounting Metric	Code	ESAB Disclosure
Energy Management	Total Energy Consumed	RT-IG-130a.1	See "Our Performance" on page 19 of this Report.
	Percentage Grid Electricity	RT-IG-130a.1	During 2023, approximately 91% of our global electricity usage came from non-renewable energy resources.
	Percentage Renewable Energy	RT-IG-130a.1	During 2023, approximately 9% of our global electricity usage came from renewable energy resources.
Employee Health and Safety	Total Recordable Incident Rate	RT-IG-320a.1	See "Health and Safety Performance Metrics" on page 38 of this Report.
	Fatality Rate	RT-IG-320a.1	ESAB does not report fatality rate.
	Near Miss Frequency Rate	RT-IG-320a.1	ESAB does not report near miss frequency rate.
Fuel Economy and Emissions in use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	Not applicable to ESAB
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	Not applicable to ESAB
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	Not applicable to ESAB
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	Not applicable to ESAB
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	ESAB regularly evaluates critical material risks in our supply chain and builds information from the evaluation into our business continuity plans. If the part is sourced from a sole supplier, we utilize mitigation plans to ensure continuity of supply.
Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	ESAB does not report revenue from remanufactured products and remanufacturing services.
Activity Metrics	Number of units produced by product category	RT-IG-000.A	Proprietary
	Number of employees	RT-IG-000.B	Approximately 9,000 persons as of December 31, 2023