

SUSTAINABILITY REPORT

Shaping the world we imagine

 **ESAB** CORPORATION

About this report

We are pleased to issue ESAB Corporation's inaugural Sustainability Report, marking our first year as an independent, publicly-traded Company and establishing a starting point for our ESG reporting. The report includes initiatives and other information from the last several years, including prior to our separation from Enovis Corporation (formerly Colfax Corporation).

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 58. 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. Therefore, in future periods, we may present different and/or additional metrics. Advisers from sustainability consulting firm, ENGIE Impact, worked with ESAB to help validate the emissions factors and calculations used to measure the greenhouse gas emissions associated with our manufacturing facilities. Additionally, ENGIE Impact renewable energy advisors used ESAB validated electricity usage data to determine ESAB's renewable electricity usage to be 7% of total 2022 electricity requirements.

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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 ESG 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



As we enter just our second year as an independent, publicly-traded Company, ESAB Corporation is pleased to publish our inaugural Sustainability Report, aligning our reporting on our environmental, social and governance (ESG) accomplishments with recognized standards for doing so. Although we are a young corporation, our flagship brand,

ESAB, has a rich, 119 year history that started in the shipyards in Sweden with the invention of the first welding electrode. I am honored to be the CEO of this incredible group of associates and portfolio of products.

As a Company dedicated to continuous improvement, we knew it was important to build on our existing momentum during our first year as an independent Company to further develop an ESG approach that aligns with our Purpose and Values and supports the long-term sustainability of our business for all of our stakeholders.

In 2022, we established a cross-functional working group, including members of our executive leadership team, dedicated to building the holistic foundation of our approach to sustainability. This group worked with a third-party consultant to survey more than 1,000 internal and external stakeholders to identify priority ESG topics. The feedback from that assessment—which validated and informed our ESG approach—is discussed in this Sustainability Report.

The following report also describes our global efforts to measure current ESG data across our facilities. Our Sustainability Report includes, among other things, data from our environmental health and safety program, our utility management program, and our global associate diversity.

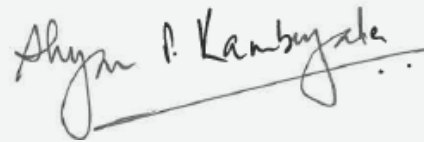
There are three things that I want to highlight from our report, the first being the paramount importance of the health and safety of our global associates. Within our organization we educate each of our associates with our SAFE HOME ESAB programs, and reiterate that Zero is Possible. This year, we had a Total Recordable Incident Rate (TRIR) of 0.49, which is significantly below the industry average. However, we view even a single incident as one too many and we remain dedicated to continuous improvement and instilling education and best practices across our global manufacturing facilities so that each of our associates returns home safe at the end of each day.

Next, we recognize that our talent is the foundation of our organization. We believe in fostering a diverse culture where every voice is valued so our associates feel empowered to drive not only the success of our Company but also their personal success. I am extremely proud of our diversity, equity, and inclusion program, which focuses on 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. ESAB's executive leadership team and Board of Directors truly leads inclusively. Over two-thirds of our executive leadership team is female or racially/ethnically diverse and our Board of Directors is half female or racially/ethnically diverse. Together we live by our value, Every Voice Valued.

Finally, we understand that one of the highest priorities for companies such as ours is understanding and taking actionable steps to reduce our resource usage. As part of our energy workshops conducted at 18 of our global facilities in 2022, we calculated our current scope 1 and scope 2 CO₂e emissions and identified actionable steps within each of our facilities to reduce our emissions. I am extremely proud to now share that for our major manufacturing sites, ESAB is committed to reducing our absolute Scope 1 and Scope 2 greenhouse gas emissions by 2030, as compared to 2022 levels. We view this commitment as a starting point and we look forward to sharing additional reduction targets in the future.

At ESAB Corporation, we understand that the SHAPE in *Shaping the world we imagine* starts with being responsible stewards of our business and planet. This in turn drives our focus on continuous improvement, which we believe ensures we are building a sustainable business for our stakeholders that will withstand another 100 years.

Sincerely,

A handwritten signature in black ink, reading "Shyam P. Kambeyanda". The signature is fluid and cursive, with a horizontal line extending from the end of the name.

Shyam P. Kambeyanda
President & CEO, ESAB Corporation

Nearly **10,000** associates around the world

119 year history

2022 Total Revenue of **\$2.4** billion

Serving customers in **150** countries

Introduced **100+** new products in 2022

World Headquarters in North Bethesda, MD, USA.

Our story

ESAB Corporation (ESAB or the Company) is a world leader in connected fabrication technology and gas control solutions. Our Purpose is to *Shape the world we imagine*. We believe the progress we make today makes the world we imagine possible.

We are built on the legacy of Swedish engineer Oscar Kjellberg, who produced the world's first welding electrode and founded Elektriska Svetsnings-Aktiebolaget (ESAB) in 1904. 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).

Our business consists of two pillars: Fabrication Technology and Gas Control. Our portfolio is composed of our flagship brands: ESAB and Gas Control Equipment (GCE), and additional trusted brands in the industry. We built our business through a series of acquisitions as well as organic growth. Over the past year, we completed and integrated several strategic acquisitions, including Ohio Medical, a global leader in oxygen regulators and central gas systems, Swift-Cut, a provider of Computer Numerical Control plasma and water cutting systems, and Therapy Equipment, a regional leader in the medical gas control market for oxygen therapies.

While we are a newly independent Company, consideration of relevant ESG factors and responsible operations have always been core to our business. As part of Enovis Corporation, 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.

As an independent Company, 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 as well as the lives of our associates and their communities. Together, 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 long-standing and 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.

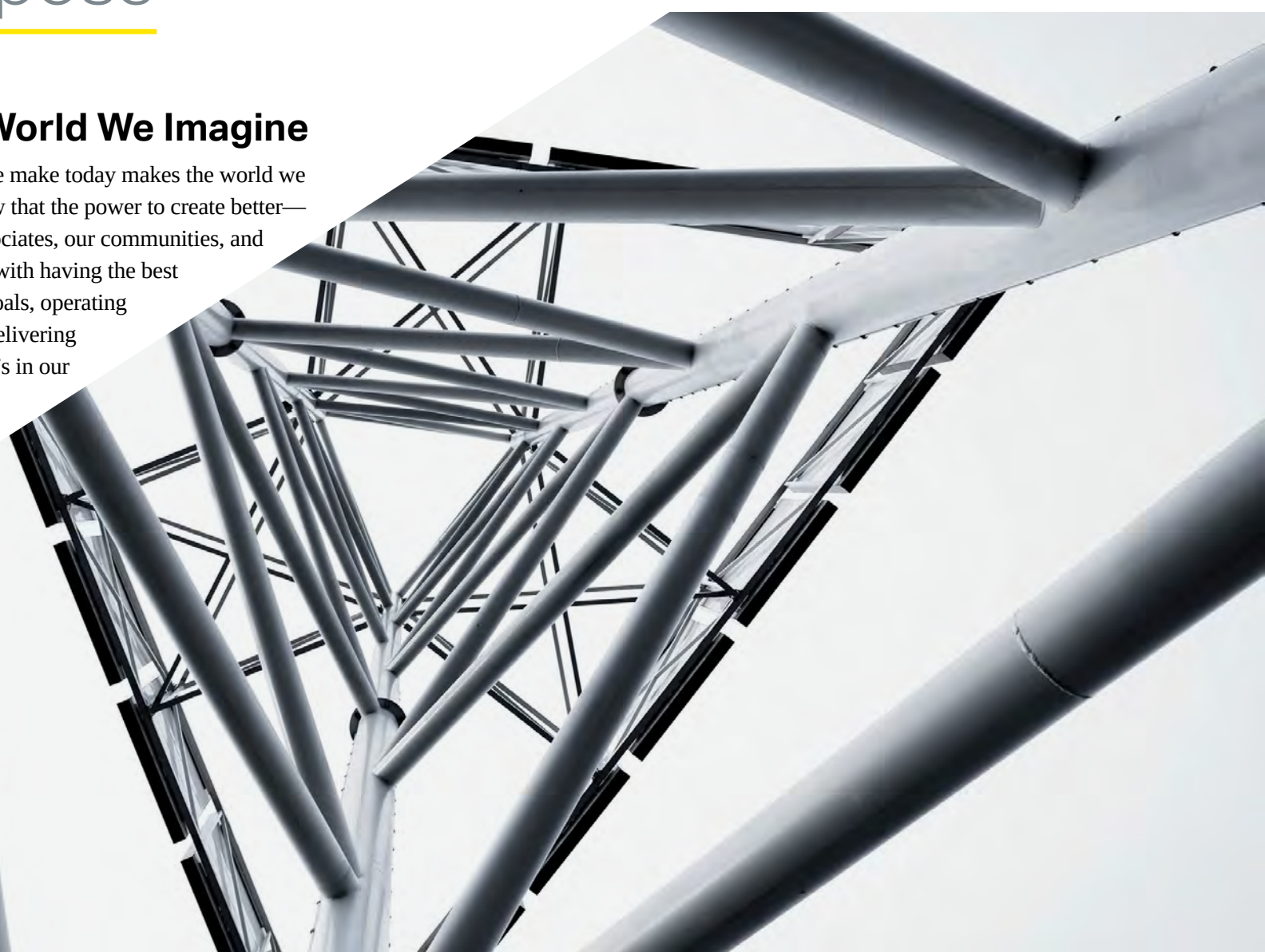




Our purpose

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, our communities, and our shareholders—begins with having the best team, pursuing common goals, operating at the highest levels, and delivering extraordinary outcomes. It's in our DNA, and it's what makes us great.



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 more sustainable world

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



Our ESG journey

Responsible business practices are fundamental to our Company and we believe critical to our success. We consider relevant ESG factors to be a driver of value creation for our business and its stakeholders. In addition, we believe an appropriately tailored focus on ESG can help mitigate risk as well as reinforce and strengthen our core values.

Our Board of Directors, Chief Executive Officer and General Counsel lead our ESG program. We also established a sustainability committee to execute our ESG 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.

To inform our ESG priorities, our sustainability committee commissioned a materiality assessment as further discussed on page 12 of this report. As part of that process, the sustainability committee engaged with internal and external stakeholders. The materiality assessment informed the development of a strategic vision for our ESG program aligned with our corporate Purpose and Values.

Equipped with the findings from the materiality assessment and reflecting our strategic vision, our team jumped into action. We accelerated our data collection and validation work to better understand the current environmental impact of our operations. We completed energy management workshops at 18 of our global production facilities to identify opportunities to improve energy efficiency. We mapped our global renewable energy resources to develop our green energy sourcing strategy and targets. We further strengthened our range of diversity, equity, and inclusion programs to ensure that every voice is valued. We conducted an enterprise risk assessment to identify the risks facing our Company and develop a mitigation strategy.

We approach ESG as a journey. As a newly public Company, we are still building a results-oriented ESG reporting initiative. However, we are proud of our progress and accomplishments during our first year as an independent public Company.

ESAB is committed to continuing to build on this foundation, actively identifying and managing sustainability-related impacts to our business and the global community, as well as related opportunities for our Company. 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 or better condition and has the opportunity for a rich and fulfilling career.

Materiality assessment

The Company commissioned a comprehensive “materiality assessment” after the completion of its separation from Enovis Corporation. The purpose of the assessment was to identify the ESG issues most important to our stakeholders. The materiality 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 ESG. 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.

Our sustainability committee led this multi-step initiative to identify and prioritize topics, engage with stakeholders, and validate results with executive leadership. As part of identifying and defining potentially relevant ESG topics, we surveyed the ESG priorities of peer companies.

Next, we reached out to both internal and external stakeholders to understand their ESG priorities. We collected input from customers, suppliers, distributors, associates, and our Board of Directors. We conducted one-on-one interviews with more than 25 leaders, including our executive leadership team, representing a variety of roles and functions within the Company. We solicited feedback from all ESAB associates through a survey in 13 languages to gauge the most important issues to our associates worldwide.

We identified 17 priority or significant ESG topics.

Based on the materiality assessment and our internal assessment of that data, we identified four priority ESG topics that are the focus of our ESG program: (1) workplace health and safety, (2) business ethics and compliance, (3) technology leadership and innovation, and (4) quality management, including management of hazardous materials and our supply chains. We plan to continue to integrate these ESG priorities into our strategy and operations through the collaboration of management and employees across multiple functions around the world.



- 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

ESG and our values

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



The **Shared Success** of our ESG program means collaborating with our customers to address ESG 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 ESG 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 ESG program is built on **Always Improving**. We are taking an iterative approach to our ESG initiatives and reporting. Our ESG journey will continue to evolve as we pursue new pathways to make progress.



Our ESG program is driven by **Purposeful Leadership**. Management from all areas of our organization are committed to, and responsible for, ESG. We are integrating ESG 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 ESG 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.

Our ESG advantage

Our ESG advantage stems from our Purpose and Values which are part of our business management system, ESAB Business Excellence (EBX). EBX provides the tools, techniques, and values that ensure we are continuously improving our business, including our ESG program.

EBX has enabled the Company to shape a robust ESG program built on a deep culture of continuous improvement which ensures every voice is valued across our business teams. This dedication is reflected in our diversity, equity, and inclusion program and resulted in our diverse executive leadership team, which is two-thirds female or racially/ethnically diverse, and Board of Directors, which is half female or racially/ethnically diverse.

EBX is also integral in driving our resource management programs and reducing our environmental impact. Our team is constantly assessing our corporate footprint and engaging in site rationalizations which generally lower our resource consumption and lead to energy savings. Since 2016, we have reduced our global footprint by approximately 30%.

Finally, product innovation is a critical component of our process for creating value for our customers through EBX. Our research and development team introduced more than 100 new products in 2022, including three products designed specifically to meet the standards outlined in the European Ecodesign for Sustainable Products Regulation, with our globally available Warrior Edge 500™, our Renegade VOLT™, and our Marathon Pac Ultra™ with our Purus wire.





Shaping a more
sustainable future

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

Measuring our impact

Data Collection

Strengthening our data collection capabilities was a critical, early focus of our ESG program. In anticipation of our separation from Enovis Corporation, we put in place processes for gathering and reporting data on an ongoing basis with respect to our energy consumption, renewable energy profile, greenhouse gas (GHG) emissions, water consumption, and waste generation. We enhanced pre-existing data collection efforts at our then thirty global manufacturing sites, representing over 80% of ESAB's global footprint. Our team also built auditable, online repositories to track this data.

As a result of these workstreams, we now track data for energy consumption, greenhouse gas emissions, water consumption, and waste generation across our operations on a monthly basis. Our environment, health and safety (EHS), utility management program, and local business unit teams then analyze this data and explore methods to reduce our impact. This data is included in the monthly financial reports compiled by the business and reviewed by our Chief Financial Officer. It is also periodically shared with the Nominating and Corporate Governance Committee and other members of our executive management team, including our Chief Executive Officer.

Environmental Stewardship Performance

The following table sets forth our energy consumption and GHG emissions for more than 80% of our global footprint for 2022. The data reflects energy consumption and GHG emissions at our global manufacturing sites. It does not include our non-manufacturing locations, such as distribution centers and office spaces, which are typically less energy intense.

We consider 2022, our first year as an independent public Company, to be our baseline year for purposes of measuring our performance on these measures on a go-forward basis.

	Year Ended December 31, 2022 (in thousands) ¹
Energy Consumption (megawatt-hours)	407
Total Greenhouse Gas Emissions (metric tons)²	141
Scope 1 GHG Emissions	33
Scope 2 GHG Emissions	108

¹ Data presented represents ESAB's 30 major global manufacturing sites which represent more than 80% of ESAB's 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 energy.

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.

ESAB is committed to reducing our absolute Scope 1 and Scope 2 GHG emissions at our major manufacturing sites by 30% by 2030, as compared to 2022 levels.

Greenhouse Gas Emissions

Our sources of reported emissions principally consist of electricity and natural gas provided via 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 major global production facilities. As of this report, this portfolio consists of 30 facilities throughout the world, representing over 80% of our global footprint.

We look to incorporate additional emission sources in future reporting cycles.

Energy management

ESAB is committed to sustainable energy management, including reducing our Company-wide GHG emissions. We are proud to announce that we are committed to reducing our absolute Scope 1 and Scope 2 GHG emissions at our major manufacturing sites by 2030, compared to 2022 levels. Our major manufacturing sites represent over 80% of our global real estate portfolio. Minimizing 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: (i) identifying opportunities to reduce energy consumption and improve energy efficiency and (ii) exploring opportunities to use more renewable energy. This section discusses some of our recent initiatives toward reaching our emissions reduction goals.

Energy Efficiency

We believe improving our energy efficiency is critical to our long-term business success. While reducing our energy consumption will help reduce our greenhouse gas emissions, it also improves the Company's bottom line, as energy usage represents a significant operational cost. Following our separation from Enovis Corporation, energy efficiency was a key area of focus for bolstering our energy management programs and reducing our carbon footprint.

With the assistance of a third-party consultant, we conducted a series of energy workshops and training programs at 18 of our facilities throughout the world. This process identified potential opportunities for improvement at our plants, including ways to improve energy monitoring, opportunities to install 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. 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 evaluating ways to best implement these suggestions throughout our plants, and many of the proposed projects are planned for 2023 and 2024.

Renewable Energy

We are also exploring opportunities to reduce the carbon footprint of our operations through renewable energy. During 2022, approximately 7% of our global electricity usage came from renewable energy resources.

We are working to identify options for increasing renewable energy usage, such as opportunities to enter into power purchase agreements, sites eligible for solar photovoltaic installations, and ways to increase renewable energy resources throughout our global operations. We continue to develop our renewable energy strategy and intend to establish a target for renewable energy usage in the future.



ISO 50001 Certification

Three 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.

Waste management

ESAB manages waste and its byproducts by reducing 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

Our facilities comply with all applicable laws and regulations for the use and disposal of chemicals. Our EHS team is responsible for overseeing the storage, use, and disposal of chemical waste at all of our locations.

In certain instances, our manufacturing processes generate waste which is considered hazardous under local regulations. ESAB adheres to strict procedures for managing hazardous waste in order 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 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.

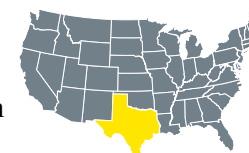
Recycling

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

Our plant in Colombia reclaims pastes leftover from the mixing process and uses these materials to manufacture other products. Similarly, the residue from a powdered lubricant used in the drawing process is mechanically ground and reused in the process again. These initiatives allow the facility to annually reuse approximately 80 tons of waste.



Our Denton facility in Texas sponsored an e-waste recycling campaign and collected unused or obsolete computers and other electronics for recycling. As part of this initiative, the Denton team recycled approximately 6,800 pounds of electronic waste during one of these events.



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 also 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.



Our facilities are constantly exploring opportunities to reduce our water consumption and boost recycling. Examples of recent initiatives include:

50% reduction

Our Zhangjiagang facility in China installed a reverse osmosis membrane system, allowing the site to recycle and reuse treated water, resulting in a reduction of its water consumption by approximately 50%.

7% reduction

Our Nagpur facility in India installed an auto inlet valve in its wire drawing machines, resulting in an approximately 7% reduction of water consumption year-over-year.

20% reuse

Our Belo Horizonte facility in Brazil reuses approximately 20% of the wastewater from the electrode production process. After treatment the water is reused in the wet mix trolley washing process and in maintenance equipment.

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 and encourage our upstream and downstream partners to take a similar life-cycle philosophy.

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.

Product Stewardship

Product stewardship and sustainability are critical components of 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, in November 2022, the PS&S team 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

Our EHS team is exploring opportunities to better understand the long-term impact of our products. We recently launched a pilot program to analyze the carbon footprint of selected ESAB products from production to disposal. For example, our European team is currently conducting a life-cycle analysis of our MAG wire. While we are still establishing the framework, gathering data and vetting outputs, these life-cycle assessments will allow us to better understand—and reduce—the environmental impact of 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, 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 are focused on increasing our usage of recycled materials. The production of recycled metals is typically less resource intense as compared to using only virgin materials.

In 2022, ESAB introduced a number of products designed specifically to meet the standards outlined in the European Ecodesign for Sustainable Products Regulation. These products include our globally available Warrior Edge 500, our Renegade VOLT™, and our Marathon Pac Ultra with our Purus wire. 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.

eco
POWER



A man and a woman are standing on a metal walkway in a large industrial factory. The man, on the left, is wearing a grey polo shirt and has his back to the camera. The woman, on the right, is wearing a red and white patterned long-sleeved shirt and glasses, and is gesturing with her right hand while talking to the man. The background is filled with complex machinery, conveyor belts, and industrial structures, creating a sense of a busy manufacturing environment.

Shaping today's leaders
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 9, 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 and 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:

- *Investing in talent acquisition:* Our team includes full-time recruiting professionals who actively seek the best talent, striving to include diverse candidates on every slate.
- *Launching our ESAB Corporation website and career site in 2022:* Following our separation from Enovis Corporation, we launched our own corporate website and career site to attract talent and inform potential talent. While the sites are still new, we are already beginning to see their value.
- *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
 - Assessing the key themes against market data.
- *Promoting effective interviews:* To ensure that the talent we recruit is right for our organization, we will launch during the third quarter of 2023 a training for hiring managers and our interview panel to learn practical tips 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 2022 participation reaching 95%.

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 request their own development. Our suite of programs focuses on leadership, business skills, and compliance.

For example, in 2022, we launched our learning roadmap. As part of this initiative, we added several learning experiences focused on our high potential talent:

- *Management Essentials*: This learning experience is focused on developing our people managers. It has been designed to activate the foundational skills and behaviors needed to assist and develop great managers.
- *Strategic Leadership Experience*: This seven-month interactive experience is focused on developing our senior leaders to achieve goals, drive performance, and align short-term actions with long-term direction while building their network with colleagues from around the world.

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, to self-directed learning modules, and to our instructor led suite of leadership programs.

Evaluate Talent to Further Development: Initiatives for Ongoing Reviews Aligned with Career Development

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.

In 2022, we also launched Manager's Corner, a resource center for managers to access relevant information related to talent management initiatives. We also created the Manager's Corner Micro-Learning Workshops, which combine small bite-size learnings on specific talent management processes with open Q&A forums for managers. The purpose of these workshops is to ensure managers have the tools and resources to engage in regular coaching and feedback with the ultimate goal of engaging, developing, and retaining our talent.

Retain and Motivate Talent: Reward and Recognition Programs

Our Value, Purposeful Leadership, emphasizes the importance of celebrating wins and successes. To ensure this celebratory mindset is an integral part of our culture, in 2022 we enhanced our Spark recognition program, which provides associates and leaders the opportunity to recognize extraordinary contributions by individual associates and teams who exemplify our Values and drive meaningful results. Since relaunching our program in August 2022, we have presented more than 800 awards to our associates.



Our commitment to diversity, equity, and inclusion

At ESAB, every voice is valued. We are diligent about creating an inclusive, 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:



Build a
Robust Talent
Acquisition
Strategy



Cultivate a
Culture of
Awareness &
Learning



Develop &
Grow Our
Affinity Groups



Incorporate
Equity and
Fairness in
Our Policies &
Procedures



Promote Diverse
Representation
(Hires,
Promotions,
Experiences)



Drive &
Celebrate
Social
Responsibility

Build a Robust Talent Acquisition

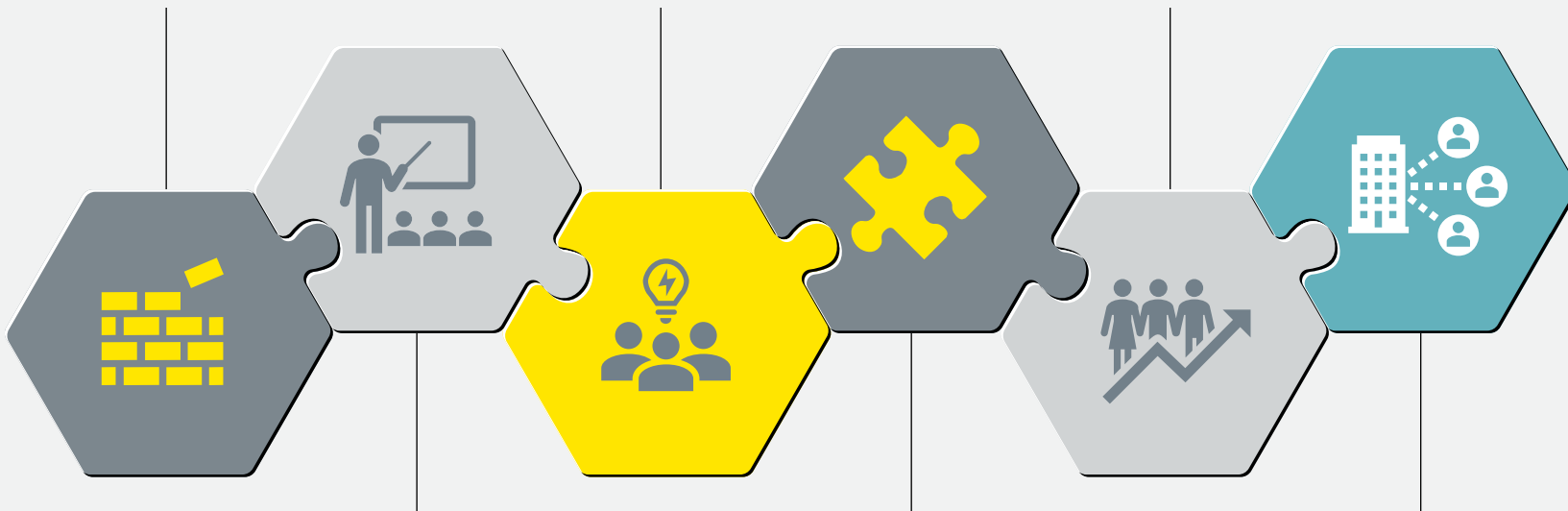
Strategy: Ensure our talent acquisition practices continue to attract high performing talent with unique perspectives to drive our passion for innovation and performance.

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 holding managers accountable for actively focusing on our hires, promotions, and opportunities for participation in learning experiences.



Cultivate a Culture of Awareness

& Learning: Develop a compelling message aligned with our diversity, equity, and inclusion vision and 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

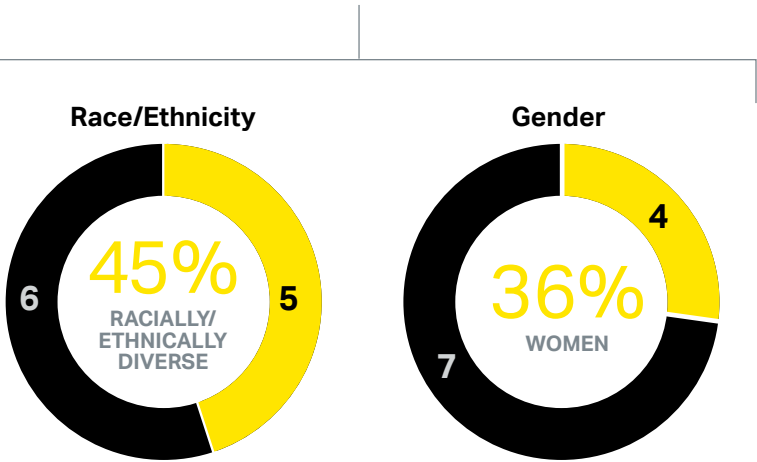
Our commitment to diversity extends to our executive leadership team and Board of Directors. Over two-thirds of our executive leadership team is female and/or racially or ethnically diverse, including our Chief Executive Officer.

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.

EXECUTIVE LEADERSHIP TEAM DIVERSITY

73%

of our executive leadership team is female or racially/ethnically diverse.



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.

Family Support Benefits

We proudly offer parental leave and care coverage benefits to our ESAB associates in the United States. 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 paid parental leave policy allows associates to care for and bond with a newborn, newly adopted, or foster child. The policy applies to all parents, regardless of gender or role. We also recently introduced 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.

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 is a U.S.-based network for African American associates dedicated to networking, professional development, community service, and the recruitment of African American associates at ESAB and its family of brands. The African American Diversity and Inclusion Council sponsored a number of events in 2022, including a virtual networking event and a fundraiser to support the American Heart Association in celebration of Black History Month.



ESAB's Empowered Women affinity group is a network dedicated to creating an inclusive culture that empowers, develops, retains, and attracts global female talent. Empowered Women hosted several speaker panels in 2022, featuring female leaders throughout the ESAB organization, and publishes a quarterly newsletter with resources for its members.



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. This affinity group launched in March 2023.

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 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 wastes 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



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 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.

Safety Is In Your Hands Campaign

In February 2022, our EHS team launched our year-long “Safety Is In Your Hands” campaign to raise awareness about hand safety and hand-related hazards at ESAB. We instituted control measures and precautions intended to minimize risk, reduce hand-related incidents, and reinforce our commitment to the health and safety of all workers. As part of this campaign, more than 1,170 associates took our hand safety pledge in their local language. Our EHS team introduced a new “handy tip for safe hands” each month, reminding associates of safer ways to work with their hands. Our manufacturing facilities participated in a Hand Safety Campaign competition, earning points by conducting hand safety awareness and risk reduction activities. Those activities included risk assessments, training, reviewing PPE, updating standard work instructions, updating machine guarding, and installing new equipment, among other things.



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 host a weekly Global EHS Forum. This forum is hosted by our Vice President of EHS and Risk Management 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.



First international welding Company to achieve all-inclusive, external certification for the 3 key management standards: ISO 9001, ISO 14001, and OSHAS 18001 (now ISO 45001).

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.

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. Our KPIs 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 was 0.49¹ in 2022. Since 2017, our TRIR has been below 1.0, which we believe outperformed 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 the manufacturing industry was 3.3 in 2021, the most recent year for which industry data is available².

For 2022, our DART incidence rate³ was 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.

Product Quality and 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 communities

ESAB associates contribute their time and effort to improving their communities, fulfilling our shared Purpose of *Shaping the world we imagine*. In 2022, ESAB associates donated their time and money to a variety of charitable organizations globally and ESAB offered a Company match for many of these programs.

We believe the long-term sustainability of our business requires investment in the communities where our associates live and work and where we do business. As a result, ESAB actively supports the organizations and causes that matter most to our communities.

ESAB associates have a strong presence in their local communities, making positive contributions through financial gifts and volunteerism. 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 the meaningful work being done by our associates.



Charitable Contributions

In order to maximize our impact in the community and oversee our charitable giving activities, during 2022 we established a Charitable Contributions Committee. 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.

Community Involvement

ESAB's global footprint enables our associates to impact communities and make a positive difference around the world. From holding team-building events in support of the Boys & Girls Club in Phoenix, Arizona to volunteering at dog shelters in Hermosillo, Mexico, our associates are constantly finding new and innovative ways to create positive changes in our communities.

Education

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.

SPOTLIGHT



2022 Special Employee Matching Donation Program

In 2022, we sponsored a special matching donation campaign in support of the United Nations High Commissioner for Refugees (UNHCR). As part of this campaign, we matched 100% of associate donations to the UNHCR up to \$1,000 per associate. We are proud to support the critical mission of the UNHCR to save lives and protect some of the most vulnerable members of our communities.

SPOTLIGHT



Humanitarian Relief Efforts in Turkey

In the wake of the earthquake that devastated Turkey in early 2023, we collaborated with one of our longstanding distribution partners in Turkey to supply in-kind welding equipment and consumables to support humanitarian relief efforts. Our distribution partner worked with local customers in Turkey to provide direct aid to the impacted areas. In addition, ESAB associates in our Middle East regional office donated essential items to the Turkish.



SPOTLIGHT

National Safety Day

ESAB's India facilities observe National Safety Day on March 4 of each year, a government designated national safety day with the objective of creating awareness of environmental, health and safety. The celebration spans a period of one week and is open to both ESAB associates and their family members to engage in various awareness activities to promote EHS awareness in all aspects of life.



SPOTLIGHT

Touch Kings Football Club

ESAB partnered with Touch Kings Football Club (TKFC), a grass roots Maryland-based youth soccer club, and became the official sponsor of TKFC's youth football club kits for the 2022-2023 season. ESAB's sponsorship of TKFC, which seeks to give more kids access to afford, learn, and play sports, is one example of how ESAB realizes its purpose in the communities where its associates work, live, and play. ESAB was also instrumental in the formation 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. The TKFC Foundation, which was organized in 2022, is recognized as an exempt non-profit under Section 501(c)(3) of the tax code and will be undertaking community outreach starting this year.



SPOTLIGHT



Hanover Baseball Fields

In August 2022, a team of ESAB associates in Hanover, Pennsylvania painted four dugouts at local community baseball fields. These baseball fields serve local children between ages 8 and 17 years old. Kids have an opportunity to play on these fields and in leagues that hold tournaments throughout the year, with teams coming from up and down the east coast of the United States.

SPOTLIGHT



South America Welding Schools and Internships

ESAB proudly sponsors an industry-leading internship program in South America. ESAB's South American business operates training facilities and offers ongoing technical support to welding professionals in Colombia, Peru, Brazil, and Argentina. At these schools, ESAB's experienced team teaches new welders valuable skills while giving welders of all experience levels the opportunity to practice with ESAB's state-of-the-art equipment. Over the course of the past five years, over 40,000 welders have trained and been certified in ESAB's South American welding schools. Despite the unprecedented obstacles posed by COVID-19, our experts were undeterred and remained dedicated to training future generations of welders. ESAB's South American business pivoted and introduced over 50 online webinars, enabling ESAB to continue to safely offer educational opportunities to students despite the challenges of the pandemic. ESAB's long-standing commitment to education in South America is an immense source of pride for the Company.

SPOTLIGHT



Project Bandhan

ESAB India Ltd., our Indian subsidiary, earned the prestigious 9th National CSR Times Award in Skill Development at the CSR Times and Indian Achievers Form held in December 2022 in New Delhi, India. ESAB India won the award for its innovative “Project Bandhan,” a program focused on promoting skill development and safe welding practices for the unorganized welding community in rural India. The project also seeks to train youth for employment in the welding industry through ESAB India’s welding institutes.

Shaping our world
through responsible
corporate governance



Business ethics and compliance

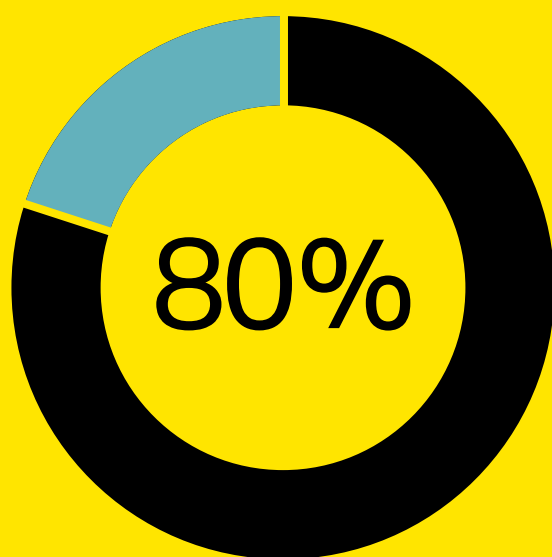
ESAB is dedicated to being a responsible corporate citizen. We hold our Company, every associate, and others with whom we partner to the highest standards of integrity. Without exception, everyone must act in compliance with all applicable laws, rules, and regulations. To ensure this is the case, we 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 in terms of 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	Conflict Mineral Policy
Anti-Slavery and Human Trafficking Statement	Documents filed with the U.S. Securities and Exchange Commission: <ul style="list-style-type: none">• Annual Report on Form 10-K• Quarterly Reports on Form 10-Q• Proxy statement
Code of Conduct for Business Partners	
Charters for each Committee of the Board of Directors	
Corporate Governance Guidelines	
Human Rights Policy	

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 ESG 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 ESG program by providing oversight of governance, risk management, and strategy development. Our Board and executive leadership team take relevant ESG-related risks and opportunities into account in our strategic decision-making. At the request of the Board and with the support of our executive management, our Board dedicated its annual director education session in December 2022 to ESG. With the assistance of external experts, the Board used this session to review the strategic direction of our ESG program and the Company's overall commitment to sustainability and responsible corporate citizenship.

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 ESG 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 ESG 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 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.

Enterprise Risk Management

To assist the Board and its Committees in carrying out its risk management and oversight duties, we conducted an enterprise risk assessment in 2022. Our internal audit function surveyed 101 senior leaders across the Company as well as our Board of Directors regarding twenty critical risks. Participants were asked to select the top risks that could impact ESAB's ability to achieve our overall goals and objectives. Management then analyzed this data and presented its findings to both the Audit Committee and the Board. 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. Following our separation from Enovis Corporation, we launched a Company-wide training to enhance compliance and familiarity with the Code. All officers, directors, and associates were expected to complete the



training. New associates must complete this training as part of their onboarding and Company orientation. We require our global associates to retake the training annually to maintain their familiarity with the Code.

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 55, 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.

Ethicspoint Hotline

ESAB maintains a global ethics hotline, available 24 hours a day, seven days a week via internet or phone, for any employee, supplier, or business partner to 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 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. Our cybersecurity policy is drafted in accordance with the National Institute of Standards and Technology cyber security framework.

Our Chief Information Officer leads our cybersecurity program. Consistent with our values of Always Improving, we proactively take measures to improve and update our cybersecurity program, including independent program assessments, penetration testing and scanning of our systems for vulnerabilities. The Chief Information Officer regularly reports to the Audit Committee on these initiatives, including information about risk management and projects to improve our technology resources' resiliency.



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 2022, we conducted mandatory trainings on our Code of Business Conduct, insider trading program, and economic sanctions.



Technology leadership and innovation

From its 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 friendlier products and solutions that meet increasing customer expectations while also contributing to a better world. This section highlights some of our innovative products and solutions.

Packaging for Sustainability

ESAB welding and cutting recently introduced Marathon Pac™ Ultra, a new 1,100 lb. bulk welding wire drum, that features a robust outer box and reinforced corners for stabilizing the inner drum to prevent wire movement during shipping. Marathon Pac Ultra retains ESAB's trademarked octagonal inner drum, known since 1989 as the industry benchmark, as well as ESAB's reverse coiling technology to ensure that the wire comes out straight for greater process stability, less spatter and better targeting, positioning the wire at the center of the weld joint. Marathon Pac Ultra holds 22% more wire than the previous ESAB drums and 100 lbs. more than competitive drums. This greater capacity means less wasteful packaging. Moreover, when the drum is depleted, the corrugated paper components of the sustainable package can be broken apart and flattened for easy recycling. The Marathon Pac Ultra complies with the European Ecodesign for Sustainable Products Regulation.



For additional information about the European Ecodesign for Sustainable Products Regulation, including our launch of eco-friendly products in compliance with this regulation, please see page 23.



Marathon Pac Ultra holds 22% more wire than previous ESAB drums and 100 lbs. more than competitive drums.

Enabling Flexibility with Portable and Powerful Welding Solutions

In fall 2022, we unveiled our game-changing Renegade VOLT™ ES 200i Stick/TIG battery-powered welding system, developed in conjunction with Stanley Black & Decker. Renegade VOLT 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. The Renegade VOLT was designed in compliance with the European Ecodesign for Sustainable Products Regulation.



Power Package for Industrial Welders

We recently debuted our next-generation Warrior Edge 500 CX multi-process power source, alongside the Robust Feed Edge CX wire feeder and Exeor MIG torches to the global market. Warrior Edge can detect and react to arc behavior in critical moments, such as clearing of a short circuit, up to 10 times faster than traditional inverter machines. As a result, the system minimizes weld spatter and creates a stable arc and more controllable weld pool. Operators find it easier to make better welds and spend less time grinding, both of which improve productivity. The new power current control module also enables fabricators to develop, optimize, and update each welding method independently. Warrior Edge is compliant with the European Ecodesign for Sustainable Products Regulation.





Enabling Wind Farm Power

The fast-growing offshore wind industry is a critical player in the global effort to decarbonize power generation. As compared to land, higher wind speeds are typically available offshore, allowing higher electricity generation. These offshore installations require thicker and longer materials, resulting in eleven to sixteen times the amount of welding per tower as compared to onshore installations. Our industry leading welding processes help the offshore wind industry these fabrication challenges, though a 50% to 100% higher deposition rate with increased welding speed and reduced heat input and distortion. Our intelligent self-adjusting welding technologies also offset manufacturing variables, minimizing defective welds, and deliver a fully automated process, addressing the gaps created by a lack of skilled welders.



Making Medical Gas Usable

Our gas control equipment business boasts a strong portfolio of innovative, high precision products in a variety of applications. Equipment for supplying medical gas is one of the most important and growing parts of our gas control business. We hold our medical gas products to exceptionally high safety, precision, and hygiene standards, reflecting the direct impact these products have on patient health and safety. Our GCE and Ohio Medical businesses offer complete systems for supplying oxygen, nitrous oxide, and vacuum gas and other gases to hospitals, ambulance-service providers, emergency services, and home-care providers. GCE and Ohio Medical's range of products enable healthcare professionals to provide care safely and seamlessly to patients.



Boosting Productivity and Safety for Welders

In late 2022, ESAB launched its new Sentinel A60 automatic welding helmet. The Sentinel A60 builds on ESAB's industry-leading Sentinel automatic welding helmet technology and boosts welder productivity through a 40% larger viewing area and unmatched optical experience while providing superior protection to welders. The Sentinel A60 is designed with ESAB's signature rounded, low-profile shell for better clearance in tight areas and more protection from light and sparks. The wider view creates more spatial awareness prior to welding. The superior optics help welders keep the weld puddle centered in the joint, keep the electrode on the leading edge of the puddle, position a cutting torch more accurately, and do it all while reducing eye fatigue.

Expanding Digital Solutions to Promote Compliance and Safety

In 2022, we launched InduSuite, a brand-agnostic portfolio of software applications that revolutionizes workflow, quality, and business performance, to help fabricators and manufacturers improve operational efficiency. InduSuite offers three key benefits for mixed fleet customers: simplicity for accessing data and documents with an easy-to-use interface; real-time insight into performance, traceability, and workforce accountability; and an unprecedented level of control over metal fabrication operations. These software solutions ensure compliance by developing welding and cutting procedures in accordance with standards and regulations while helping to eliminate tedious manual tasks and improve safety by removing sources of human error, and reducing waste from unnecessary testing.





Optimizing Gas Consumption and Promoting Patient Safety

In early 2023, our GCE business introduced its new MediVital E-Gauge, a digitally enabled medical gas valve. The MediVital monitors the flow of gas, allowing gas suppliers to measure the gas used and offer usage optimization strategies to hospitals, potentially reducing costs of wasted gas. The MediVital also allows hospitals and other users to track the location of the gauge and measure how much gas remains in a cylinder, allowing hospitals to most efficiently use gas and avoid transporting partially empty cylinders. The MediVital also features enhanced safety features, such as automatically shutting the flow of gas and alerting medical staff in the event of a pressure change, flow change, or temperature change.

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 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. 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. We have the right to assess our business partners' compliance with these requirements and may terminate our relationship with a business partner in the event of non-compliance.

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 UN 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. 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. 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 environmental, health and safety standards as well as 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, 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 ESG matters and promote the implementation of ISO systems to support environmental, health & 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.

SASB Topic	Accounting Metric	Code	ESAB Disclosure
Energy Management	Total Energy Consumed	RT-IG-130a.1	See “Measuring Our Impact—Environmental Stewardship Performance” on page 16 of this Report
	Percentage Grid Electricity	RT-IG-130a.1	See “Energy Management—Renewable Energy” on page 19 of this Report
	Percentage Renewable Energy	RT-IG-130a.1	See “Energy Management—Renewable Energy” on page 19 of this Report
Employee Health & Safety	Total Recordable Incident Rate	RT-IG-320a.1	See “Health and Safety Performance Metrics” on page 34 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 & 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	See “Supply Chain Management” on page 55 of this Report 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 & 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, 2022