

MODERN SLAVERY STATEMENT

PURPOSE AND SCOPE

The Lincoln Electric Company and the undersigned affiliates (hereinafter referred to as “Lincoln Electric”) are committed to respecting internationally recognized human rights and complying with all applicable laws throughout its global operations, as noted in our Human Rights Policy. Consistent with this commitment, Lincoln Electric strives to prevent, identify, and eliminate modern slavery, including forced labor, child labor, and human trafficking from its global operations.

OUR COMPANY

The Lincoln Electric Company is based in Euclid, Ohio, USA, and the additional undersigned affiliate entity is: Lincoln Electric Company of Canada, Toronto Canada.

Both of these entities are global manufacturers of welding products, arc welding equipment, welding consumables, plasma and oxy-fuel cutting equipment and robotic welding systems.

Lincoln Electric has a worldwide network of distributors, sales offices and manufacturing locations. Lincoln Electric also has a network of suppliers in multiple countries providing various finished products and services to the Company.

Lincoln Electric’s immediate and ultimate parent company is Lincoln Electric Holdings, Inc., which is based in Cleveland, Ohio, USA. Sustainability policies – such as our Human Rights Policy – are established at the group level and are adopted by individual group companies like Lincoln Electric. Lincoln Electric Holdings, Inc. is not a reporting entity under the Act.

OUR SUPPLY CHAIN

Lincoln Electric expects suppliers that have direct contractual relationships with Lincoln Electric (“Direct Suppliers”) to conduct all their business transactions in a manner that respects human rights, and in compliance with all applicable laws including but not limited to applicable forced labor and child labor laws. Lincoln Electric’s supply chains span many regions, including North America, Central America, South America, Asia, and Europe, Middle East, and Africa.

MODERN SLAVERY RISKS

Lincoln Electric is not aware of any situations in which modern slavery exists within its own operations, or in the operations of its Direct Suppliers. As such, Lincoln Electric believes the risk of modern slavery is low in its operations and those of its Direct Suppliers. Nonetheless, as part of its due diligence, Lincoln Electric identifies that modern slavery risks may potentially exist in the supply chains and has therefore, taken actions to address such risks, as described below.

ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

- **Policies:** Our [policies](#), including our Human Rights Policy, Supplier Code of Conduct, Code of Conduct, Anti-Corruption Policy, and Conflict Minerals Policy, reflect our commitment to respecting internationally recognized human rights, and our compliance with all relevant laws including those with respect to modern slavery.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct outlines our expectations regarding the business practices of our Direct Suppliers, which are suppliers with whom Lincoln Electric has a contractual relationship. This code provides a means of holding suppliers accountable for failure to meet company standards, including those with regard to modern slavery. Lincoln Electric does not hold its Direct Suppliers’ suppliers accountable to its Supplier Code of Conduct, but expects that its Direct Suppliers will have their own human rights compliance standards imposed upon their suppliers, in light of applicable law. We reserve the right to request from our Direct Suppliers confirmation of compliance with the Supplier Code of Conduct.

Terms and Conditions for Supplier Engagement: Lincoln Electric's terms and conditions for the purchase of materials or services from Direct Suppliers include a requirement that Direct Suppliers represent and warrant that they shall not permit the use of slavery, forced, involuntary or coerced labor, unlawful child labor, human trafficking or sex trafficking by any employee, agent, subcontractor or supplier in the operation or support of its business or the manufacture and distribution of products or services to Lincoln Electric. These terms and conditions also require Direct Suppliers to identify the countries of origin of their goods, and also to conduct due diligence of its supply chain to identify the use of conflict minerals and otherwise comply with Section 1502 of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act. Lincoln Electric requires its Direct Suppliers to comply with its Supplier Code of Conduct, and reserves the right to require that its Direct Suppliers provide confirmation of compliance with its Supplier Code of Conduct.

- **Questions and Reporting:** We encourage all stakeholders, suppliers and employees to report any concerns related to the Company's compliance with this Statement. We are committed to an environment where open, honest communication is expected, retaliation is not tolerated, and where employees, officers, directors, suppliers, vendors and other commercial partners feel comfortable reporting any conduct that is believed to violate our policies or applicable laws. Our global "Speak Up" policy provides information and guidance to assist individuals understand our reporting requirements and the resources available to report potential misconduct and raise questions or concerns, even anonymously. While concerned individuals may talk directly with our compliance or legal departments, we have partnered with EthicsPoint® to provide a confidential helpline and email address to enable the reporting of concerns associated with unethical or illegal activities involving Lincoln Electric or its employees. The toll-free telephone hotline is available 24 hours a day, 7 days a week and is available for each Lincoln Electric location and staffed by operators who speak the local language. Additionally, individuals may submit a report at www.lincolnelectric.ethicspoint.com.
- **Compliance and Verification:** Our Compliance department oversees and promotes a culture of integrity and compliance across all of our businesses worldwide to ensure our employees are knowledgeable, properly trained and aligned with our principles and applicable laws. We adhere to a number of directives and policies in our compliance program to ensure that our ethics and integrity remain at the foundation of how we operate. As part of its compliance program, Lincoln Electric has a verification process in place to evaluate and address risks of non-compliance with the law generally. This verification is conducted by Lincoln Electric and, in the case of business partners with potentially higher risk of non-compliance, a third party.
- **Training:** Our compliance-training program includes mandatory training courses for our global non-manufacturing employees and other key personnel that includes annual training on our Code of Conduct, Anti-Corruption, and Conflicts of Interest. Other relevant training includes courses in Human Trafficking, Anti-Harassment and Workplace Fairness on a periodic basis.
- **Remediation:** Lincoln Electric is committed to providing remediation for any confirmed instances of forced or child labor in its supply chain, should such an instance arise. In 2023, Lincoln Electric did not identify, nor was it alerted to, any instances of forced or child labor in its global operations. For this reason, there have not been any opportunities to provide remediation in 2023.
- **Remediation Specific to Loss of Income Resulting from Measures to Eliminate Forced/Child Labour:** Because there have not been any opportunities to provide remediation in 2023, no steps have been taken that have resulted in vulnerable families experiencing loss of income.

ASSESSING THE ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

We recognize that our review and assessment of our actions to identify and address any modern slavery risks in our operations and in those of our direct Suppliers will be an ongoing and evolving process that we are committed to continue to build upon. Based on our current actions to address these risks, we are not aware of any modern slavery in our operations or those of our direct Suppliers. We intend to regularly assess the results of our actions to ensure that modern slavery risks are addressed in a manner consistent with the applicable law.

For purposes of complying with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, this statement constitutes the requisite "joint annual report" for the financial year ending 31 December 2023, for the following entities:

- The Lincoln Electric Company
- Lincoln Electric Company of Canada

In accordance with the requirements of the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have authority to bind the entities listed above.

o Full name: Michele Kuhrt

o Title: Director

o Date: 5/30/2024

o Signature:

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Michele Kuhrt
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