

LINCOLN ELECTRIC HOLDINGS, INC.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER

Primary Purposes of the Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee (the “Committee”) of Lincoln Electric Holdings, Inc. (the “Company”) has been created by the Board of Directors and its primary purposes are to: (a) identify and assist the Board in identifying individuals qualified to become Board members, (b) recommend to the Board the Director nominees for election at the next annual meeting of shareholders, as well as individuals to fill vacancies occurring between annual meetings of shareholders, (c) oversee the annual evaluation of the Board, (d) develop and recommend to the Board a set of corporate governance principles applicable to the Company, and (e) provide oversight of the overall corporate governance of the Company and recommend actions and improvements when necessary or appropriate.

Membership of the Nominating and Corporate Governance Committee

Number, Appointment and Meetings. The Committee will be comprised of a minimum of three Directors. The Chairperson of the Board, in conjunction with the Committee, will recommend to the Board and the Board will appoint Directors to the Committee and will also appoint its Chair, who shall preside at meetings of the Committee. Committee members serve at the pleasure of the Board. Committee members may be removed from the Committee by the Board at any time, with or without cause, and vacancies will be filled through appointment by the Board. A meeting of the Committee may be called at any time by either (a) the Chair of the Committee or (b) a majority of the members of the Committee. The Committee shall meet as frequently as necessary to carry out its responsibilities under this Charter, and such meetings may be conducted in person or through electronic communication technology. A majority of the Committee members selected by the Board shall constitute a quorum at any meeting of the Committee, unless a greater number is required by law, the Company’s Articles of Incorporation or the Company’s Code of Regulations. The Committee may also take any action permitted by this Charter by unanimous written consent.

Qualifications. Each Committee member must meet the independence criteria of the rules of the NASDAQ Stock Market or any stock exchange on which the Company’s shares are listed or traded and the Securities Exchange Act of 1934, as such requirements are interpreted by the Board in its business judgment.

Responsibilities of the Nominating and Corporate Governance Committee

- A. In carrying out its nominating functions, the responsibility and authority of the Committee, working in conjunction with the Chairperson of the Board, is to:
 - 1. Establish criteria and procedures for qualification and selection of candidates for Board membership, including nominations submitted in

writing by shareholders to the Secretary in accordance with the Company's Code of Regulations, as well as criteria and procedures for determining whether incumbent Directors should be recommended for renomination;

2. Evaluate and recommend to the Board for selection those candidates to be included in the annual proxy materials for election to the Board;
 3. Identify and recommend to the Board for selection candidates to fill Board vacancies that arise from time to time;
 4. Actively seek and assist the Board in identifying qualified members to the Board;
 5. Conduct (or cause to be conducted) customary vetting procedures and background checks for individuals that the Committee intends to recommend to the Board as candidates for Board membership;
 6. Review Director compensation, benefits and expense reimbursement plans and programs (including for Board committees) and recommend any changes thereto to the Board in consultation with the independent compensation consultant retained by the Compensation Committee of the Board;
 7. Receive requests from Directors to join a board of directors of another public company or any private company (other than a charitable organization), and make recommendations to the Board as to whether any current Director's change of circumstances would negatively impact such Director's ability to continue to serve as a director of the Company;
 8. Annually review each Director's external board commitments, including service on and leadership positions on external public company boards, and assess whether each Director has sufficient capacity to effectively carry out their responsibilities on the Board; and
 9. Establish stock ownership guidelines for Directors.
- B. In carrying out its corporate governance functions, the responsibility and authority of the Committee is to:
1. Provide oversight of and periodically assess the overall corporate governance of the Company and risks relating thereto, including the Company's compliance with stock exchange listing rules and other applicable legal or regulatory requirements and practices pertaining to corporate governance and advise the Board and recommend changes for approval when necessary or appropriate.

2. Establish and periodically assess the effectiveness of guidelines (Governance Guidelines) with respect to the size, composition, organization and practices of the Board, including policies with respect to the size of the Board, the desired qualifications, tenure and retirement of Directors, and the types, functions and membership of Board committees, subject to final Board approval;
3. Annually assess the independence of each member of the Board and Director candidates consistent with the Company's guidelines;
4. Oversee the annual evaluation of the Board and its Committees;
5. Recommend to the Board the schedule of Board meetings;
6. Periodically consider the rotation of the Lead Director;
7. Review and make recommendations to the Board with respect to Director resignations tendered under the Company's Majority Voting Policy and Retirement Policy or as a result of significant changes in a Director's professional responsibilities;
8. Review periodically external developments in corporate governance matters, including new issues, regulatory changes and trends in corporate governance, environmental and social responsibility matters of significance to the Company and make recommendations to the Board when necessary or appropriate;
9. Review periodically the quality, sufficiency and currency of governance-related information furnished by management to the Directors in connection with Board meetings and other activities of the Directors and provide regular updates to the Board on corporate governance developments; and
10. Review and make recommendations to the Board regarding any shareholder proposals and any shareholder engagement related thereto.

C. General.

1. The Committee should review and discuss such other matters that relate to nomination and appointment of Directors and Board committee members and corporate governance as the Committee may, in its own discretion, deem necessary or advisable in connection with the functions described herein.
2. The Committee should report its activities regularly to the Board in such manner and at such times as the Committee and the Board deem appropriate, but in no event less than once a year.

3. The Committee will also take any actions appropriate to exercise any additional authority delegated to the Committee from time to time by the Board.

Resources and Authority

The Committee may, in its sole discretion, retain and terminate independent counsel and other independent advisors, including search firms to assist in identifying Director candidates to assist it in carrying out its responsibilities. The Committee shall have appropriate resources and authority to discharge its responsibilities, including appropriate funding in such amount as the Committee deems necessary, to compensate any consultants and any independent advisors retained by the Committee.

The Committee shall perform any duties not addressed in this Charter that are expressly delegated to the Committee by the Board, and the Committee may delegate any of its responsibilities to a subcommittee, unless prohibited by law, the Company's Articles of Incorporation or the Company's Code of Regulations.

Annual Performance Evaluation

The Committee will conduct and review with the Board annually an evaluation of the Committee's performance with respect to the requirements of this Charter, as well as the sufficiency and appropriateness of the requirements of this Charter. The Committee may conduct this performance evaluation in such manner as the Committee, in its business judgment, deems appropriate.

Consistent with the listing requirements of the NASDAQ Stock Market or any stock exchange on which the Company's shares may be listed or traded, this Charter will be included on the Company's website and will be made available upon request to the Company's Secretary.

February 18, 2026