

LINCOLN ELECTRIC HOLDINGS, INC.

FINANCE COMMITTEE CHARTER

Primary Purposes of the Finance Committee

The Board of Directors has established a Finance Committee. The purpose of the Committee is to assist the Board by providing focused oversight of the Company's financial operations, financial performance, capital structure, related strategic and financial policy considerations, and selected aspects of the Company's enterprise risk management program. In fulfilling its responsibilities, the Committee's deliberations may result in: (a) the review of matters within the Committee's areas of responsibility, as deemed appropriate by the Committee in the exercise of its business judgment; (b) reports to the Board, together with any recommendations the Committee considers appropriate; and (c) engagement with management regarding financial matters and proposed changes thereto, which, as appropriate, will be reported to the Board.

Operations of the Finance Committee

Membership. The Committee will be comprised of a minimum of three directors. 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. The Chairperson of the Board may or may not be an official member of the Committee, but the Chairperson should receive an invitation to all Committee meetings. The Chief Financial Officer (who, if a member of the Board, may or may not be a member of the Committee) should be invited to attend all meetings of the Committee and will serve as the management staff officer of the Committee.

Meetings. The Committee will meet as frequently as required to discharge its duties, and such meetings may be conducted in person or through electronic communication technology. The time and place of meetings should be coordinated by the management staff in conjunction with the Chair of the Committee. Every attempt should be made to provide Committee members with pertinent data sufficiently in advance of each meeting. The Committee may also take any action permitted by this Charter by unanimous written consent.

Meetings of the Committee may be called by the Chairperson of the Board, Chief Financial Officer, Chair of the Committee, or by a majority of the members of the Committee. Minutes of each meeting shall be prepared by a secretary designated by the Committee and maintained with the Company's records.

Resources and Authority. The Committee may, in its sole discretion, retain and terminate independent counsel and other independent advisors, experts, consultants and investment bankers 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.

Responsibilities of the Finance Committee

The responsibility and authority of the Committee is to:

1. Financial Performance

- 1.1. Review the annual operating and capital budgets of the Company and its business segments.
- 1.2. Evaluate the Company's short-term and long-term financial performance goals as proposed by management and, in coordination with management, present such goals to the Board for approval.
- 1.3. Review the Company's financial performance and compare the performance to budgets, long-term goals and competitive benchmarks.
- 1.4. Review management plans and strategies to improve performance and increase enterprise value.

2. Capital Structure of the Company

- 2.1. Review the Company's capital allocation strategy, including relative use of equity and debt, deployment of capital among organic investment, mergers and acquisitions, capital expenditures, returns of capital to shareholders, and balance sheet management.
- 2.2. Review the Company's target capital structure and leverage objectives, including the appropriate use of debt and equity in various circumstances, and management's plans for achieving or adjusting such target capital structure and leverage objectives over time.
- 2.3. Review identified sources of equity and debt capital and any material considerations relating to specific equity or debt instruments, in the context of the Company's target capital structure and leverage objectives.
- 2.4. Review the Company's share repurchase strategy and related activity.

3. Capital Markets

- 3.1. Review capital market trends and provide preliminary planning considerations.
- 3.2. Review the Company's total shareholder return (TSR) in comparison to competitive benchmarks and proxy peers.
- 3.3. Review investor engagement matters and related feedback from shareholders.

4. Capital Investments

- 4.1. Review the Company's capital expenditure plans, budgets and individually significant capital expense projects (ie., projects with anticipated expenditures in excess of \$15 million).
- 4.2. Review valuation analyses and synergies for proposed mergers and acquisitions.
- 4.3. Review post-acquisition performance, including assessment of strategic and financial objectives achieved relative to expectations.

5. Dividends

- 5.1. Review and recommend to the Board for approval the Company's dividend policy.
- 5.2. Review and recommend to the Board for approval the declaration of dividends and distributions on the Company's capital stock.

6. Enterprise Risk Management

- 6.1. Review updates provided by management regarding elements of the Company's enterprise risk management (ERM) program, including assessments of critical risks, product assurance and product liability matters, and other ERM risks as delegated by the Audit Committee that are not reviewed by the full Board or another Board committee.

7. Strategic Planning; Financial Policy Matters

- 7.1. As appropriate, perform strategic financial reviews with investment banking firms or Company advisors.
- 7.2. As appropriate, review and approve key financial policy matters, including compliance with applicable financial and regulatory requirements.
- 7.3. Review the Company's hedging policies and practices on an annual basis.

7. Interaction with the Audit Committee

There could be overlap in the purview of the Audit Committee and the Committee. In order to avoid confusion and duplication, the two Committees must coordinate their activities.

8. Other Matters

There may be matters, from time to time, other than those described in this Charter that warrant consideration by the Committee. These matters can be identified from a wide variety of sources and will be reviewed by the Committee as they arise and as determined appropriate by the Committee Chair.

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.

This Charter will be posted on the Company's website and will be made available upon request to the Company's Secretary.

Revised as of April 16, 2026