



NEWS RELEASE

# Ethisphere Names Lincoln Electric as One of the 2025 World's Most Ethical Companies® for the Seventh Time

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Annual recognition honors organizations committed to business integrity through robust ethics, compliance, and governance programs

CLEVELAND--(BUSINESS WIRE)-- Lincoln Electric Holdings Inc., (NASDAQ: LECO) is pleased to announce that it has received the 2025 **World's Most Ethical Companies®** recognition by Ethisphere, a global leader in defining and advancing the standards of ethical business practices.

Lincoln Electric has been recognized seven times and is one of 12 honorees in the Industrial Manufacturing category. In 2025, 136 honorees were recognized spanning 19 countries and 44 industries.

"We are honored to be recognized by Ethisphere for the seventh time for how we live and lead by the Golden Rule and prioritize integrity and ethics in all that we do," said Steven B. Hedlund, Lincoln Electric's Chair, President and Chief Executive Officer. "This award, and other recent recognitions by Newsweek for being ranked among 'America's Most Responsible Companies' and by Forbes as a 'Best Mid Sized Employer', reinforces our culture and commitment of operating to a higher standard."

"Congratulations to Lincoln Electric for achieving recognition as one of the World's Most Ethical Companies®. Behind this honor is a true dedication and a commitment to advancing business integrity. This approach is good for business – employees and other stakeholders value companies that prioritize the kinds of practices we measure

with our process,” said Erica Salmon Byrne, Ethisphere’s Chief Strategy Officer and Executive Chair.

The World's Most Ethical Companies assessment is grounded in Ethisphere's proprietary Ethics Quotient®, which requires companies to provide 240+ different proof points on practices that support robust ethics and compliance; governance; a culture of ethics; environmental and social impact; and initiatives that support a strong value chain. That data undergoes further qualitative analysis by our panel of experts who spend thousands of hours vetting and evaluating each year's group of applicants. This process serves as an operating framework to capture and codify best-in-class ethics and compliance practices from organizations across industries and from around the world.

### About Lincoln Electric

Lincoln Electric is the world leader in the engineering, design, and manufacturing of advanced arc welding solutions, automated joining, assembly and cutting systems, plasma and oxy-fuel cutting equipment, and has a leading global position in brazing and soldering alloys. Lincoln is recognized as the Welding Expert™ for its leading materials science, software development, automation engineering, and application expertise, which advance customers’ fabrication capabilities to help them build a better world. Headquartered in Cleveland, Ohio, Lincoln operates 71 manufacturing and automation system integration locations across 20 countries and maintains a worldwide network of distributors and sales offices serving customers in over 160 countries. For more information about Lincoln Electric and its products and services, visit the Company’s website at <https://www.lincolnelectric.com>.

Amanda Butler

Vice President, Investor Relations & Communications

Tel: 216.383.2534

Email: [Amanda\\_Butler@lincolnelectric.com](mailto:Amanda_Butler@lincolnelectric.com)

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