OMB Control number 1210-0040; Expiration Date 07/31/2029

SUMMARY ANNUAL REPORT FOR THE LINCOLN ELECTRIC COMPANY WELFARE BENEFITS PLAN

This is a summary of the annual report of The Lincoln Electric Company Welfare Benefits Plan (Employer Identification Number 34-0359955, Plan Number 503) for the plan year 01/01/2025 through 12/31/2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Lincoln Electric Company has committed itself to pay certain Medical, Dental and Short-Term Disability claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Metropolitan Life Insurance Company, EyeMed Vision Care on Behalf-Fidelity Security Life Insurance Company, Community Insurance Company, Compbenefits Insurance Company and Cigna Health and Life Insurance Company to pay certain Life insurance, Temporary disability, Long-term disability, AD&D, Vision, Stop loss, Dental, HMO contract, Health claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2025 were $5,781,229.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, at 22801 St Clair Avenue, Cleveland, OH 44117 and phone number, 216-481-8100. The charge to cover copying costs will be $25.00 for the full annual report, or $.25 per page for any part thereof.

You also have the legally protected right to examine the annual report at the main office of the plan: 22801 St Clair Avenue, Cleveland, OH 44117, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.