

IMPORTANT ANNOUNCEMENT REGARDING THE STOCK PURCHASE PLAN

Effective November 1, 2020, we are transferring the administration of the Stock Purchase Plan to our transfer agent, Computershare, who already handles Lincoln Electric's shareholder matters. This transition will provide you with more flexibility and allows all global Lincoln employees to participate.

Here are some of the plan features:

- All employees are eligible to participate on their first day of employment
- Purchase LECO shares at market rate and Lincoln pays the investment fees (initial setup & processing fees)
- Make a one-time share purchase, or set up recurring monthly purchases
- Purchases are made based on dollar amounts, not the number of shares
- You can change or stop your purchases anytime through Computershare



Individuals residing outside of the United States should first contact their financial or legal advisors to determine whether they are subject to any governmental regulations prohibiting their participation, and to understand any tax consequences of such participation.