

**LINCOLN ELECTRIC HOLDINGS, INC.**  
**ANNUAL MEETING OF STOCKHOLDERS**

April 22, 2020

**RULES OF CONDUCT AND PROCEDURES**

Welcome to the Annual Meeting of Shareholders (the “Annual Meeting”) of Lincoln Electric Holdings, Inc. (the “Company”). It is our desire to conduct a fair and informative Annual Meeting. Kindly observe the following Rules of Conduct and Procedures.

1. Our Company’s Amended and Restated Code of Regulations describe requirements for meetings of our shareholders and the Chair of the Annual Meeting will conduct the meeting consistent with those requirements.
2. You need to have held Lincoln Electric stock as of the close of business on the record date of February 28, 2020 to vote while participating in the virtual Annual Meeting. To vote, please login by entering the 16-digit control number you received with your proxy materials. If you have voted your shares prior to the start of the Annual Meeting, your vote has been received by the Company’s inspector of elections and there is no need to vote those shares during the Annual Meeting, unless you wish to revoke or change your vote.
3. We will strictly follow the Agenda as we conduct the meeting.
4. Shareholder questions were required to be submitted online by visiting [www.proxyvote.com](http://www.proxyvote.com) before Monday, April 20, 2020 at 5:00 pm ET. We will answer previously submitted questions on any matters in the Agenda before the voting is closed.
5. Following adjournment of the formal business of the Annual Meeting, the Company’s management will address additional shareholder questions that were submitted online before Monday, April 20, 2020 at 5:00 pm ET.
6. The Company will defer responding to questions that are, among other things:
  - irrelevant to the business of the Company or to the business of the Annual Meeting;
  - related to material non-public information of the Company;
  - related to personal grievances;
  - derogatory references to individuals or that are otherwise in bad taste;
  - in furtherance of the shareholder’s personal or business interests; or
  - out of order or not otherwise suitable for the conduct of the Annual Meeting as determined by the Chair or Corporate Secretary in their reasonable judgment.
7. If there are any matters of individual concern to a shareholder and not of general concern to all shareholders, or if a question posed was not otherwise answered, such matters may be raised separately after the Annual Meeting by contacting Investor Relations at [Amanda\\_Butler@lincolnelectric.com](mailto:Amanda_Butler@lincolnelectric.com) or 216.383.2534.
8. Recording of the Annual Meeting is prohibited. A webcast playback will be available at [www.virtualshareholdermeeting.com/LECO2020](http://www.virtualshareholdermeeting.com/LECO2020) 24 hours after the completion of the meeting.
9. If you encounter any difficulties accessing the meeting during the check-in or meeting time, please call 800-586-1548 for assistance. Technical support will be available 30 minutes before the meeting and for the duration of the meeting.
10. In the event of disorder, technical malfunction, or other significant problem that disrupts the meeting, the Chairman may adjourn, recess or expedite the meeting or take such other action that the Chairman determines is appropriate in light of the circumstances. In such case, please stay connected to the meeting website for at least 15 minutes. If the meeting cannot be resumed, (i) all items of the official business of the meeting described in the proxy statement will be deemed properly before the meeting; (ii) all proxy and other votes received before the start of the interruption will be deemed to have been validly cast; and (iii) the official business of the meeting will be deemed to have been validly completed and the meeting adjourned immediately thereafter.

Thank you for your cooperation and for joining the Company at the Annual Meeting.