

UK Tax Strategy – Lincoln Electric UK Group

This document sets out the tax strategy of the Lincoln Electric UK Group ('LE UK Group', the 'Group') in accordance with the requirements of Paragraph 19(2), Schedule 19, of the UK Finance Act 2016.

This document covers all UK companies within the LE UK Group as listed below:

- Lincoln Electric (U.K.) Limited
- Lincoln Electric UK Holdings Limited (*)
- Fori Automation UK Limited (**)

Company Background

The ultimate parent company of the LE UK Group is Lincoln Electric Holdings, Inc.

For over 125 years, the worldwide group has been a 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. Its solutions are used across diverse industry sectors in over 160 countries.

Headquartered in Cleveland, Ohio, the worldwide group operates 71 manufacturing locations in 20 countries, including the UK.

1. Our approach to tax risk management and governance

LE UK Group is committed to managing tax risks responsibly and ensuring compliance with all relevant UK tax obligations. Our tax strategy is aligned with the LE UK Group's overall business strategy and code of conduct.

The Group maintains appropriate policies and internal controls to identify, assess and manage tax risks.

The UK's tax affairs are managed by the UK Finance Director. While the UK Finance Director is responsible for the day-to-day financial operations of the Group, they are overseen by the Regional Finance Director and European Controller.

The Director of International Tax based in the USA is ultimately responsible for the worldwide group's tax function, including local tax return and related filings.

Trusted professional advisors are engaged to support with tax compliance and the interpretation of any complex or new legislation. External advisors are engaged to prepare and file relevant UK tax returns, these are reviewed and formally approved by the Group before they are filed with HMRC.

LE UK Group continues to receive regular updates from their UK tax advisors during their annual compliance engagement, including any UK legislative updates that should be taken into consideration.

2. Our attitude to tax planning

The Group makes use of available tax reliefs and incentives (for example claiming capital allowances) where they are consistent with the intent of the legislation and the commercial substance of its activities and reflect the operational and economic reality of its business.

LE UK Group does not engage in transactions for artificial tax reasons, nor does it enter into aggressive or artificial tax arrangements which have no business or commercial substance, or give rise to a tax result that is contrary to the intentions of Parliament or that could damage its reputation or undermine trust with HMRC.

Where interpretation of tax law presents uncertainty, LE UK Group consults with external advisors where necessary, to ensure that any arrangements entered into are fully compliant with both the letter and the spirit of the UK tax laws and maintains appropriate documentation to support the filing position taken. This includes any intra-group transactions, which are undertaken with the same terms and conditions which a third party would use.

3. Our level of tax risk

The LE UK Group has a low appetite for tax risk and is risk averse from a tax risk perspective. The Group is committed to complying with all legal requirements to ensure that it pays the required amount of tax at the right time. The Group consults with experts where necessary and maintains appropriate documentation to support its positions.

Our key stakeholders expect the activities of the LE UK Group to be conducted in accordance with UK law, including all relevant tax laws.

4. Working with HMRC

LE UK Group acts in accordance with all relevant laws and disclosure requirements as necessary, to maintain a professional, open and transparent working relationship with HMRC.

The Group seeks to engage constructively and co-operatively, disclosing relevant information in its tax filings clearly, accurately and on a timely basis. Where required the Group will aim to provide full, accurate and helpful answers to HMRC queries.

Where appropriate, the Group would proactively seek clearance or guidance from HMRC on areas of complexity or uncertainty to ensure the correct treatment is applied.

() Entity entered Members Voluntary Liquidation on 30 May 2024 and was dissolved on 19 March 2025.*

*(**) Entity entered Members Voluntary Liquidation on 7 February 2024 and was dissolved following liquidation on 12 October 2024.*



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This UK tax strategy satisfies the requirements of Paragraph 19(2), Schedule 19 of the UK Finance Act 2016, in respect of the financial year ending 31 December 2025.

This document was reviewed and was approved by the Board of Directors of Lincoln Electric (U.K.) Limited, on 05/01/2026