

GENERAL PRIVACY POLICY

SINGAPORE ADDENDUM

This Singapore Addendum to the General Privacy Policy ("**Policy**") applies to:

- (a) Personal Data of Singapore residents which is being collected, used, disclosed or processed by Lincoln Electric Holdings, Inc. and its majority-owned subsidiaries (hereinafter, "**Lincoln Electric**" "**we**", "**our**", "**us**"); and
- (b) any majority-owned subsidiaries of Lincoln Electric with a presence in Singapore.

Except as stated below, the terms set out in this Singapore Addendum are in addition to the terms set out in the Policy and form an integral part of the Policy. In the event of any conflict or inconsistency between the Policy and the terms of this Singapore Addendum, this Singapore Addendum shall govern and prevail.

For ease of reference, the following section headings refer to the corresponding sections of the Policy.

III. DEFINITIONS

With respect to the definitions in the Policy, the following words used in this Policy shall have the meaning set forth below.

1. "Applicable Laws" means the relevant data protection and privacy laws, regulations and other regulatory requirements in the area of privacy, data protection and data security, including the Singapore Personal Data Protection Act 2012 ("**PDPA**") and its accompanying regulations.
2. "Special Categories Personal Data" means certain types of personal data which the Personal Data Protection Commission ("**PDPC**") considers to be more sensitive in nature, including national identification numbers (e.g. NRIC, FIN, passport numbers), financial data (e.g. bank account and credit card details), personal data of minors, and health and medical information.

IV. KEY DATA PROTECTION PRINCIPLES

In Singapore, we will obtain prior consent before processing your Personal Data in accordance with the PDPA, unless an exception to consent applies or it is otherwise required or authorised to process Personal Data under written law.

VII. INTERNATIONAL DATA TRANSFER PRACTICES

Section VII of the Policy shall be replaced in its entirety with the following:

"When we transfer Personal Data from Singapore to a third country outside Singapore, we take reasonable steps to ensure that the protection afforded to the Personal Data in the country of origin applies to the transfer of that Personal Data and that the transfer will take place in compliance with Applicable Laws.

A. Intra-Group

When we transfer Personal Data to other Lincoln Electric entities established outside Singapore, we will do so in accordance with our Intra Group Data Transfer and Processing Agreement including as amended, revised, updated or modified.

B. Third Parties

With respect to transfers of Personal Data from Singapore to Third Parties established outside Singapore, we will take reasonable steps to use and ensure it is complied with in practice, a data transfer mechanism which is acceptable under the Applicable Laws, such as

contracts and binding corporate rules, or we may rely on permissible statutory derogations or other situations permitted under the Applicable Laws.”

X. CONTACT DETAILS

Any questions with respect to the Policy or this Singapore Addendum can be addressed to Privacy@lincolnelectric.com.

You may can also contact the Data Protection and Privacy Coordinator for Singapore:

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