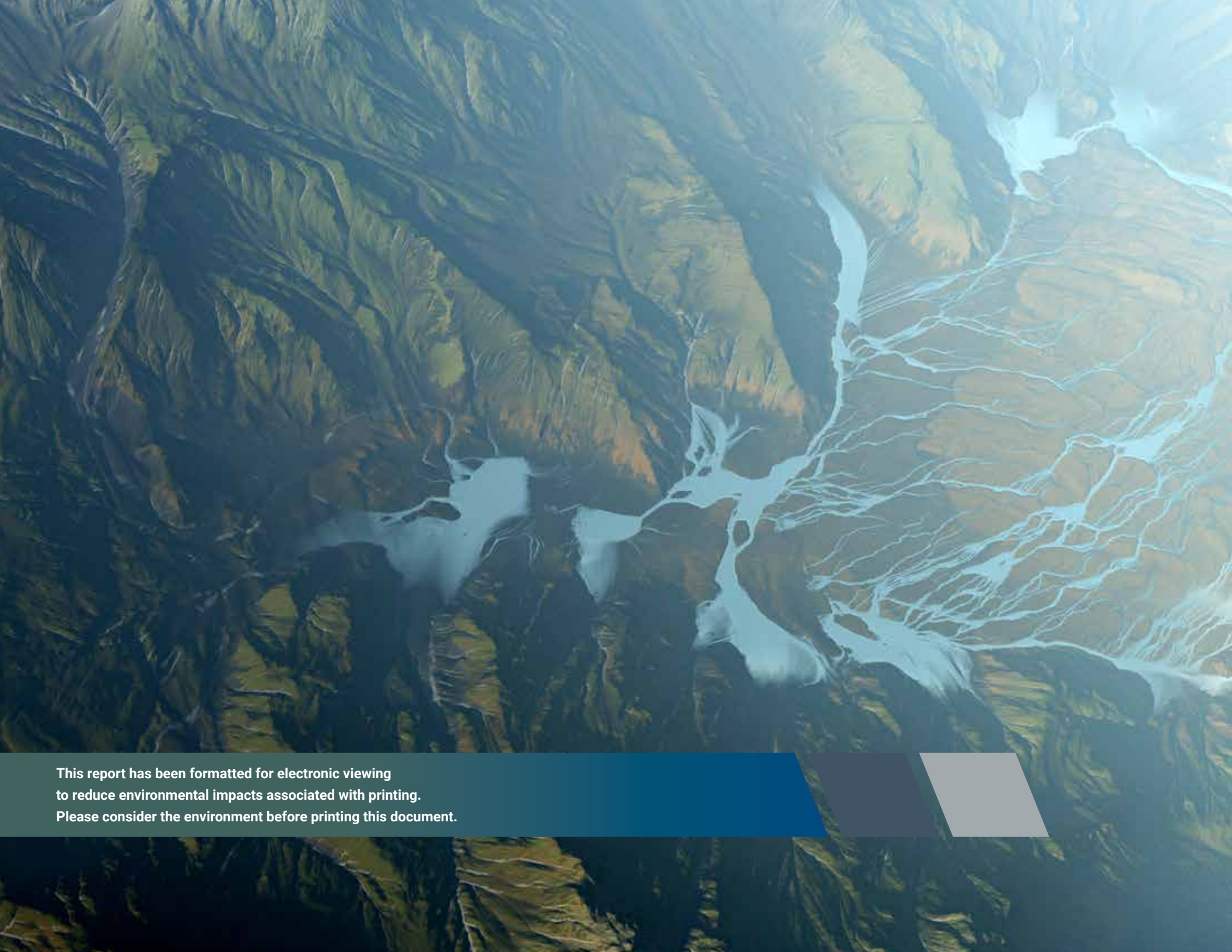# CMCO
INTELLIGENT MOTION

CORPORATE SUSTAINABILITY REPORT

FY23
THIRD EDITION

Together we create intelligent motion solutions that move the world forward and improve lives.

Columbus McKinnon

Contents

A Message from Our President & Chief Executive Officer, David J. Wilson

I am quite proud of the accomplishments of Columbus McKinnon in Fiscal Year 2023 and very excited about the Company's future. Our success this past year was the direct result of our hardworking, dedicated employees for whom I am very thankful. In the face of many challenges and adversities, we delivered on our commitment to provide quality, professional-grade, intelligent motion solutions in material handling that move the world forward and improve lives. We also continued to expand upon and evolve our "Beyond the Blueprint" strategy as we unlock our potential through our Core Growth Framework, which is focused on strengthening, growing, expanding, and re-imagining our core. Our strategy drives the transformation of our business through product and market diversification, organic and acquisitive growth, and leveraging macrotrends that we believe support greater secular growth. In addition, to elevate collaboration and further drive efficiencies and productivity, we reorganized to a regional structure during the year. This reorganization has already improved the way we communicate and deliver for our customers, making it easier for them to do business with us.

While change is inevitable, what we hold constant is our focus on being responsible to our stakeholders – our employees, our customers, our communities, and our shareholders.

Sustainability, or more broadly, ESG, is integrated into almost every aspect of our business, our strategy, and our daily work. We have a solid, sustainable foundation from which we can continue to build greatness provided by our long history, our people, and our Values. For us, it's easy because ESG is embedded in our Purpose – moving the world forward and improving lives. We live it every day.

Since I joined Columbus McKinnon in June of 2020, we have made great strides in formalizing and sharing our environmental and social progress and commitment to strong governance processes. We are very transparent about our environmental commitments and have taken the measurable step of sharing our full emissions profile. Beyond emissions, I am especially impressed with the work of our Global Green Teams and their success in the areas of energy management and waste reduction. We are committed to equity in all areas of our business and continue to advance socially with our many employee programs aimed at building a strong culture and driving employee engagement. We integrate these efforts through our governance processes. Based on feedback from our employee engagement survey, we have made substantial changes and improvements in how we communicate with our employees about business updates and our ESG initiatives, including newsletters, management meetings, and employee town halls.

Progress is measured through feedback, so we are frequently soliciting feedback from our employees, customers, shareholders, and business partners to better understand their expectations. I am excited to be a part of such a great company, and I truly look forward to great things for Columbus McKinnon in the coming years.

A Year in Review by Our Director of Corporate Social Responsibility & Corporate Counsel, Elizabeth Chapman

We just completed Columbus McKinnon's third year of our formal ESG program, and we remain as committed and excited as we were on day one. ESG is fully integrated into our business strategy, and we have made further progress in our efforts to build a strong culture centered on our people and our Values. We have an engaged Executive Leadership Team and fully supportive Board of Directors, and we continue to document and disclose our efforts to our various constituencies. In Fiscal Year 2023 ("FY23"), we advanced our environmental transparency, socially impactful initiatives, and strong ethics and governance practices. We see our progress, as these areas are delivering positive cultural benefits within the organization. Importantly, the hard work and dedication of our team is being recognized. We were listed as one of Newsweek Magazine's "Top Responsible Companies" and received an excellent score of "B-" as a first-time reporter to CDP.
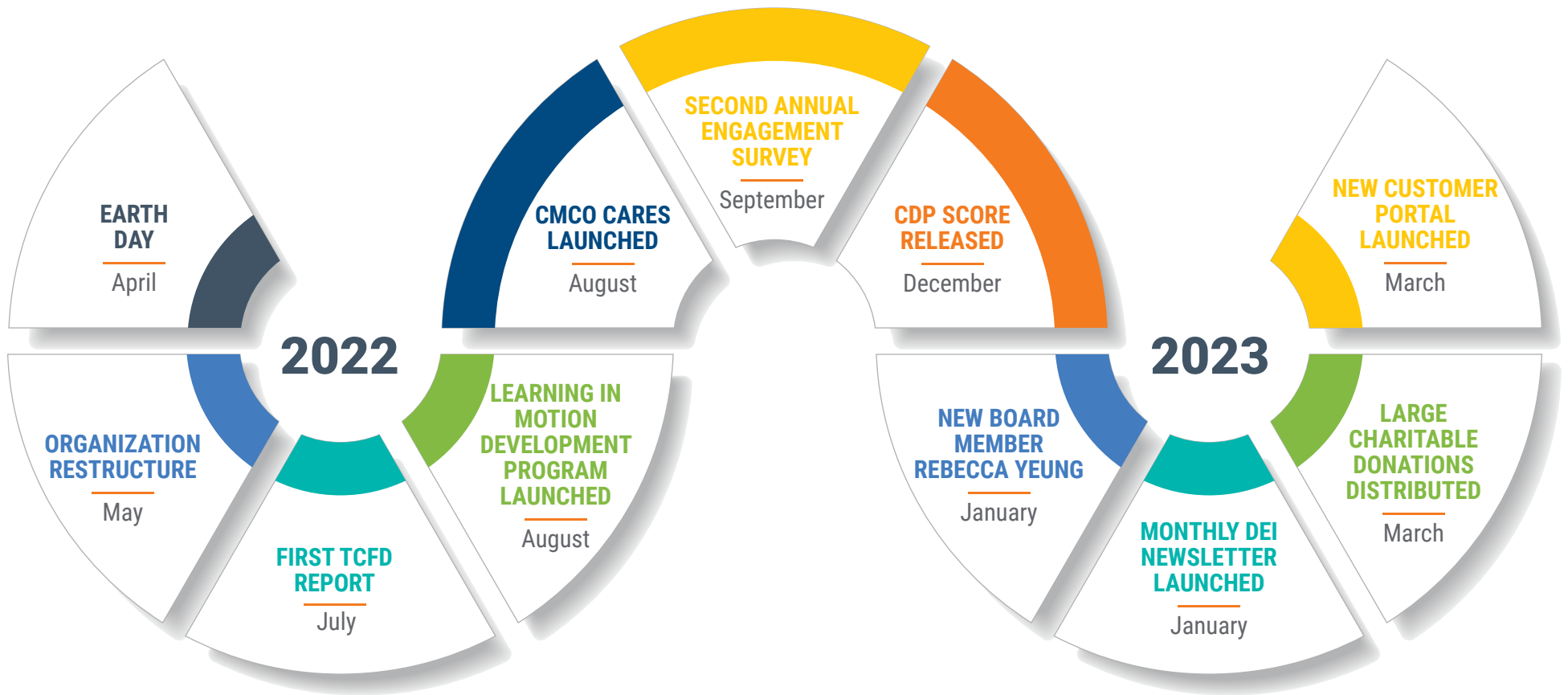
We are committed to contributing positively to, protecting, and improving the environment in which we operate and recognize that climate change and emission reduction is important to our stakeholders. As such, we continue to drive our Environmental initiatives forward at a steady pace, balanced with the needs and resources of our business. We are transparent about our progress, report our full emissions profile to the best of our ability, and share our environmental targets externally as appropriate. We take our commitments seriously and are working internally on an emissions reduction roadmap, which includes realistic and attainable emissions goals. We continue to evaluate all viable options to reduce our emissions and are making measurable progress on our waste reduction and energy management goals. In addition to reporting to CDP, we also made disclosures aligned with the Taskforce on Carbon-Related Financial Disclosures' (TCFD) standard for the first time in FY23. Again, we are committed to being transparent about our climate-related risk, which, for Columbus McKinnon, is more transitional than physical given our locations are low risk for major climate events, and the nature of our operations is more assembly, which have lower emissions than traditional manufacturing. To mitigate any transitional risk, we are staying ahead of regulatory disclosure requirements and are prepared to report when needed.

With our people and Values at the center of the Columbus McKinnon Business System, employee safety, human capital management, and positive social impact are at the top of our priority list. We made great advancements this past year in our Diversity, Equity, and Inclusion (DEI) efforts and have set internal targets for recruiting and retaining diverse employees. We also provide employee training and webinars on DEI and have seen a positive impact on our employees and our Company as well. In the area of employee development, we launched our Learning in Motion program with four levels tailored to an employee's level and professional experience. We were excited to launch our CMCO Cares program in FY23, which formalizes our corporate giving program. One of the most exciting aspects of our CMCO Cares program was donating over $50,000 to Habitat for Humanity, which moves the world forward by providing affordable housing to underprivileged populations. We also supported local charitable events at our sites around the world. We encourage and recognize our passionate employees for their selflessness in our global CMCO Cares quarterly meetings and have received extremely positive feedback on the program.

Solid business processes, risk management programs, and ethical integrity are table stakes for Columbus McKinnon. To hold ourselves accountable, we have included questions in our Employee Engagement Survey that ask whether employees know how to report ethical concerns and whether they would feel comfortable doing so. We also further improved our Enterprise Risk Management process in FY23 by incorporating a survey that is completed by our Executive Leadership Team and their direct reports, allowing for a more quantitative analysis of our biggest risks.

I am pleased with the advances Columbus McKinnon made this past year and quite amazed with how much we have accomplished in the three years since I joined the Company. We would not be where we are today without the dedication of so many engaged employees around the world. I am humbled and honored to be a part of such a great team.

ESG Highlights of FY23

2022

EARTH DAY
April

ORGANIZATION RESTRUCTURE
May

FIRST TCFD REPORT
July

CMCO CARES LAUNCHED
August

LEARNING IN MOTION DEVELOPMENT PROGRAM LAUNCHED
August

SECOND ANNUAL ENGAGEMENT SURVEY
September

2023

CDP SCORE RELEASED
December

NEW BOARD MEMBER REBECCA YEUNG
January

MONTHLY DEI NEWSLETTER LAUNCHED
January

NEW CUSTOMER PORTAL LAUNCHED
March

LARGE CHARITABLE DONATIONS DISTRIBUTED
March

Sustainability Index

CMCO's ESG Goals & Targets

	KPI	FY22	FY23	Target
Environmental	100% LED conversion for production & warehouse areas by FY25	52%	62%	100% by FY25
	100% non-reusable wood and cardboard recycled by our manufacturing & warehouse sites by FY25	85%	69%	100% by FY25
	95% of solid waste diverted from landfill by 2030	89.7%	91%	95% by 2030
	10% of annual capital expenditure projects with a sustainability component	10%	14%	10%
	1 annual sustainability-related community or engagement event at each site	38%	50%	1 per site
Environmental Health & Safety	Total Recordable Injury Rate	0.70	0.67	0.72 for FY23
	Near Miss Frequency Rate	15.28	3.81	
	Lost Time Rate	0.33	0.36	
	Experience Modification Rate	0.90	0.92	1.00 for FY23
	Safety Opportunities Completion Rate	82%	123%	75% for FY23
	Fatality Rate	0	0	
Social	Feedback on engagement survey	75%	78%	80% by FY30
	% of employees that feel we treat our employees with dignity and respect	75%	75%	80% by FY30
	% of employees that say they are comfortable being themselves	79%	79%	85% by FY30
	% of employees that say they trust their supervisor/manager	76%	78%	80% by FY30
	Share of women globally	21%	23%	25% by FY30
	Share of women in leadership roles	20%	20%	25% by FY30
	% of diverse hires globally	44%	42%	50% by FY30
	Number of community engagement events	6	66	100 events per year by FY30
Governance	% of employees that say they know how to report unethical business conduct	78%	80%	90%
	% of employees that say they would feel comfortable reporting a violation of company policies or standards of conduct if they were to observe one	67%	74%	85%

Our Purpose, Mission, Vision, and Values

At Columbus McKinnon, our Purpose, Mission, Vision, and Values serve as the compass that guides the way we work with each other and how we serve our customers.

Our Purpose

"Together we create intelligent motion solutions that move the world forward and improve lives."

For almost a century and a half, Columbus McKinnon products have been used to lift, position, and secure materials worldwide. Today, we are driving to become the global leader in intelligent motion solutions for material handling. We are accomplishing this by integrating our lifting and conveying solutions that precisely move materials ranging from the smallest pill to equipment or materials over 120 tons in weight with industry-leading control and automation technology. The result is innovative, intelligent motion solutions that make real-time information available at our customers' fingertips and drive interconnectivity of equipment worldwide. Ultimately, our material handling solutions help move the world forward and improve lives.

Our facility in Menomonee Falls added our Purpose Statement to their wall, where Magnetek-brand drives and controls are manufactured. Pictured are Ed Butte and Lynn Bostrom, two Columbus McKinnon leaders who played an instrumental role in developing the statement.

Our Mission

Our mission is to provide expert, professional-grade solutions and products, building the trust of customers by solving their high-value problems. Our global team of product engineers and application experts work hand in hand with our distributors and end users to develop innovative and intelligent solutions to their motion control challenges.

Our Vision

Our vision is to become the global leader in safe and productive intelligent motion solutions. To do this, we continue to innovate to drive growth, introducing new products that allow our customers to work smarter, stay safer, and be more efficient. We are also focused on the benefits our products and application expertise can provide to fast-growing industries and those that can benefit from our automation and intelligent motion expertise, such as e-commerce, life sciences, food processing, aerospace & defense, energy, and more.

Our Values

Our Values guide who we are as a company and the culture we work every day to build. Our six Values make us stronger as an organization, as a partner in our communities, and to our customers.

OUR VALUES

Connect safety to everything you do.

Think differently.

Be easy to do business with.

Win as a team.

Deliver on your commitments.

Act with integrity.

About Columbus McKinnon Corporation

Our Global Organization

Columbus McKinnon is currently headquartered in Buffalo, New York, and announced plans to move our headquarters to Charlotte, North Carolina, in FY24. We serve customers around the world, including integrators, engineering procurement contractors, crane builders, and OEMs. We also manage a global network of distributors that ensure our products are readily available anywhere, anytime, in any situation. Our global footprint includes 20 manufacturing facilities and 47 sales offices, distribution centers, and warehouses across 25 countries throughout North America, Latin America, Europe, Africa, and Asia. The key to our success lies in the hard work and dedication of more than 3,000 employees around the world, working together to move the world forward, improve lives, and provide value to our customers and other stakeholders we serve.

WORLDWIDE LOCATIONS

AUSTRIA	INDIA	POLAND	UAE
BRAZIL	IRELAND	PORTUGAL	UNITED KINGDOM
CANADA	ITALY	RUSSIA	UNITED STATES
CHINA	MALAYSIA	SINGAPORE	URUGUAY
FRANCE	MEXICO	SOUTH AFRICA	
GERMANY	NETHERLANDS	SPAIN	
HUNGARY	PANAMA	SWITZERLAND	

About Columbus McKinnon Corporation

Our Products

Columbus McKinnon provides a complete portfolio of intelligent motion products designed for even the most complex applications. Our key products include Material Handling Equipment, such as electric and air hoists, manual hoists, trolleys, and winches; Crane Systems, including crane components, crane kits, enclosed track rail systems, mobile workstation and jib cranes, lift assists, and fall protection systems; Rigging Equipment, including below-the-hook lifters, wire grips, hooks, shackles, chain, forestry and hand tools, lifting slings, lashing systems, tie-downs, and load binders; and Process Fluid Transfer Technology, such as rotary unions and swivel joints.

Columbus McKinnon also offers a comprehensive portfolio of Power and Motion Technology, including AC motor controls systems, AC line regenerative systems, automation and diagnostics, smart actuators, brakes, cable and festoon systems, collision avoidance systems, conductor bar systems, DC motor and magnet control systems, screw jacks, elevator drives, inverter duty motors, mining drives, pendant pushbutton stations, and wind inverters. We also offer a full suite of Specialty, High-Precision Conveyance and Accumulation Systems, including standard and highly engineered custom conveyor solutions, to address application needs in critical markets such as pharmaceuticals, life sciences, food & beverage, warehousing, and industrial automation.

About Columbus McKinnon Corporation

Our Brands

Many of our well-known brands – including CM®, Magnetek®, STAHL CraneSystems®, Duff-Norton®, Dorner®, and Garvey®– have an incredibly loyal following because of their superior design, durability, and reliability. Users ask for Columbus McKinnon products by name because they provide a level of comfort that comes from using a high-quality product. Whether improving the efficiency of life-saving vaccine production and sorting systems or increasing safety through the automation of crane systems in power plants, Columbus McKinnon products are there to get the job done day after day.

CMCO
INTELLIGENT MOTION

─── COLUMBUS McKINNON FAMILY OF BRANDS ───

About Columbus McKinnon Corporation

Strong Demand Across the Markets We Serve

We serve many highly diverse markets, all of which require safety, quality, responsiveness, and reliability to address their material handling requirements. Increasingly as well, these markets are looking for greater automation of their processes, and we continue to innovate and expand to meet these needs.

Growing Secular Market Presence

Pie chart segments:
- General Industrial 23.5%
- Material Handling 16.8%
- Transportation 12.8%
- Food, Beverage & Consumer Goods 8.4%
- Energy & Utilities 8.1%
- Construction 6.4%
- Oil & Gas 4.8%
- Aerospace & Government 4.6%
- Chemical & Paper Processing 4.0%
- Life Sciences/Pharma 2.8%
- Elevator 2.5%
- E-Commerce 2.1%
- Entertainment 2.1%
- Forestry 1.1%
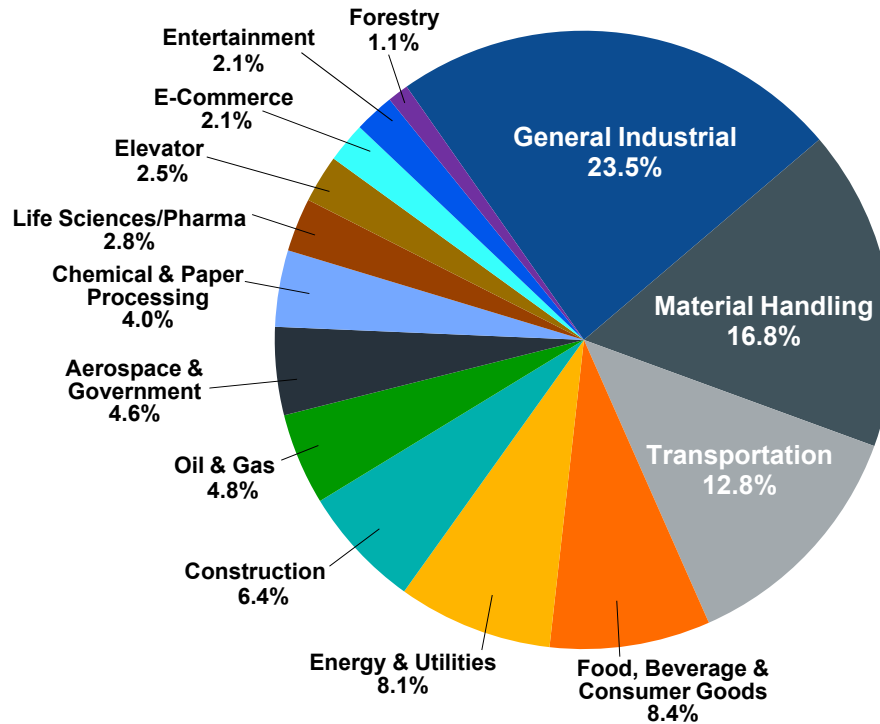
Footnote: This is representative of Columbus McKinnon's market presence as of March 31, 2023

About Columbus McKinnon Corporation

The Markets We Serve

While there are many differing drivers in the breadth of markets we serve, we are focused on expanding our market penetration and addressable market in those areas where there are solid secular tailwinds that create greater opportunity. There are several megatrends that are fueling these opportunities for our intelligent motion solutions for material handling.

Throughout the broad variety of markets we serve, we are committed to providing value to our distributors, our end users, our investors, and the markets we serve.

Onshoring or Nearshoring – Investments in manufacturing and warehousing in North America and Europe, our two largest geographic regions, have been increasing as companies look for ways to avoid future supply chain challenges that everyone realized as businesses recovered from the pandemic. Businesses are looking to their suppliers to be more regionally located to reduce the length of their supply chain.

Factory, Warehouse, and Process Automation – To drive efficiency, increase productivity, and provide safer operating environments for employees, businesses are automating more production processes. This is leading to increased applications for our precision conveying product platform and intelligent lifting systems, as well as expanding the need for our automation solutions platform. We see this trend in many key markets including life sciences/pharmaceutical, food & beverage, e-commerce, aerospace, and even heavy industrial industries such as steel processing.

E-Commerce – While this industry had a "COVID boom" and expansion investments have currently slowed, over the long term this will continue to be a growing industry. Automation and technology advancements continue to create more opportunities for intelligent motion solutions in material handling from pick and pack to shipping.

Electric Vehicles – Investments in EVs continue and our solutions are supporting the expansion of manufacturing processes for vehicles as well as batteries. Our equipment is used to move material throughout plants, including through assembly and testing or inspection processes.

Our Products:
Moving the World Forward and Improving Lives

Columbus McKinnon's products are used to rebuild communities in the aftermath of catastrophic climate events, like Hurricane Ian that hit Florida in September 2022. For example, our Little Mule Strap Hoists can be found on utility trucks all over the United States.

The unique features of the strap hoist make it a crucial tool for power line construction, maintenance, and repair. The Little Mule Strap hoist's ratchet and dual pawl design works in all-weather conditions. This is crucial in repairing power lines and restoring power during and after storms. The solid fiberglass handle and integrated load limiter allow the linemen to operate the hoist effectively and safely.

Our Lifting Jack System from Pfaff-Silberblau helps maintain high-speed trains in France, including France's Train à Grande Vitesse (TGV), the fastest and one of the most modern high-speed trains in the world, designed to travel up to 200 mph while minimizing emissions. Pfaff's 28 x 20 ton lifting system is used to lift the entire 650 ft. train at once, allowing for safe and efficient maintenance.

Our Products:
Moving the World Forward and Improving Lives

Columbus McKinnon's hoisting technology can also be found in a hydroelectric power station on the Rhine River. The upper Rhine River is not only an important shipping waterway in Europe but is also a major source of hydroelectric power. To help shipping vessels cross the power stations' tidal barrages, boat transfer systems are installed. Multiple STAHL CraneSystems hoists are employed at the river's largest power station, Ryburg-Schwörstadt, to safely and efficiently lift boats to ensure smooth shipping traffic.

Columbus McKinnon products were used in the construction of one of the largest dredge cranes operating in North America – and the first of its kind in North America. Light years ahead from a technological and environmental standpoint, this dredge crane runs 24/7 to maintain highly traveled maritime shipping routes and harbors to enable unobstructed passage of cargo vessels day in and day out.

Our Products:
Moving the World Forward and Improving Lives

Columbus McKinnon products improve safety and productivity of electric vehicle assembly lines. As the global marketplace aims for a more sustainable and cleaner environment, electric vehicles are increasing in popularity to reduce crude oil emissions in the transportation of people and goods. A major diesel truck manufacturer was facing the nearly impossible task of installing heavy batteries on the underside of trucks as they moved down the brand-new assembly line configuration. Columbus McKinnon products helped solve the issue.

Our products aid in food safety and water and energy conservation on production lines. Dorner's clean-in-place (CIP) systems on our AquaPruf Conveyors allow customers to sanitize their conveyor without needing to manually disassemble the conveyor. The CIP conveyors feature an automated washing system that not only reduces the time and labor required to keep the conveyors clean, but they help save water and energy as well. The CIP unit is constructed of fully welded stainless steel tubing to prevent potentially harmful bacteria, and other biological hazards, and minimize horizontal surfaces where water can accumulate. Find out more here on our blog page.

Our Customers:
At the Center of All We Do

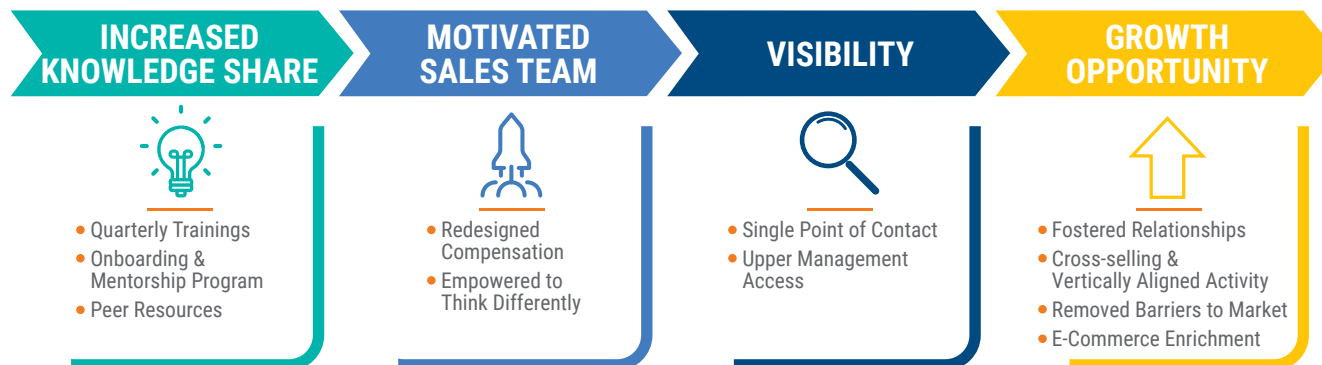## Reorganization of our Business to a Regional Structure

One of Columbus McKinnon's core Values is "Be Easy to Do Business With". Therefore, the primary purpose of moving to a bi-regional structure (Americas and EMEA/APAC) was to simplify our business for our customers by unifying our commercial organizations and breaking down historical product-based siloes. This reorganization provides a single point of contact for customers across product lines in each region and a consistent experience for the customer no matter the product they buy.

In the Americas, we consolidated the commercial teams into one lifting team and one conveyance team while having our automation team provide automation and controls support across both the lifting and the conveyance groups. Likewise in Europe, the restructuring is fostering greater integration of the businesses and product offerings while providing customers a broader portfolio of products through both direct and indirect sales channels. The reorganization also delivers all product platforms through one commercial go-to-market approach.

We have general management leaders to drive product platforms, a commercial leader structure to serve our highly diverse geography, and integrated sales forces which sell our full line of products both direct and through our channel partners. With the reorganization, our commercial teams have been introduced to new customers and new products simultaneously, so we have spent a significant amount of time focused on easing this transition through product and solution-selling training, quarterly team meetings, a formal mentor program for sales employees, and a standardized onboarding program. The integration has gone well, as the teams have quickly adapted.

For example, we are realizing growth in our linear motion solutions platform by capitalizing on our lifting channel partnerships, as demonstrated by significant wins in the Middle East, India, and the U.K. We have reported project awards that we can directly attribute to the reorganization. With the entire portfolio of our traditional conveying solution partners available for our standard lifting products as well as linear motion and precision conveyance solutions, we continue to uncover greater potential to grow our market breadth and depth. We have also seen many examples of cross-selling linear products to traditional hoist and rigging customers that historically would not have happened.

Our customers are responding positively, and we have improved customer experience metrics to show for it. The new structure has allowed us to improve quote turnaround time and call abandonment rates more quickly by applying best practices across the organization. It has also allowed us to leverage resources across products much better to provide a more consistent experience through peaks in our business. Customers and partners have welcomed the portfolio expansion and seeing "one face" to Columbus McKinnon. Customers are telling us repeatedly that they appreciate the new commercial structure and are glad we listened to their feedback.

| INCREASED KNOWLEDGE SHARE	MOTIVATED SALES TEAM	VISIBILITY	GROWTH OPPORTUNITY
• Quarterly Trainings • Onboarding & Mentorship Program • Peer Resources	• Redesigned Compensation • Empowered to Think Differently	• Single Point of Contact • Upper Management Access	• Fostered Relationships • Cross-selling & Vertically Aligned Activity • Removed Barriers to Market • E-Commerce Enrichment

Our Customers:
At the Center of All We Do

Using Technology to Connect with Customers

As part of our continued efforts to make it easier to do business with us, we are excited to announce that we launched our new Customer Portal designed to put all the information our channel partners need to select, configure, price, order, and service Columbus McKinnon products at their fingertips – all in one place. We've combined the functionality of our Compass™ configurator with the tools and information found on the Columbus McKinnon Distributor Web and Magnetek Price Book and created a single place for our customers to find parts and products, manage orders, configure products, access detailed product documentation, file warranty claims, and more. We have also connected the new portal to Salesforce as well as our CMBIS, SAP, and M2K systems to provide our customers with integrated lead, quote, and order visibility.

The new portal provides the following benefits to our customers:

- Easy access to information and documentation for products from numerous Columbus McKinnon brands in one place, including manuals, brochures, catalogs, parts lists, price books, and more orders for all brands

- Quick and easy access to up-to-date information on all orders, including lead times and expected ship dates

- Ability to select, quote, and order a wide variety of products in our Compass™ configurator, complete with technical documentation and drawings

- Access our latest news and updates, including technical bulletins, product announcements, and other important business communications, as well as relevant blogs and safety information

- Ability to easily manage warranty claims and orders for all brands

  The new Customer Portal is a big step toward strengthening the service we provide to our customers.
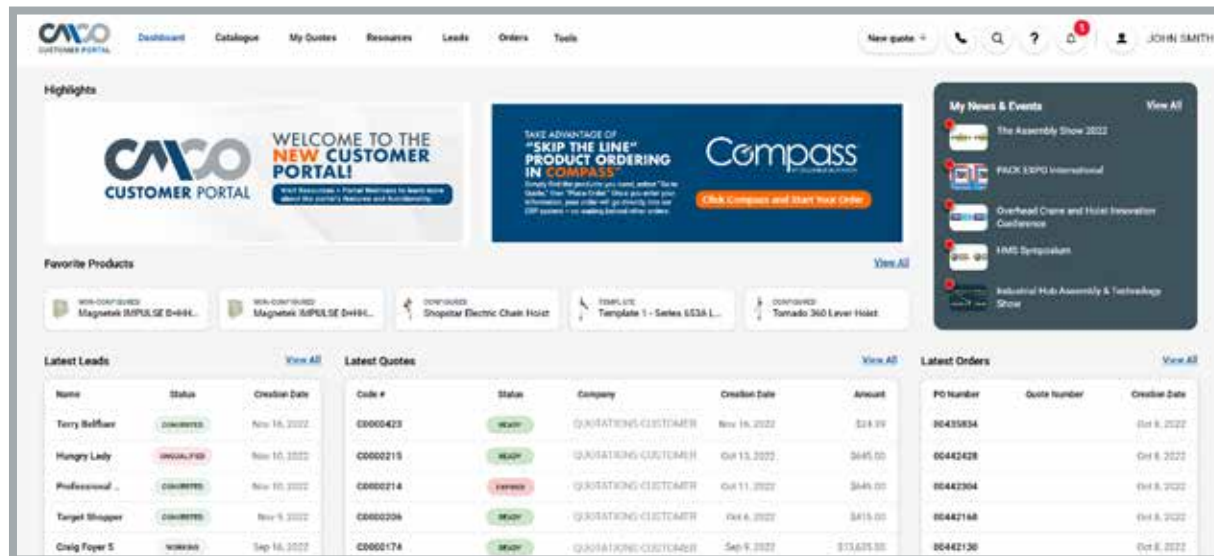
Beyond the "Blueprint":
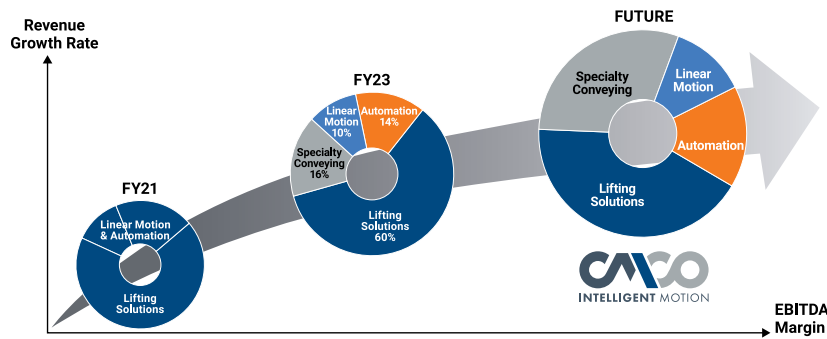# Our Sustainable Business Strategy

Our strategy has evolved "Beyond the Blueprint" as we unlock the significant value creation potential we have as a company by executing our plan to transform Columbus McKinnon into a global Intelligent Motion enterprise. It begins with the Columbus McKinnon Business System (CMBS) which centers around our people and Values. Driven by innovation, CMBS defines the ten core competencies crucial to our transformation. We are building the talent, skills, processes, and knowledge to excel in these areas to grow and scale the business.

From there we leverage our Core Growth Framework with its balanced emphasis on strengthening, growing, expanding, and reimagining our "Core" as we execute both organic and acquisitive growth initiatives. Importantly, our solutions make a true difference in the lives of the people around the world that use them day after day in critical applications that move the world forward.

The implementation of CMBS and execution of our Core Growth Framework strategy are driving our transformation process. We expect in FY27 that we can achieve approximately $1.5 billion in revenue, will be less cyclical as a business, and have a better, higher margin mix of business that we believe can deliver EBTIDA margins of approximately 21%.

These are exciting times for Columbus McKinnon and the customers that we serve, and we're thrilled about the future that we are creating.

Business Model Transformation

Using CMCO's Potential
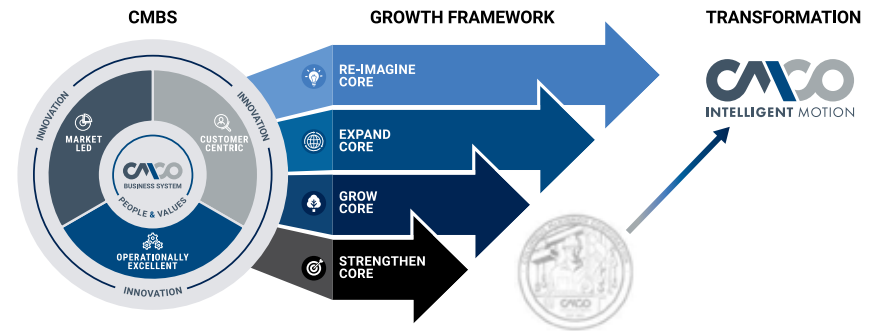
Our Core Growth Framework
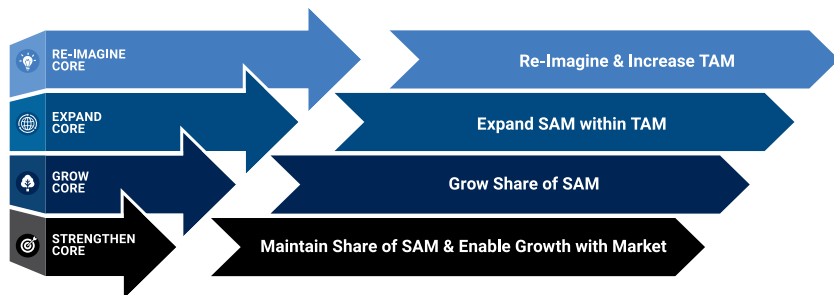
Columbus McKinnon Business System
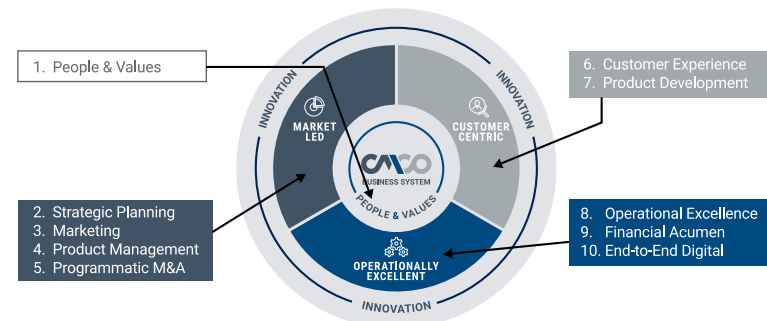
Beyond the "Blueprint":
Our Sustainable Business Strategy

Building Operations & Supply Chain Resilience

Although the COVID-19 pandemic appears to be in the rear-view mirror, the ripple effects have the supply chain still struggling to catch up. The continued impact and challenges of global supply chain instability have forced many companies to get creative and strengthen their long-term position with suppliers. Columbus McKinnon is no exception as we continue working with suppliers and building strategic partnerships to drive lead times down to pre-pandemic levels. We know that improvement with our business partners begins internally, so we have been running kaizen events and evaluating our processes to be easier to do business with. We also employ the 80/20 process, or a pareto process, and are focused on product line simplification. For example, we are developing an electric chain hoist 2.0 modular platform that we expect will reduce our SKUs (stock keeping units) from 2,300 to 600 for this product line. Imagine the environmental impact this can have through an optimized manufacturing process, reduced inventory requirements, and a simplified supply chain. We are constantly looking for ways to optimize the components throughout our product offering to decrease our inventory and increase our purchasing power with valued, reliable supplier partners. We work with our suppliers, knowing they are experiencing many of the same challenges we are, to share best practices and help each other become better. We are increasingly looking at ways we can leverage technology and analytics to be more proactive and efficient in all areas of our operations.
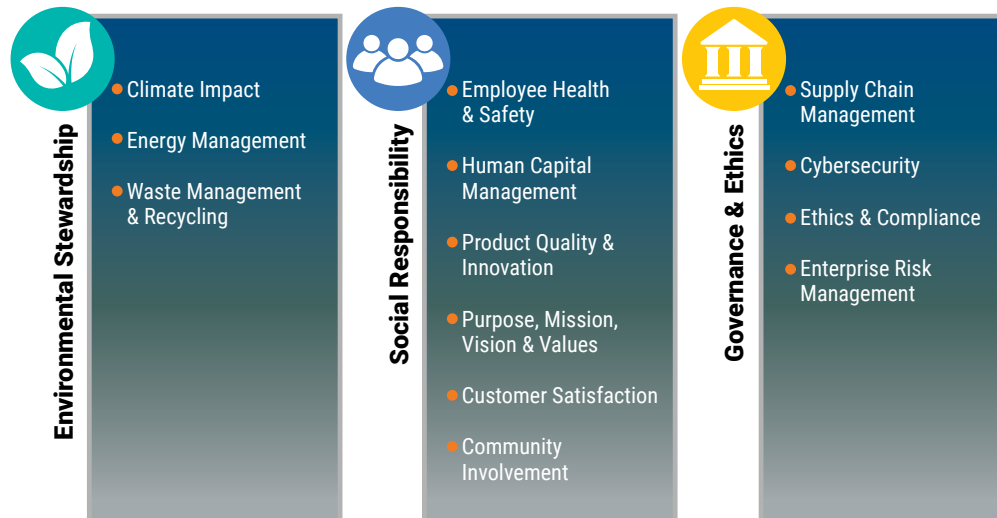
Materiality Assessment & Management Approach

Management Approach

Columbus McKinnon's Environmental, Social, and Governance programs penetrate all aspects of our business. ESG considerations are integrated into everything from our interactions with our employees, to the activities in our operations facilities, to our relationships with our business partners, to our community involvement. Our Corporate Social Responsibility Team (CSR Team) is embedded within our legal department, acting as a central hub for ESG topics, and interacts with other functions on a regular basis to ensure ESG is integrated throughout the business and top of mind with our people. The CSR Team also works regularly with executive leadership to assess ESG-related risks, identify opportunities, and set the global ESG strategy. The Board of Directors, our highest governing body, is also very involved with our ESG strategy. Our Board of Directors reviews the ESG strategic roadmap, specific initiatives, and progress toward goals as part of the Corporate Governance Committee agenda.

We are a people, purpose, and Values-driven organization. Employee Health and Safety is at the forefront of all we do. We focus on our employee safety, not only to avoid risks of injury but also as an opportunity to establish trust and the knowledge that we want them to return home safely each day. Our Human Resource framework lays out our comprehensive approach to Human Capital Management. Purpose-driven organizations have a higher rate of success in all aspects. We are people and purpose driven. Our new Purpose is the foundation for all we do. It creates a connection with our people, our communities, and our customers.

We are a Company of the highest ethics and integrity and ensure we have proper governance measures in place to remain a trusted employer and business partner. We make sure ESG efforts are aligned with the needs of our stakeholders, applicable laws, and regulations and are supported by our robust processes and policies. We maintain clear lines of communication at every level of the organization, including with our highest governing body, our Board of Directors.

Environmental Stewardship
- Climate Impact
- Energy Management
- Waste Management & Recycling

Social Responsibility
- Employee Health & Safety
- Human Capital Management
- Product Quality & Innovation
- Purpose, Mission, Vision & Values
- Customer Satisfaction
- Community Involvement

Governance & Ethics
- Supply Chain Management
- Cybersecurity
- Ethics & Compliance
- Enterprise Risk Management

Materiality Assessment & Management Approach

Social Responsibility

Material Factor	Stakeholders Impacted	Potential Positive Impact	Potential Negative Impact	Our Approach: Actions Taken to Mitigate Risks or Create Value
Employee Health & Safety	• CMCO Employees • Shareholders • Communities	• The Safety of Our Employees • Employee Engagement & Morale • Strong Company Reputation • Gain Employee Trust	• Employee Injuries • Workers Compensation Costs • Lawsuits • Damaged Company Reputation	Our number one Value is "connect safety to everything you do". We boast a strong EHS program with aggressive safety targets and are never complacent. (*See Page 27*)
Human Capital Management	• CMCO Employees • Shareholders • Communities • Customers	• Talent Retention & Job Satisfaction • Strong Succession Plans • Employee Engagement & Morale • Higher Productivity • Innovative Ideas • Satisfied Customers • Execution of Growth Strategy • Culture of Diversity and Inclusion • Strong Company Reputation	• High Turnover • Not Delivering on Our Commitments • EEOC Claims • Low Discretionary Effort • Damaged Company Reputation • Poor Financial Performance • Poor Company Culture	We have implemented a People, Values, and Culture Human Resources Framework that aims to attract, develop, retain, engage, and reward employees. (*See Pages 28 - 38*)
Product Quality & Innovation	• CMCO Employees • Shareholders • Communities • Customers	• Competitive Advantage • Better Financial Performance • Execution of Growth Strategy • Satisfied Customers • Strong Company Reputation • Long-Term Business Sustainability	• Stagnant Growth • Poor Company Reputation • Poor Financial Performance • Hostile Takeover	We have a strong focus on new product development and re-imagining our core as part of our strategic growth plans. Our Purpose statement says it all: *Together, we create intelligent motion solutions that move the world forward and improve lives.* (*See Pages 14-16*)
Purpose, Mission, Vision & Values	• CMCO Employees • Communities • Customers • Shareholders	• Employee Engagement & Morale • Community Connection • Better Customer Relationship • Clear, Non-negotiable Expectations • Strong Company Reputation • Long-Term Business Sustainability • Culture of Trust	• Loss of Stakeholder Confidence • Lack of Employee Engagement • Risk of Unethical Behavior • Unclear Expectations	Our Purpose and Values serve as our foundation and are key to our success. We expect our employees to internalize and live these Values every single day. (*See Page 8*)
Customer Satisfaction	• CMCO Employees • Communities • Shareholders • Customers	• Better Financial Performance • Strong Company Reputation • Execution of Growth Strategy • Long-Term Business Sustainability • Customer Loyalty	• Damaged Company Reputation • Poor Financial Performance • Loss of Business to Competition • Stagnant Growth • Employee Turnover	Our customers are at the center of all we do. We have reorganized our business to decrease our complexity for our customers, and we continue to look for ways to increase customer satisfaction. (*See Pages 17-28*)
Community Involvement	• CMCO Employees • Communities • Customers • Shareholders	• License to Operate • Employee Engagement & Morale • Higher Productivity • Talent Retention & Job Satisfaction • Execution of Growth Strategy • Culture of Trust • Strong Company Reputation	• Turnover • Low Discretionary Effort • Damaged Company Reputation • Poor Company Culture • Lack of Employee Engagement	CMCO Cares has procedures in place to ensure responsible charitable organizations are supported at a global, national, and local level. (*See Pages 39-45*)

Materiality Assessment & Management Approach

Environmental Stewardship

Material Factor	Stakeholders Impacted	Potential Positive Impact	Potential Negative Impact	Our Approach: Actions Taken to Mitigate Risks or Create Value
Climate Change	• CMCO Employees • Communities • Shareholders • Customers	• Sustainable World for Future Generations • Prepare for Transitional Climate Risk • Reduce Physical Climate Risk • Strong Company Reputation • Better ESG Rating Scores	• Regulatory Non-Compliance • Damaged Company Reputation • Transitional & Physical Risk	We have calculated our full emissions profile; continue to analyze our climate risk through our internal ERM Process, TCFD, and other frameworks; and report to CDP with a score of B-. *(See Pages 47-52)*
Energy Management	• CMCO Employees • Communities • Shareholders • Customers	• Sustainable World for Future Generations • Cost Savings • Reduced Scope 2 Emissions • Better ESG Rating Scores	• Higher Electricity Costs • Higher Emissions • Business Continuity Due to Inconsistent Supply	We have set enterprise targets related to reducing energy usage, including the installation of LED lighting in our operations and warehouse areas. Our Green Teams continue to educate our employees to constantly be aware of new potential projects to reduce our impact. *(See Pages 47-52)*
Waste Management & Recycling	• CMCO Employees • Shareholders • Communities • Customers	• Sustainable World for Future Generations • Cost Savings • Less Waste to Landfill • Strong Company Reputation • Better ESG Rating Scores • Increased Employee Engagement	• Missed Cost Savings Opportunities • More Waste to Landfills	We have set enterprise targets related to waste management and recycling programs and initiatives are executed by our Green Teams at each site. *(See Pages 47-52)*

Materiality Assessment & Management Approach

Governance & Ethics

Material Factor	Stakeholders Impacted	Potential Positive Impact	Potential Negative Impact	Our Approach: Actions Taken to Mitigate Risks or Create Value
Supply Chain Management	• CMCO Employees • Shareholders • Customers	• Strong Financial Performance • Execution of Growth Strategy • Satisfied Customers • Strong Company Reputation • Long-Term Business Sustainability	• Poor Company Reputation • Poor Financial Performance • Loss of Business to Competition • Not Delivering on Commitments • Stagnant Growth • Employee Turnover	We are evaluating several opportunities to improve our supply chain sustainability and supplier relationships. *(See Page 20)*
Cybersecurity	• CMCO Employees • Shareholders • Customers	• Strong Company Reputation • Long-Term Business Sustainability • Culture of Trust	• Damage to Company Reputation • Financial Losses • Loss of Stakeholder Confidence • Legal Implications	We have a strong cybersecurity program to safeguard our business continuity and confidential information. *(See Page 56)*
Ethics & Compliance	• CMCO Employees • Communities • Shareholders • Customers	• Strong Company Reputation • Long-Term Business Sustainability • Culture of Trust • Employee Engagement & Morale • Strong Business Partner Relationships • Clear, Non-Negotiable Expectations	• Damage to Company Reputation • Financial Losses • Loss of Stakeholder Confidence • Legal Implications • Lack of Employee Engagement • Risk of Unethical Behavior • Unclear Expectations	We maintain the highest standard of ethics and comply with all relevant laws and regulations to shield us from liability and/or reputational risk. *(See Page 57)*
Enterprise Risk Management	• CMCO Employees • Communities • Shareholders • Customers	• Strong Company Reputation • Long-Term Business Sustainability • Culture of Trust • Strong Business Partner Relationships	• Damage to Company Reputation • Financial Losses • Loss of Stakeholder Confidence • Legal Implications • Operational Risk	We have implemented a comprehensive ERM process to keep management apprised of, and mitigate, all types of enterprise risk. *(See Page 55)*

Materiality Assessment & Management Approach

Materiality Matrix - Fiscal Year 2023 Material Factors

InIncreasing Importance to Stakeholders

Material Factors

Ongoing Importance

Continue to Monitor

Climate Change

Cybersecurity/ Data Privacy

Supply Chain Management

Human Capital Management

Customer Satisfaction

Board Governance

Governance, Compliance, Ethics

Human Rights

Product Quality & Management

Purpose, Mission, Vision & Values

Community Involvement

Geopolitical Risk

Employee Health & Safety

Energy Management

Entrerprise Risk Management

Responsible Sourcing

Environmental Compliance

Waste Management & Recycling

Increasing Importance to CMCO

Human Capital Management Includes:
DEI
Labor, Acquisition & Retention
Employee Engagement
Talent Management

Supply Chain Management Includes:
Procurement
Logistics
Inventory
On Time Delivery

Note that this chart depicts Columbus McKinnon's prioritization of Environmental, Social and Governance issues relative to maturity, opportunity for value creation, risk level and/or relevance to its business strategy. All issues listed are very important to the Company. Our material topics are the areas where we have increased resource allocation for any or all of the reasons listed.

Material Changes from FY22

Columbus McKinnon utilizes the concept of materiality assessment as a tool to prioritize ESG topics and to determine where to focus our resources. This year we shifted resources based on the current global business environment. The notable changes in our material factors from FY22 to FY23 are as follows:

1. **Factors of Increased Focus and Importance**
   Focus and Material Factors remained much the same in FY23, with the exception of Community Involvement where we recognize a need for a more formalized approach to our corporate involvement. We have provided information on our CMCO Cares program in this report and updated our material factors accordingly.

2. **Emerging Risks**
   We are continuously assessing the state of the global economy and make predictions to the extent possible. We recognize and have made preparations for a pending recession by developing recessionary business contingency and continuity plans

Columbus McKinnon leaders built bikes for the Boys and Girls Club of North Florida during our annual Leadership Conference.

CMCO's Commitment to Positive Social Impact

Employee Health & Safety

Columbus McKinnon continues to believe that Employee Health and Safety (EHS) is of the utmost importance and is achieved through exceeding minimum compliance and proactive employee engagement. We believe that all occupational injuries can be prevented through hazard identification, implementing sustainable solutions, and process improvements. To ensure hazards are being addressed before an injury can be realized, goals are set for each operation on their participation in identifying and submitting hazards and completing safety observations. A monthly scorecard was introduced in FY23 to track and report the facilities progress to these goals.

Beyond these proactive initiatives, more standards were developed and implemented through the Columbus McKinnon Business System (CMBS). One process that was introduced this year was Management of Change (MOC). This is another proactive process for EHS to review changes in the operations before they are implemented so hazards can be addressed before the change is made. This also helps ensure compliance with the applicable EHS regulations.

TRIR → .67

63% Manufacturing plants and warehouses have gone at least 1 year without a recordable injury.

Near Miss Frequency Rate: 3.81
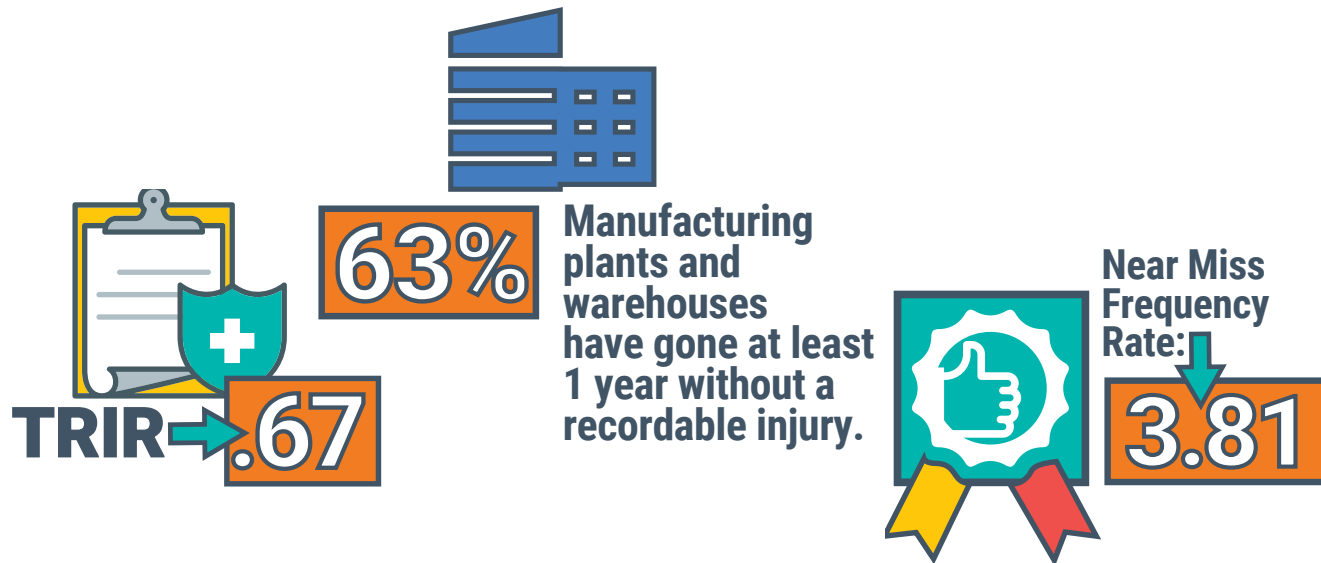
CMCO's Commitment to Positive Social Impact

Message from Adrienne Williams, Chief Human Resource Officer

In FY23, we have made significant steps forward regarding Columbus McKinnon's positive social impact for our employees and local communities. A few of the highlights include a formal approach to leadership training and development and employee communication advancements through newsletters and town halls. We also continue to progress in our DEI efforts through our hiring practices, education and awareness campaigns, and engagement events.

Last year we introduced a new Human Resource strategy that had clear alignment to the overall enterprise strategy. As a part of this strategy, the HR framework focuses on how we will attract, develop, engage, retain, and reward our teams to continue developing a people-first culture. As we attract new talent into the organization, we are building our bench strength by focusing on critical competencies that will help us transform into a non-cyclical intelligent motion company. We are creating a learning organization using our new *Learning in Motion* leadership development program. We are engaging and retaining our talent by developing action plans based on the results of our engagement survey. Finally, rewarding our employees appropriately is an essential component of our framework as it supports the engagement and retention pillars.

Strategic Priorities

1. People & Values

2. Strategic Planning
3. Marketing
4. Product Management
5. Programmatic M&A

6. Customer Experience
7. Product Development

8. Operational Excellence
9. Financial Acumen
10. End-to-End Digital

CMCO's Commitment to Positive Social Impact

Talent Acquisition: Bringing in the Best

Columbus McKinnon remains an employer of choice around the world in all the locations we operate. We pride ourselves on our talented, diverse workforce that is always working to move the world forward. For example, we have set aggressive, but necessary, internal hiring metrics, including increasing our diverse hire percentages and reducing the turnover of diverse employees. We aim to present a diverse slate for all open professional positions in the United States and for all leadership roles globally.

Specifically related to our gender balance efforts, Columbus McKinnon is ambitious in its targets and efforts to increase our female representation in all roles and at every level of the organization, with a focus on leadership roles. However, like many manufacturing companies, we have been met with challenges given we are in a predominantly male industry. CMCO has been focusing on hiring more women in professional roles by enhancing recruitment efforts and including a diverse slate of candidates before making hiring decisions. At the end of FY23, women made up 20% of leadership roles with a 25% hiring rate and 24% of promotions into a higher-level role were women. Our Employee Resource Group (ERG), the Women's Influence Network (WIN), also plays an important role in highlighting women in manufacturing and helping drive our strategy to advance women in leadership roles.

U.S. Race & Ethnicity
Employees salaried and hourly

- AMERICAN INDIAN/ALASKA NATIVE — 0.3%
- BLACK OR AFRICAN AMERICAN — 14.0%
- HISPANIC OR LATINO — 4.0%
- 2 OR MORE RACES — 1.4%
- WHITE — 73.9%
- ASIAN — 6.3%
- NATIVE HAWAIIAN OR OTHER PACIFIC ISLAND — 0.1%

Of Our Global Salaried Workforce: 23% are Women
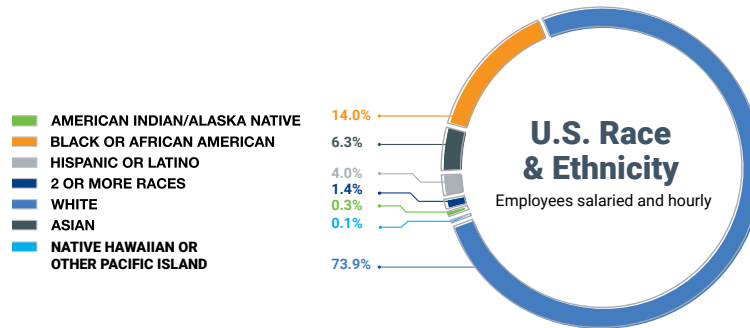
Of 10 Board Directors
- 9 independent
- 2 identify as ethnically diverse
- 3 are women

Of 9 Executives
- 3 identify as ethnically diverse
- 1 woman
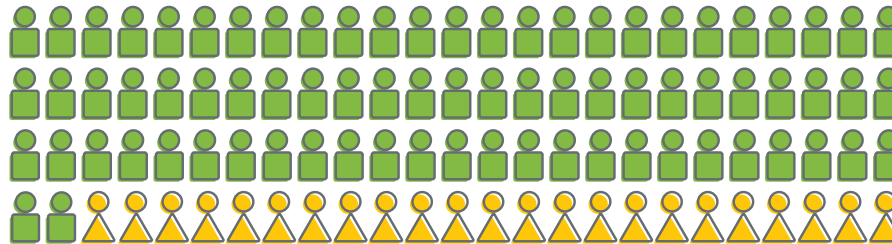
20% share of women in leadership

42% of global hires have been diverse

CMCO's Commitment to Positive Social Impact

Total Rewards

Columbus McKinnon also offers competitive compensation packages and, where regionally appropriate, comprehensive health and retirement benefits. Our total rewards programs are designed to provide employees with financial security, support to maintain a healthy lifestyle, flexible work polices, and generous paid time off. We also support personal and professional growth and offer internal training and development programs as well as tuition reimbursement for qualified employees.

Health & Welfare
Competitive coverage & wellness programs aimed at keeping you and your family healthy

Savings & Retirement Plans
Helping you plan & save for a bright financial future

Paid Time Off
Recognizing how important it is for all of us to take time away from work to do the things we love

Flexible Schedule
Understanding that we can work differently and achieve great results

Professional Training & Development
Providing the tools to help you be successful in your current role and future career path

Employee Data

	Female	Male	Non-Binary	Total
Number of Permanent Employees by Gender				
	718	2,592	1	3,311
Number of Full-Time Employees by Gender				
	650	2,540	1	3,191
Number of Part-Time Employees by Gender				
	68	52	0	120

	APAC	EMEA	LATAM	NOAM	Total
Number of Permanent Employees by Region					
	168	1,207	168	1,768	3,311
Number of Full-Time Employees by Region					
	168	1,111	168	1,744	3,191
Number of Part-Time Employees by Region					
	0	96	0	24	120

Data is from March 31, 2023. This data does not include temporary employees.

CMCO's Commitment to Positive Social Impact

Training & Development

We have the best employees at Columbus McKinnon! We know that to retain the best and brightest employees and ensure our talent continuity, we need a multifaceted approach to our development program. In FY23, we invested heavily in our employees' career planning and leadership development, so they know they are valued and appreciated. Columbus McKinnon offers leadership development opportunities for our global population. From an individual contributor to an executive successor, we provide a portfolio of learning options.

We are especially excited to have launched our "Learning in Motion" leadership development program, which we rolled out in the summer of 2022. Learning in Motion addresses core competencies identified by our Executive Leadership Team. It's designed to grow and develop both employees that are currently in leadership roles as well as employees who are interested in becoming leaders, introducing them to new critical skills and sharpening existing competencies. Learning in Motion offers four distinct levels of development tailored to employees' positions and years of experience.

- **Leadership Hoisted** is a virtual leadership development program designed for emerging leaders with a focus on developing communication, critical listening, time management, delegation, relationship building, and other first-time supervisor skills.

- **Leadership Conveyed** is a mid-level development program designed to prepare leaders to take the next big step in their career. These individuals focus on enhancing coaching, situational leadership, feedback delivery, emotional intelligence, and setting expectations.
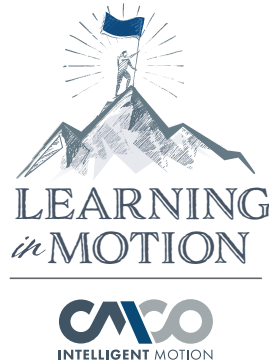
- **Leadership Lifted** is a senior-level development program designed to give leaders skills to manage at the highest levels, including problem solving, performance culture, strategic thinking, business acumen, and managing conflict.

- **Leadership in Motion** is our highest-level program for specialized development for successors of the Executive Leadership Team and includes topics such as executive leadership presence and performance culture.

We kicked off Learning in Motion with two initial programs – Leadership Hoisted, which currently has over 50 participants and Leadership Conveyed, which currently has more than 20 participants. Our employees that are participating in the program have responded with high enthusiasm and it is breeding engagement at every level as they take their skills and apply them with their teams.

Testimonials

"The greatest benefit for me was to get together, connect and network with the rest of the group."

"Never underestimate that a company invests in you."

"It was such a pleasure to spend a week of learning and professional development with these amazing leaders."

"I'm honored to be a part of it."

CMCO's Commitment to Positive Social Impact

Fostering an Inclusive Workplace

We know it is critical to foster an inclusive culture at work where every employee can feel safe, have fun, and express themselves openly and unapologetically. Columbus McKinnon has always valued diversity, respect for one another, and winning as a team. This year we took steps to further emphasize our commitment to an inclusive culture through several diversity awareness events.

On October 10th, for World Mental Health Day, we hosted a call about why mental health matters and how to manage mental health in a positive way. We brought in a professional to discuss mental health and provide tips to our employees. The program formally recognized the impact that the COVID-19 Pandemic and other recent global events have had on our employees. It also focused on removing stigmas around mental health and provided coping mechanisms that can be applied at work and at home. To be a truly inclusive workplace we need to recognize and support a diverse workforce, including those with recognized disabilities, such as mental health struggles.

For Hispanic Heritage Month, to celebrate and acknowledge the contributions of the Hispanic/Latinx community, we hosted a sugar skull coloring contest at each CMCO site. The winning design was from Jessica P. from our Menomonee Falls location!

For Veteran's Day, we asked our global employees to submit "thank you" notes to our Veterans to create a booklet and shared it on social media.

December 3rd is International Day of Persons with Disabilities, an annual observance to celebrate the achievements and contributions of people with disabilities and increase public awareness, understanding, and acceptance. Columbus McKinnon recognized this day by focusing on our theme of "Not All Disabilities are Visible." The aim of International Day of Persons with Disabilities is to break down barriers to inclusion while advocating and providing opportunities for disabled people. To celebrate, we put purple spotlights on our CMCO signs to show solidarity and support for all person's living with a disability. Several other examples of our inclusivity events are shown below.

International Day of Persons with Disabilities

CMCO's Commitment to Positive Social Impact

DEI Timeline

MAY
Asian American Pacific Islander Heritage Month

JUNE
Juneteenth

Pride Awareness Month

SEPTEMBER
Hispanic Heritage Month

OCTOBER
Global Diversity Awareness Month

World Mental Health Day

NOVEMBER
Veteran's Day

DECEMBER
International Day of Persons with Disabilities

JANUARY
Martin Luther King Jr. Day

FEBRUARY
Black History Month

Chinese NewYear

MARCH
Women's History Month

Irish American Heritage Month

World Down Syndrome Day

CMCO's Commitment to Positive Social Impact

Measuring Engagement for Continued Improvement

This year we had our second annual Global Engagement Survey, and we've made great progress based on the feedback our employees provided. Through our Global Engagement Survey, we have gained much perspective on Columbus McKinnon's strengths and identified opportunities for improvement across several key areas of the employee experience. As a result, we've kicked off recognition and engagement initiatives throughout the company, including celebrating employee career milestones and a significant intranet upgrade. The feedback also revealed an opportunity for enhanced internal communication about all the exciting things going on at Columbus McKinnon. We've developed an engagement plan lead by our Executive Leadership Team that puts key topics, updates, and announcements front and center for employees across the company. Using video, in-person town halls, news articles, and the intranet, all areas of the company will be covered including Finance, IS, Operations, Supply Chain, HR, Product Development, and Corporate Responsibility. This feedback will continue to be a driving force behind new and reimagined enterprise initiatives.

CMCO INTELLIGENT MOTION | Your Voice Matters

2%
Inclusion and Trust Dimensions improved by 2%

3%
Work Life Balance Dimensions improved by 3%

4%
Flexibility Dimensions improved by 4%

79%
Question: I am comfortable being myself at work – 79% favorable

79%
Question: My immediate Supervisor/ Manager supports my efforts to balance my work and personal life – 79% favorable

78%
Question: I trust my immediate Supervisor/ Manager – 78% favorable

3% increase in response rate from FY22

CMCO's Commitment to
Positive Social Impact

Recognition of Our Employees

Celebrating and recognizing each other is a crucial element in employee engagement and experience. Therefore, we have increased our efforts to recognize our employees for a job well done at work and in our communities.

Anniversary Recognition Program

Columbus McKinnon values the contributions, knowledge, and experience of long-term employees. In appreciation of this dedicated service, we launched a program to formally recognize employees as they reach milestone anniversaries of employment. In a phased approach beginning in North America, full-time, active employees become eligible for a service award in the year in which they complete a milestone service year, up to 50 years of service.

Behind the Conveyor – *Dorner Team Spotlight*

Dorner has become a global brand in conveyor automation – and that's all thanks to our team. In our blog series, Behind the Conveyor, we highlight our talented professionals whose dedication and passion are making a positive impact on our customers' conveyor systems. These are the faces behind the brand who are helping to transform conveyor automation … and having fun doing it! What began as a fun project has since morphed into a monthly staple now expanded to our international Dorner team. In addition to the monthly blog release, we print out a copy to post in the office, showcasing our talented employees and ensuring they are visibly recognized for their great work.

CMCO's Commitment to Positive Social Impact

CMCO's Best of the Best Awards

Be Easy to Do Business With:
Marc Philipp

Deliver On Your Commitments:
Luis Salazar

Connect Safety to Everything You Do:
Eric Montgomery

CMCO's Commitment to Positive Social Impact

CMCO's Best of the Best Awards

Win as a Team:
Lynn Bostrom & John Vander Linden

Think Differently:
Bernardo Perez

Act With Integrity:
Ananth Raghunath

CMCO's Commitment to Positive Social Impact

CMCO's Best of the Best Awards

Sustainable Site of the Year:
Menomonee Falls

Safety Plant of the Year:
Hangzhou

CMCO's Commitment to Positive Social Impact

CMCO Cares Program Launch

At Columbus McKinnon, our leaders and employees have always given back to the communities we operate in. We wanted to take our community giving program to the next level, so in FY23 we launched CMCO Cares, a more centralized approach to community involvement. **CMCO Cares** formalizes our approach regarding company donations and volunteerism at our sites around the world. In this program, we focus on three areas: **Corporate Giving, Executive Involvement,** and **Employee Involvement.**

Corporate Giving

The company donates money each year to worthwhile charitable organizations. As a part of CMCO Cares, the corporate giving process is closely aligned with our Purpose, specifically "moving the world forward and improving lives." Our corporate giving will consist of one or two large, annual, purpose-driven company donations that are proposed by the CMCO Cares Committee and decided on by our executive team. As part of the corporate giving budget, there are also monetary allocations to be used by each of our sites to donate locally to or hold charitable events that align with the company's Purpose.

This year, Columbus McKinnon made corporate donations to the following organizations:

Habitat for Humanity Charlotte and Milwaukee Chapters:
Habitat for Humanity's mission is bringing people together to build homes and communities. Through our donation and employee volunteers, we support local families in bringing the dream of homeownership. Our employees will have opportunities throughout the year to participate in the building of homes in Charlotte and Milwaukee. In addition to our monetary donation, we also donated over $4,000 of safety equipment, in line with our key value of connecting safety to everything we do.

The "Safe School Initiative" in Buffalo: Columbus McKinnon also donated to and sponsored the "Safe School Initiative" in Buffalo. This seminar began in Buffalo in 2004 due to the tragic number of school shootings. The organization's goal is to help schools and law enforcement prevent acts of violence within schools. The program has grown tremendously over the years, focusing on a wide array of topics, including averting targeted school violence, mental health issues, de-escalating crises response and recover, the role of leadership in making schools safe, and more.
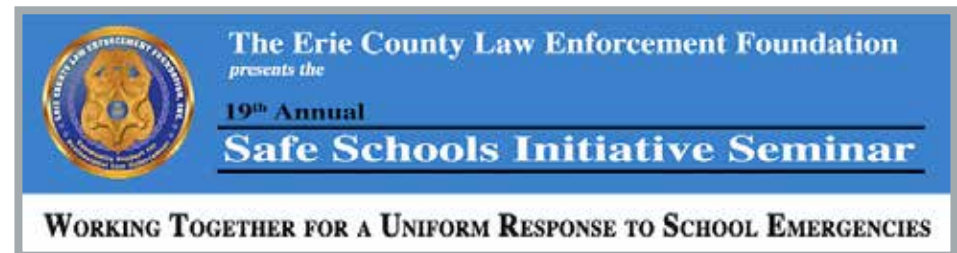
CMCO's Commitment to Positive Social Impact

Executive Involvement

The expectation of good corporate citizenship starts at the top of our organization. Therefore, our executive team makes it a priority to donate their personal time and money to meaningful causes, serving on boards for non-profit organizations, giving their time, and donating to organizations on a global, national, or local scale.

Executive Spotlight: Alan Korman, SVP Corporate Development, General Counsel & Secretary

After losing his father at a young age, Alan realized the importance of children having a father figure in their lives. He made it his mission to make a lasting impact on countless young people through his work with Big Brothers Big Sisters of Erie, Niagara, and the Southern Tier, the largest New York chapter outside of New York City. Big Brothers Big Sisters is unique in the sense that it is one of only a few organizations that can influence young people inside their home in a personal setting. Alan recently stepped down as Chairman of the Board after about 30 years of service with the program. He started out of college in the 1990s as a "Big Brother" to a "Little", and since has co-chaired several galas, each raising more than $200,000 for the program. Alan joined the board of directors in 2010 and became Chairman in 2017. He deeply believes in the program and has seen firsthand the positive impact it's had in his community. In the City of Buffalo, New York, Big Brothers Big Sisters participants have a graduation rate of about 95%, significantly higher than the district rate. Alan has also been involved in other organizations, including the Make-A-Wish Foundation, Oishei Children's Hospital, Kaleida Health, and Kids Escaping Drugs.

Executive Team's Habitat for Humanity Build Day

CMCO's Commitment to Positive Social Impact

Employee Involvement

Around the world, Columbus McKinnon employees have always found ways to volunteer, donate, or hold events for charitable causes – and we don't want to eliminate this organic approach to giving back! CMCO employees know what is most important to their respective local communities, but we do want to be better at tracking and recognizing these efforts by employees. Therefore, as part of CMCO Cares, we have identified ambassadors for each site to encourage and help track employee donations and volunteer hours for activities sponsored by Columbus McKinnon. The list of ways our employees around the world are generous with their time and money is endless.

Natalie Fischer, CPA: Senior Manager, Financial Planning & Analysis, Getzville, New York
Natalie has been with Columbus McKinnon for over six years and is active both in her local Buffalo, New York, community and at work. She is extremely passionate about helping women advance their careers and is an advocate for promoting women as leaders in the workforce. Natalie is the co-founder of Columbus McKinnon's first Employee Resource Group, the Women's Influence Network (WIN), a professional organization that inspires and engages women to build a culture that appreciates differences and diversity of thought. One of the key goals of WIN is to give women a sense of community and a platform to amplify their voices. In 2019, Natalie joined the Western New York Women's Foundation as an active member of the Finance Committee; in 2022 she became a Board member; and in 2023 she was appointed Treasurer.

"I feel extremely grateful for those who have mentored and guided me throughout my career, encouraging me along the way to pursue my interests and passions and now feel compelled to do the same for those who are younger in their careers. I enjoy coaching others and find it rewarding to see people grow and achieve their goals, particularly when young women feel empowered to pursue their ambitions."

Marelyn Strydom: Environmental, Health and Safety Manager, Honeydew, South Africa
In addition to her role as Environmental, Health, and Safety Manager, Marelyn is also our Green Team leader in our South Africa location and plays a critical role in advancing our safety and people-first culture. As a 14-year employee of Columbus McKinnon and devoted mother of two who is passionate about people, animals, and the environment, she makes it a priority to give back to her local community. Marelyn has been integral in Columbus McKinnon's efforts to give back by organizing several community events. She led a teambuilding initiative where the team collected flip flops for children with cancer, led an effort to raise money for the Kwazula-Natal community that was impacted by floods, collected materials to help a preschool in Magaliesburg, and helped local homeless animals through the Hearts of Compassion program. These are only a few examples of how Marelyn has gone above and beyond to selflessly contribute to her community.

CMCO's Commitment to Positive Social Impact

Employee Involvement

Annie Harden: Mechanical Engineer, Wadesboro, North Carolina

Annie is a mechanical engineer in our North Carolina location who is responsible for interfacing with the manufacturing team to ensure parts are properly fabricated, conducting machine testing and proper operation, and coordinating projects to ensure customer on-time delivery. She brings her excitement for STEM beyond Columbus McKinnon. After 10 years as the Department Chair/Program Coordinator for the Mechanical Engineering Technology program, she noticed a lack in the amount of female mechanical engineers to graduate. This is when she decided to spearhead the first All Girls One Day STEM Camp.

"I feel it is my responsibility to continue reaching our youth, especially young girls and allow them to see mechanical engineering is different from a career as a mechanic. A high percentage of girls who are not familiar with mechanical engineering think this."

This March was the second camp! In addition to running the All Girl One Day STEM Camp, Annie is the 2nd Vice President for Alpha Pi Chi National Sorority, which hosts several events throughout the year including blood drives, food drives, and an annual Cinderella Ball. Annie is also a phenomenal artist with art displayed at several art galleries throughout North Carolina. She donates her time painting murals for local restaurants and communities.

Dan Beilfuss: General Manager, Automation, Menomonee Falls, Wisconsin

Dan works in the Menomonee Falls, Wisconsin, facility and gives back though the Chamber of Greater Menomonee Falls & Sussex, where he serves on the board and helps develop future leaders in his community. As a part of his work for this organization, he serves as Committee Chairperson of the Leadership Moving Forward Committee, a program that he himself graduated from in 2012. The prestigious program selects high-potential leaders from the local area and develops them further with classes hosted by local businesses, including Columbus McKinnon. The program aims to develop servant leadership and other leadership skills. In 2021, Dan was recognized for his achievements when he was honored with the Chairperson of the Year Award. Dan also serves as President of the Crane Manufacturers Association of America and has served in various other positions since 2015.

A fun fact about Dan is that he is a 30-year volunteer of the Milwaukee Irish Festival – one of the largest Irish ethnic festivals in the United States. Over the 30 years, Dan has held various positions, including a Jameson bartender! Dan is also an active member of his local church, where he volunteers throughout the year at various festivals and events.

CMCO's Commitment to Positive Social Impact

CMCO Cares Events

Getzville, NY:
Comfort Package Creation

Chennai, India:
Food and Clothing Drive

Kissing, Germany:
Children's Christmas Wish Association

Ballantyne, NC:
Charlotte-Mecklenburg Explorer Christmas Project

CMCO's Commitment to Positive Social Impact

CMCO Cares Events

Santa Fe Springs, CA:
Habitat for Humanity

Hartland, WI:
Versiti Blood Center of Wisconsin

Hartland, WI:
Save A Warrior Foundation

Hangzhou, China:
Blanket Donation to Nursing Home

Zapopan, Mexico:
Pet Supply Drive

CMCO's Commitment to Positive Social Impact

CMCO Cares Events

Chattanooga, TN:
Food Drive

Menomonee Falls, WI:
Food Drive

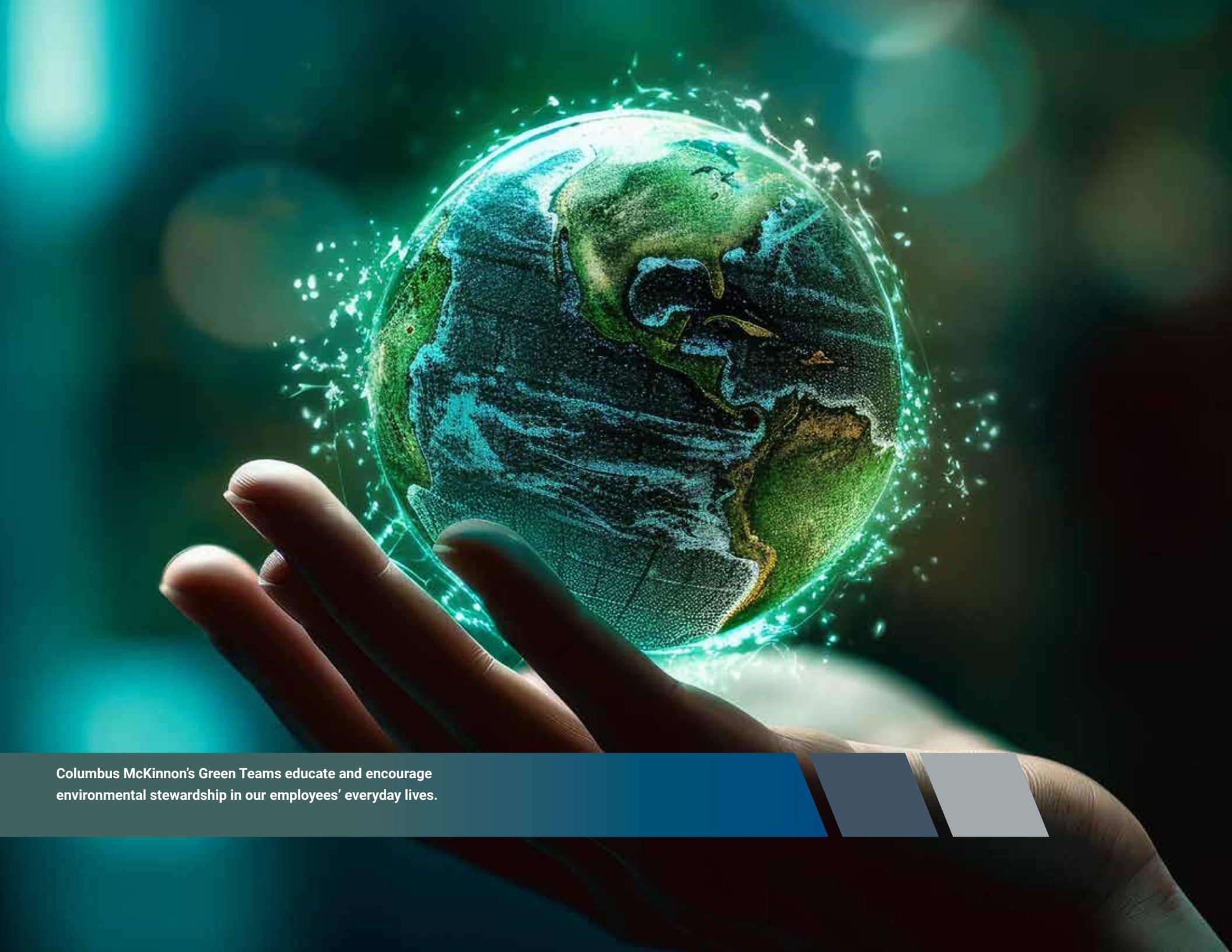**Chester, England:**
Animal Shelter Drive

Chester, England:
Cash for Kids Toy Drive

Chester, England:
Wear It Pink Bake Sale

Columbus McKinnon's Green Teams educate and encourage environmental stewardship in our employees' everyday lives.

Environmental Stewardship:
Doing Our Part to Protect Our Planet

"Our Global Green Teams continue to make significant improvements in the way we operate as a Company. It is inspiring to see the sustainable changes and increase in engagement. Great things can be accomplished when you support people to embrace their passions at work."

~Catherine Ruis, Senior Specialist, Corporate Social Responsibility

Global Green Team Success

Columbus McKinnon's Green Teams are in full force. These dedicated teams are constantly evaluating our current practices and processes and finding ways to reduce our environmental impact. This year, we have had notable wins, especially in the areas of energy management and waste reduction.

The rise in energy prices, particularly in Europe, have caused our teams to focus on energy efficiency projects. Globally, we are making investments to make our buildings more sustainable with new windows and roofs, HVAC system upgrades, and LED lighting conversions. We have been able to reduce our overall energy usage by 9%from last year. More significantly, we were able to reduce our natural gas, propane, and oil consumption by 25%.We continue to make efforts to reduce our electricity consumption through our goal of 100% LED lighting in our warehouse and production areas. As of the end of FY23, 62% of sites have converted to 100% LED lighting and plan to meet our goal of 100% of sites with warehouse and production converted to LED by the beginning of FY25. Our reduction in natural gas, propane and heating oil consumption has led to an impressive 18%reduction in our scope 1 emissions from last year.

Our teams have been working on innovative ways to safely package and ship our products, making it easier for our customers to reuse or recycle shipping materials and promoting sustainability throughout our value chain. Through our network of Green Teams, we have successfully implemented a new recycled paper packaging for some of our products. This more sustainable packaging replaces non-recyclable/non-reusable foam packaging. Additionally, we are working with select partners to standardize pallet and box sizes so they can be reused and fit more efficiently and safely in our warehouses and our partners' warehouses. At select locations with local customers, we have been implementing "milk-route" style shipping with reusable bins to eliminate shipping waste. These are just a few of the initiatives our teams have been working on across the globe to minimize waste.

A small change in November 2022 proved to have a big impact on waste reduction for the team in Menomonee Falls, Wisconsin. About ten people had been printing individual daily reports that were often about 30 pages long. With the help of the Green Team, the report is now viewed electronically via Power BI. This equates to a reduction of about 6,600 pieces of paper each month – equivalent to as much as half of a tree!

We have exceeded our target of diverting 90% of waste from landfill one year early! We did this through small changes such as working with our vendors, buy-back programs, and employee educational campaigns. Columbus McKinnon now has the goal to have 95% of waste diverted from landfill by FY2030.

Environmental Stewardship: Doing Our Part to Protect Our Planet

Global Green Team Success

Our Green Teams also educate and encourage environmental stewardship in our employees' everyday lives. Each site is expected to coordinate at least one annual sustainability-related engagement event. This year, these included park and river cleanups, clothing drives, electronics recycling drives, community gardens, tree plantings, and more! Two of our sites in Germany installed electric vehicle charging stations to encourage employees to switch to electric vehicles by providing the infrastructure needed.

While we have made tremendous progress and will continue doing so, we have run into stumbling blocks when it comes to wood, cardboard, and affordable alternative sources of energy. For example, several of our manufacturing facilities are in remote areas where there are limited recycling services available. Our teams are working hard to find solutions. One location in North Carolina is piloting a pallet buy-back program with a local third-party provider. If successful, the program will likely be expanded to our other locations in the area. We have also looked at the feasibility of renewable energy at some of our sites. However, a realistic assessment shows that alternative sources of energy, such as biofuels, solar, and wind energy transitions, are cost prohibitive at this time. We need collaborative solutions, external partnerships, and adequate infrastructure to find viable options for renewable energy and meet aggressive SBTi targets. The transition from fossil fuels will be difficult and complex. Economic and geopolitical forces are not currently in our favor, as demonstrated by the energy crisis we are experiencing, especially in Europe. However, these challenges will not stop us from incremental improvements or from regularly evaluating the current situation and reevaluating our approach.

62% SITES HAVE 100% LED LIGHTING IN THEIR PRODUCTION AND WAREHOUSE AREAS

91% WASTE DIVERTED FROM THE LANDFILL

GREEN TEAM

Scope 1
6,754
MT C02e

Scope 2
15,477
MT C02e

Scope 3
152,416
MT C02e
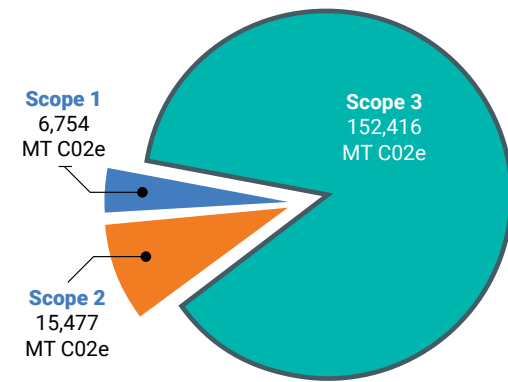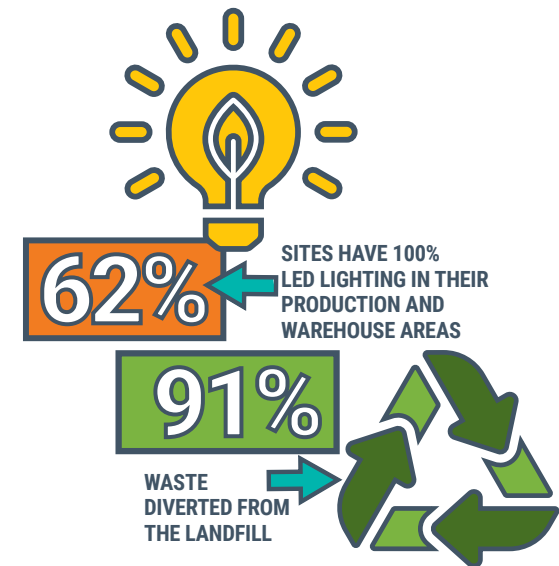
Environmental Stewardship:
Doing Our Part to Protect Our Planet

Green Team Events

Poland:
Recycled Bottle Caps to Help Those in Need

Charlotte, NC:
South End Rail Trail Cleanup

Menomonee Falls, WI:
Tree Planting

South Africa:
Beach Cleanup

Environmental Stewardship:
Doing Our Part to Protect Our Planet

Columbus McKinnon Celebrates International Earth Day 2022

This year, Columbus McKinnon extended its Earth Day celebration to include our families to build awareness and engagement around environmental stewardship in a fun way. We asked employees to have their young family members submit drawings of what "Going Green at Work and At Home" means to them. We were overwhelmed with the positive response – over 60 drawings from nine countries were submitted by family members under the age of 17. Our employees voted on their favorite drawings and the winners were made into Columbus McKinnon's 2023 calendars. The drawings have certainly brightened up our desks and workspaces and serve as a daily reminder that we all have the power to create a more sustainable environment for future generations.

Environmental Stewardship:
Doing Our Part to Protect Our Planet

Climate Risk Management

This year we took a significant step forward regarding our climate risk management with CDP and TCFD disclosures. This allows us to be more transparent with our stakeholders and furthers the evaluation of our climate risk through the lens of recognized standards and frameworks. Columbus McKinnon found that some risk exists, but we did not find that any climate-related risks would likely have a substantial financial or strategic impact on the business. We received a B- rating from CDP, which is impressive for a first-time reporter. For more information on our CDP responses, please visit Columbus McKinnon's Corporate Sustainability webpage.

Columbus McKinnon disclosed further information about our climate risk governance processes in our TCFD report. Internally, we evaluate climate risk through our holistic Enterprise Risk Management process. We consider the probability versus the impact of potential risks, including climate change, as well as other business risks. Then, we analyze our preparedness related to our top risks. We concluded that our climate risk, while still relatively low, is mainly transitional rather than physical, meaning it exists more so in current and proposed regulatory requirements. We are taking proactive measures to ensure we comply with all regulations. For more information on Columbus McKinnon's TCFD response, please see pages 72-73 of this Report.

B-

SCORED AN IMPRESSIVE B- CDP RATING

Columbus McKinnon's Climate-Related Risk Assessment

Columbus McKinnon's breakdown of climate-related risks, their management, and risk to the Company.

Climate Risk Category	Relevance to CMCO	Explanation
Current Regulation	Relevant, always included	Columbus McKinnon is constantly evaluating current regulations to ensure environmental compliance.
Emerging Regulation	Relevant, always included	Columbus McKinnon is constantly evaluating emerging regulations to ensure environmental and climate-related compliance to plan in advance for any needed changes in strategy.
Technology	Relevant, sometimes included	Columbus McKinnon is evaluating opportunities in emission reduction technology and clean energy that makes sense for our business.
Legal	Relevant, always included	Columbus McKinnon is constantly evaluating current climate-related laws and regulations to ensure compliance.
Market	Not evaluated	This is not specifically evaluated at this time because it has not been evaluated as a top level risk for our sector.
Reputation	Relevant, always included	Climate transparency is an opportunity to enhance our reputation.
Acute Physical	Relevant, sometimes included	In our annual risk assessment, we discuss acute physical risks to our facilities and potential need for business continuity plans.
Chronic Physical	Relevant, sometimes included	Chronic physical risk is discussed in our annual risk assessment but not a top level risk to our company.

Environmental Stewardship: Doing Our Part to Protect Our Planet

Environmental Data

Environmental Data Table	Unit of Measure	FY23	FY22	FY21
Total Energy	Megawatt Hour	76,080	83,769	84,914
Natural Gas, Propane & Oil Consumption	Megawatt Hour	28,113	37,733	45,180
Electricity Consumption	Megawatt Hour	41,581	39,439	33,239
District Heating Consumption	Megawatt Hour	1,083	1,167	1,575
Fleet Fuel Consumption (Gasoline & Diesel)	Megawatt Hour	5,302	5,429	4,920
Renewable Energy	Megawatt Hour	4,171	4,064	2,884
US Grid Mix Renewable Energy	Megawatt Hour	3,452	3,479	-
Non-US Grid Mix Renewable Energy**	Megawatt Hour	208	84	-
On-Site Renewable Energy	Megawatt Hour	511	501	-
Energy Intensity	Megawatt Hour per Million USD	81	92	-
Total Emissions	Metric Ton CO2e	174,647	148,760*	24,168
Scope 1 emissions	Metric Ton CO2e	6,754	8,213	9,362
Scope 2 emissions	Metric Ton CO2e	15,477	13,866	14,842
Scope 3 emissions Megawatt Hour	Metric Ton CO2e	152,416	126,681*	-
Total Emission Per Revenue Dollar Scope 1 & 2	Metric Ton CO2e per Million USD	24	24	37
Total Emission Per Revenue Dollar Scope 1, 2 & 3	Metric Ton CO2e per Million USD	186	164*	-
Total Waste	M3	7,733	6,536	4,857
Waste Sent to landfill	Metric Ton	689	675	661
Waste Diverted from landfill	Metric Ton	7,044	5,861	4,196
Metal scrap recycled	Metric Ton	5,090	4,343	3,164
Wood and cardboard recycled	Metric Ton	1,734	1,286	830
Other waste recycled	Metric Ton	129	112	202
Waste incinerated for energy	Metric Ton	91	120	-
Water Consumption	Metric Ton	84,384	92,910	81,823
Scope 1 & 2 by Region	Metric Ton CO2e	22,321	22,079	24,168
NA	Metric Ton CO2e	17,708	17,277	-
LATAM	Metric Ton CO2e	283	251	-
EMEA	Metric Ton CO2e	3,927	4,201	-
APAC	Metric Ton CO2e	313	351	-
Electricity by Region	Megawatt Hour	41,581	39,439	33,239
NA	Megawatt Hour	35,806	33,365	-
LATAM	Megawatt Hour	457	445	-
EMEA	Megawatt Hour	4,877	5,107	-
APAC	Megawatt Hour	441	523	-

Footnote: Environmental metrics and information disclosed in this report were derived and calculated from data provided by individuals at each Columbus McKinnon site. Total emissions include Scope 1, Scope 2, and Scope 3 emissions. We reuse as much wood and cardboard as possible, which is not counted in our recycling or waste diverted calculations. Water usage is not material for Columbus McKinnon because our operation impact is minimal, however, we disclose for purposes of transparency. For purposes of this report, the term "Operations" is meant to include manufacturing sites and warehousing operations and excludes sales and corporate offices.

* *Columbus McKinnon's scope 3 emissions have been recalculated for FY22 due to a calculation error.*

** *Purchased Renewable Energy has been renamed in FY23 to Non-US Grid Mix Renewable Energy.*

Columbus McKinnon's Environmental, Social, and Governance programs penetrate all aspects of our business.

CMCO's Culture of Governance & Ethics

Columbus McKinnon's ESG Governance Structure

We have fully integrated ESG throughout our governance structure. Our Board of Directors continues to provide oversight and guidance, incorporating their diverse backgrounds and experiences. Specifically, the Corporate Governance Committee meets each quarter to disuss ESG strategy updates with members of the management team and Director of Corporate Social Responsibility. Our Director of Corporate Social Responsibility reports through the Legal Department, which also has responsibility for managing our Ethics, Governance, and Enterprise Risk Management programs. We have an engaged Executive Leadership Team (ELT) that supports and integrates ESG into the business. Our ELT members also serve as our executive sponsors for ESG Core Teams, which drive initiatives and make decisions focused on specific ESG topics aligned with the overall ESG strategy.

Governance Structure

Board of Directors
- Advises on ESG Strategy & Initiatives
- Holds Management Accountable to ESG Commitments
- Monitors Enterprise Risk Mitigation (Human Capital, Climate, Regulatory, etc.)

Quarterly Corporate Governance Meetings

Board Committee Meetings

Legal Department
- Owns ESG Strategy (Human Capital, Climate, etc.)
- Ensures Ethics & Compliance
- Manages Board Governance Process
- Provides ESG Updates to Board of Directors & Core Teams
- Advises on Enterprise Risks (Human Capital, Climate, Regulatory, etc.)

Ethics, Governance & Enterprise Risk Management

Executive Leadership
- Serve as ESG Enterprise Core Team Sponsors
- Support & Integrate ESG Initiatives
- Ratify ESG Strategy
- Own Functional ESG Metrics
- Owns Risk Mitigation Strategies

Quarterly Core Team Meetings

Focused ESG Workstream Meetings

Cross Functional Enterprise Core Teams
- Drive Environmental & Social Initiatives
- Enterprise ESG Communications
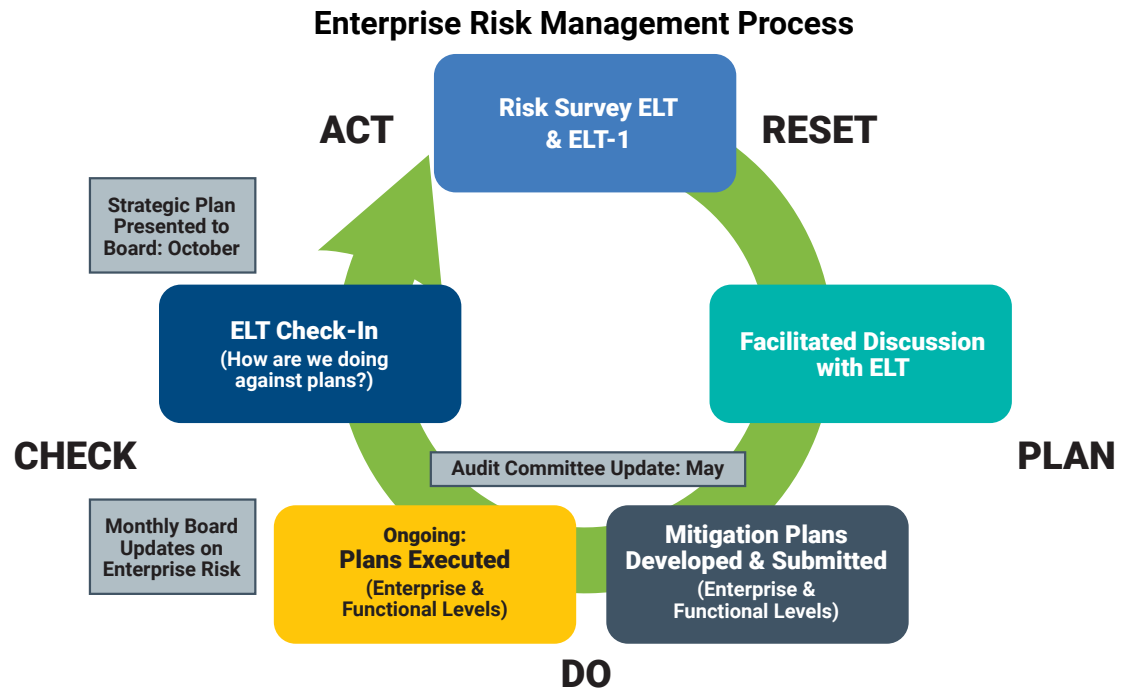- Lead Green Teams & CMCO Cares Teams

CMCO's Culture of Governance & Ethics

Enterprise Risk Management

This year we worked through our updated Enterprise Risk Management (ERM) process and adjusted as needed. One of the key improvements to our ERM process was adding a survey component for our ELT and their direct reports to complete. We worked with industry experts to design the survey so that we can capture and analyze the response data to understand and make objective decisions regarding our enterprise risks. We had our survey participants rate each risk (built on from last year's process) on its probability and potential impact. We also added a third element of rating our preparedness for each risk. This process is cyclical and each year we assess our progress against risks already identified and which have mitigation plans. We also use this process as an opportunity to identify new and emerging risks to monitor and prepare for them. Much of this process happens at the functional levels. Our employees have unique perspectives and line of sight to our risks, especially those risks that are related to their functions. Our employees play a critical role in communicating those risks to their leaders, and they also are crucial in developing and implementing mitigation plans.

ESG-related risk, including overall environmental risks, climate risks, human capital risks, safety risks, and other ESG factors, are incorporated and discussed as part of this process and are considered as part of our ESG materiality assessment. Our most salient risks when it comes to climate-related risk are transitional in nature. We have proactively identified enhanced emissions reporting and increased regulatory and compliance requirements, and we have taken active steps to understand these requirements and are prepared to comply with proposed regulations or are currently in compliance with existing requirements. There have been several conversations at the ELT and Board level regarding climate risks, specifically transitional risks relating to current and proposed regulatory requirements, and we are preparing to comply. This is just one example of how we have built resiliency and preparedness into our strategy to address these risks currently and/or as they arise.

Enterprise Risk Management Process

ACT

RESET

Risk Survey ELT & ELT-1

Strategic Plan Presented to Board: October

ELT Check-In (How are we doing against plans?)

Facilitated Discussion with ELT

CHECK

PLAN

Audit Committee Update: May

Monthly Board Updates on Enterprise Risk

Ongoing: Plans Executed (Enterprise & Functional Levels)

Mitigation Plans Developed & Submitted (Enterprise & Functional Levels)

DO

CMCO's Culture of Governance & Ethics

Cybersecurity

As Cybersecurity risks continue to evolve and advance, Columbus McKinnon works to expand its defenses to protect our systems and data. Our program consists of a multifaceted approach utilizing advanced technology, regular cybersecurity risk assessments, employee training, and a comprehensive policy framework. We partner with an industry leading Managed Security Service Provider (MSSP) to provide around the clock monitoring and response of threats to our digital assets. We conduct frequent vulnerability assessments and penetration testing, perform annual Disaster Recovery rehearsals, and have a tested incident response plan. Recognizing the potential for third-party risk, we require our vendors and business partners to comply with our standards and ensure safeguards are in place to protect our information. Our Audit Committee oversees overall risk assessment and management and includes management's approach to cybersecurity and data privacy in their oversight.

CMCO's Culture of Governance & Ethics

> *"As we continue to grow, one thing that will never change is our commitment to operating with the highest ethical standards. Our Code of Business Conduct sets forth the standards by which we conduct our operations and promotes a culture of ethics and integrity throughout the company. Continuing to nurture a culture of compliance is critical for all that we aspire to do."*
> **~Mary O'Connor,**
> **Associate General Counsel and Chief Compliance Officer**

Ethics, Compliance, & Corporate Policies

At Columbus McKinnon, we hold ourselves to the highest standards of ethics and integrity. This is reflected through our strong corporate policies. We take pride in maintaining our policies, both to ensure compliance with the laws and regulations in the countries we operate and to outwardly demonstrate our commitment to environmental, social, and corporate stewardship. We take active steps to ensure compliance with our company policies, both internally and within our supply chain. Each of our employees have access to, and are expected to comply with policies listed below, which are available both on our internal and external websites. We also have separate internal policies, both global and local, such as Data Protection compliance requirements and Human Resource policies. In Europe, we have a company policy that places a limit on the amount of CO_2 per car that can be emitted from company vehicles. This helps guide our employees to choose more efficient vehicles when picking their new company car.

We provide periodic training to employees on our various corporate policies, including our Code of Business Conduct, Human Rights Policy, Anti-Corruption, Anti-Harassment, and others. We also let our employees know that it is their right and obligation to report violations or suspected violations of our policies. We encourage employees to notify their immediate supervisor or human resource representative as a first step. If the employee is not comfortable for any reason, they may contact their Senior Human Resource Director, the Company's Legal Department, Internal Audit, or make a report using our anonymous Ethics Hotline. Any employee that makes a report based on a reasonable, good-faith belief will be protected from retaliation of any form. In FY23, Columbus McKinnon is proud to report that there were no material fines or monetary sanctions for noncompliance with applicable laws or regulations.

Furthermore, we expect our suppliers and business partners to adhere to the same ethical standards to which we hold ourselves. As part of our onboarding process, we conduct social and environmental assessments for all new material suppliers. We require that all suppliers adhere to our Supplier Code of Conduct as well as our Human Rights Policy, Conflict Minerals Policy, and Code of Business Conduct. We are unaware of any non-compliance circumstances or specific risks of our business activities or business relationships regarding human rights violations. We are constantly evaluating opportunities to further build sustainability and ethics standards into our supplier evaluations.

• Columbus McKinnon Code of Business Conduct
• Columbus McKinnon Human Rights Policy
• Supplier Code of Conduct
• Columbus McKinnon Environmental Health and Safety Policy
• Conflict Minerals Policy
• EthicsPoint Website

About This Report

The scope of this report includes Columbus McKinnon Corporation's operations in all countries we operated in for the reporting period and does not address the business or operations of our suppliers or other business partners, unless otherwise stated. The information in this report has been prepared to the best of our knowledge and ability to collect, validate, and analyze data and available information. All financial information is presented in U.S. dollars. Note that for the purpose of this report materiality specifically pertains to ESG topics and may differ from material topics identified in Columbus McKinnon's financial statements. Any future events, goals, projects, or company targets listed in this report are the aspirations and intentions of Columbus McKinnon. However, this report is not a guarantee or promise that such future events, goals, projects, and targets will occur or be successfully executed. More information about our ESG Programs can be found on the Columbus McKinnon website under about us.

Emissions Data Assurance: Columbus McKinnon engaged an independent third party, Optera, to review and validate our Fiscal Year 2023 Scope 1 and Scope 2 emissions data, and we received limited assurance of its accuracy and completeness. The full assurance statement is not included in this report. Columbus McKinnon further engaged Optera in the collection and calculations regarding our Scope 3 data in accordance with the revised GHG Protocol Corporate Standard and the Corporate Value Chain Accounting and Reporting Standard.

Reporting Period:
This report reflects Columbus McKinnon's ESG data for its 2023 Fiscal Year (April 1, 2022 – March 31, 2023) unless otherwise stated. Fiscal Year 2023 represents the third consecutive year of Columbus McKinnon's ESG Data.

Reporting Cycle:
Columbus McKinnon releases this report on an annual cycle based on its Fiscal Year.

Date of Most Recent Report:
This is Columbus McKinnon's Third Annual Corporate Sustainability Report. Our last report was released in June of 2022.

Restatements of Information and Changes in Reporting:
We have updated the name of this report to "Corporate Sustainability Report" from its previous title of "Corporate Social Responsibility Report." Columbus McKinnon's FY22 scope 3 emissions have been recalculated due to a calculation error. All updates are reflected in the environmental data table.

Reporting Standards:
- Columbus McKinnon Corporation has reported in accordance with the GRI standards for the period from 1 April 2022 to 31 March 2023.

- This report is in accordance with the Sustainability Accounting Standards Board (SASB) Standards: Resource Transformation; Industrial Machinery and Goods.

- In line with TCFD's recommendations, we disclosed our climate-related information through a TCFD Index and through our CDP Climate Change survey response.

Report Contact:
Elizabeth Chapman, Director Corporate Social Responsibility & Corporate Counsel; Corp.esg@cmworks.com

Columbus McKinnon's Alignment
to the UN Sustainable Development Goals

ESG	CMCO Priorities	Alignment to SDGs
Environmental	Climate Change/Energy Management	#7 Affordable and Clean Energy, #13 Climate Action
	Waste Management & Recycling	#12 Responsible Consumption & Production, #15 Life on Land
Social	Product Quality & Innovation/Customer Intimacy	#9 Industry Innovation and Infrastructure
	Employee Health and Safety	#3 Good Health and Well-Being
	Diversity, Equity, and Inclusion	#5 Gender Equality, #10 Reduced Inequalities
	Talent Management	#8 Decent Work and Economic Growth
	Community Involvement	#1 No Poverty, #2 Zero Hunger, #4 Quality Education, #11 Sustainable Cities and Communities
Governance	Enterprise Risk Management/Ethics & Compliance/Board Governance	#16 Peace, Justice, and Strong Institutions, #17 Partnerships for The Goals

GRI Content Index

This GRI Index was prepared by a GRI Certified Sustainability Professional based on the 2021 update.

Statement of Use	Columbus McKinnon Corp has reported in accordance with the GRI Standards for the period April 1, 2022 to March 31, 2023.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards(s)	Not Applicable

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational Details	Pages 9-13 CMCO FY 2023 Annual Report Pages 4-7				
	2-2 Entities included in the organization's sustainability reporting	CMCO FY 2023 Annual Report Page 20				
	2-3 Reporting period, frequency, and contact	April 1, 2022 - March 31, 2023 Frequency of Reports: Annual Point of Contact: Director, Corporate Social Responsibility & Corporate Counsel Corp.esg@cmworks.com				
	2-4 Restatements of information	Page 58				
	2-5 External assurance	Page 58	*A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*			
	2-6 Activities, value chain and other business relationships	Pages 9-13				
	2-7 Employees	Page 30				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
General disclosures						
GRI 2: General Disclosures 2021	2-8 Workers who are not employees		2-8-a, 2-8-b, 2-8-c	Information unavailable/ incomplete	This information is not tracked globally in our HRIS system, making the information unavailable.	
	2-9 Governance structure and composition	Corporate Governance Policy CMCO FY 2023 Proxy Statement and Card Pages 40-42				
	2-10 Nomination and selection of the highest governance body	CMCO FY 2023 Proxy Statement and Card Pages 18, 31-32				
	2-11 Chair of the highest governance body	Board of Directors Website				
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 72-73				
	2-13 Delegation of responsibility for managing impacts	Pages 72-73				
	2-14 Role of the highest governance body in sustainability reporting	Pages 72-73				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
General disclosures						
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Code of Business Conduct				
	2-16 Communication of critical concerns	Our Chief Compliance Officer is responsible for providing updates on our ethics and compliance program to the Audit Committee.				
	2-17 Collective knowledge of the highest governance body	CMCO FY 2023 Proxy Statement and Card Pages 19-27, 42				
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Policy Page 2				
	2-19 Remuneration policies	CMCO FY 2023 Proxy Statement and Card Pages 49-50, 63-71, 74-81				
	2-20 Process to determine remuneration	We involve independent consultants in determining remuneration. The results of the votes of stakeholders on remuneration polices can be found here: Form 8-k				
	2-21 Annual total compensation ratio	CMCO FY 2023 Proxy Statement and Card Page 82				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	**Reason**	**Explanation**	
General disclosures						
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Page 4				
	2-23 Policy commitments	Page 57				
	2-24 Embedding policy commitments	Supplier Code of Conduct Conflict Minerals Policy CMCO Terms and Conditions of Purchase				
	2-25 Processes to remediate negative impacts	EthicsPoint Code of Business Conduct				
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct				
	2-27 Compliance with laws and regulations	Page 57				
	2-28 Membership associations	Professional Associations				
	2-29 Approach to stakeholder engagement	Pages 22-25				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
General disclosures						
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	~36% of permanent and temporary employees are covered by collective bargaining agreements. The working conditions of employees who are not covered by collective bargaining agreements are not determined based on collective bargaining agreements that cover other employees. However, we do treat everyone as equitably as possible.				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 25				
	3-2 List of material topics	Pages 21-25				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 24				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	CMCO FY 2023 Annual Report Page 25				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Material topics						
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 24				
GRI: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	The Board reviews the anti-corruption policy annually and training is focused on those employees deemed higher risk for corruption. Code of Business Conduct				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 23				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 52				
	302-3 Energy intensity	Page 52				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 23				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 52				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Material topics						
Emissions						
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Page 52				
	305-3 Other indirect (Scope 3) GHG emissions	Page 52				
	305-4 GHG emissions intensity	Page 52				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 23				
GRI 306: Waste 2020	306-3 Waste generated	Page 52				
	306-4 Waste diverted from disposal	Page 52. Hazardous waste is not included in the calculation				
	306-5 Waste directed to disposal	Page 52. Hazardous waste is not included in the calculation				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Material topics						
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 24				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier Code of Conduct				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 27 Environmental Health and Safety Policy				
	403-5 Worker training on occupational health and safety	Page 27. Trainings include classrooms, hands-on, monthly newsletter, and drills to provide the necessary trainings to all applicable employees. These trainings include topics from CPR, proactive safety processes, power tool usage, to hazardous waste management				
	403-9 Work-related injuries	Page 7. These rates are based on 200,000 hours worked.				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Material topics						
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22				
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Page 31				
	404-3 Percentage of employees receiving regular performance and career development reviews	We require that all of our exempt employees receive regular performance and career development reviews. All bonus eligible employees are required to receive IDPs.				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 29				

GRI Content Index

GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Material topics						
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 39, 43-45. 100% of operations have local community development programs.				
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 24				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Code of Business Conduct Supplier Code of Conduct Human Rights Policy				

SASB Index

Topic	SASB Code	Accounting Metric	Unit of Measure	Response
Energy Management	RT-IG-130a.1	Total energy consumed	Gigajoules	273,888
		Percent grid electricity	%	98.77%
		Percent renewable electricity	%	1.23%
Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate	Rate	0.67
		Fatality rate	Number	0
		Near miss frequency rate	Rate	3.81
Fuel Economy & Emissions in Use-phase	RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1,000 ton-miles	Columbus McKinnon does not manufacture medium- and heavy-duty vehicles.
	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	Columbus McKinnon does not manufacture any non-road equipment that require fuel sources.
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Watts per hour	Columbus McKinnon does not manufacture stationary generators.
	RT-IG-410a.4	Sales-weighted emissions of NOx & PM for: a. marine diesel engines b. locomotive diesel engines c. on-road medium- and heavy-duty engines d. other non-road engines	Grams per kilo-watt-hour	Columbus McKinnon does not manufacture engines.
Materials Sourcing & Efficiency	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Columbus McKinnon responsibly sources the materials used in our products. For example, we adhere to our Conflict Minerals Policy and are RoHS compliant.
Remanufacturing Design & Services	RT-IG-440b.a	Revenue from remanufactured products and remanufacturing services	Reporting currency	Columbus McKinnon does not remanufacture products, therefore there is no revenue from remanufactured products and remanufacturing services.

TCFD Index

Governance	
Recommended Disclosure	**Disclosure Summary**
The Board's oversight of climate-related risks and opportunities	On a quarterly basis, the Board, specifically the Governance Committee, meets with the General Counsel and Director of Corporate Social Responsibility to review strategic plans, metrics, and targets pertaining to climate and other ESG related initiatives. The Board provides advice, guidance and asks clarifying questions on climate-related strategy issues. The Board follows up on key climate related company initiatives to ensure we stay on track. The governance mechanisms into which climate-related issues are integrated include but are not limited to reviewing and guiding strategy, reviewing, and guiding major plans of action, reviewing and guiding risk management policies, reviewing and guiding business plans, monitoring implementation and performance of objectives, and monitoring and overseeing progress against goals and targets for addressing climate related issues.
Management's role in assessing and managing climate-related risks and opportunities	Climate-related responsibilities have been assigned to our Senior Vice President of Corporate Development, General Counsel & Secretary along with our Director of Corporate Social Responsibility. They together report out to the Board on environmental progress to strategy. The Director of Corporate Social Responsibility reports directly to the Senior Vice President of Corporate Development, General Counsel & Secretary who directly reports to the CEO. Management is informed through regular meetings throughout the year and during the annual enterprise risk management assessment.
Strategy	
Recommended Disclosure	**Disclosure Summary**
Climate-related risks and opportunities identified	Short-term - 0-2 years. The short-term focus is to identify any changes in regulatory, legal, or other compliance requirements and address any opportunities immediately. The short-term horizon also focuses on updating policies as needed and gathering data to calculate our carbon emissions profile (scope 1, 2, & 3). Medium-term - 2-5 years. The medium-term horizon is to analyze emissions data internally to understand our impact, risk, opportunities and set targets. This time horizon also includes making investments in scope 1, 2, & 3 emissions reduction initiatives. Long-term - 5-10 years. The long-term horizon is to focus on public disclosure of scope 3 emission reduction targets and emissions roadmap. Intentional investments towards carbon reduction initiatives will be made. We have not identified any material climate related risks at this time. Columbus McKinnon defines substantive financial or strategic impact on our business based on several factors identified during our Enterprise Risk Management process. We look at the probability versus the impact of factors such as the potential of fines, penalties, civil litigation or disruption over certain thresholds, the risk to the company's reputation, compliance risk, operational risk, operating income, and climate change risk.
Impact of climate-related risks and opportunities	There have been several conversations at the Executive and Board level regarding climate risks, specifically transitional risks relating to current and proposed regulatory requirements, and we are preparing to comply. We rank well against our peer group when it comes to transparency of emissions data. We also rank well regarding our emission intensities. From a strategic standpoint, we will continue to invest and understand our opportunities for emissions reduction and developing a roadmap for a specific action plan. We have a corporate green team that is in constant contact with local team members at each site. Together we monitor and address opportunities in energy and waste management.

TCFD Index

Risk Management	
Recommended Disclosure	**Disclosure Summary**
Identifying and assessing climate-related risks	Because we want an integrated approach to climate risks, we do not have it separated. It is included in our new Enterprise Risk Management process. Through this process, we did not identify any material enterprise risks related to transitional or physical climate related risk. Columbus McKinnon defines substantive financial or strategic impact on our business based on several factors identified during our Enterprise Risk Management process. We look at the probability versus the impact of factors such as the potential of fines, penalties, civil litigation or disruption over certain thresholds, the risk to the company's reputation, compliance risk, operational risk, operating income, and climate change risk.
Managing climate-related risks	Our most salient risks when it comes to climate-related risk are transitional in nature. For example, we have proactively identified enhanced emissions reporting and increased regulatory and compliance requirements, and we have taken active steps to understand these requirements and are prepared to comply with proposed regulations or are currently in compliance with existing requirements.
Integration into organizational risk management	Climate-related risks are fully integrated into our holistic approach to Enterprise Risk Management and are evaluated in our formal process along with other business risks.
Metrics & Targets	
Recommended Disclosure	**Disclosure Summary**
Metrics to assess climate-related risks and opportunities	We calculate our complete emissions profile. We measure emission intensity for scope 1, 2, and 3. We look specifically at energy management, waste management, and also measure our water consumption, although our processes are not water intensive. Currently we have not identified material climate related risks for the company therefore we do not currently include it in our remuneration policies.
Greenhouse Gas (GHG) emissions scope 1, 2 and 3 and related risks	Scope 1: 6,754 Metric Ton CO2e Scope 2: 15,477 Metric Ton CO2e Scope 3: 152,416 Metric Ton CO2e When we benchmark ourselves against our industrial manufacturing industry peers, we are relatively low emitters of GHG. However, we are measuring our full GHG emissions profile, looking for opportunities for reduction, and taking actions to reduce our GHG emissions. We have engaged third parties to assist us in creating a carbon reduction roadmap that makes sense for our business and our stakeholders.
Targets to manage climate-related risks and opportunities	We are in the process of setting internal carbon reduction targets and a roadmap for our action plan but are not prepared to disclose publicly at this time.

Calculation Methodology

Social

Leadership

A leadership role is an employee who has at least one direct report.

Number of Employees by Gender

For gender, we use the information provided by employees on their onboarding materials to determine this.

Number of Employees by Region

The region is determined based on each employee's working location in Columbus McKinnon's HRIS system.

U.S. Race & Ethnicity

For race and ethnicity, we use the information provided by employees on their onboarding materials to determine this.

Percent of Women Promoted

Promotions contributed by females divided by all promotions.

Percent of Women Hiring Rate

The number of permanent new hire females divided by the total permanent new hires.

Total Recordable Incident Rate

(Number of occurrences * 200,000)/total hours worked

Near Miss Frequency Rate

(Number of occurrences * 200,000)/total hours worked

Lost Time Rate

(Number of occurrences * 200,000)/total hours worked

Experience Modification Rate

Calculated by third party

Safety Opportunities Rate

(Safety opportunities submitted for the year * 200,000)/total hours worked

Fatality Rate

(Number of occurrences * 200,000)/total hours worked

EHS Training vs Plan

Average trainings completed each month/total number of trainings that were assigned.

Calculation Methodology

Environmental

Electricity
Site data owners enter the electricity consumption into our reporting software on a monthly basis. The data entered comes directly from electricity invoices from suppliers or invoices from the landlords of leased buildings. For our small sales offices that are not provided with electricity invoices from building owners, the electricity usage is calculated based on the average electricity usage per square foot of our known sites. The total electricity reported is the sum of all sites' electricity consumption in megawatt hours.

Natural Gas
Site data owners enter the natural gas consumption into our reporting software on a monthly basis. The data entered comes directly from natural gas invoices from suppliers or invoices from the landlords of leased buildings. Due to the global nature of our company, natural gas is reported in different units of measurement. Standardization of the units takes place using conversion factors. The total natural gas reported is the sum of all sites' natural gas consumption in megawatt hours.

Propane
Site data owners enter the propane consumption into our reporting software on a monthly basis. The data entered comes directly from propane invoices from suppliers or invoices from the landlords of leased buildings. Due to the global nature of our company, propane is reported in different units of measurement. Standardization of the units takes place using conversion factors. The total propane reported is the sum of all sites' propane consumption in megawatt hours.

Gasoline and Diesel
Gasoline and diesel consumption are based on the yearly average miles driven by company owned or leased vehicles and average miles per gallon of each vehicle.

Heating Oil
Site data owners enter the heating consumption into our reporting software on a monthly basis. The data entered comes directly from heating consumption invoices from suppliers or invoices from the landlords of leased buildings. The total heating oil reported is the sum of all sites' heating oil consumption in megawatt hours.

Landfill
Site data owners enter all landfill amounts into our reporting software on a monthly basis. The data entered comes directly from waste management invoices from suppliers or invoices from the landlords of leased buildings. This is all regular waste that is disposed of through a waste management company that ends up in landfills. This is waste that does not contain any hazardous materials or materials that can be recycled by local vendors. Due to the global nature of our company, landfill waste is reported in different units of measurement. Standardization of the units takes place using conversion factors to be reported as metric tons. The total landfill amount reported is the sum of all sites' landfill amounts in metric tons.

Waste Diverted from Landfill
Site data owners enter the amounts for all non-landfill, non-hazardous waste that is recycled or diverted from landfill for energy production purposes into our reporting software on a monthly basis. The data entered comes directly from waste management invoices from suppliers or invoices from the landlords of leased buildings. This includes but is not limited to recycled cardboard, wood, plastic, metal, electronics, and paper. Due to the global nature of our company, the waste diverted from landfill is reported in different units of measure. Standardization of the units take place using conversion factors to be reported as metric tons. The total waste diverted from landfill amount reported is the sum of all sites recycled or used for energy waste in metric tons.

Calculation Methodology

Environmental

Water

Site data owners enter all water consumption into our reporting software on a monthly basis. The data entered comes directly from water invoices from suppliers, meter readings or invoices from the landlords of leased buildings. Due to the global nature of our company, water is reported in different units of measurement. Standardization of the units takes place using conversion factors. The total water reported is the sum of all sites' water consumption in cubic meters.

Emissions

Scope 1 emissions: The emissions from Columbus McKinnon's natural gas, propane, heating oil, and gasoline and diesel consumption for company owned and leased vehicles are included in the scope 1 calculations. The EPA's Emission Factors for Greenhouse Gas Inventories is used for conversion factors for each energy source.

Scope 2 emissions: U.S. sites' emissions from electricity were calculated using the location-based method by subregion from the EPA's 2021 eGRID Power Profiler. The subregion is based on each US location's zip-code. All non-US locations are calculated using the location-based method by country from Carbon Footprint's 2022 Grid Electricity Emissions Factors (February 2023). Scope 3 emissions were calculated using emission factors in Optera's database.

Percent of Grid Renewable Energy

U.S.'s percent of grid renewable energy is calculated based off the EPA's Power Profiler renewable/nonrenewable fuel mix based on the same subregions used for the US emissions calculation. For non-U.S. sites, information provided by local energy providers determines the perfect of renewable energy that is used.