Columbus McKinnon

Corporate Sustainability Report FY25

FIFTH EDITION

CMCO
INTELLIGENT MOTION

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Columbus McKinnon

Overview

Message from David J. Wilson
President and Chief Executive Officer

This year, we celebrate our 150th anniversary, transforming from our humble beginnings into a global provider of intelligent motion solutions for material handling known for safety, quality, and uptime. We know that sustainable solutions fortify our future by mitigating risks to our business while providing cost savings which leads to long-term value creation.

Rooted in excellence, committed to continuous improvement, and grounded in purpose-driven performance, we are dedicated to improving the lives of our customers, the communities we serve, and our Columbus McKinnon employees.

We know that when we run a responsible, sustainable company, we make our business stronger, more agile, and more resilient. As we advance our journey to become a leading and scaled provider of material handling solutions, purpose remains core to our strategy. We're committed to delivering a focused sustainability strategy embedded in our operations – one that directly aligns with our business goals and encourages good business practices – to deliver strong financial results, long-term value, and sustainable business growth while mitigating our environmental impacts.

We also know that our stakeholders care deeply about how companies engage and impact the communities they serve, their people, and the environment. As a global leader in lifting and precision conveyance solutions and a trusted member of our communities, we have the responsibility to take positive action to build a more sustainable, resilient future.

Caring for our stakeholders and being a steward of their interests and goals is essential for our long-term success. With an ever-changing customer environment and intense competition for talent and profitable growth, we invested in creating a corporate culture and developing a team capable of delivering a best-in-class experience for our customers. Our team's ingenuity and discipline also make our operations more efficient by reducing environmental impacts, saving costs, and improving our customer experience.

Investments like these are helping us grow, differentiate, and strengthen our Company as we support our customers, shareholders, and the industries we serve. As we advance our industry's sustainability ambitions, we are also looking to make our own operations more efficient, enabling us to be nimble, so we can sustain growth and create shareholder value for decades to come.

We continued to make strides in formalizing our Corporate Sustainability program in FY2025, demonstrating our commitment to our environmental, social focus, and strong governance processes. We remain focused on making a tangible impact on behalf of our customers and are improving lives by providing intelligent motion solutions material handling while achieving strong business results.

This is only possible due to the hard work and dedication of the more than 3,400 Columbus McKinnon employees who are at the heart of everything we do. We are proud of the progress we've made across our business, enhancing our social governance and compliance, expanding our ISO 14001 certifications, and investing in sustainability initiatives that also save costs, while upholding our high standards of integrity.

As we approach the year ahead, we will remain focused on our scale, innovation, and sustainability initiatives that advance our core business strategy and support the pending acquisition of Kito Crosby. We are encouraged by our achievements this year, but we are far from finished. Our commitment to continuous improvement, transparency, and accountability is steadfast as we continue to deliver for our stakeholders.

"We know that sustainable solutions fortify our future by mitigating risks to our business while providing cost savings which leads to long-term value creation."

Message from Elizabeth Chapman

Associate General Counsel, Director of Corporate Social Responsibility

"Each year we continue to strengthen our policies and governance programs, holding ourselves and our business partners accountable to these standards, driving sustainable and responsible growth."

As we celebrate the milestone of our fifth Corporate Sustainability Report (CSR), I am also proud to mark my own fifth year with Columbus McKinnon. This journey has been highlighted by significant strides in sustainability and corporate responsibility.

Since the launch of our Corporate Sustainability program in 2020, we've made great progress in reducing our environmental impact. Our global Green Teams have been instrumental in educating our workforce, calculating our carbon footprint, and implementing strategies to mitigate it. Thanks to their efforts, we have significantly reduced our Scope 1 and Scope 2 emissions intensity by 30% from our FY2021 baseline. We've also prioritized recycling and reducing waste sent to landfills, achieving remarkable progress in these areas, where today 92% of our waste is diverted from landfills.

Beyond our environmental efforts, we are committed to making a positive social impact inside our organization and in our local communities. At Columbus McKinnon, we strive to create a supportive and inclusive workplace for employees of all backgrounds and experiences focusing on people-driven programs such as professional development and employee engagement.

Employee engagement remains a core focus, as we believe that a motivated and dedicated workforce is crucial to achieving our strategic plan and sustainability goals. Our community investments, including volunteer work and donations to organizations like Habitat for Humanity, reflect our dedication to giving back.
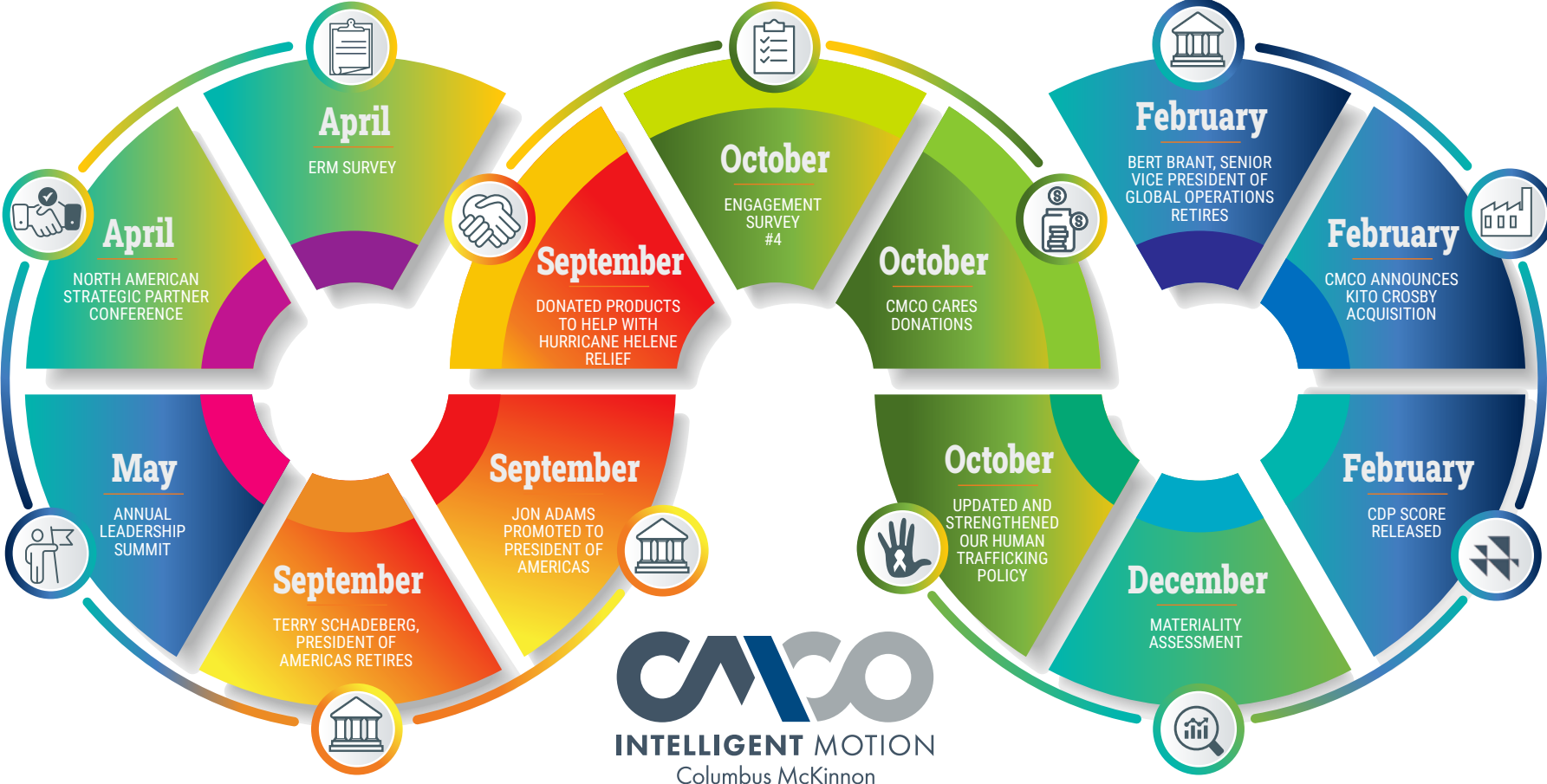
In response to the ever-evolving global landscape, we constantly adapt and strengthen our governance practices. By establishing robust policies and procedures and ensuring adherence to global and local laws and regulations, we maintain compliance and uphold the highest standards of ethics. Each year we continue to strengthen our policies and governance programs, holding ourselves and our business partners accountable to these standards, driving sustainable and responsible growth. We also maintain robust enterprise risk management practices to ensure the long-term stability and resilience of our operations.

In FY2025, our primary sustainability focus has been preparing for regulatory changes, including the European Union Corporate Sustainability Reporting Directive (EU CSRD). We have partnered with Sodali & Co. to ensure full compliance with the reporting requirements and have successfully completed our double materiality assessment, as mandated by the CSRD. We are well positioned to report within the required timeline.

This year, we announced the planned acquisition of Kito Crosby, a strategic move that will further enhance our sustainability structure, strategy, and processes. We are currently evaluating the impact of this acquisition on our sustainability strategy and identifying the necessary steps for integration. Looking ahead, we are committed to integrating Kito Crosby into our sustainability framework and continuing our practice of strong governance and community investment.

I could not be prouder of Columbus McKinnon's progress over the last five years and look forward to the continued positive impact we will make together.

ESG Highlights of FY2025

April — ERM SURVEY

April — NORTH AMERICAN STRATEGIC PARTNER CONFERENCE

May — ANNUAL LEADERSHIP SUMMIT

September — TERRY SCHADEBERG, PRESIDENT OF AMERICAS RETIRES

September — JON ADAMS PROMOTED TO PRESIDENT OF AMERICAS

September — DONATED PRODUCTS TO HELP WITH HURRICANE HELENE RELIEF

October — ENGAGEMENT SURVEY #4

October — CMCO CARES DONATIONS

October — UPDATED AND STRENGTHENED OUR HUMAN TRAFFICKING POLICY

December — MATERIALITY ASSESSMENT

February — BERT BRANT, SENIOR VICE PRESIDENT OF GLOBAL OPERATIONS RETIRES

February — CMCO ANNOUNCES KITO CROSBY ACQUISITION

February — CDP SCORE RELEASED

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Creating Stakeholder Value & Engagement

Addressing societal issues in ways that create value for our business and stakeholders is a hallmark of Columbus McKinnon's enterprise strategy and our approach to sustainability priorities. We gain valuable insights through active engagement with our key stakeholders, which include our partners and business leaders, investors, suppliers, customers, and other stakeholders. We collaborate with industry experts as leaders on the MHI and several other leading industry trade and regulatory organizations, such as the Crane Manufacturers Association of America (CMAA), American Society of Mechanical Engineers (ASME), PMMI (Association for Packaging and Processing), and more.

We believe we maximize long-term value for shareholders by serving our stakeholders – our customers, employees, suppliers, business partners, communities, and the planet. Addressing such societal needs builds the value of our business. Better put, as business strengthens society, society strengthens business. We aspire to embrace a cyclical economy and create opportunities to provide our customers with energy-efficient material handling solutions.

Each of our sustainability priorities addresses societal issues in ways that create business value. Doing so aligns our business objectives with societal objectives and increases our ability to create long-term value for our shareholders. To achieve this, we analyze key business value drivers and relevant societal systems to determine outcomes aligned with shared value and develop policies, practices, and tactics to advance our value-creation aspirations. Our transparency cultivates trust, and we regularly publish information on our priorities, aspirations, strategies, practices, and outcomes. This information can be found, among other places, in our *Corporate Sustainability Report*, *Annual Report* on Form 10-K, and *Proxy Statement*.

About Columbus McKinnon
Our Global Organization

Headquartered in Ballantyne, a growing suburb of Charlotte, North Carolina, Columbus McKinnon is well-positioned to serve customers around the world, including integrators, engineering procurement contractors, crane builders, and OEMs. We also manage a global network of distributors that ensures our products are readily available to customers worldwide. Our global footprint includes 17 manufacturing facilities and 43 sales offices, distribution centers, and warehouses throughout North America, Latin America, Europe, the Middle East, Africa, and Asia. Our employees are the key to our success. The hard work and dedication of our more than 3,400 employees around the world are helping to move the world forward and improve lives, providing value to the customers and stakeholders we serve.

Columbus McKinnon Global Sales & Manufacturing

Edmonton, AB
Brampton, ON
Getzville, NY
Burlington, ON
Brighton, MI
Menomonee Falls, WI
Hartland, WI
Nashville, TN
Greenwood, TN
Lexington, TN
E. Chattanooga, TN
Monterrey, MX

Wadesboro, NC
Charlotte, NC
Damascus, VA

Colón, PA

São Paulo, BR

Montevideo, UY

St. Petersburg, RU
Kissing, DE
Künzelsau, DE
Dauchingen, DE
Wuppertal, DE
Heerlen, NL
Coleshill, UK
Chester, UK
Belfast, UK

Nogent l'Artaud, FR
Vélizy-Villacoublay, FR
Vierzon, FR
Buchs, CH
Lisbon, PT
Seville, ES
Madrid, ES
Cerro Maggiore, IT
Pfaffstatten, AT
Plewiska, PL
Szekesfehervar, HU

Dubai, UAE
Dammam, SAU

Shanghai, CN
Hangzhou, CN

Chennai, IN

Penang, MY
Singapore, SG

Honeydew, SA
Middleburg, SA
Magaliesburg, SA
Durban, SA

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Columbus McKinnon

✳ **Corporate Headquarters**
Charlotte, North Carolina • USA

● Manufacturing Facility

● Other Facilities

Only major locations are shown in graphic.

About Columbus McKinnon

## Celebrating 150 Years of Material Handling Innovation

This year, Columbus McKinnon celebrates its 150th anniversary. From our humble beginnings as saddlery, chain, and hoist craftsmen, we have grown into a global leader with a carefully curated portfolio of intelligent motion solutions that are moving the world forward and improving lives.

Throughout our history, we have united strong businesses, brands, and products from around the world to become a global leader in material handling solutions. Backed by that strength, we have scaled our business to provide enhanced product capabilities, and modern technology to critical industries around the world.

As we mark this significant milestone, we reaffirm our commitment to pioneering solutions that will shape the future of material handling. We are not just celebrating our past achievements; we are looking ahead to a future filled with opportunities and growth. Our vision has always been to create value for all our stakeholders, driving superior financial performance and upholding the highest standards of integrity and excellence.

As Columbus McKinnon celebrates this incredible milestone, we extend our heartfelt gratitude to our employees, customers, and partners for their unwavering support and dedication. Together, we will continue to build on our legacy, driving the future of material handling solutions.
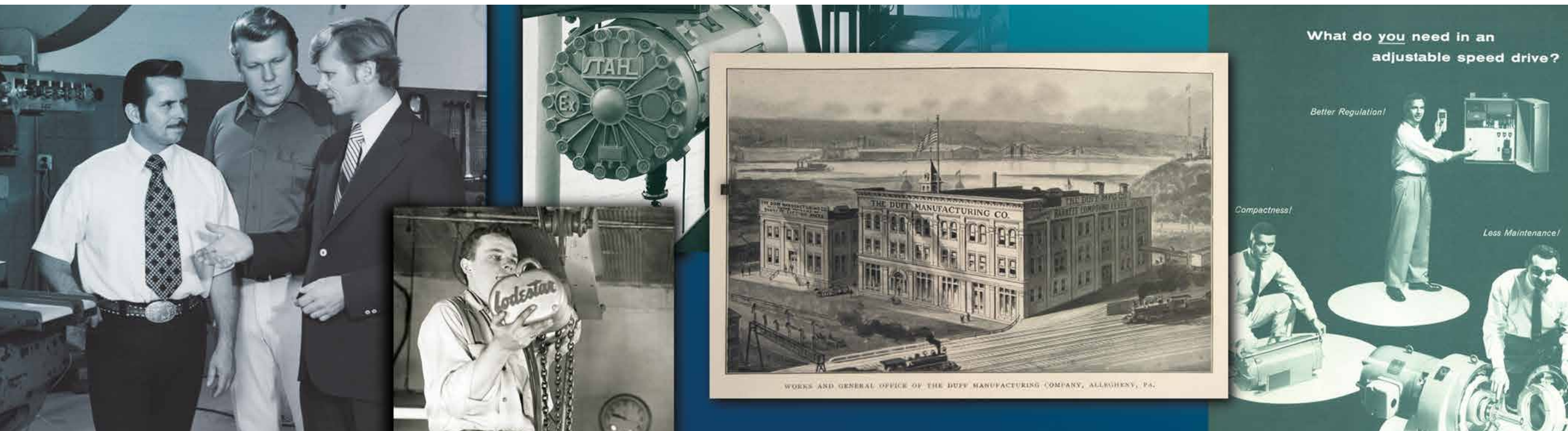
About Columbus McKinnon

Our Purpose, Mission, Vision and Values

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

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 experience 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 and defense, energy, and more.

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

OUR PURPOSE

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

OUR VISION

To become the global leader in safe and productive intelligent motion solutions.

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OUR MISSION

We provide expert, professional-grade solutions and products, building the trust of customers by solving their high-value problems.

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
Purpose in Motion

Our products are used in applications across the globe that move the world forward and improve lives. This fall, Hurricane Helene caused unprecedented flooding and destruction to Appalachia, near the home of our Damascus, Virigina, manufacturing plant. Local leadership knew Columbus McKinnon was in a unique position to help local first responders and took action. Columbus McKinnon's Damascus team donated chains, cant hooks, and hoists to the fire station serving Damascus. The equipment was crucial in aiding the fire department's rescue and recovery efforts, helping to clear debris and ensure the safety of local residents. Columbus McKinnon also donated a portion of powered chain and air chain hoist sales to continue the support of local recovery efforts.

About Columbus McKinnon
Our Products, Our Brands

BatteryStar™ Hoist Wins 2024 Product of the Year

Columbus McKinnon remains committed to developing innovative products that solve our customers' and the industry's toughest challenges. One of our newest products, the BatteryStar® battery-powered chain hoist, represented a first-of-its kind innovation in hoisting technology. Columbus McKinnon's BatteryStar™ battery-powered chain hoist was voted the 2024 Product of the Year in the Overhead Handling category by Material Handling Product News.

This award, determined by the readers of Material Handling Product News, recognized BatteryStar for its significant advancements in material handling systems and equipment. The BatteryStar seamlessly combines the lifting strength and speed of an electric chain hoist with the unmatched portability of a manual hoist, setting a new standard in the industry and serving as a testament to the company's commitment to innovation and customer-centric design.

Marketed under the CM® brand in North America and Latin America, and the Yale® brand in Europe, the Middle East, Africa, and Asia Pacific, the BatteryStar began shipping across the globe in the third quarter of our fiscal year.

For more on our products visit: *https://www.cmco.com*

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COLUMBUS McKINNON FAMILY OF BRANDS

CM · MAGNETEK · DORNER
Yale® · Duff-Norton® · STAHL CraneSystems
PFAFF · COFFING HOISTS · BUDGIT Hoists
GARVEY · UNIFIED · CHESTER HOIST
LITTLE MULE® · Dixie Industries · CMET · Camlok Lifting Clamps
montratec · SHAW-BOX · STEERMAN LOAD MOVING SYSTEMS

See more on our website: *https://www.cmco.com/en-us/about-us/*

Columbus McKinnon

Sustainability Priorities

CMCO Sustainability Priorities
Materiality Assessment

Columbus McKinnon continuously integrates ESG elements into its business practices, creating value and reducing risk for our company and our stakeholders. We perform a materiality assessment to understand how our impacts affect stakeholders as well as how ESG factors affect the company. We continue to adapt as the sustainability landscape evolves and regulatory requirements change. In FY2025, we maintained our materiality assessment process, which was enhanced in FY2024. For more information on the materiality assessment process, see the *FY2024 Corporate Sustainability Report*.

Note: 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.

Sustainability Materiality Matrix

● PLANET
● PEOPLE
● PROCESS

Importance to Stakeholders (Outbound Impact)

MAJOR
- ● Emissions & Potential Climate Impact
- ● Energy
- ● Board & Management Effectiveness
- ● Employee Engagement & Satisfaction
- ● Occupational Health & Safety
- ● Economic Performance & Long-Term Value Creation
- ● Enterprise Risk Management

SIGNIFICANT
- ● Local Communities
- ● Workers in the Value Chain
- ● Waste & Pollution
- ● Business Ethics & Compliance Management
- ● Cybersecurity
- ● Materials
- ● Succession & People Development
- ● Supply Chain Management
- ● Customers & End Users

MODERATE
- Biodiversity
- Water & Effluents
- Remanufacturing Design & Service
- ● Labor Relations & Employee Rights

NEGLIGIBLE
- Supplier Environmental Assessment

Importance to CMCO (Inbound Impact): NEGLIGIBLE — MODERATE — SIGNIFICANT — MAJOR

CMCO Sustainability Priorities
Sustainability Index

	KPI	FY2024	FY2025	Target
● Governance	% of employees with internal network access trained on our business code of conduct	97%	99.5%	100%
	% of employees that say they know how to report unethical business conduct	83%	85%	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	75%	79%	85%
● Occupational Health & Safety	Total Recordable Incident Rate	0.71	0.54	0.62
	Near Miss Frequency Rate	2.17	1.93	1.55
	Lost Time Rate	0.22	0.15	0.50
	Experience Modification Rate	0.73	0.75	NA
	Hazard ID Completion Rate	158%	216%	75%
	Fatality Rate	0	0	0
● Social	Feedback on engagement survey	85%	89%	80% by FY30
	% of employees that feel we treat our employees with dignity and respect	76%	77%	80% by FY30
	% of employees that say they are comfortable being themselves	81%	82%	85% by FY30
	% of employees that say they trust their supervisor/manager	78%	80%	80% by FY30
	Number of engagement events within communities	48	49	100 events per year by FY30
● Environmental	% of solid waste diverted from landfill	92%	92%	95% by 2030
	% of annual capital expenditure projects with a sustainability component	13%	13%	10%

Columbus McKinnon

Process: Governance, Ethics & Risk Management

Process
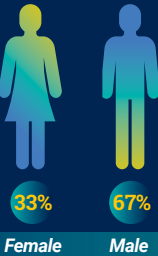## Board & Management Effectiveness

Board Independence:

8 Of 9 Directors are Independent

Board Qualifications:

8 M&A
9 Human Capital Management
9 Operations
8 Brand/NPD
9 Global Experience
7 Sales/Marketing
9 Finance Experience

Average Tenure:

4.4 Years

Mix of Genders:

33% Female 67% Male

Board Governance

Columbus McKinnon's Board of Directors consists of 9 members, 8 of whom are independent. The Corporate Governance Committee meets quarterly with Columbus McKinnon's General Counsel and Director of Corporate Social Responsibility to review strategic plans, metrics, and targets related to ESG, and to drive sustainability priorities. Together with the Board, they are committed to reporting progress and continually examining the most important issues for the business.

The Board intentionally integrates ESG-related topics into many other business discussions and embeds sustainability into its governance process. Additionally, the Board members stay informed about the rapidly evolving ESG landscape, including investor expectations and regulatory requirements. This enables them to collaborate with management to develop a robust plan to adapt to the changing ESG environment and mitigate risks by proactively addressing emerging issues.

Our efforts and reporting focus on the key issues impacting the long-term health of our business and stakeholders across our value chain. Our Board of Directors drive and hold management accountable for our sustainability efforts, emphasizing their importance for the company's long-term success.

Gerald Colella,
Chairman

David J. Wilson,
President, CEO & Director

Chad Abraham,
Director

Aziz Aghili,
Director

Jeanne Beliveau-Dunn,
Director

Michael Dastoor,
Director

Kathyrn Bohl,
Lead Director

Rebecca Yeung,
Director

Chris Stephens Jr.,
Director

Process
Board & Management Effectiveness

The Board oversees ESG matters through the Governance Committee, which reviews and guides our sustainability initiatives, progress, and priorities. Our leaders integrate sustainability into our values, culture, identity, and daily business practices.

To ensure this integration, we have two key internal stakeholder groups providing cross-business insights, strategic alignment, and championing initiatives. The Executive ESG Committee, comprising at least five executive-level sustainability champions, including our CEO, oversees crucial aspects of our business and supports the integration of sustainability. The Sustainability Core Teams, consisting of cross-functional representatives and subject-matter experts from core business areas at Columbus McKinnon, drive the implementation of our initiatives both within their departments and globally.

See *Proxy Statement pages 6 - 36* for more information on CMCO's Board of Directors and Senior Leadership.

Board Oversight

Full Board Responsibilities

• Business Strategy & Strategic Planning
• Strategic Risks & Opportunities
• Mergers & Acquisitions Strategy
• Board & Executive Management Composition & Succession Planning
• Review & Approve Corporate Policies & Procedures
• Financial, Operational & Strategic Performance
• Employee Health & Safety

Corporate Governance & Nomination Committee	Audit Committee	Human Capital, Compensation & Succession Committee
• Corporate governance • Board and Director succession planning & skill set • Corporate social responsibility, environmental, and responsible sourcing initiatives, risks, and opportunities • Environmental compliance and stewardship practices • Social and political issues not allocated to other Committees	• Overall risk assessment and management • Financial exposures, statements, controls, systems, and reporting • Regulatory and compliance, including FCPA/anti-bribery and whistleblower program • Data protection and cyber security • Financial and controls aspects of ESG-related disclosures	• Senior executive compensation • Senior executive succession planning • Overall risk related to the Company's compensation policies and practices • Talent and leadership development • Human capital management • Non-employee director compensation • Culture and engagement

Management Oversight

Legal Department	Executive ESG Committee
• Develops and manages Sustainability Strategy • Communicates strategy updates to the Board, Management, and the organization • Manages Sustainability integration to the business	• Discusses resource allocation • Reviews progress to ESG targets • Determines corporate ESG initiatives • Supports the integration of ESG strategy

Sustainability Sponsors & Core Teams

• Drive and support corporate initiatives within the organization via local teams globally
• Communicate high-level structure, programs, and targets to local teams

Local Teams

Green Teams	CMCO Cares
• Develop local site goals • Drive enterprise goals • Be advocates for environmental initiatives • Report on metrics and progress to goals • Attend quarterly company-wide meetings with all Green Team Leaders	• Champion community involvement • Organize and promote site community involvement events • Report on data from community event • Attend quarterly company-wide meetings with all CMCO Cares Site Ambassadors

Process
Business Ethics & Compliance Management

The values and principles spelled out in our Purpose, Mission, Vision, and Values serve as our compass, and the Columbus McKinnon Corporation Code of Business Conduct ("Code") is the roadmap that helps us stay on track with those values. The Code sets basic requirements for business conduct and serves as a foundation for our Company policies, procedures, and guidelines, all of which provide additional guidance on expected behaviors. We require our employees to comply with the Code to ensure we continue to operate and maintain our reputation as a Company that puts the needs of the people we serve around the world first. Complying with our Code is about creating an environment where we can do our best work and be proud of the work we do, the challenges we overcome, and the successes we achieve – all because we do these things fairly, legally, and with integrity. We also expect our business partners to conduct themselves in a manner consistent with our Code.

Our Code addresses Columbus McKinnon's expectations and requirements regarding safety, human rights, mutual respect, harassment, protection of private information, fair dealing and supplier relationships, conflicts of interest, recordkeeping and financial reporting, confidential information, anti-bribery and anti-corruption, fair competition, insider information, political activities and contributions, and more. The Code also addresses how to report any violations. In addition to the Code, we have several other internal and external policies and procedures that address business conduct, including, but not limited to, our Human Rights Policy, Supplier Code of Conduct, Generative AI Policy, Privacy Policy, and Employee Handbooks.

Key Policies

- *Code of Conduct*
- *Corporate Governance Policy*
- *Conflict Minerals Policy*
- *Human Rights Policy*
- *Supplier Code of Conduct*
- *Environmental Health & Safety Policy*
- *Environmental Statement*
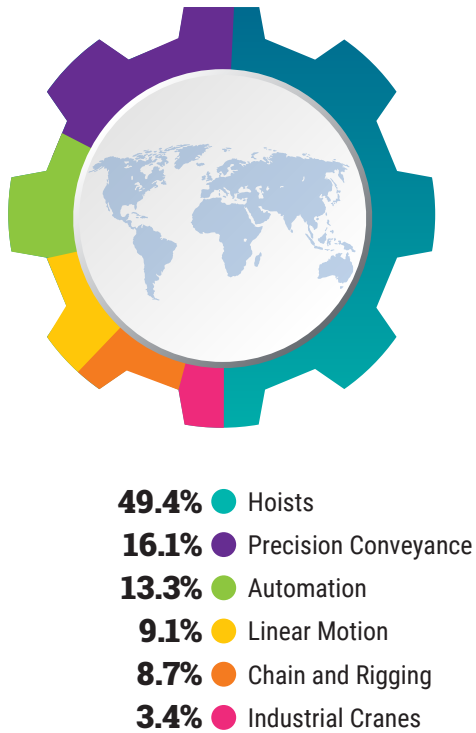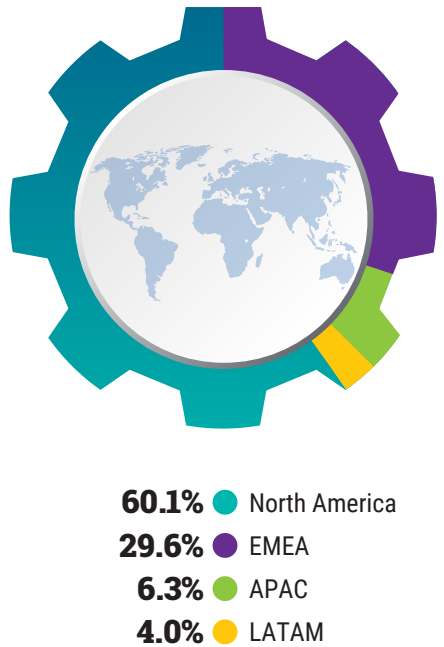- *Human Trafficking Compliance Plan*

Process
Economic Performance & Long-Term Value Creation

As a global manufacturer of intelligent motion solutions, we serve a diverse population of customers across the world. Over the past few years, we've expanded into new categories, like precision conveyance and automation, opening the door to new and growing vertical end markets. With a century and a half of material handling expertise, customers from all industries come to us to help solve their material handling needs with a focus on safety, quality, productivity, and uptime. Increasingly, these markets are looking for innovative and integrated technologies to meet their unique intralogistics needs.
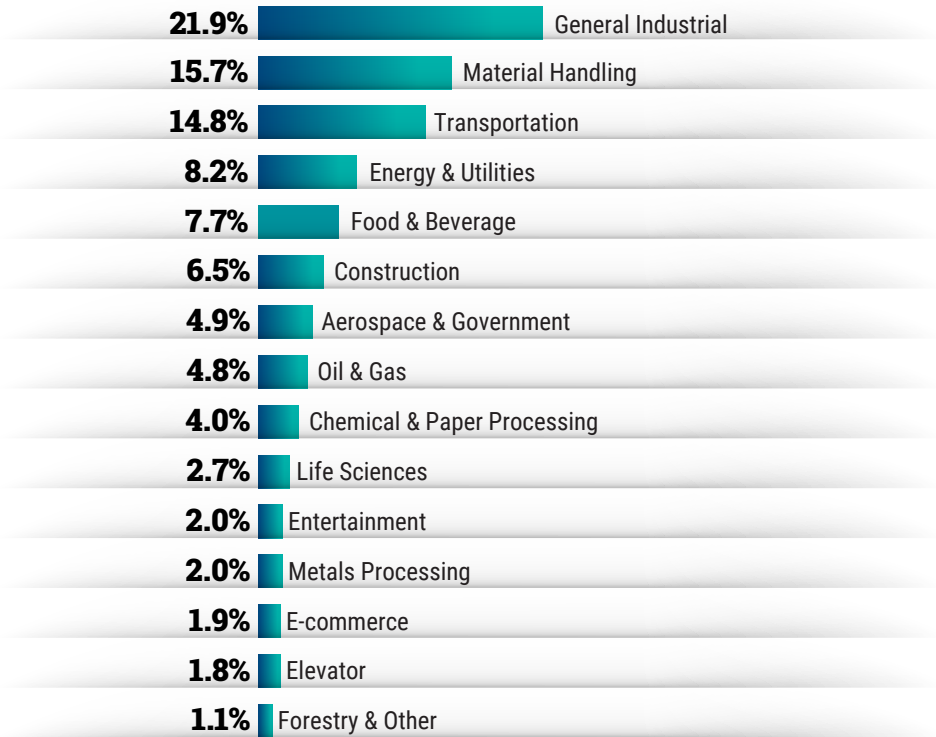
Product Platforms

- **49.4%** ● Hoists
- **16.1%** ● Precision Conveyance
- **13.3%** ● Automation
- **9.1%** ● Linear Motion
- **8.7%** ● Chain and Rigging
- **3.4%** ● Industrial Cranes

Geographic Distribution

- **60.1%** ● North America
- **29.6%** ● EMEA
- **6.3%** ● APAC
- **4.0%** ● LATAM

End Market Sales Distribution

- **21.9%** General Industrial
- **15.7%** Material Handling
- **14.8%** Transportation
- **8.2%** Energy & Utilities
- **7.7%** Food & Beverage
- **6.5%** Construction
- **4.9%** Aerospace & Government
- **4.8%** Oil & Gas
- **4.0%** Chemical & Paper Processing
- **2.7%** Life Sciences
- **2.0%** Entertainment
- **2.0%** Metals Processing
- **1.9%** E-commerce
- **1.8%** Elevator
- **1.1%** Forestry & Other

Process
Economic Performance & Long-Term Value Creation

Vertical End Market Sales
While we serve a variety of vertical markets, we are focused on growing in categories and end markets with tailwinds from megatrends that support above-market growth.

Lifting

- Broad increased global demand for lifting solutions
- Heightened emphasis on productivity, uptime and safety

Automation

- Key enabler of productivity and safety improvements
- Ceiling-to-floor applications support customer requirements

Linear Motion

- Bolsters a comprehensive intelligent motion portfolio
- Channel access to specialty verticals

Precision Conveyance

- Increased demand for specialized solutions
- Tailwinds from automation and electrification trends

Process
Economic Performance & Long-Term Value Creation

Columbus McKinnon delivered record orders, up 3.2% despite a challenging macroeconomic environment given market volatility relating to U.S. trade policy and a slow European demand environment. The Company reported a net loss of $5.1 million, which included several large non-cash expenses, including a $22.1 million pension settlement related to the termination of one of the Company's U.S. pension plans and $9.6 million of non-cash impairment expenses related to the consolidation of several of our facilities, as well as $10.3 million of expenses related to the pending acquisition of Kito Crosby. The Company's Adjusted EBITDA[1] was $150.5 million for fiscal 2025. Additionally, the Company continued to implement its strategic plan, execute on its commercial initiatives, and advance its margin expansion plans, including making meaningful progress on its footprint simplification plan.

[1] **Note:** *Adjusted EBITDA, is a non-GAAP financial measures. See accompanying discussion and reconciliation tables provided in this release for reconciliations of these non-GAAP financial measures at the end of this Corporate Sustainability Report.*

Net Cash Provided by Operating Activities

$46M

Net Sales

$963M
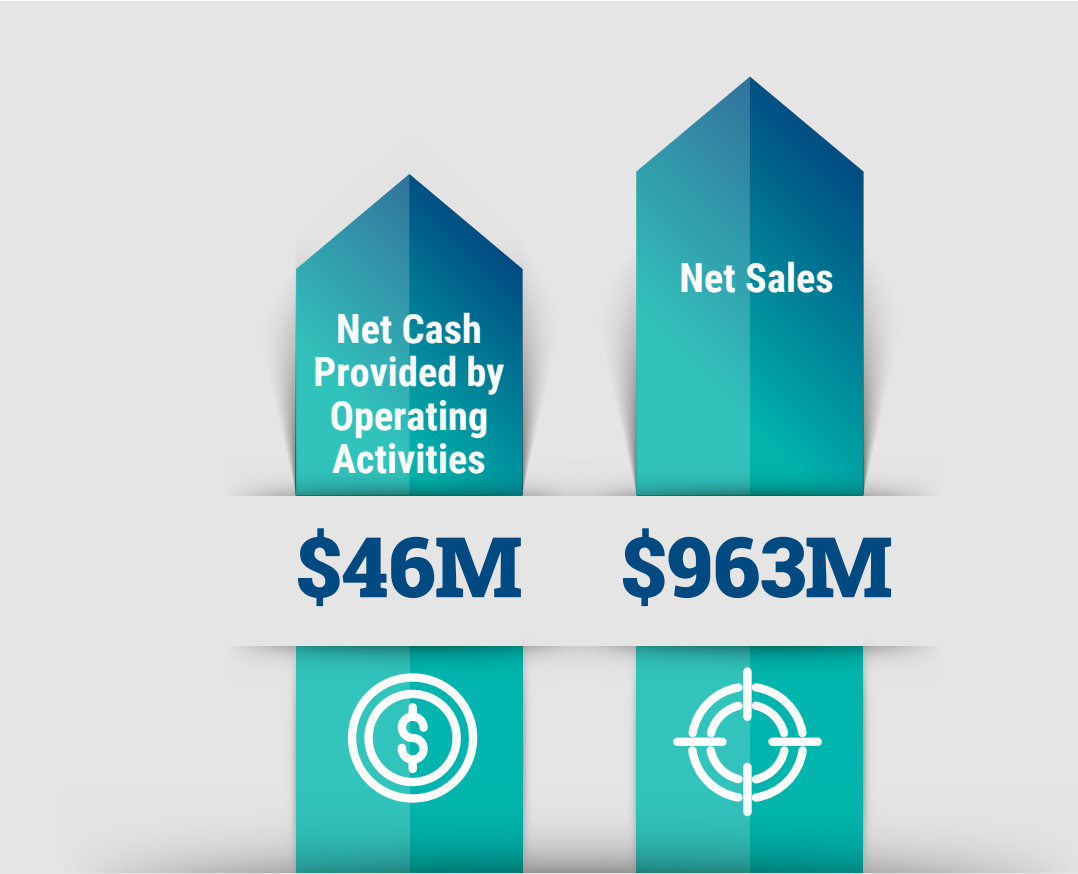
Process
Enterprise Risk Management

Our Enterprise Risk Management ("ERM") process drives resource allocation to identify and prioritize potential risks to the company. Last fiscal year, a new risk survey was introduced and readministered this year to have a consistent and repeatable ERM process. For more information on the ERM process, please see Columbus McKinnon's *FY2024 Corporate Sustainability Report*.

ACT

Q4
Risk Survey ELT & ELT-1

RESET

Q3
ELT Check-In

Q1
Facilitated Discussion with ELT

Quarterly ELT Review of Action Plans

CHECK

PLAN

Ongoing
Plans Executed

Q2
Mitigation Plans Developed & Submitted

DO

Columbus McKinnon
CORPORATE SUSTAINABILITY REPORT FY24
FOURTH EDITION

Click above for last year's Corporate Sustainability Report.

ERM

Environmental, Social, and Governance risks are integrated into this process and are incorporated in the ESG Materiality Assessment.

Process
Cybersecurity

Cybersecurity

As cybersecurity threats become increasingly sophisticated, CMCO continually enhances its defenses to safeguard its systems and data. Our program is built on the concepts of Zero-Trust Security and consists of a multifaceted approach, utilizing advanced technology, cybersecurity risk assessments, quarterly 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 to threats to our digital assets. CMCO self-certifies against NIST 800-171. We also conduct frequent vulnerability assessments and penetration testing, perform annual Disaster Recovery rehearsals, run breach response scenario testing, and maintain a continuously updated 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 management and includes a cybersecurity and data privacy briefing at least quarterly. CMCO has not experienced a material cybersecurity breach in the last 5 years and has not incurred additional expenses for security breaches, related penalties, or settlements beyond budgeted amounts.

Supply Chain Management & Materials

Procurement Practices & Materials

The global regulatory landscape has shifted, driving companies and their supply chains to be more transparent and responsible. We have been working through numerous regulations, including but not limited to PFAS, product component, Russian Steel bans, conflict minerals, and human trafficking to ensure compliance amongst all laws. Columbus McKinnon is working diligently to ensure compliance and updating our policies and practices as necessary. See our policies below for more information on Columbus McKinnon's commitment to social and environmental responsibility within our supply chain.

- *Supplier Code of Conduct*
- *CMCO Terms and Conditions of Purchase*
- *Human Rights Policy*
- *Code of Conduct*
- *Conflict Minerals Policy*
- *Human Trafficking Compliance Plan*

Columbus McKinnon

People &
Social Impact

People & Social Impact

We believe that our employees are the foundation of our business, and it's their hard work, passion, commitment, and experience that drives our success. Our team, comprised of more than 3,400 employees around the world, is our greatest resource and is key to implementing our transformation, commercial, and operational initiatives.

We have built an open culture where great people have the opportunity to achieve their potential. We empower our people to be ambassadors of our purpose to move the world forward and improve lives, deliver an exceptional customer experience, and help grow our business. We encourage candid feedback, a broad range of opinions, innovative thinking, and, most importantly, passion about serving our customers.

We invest in resources to attract, develop, engage, reward, and retain top talent. We have defined leadership development programs at a variety of levels tailored to harness talent and provide succession planning opportunities deep into the organization. We believe our global team members provide industry-leading talent, bringing together diverse backgrounds and innovative, new ideas that fuel our continuous innovation.

Our ability to grow our business and navigate an evolving macroeconomic landscape is a testament to the durability of our business model and approach for achieving excellence. By doing the right things and treating people the right way – including the neighbors we serve, the communities where we live and work, and, of course, our invaluable employees – we are a stronger and more resilient organization. We work hard, have fun, and win together with a culture that empowers our team to serve our customers, community, and each other with ongoing opportunities for professional growth.
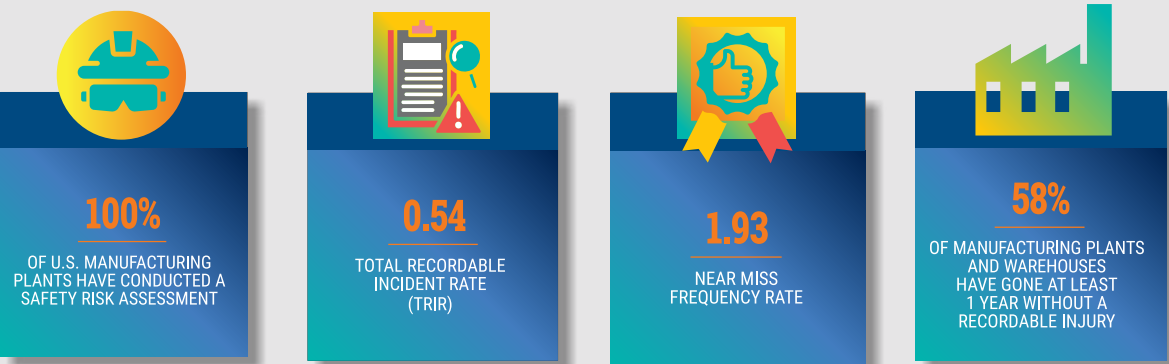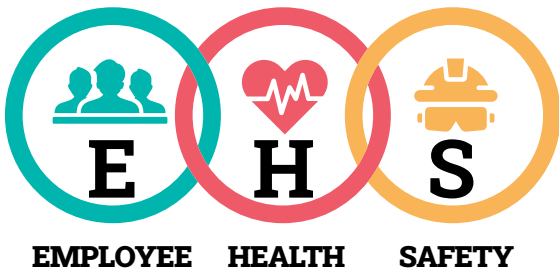
People & Social Impact
Occupational Health & Safety

At Columbus McKinnon, employee safety is our top priority and our commitment to continuous improvement in EHS activities is reflected every day in how we work. We continue to challenge our employees to be proactive in their safety approach to reduce risk and improve tasks performed regularly, or irregularly, in our operations. In FY2025, CMCO took the next step in improving our hazard ID program by adopting the mindset of "Find It – Fix It". With this program, we challenge the observer to immediately eliminate or mitigate the hazard that was found. By taking personal ownership in the immediate resolution of a hazard, we create a better working environment without delay. To ensure appropriate monitoring of Hazard ID completion, our safety KPI scorecard was updated to reflect an attainable goal for closure rate and tied to meeting the monthly overall scorecard requirements.

In continuation of our continuous improvement process in EHS, we introduced task-based risk assessments. By completing specific routine and non-routine task assessments, we can provide the individual factory's quantifiable risk scores and a broad view of risk in tasks performed. This allows the manufacturing facilities to approach safety in a more proactive way that focuses on reduction of risk and introduction of controls into processes to lower the overall risk score. This is especially effective as CMCO addresses risk before an incident occurs. In November of FY2025, CMCO held a first-of-its-kind risk assessment blitz at our Chattanooga Forge in Tennessee. A team of operations and safety professionals spent four days blitzing the forge and completed 300 task-based risk assessments as well as identified 250+ Hazard IDs. Moving forward, CMCO will be conducting this risk assessment blitz at different factories throughout the business.
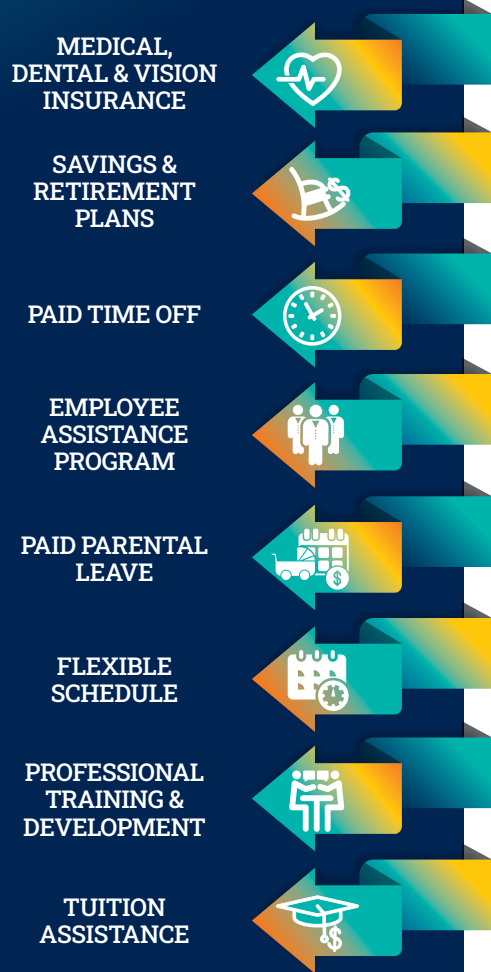
CMCO partnered with an outside vendor to standardize its lockout/tagout procedures across the business to ensure employees have clear and accurate equipment specific lockout procedures. Equipment now has procedures affixed to the machines that are printed on a hard plastic placard. This standardization allows those who use the equipment and those who travel to different sites to easily recognize a CMCO lockout procedure. It also identifies each energy isolation point on the equipment with a highly visible indicator placard that aligns with the lockout procedure, ensuring employees can accurately and easily lockout the equipment being serviced or maintained.

EMPLOYEE   **HEALTH**   **SAFETY**

100%
OF U.S. MANUFACTURING PLANTS HAVE CONDUCTED A SAFETY RISK ASSESSMENT

0.54
TOTAL RECORDABLE INCIDENT RATE (TRIR)

1.93
NEAR MISS FREQUENCY RATE

58%
OF MANUFACTURING PLANTS AND WAREHOUSES HAVE GONE AT LEAST 1 YEAR WITHOUT A RECORDABLE INJURY

People & Social Impact
Employee Engagement & Satisfaction

US BENEFITS

MEDICAL, DENTAL & VISION INSURANCE

SAVINGS & RETIREMENT PLANS

PAID TIME OFF

EMPLOYEE ASSISTANCE PROGRAM

PAID PARENTAL LEAVE

FLEXIBLE SCHEDULE

PROFESSIONAL TRAINING & DEVELOPMENT

TUITION ASSISTANCE

At Columbus McKinnon, our Human Resources Strategic Framework is designed to foster a culture of inclusiveness, growth, and opportunity through people-driven programs with excellence and intention around how we engage our more than 3,400 dedicated employees. Our framework is built on five pillars – Attract, Develop, Engage, Retain, and Reward – a cornerstone designed to unlock the potential of our employees and recruit top talent. This ensures our workforce is equipped to meet the evolving demands of the increasingly competitive global manufacturing industry.

We see a clear throughline in every CMCO employee's lifecycle, from recruitment and onboarding to training, compensation, performance management, and rewards. Success begins and ends with investment in modern human resources' practices and engagement with the changing needs of employees and the business' Mission, Vision, Purpose, and core Values. With this mindset, we create an environment where an organization of diverse people with different perspectives can focus on their role in executing the company's goals knowing they are being supported and cared for as a valued member of the CMCO team. It's just a part of how we do business.

In executing our strategy in FY2025, we further aligned the organizational structure to better support the business, acquiring talent to drive our growth initiatives, footprint consolidation efforts, and employee engagement goals.

This framework continues to be integral to CMCO's goal of becoming an employer of choice around the world. By investing in our people, we are building a resilient and innovative workforce that is poised to transform our company into the global leader in safe and productive intelligent motion solutions.

Engagement Survey
Columbus McKinnon completed its fourth annual engagement survey in FY2025 using the results to drive further improvements throughout the company. Based on previous surveys, we implemented town halls, new professional development programs, and enhanced employee flexibility for a better work-life balance. FY2025's survey further emphasized CMCO's opportunity for more communication and engagement. As a result, CMCO:

- *Began Americas & EMEA/APAC town halls*
- *Increased the frequency of local town halls*
- *Developed cross-product training for customer services and sales teams*
- *Implemented daily management visual communication boards at EMEA plants*
- *Held summer parties in EMEA and APAC regions*
- *Hosted local family days at our offices and plants*
- *Prioritized sharing customer feedback by connecting them to our Values*

65% Overall Engagement Score

73% Overall Inclusion Score

89% Participation/Feedback on Engagement Survey

80% of employees say that their immediate supervisor/manager supports their efforts to balance work and personal life

75% of employees feel that they are part of a team

77% of employees feel that we treat our employees with dignity and respect

82% of employees say that they are comfortable being themselves

80% of employees say that they trust their supervisor/manage

People & Social Impact
Employee Engagement & Satisfaction-
Think Global, Celebrate Local

On June 14, hundreds of employees in Europe, the Middle East, Africa, and Asia-Pacific hosted their version of a *"Think Global, Celebrate Local Event,"* a one-day employee celebration happening across most plants and offices in EMEA & APAC.

People & Social Impact
Employee Engagement & Satisfaction -Think Global, Celebrate Local

People & Social Impact
Employee Engagement & Satisfaction

Employee Demographics

U.S. Race & Ethnicity

- **74.7%** White
- **12.4%** Black or African American
- **6.0%** Asian
- **4.6%** Hispanic or Latino
- **1.7%** Two or More Races
- **0.3%** American Indian/Alaskan Native
- **0.1%** Native Hawaiian or Other Pacific Island
- **0.2%** Unspecified

Global Demographics

Percent of Employees by Gender

78%   **22%**

Leadership Roles by Gender

78%   **22%**

Percent of New Hires by Gender

81%   **19%**

People & Social Impact
Employee Engagement & Satisfaction

The Women's Influence Network (WIN) at Columbus McKinnon is an employee resource group dedicated to championing, inspiring, and empowering women within the organization. We encourage everyone to participate in our WIN events regardless of gender.

In FY2025, WIN elevated its speaker series by hosting a Women's Equality Day panel featuring internal employees. Key discussion points during the panel included mentorship and role models, where some panelists emphasized the impact of their first manager on their early development and professional growth, as well as gender advantages in the workplace, where a discussion was had around how being a woman can allow them to bring empathy and promote collaboration within their teams, advocating for work-life balance and inclusivity.

Other topics included common challenges with being women in manufacturing, myths and stereotypes that should be struck down, influential moments in history, how to support women in their careers, and even favorite female characters or characterizations in pop culture. The discussion concluded with a call to action for everyone to support each other, promote inclusivity, and continue advocating for gender equality in the workplace.

To kick off 2025, the group introduced its first live external speaker at headquarters in North Carolina, who shared valuable insights on authenticity, productivity, work/life balance, and staying grounded.

CMCO
Women's Influence Network Presents...

Women's Panel Discussion

We Celebrate Our Veterans

After a global town hall meeting in our Damascus, Virginia, plant, Columbus McKinnon President and CEO David J. Wilson celebrated Veterans Day with plant employees. The celebration included a catered barbeque lunch, custom-designed cakes, and lots of laughs and stories. Thank you again to all of our veterans, both at Columbus McKinnon and around the world.

People & Social Impact
Employee Engagement & Satisfaction

APRIL	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH
Earth Day	Juneteenth	Independence Day	Women's Equality Day	Labor Day	Hispanic Heritage Month	Thanksgiving	Christmas Hanukkah First day of Kwanzaa	Martin Luther King Jr. Day	Black History Month	Women's History Month
	Pride Awareness Month					Veterans Day	International Day of Persons with Disabilities			
						Native American Heritage Month				

People & Social Impact
Employee Engagement & Satisfaction

	Female	Male	Non-Binary	Total
Number of Permanent Employees by Gender	753	2,677	0	3,430
Number of Full-Time Employees by Gender	663	2,631	0	3,294
Number of Part-Time Employees by Gender	90	46	0	136

|	APAC	EMEA	LATAM	NOAM	Total
Number of Permanent Employees by Region	175	1,411	273	1,571	3,430
Number of Full-Time Employees by Region	175	1,297	270	1,552	3,294
Number of Part-Time Employees by Region	0	114	3	19	136

People & Social Impact
Succession & People Development

Learning in Motion

The Talent Team continues to expand the Learning in Motion program each year to support and prepare employees for leadership and develop marketable skills and competencies to help them achieve their full potential while strengthening the company as it looks to meet its objectives. Learning in Motion is designed to grow and develop employees currently in leadership roles as well as employees who are interested in becoming leaders, introducing employees to new critical skills and sharpening existing competencies. This four-level program contains level-specific learning objectives to provide consistent learning and coaching to employees at various levels of leadership. The programs are offered on an annual basis based on need for a specific program. We measure Learning in Motion's success through the promotions of participating employees following their graduation from the program.

1,994 Training hours through Learning in Motion in FY2025

12% Of attendees in FY2025 were promoted within the year

LEARNING in MOTION

CMCO
INTELLIGENT MOTION
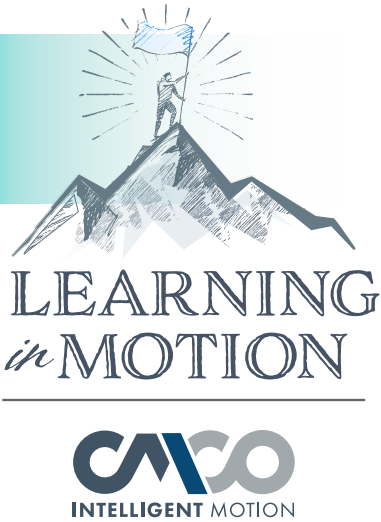
Lean Certification Program

Our CMCO Lean Continuous Improvement (CI) Program, spearheaded and supported by President and CEO David Wilson, started in June 2024. The training program's main objective is to train and proliferate Lean Process Improvement methodology and culture across our company. The program serves as an important support pillar to our company values and plays an integral role within our Columbus McKinnon Business System (CMBS).

The program covers comprehensive classroom training and test of application on core Lean/CI subject modules. These subject modules are critical to candidates for their daily problem solving and project leadership activities. Upon the candidate's completion of all the training modules, together with proof of sound application and mastery in the taught subjects, trainees will be certified as CMCO Lean Practitioners. We have trained nearly 100 employees to date.

CMCO

- TPM
- Transformation Change
- Standard Work
- Visual Management
- Problem Solving
- Daily Management
- 5S Tools
- Lean 101

LEAN 101

People & Social Impact
Succession & People Development

Performance Management

Using our performance tool in HRIS, managers monitor and evaluate employees' work using the SMART goals and objectives developed at the start of the fiscal year. Performance management's goal is to create an environment where people can perform to the best of their abilities and produce the highest-quality work most efficiently and effectively. Employees and managers are trained biannually on successful goal setting and performance review.

YEAR-END

MID-YEAR

GOAL SETTING

PERFORMANCE
MANAGEMENT

U.S. Summer Internship Program

At Columbus McKinnon, we provide college students with valuable hands-on experience through our internship program. These opportunities are designed to align with our business needs and vary by location. During the 10-week program, our interns work on critical projects and gain practical experience through on-the-job learning. Our internships offer exciting career development in fields such as finance, engineering, information services, communications, human resources, and more.

Located in several different locations across the United States, our Summer 2024 interns made a significant impact on business needs. From creating an interactive dashboard in Power BI to creating equipment prototypes for our conveying products, our interns worked on and executed integral projects across multiple functions at CMCO. We are incredibly proud of their achievements and look forward to seeing their continued growth and success in their careers.

People & Social Impact
Succession & People Development

German Student Programs

In Germany, our student program is tailored to all types of students and disciplines. Our programs offer a comprehensive suite of vocational training opportunities, including specialized tracks for industrial mechanics, warehouse specialists, electronics technicians, and industrial electricians. Additionally, we provide a dual study program that allows students to balance part-time employment with their university studies. This cooperative approach enables students to not only complete their vocational training, but also to continue their education and obtain a Bachelor's degree, ensuring a well-rounded and practical educational experience.

People & Social Impact
Workers in the Value Chain

The Company is committed to upholding the integrity and fair treatment of all workers in our value chain, and we expect the same from our global business partners, without exception. We explicitly recognize certain fundamental human rights and operate consistently with the principles of the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's core standards core standards, and the United Kingdom Modern Slavery Act. We have adopted company policies, practices, and procedures to reflect and implement these broad commitments, including our Code of Conduct, Company Values, Human Rights Policy, and Human Trafficking Compliance Plan.

100% of required Procurement and Human Resources employees completed human trafficking compliance training.

CMCO treats all employees equally and provides them with safe working conditions, fair wages and reasonable working hours, and rest breaks, regardless of job responsibilities or location. CMCO compensates employees competitively relative to the industry and local labor market and in accordance with the terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable minimum wages, work hours, rest periods, and overtime laws. We provide our employees with holiday leave in accordance with the laws and regulations of the country and/or state where they work.

We strictly prohibit slavery or human trafficking of any kind in our operations or supply chain. As such, we take a zero-tolerance approach to suppliers and other third-party business partners that knowingly and willingly participate in such unquestionable and indefensible violations of basic human rights. We further recognize the rights and freedoms of indigenous peoples and act consistently with these principles when conducting our business. Employees can report violations confidentially via the internet using the company's *EthicsPoint website* or via telephone using the toll-free number posted at each CMCO location. More information about our expectations regarding workers in the value chain can be found in our Human Rights Policy.

This year, we introduced our Combating Human Trafficking Compliance Plan (the "Plan"), which is meant to supplement the Company's policies pertaining to human rights and human trafficking and to be a practical resource and a compliance plan for applicable human trafficking laws and regulations that impact the company's business practices. The purpose of the Plan is to ensure the Company's employees and its contractors, subcontractors, suppliers, agents, and other third-party representatives (collectively, "Business Partners") comply with applicable company policies and human trafficking laws and regulations globally. The Plan includes employee training requirements, additional supplier acknowledgements, and mechanisms for reporting human trafficking concerns. If we receive any information regarding human trafficking or other human rights violations, we act immediately to investigate and remediate the situation.

People & Social Impact
Labor Relations & Employee Rights

37% of our global employees fall under labor contracts or collective bargaining agreements. Therefore, it is imperative that Columbus McKinnon maintains collaborative relationships with those employees and their representatives. We are committed to upholding the freedom of association and recognizes the right of collective bargaining. Although we consider our relations with our employees to be respectable and further believe that a third party is not needed to regulate our relationship, we fully respect our employees' right to form or join a labor union without fear of retaliation, intimidation, or harassment. Where a legally recognized labor union represents employees, we will always work to establish good relationships, engage in constructive dialogue, and bargain in good faith with freely chosen representatives.

Quarterly Town Halls Highlight:
Every quarter, President and CEO David Wilson holds a town hall, which is broadcasted live to employees around the world and features key updates and a question & answer session. The global town hall includes topics like the company's financial performance, engagement initiatives, customer experiences, and production updates.

Actions included in our collective bargaining agreements:

Health & Safety:
- Tool Box Talks weekly/ monthly
- Town halls covering any safety related items
- Union monthly safety meeting with USW representatives
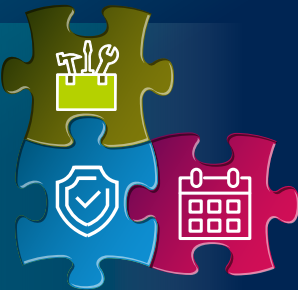
Training:
- Annual CMCO Harassment Training
- Leader 1:1 with HR Harassment Training
- Leader 1:1 with HR on engagement activities (respect, active listening)
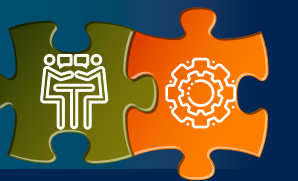- Harassment Training for US employees

Environment:
- HR daily plant walks
- Ensuring open door policy by all leadership
- HR hours to mirror covering all shifts
- Leadership taking immediate actions on concerns

Career Growth:
- Sharing current openings
- Providing resources for additional skill training when available

People & Social Impact
Customers & End Users

At Columbus McKinnon, we connect safety to everything we do. We are committed to building the safest, highest-quality products on the market and promoting the safe and efficient use of all of our equipment through our comprehensive training programs. We design every product with safety in mind. Whether it's dual braking systems, unique hoists that keep operators out of the load path, capabilities to ensure ergonomic operation, or automation intelligence that helps our end users ensure safety within their facility, safety remains our focus.

Some of our most recent safety-forward innovations include our Intelli family of automation solutions. Intelli-Protect™ No Fly Zone Technology limits the risk of crane collisions, increasing safety for equipment and personnel, while Intelli-Lift™ is a safe lifting feature that detects load misalignment or snags to ensure loads are lifted as safely as possible. One of our newest products, the CM® BatteryStar™ battery-powered chain hoist, helps ensure operator and hoist safety with features such as a wireless remote control that keeps the operator out of the load path and built-in intelligence that alerts the operator of an overload condition. From manual hoists to complete crane controls, our products help ensure our customers get the job done and their workers get home safely.

Our 150-year journey has been a testament to the strong partnerships we've built with our distributors and end customers worldwide. To further strengthen these relationships, we hosted two dynamic regional customer events in FY2025, showcasing our capabilities and aligning our customers with our Company's vision.

North American Strategic Partner Conference:
Our April 2024 event in Las Vegas, NV was a milestone, marking the first time our lifting and conveyance customers gathered at a single conference. Attendees had the opportunity to hear from our leaders and industry experts, engage in insightful Q&A sessions, and network with peers and our team. The conference featured interactive demos and engaging product experts from both the lifting and conveyance sectors. Together, we identified new opportunities to integrate these product lines, enhancing our reach in the material handling industry.

European Customer Exchange & Show:
In May 2024, we hosted our inaugural customer event in Augsburg, Germany, welcoming over 400 customers from 40 countries. This event aimed to deepen existing relationships and forge new connections with our customers in Europe, the Middle East, Africa, and the Asia-Pacific region. Highlights included presentations on economic market trends and key industry insights, focused breakout sessions, and networking opportunities to exchange innovative ideas. Live demos of our most cutting-edge products allowed customers to see firsthand how we develop customized solutions to tackle unique challenges. These interactions underscored our commitment to adapting our systems to meet specific customer needs.

People & Social Impact
Local Communities

CMCO Donates $25,000 to Local Habitat for Humanity Organizations

Improving lives is the crux of Columbus McKinnon's purpose and something we actively focus on in the communities we operate. One organization that plays an important part in improving communities is Habitat for Humanity. For the past few years, Columbus McKinnon has supported Habitat with donations and volunteers for build days in our local communities.

This year, to further support the organization's mission to help people build strength, stability, and self-reliance through shelter, Columbus McKinnon donated $15,000 to Habitat for Humanity of the Charlotte Region and $10,000 to Habitat for Humanity of the Greater Chattanooga Area. These donations were made through the CMCO Cares program.

"We are honored to support Habitat for Humanity in its mission to ensure everyone has access to decent, affordable housing," said David Wilson, President and CEO. "Our company believes in giving back to the community and making a positive impact on the lives of those around us."

By partnering with organizations like Habitat for Humanity, we support our culture of compassion and community involvement. Our donation will directly support the construction of new homes and the renovation of existing structures, providing safe and affordable housing for families in need. Specifically in Charlotte, the donation will help rebuild homes and support those who were impacted by Hurricane Helene.

People & Social Impact
Local Communities

University of North Carolina – Charlotte Niner Career Challenge
For the second consecutive year, Columbus McKinnon is proud to participate in the Niner Career Challenge at University of North Carolina - Charlotte, a scholarship program aimed at encouraging student involvement in campus activities. This scholarship is available to students who actively participate in various career readiness activities and events through the Career Center. The scholarship is raffled off to students with the highest participation, rewarding those who are most engaged in their future. This year, CMCO was excited to award an engineering student in the graduate program with the scholarship.

University of Wisconsin – Milwaukee Corporate Partnership
In FY2025, Columbus McKinnon became a Gold Corporate Partner at the University of Wisconsin – Milwaukee. As part of the partnership, CMCO representatives attended resume review workshops, career fairs, information sessions, among other events. Our objective is to position Columbus McKinnon as a premier employer for students and graduates. By actively engaging with the students at UWM, we aim to attract top talent, foster meaningful connections, and support the professional development of future industry leaders. This partnership underscores our commitment to investing in the next generation of innovators and professionals.

Herbert P. Ladds Scholarships
The Herbert P. Ladds Scholarship was established to honor the legacy of Herbert Ladds Jr., who served as the president and CEO of Columbus McKinnon. During his tenure from 1982 until his retirement in 1998, Ladds significantly expanded the company, leaving a lasting impact on its growth and success. Sadly, Ladds passed away in 2017, but his contributions continue to be remembered through this scholarship.

Each year, the Herbert P. Ladds Scholarship is made available to all children of Columbus McKinnon U.S. employees, provided all other eligibility criteria are met. This scholarship aims to support the educational aspirations of the recipients, helping them to achieve their academic and career goals while honoring the memory of a remarkable leader.

The Herbert P. Ladds Scholoarship helps children achieve their academic and career goals while honoring the memory of a remarkable leader

See CMCO's community website for more community engagement events.

Columbus McKinnon

Planet: Our Commitment to the Environment

CMCO
INTELLIGENT MOTION

Planet
Emissions & Potential Climate Impact

We started our emissions reduction journey five years ago and have seen measurable progress since. Our Green Teams ensure we have a strong foundation for informed decision-making related to environmental stewardship. Our primary focus continues to be on reducing emissions from our operations to minimize our environmental footprint. Through careful assessment, we have determined that our climate-related risk is predominantly transitional rather than physical, largely due to the continuously evolving landscape of climate and emissions regulations. While our assembly-based operations naturally produce lower emissions compared to other industrial manufacturing companies, we recognize the importance of reducing our environmental impact. The Green Teams focus on emission reduction activities with an emphasis on employee engagement, education and transparency in reporting. Resilience is central to our commitment to Corporate Sustainability and we continuously seek opportunities for positive impact. Our emissions intensity (overall emissions/ revenue) decreased 30% since we began monitoring our emissions in FY2021. We continue to grow our businesses while reducing our environmental impact.

As an international company, we are subject to global climate reporting requirements through multiple regulations. We proactively adapt our governance processes – aligned with TCFD – to meet evolving disclosure expectations and regulatory standards. Given the transitional nature of our climate-related risks, we have concentrated our resources on identifying relevant regulations, determining how they impact our business, and ensuring compliance to mitigate any risks effectively. For more information, refer to pages 50 - 51 for our TCFD Index. With the wave of upcoming global regulations, we are realigning our processes to ensure compliance and investing in new technology. This includes changing the way we calculate our scope 3 emissions. While we work through this transition, we are not reporting our scope 3 emissions for FY2025.

CMCO GREEN TEAM

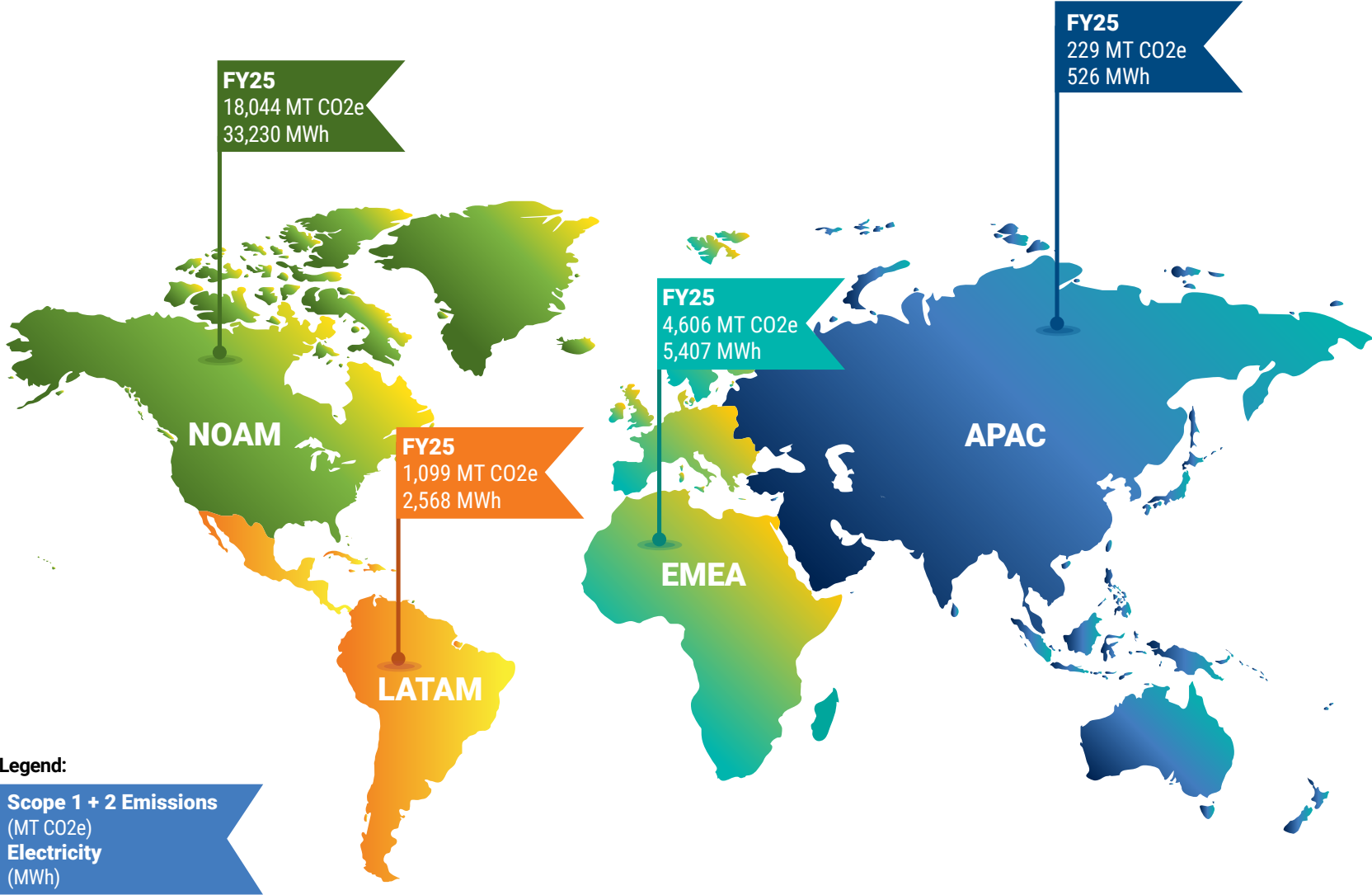## Environmental Data Table

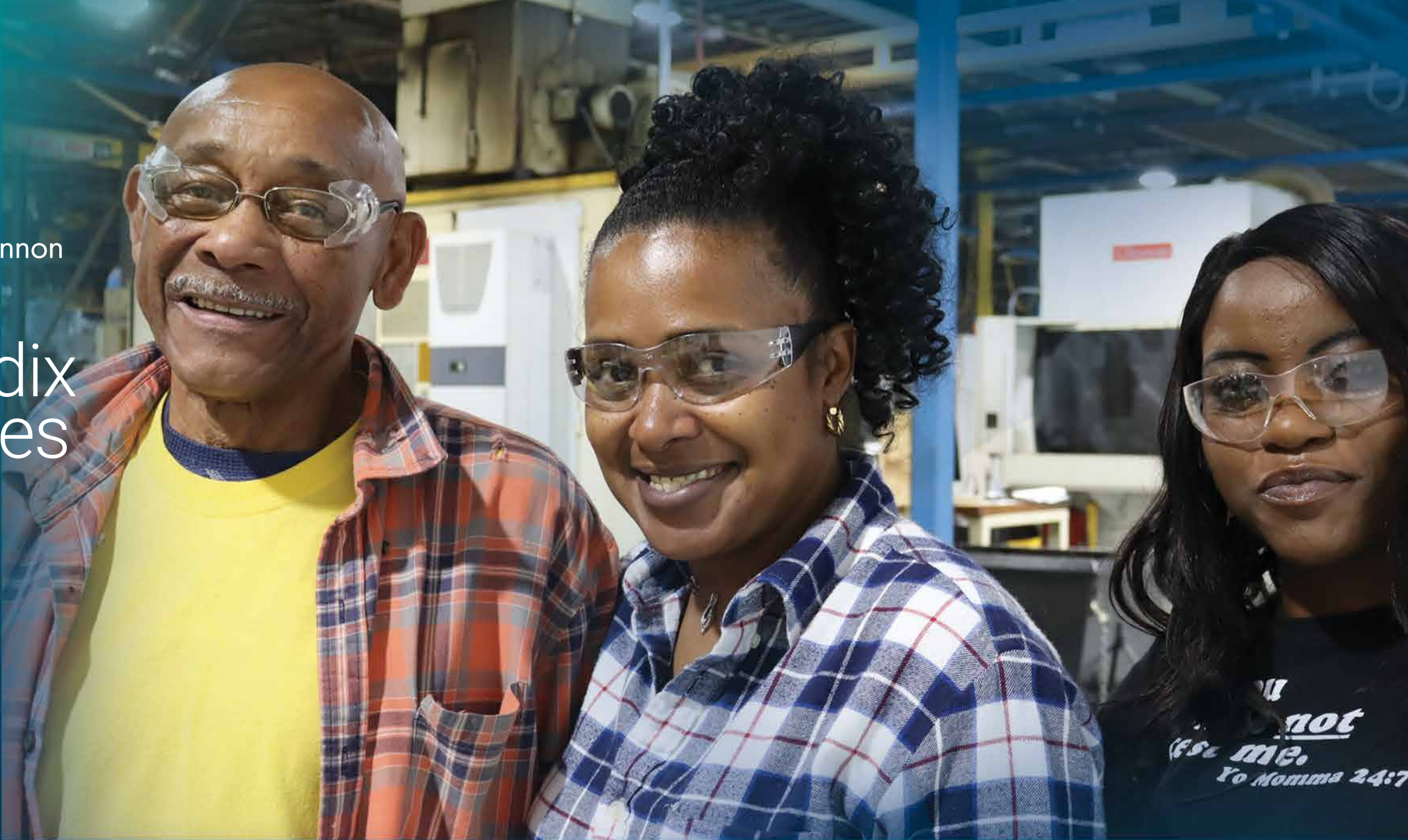| Environmental Data Table	Unit of Measure	FY25	FY24	FY21
Total Energy	**Megawatt Hour**	**81,680**	**79,212**	**84,914**
Natural Gas & Propane Usage	Megawatt Hour	32,015	32,092	45,180
Electricity Usage	Megawatt Hour	41,731	40,215	33,239
District Heating Usage	Megawatt Hour	1,173	1,405	1,575
Fleet Fuel Usage	Megawatt Hour	6,761	5,500	4,920
Renewable Energy	**Megawatt Hour**	**4,025**	**3,846**	**2,884**
US Grid Mix Renewable Energy	Megawatt Hour	3,181	3,247	-
Non-US Grid Mix Renewable Energy	Megawatt Hour	536	262	-
On-Site Renewable Energy	Megawatt Hour	308	337	-
Energy Intensity	**Megawatt Hour per Million USD**	**87**	**78**	**-**
Total Emissions	**Metric Ton CO2e**	**23,978**	**22,219**	**24,204**
Scope 1 Emissions	Metric Ton CO2e	7,684	7,379	9,362
Scope 2 Emissions	Metric Ton CO2e	16,294	14,840	14,842
Total Emissions per Revenue Dollar - Scope 1 & 2	Metric Ton CO2e per Million USD	26	22	37
Total Waste	**Metric Ton**	**6,829**	**7,621**	**4,857**
Waste Sent to Landfill	Metric Ton	560	590	661
Waste Diverted from Landfill	Metric Ton	6,269	7,031	4,196
Metal Scrap Recycled	Metric Ton	4,421	4,697	3,164
Wood and Cardboard Recycled	Metric Ton	1,499	2,007	830
Other Waste Recycled	Metric Ton	243	217	202
Waste Incinerated for Energy	Metric Ton	106	110	-
Water	**M3**	**115,531**	**85,473**	**81,823**

Planet
Energy, Waste & Pollution

In 2020, each site had a different level of sustainability integrated throughout their operations and processes. To create a unified approach, we established a global alignment on our goals to ensure a shared commitment to environmental stewardship. In FY2025, new machine lines and equipment have increased efficiency and safety while lowering overall energy usage. Building improvements across sites have continued to reduce energy loss as well. Sites have been installing electric vehicle charging stations to meet the growing demand from employees for clean commuting options.

To manage material waste in operations, new machines designed to minimize metal scrap have been introduced, helping to conserve resources and streamline production. For the second year in a row, 92% of waste was diverted from landfill. This is largely due to the new waste management practices sites have implemented and educating employees on their proper use. This demonstrates our ability to expand operations while reducing our overall waste production and waste sent to landfill. Through these combined efforts, the company is making significant strides toward a more sustainable future.

FY25
18,044 MT CO2e
33,230 MWh

FY25
229 MT CO2e
526 MWh

FY25
4,606 MT CO2e
5,407 MWh

FY25
1,099 MT CO2e
2,568 MWh

NOAM

LATAM

EMEA

APAC

Legend:

Scope 1 + 2 Emissions
(MT CO2e)
Electricity
(MWh)

Columbus McKinnon

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3 GOOD HEALTH
AND WELL-BEING

8 DECENT WORK AND
ECONOMIC GROWTH

9 INDUSTRY, INNOVATION
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12 RESPONSIBLE
CONSUMTION
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13 CLIMATE
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17 PARTNERSHIPS
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INTELLIGENT MOTION

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About This Report

In this report, we share our approach to our business and Environmental, Social and Governance efforts. In it, we provide an overview of who we are as a company, our ESG commitments, how we engage stakeholders, and our approach to addressing our sustainability-related impacts. The scope of applicable portions of this Report has been determined based on sustainability priorities, which are addressed in the Materiality section. CMCO's material ESG factors may not meet the threshold for financial materiality required for SEC filings.

We believe that, as an organization, our actions at any level have an enduring impact on our world. Through this report, we share the story of how, at Columbus McKinnon Corporation, living sustainability begins with our employees and customers and carries through to our leadership.

Unless otherwise stated, the scope of this report includes Columbus McKinnon's operations and encapsulates our 17 manufacturing facilities and 43 sales offices, distribution centers, and warehouses across the globe for the reporting period and does not address the business or operations of our suppliers or other business partners.

Our reporting is guided by widely-used voluntary reporting frameworks, including the GRI Standards, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD). A content index is included as a tool to help readers more easily locate relevant information across this Report as well as from Columbus McKinnon's web-based resources.

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 sustainability priorities 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 Corporate Sustainability programs can be found on the *Columbus McKinnon website*, under 'About Us'.

Reporting Period:
This report reflects Columbus McKinnon's ESG data for its Fiscal Year 2025 (April 1, 2024 – March 31, 2025) unless otherwise stated.

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 Fifth Annual Corporate Sustainability Report. Our most recent report was released in June of 2024.

Reporting Standards:
- Columbus McKinnon has reported in reference with the GRI Standards for the period from 1 April 2024 to 31 March 2025.
- 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 disclose our climate-related information through a TCFD Index and through our CDP Climate Change survey response.

Restatements of Information and Changes in Reporting:
- During the fourth quarter of fiscal 2025, the Company announced that it would be relocating one of its Precision Conveyance factories in the U.S. into its manufacturing facility in Hartland, Wisconsin. Further, the Company will also be consolidating its Latin American Precision Conveyance Business into its manufacturing facilities in both Hartland, Wisconsin and Monterrey, Mexico.
- On July 31, 2024, the Company announced that it would relocate its North American linear motion operations from Charlotte, North Carolina ("Charlotte Manufacturing Operations") to its manufacturing facility in Monterrey, Mexico.
- Scope 3 greenhouse gas emissions will not be reported for FY2025 as we are preparing to meet upcoming regulations and reevaluating our processes.

Report Contact:
Elizabeth Chapman, Associate General Counsel and Director, Corporate Social Responsibility; *corp.esg@cmco.com*

Appendix & Indices
About This Report

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, and are subject to the safe harbor created thereby under the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical or current fact, included in this report are forward-looking statements. Forward-looking statements reflect our current expectations and projections relating to our plans, objectives, future performance and business. These statements can be identified by the use of forward-looking words, such as "anticipate," "estimate," "expect," "project," "plan," "intend," "believe," "may," "will," "would," "should," "could," "can have," "future," "likely," "target," "possible," "intend," and other words and terms of similar meaning (including their negative counterparts or other various or comparable terminology). For example, all statements we make relating to our ESG and sustainability priority targets and objectives are forward-looking statements. All forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from those that we currently expect, including those described under the sections entitled "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in our Annual Report on Form 10-K for the fiscal year ended March 31, 2025, filed with the Securities and Exchange Commission (the "SEC") on May 28, 2025.

While we believe that the forward-looking statements in this report are reasonable, we caution that it is very difficult to predict the effect of known factors, and it is impossible for us to anticipate all factors that could affect our actual results. All written and oral forward-looking statements attributable to us, or persons acting on our behalf, are expressly qualified in their entirety by the cautionary statements as well as other cautionary statements that are made from time to time in our other filings with the SEC and public communications. You should evaluate all forward-looking statements made in this report in the context of these risks and uncertainties.

We caution you that the risks described in our filings with the SEC may not contain all of the risks that are important to you. In addition, we cannot assure you that we will realize the results, targets or objectives we expect or anticipate or, even if substantially realized, that they will result in the outcomes or affect us or our operations in the way we expect. The forward-looking statements included in this report are made only as of the date hereof and are based on our current expectations. We undertake no obligation to publicly update or revise any forward-looking statement as a result of new information, future events or otherwise except to the extent required by applicable law.

Indices
UNSDGs

SDG	Material Factor	Connection to Goals and Targets
#1 No Poverty	Economic Performance & Long-Term Value Creation, Employee Engagement & Satisfaction, Local Communities	Feedback on engagement survey % of employees that feel we treat our employees with dignity and respect % of employees that say they are comfortable being themselves % of employees that say they trust their supervisor/manager Number of engagement events within communities
#2 Zero Hunger	Local Communities	Number of engagement events within communities
#3 Good Health and Well-Being	Supply Chain Management, Occupational Health & Safety	Total Recordable Incident Rate Near Miss Frequency Rate Lost Time Rate Experience Modification Rate Hazard ID Completion Rate Fatality Rate
#4 Quality Eduction	Local Communities	Number of engagement events within communities
#7 Affordable and Clean Energy	Emissions & Potential Climate Impact, Energy	% of annual capital expenditure projects with a sustainability component
#8 Decent Work and Economic Growth	Economic Performance & Long-Term Value Creation, Employee Engagement & Satisfaction, Succession & People Development, Labor Relations & Employee Rights	Feedback on engagement survey % of employees that feel we treat our employees with dignity and respect % of employees that say they are comfortable being themselves % of employees that say they trust their supervisor/manager
#9 Industry, Innovation and Infrastructure	Economic Performance & Long-Term Value Creation, Customers & End Users	
#10 Reduced Inequalities	Employee Engagement & Satisfaction, Labor Relations & Employee Rights	Feedback on engagement survey % of employees that feel we treat our employees with dignity and respect % of employees that say they are comfortable being themselves % of employees that say they trust their supervisor/manager Number of engagement events within communities
#11 Sustainable Cities and Communities	Employee Engagement & Satisfaction, Workers in the Value Chain, Local Communities	Feedback on engagement survey % of employees that feel we treat our employees with dignity and respect % of employees that say they are comfortable being themselves % of employees that say they trust their supervisor/manager Number of engagement events within communities
#12 Responsible Consumption and Production	Supply Chain Management, Materials, Waste & Pollution	% of solid waste diverted from landfill
#13 Climate Action	Emissions & Potential Climate Impact	% of annual capital expenditure projects with a sustainability component
#15 Life on Land	Waste & Pollution	% of solid waste diverted from landfill
#16 Peace, Justice and Strong Institutions	Economic Performance & Long-Term Value Creation, Enterprise Risk Management, Cybersecurity, Business Ethics & Compliance Management, Board & Management Effectiveness	% of employees with internal network access trained on our business code of conduct % of employees that say they know how to report unethical business conduct % of employees that say they would feel comfortable reporting a violation of company policies or standards of conduct if they were to observe one
#17 Partnerships For The Goals	Business Ethics & Compliance Management	

Indices
TCFD

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 and 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, major plans of action, risk management policies, and 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.

Metrics & Targets	
Recommended Disclosure	**Disclosure Summary**
Climate-related risks and opportunities identified	Short-term - 0-2 years. At this time, we have not identified any material climate-related risks. Since our climate-related risks are transitional in nature, our short-term focus is to identify and understand the implications of 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 analyzing emissions data internally to understand our impact, risk, and opportunities and set targets. Medium-term - 2-5 years. Columbus McKinnon will continue to invest in scope 1 & 2 emission reduction initiatives and adapt to changes to the regulatory landscape as needed. Long-term - 5-10 years. The long-term horizon will focus on public disclosure of scope 3 emission reduction targets and an emissions roadmap. We plan to evaluate potential investments in renewable energy, assuming we can engage in collaborative solutions and external partnerships and the infrastructure allows for viable options. 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.

Indices
TCFD

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 and 2. We look specifically at energy and 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: 7,684 Metric Ton CO2e Scope 2: 16,294 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 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.

Indices
GRI Index

Statement of Use	Columbus McKinnon Corporation has reported in accordance with the GRI Standards for the period April 1, 2024 through March 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI Standard/Other Source	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation	GRI Sector Standard Ref. No.
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	CMCO FY2025 *Annual Report* Pages 5-11				
	2-2 Entities included in the organization's sustainability reporting	CMCO FY2025 *Annual Report* Page 126				
	2-3 Reporting period, frequency and contact point	Page 47				
	2-4 Restatements of information	Page 47				
	2-5 External assurance	Not Applicable				
	2-6 Activities, value chain and other business relationship	Pages 8-12				
	2-7 Employees	Page 34				
	2-8 Workers who are not employees	Page 38				
	2-9 Governance structure and composition	CMCO FY2025 *Proxy Statement* Pages 6-8				
	2-10 Nomination and selection of the highest governance body	CMCO FY2025 *Proxy Statement* Pages 10-11				
	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	Page 18				
	2-13 Delegation of responsibility for managing impacts	Page 18				
	2-14 Role of the highest governance body in sustainability reporting	Page 18				
	2-15 Conflicts of interest	*Code of 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.				

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GRI Index

GRI

GRI Standard/Other Source	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation	LGRI Sector Standard Ref. No.
General Disclosures						
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	CMCO FY2025 *Proxy Statement* Page 8				
	2-18 Evaluation of the performance of the highest governance body	*Corporate Governance Policy*				
	2-19 Remuneration policies	CMCO FY2025 *Proxy Statement* Pages 32-33, 40-55				
	2-20 Process to determine remuneration	We involve independent consultants in determining renumeration. The results of the votes of stakeholders on remuneration polices can be found in the Form 8-k.				
	2-21 Annual total compensation ratio	CMCO FY2025 *Proxy Statement* Page 65				
	2-22 Statement on sustainable development strategy	Page 4				
	2-23 Policy commitments	Page 19				
	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 Conduct*				
	2-26 Mechanisms for seeking advice and raising concerns	*Code of Conduct*				
	2-27 Compliance with laws and regulations	Page 19				
	2-28 Membership associations	*Professional Associations*				
	2-29 Approach to stakeholder engagement	Page 14				
	2-30 Collective bargaining agreements	Page 39. 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.				

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GRI Index

GRI Standard/Other Source	Disclosure	Location
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 14
	3-2 List of material topics	Page 14
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	CMCO FY2025 *Annual Report* Page 40
	201-2 Financial implications and other risks and opportunities due to climate change	CMCO FY2025 *Annual Report* Pages 21-22
	201-3 Defined benefit plan obligations and other retirement plans	Page 28
Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 44
	302-3 Energy intensity	Page 44
	302-4 Reduction of energy consumption	Pages 44-45

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GRI Index

GRI Standard/Other Source	Disclosure	Location
Material Topics		
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 44
	305-2 Energy indirect (Scope 2) GHG emissions	Page 44
	305-4 GHG emissions intensity	Page 44
	305-5 Reduction of GHG emissions	Pages 44-45
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
GRI 306: Waste 2020	306-3 Waste generated	Page 44
	306-4 Waste diverted from disposal	Page 44
	306-5 Waste directed to disposal	Page 44
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 28
	401-3 Parental leave	Page 28
Labor/Management Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We follow all the required notice periods according to each location's legal requirements.

Indices
GRI Index

GRI Standard/Other Source	Disclosure	Location
Material Topics		
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 27. *Environmental Health and Safety Policy*
	403-2 Hazard identification, risk assessment, and incident investigation	Page 27
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 27
	403-5 Worker training on occupational health and safety	Page 27
	403-6 Promotion of worker health	Page 27
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 27
	403-9 Work-related injuries	Page 27
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 41-42

Indices
SASB

Sustainability Disclosure Topics & Metrics					
Topic	**Metric**	**Category**	**Unit of Measure**	**Response**	**Code**
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 294,047 (2) 99.26% (3) 0.74%	RT-IG-130a.1
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) 0.54 (2) 0 (3) 1.93	RT-IG-320a.1
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Litres per 100 tonne-kilometres	Columbus McKinnon does not manufacture medium- and heavy-duty vehicles.	RT-IG-410a.1
	Sales-weighted fuel efficiency for non-road equipment	Quantitative	Litres per hour	Columbus McKinnon does not manufacture any non-road equipment that require fuel sources.	RT-IG-410a.2
	Sales-weighted fuel efficiency for stationary generators	Quantitative	Kilojoules per litre	Columbus McKinnon does not manufacture stationary generators.	RT-IG-410a.3
	Sales-weighted emissions of (1) nitrogen oxides (Nox) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, © on-road medium- and heavy-duty engines and (d) other non-road diesel engines	Quantitative	Grammes per kilojoule	Columbus McKinnon does not manufacture engines.	RT-IG-410a.4
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	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.	RT-IG-440a.1
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Presentation currency	Columbus McKinnon does not remanufacture products, therefore there is no revenue from remanufactured products and remanufacturing services.	RT-IG-440b.1

Activity Metrics				
Activity Metric	**Category**	**Unit of Measure**	**Response**	**Code**
Number of units produced by product category	Quantitative	Number	Manual Hoists: 152,000 Powered Chain Hoists: 38,900 Wire Rope Hoist: 4,200 Screw Jacks: 21,500 Electromechanical Actuators: 20,400 Precision Conveyors: 19,400 Control Panels - Material Handling: 2,600 Controls - Elevator: 3,330	RT-IG-000.A
Number of employees	Quantitative	Number	3,430	RT-IG-000.B

Appendix
Calculation Methodology

- **Process**
  - **Internal Network Access:** An employee who has a CMCO Active Directory account with access to internal proprietary information.

- **People**
  - **Leadership:** Employees with direct reports and/or Senior Manager title or higher.
  - **Number of Employees by Gender:** Determined by the information provided by employees on their onboarding materials.
  - **Number of Employees by Region:** Determined by the employee's working location.
  - **U.S. Race & Ethnicity:** Determined by the information provided by employees on their onboarding materials.
  - **Percent of Women Hiring Rate:** Number of women hired/total number of employees hired.
  - **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.
  - **Hazard ID Rate:** (Hazard IDs submitted for the year * 200,000)/total hours worked.
  - **Fatality Rate:** (Number of occurrences * 200,000)/total hours worked.

- **Planet**
  - **Electricity:** Site data owners enter electricity consumption into our reporting software monthly. 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, 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 natural gas consumption into our reporting software monthly. 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 propane consumption into our reporting software monthly. 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.
  - **Landfill:** Site data owners enter all landfill amounts into our reporting software monthly. 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. *(Continued on page 59)*

Appendix
Calculation Methodology

- **Planet**

  - **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 monthly. 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 takes place using conversion factors to be reported as metric tons. The total waste diverted from landfill reported is the sum of all sites recycled or used for energy waste in metric tons.

  - **Water:** Site data owners enter all water consumption into our reporting software monthly. 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, 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 are 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 2025 eGRID Power Profiler. The subregion is based on U.S. each location's zip-code. All non-U.S. locations are calculated using the location-based method by country from Carbon Footprint's 2024 Grid Electricity Emissions Factors (July 2024).

  - **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.

Reconciliation of NON-GAAP Measures

The following information provides definitions and reconciliations of the non-GAAP financial measures presented in this presentation to the most directly comparable financial measures calculated and presented in accordance with generally accepted accounting principles (GAAP). The Company has provided this non-GAAP financial information, which is not calculated or presented in accordance with GAAP, as information supplemental and in addition to the financial measures presented in this presentation that are calculated and presented in accordance with GAAP. Such non-GAAP financial measures should not be considered superior to, as a substitute for or alternative to, and should be considered in conjunction with, the GAAP financial measures presented in this presentation. The non-GAAP financial measures in this presentation may differ from similarly titled measures used by other companies.
   • Adjusted EBITDA and Adjusted EBITDA Margin

Forward-Looking NON-GAAP Measures
The Company has not reconciled the forward looking Adjusted EBITDA provided in this proxy statement to the most comparable GAAP measure because it is not possible to do so without unreasonable efforts due to the uncertainty and potential variability of reconciling items, which are dependent on future events and often outside of management's control and which could be significant. Because such items cannot be reasonably predicted with the level of precision required, we are unable to provide information for the comparable GAAP financial measure.

Adjusted EBITDA and Adjusted EBITDA Margin
Adjusted EBITDA is defined as net income before interest expense, income taxes, depreciation, amortization, and other adjustments. Adjusted EBITDA Margin is defined as Adjusted EBITDA divided by net sales. Adjusted EBITDA and Adjusted EBITDA Margin are not measures determined in accordance with GAAP and may not be comparable with Adjusted EBITDA and Adjusted EBITDA Margin as used by other companies. Nevertheless, Columbus McKinnon believes that providing non-GAAP financial measures, such as Adjusted EBITDA and Adjusted EBITDA Margin, are important for investors and other readers of the Company's financial statements.

	Fiscal Year				
($ in thousands)	2021	2022	2023	2024	2025
Net income	**$9,106**	**$29,660**	**$48,429**	**$46,625**	**$(5,138)**
Add back (deduct):					
Income tax expense (benefit)	970	8,786	26,046	14,902	(367)
Interest and debt expense	12,081	20,126	27,942	37,957	32,426
Investment (income) loss	(1,693)	(46)	(315)	(1,759)	(1,302)
Foreign currency exchange (gain) loss	941	1,574	(2,189)	1,826	3,179
Other (income) expense, net	20,850	(1,122)	(2,072)	7,597	25,775
Depreciation and amortization expense	28,153	41,924	41,947	45,945	48,187
Cost of debt refinancing and repricing	–	14,803	–	1,190	–
Acquisition deal and integration costs	3,951	10,473	616	3,211	11,014
Acquisition inventory step-up expense	–	5,042	–	–	–
Product liability settlement	–	2,850	–	–	–
Business realignment costs	1,470	3,902	5,140	1,867	2,517
Factory and warehouse consolidation	3,778	–	–	744	17,546
Headquarter relocation costs	–	–	996	2,059	373
Garvey contingent consideration	–	–	1,230	–	–
Acquisition amortization of backlog	–	2,100	–	–	–
Insurance settlement	229	–	–	–	–
Gain on sale of building	(2,638)	–	–	–	–
Monterrey, MX new factory start-up costs	–	–	–	4,489	13,748
Hurricane Helene	–	–	–	–	171
Mexico customs duty assessment	–	–	–	–	1,067
Customer bad debt	–	–	–	–	1,299
Adjusted EBITDA	**$77,198**	**$140,072**	**$147,770**	**$166,653**	**$150,495**
Sales	$649,642	$906,555	$936,240	$1,013,540	$963,027
Add back:					
Acquisition amortization of backlog	–	2,100	–	–	–
Adjusted Net Sales	**$649,642**	**$908,655**	**$936,240**	**$1,013,540**	**$963,027**
Net income margin	**1.4%**	**3.3%**	**5.2%**	**4.6%**	**(0.5) %**
Adjusted EBITDA Margin	**11.9%**	**15.4%**	**15.8%**	**16.4%**	**15.6 %**