Columbus McKinnon

CORPORATE SUSTAINABILITY REPORT
FY24

FOURTH EDITION

CMCO
INTELLIGENT MOTION
Columbus McKinnon

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OVERVIEW

MESSAGE FROM DAVID J. WILSON
President and Chief Executive Officer

Building on a legacy of almost 150 years of delivering our customers top-tier lifting solutions known for safety and quality, Columbus McKinnon is transforming into an intelligent motion company. We've embraced change and innovation while staying true to our roots of excellence and continuous improvement. We've grown and expanded without forgetting our purpose.

Grounded in purpose-driven performance, we are dedicated to improving the lives of our customers, the communities we serve, and the employees who work at Columbus McKinnon. We are committed to being the leading, most trusted provider of material handling solutions focusing on safety, efficiency, and productivity.

We know that when we invest in running a responsible, sustainable company, we make our business stronger, more agile, and more resilient. This encourages good business practices and a focus on safety that enables us to deliver industry-leading results. Taking care of our team, customers, and communities is essential for sustained growth. As a global leader in lifting and precision conveyance solutions, we remain focused on positively contributing to the planet we share.

At Columbus McKinnon, we know that our employees, customers, vendors, supply chain partners, communities, and shareholders care deeply about what companies do for their communities, people, and the environment. As trusted members of our global communities, we have the responsibility and resources to take positive action and build a more sustainable, resilient future. With that responsibility in mind, we launched our Environmental, Social, & Governance ("ESG") program in 2020. Since I joined Columbus McKinnon in June 2020, we have made great strides in formalizing and sharing our environmental and social progress and commitment to strong governance processes.

In 2024, we continue to advance our strategy and focus on delivering positive change through purpose-driven performance. We are focused on making a tangible impact on behalf of our customers and are improving lives by providing intelligent motion solutions while achieving outstanding business results.

With an ever-changing customer environment and intense competition for talent and profitable growth, we have made investments in creating a corporate culture and developing a team capable of delivering a best-in-class experience for our customers. Investments like these are helping us grow, differentiate, and strengthen our business. They position us for the long term, keeping our company vital and agile so we can keep growing and creating value for our shareholders and all our stakeholders, for decades to come.

At the heart of this work, and at the heart of everything we do, are Columbus McKinnon's more than 3,500 team members. We are proud of the progress we've made across our business, which includes:

- Growing and taking care of our people
- Enhancing sustainability
- Taking care of our community
- Upholding our highest standards of integrity/ethics: core to our key value of acting with integrity

Sustainable solutions fortify our future, mitigate risks to our business and long-term performance, and provide near-term value and cost savings.

While we're proud of the steps we've taken in 2024, we recognize that this is a journey. I want to thank our employees and supplier partners for the progress we have made and continue to make as a company. As the landscape around us continues to change rapidly, we remain unwavering in our view that, by adhering to our foundational principles, Columbus McKinnon will create long-term growth and value for our business and our shareholders.

As we continue to formalize our program and execute our ESG strategy, we will strive to continue to lead the industry in making a difference for the world and all those in it. I'm proud and humbled by our team's progress, agility, and commitment to these efforts, which are which are driven by and support areas we know are important to our business. We look forward to sharing future updates on our progress and execution against our goals.

"Sustainable solutions fortify our future, mitigate risks to our business and long-term performance, and provide near-term value and cost savings."

MESSAGE FROM ELIZABETH CHAPMAN

Associate General Counsel, Director of Corporate Social Responsibility

In Fiscal Year 2024, Columbus McKinnon continued to build on our sustainability strategy and further integrate ESG into our business. We understand there are a variety of perspectives around ESG. Simply put, we view it as a way to break down and measure the inbound and outbound impacts of our company in regard to planet, people, and our processes.

Corporate Responsibility and Sustainability can be broad and often inarticulable, but we are committed to doing what is best for our company and stakeholders. By categorizing impact in terms of Planet (Environmental), People (Social), and Process (Governance), we can better understand, measure, and communicate (both internally and externally) the factors that are material to us, as risks or as opportunities for value creation. We set our sustainability goals, targets, and initiatives on those sustainable priorities and report on our progress in this Corporate Sustainability Report to be as transparent as possible for all stakeholders.

At the center of all we do are strong processes, policies, and governance procedures. This includes our Enterprise Risk Management process, which we continue to develop and strengthen each year. We ensure that we are keeping up with regulatory and technology advancements through policies and practices. We consider our purpose, values, and reputation equally as important as our economic performance. Therefore, sustainability is woven into our business processes and the policies governing our operations, people, and partnerships. Our Executive Leadership Team and Board of Directors oversee our sustainability strategy and are updated at least quarterly on our progress.

People are the backbone of Columbus McKinnon. Our employees' health, safety, wellbeing, and engagement are of critical importance. Our goal is to be the employer of choice to recruit and retain top talent in our local communities. We offer competitive compensation and benefits, training and development opportunities, and a safe, fun, and inclusive working environment. Furthermore, we value and respect all workers within our value chain. We strictly prohibit any activities of our business partners that conflict with our policies, including, but not limited to, our Human Rights Policy, Code of Business Conduct, and Supplier Code of Conduct. Finally, we extend our social commitment beyond our business and operations by making it a priority to give back to our communities through our CMCO Cares program. We firmly believe that fostering an inclusive culture with a diverse, engaged workforce drives innovation and better decision-making, which translates to better serving our customers and, ultimately, profitability for the Company.
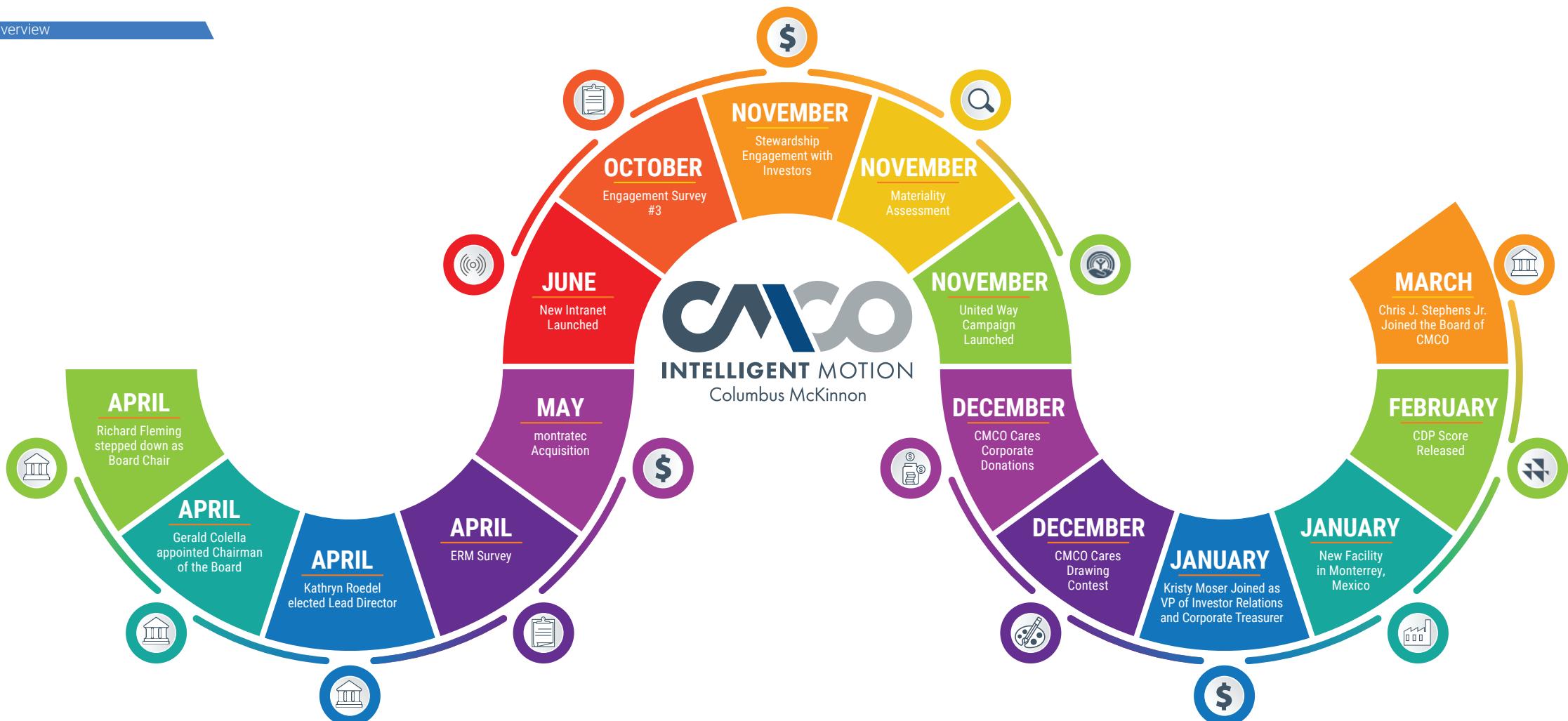
Columbus McKinnon strives to be an environmental steward. We consider our impact on the environment and look for ways to reduce our overall impact in the areas of carbon emissions, energy, waste, and pollution. We have set both internal and external targets in these areas. Columbus McKinnon is a low emitter of greenhouse gas emissions and does not have locations materially impacted by severe weather events. While acknowledging the seriousness of the matter, we do therefore consider the impact of climate change to be mainly transitional for the company. As the global regulatory landscape continues to evolve, we continue to monitor and comply.

"We set our sustainability goals, targets, and initiatives on those sustainable priorities and report on our progress in this Corporate Sustainability Report to be as transparent as possible for all stakeholders."

ESG HIGHLIGHTS OF FY24

APRIL — Richard Fleming stepped down as Board Chair

APRIL — Gerald Colella appointed Chairman of the Board

APRIL — Kathryn Roedel elected Lead Director

APRIL — ERM Survey

MAY — montratec Acquisition

JUNE — New Intranet Launched

OCTOBER — Engagement Survey #3

NOVEMBER — Stewardship Engagement with Investors

NOVEMBER — Materiality Assessment

NOVEMBER — United Way Campaign Launched

DECEMBER — CMCO Cares Corporate Donations

DECEMBER — CMCO Cares Drawing Contest

JANUARY — Kristy Moser Joined as VP of Investor Relations and Corporate Treasurer

JANUARY — New Facility in Monterrey, Mexico

FEBRUARY — CDP Score Released

MARCH — Chris J. Stephens Jr. Joined the Board of CMCO

CREATING SHARED VALUE

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 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 offers a discrete shared value proposition. Doing so aligns our business objectives with societal objectives and increases our ability to create value for the long term.

ABOUT COLUMBUS MCKINNON
Our Purpose, Mission, Vision, and Values

At Columbus McKinnon, our Purpose, Mission, Vision, and Values serve as the compass that guides everything we do, from the way we work with one another across the company to how we meet the needs of our customers.

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

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

Our Values
Our values guide who we are as a company and the culture we work 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 Mission
We provide expert, professional-grade solutions and products, building the trust of customers by solving their high-value problems.

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

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

CMCO
INTELLIGENT MOTION
Columbus McKinnon

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
Our Purpose, Mission, Vision, and Values; Purpose in Motion

Our Purpose

Columbus McKinnon employees come to work every day with one united purpose: together, we create intelligent motion solutions that move the world forward and improve lives. Below are just a few examples of how we live that purpose. More information and videos regarding our Purpose in Motion are available at *CMCO Purpose in Motion Page*.

Magnetek® Technology Elevates Performance of Specialized Forestry Cranes

Columbus McKinnon was asked to aid in the design of a specialized circular crane used in woodyards and other forestry applications because of our expertise and the robust and reliable features of Magnetek-brand controls, motors, and automation technology. Today, our technology is used on these heavy-duty cranes in critical forestry operations worldwide.

Columbus McKinnon Lifting Technology Helps Support Space Exploration

A spacecraft manufacturer needed variable speed hoists for its facility in the U.S. Known for their durability, reliability, and precision lifting capabilities, 10 CM® Lodestar® VS electric chain hoists, equipped with Magnetek® IMPULSE® drives, are helping lift and position materials and equipment that will be utilized for future space exploration.

Power Regenerative Drive Technology

Our Magnetek Team developed a solution based on our Quattro® elevator drive technology for a leading elevator manufacturer and installer. This custom software was not only designed to meet customer requirements, but also captures energy generated by the drive and returns it to the utility power grid for added energy efficiency.

Redesigning Our Products with Sustainability in Mind
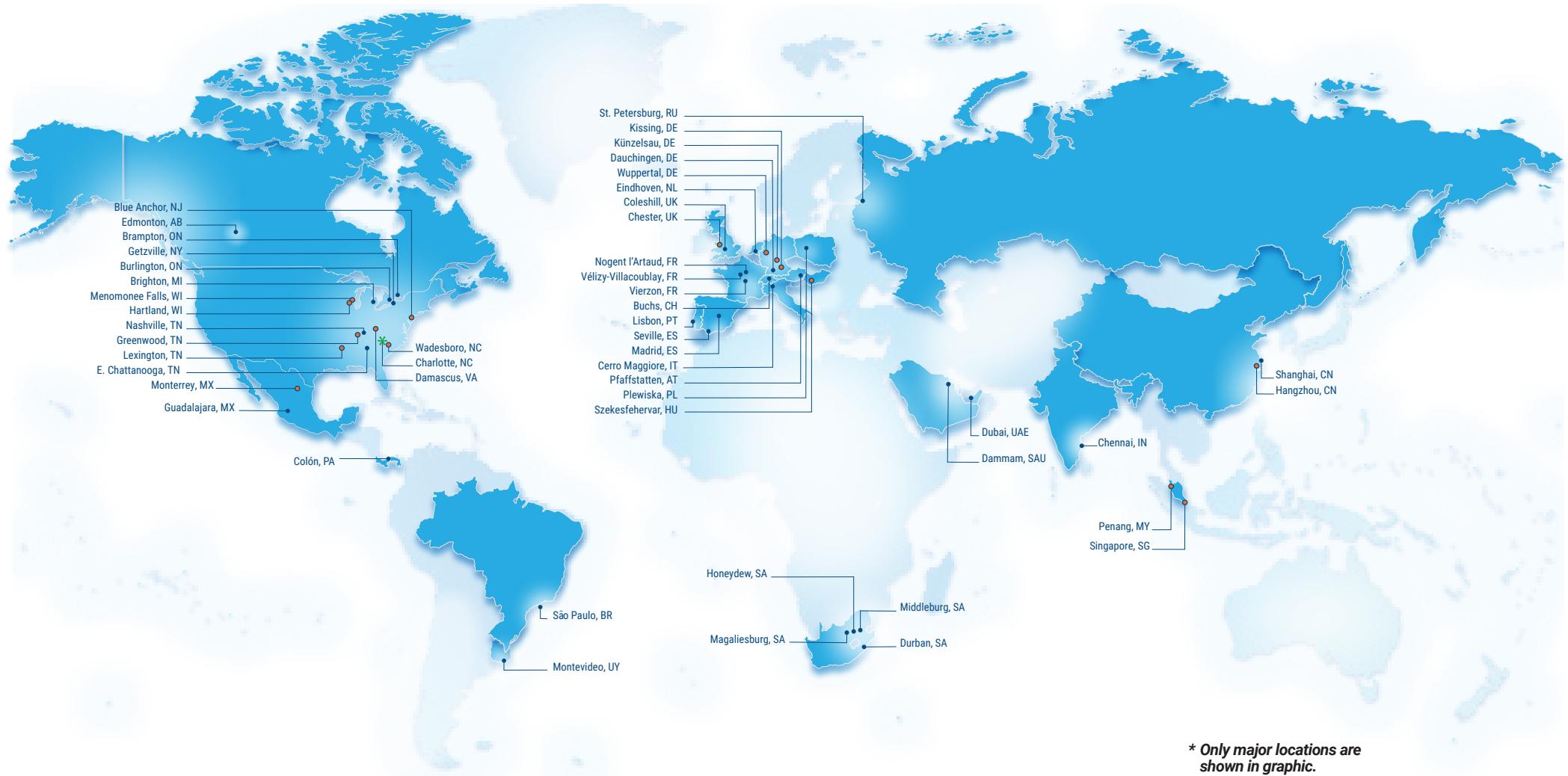
Columbus McKinnon embeds sustainability into our processes and product designs. Recently, our engineering team redesigned one of our clamp components, resulting in a weight decrease of 26.8% compared to the previous design. This change helped reduce the amount of material needed to create the component.

ABOUT COLUMBUS MCKINNON
Our Global Organization

With a new global headquarters located in the growing Ballantyne neighborhood 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 ensure our products are readily available anywhere, anytime, in any situation. Our global footprint includes 20 manufacturing facilities and more than 30 sales offices, distribution centers, and warehouses throughout North America, Latin America, Europe, Africa, and Asia. Our employees are the key to our success. The hard work and dedication of our 3,500+ employees around the world are helping to move the world forward and improve lives, providing value to the customers and stakeholders we serve.

Blue Anchor, NJ
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
Guadalajara, 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
Eindhoven, NL
Coleshill, UK
Chester, 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
Chennai, IN
Shanghai, CN
Hangzhou, CN
Penang, MY
Singapore, SG

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

Only major locations are shown in graphic.

ABOUT COLUMBUS MCKINNON
Our Global Organization

montratec Acquisition

In May of 2023, Columbus McKinnon acquired montratec GmbH, a leading automation conveyor company based in Germany with a focus on smarter, faster, more efficient automation of industrial intralogistics and interlinking assembly processes. Leading medical institutions and industrial companies in the automotive, plastics, consumer goods, optics, food, medical, and pharmaceutical industries use montratec's groundbreaking montrac® to maximize their material throughput and minimize cycle times. With over 2,500 installations worldwide, montratec's key differentiators include patents for system speed, ease of installation, and design flexibility. montratec has approximately 130 employees, including a strong engineering and technical sales organization focused on customer-oriented innovation. The acquisition of montratec strengthens Columbus McKinnon's transformation into a high-value intelligent motion solutions provider. montratec expands our growth in strategic vertical end markets, providing a differentiated conveyance solutions platform. With its advanced precision assembly conveyance technology and clean room designs, montratec provides us with deeper market presence in the attractive and growing semiconductor, electric vehicle, and life sciences industries. montratec's portfolio is highly complementary to our Dorner Conveyors and Garvey Accumulators offerings and is positioned to play a significant role in shaping Industry 4.0. Together, Columbus McKinnon and montratec create a formidable partnership to support customers in the industrial automation market.

Investment in New, State-of-the-Art Manufacturing Facility in Monterrey, Mexico

As part of our strategy to grow our business to $1.5 Billion in revenue by Fiscal Year 2027, we have invested in a new, state-of-the-art manufacturing Center of Excellence (COE) in Monterrey, Mexico. The new facility will provide us with the capacity needed to achieve our growth strategy and is in a region that offers greater access to skilled resources, global suppliers, and customers, giving us the opportunity to accelerate our company growth in one of the fastest-growing industrial regions in Mexico and Latin America. The facility is also close to universities and technical schools, providing easier access for commuters and increasing our ability to attract employees in the region.

The new facility will also allow us to develop a Machining Center in the region that can be leveraged across the company to provide additional manufacturing capacity, helping to satisfy our company's high demand for machined components. This in-region/for-region machining resource will lessen our dependence on the overseas supply chain, which has been challenging. As part of our investment in the region, we will also create an R&D (Research & Development) Center to support our new product development efforts, leveraging our local infrastructure in Mexico. This R&D center will be primarily focused on electro-mechanical design and will provide expanded lab capacity for our new product development initiatives.

Employees in Monterrey will collaborate with global product development teams and additional office space will also enable CMCO to expand our shared services functions within the region, adding new capacity to our global enterprise. The new, larger, state-of-the-art facility will help us improve our speed, communication, and time to market – all of which are critically important for our channel partners and end users. The Monterrey location is also near several major business opportunities and key suppliers in Mexico, which will help improve our lead times in the region. We aim to deliver the same or improved product quality, engineered-to-order and customization capabilities, and application support at more competitive lead times.

State-of-the-art manufacturing Center of Excellence (COE) in Monterrey, Mexico.

ABOUT COLUMBUS MCKINNON
Our Products

Every Columbus McKinnon product is engineered to help our customers work smarter while improving the safety, uptime, and productivity of their operations. Our innovative, intelligent solutions combine equipment used to lift and move materials with industry-leading control and automation technology. Working together, this technology is helping our customers solve high-value problems that are critical to their business.

Automation Solutions
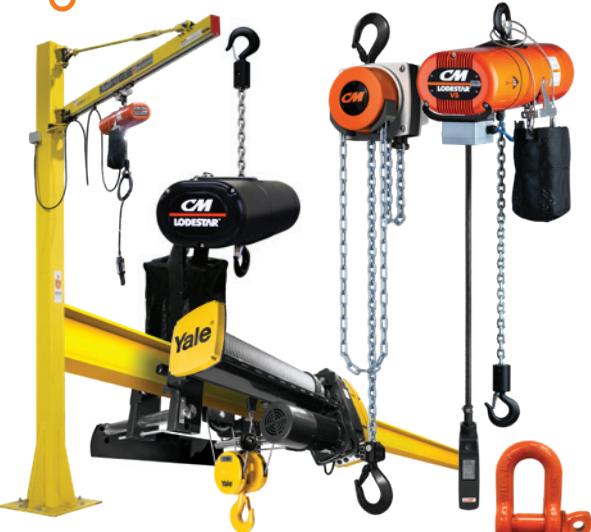
Automation Solutions
Our Magnetek® digital power and motion control solutions leverage automation technology that can be customized to meet industry-specific demands. These intelligent solutions are available from ceiling to floor and can be integrated across our entire product portfolio. Our solutions include AC and DC motor controls, radio remote controls, crane components, collision avoidance, diagnostic and analytic technology, overhead crane automation, and other custom-engineered solutions.

Lifting Solutions
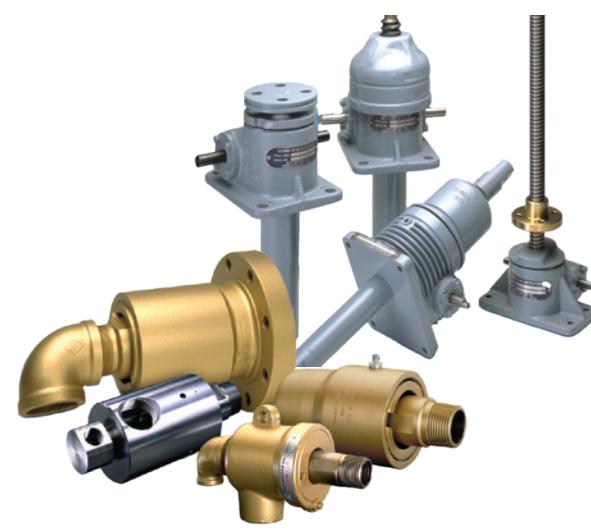
Lifting Solutions
Since 1875, our lifting products and equipment, which are designed for intelligent motion, have helped people in industries around the world. Whether loads need to be lifted or positioned manually or with power, we offer an extensive range of solutions to fit the needs of any application. Products available include manual and powered chain hoists, wire rope hoists, enclosed track systems and workstation cranes, crane kits, below-the-hook lifting devices, chain, and rigging.

Linear Motion Solutions

Linear Motion Solutions
Our advanced linear motion solutions, including linear actuators, screw jacks, supercylinders, rotary unions, and control systems, can meet the most challenging lifting, positioning, and transfer demands. These technologies are crucial in optimizing production processes and increasing efficiency in a variety of industries.

Conveyance Solutions

Conveyance Solutions
With a comprehensive portfolio of high-precision specialty conveying and accumulation systems, we offer highly customizable products that solve conveying challenges faced by customers worldwide, improving efficiency, reducing labor costs, and enhancing overall productivity. Our conveyance offering includes fabric belt, flexible chain, and sanitary and stainless-steel conveyors. We also provide pallet system conveyors, accumulation conveyors, transport systems, and interlink equipment and processes.

ABOUT COLUMBUS MCKINNON
Our Brands

With a family of well-known and trusted brands – including CM®, Magnetek®, Dorner®, STAHL CraneSystems®, Pfaff-silberblau®, and montratec® – customers rely on us for the superior quality, safety, and performance we provide for intelligent motion applications. Whether we're providing intricate crane control systems used in submarine manufacturing, lift assists and winches used in the assembly and testing of clean-fuel vehicles, explosion-proof hoist technology for the energy industry, or automated conveyance systems to increase the efficiency of food processing, our brands keep the world moving and help our customers keep their workers safe and their processes efficient day after day.

COLUMBUS McKINNON FAMILY OF BRANDS

CMCO
SUSTAINABILITY
PRIORITIES

Columbus McKinnon continues to integrate ESG elements into our business and make improvements to the governance structure and processes related to our sustainability priorities.

CMCO
INTELLIGENT MOTION
Columbus McKinnon

CMCO SUSTAINABILITY PRIORITIES

Materiality Assessment

Double Materiality Approach:

Columbus McKinnon continues to integrate ESG elements into our business and make improvements to the governance structure and processes related to our sustainability priorities. Over the last several years, we have intentionally migrated to an integrated double materiality approach that focuses on elements that can create value or reduce risk for our company and our stakeholders.

Materiality is no longer just about having an outbound positive societal impact. We must also consider the inbound impact to ensure our resources are allocated appropriately to elements that add value to our company. ESG impact on companies can be significant, as evidenced by the flood of global regulatory requirements and standards that they must comply with and report to. The results of the Double Materiality Assessment are shared and discussed with the Executive ESG Committee and Board of Directors to validate Columbus McKinnon's sustainability priorities. We continue to adapt as the sustainability landscape evolves and regulatory requirements change. See **Materiality Impact Table** for more information on our double materiality analysis. It is important to note that CMCO's material ESG factors do not necessarily meet our threshold for financial materiality required for SEC filings. It should also be noted that our current double materiality analysis will be reevaluated for CSRD.

In Fiscal Year 2024, we enhanced our Materiality Assessment process to further align the factors we considered with global frameworks and definitions. This adds standardization, clarity, and transparency to our ESG reporting and aids in stakeholder evaluation of our progress. We also introduced an internal survey where our leaders were asked to determine and rank the factors that could most impact the company (Inbound Impact). The survey helped to determine the most important factors for our business more quantitatively. Finally, we expanded our stakeholder engagement efforts to better determine where our shareholders, customers, employees, and society at large believe we should focus as well (Outbound Impact). See **Stakeholder Engagement Table** on our outreach efforts.

Stakeholder Engagement

Stakeholder Group	Methods of Engagement
Employees	• CMCO Cares & Green Teams • Global Town Halls • Engagement Survey
Customers	• Customer ESG Questionnaires & Data Requests • Customer Satisfaction Survey • Voice of Customer Survey
Community & Planet	• CMCO Cares & Green Teams • Government Requirements & Regulation • Global Sustainability Standards & Framework
Shareholders	• Governance Roadshow Calls • Government Requirements & Regulation • Investor Calls • Investor Relations Advising • Investor Requests & Questionnaires • Global Sustainability Standards & Frameworks

Processes

Board & Management Oversight
Business Conduct
Economic Performance
Market Presence
Enterprise Risk Management
Cybersecurity
Procurement Practices
Materials

People & Social Impact

Customers & End Users
Occupational Health & Safety
Employment
Succession & People Development
Workers in the Value Chain
Labor/Management Relations
Diversity & Equal Opportunity
Local Communities

Planet

Climate Change/Emissions
Energy
Waste & Pollution

CMCO SUSTAINABILITY PRIORITIES

Materiality Assessment

Materiality Impact Table

Sustainability Priorities	Potential Outbound Impact	Potential Inbound Impact	Employees	Shareholders	Community & Planet	Customers
Processes						
Board & Management Oversight	• Company Reputation • Financial Impact	• Long-Term Business Sustainability • Ethical Leadership • Legal Compliance		✓	✓	✓
Business Conduct	• Company Reputation • Shareholder Value	• Long-Term Business Sustainability • Legal Implications • Employee Engagement		✓	✓	✓
Economic Performance	• Shareholder Value • Job Creation • Customer Relations	• Long-Term Business Sustainability • Growth Strategy	✓	✓		✓
Market Presence	• Company Reputation • Job Creation • Shareholder Value • Customer Relations	• Long-Term Business Sustainability • Growth Strategy	✓	✓	✓	✓
Enterprise Risk Management	• Business Partner Relationships • Company Reputation • Financial Impact • Stakeholder Confidence	• Long-Term Business Sustainability • Culture of Trust • Financial Impact • Legal Implications • Operational Impact	✓	✓	✓	✓
Cybersecurity	• Company Reputation • Stakeholder Confidence • Financial Impact	• Culture of Trust • Long-Term Business Sustainability • Financial Impact • Legal Implication	✓	✓	✓	✓
Procurement Practices	• Ethical and Sustainable Sourcing • Supplier Collaboration • Human Rights Violations • On-Time Delivery	• Cost Savings • Legal Implications • Growth Strategy	✓	✓	✓	✓
Materials	• Company Reputation • Financial Impact	• Resource Efficiency • Waste Generation • Regulatory Compliance		✓	✓	✓

Processes

Board & Management Oversight

Business Conduct

Economic Performance

Market Presence

Enterprise Risk Management

Cybersecurity

Procurement Practices

Materials

CMCO SUSTAINABILITY PRIORITIES
Materiality Assessment

Sustainability Priorities

Materiality Impact Table

Sustainability Priorities	Potential Outbound Impact	Potential Inbound Impact	Employees	Shareholders	Community & Planet	Customers
People & Social Impact						
Customers & End Users	• Company Reputation • Customer Relations • Financial Impact	• Growth Strategy • Long-Term Business Sustainability • Financial Performance • Employee Turnover • Loss of Business Competition	✓	✓	✓	✓
Occupational Health and Safety	• Company Reputation • Community Impact • Stakeholder Confidence	• Safety of Our Employees • Employee Engagement & Morale • Gain Employee Trust • Employee Injuries • Workers' Compensation Costs • Lawsuits	✓	✓	✓	✓
Employment	• Company Reputation • Job Creation/Economic Impact • Community Impact	• Talent Retention & Job Satisfaction • Strong Succession Plans • Employee Engagement & Morale • Higher Productivity • Execution of Growth Strategy • Company Culture • Financial Performance	✓	✓	✓	
Succession & People Development	• Company Reputation • Stakeholder Confidence	• Strong Succession Plans • Employee Engagement & Morale • Productivity • Execution of Growth Strategy • Financial Performance • High Turnover • Delivering on Commitments • Company Culture	✓	✓	✓	✓
Workers in the Value Chain	• Company Reputation • Community Impact • Financial Impact • Stakeholder Confidence	• Legal Implications • Employee Engagement	✓	✓	✓	✓
Labor/Management Relations	• Company Reputation • Financial Impact	• Talent Retention & Job Satisfaction • Financial Impact of Strikes/Walkouts • Legal Implications	✓	✓		
Diversity & Equal Opportunity	• Company Reputation	• Talent Retention & Job Satisfaction • Employee Engagement & Morale • Higher Productivity • Company Culture • High Turnover • EEOC Claims	✓	✓	✓	✓
Local Communities	• Company Reputation • License to Operate	• Culture of Trust • Productivity • Talent Retention & Job Satisfaction • Employee Engagement & Morale • Company Culture	✓		✓	

People & Social Impact

Customers & End Users

Occupational Health & Safety

Employment

Succession & People Development

Workers in the Value Chain

Labor/Management Relations

Diversity & Equal Opportunity

Local Communities

CMCO SUSTAINABILITY PRIORITIES
Materiality Assessment

Materiality Impact Table

Sustainability Priorities	Potential Outbound Impact	Potential Inbound Impact	Employees	Shareholders	Community & Planet	Customers
Planet						
Climate Change/ Emissions	• Sustainable World for Future Generations • ESG Rating Scores • Company Reputation	• Transitional Impact Due to Increased Regulations and Disclosure Requirements, such as SEC climate Disclosure Requirements, CSRD, CBAM • Supply Chain Impact	✓	✓	✓	✓
Energy	• Sustainable World for Future Generations • ESG Rating Scores • Emissions	• Electricity Costs • Business Continuity Due to Inconsistent Supply	✓	✓	✓	✓
Waste & Pollution	• Sustainable World for Future Generations • Company Reputation • Better ESG Rating Scores • Amount of Waste Sent to Landfill	• Employee Engagement • Cost Savings Opportunities	✓	✓	✓	✓
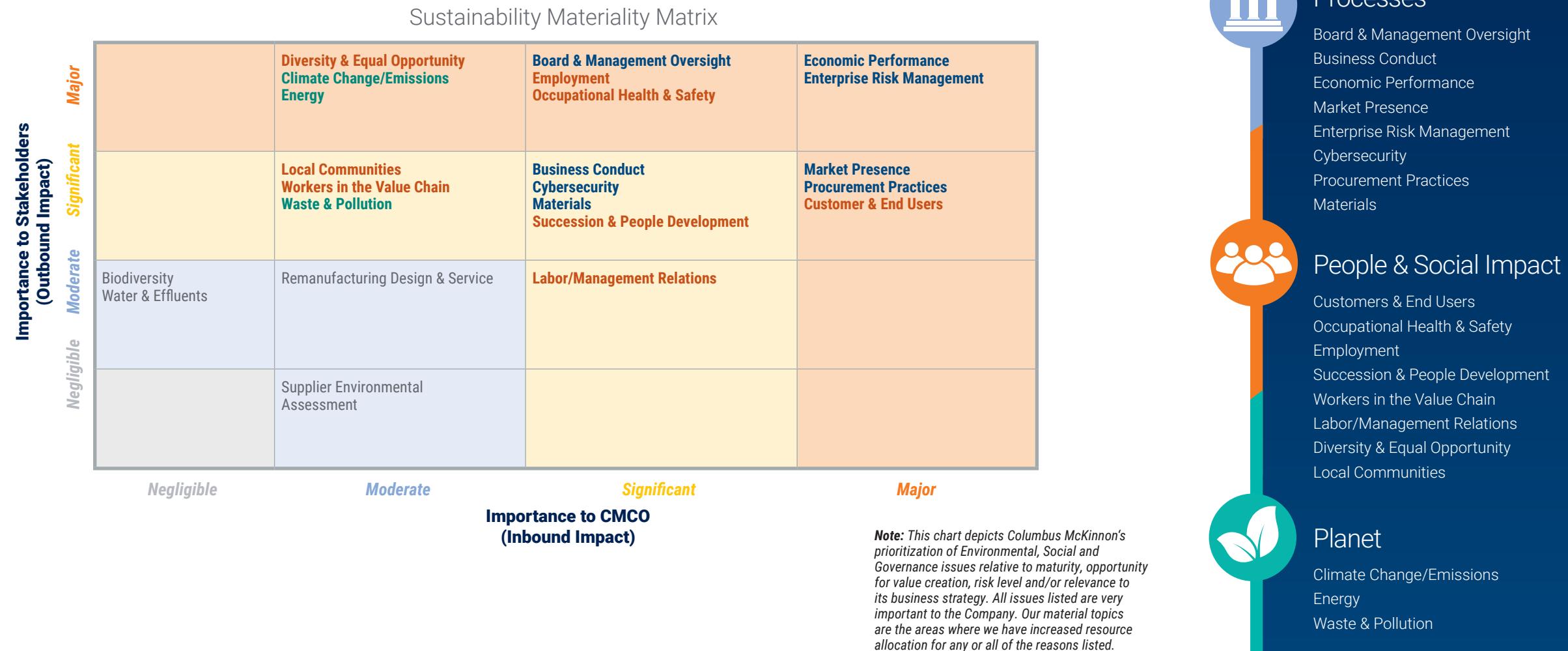
Planet

Climate Change/Emissions

Energy

Waste & Pollution

CMCO SUSTAINABILITY PRIORITIES
Sustainability Materiality Matrix

Sustainability Materiality Matrix

Importance to Stakeholders (Outbound Impact)	Negligible	Moderate	Significant	Major
Major		**Diversity & Equal Opportunity** **Climate Change/Emissions** **Energy**	**Board & Management Oversight** **Employment** **Occupational Health & Safety**	**Economic Performance** **Enterprise Risk Management**
Significant		**Local Communities** **Workers in the Value Chain** **Waste & Pollution**	**Business Conduct** **Cybersecurity** **Materials** **Succession & People Development**	**Market Presence** **Procurement Practices** **Customer & End Users**
Moderate	Biodiversity Water & Effluents	Remanufacturing Design & Service	**Labor/Management Relations**	
Negligible		Supplier Environmental Assessment		

Importance to CMCO (Inbound Impact)

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.*

Processes

Board & Management Oversight
Business Conduct
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Materials

People & Social Impact

Customers & End Users
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Planet

Climate Change/Emissions
Energy
Waste & Pollution

CMCO SUSTAINABILITY PRIORITIES
Sustainability Index

Sustainability Index

	KPI	FY24	FY23	Target
Processes	% of employees with internal network access trained on our business code of conduct	97%*	Not Available	100%
	% of employees that say they know how to report unethical business conduct	83%	80%	90%
	% of employees that say they would feel comfortable reporting a violation of company policies or standards of conduct if they were to observe one	75%	74%	85%
People & Social Impact	Total Recordable Injury Rate	0.71	0.67	0.62
	Near Miss Frequency Rate	2.17	3.81	2.0
	Lost Time Rate	0.22	0.36	3.81
	Experience Modification Rate	0.73	0.92	0.9
	Hazard ID Completion Rate	158%	123%	150%
	Fatality Rate	0	0	0
	Feedback on engagement survey	85%	78%	80% by FY30
	% of employees that feel we treat our employees with dignity and respect	76%	75%	80% by FY30
	% of employees that say they are comfortable being themselves	81%	79%	85% by FY30
	% of employees that say they trust their supervisor/manager	78%	78%	80% by FY30
	% of professional positions that have a diverse candidate slate (globally)	100%	100%	100%
	Community engagement events	48	66	100 events per year by FY30
Planet	% LED conversion for production & warehouse areas	84%	62%	100% by FY25
	% of manufacturing & warehouse locations recycling both non-reusable cardboard and wood	88%**	69%	100% by FY25
	% of solid waste diverted from landfill	92%	91%	95% by 2030
	% of annual capital expenditure projects with a sustainability component	13%	14%	10%

As of April 6, 2024.
**100% of sites recycle cardboard, 88% recycle wood.*

Processes

People & Social Impact

Planet

PROCESSES:
GOVERNANCE, ETHICS & RISK MANAGEMENT

Columbus McKinnon continues to integrate ESG elements into our business and make improvements to the governance structure and processes related to our sustainability priorities.

PROCESSES
Board & Management Oversight

Board Governance

The Columbus McKinnon Board of Directors (the "Board") is made up of 9 directors, 8 of which are independent. The full Board responsibilities include business strategy and strategic planning, strategic risk and opportunity management, and mergers and acquisitions strategy, among other items. The Board delegates certain responsibilities to committees as needed. David Wilson, President and CEO of CMCO, and the only non-independent director, notably does not sit on any of the three standard committees: the Corporate Governance & Nomination Committee, Audit Committee, and Human Capital, Compensation & Succession Committee.
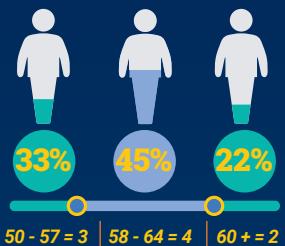
The Board is actively engaged, provides oversight, and drives our sustainability and broad ESG initiatives as strategic priorities. The Board has formed a collaborative and open relationship with the management team. On a quarterly basis, the Board, specifically the Corporate Governance Committee, meets with Columbus McKinnon's General Counsel and Director of Corporate Social Responsibility to review strategic plans, metrics, and targets pertaining to ESG.

The Board plays a critical role in providing management insight on key issues with unique outside perspectives. Columbus McKinnon leverages the diverse backgrounds of our Board members, which has equipped each of them to provide a unique perspective and advice on ESG-related issues. Together with the Board, we are committed to and accountable for reporting our progress and continually examining issues that are most important to our business.
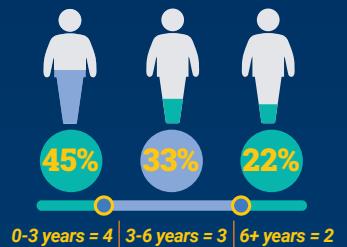
The Board intentionally integrates ESG-related topics into discussions on many other aspects of the business and embeds sustainability into the Board's governance process. In addition, our Board members stay abreast of the quickly changing ESG landscape, including investor expectations and regulatory requirements, which enables them to partner with management to develop a sound plan to keep up with the evolving ESG environment and mitigate risk by proactively addressing emerging issues.

The Board itself continues to evolve and diversify with the addition of new members with myriad experiences, skills, and strategic insights that add value and advance our strategy. This gives us an edge, driving stronger growth and delivering top-tier financial performance as a global leader in intelligent motion solutions.

Average Age

33% 45% 22%

50 - 57 = 3 | 58 - 64 = 4 | 60 + = 2

Average Tenure

45% 33% 22%

0-3 years = 4 | 3-6 years = 3 | 6+ years = 2

Gerald Colella,
Chairman

Kathryn Roedel,
Lead Director

David J. Wilson,
President, CEO, & Director

Chad Abraham,
Director

Aziz Aghili,
Director

Jeanne Beliveau-Dunn,
Director

Michael Dastoor,
Director

Chris Stephens,
Director

Rebecca Yeung,
Director

Processes

Sustainability Governance

We center our efforts and reporting on the issues that are most important to the long-term health of our business and stakeholders across our value chain.

We are both propelled by and held accountable for our sustainability efforts by our Board of Directors as well as our CEO, who believes in the importance of sustainability for the long-term success of our business. Our Board of Directors oversees ESG issues through the Governance Committee, which reviews and provides guidance on our sustainability efforts, progress, initiatives, and priorities.

In March 2020, we appointed Elizabeth Chapman as the Director of Corporate Social Responsibility, reporting to the General Counsel, to drive and accelerate our work in this area. She has been leading our efforts to identify priority areas, drive short- and long-term goals in partnership with our leadership team, formalize a sustainability platform and strategy, align resources against our priorities, and implement internal collaboration and oversight structures.

Our leaders view sustainability not as a separate stream of activity from our main business but as integrated into our values, culture, identity, and everyday business practices. To support that integration, we have two groups of key internal stakeholders to help provide insight from across the business, support strategic alignment, champion initiatives, and help to embed them.

Our Executive ESG Committee includes a minimum of five executive-level sustainability champions, including our CEO, and oversees all important aspects of our business. In addition to helping develop our strategy, their involvement supports the integration of sustainability throughout the business.

Our Sustainability Core Teams is comprised of cross-functional representatives and subject-matter experts from core business areas at Columbus McKinnon. They drive the implementation of our initiatives within their departments and cross-functionally across the globe.

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 and skill-set • Corporate social responsibility, environmental and responsible sourcing initiatives, risks, and opportunities • Environmental compliance & stewardship practices • Diversity, Equity, and Inclusion efforts & progress • 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 & engagement

Management Oversight

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

ESG Sponsors & Core Teams

- Drive and support corporate initiatives within the global 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 metrics and progress to goals • Attend quarterly companywide meetings with all Green Team Leaders	• Champion community involvement • Organize and promote site community involvement events • Report data from community events • Attend quarterly companywide meetings with all CMCO Cares Site Ambassadors

PROCESSES
Business Conduct

The values and principles spelled out in our Purpose, Mission, Vision, and Values serve as our compass; 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, diversity and 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.

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

CMCO's Business Code of Conduct:

The values and principles spelled out in our Mission, Vision, and Values serve as our compass; the Columbus McKinnon Corporation Code of Business Conduct ("Code") is the roadmap that helps us stay on track with those values.

PROCESSES
Economic Performance & Market Presence
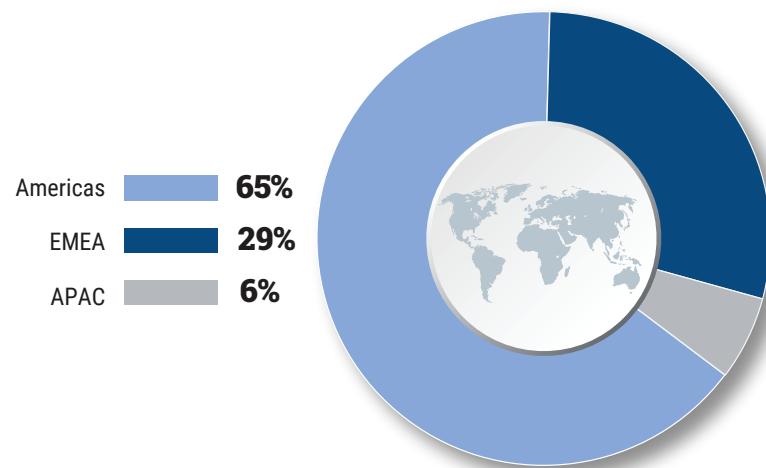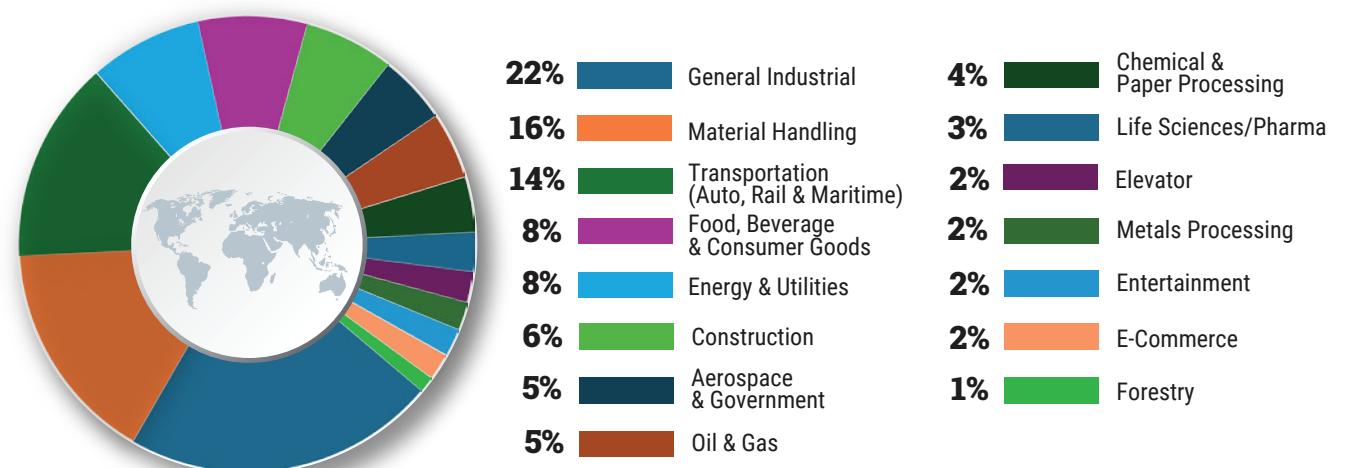
The Markets We Serve

As a global manufacturer of intelligent motion solutions, we serve a diverse population of customers across the world. As we've expanded into new categories like precision conveyance over the past few years, we're serving an increasingly diverse set of end markets. All of which 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 innovation and integrated technologies to meet their unique needs.

Geographic Distribution FY2024

Region	Percentage
Americas	65%
EMEA	29%
APAC	6%

End Market Sales Distribution FY2024

Percentage	End Market	Percentage	End Market
22%	General Industrial	4%	Chemical & Paper Processing
16%	Material Handling	3%	Life Sciences/Pharma
14%	Transportation (Auto, Rail & Maritime)	2%	Elevator
8%	Food, Beverage & Consumer Goods	2%	Metals Processing
8%	Energy & Utilities	2%	Entertainment
6%	Construction	2%	E-Commerce
5%	Aerospace & Government	1%	Forestry
5%	Oil & Gas		

PROCESSES
Economic Performance & Market Presence

The Markets We Serve
While there are many different segments of the market that we serve, we are focused on growing in categories and end markets that have tailwinds from megatrends that support above market growth. And as part of our transformation, we are leaning into categories that are driven by secular growth providing diversification to our portfolio and help reduce volatility in our performance through industrial cycles.

Focus on Megatrends

- **Onshoring or Nearshoring:** Investments in manufacturing and warehousing in North America and Europe have been increasing as companies see to avoid future supply chain challenges through co-location of supply chain and sales.

- **Factory & Warehouse Automation:** To drive efficiency, increase productivity, adjust to labor shortage issues and provide safer operating environments for employees, businesses are automating production processes.

- **E-Commerce:** With the rise of consumer demand for convenience and the ability to order product when and how they chose, there is a long trend of digitization. While, experiencing a lull after the boom during the pandemic, it's expected to be a pervasive trend over the long run. Opportunities for automation and technology advancement are robust with companies experiencing challenges with picking, packing, stocking, returns and more.

- **Electrification:** Aids companies across industries adapt to the evolving energy needs and climate change. To achieve this transition, industries leverage innovative technologies that rethink how products are produced creating significant opportunities to help customers do so safely, efficiently and reliably.

Focus on Secular Growth End Markets

- **Food, Beverage & Consumer Goods:** Custom designed sanitary and easy to clean conveyors engineered to the strictest USDA guidelines.

- **Life Sciences/Pharma:** Customizable designs built for precision, speed, and to FDA / industry standards for clean-room certifications.

- **Logistics & E-Commerce:** Single piece picking, robotics integration to automate picking and sorting functions.
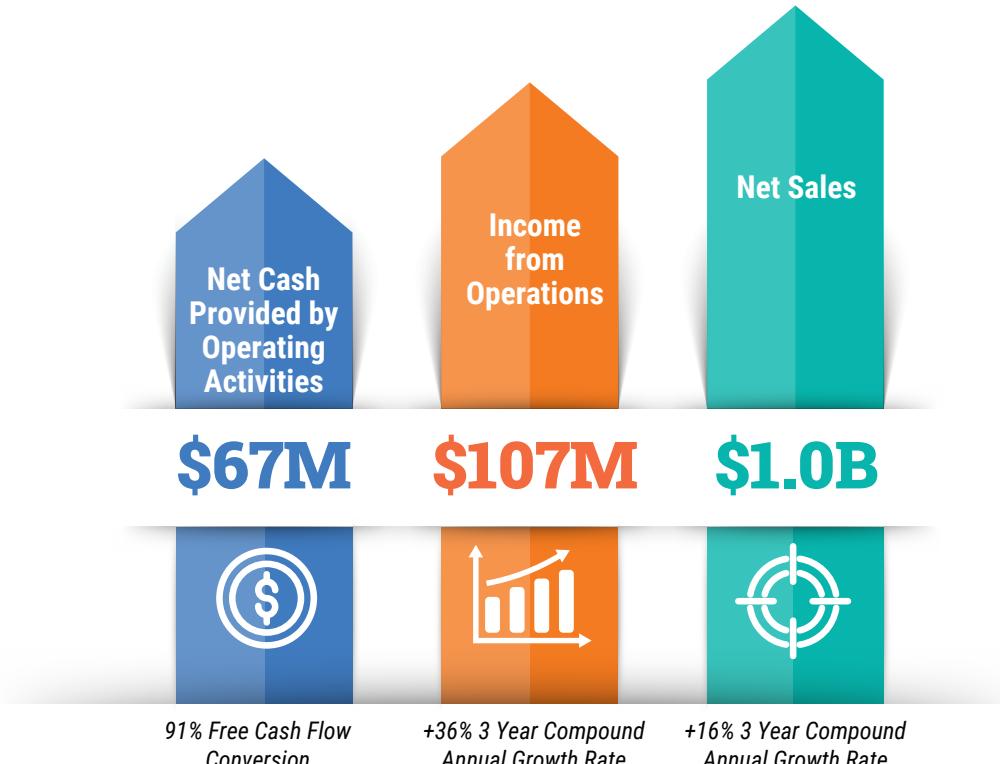
PROCESSES
Economic Performance & Market Presence

- In Fiscal Year 2024, our team delivered another record year of sales, gross margin, operating income, and Adjusted EBITDA Margin reflecting the solid progress we are making with our transformation. We continued to execute on commercial and operational initiatives to improve productivity, reduce lead times, and enhance customer experience, which position us to scale our business and deliver top-tier financial results.

- We grew sales by 8% to over $1 billion dollars for the first time in our history. We delivered high-single to low-double-digit sales growth across each area of our business, including automation, precision conveyance, lifting and linear motion in the year. Exiting the year, we delivered order growth of 5% in the fourth quarter positioning us to deliver sales growth in Fiscal Year 2025.

- We expanded our gross margin by 50 basis points to 37.0% benefitting from leverage on our growth and performance improvement through the Columbus McKinnon Business System and 80/20 actions.

- We grew operating profit by 14%, a testament to the effectiveness of our strategy, solid execution by our global CMCO associates and the growing impact of our transformation.

For the First Time in CMCO's History Sales Grew by 8% to Over $1 Billion Dollars in 2024

Net Sales

Income from Operations

Net Cash Provided by Operating Activities

$67M   **$107M**   **$1.0B**

91% Free Cash Flow Conversion

+36% 3 Year Compound Annual Growth Rate

+16% 3 Year Compound Annual Growth Rate
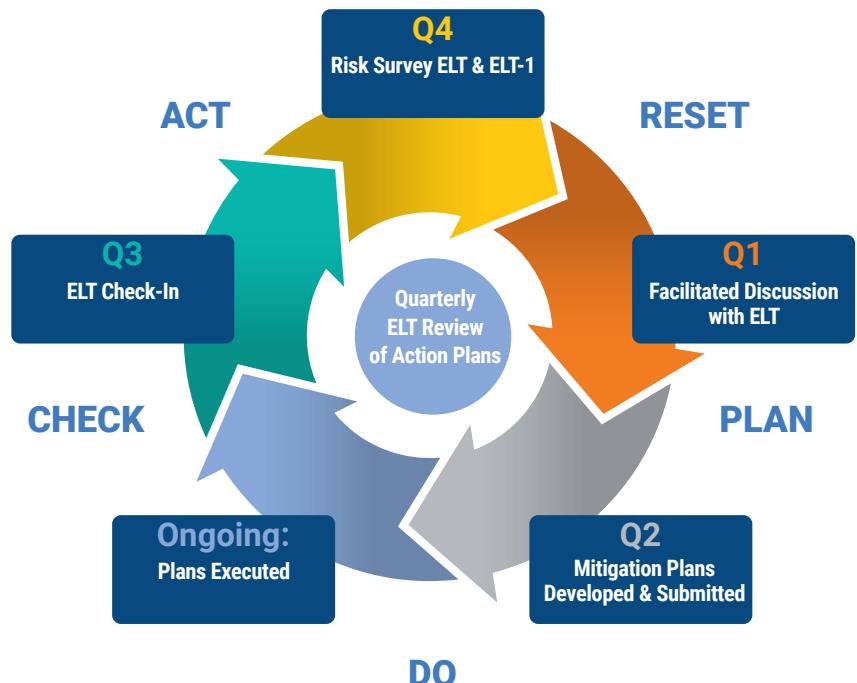
PROCESSES
Enterprise Risk Management

We continuously improve our Enterprise Risk Management ("ERM") process. This year, we introduced a new risk survey, in which we asked over 60 of our global leaders (100% response rate) to identify and prioritize potential risks to the company. Specifically, each participant was asked to rate each pre-defined risk on three (3) variables: Impact, Probability, and Preparedness. Based on those results, each participant was then asked to force-rank the top risks. We also included open questions asking participants to identify any emerging risks or risks that were not listed on the survey. Our key enterprise risks were presented to our Executive Leadership Team and Board of Directors. Leaders were assigned to critical risks, and teams put mitigation plans in place. The updated process allows for both qualitative and quantitative risk assessment, includes input from a broader group within the organization, and allows us to compare results from year to year to evaluate the success of our mitigation plans. The ERM process and results were shared in our Global Management Meeting. We continued the cycle put in place in Fiscal Year 2023 of executing and monitoring our progress throughout the year. Environmental, Social, and Governance risks are integrated into this process and are incorporated in the ESG Materiality Assessment.

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

PROCESSES
Cybersecurity/Procurement Practices & Materials

Cybersecurity

As Cybersecurity risks continue to evolve and advance, CMCO works to expand its defenses to protect our 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, and have a tested incident response plan. Recognizing the potential for third-party risk, we require our vendors and business partners to comply with our standards and ensure safeguards are in place to protect our information. Our Audit Committee oversees overall risk 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.
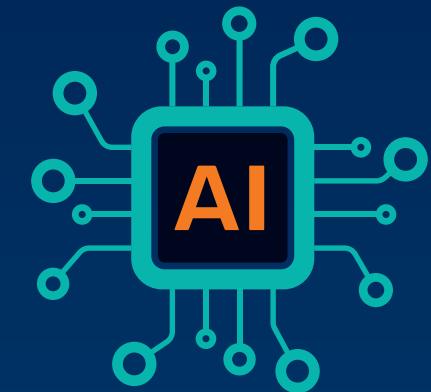
CMCO's Approach to Generative Artificial Intelligence

CMCO is always looking for opportunities to leverage technology to our advantage, and Artificial Intelligence (AI), specifically Generative AI, is no exception. Although there are numerous benefits of Generative AI, there are also several risks that companies must navigate and manage. CMCO is taking an education and risk management approach to this new technology. With the advent of Generative AI, we immediately put an internal AI policy in place to limit our employee's access to Generative AI solutions. To access approved Generative AI services, CMCO employees must complete a comprehensive AI training on the benefits and risks of the technology. Furthermore, we have formed a small cross-functional discovery team to determine actual use cases so that we may move beyond the promise of Generative AI to harnessing its power.

Procurement Practices & Materials

Columbus McKinnon's commitment to integrity and social responsibility extends to all its vital contributors, including suppliers. It is critical to maintain relationships with our business partners and work with them to ensure the resiliency of our supply chain and the responsible sourcing of materials that are used to make our products. We require that suppliers conduct business with a high degree of integrity and in a socially and environmentally responsible manner. Our Supplier terms and policies are updated periodically to reflect regulatory requirements and social and environmental standards. Each Columbus McKinnon supplier is required to acknowledge and implement the following terms and policies.

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

People
& Social Impact

Columbus McKinnon cares deeply
about the health, safety, and well-being of
our employees, both at work and outside
of work.

CMCO
INTELLIGENT MOTION
Columbus McKinnon

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 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 equipment operation, or crane system intelligence that helps our end users ensure safety within their facility, safety is 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 wireless remote controls that keeps the operator out of the load path and built-in intelligence that alerts the operator of an overload condition. From lever tools to complete crane controls, our products help ensure our customers get the job done and their workers get home safely.

Quality is an integral part of everything we do. Our customers can be confident they'll receive consistent quality from the CMCO family of brands, from design and production to installation and service. A list of our ISO 19001-certified facilities can be found at *Columbus McKinnon ISO 9001 Certified Facilities*.

We are committed to building the safest, highest-quality products on the market and promoting the safe and efficient use of all our equipment through our comprehensive training programs.

PEOPLE & SOCIAL IMPACT
## Occupational Health and Safety

We care deeply about the health, safety, and well-being of our employees, both at work and outside of work. We keep our employees safe at work and this year, CMCO embarked on a behavior-based safety methodology. We have focused on improving the safety observation program for our leaders by focusing on individuals and the tasks they are performing. The safety observation targets skills, training, knowledge, and behavior as the leader observes the employee in their workspace and engages the employees to help answer questions within the observation process. We believe employee participation in the safety process helps create a safer environment for all.

The leading indicator scorecard that was introduced in Fiscal Year 2023 was updated to include previous months' closure rate for our hazard IDs and observation actions that were submitted to our EHS management software. A closure rate target was added as well to standardize performance expectations.

CMCO introduced two EHS programs into the Columbus McKinnon Business System (CMBS). The cut prevention policy was created to provide guidance and performance requirements for the use of ceramic blades and other cutting tools in operations. Additionally, it more clearly sets the standard for our cut-resistant glove policy that exists across our manufacturing locations. A new hire and transferred employee training checklist was also added to the EHS CMBS library in Fiscal Year 2024. This checklist allows for the hiring manager of a new or transferred employee to specify the required training the employee will need as they integrate into their new role.

To provide better data to our operating plants, CMCO partnered with our EHS software vendor to integrate our EHS data with Power BI. The data set will focus not only on our daily management KPIs, but also on overall safety performance at all levels of the organization, providing a clear daily picture of how we are performing against the plan.

Mental Health and Wellbeing:
We also offer incentives for our employees to live healthy lifestyles. This includes opportunities to earn wellness rewards for completing health surveys, getting annual physical exams, and attesting to being tobacco-free.
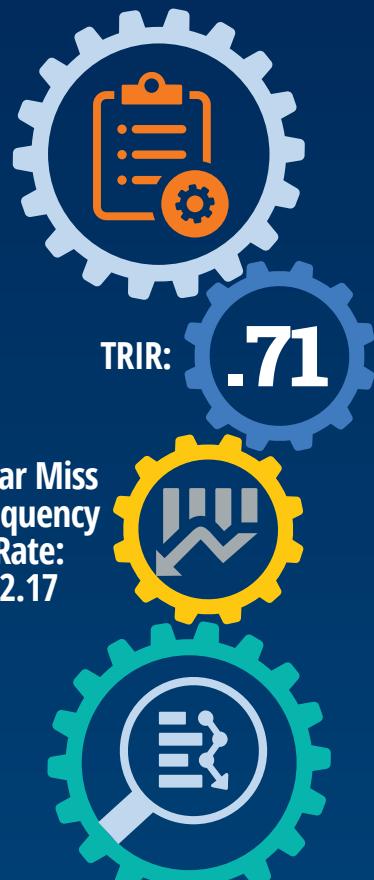
Beyond physical health and safety, we make mental health a priority. Designed to support the needs our of employees, we've launched wellness initiatives within the U.S. that include mental health resources and access to expert-led wellness webinars. In fact, in Fiscal Year 2024, CMCO hosted five such webinars with an average of more than 100 employees attending each event.

EMPLOYEE   HEALTH   SAFETY

MENTAL HEALTH & WELLBEIING

EHS Metrics

TRIR: .71

Near Miss Frequency Rate: 2.17

Hazard ID Completion Rate: 158

PEOPLE & SOCIAL IMPACT
Employment

Our Human Resources Framework consists of five strategic pillars - Attract, Develop, Engage, Retain, and Reward. It's through these pillars that we will unlock the potential of our talent, create an attractive culture, and meet our goal of becoming an employer of choice. These pillars give us an opportunity to impact our teams throughout the employee lifecycle. We are intentional about how we bring capable, diverse people into the organization and then onboard and develop them for future success. We want to create an environment where people are engaged so they will stay; having competitive wages and health & wellness and retirement benefits supports this goal. It's also important for us to not just live our values, but to create an environment where people understand and are proud of the meaningful work they do.

In Fiscal Year 2024, Columbus McKinnon rolled out a new United States Employee Handbook. This handbook was designed to acquaint CMCO employees with our employment policies and answer any questions regarding employment with Columbus McKinnon. The handbook is available to our more than 1,700 employees in the U.S.

Employee Data

	Female	Male	Non-Binary	Total
Number of Permanent Employees by Gender	766	2,705	1	3,472
Number of Full-Time Employees by Gender	685	2,653	1	3,339
Number of Part-Time Employees by Gender	81	52	0	133

	APAC	EMEA	LATAM	NOAM	Total
Number of Permanent Employees by Region	169	1,388	171	1,744	3,472
Number of Full-Time Employees by Region	169	1,280	171	1,719	3,339
Number of Part-Time Employees by Region	0	108	0	25	133

Total Rewards

Our employees spoke, and we listened. In 2024, we made significant updates to expand the current U.S. benefits program, including paid parental leave to all U.S. employees to allow parents to bond with a child (birth, adoption, or foster placement) and greater flexibility within the 401(k) plan by adding the Roth 401(k) option so employees have the option to save on a pre-tax and post-tax basis.

U.S. Health & Welfare Benefits

Medical, Dental & Vision
Competitive coverage & wellness programs aimed at keeping our employees and their family healthy.

Savings & Retirement Plans
Helping our employees plan & save for a bright financial future.

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

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

Professional Training & Development
Providing the tools to help our employees be successful in their current role and future career path.

PEOPLE & SOCIAL IMPACT
Employment

Employee Engagement
One method that we use to understand how engaged our employees are is our annual Global Employee Engagement Survey. This year, we launched several initiatives in response to the employee feedback we received.

Communication and Transparency:
CMCO has increased our efforts to provide regular updates through team meetings, newsletters, and interactive sessions with leaders. The results encouraged us to foster open lines of communication, ensuring that everyone feels heard and informed about company developments.

Professional Development:
We've continued our comprehensive leadership development program, Learning in Motion, which includes in-person workshops, online courses, and mentorship and networking opportunities. Our aim is to continue to support career aspirations and managerial skill development within the company.
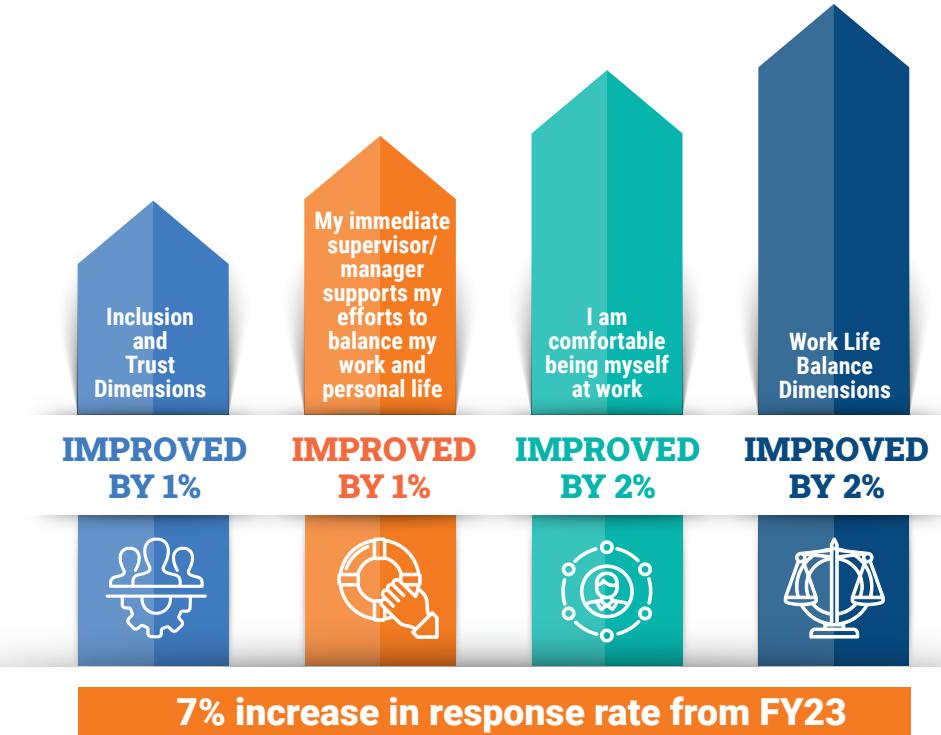
Work-Life Balance:
Balancing work and personal life is crucial for overall well-being. To address this, we've expanded flexible work arrangements and remote work options, allowing employees to manage their responsibilities more effectively while maintaining a healthy work-life balance.

Focus Groups:
Sites with large employee populations completed feedback sessions with external consultants to better understand the data and how to create impactful action items.

YOUR VOICE MATTERS

Inclusion and Trust Dimensions	My immediate supervisor/manager supports my efforts to balance my work and personal life	I am comfortable being myself at work	Work Life Balance Dimensions
IMPROVED BY 1%	IMPROVED BY 1%	IMPROVED BY 2%	IMPROVED BY 2%

7% increase in response rate from FY23

PEOPLE & SOCIAL IMPACT
Employment

Recognizing Employees that Live Our Values
We know it is important to recognize and celebrate each other and we do this through our global Living the Values awards program.
In Fiscal Year 2024, over 140 employees were recognized for their performance and dedication to going above and beyond.

Living the Values Awards Program

Presentation of the "Win as a Team" awards for our Living the Values program at the Lexington, TN, plant.

David Wilson Personally Recognizes Employees
In February of this year, President and Chief Executive Officer David Wilson embarked on a series of visits with employees at several North American operations locations. During town hall meetings, skip-level meetings, and Q&A sessions, David listened to employees' feedback and concerns, gaining direct insight into opportunities to add more engagement opportunities, improve operational processes, and recognize outstanding contributions from our dedicated workforce. Employees had the chance to share their ideas and appreciation for the opportunity to engage directly with senior leadership and to have a candid exchange of ideas with David.

"It's one thing for me to say that we're working toward improving engagement, but to see and hear from employees face-to-face is where the Executive Leadership Team and I can really see our strengths, weaknesses, and any opportunities to be better. We've got a great, dedicated team of employees across our organization. I enjoyed spending time talking with these teams and look forward to following up on some of the feedback I received during my time with them." David Wilson, CEO

"It was refreshing to hear the vision and future of CMCO along with the clear expectations set for our sales team." Curtis Rybski, Sales Account Manager

"John Alberson's commitment to the company's core value of 'Think Differently' exemplifies the spirit of innovation and excellence. I'm proud to work with employees like John who go above and beyond to move the world forward through the work they do here at CMCO."
David Wilson, CEO

PEOPLE & SOCIAL IMPACT
Employment

Employee Recognition

*Betsy Goff, Design Engineer
– Lexington, TN, United States*

Columbus McKinnon values the contributions of all employees, and this year, we recognized three employees who celebrated 50 years with Columbus McKinnon.

Design Engineer **Betsy Goff** has been with Columbus McKinnon since 1973. Describing herself as "fresh off the farm," Betsy went looking for her first job straight out of high school, two years after CMCO's carbon chain plant opened its doors in Lexington, Tennessee.

"The manager gave me a job as a general utility – filling orders and packing products in the Shipping department. A year later, I became the stock foreman for Shipping."

Betsy's experience on the plant floor awakened her interest in manufacturing. She was able to see how every aspect of the plant worked. "I loved my job. It was hard work, the kind of job you looked forward to every morning," Betsy said. "It was a family-friendly workplace where everyone looked out for each other. People chipped in to help each other if they got behind, and cross-trained each other no matter what your job was. That is how I became familiar with the products and processes of chain making."

Throughout the 1970s, Betsy shifted into several new roles, including inventory clerk, customer service, switchboard operator, purchasing agent, special orders, distribution, and mail lady. In the 1980s, she moved into Production Control as a Scheduler 1, then later joined the Engineering team as an estimator assistant. Her manager at the time, Jack Emingsinger, became one of her mentors. "He put me on the path to where I am today," she said.

Betsy has seen the transformation of Columbus McKinnon over the course of her career. She's seen the company go public, grow from not having a technology department to having a fully staffed Information Services team, and change from highly manual computer inputs to today's CMBIS process. Her responsibilities today include controlling item masters in CMBIS and SAP, along with the bill of materials, routings, costing, special application quotes, and engineering changes.

"There were a lot of ups and downs through my journey," she said. "For about three years beginning in 2000, I pondered retirement." But in 2015, she was asked to join the Engineering team under Troy Raines, which she notes is "the reason I am still here." As Betsy's career winds down, she is reminded of how many years she spent learning skills and getting to know fellow CMCO employees over the years, saying, "I am grateful for the opportunity and the people [God] put in my path along the way."

PEOPLE & SOCIAL IMPACT
Employment

Employee Recognition

*Bob Ellis, Production Manager
– Chester, United Kingdom*

Bob Ellis has been working for Columbus McKinnon for 50 years. Born and raised near the city of Chester in the United Kingdom, Bob works as a Production Manager over Camlok lifting clamp products. He began his career when he was college-aged, following a push from his mother who wanted him to start an apprenticeship.

"A local man from Chester owned the company, which was called Deeweld Limited in 1973, and I knew some lads who worked there," Bob recalled, laughing. "During the interview, the only thing we talked about was football, and then he told the MD to hire me!" Back then, Deeweld employed around 20 people, and everything from grinding to profiling was done in-house and in one small building. Today's two-building space in Chester employs around 45 employees, and since Columbus McKinnon acquired the company in 1999, the Chester team has gone on to not only produce the manufactured range of Camlok clamps and lifting accessories, but additionally to distribute thousands of other group products through its domestic and international channels. "Back then I made £19 a week," Bob said, "If you can believe it."

He started as an apprentice fabrication welder, spending five years in the role before taking on the job of testing all manufactured products. He then moved into production planning and purchasing, eventually winning the Works Manager role, which he held for 30 years. In his various roles, Bob's understanding of manufacturing production tasks and processes together with his knowledge of vendors and material availability has proved increasingly valuable. "When it comes to Camlok," he said, "I know exactly how long processes take and what quality looks like."
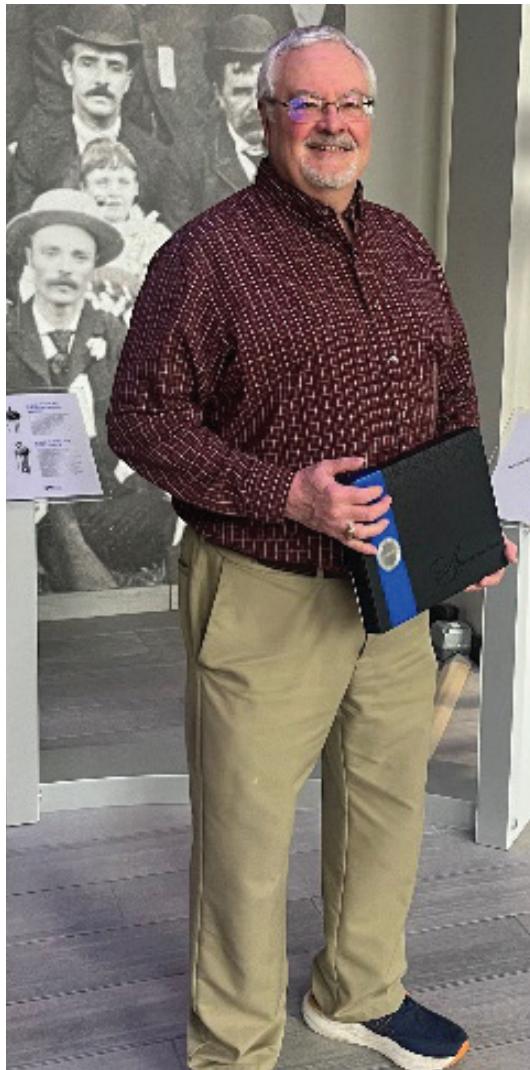
Like most employees with Bob's tenure, he has seen the business transform over several decades, including when Columbus McKinnon acquired the once small shop. "Since we've been with Columbus McKinnon, everything has improved here," Bob said. "The facilities, the processes, the organization, Human Resources... It's all more organized." In overseeing Camlok production over the years, his focus has been on maintaining stock availability and accuracy, efficiently managing the workflow in each of the manufacturing areas and organizing incoming work. As a manager, he is known for being friendly and loyal.

PEOPLE & SOCIAL IMPACT
Employment

Employee Recognition

Doc Smith, Senior Specialist, Technical Sales Support for Lifting – United States

Doc Smith's journey with CMCO began half a century ago. When asked about his initial steps, he reminisced, "I had a few short stints at other factories and was laid off from my last job. I was considering applying for a construction position, but fate led me elsewhere." Doc shared that the local employment office presented Columbus McKinnon as an opportunity, and because he wanted steady work, he "took the leap."

Over the years, Doc accumulated valuable lessons that shaped his career. He emphasized the following principles:

1. Customer Focus: Always keep your customers' needs and perceptions in mind. Remember how you want to be treated when you're the customer.
2. Tackling Challenges: When faced with seemingly insurmountable problems, break them down. Chip away at them once step at a time. You'd be surprised how small actions can turn a big problem into a manageable one.
3. Embrace Change: Adaptability is key. Every industry evolves, and so should you. Embrace change - it's an opportunity for growth.
4. Excellence: Always give your best effort. If you cut corners, you'll end up fixing it later. Strive for excellence.
5. Enjoy the Journey: Work hard, but also have fun. Enjoy the camaraderie, the challenges, and the victories. It makes the days more fulfilling.

Doc recalls a few fond moments at CMCO. "Working on the shop floor, programming numerical control lathes and machining centers – it was rewarding," he shared. "But beyond that, it's the people. The colleagues I've worked beside and the customers I've served – they've made this journey unforgettable." He also highlighted his role in training new Special Apps teams during facility transitions. "From Arkansas to Michigan, and then Michigan to Ohio," Doc said, "we put in hard work, and it paid off. The successes of the company became our shared accomplishments."

When asked about his proudest achievement, Doc's humility came through. "I won't have a building named after me," he chuckled, "but I've left things a little better than I found them. That's what matters – a legacy of improvement."

PEOPLE & SOCIAL IMPACT
Employment

Best of the Best Awards

The Best of the Best Awards are presented annually to those who exemplify what it means to live our values every day. This prestigious award recognizes leaders, teams, and/or sites who not only show their ability to deliver but prioritizes a commitment to meeting and exceeding a goal.

Act With Integrity - Simon Chan

Be Easy to do Business With - Steve Lamb

Connect Safety to Everything You Do- Matt Frazier

PEOPLE & SOCIAL IMPACT
Employment

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Deliver On Your Commitments - Frank Regneri

Safety Plant of the Year - Charlotte

PEOPLE & SOCIAL IMPACT
Employment

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Think Differently - *Thomas Alder and Patrick Landes*

Sustainable Site of the Year - *Vierzon, Fance*

PEOPLE & SOCIAL IMPACT
Employment

Best of the Best Awards

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Win as a Team - *Monterrey Facility Opening Team*

PEOPLE & SOCIAL IMPACT
Succession and People Development

Succession planning continues to be a significant enabler for understanding our employee's aspirations for growth and development. Each year, CMCO completes a global talent review process that includes succession planning throughout multiple levels in the organization. Each global leadership team discusses the talent on their team, within a formal process, to understand their aspirations, abilities, and agility for career movement. From that review, leaders review potential successor candidates who could fill critical roles in multiple readiness categories. The discussion also takes place at the Executive Leadership Team level where each executive discusses potential successors. These successors are presented to the Board for additional awareness. Once aligned, the successors create Individual Development Plans (IDP) and continue their formalized growth and development journey.

Succession Planning

Each year, CMCO completes a global talent review process that includes succession planning throughout multiple levels in the organization.
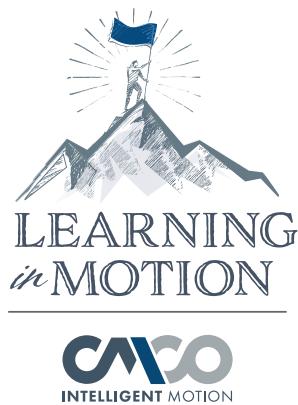
PEOPLE & SOCIAL IMPACT
Succession and People Development

Learning in Motion at CMCO

Columbus McKinnon provides employees with opportunities to learn, grow, and develop skills through formal and informal training programs. Our "Learning in Motion" leadership development program was specifically designed to reenergize our focus on developing future leaders within the organization. Since the program was rolled out in the summer of 2022, more than 135 existing or rising leaders have been nominated to participate in one of the four program levels. Leaders are selected for these levels based on the annual succession planning meetings that take place within each function, a standard process across CMCO to calibrate talent at multiple levels. As a learning organization, some of the skills and development sessions include: Executive Coaching, Leadership Assessments, Leadership Excellence, Emotional Intelligence, Time Management, and Technical Skills.

Performance Management at CMCO

Columbus McKinnon drives performance within the organization through a systematic annual performance management process. In Fiscal Year 2024, just over 1,700 employees globally used the Performance Management system to craft SMART (Specific, Measurable, Actionable, Relevant, Timely) goals and review progress at mid-year, and again at the end of the fiscal year. This year in the U.S., our direct labor employees participated in the performance management process, which increased the number of employees who were capturing goals aligned with the strategic objectives.

PEOPLE & SOCIAL IMPACT
Succession and People Development

Intern Program

Each year, CMCO reaches into the pool of rising creators, builders, and innovators for future talent by building partnerships with local colleges for our Corporate Summer Internship Program. In Fiscal Year 2024, Columbus McKinnon became a corporate partner with the University of North Carolina at Charlotte. This partnership included campus branding, event branding, preferred job registration, and involvement in their "Niner Career Challenge" recruitment event. Between our corporate partnerships and on-site obligations, Columbus McKinnon has participated in more than 15 college recruitment events across the U.S.

Apprenticeship Program

Our Wadesboro, North Carolina manufacturing plant has partnered with South Piedmont Community College since January 2022 to teach students skillsets to become full-time Columbus McKinnon machinists. The students in the program go through intensive on-the-job training and related classroom instruction. They also receive free education while earning a full-time wage that increases as they progress through the program. At the completion of the program, apprentices receive a Journey Worker's certification, college credits that can be applied towards a diploma or degree, and secure employment with the opportunity to advance. Since inception, five students have graduated and become CMCO machinists.

PEOPLE & SOCIAL IMPACT
Workers in the Value Chain & Labor/Management Relations

Workers in the Value Chain

CMCO 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, 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, and Human Rights Policy.

CMCO treats all employees equitably 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*.

Labor/Management Relations

36% of our global employees fall under labor contracts or collective bargaining agreements. Therefore, it is imperative that CMCO maintains collaborative relationships with those employees and their representatives. Columbus McKinnon is 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.

CMCO is committed to upholding the integrity and fair treatment of all workers in our value chain.

PEOPLE & SOCIAL IMPACT
Diversity and Equal Opportunity

CMCO has continued our commitment to and effort around diversity, equity, and inclusion (DEI). It's clear that diversity can positively impact on our business, and we are actively looking for ways to better support our diverse global workforce and better understand and serve our customers. To help grow and prepare the next generation of leaders, we are taking steps to ensure that leaders understand the principles of DEI and have the tools they need to reinforce a culture where all CMCO employees feel empowered to contribute, lead, make decisions, and show up as themselves. Some of our initiatives include:

Inclusivity Training

In Fiscal Year 2024, over 300 of CMCO's global people leaders have taken training on inclusivity. The training includes the following:

- **An Introduction to Diversity, Equity, and Inclusion in the Workplace:** Provides employees with a foundational knowledge and examples of DEI in the workplace and why it matters.

- **Types of Unconscious Bias in the Workplace:** Explores different types of unconscious bias and the potential ways they affect decisions and behaviors in the workplace.

- **Allyship:** Describes why and how allyship can be an essential component of every organization's effort to create a diverse and inclusive culture.

DEI Monthly Newsletter

The DEI newsletter is CMCO's primary communication vehicle for all internal diversity, equity, and inclusion messaging. Launched in January 2023 to help expand our reach to all 3,500+ employees, this informative newsletter creates opportunities for employee feedback, storytelling, positive impacts, and greater understanding. Its goal is to encourage employees to embrace social and cultural differences and realities and shine a light on the various perspectives lived and experienced by our global employee audience. By amplifying conversations about diversity, equity, and inclusion matters through this monthly roundup of relevant stories, brief history lessons, resources, invitations to employee events, and employee spotlights, CMCO is opening the door to greater understanding among seemingly disparate communities of people.

CMCO Chattanooga Plant Partners with Bridge Refugee Services

Bridge Refugee Services assists refugees, asylees, and entrants through orientation and case management to learn how to live in the U.S., and secure early employment. Prior to a family's arrival, case managers and staff arrange for housing, household items, food, job interviews, and more to help the family begin making Chattanooga their home. In the months that follow, these case managers work with clients to assess their goals, set them up with English classes, connect families to local schools, help them navigate their new communities, and find employment.

CMCO Chattanooga began partnering with Bridge Refugee Center in late 2022 and has donated through CMCO Cares in both 2023 and 2024. Chattanooga has onboarded several Bridge clients as CMCO direct employees primarily at our Forging facility. Most of our hires through Bridge come from Venezuela and/or Guatemala with Spanish as their primary or native language. The Forge offers the most support for onboarding and training because we have a diverse workforce at that location with current employees already in the Trainer/Lead role who can assist the Bridge client. We continue to develop a relationship with Bridge Refugee Services to support our local non-profits organizations, strengthen the community, and hopefully enable individuals looking for work a fruitful opportunity that benefits all parties.

PEOPLE & SOCIAL IMPACT
Diversity and Equal Opportunity

DEI Timeline

APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH
Autism Awareness Month	Asian American Pacific Islander Heritage Month	Juneteenth	Independence Day	Womens Equity Day	Labor Day	Global Diversity Awareness Month	Veteran's Day	Happy Holidays	Martin Luther King Jr. Day	Black History Month	International Women's Day
		Pride Awareness Month			Hispanic Heritage Month					Lunar New Year	Womens History Month

PEOPLE & SOCIAL IMPACT
Diversity and Equal Opportunity

U.S. Race & Ethnicity

- **73.2%** White
- **14.2%** Black or African American
- **6.6%** Asian
- **4.1%** Hispanic or Latino
- **1.6%** Two or More Races
- **0.2%** American Indian/Alaskan Native
- **0.1%** Native Hawaiian or Other Pacific Island

Percent of Female Global Employees

- **22%** Of All Employees are Women
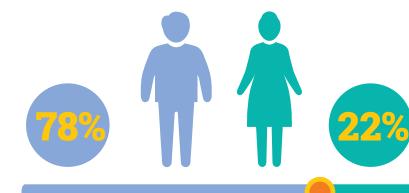
Percent of Women Leadership Roles

79%   21%

Percent of Women Promoted

70%   30%

Percent of Women Hired

78%   22%

PEOPLE & SOCIAL IMPACT
Local Communities

In Fiscal Year 2024, Columbus McKinnon celebrated the formation of new community partnerships and the second year of CMCO Cares. CMCO and our employees across the globe committed their time and money to support the causes dear to their hearts.

United Way Campaign
Columbus McKinnon employees in the U.S. kicked off the United Way ePledge Campaign this fall. Employees opted in for payroll deductions, pledging over $10,000 in donations for 2024. Employees were able to choose the organizations to support through United Way, ensuring their donations impact their local communities and causes they are passionate about.

Professionals-In-Residence Partnership with UNC Charlotte
As part of our corporate sponsorship with UNC Charlotte, CMCO regularly participates in Professional-in-Residence sessions at the Career Center. During these sessions, CMCO representatives in functions ranging from human resources and finance, to engineering provide students with resume development help. Assistance may include content creation, minor adjustments, advice on the industry, and further guidance for students looking for jobs and internships. Through volunteering for Professional-in-Residence sessions, CMCO is supporting our community, and students have become interested in our company's opportunities.

Niner Career Challenge Partnership
Columbus McKinnon joined the Niner Career Challenge this year. It is a three-month program where students had the opportunity to win tuition for the Spring 2024 semester by participating in a variety of career readiness activities and events. This year, our Chief Human Resources Officer, Adrienne Williams was glad to present a tuition check to one of the engineering students.

PEOPLE & SOCIAL IMPACT
Local Communities

Waukesha County Business Alliance
Dorner welcomed students with the Waukesha County Business Alliance to learn about conveyance engineering and the many trade skills required to make precision conveyors.

Dorner welcomes students at the Waukesha County Business Alliance.

PEOPLE & SOCIAL IMPACT
Local Communities

Scholarships:

Columbus McKinnon recognizes the importance of investing in our local communities and training our future workforce. To support both, we have formed scholarships for manufacturing and engineering students across the United States for the Spring 2024 semester. Through the CMCO Cares program, we are excited to form new partnerships while growing others with the local colleges near some of our main manufacturing facilities. We are excited to be a part of students' educational journeys as they seek to receive a valuable and affordable education. The Columbus McKinnon scholarships will help students in engineering or manufacturing programs at the following colleges and universities:

- **Central Piedmont Community College** in Charlotte, North Carolina, USA
- **South Piedmont Community College** in Monroe, North Carolina, USA
- **Virginia Highlands Community College** in Abingdon, Virginia, USA
- **Waukesha County Technical College** in Pewaukee, Wisconsin, USA

Habitat for Humanity:

More than one year into our largest community partnership, Columbus McKinnon celebrated another milestone in fostering community growth. To continue our support for the local communities that we operate in, CMCO expanded our reach this year with donations to Habitat for Humanity of the Charlotte Region and Habitat for Humanity Buffalo. This is the second donation from CMCO to the Charlotte organization and the first to the Buffalo organization.

Our sustained partnership with Habitat for Humanity began last fiscal year, but to Columbus McKinnon, it is more than a financial commitment. Employees have the opportunity to volunteer for build days to work alongside the future homeowners and their families who eventually live in the homes. The donations directly support ongoing and future community projects, ensuring that more families can experience the joy of home ownership and the stability it brings.

Employee Involvement

Through the CMCO Cares program, employees have an avenue to engage with their local communities in a meaningful way. Each location has the autonomy to give back to organizations that they're passionate about, which can be seen in our diversified involvement with multiple non-profit organizations. From our employees in Malaysia preparing snacks for a community food fair to our Hartland, Wisconsin, plant employees collecting winter apparel during the cold season, every outreach effort displays CMCO's heart for our local communities.

"I am not only encouraged to see our communities' appreciation for our involvement, but I'm also encouraged to see our employees' excitement about our partnerships. At our annual Habitat for Humanity Build Day, each CMCO participant had a smile on their face while working alongside other organizations to install drywall for families in need of housing. CMCO Cares allows our employees the opportunity to invest in the lives of those around us, which also strengthens us as a team. I'm excited to see how CMCO continues to care for our local communities!" – Sidney Chason, CMCO Cares Lead Ambassador & HR Coordinator

Executive Involvement
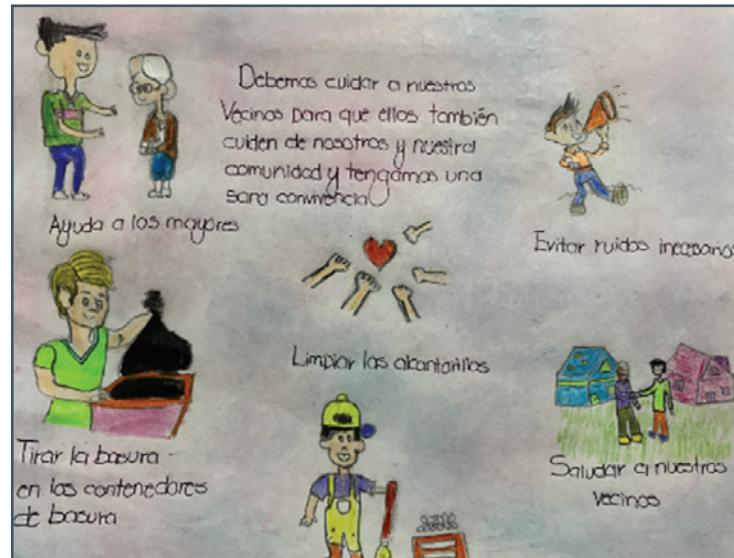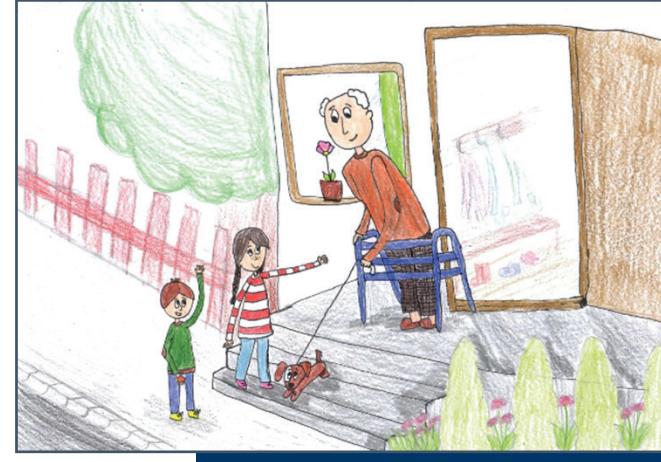
As part of our formal charitable giving program, CMCO dedicates funds to our leadership team to donate to causes of their choice. For example, our CFO Greg Rustowicz sits on the board for Neighborhood Legal Services, Inc. (NLS) which works to expand and create access to the justice system in Western New York for people challenged by disability and poverty. NLS handles an average of 8,000 cases and benefits over 18,500 individuals per year. They provide advocacy in disability law, public benefits advocacy, housing and landlord/tenant matters, and family law.

PEOPLE & SOCIAL IMPACT
CMCO Cares Children Drawing Contest

To further involve our employees and their families in our communities, we hosted a drawing contest for the children, grandchildren, nieces, nephews, and other young family members, inviting them to show what "caring for our neighbors" looks like to them through art. More than 40 family members submitted drawings from across the globe and CMCO employees voted on their favorites. The top 12 designs are featured monthly on our company intranet!

PEOPLE & SOCIAL IMPACT
Our People Giving to Our Communities

Executive Highlight:
Adrienne Williams, *CHRO*
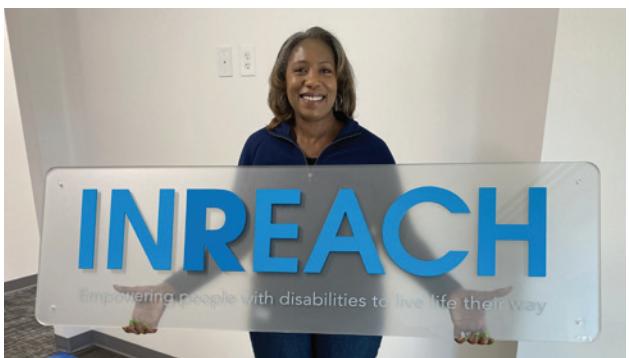
Our Chief Human Resources Officer, Adrienne Williams recently joined the board of InReach NC. InReach, nearing its 50th anniversary, is a not-for-profit organization specific to the Carolinas that provides innovative housing, employment, and community services to individuals with intellectual and developmental disabilities living their lives independently.

Adrienne was nominated for the position and was excited to have the opportunity to give back to her community in a way that is personal and close to her heart. InReach's mission resonates with Adrienne, whose mother was a nurse's aide in a similar state-run home in Delaware, where she grew up. Adrienne spent much of her childhood volunteering with her mother. Adrienne, now a mother to a child with autism, wants others to know they are not alone, and that there is support for those individuals and their families. Adrienne wants to inspire others, including her own children, to be grateful and giving, stating, "We cannot forget how fortunate we are or take it for granted – being able to live independently from day to day. Some people can't. Sometimes we don't see it. It can be a hidden part of our community, and it shouldn't be. They need to know...we see you."

Adrienne considers it a calling and brings her knowledge of Human Resources and Human Capital to InReach as a member of the Personnel committee.

Employee Highlight:
Harris Naidoo *(South Africa)*

Harris Naidoo, Sales Manager of our South Africa location, is dedicated to the sustainability of his local community. In December, Harris established a peace garden to honor loved ones who have passed. Households in the community were encouraged to sponsor a plant in remembrance. The discarded wood from Yale Lifting Solutions, Durban Branch, was used to build benches and tables. A rock fireplace was built so that community members can keep warm and have their braais, an outdoor meat-cooking tradition in South Africa. Harris is also involved with the Durban Child & Welfare Society (Merebank Local Committee) helping prepare meals for children of orphanages for a Christmas breakfast. Harris does a remarkable job volunteering in his community and getting others involved where help is needed.

PEOPLE & SOCIAL IMPACT
Our People Giving to Our Communities

Employee Highlight:
Lindsey Muchka *(Hartland, Wisconsin)*

Lindsey Muchka, Director of Marketing, and her husband, John, who is a pharmacist, have created a not-for-profit called Pharm to Tables. This charitable organization aims to unite pharmacy professionals in a singular, focused mission of helping end the hunger crisis in their local communities. They host events, including donation drives and auctions, as well as monetary giving campaigns to advocate and raise funds for community meals in the Greater Milwaukee, Madison, and Iowa regions. Lindsey and John have rallied a substantial group of friends, family, and professionals to help support their cause. Lindsey is also a mother of two extremely active boys, and actively participates in her boys' school and sports activities.

Employee Highlight:
Kristina Robinson *(Ballantyne, North Carolina)*
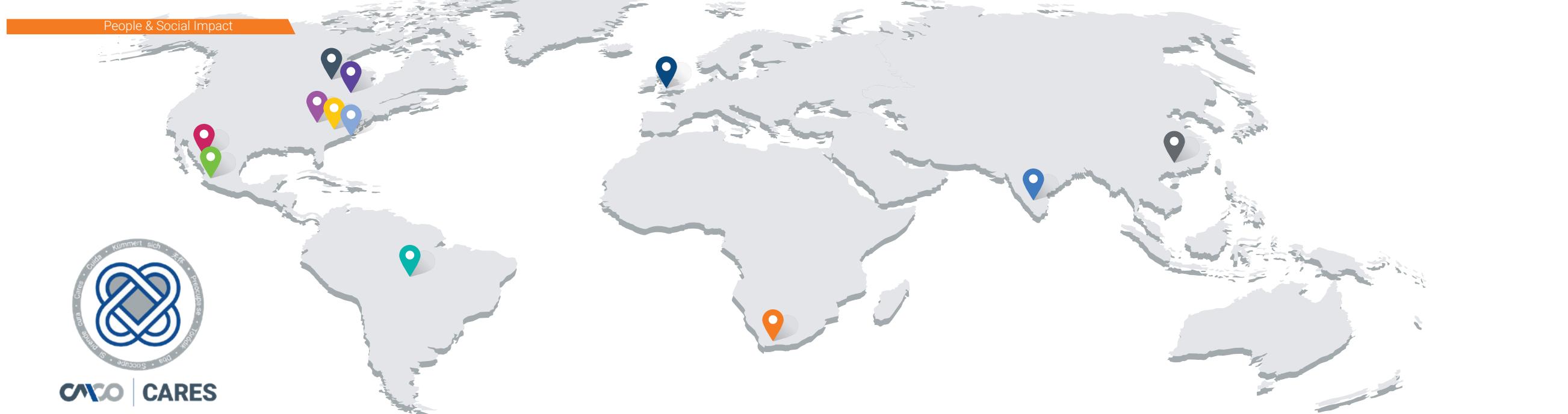
Kristina works at our headquarters in Ballantyne and gives back to the local community through the Junior League of Charlotte. She serves as a Provisional Advisor to new members and supports their end-of-year capstone project. In 2024, her provisional group partnered with Pineville Neighbors Place to pack 200 snack bags for local students in need. Additionally, Kristina has volunteered with Classroom Central's Free Store to distribute free school supplies to teachers in need, the Period Project to create over 150 period packs for adults and children in shelters, and Promising Pages, donating books and resources to help eliminate Charlotte's book desert for children. She has also completed the Junior League of Charlotte's Leadership Development Program, designed to help women develop their leadership skills and become some of Charlotte's most impactful and influential women.

Additionally, Kristina is a member of Alpha Kappa Alpha Sorority, Inc., Zeta Mu Omega chapter. She currently serves as the chapter's co-chair for the Childhood Hunger Initiative Power Pack program (AKA CHIPP™). AKA CHIPP provides weekend and holiday meals for children within local communities and is targeted to be the sorority's most ambitious childhood hunger program to date. Kristina co-leads efforts to provide 82 students with meals weekly during the academic year.

PEOPLE & SOCIAL IMPACT
CMCO Cares Events

CMCO | CARES

Ballantyne, NC, USA
Habitat for Humanity
Build Days
Diaper Bank of NC
Second Harvest Food
Bank Food Drive
Charlotte Mecklenburg
Police Department
Toy Drive

Lexington, TN, USA
Henderson County
Homeless Coalition
Frances Hensley
Animal Shelter
Sand Ridge Baptist
Church Angel Tree

Hangzhou, China
Community Caring
Supplies
Nursing Home
Supply Drive

Santiago, Mexico
Tree Planting

Hartland, WI, USA
Chili Cook Off for
Hartland Area
Food Pantry
Waukesha Food
Pantry Food Drive

Menomonee Falls, WI, USA
Adopt a Family

Chennai, India
Udayum Ullangal
Support Drive

Zapopan, Mexico
Plastic Top Collection
for Cancer

South Africa
Mighty Rock of Ages
Choir Uniform Donation

Hopelands
Children's Home

Chattanooga, TN, USA
Habitat for Humanity
5k Mud Run

Habitat for Humanity
Volunteer Day

Chester, United Kingdom
Toy Drive

Sao Paulo, Brazil
Easter Egg Decorating
Day for Vulnerable
Children & Teens

PLANET:
OUR COMMITMENT TO THE ENVIRONMENT

Columbus McKinnon is committed to being a good steward for our environment and our communities by minimizing any negative impact and looking for opportunities for positive impact.

CMCO
INTELLIGENT MOTION
Columbus McKinnon

PLANET
Climate Change/Emissions

CMCO formally started our climate and emissions reduction journey in 2020 and has seen tremendous progress. We started with the development of Green Teams at every site to capture data on Scope 1 and Scope 2 emissions. We now report our full emissions profile, including Scope 3, as extensively as possible. Our climate strategy is primarily focused on decreasing our Scope 1 and 2 emissions from our operations while also looking for Scope 3 reduction opportunities. We have concluded that our climate-related risk is predominantly transitional, rather than physical, due to the ever-evolving climate and emissions regulatory landscape.

We understand that it is important to limit our environmental impact from emissions. Our operations are primarily assembly, and therefore, generally have lower emissions than other industrial manufacturing companies. Nevertheless, we are committed to being a good steward for our environment and our communities by minimizing any negative impact and looking for opportunities for positive impact. Our teams focus on emission reduction activities such as regulatory compliance, employee engagement through Green Teams, education, and transparency. Our Scope 1 and 2 emissions are third-party verified at a limited level of assurance according to ISO 14064-3. This ensures accurate data that is easily comparable for our stakeholders.

CMCO is an international company and is subject to a wide range of global regulations and reporting requirements relating to climate disclosures. Our governance processes, aligned with TCFD, allow us to be proactive in adapting our strategy to meet regulatory requirements and evolving disclosure guidelines. As our climate-related risk is mainly transitional in nature, we have focused our resources primarily on identifying those regulations that apply to our business, interpreting those requirements as they apply to us, and complying with those requirements to mitigate any associated risks. More information can be found on pages 68-69 in our TCFD Index.

* Along with reporting FY24 Scope 3 emissions, Columbus McKinnon has restated our FY22 and FY23 Scope 3 emissions due to errors identified in the previously reported values by Optera in these fiscal years. These updates apply to Scope 3 Category 11: Use of Sold Products and Category 12: End of Life Treatment of Sold Products.

Footnote: *Total emissions include Scope 1, Scope 2, and Scope 3 emissions. We reuse as much wood and cardboard as possible, which are not included in our recycling or waste diversion calculations. Water usage is not material for Columbus McKinnon because our operation impact is minimal; however, we disclose it for purposes of transparency. For purposes of this report, the term "Operations" includes manufacturing sites and warehousing operations and excludes sales and corporate offices.*

Environmental Data Table

Environmental Data Table	Unit of Measure	FY24	FY23	FY22	FY21
Total Energy	**Megawatt Hour**	**79,212**	**76,079**	**83,769**	**84,914**
Natural Gas, Propane Consumption	Megawatt Hour	32,092	28,113	37,733	45,180
Electricity Consumption	Megawatt Hour	40,215	41,581	39,439	33,239
District Heating Consumption	Megawatt Hour	1,405	1,083	1,167	1,575
Fleet Fuel Consumption (Gasoline and Diesel)	Megawatt Hour	5,500	5,302	5,429	4,920
Renewable Energy	**Megawatt Hour**	**3,846**	**4,171**	**4,064**	**2,884**
US Grid Mix Renewable Energy	Megawatt Hour	3,247	3,452	3,479	-
Non-US Grid Mix Renewable Energy	Megawatt Hour	262	208	84	-
On-Site Renewable Energy	Megawatt Hour	337	511	501	-
Energy Intensity	Megawatt Hour per Million USD	78	81	92	-
Total Emissions	**Metric Ton CO2e**	**1,432,139**	**1,425,084**	**1,397,818**	
Scope 1 emissions	Metric Ton CO2e	7,379	6,754	8,213	9,362
Scope 2 emissions	Metric Ton CO2e	14,840	15,477	13,866	14,842
Scope 3 emissions	Metric Ton CO2e	1,409,920	1,402,853*	1,375,739*	-
Total Emission per revenue dollar scope 1 & 2	Metric Ton CO2e per Million USD	22	24	24	37
Total Emission per revenue dollar scope 1, 2 & 3	Metric Ton CO2e per Million USD	1,413	1,522	1,542	-
Total Waste	**Metric Ton**	**7,621**	**7,733**	**6,536**	**4,857**
Waste Sent to Landfill	Metric Ton	590	689	675	661
Waste Diverted from Landfill	Metric Ton	7,031	7,044	5,861	4,196
Metal scrap recycled	Metric Ton	4,697	5,090	4,343	3,164
Wood and cardboard recycled	Metric Ton	2,007	1,734	1,286	830
Other waste recycled	Metric Ton	217	129	112	202
Waste incinerated for energy	Metric Ton	110	91	120	-
Water Consumption	**M3**	**85,473**	**84,384**	**92,910**	**81,823**
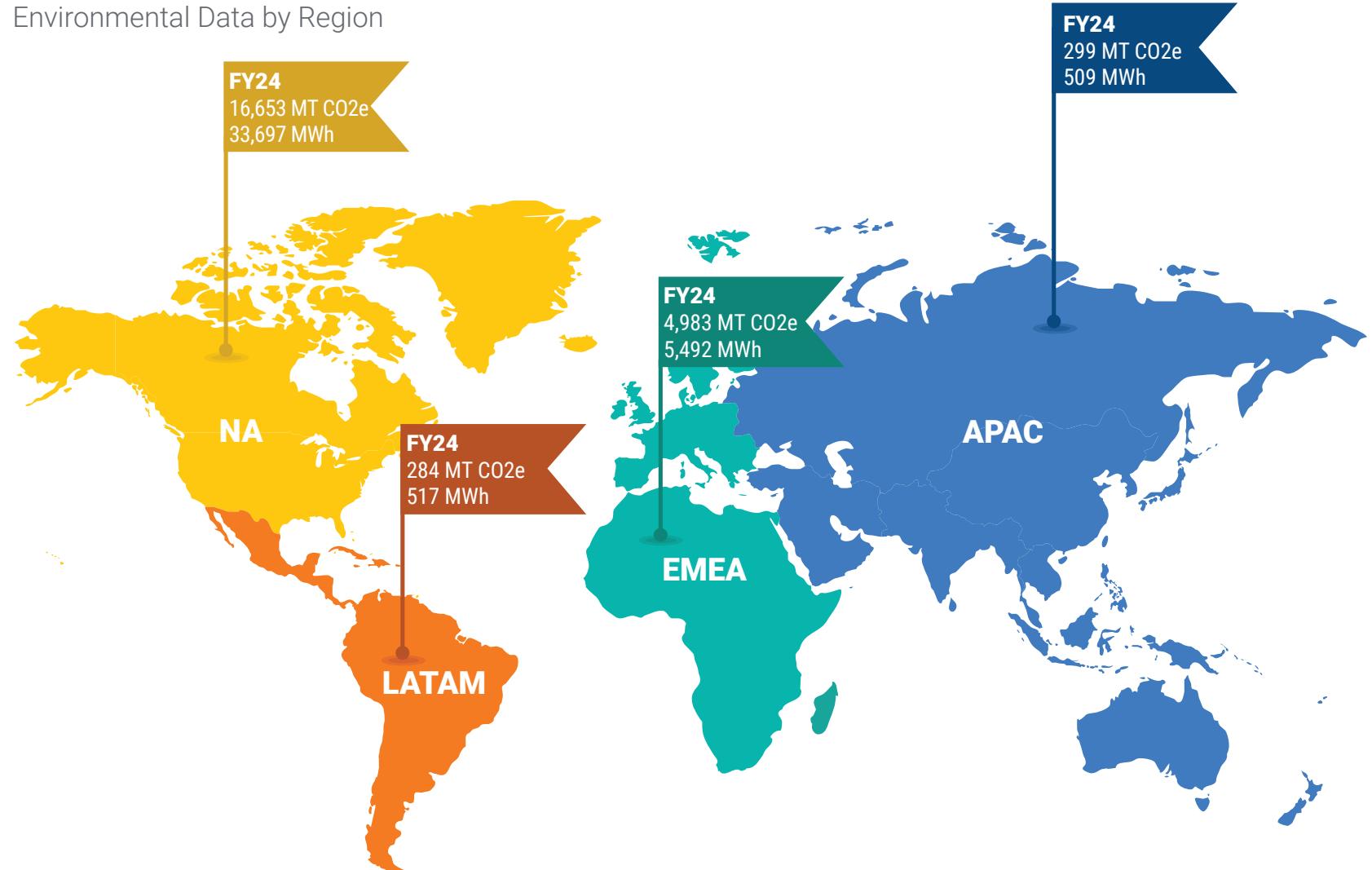
PLANET
Climate Change/Emissions

We understand the importance of reducing our emissions and the impact we have on our environment and communities. This year, there was a focus on improving the energy efficiency of our facilities through projects such as energy efficient windows, new heating systems, and better insulation. Columbus McKinnon also invested in new machinery throughout the organization to improve efficiencies in our production processes and reduce resource and energy demands. Ongoing education for employees on making responsible actions has continued to reduce our waste and energy consumption. They are better enabled to identify opportunity areas where we can put reduction plans in place. Although Columbus McKinnon grew its footprint since FY23 with the acquisition of montratec and significantly increased output with sales over $1 billion, our absolute emissions have only increased very slightly. Our emissions intensity (overall emissions/revenue) decreased 7% from FY23 and 41% since we began monitoring our emissions in FY21. This shows we can grow our business without proportionally increasing our emissions footprint.

Environmental Data by Region

FY24
16,653 MT CO2e
33,697 MWh

FY24
299 MT CO2e
509 MWh

FY24
4,983 MT CO2e
5,492 MWh

FY24
284 MT CO2e
517 MWh

NA

LATAM

EMEA

APAC

PLANET
Energy, Waste & Pollution

Energy & Waste Targets, Goals & Initiatives

Our environmental targets are intended to have a positive impact not only on the environment, but also on our business and company culture. When we started our journey, our sites were all at different stages. We aligned globally on goals and targets and committed to progressing in specific environmental areas of opportunity. This year, we largely focused on improving the energy efficiency of our facilities through projects such as energy efficient windows, new heating systems, and better insulation. Columbus McKinnon also invested in new machinery throughout the organization to improve efficiencies in our production processes and reduce resource and energy demands. We continue to educate our employees to make environmentally conscious decisions to reduce our waste and energy consumption and to look for opportunities to make a positive environmental impact.

In Fiscal Year 2021, we set a target to transition to LED lighting in all warehouse and production areas due to the environmental benefits, return on investment, brighter lighting in critical areas of our operations, and frequent replacement costs. We also added motion sensors to make it easier to manage energy usage in less-used areas. Several sites transitioned to LED lighting on an as-needed basis and others transitioned more abruptly with larger capital expenditures. Some sites were able to develop partnerships with local energy providers to receive rebates and discounts on LED lighting. However, some sites have been unable to transition to LED lighting in the target timeframe due to prohibitively high transition costs but we will continue to transition, as appropriate, at those sites.

Our operations include a significant amount of cardboard in our shipping and receiving processes. When in usable and safe conditions, we encourage our teams to reuse the boxes as much as possible. We set the goal to have all non-reusable cardboard at manufacturing and warehouse sites recycled by the end of Fiscal Year 2024. CMCO stepped up and made this happen, recycling over 867 tons of unusable cardboard this fiscal year. To further reduce the amount of waste we generate, some of our sites take unusable cardboard boxes and convert them into shredded packaging to ship products, a more sustainable alternative to plastic and foam.

We also challenged our manufacturing and warehouse sites with a target to recycle 100% of non-reusable wood to ensure we are reusing and recycling natural resources effectively. Wood is an important natural resource that can be repurposed in many ways. Awareness of this waste stream has led to substantial changes in our processes. Many sites have been successful in finding new partnerships for vendors to take back wood that we are unable to reuse or repurpose. The locations that fell short of this target are experiencing a lack of infrastructure for wood recycling, especially in our more remote locations. For these sites, it has been difficult to procure partners to take wood, often from damaged pallets. We continue to partner with those sites and evaluate new opportunities, both locally and nationally, to prevent our wood waste from entering landfills.

CMCO Green Team Initiatives

We continue to educate our employees to make environmentally conscious decisions to reduce our waste and energy consumption and to look for opportunities to make a positive environmental impact.

PLANET
Energy, Waste & Pollution

Green Team Successes

montratec receives ISO 14001 certification

Vierzon, France sponsors "Bike to Work Day"

Building efficiency renovation projects

Dorner Malaysia's beach cleanup

We understand the importance of driving environmental sustainability and our employees are equally enthusiastic about supporting environmental initiatives. At each of our global locations, we have "Green Teams" made up of employees who volunteer to identify opportunities to increase on-site efficiencies and contribute to environmental sustainability.

Every day, Columbus McKinnon is united in our commitment to evaluating our operational impact, including our greenhouse gas emissions, energy usage, natural resources, and waste to landfill.

PLANET
Energy, Waste & Pollution

Green Team Successes

To celebrate Earth Day in Fiscal Year 2024, our Green Teams from around submitted a video saying "Happy Earth Day" in their native languages. This video was shared throughout the organization for our employees to meet the Green Teams from all regions.

APPENDIX & INDICES

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. It should also be noted that our current double materiality analysis may be reevaluated for CSRD.

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 sustainably 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 more than 20 manufacturing facilities, more than 30 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. This report does not include environmental data for our Monterrey, Mexico location. We finalized the building in January and environmental data for Monterrey will be included in future reporting.

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 ESG 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 2024 (April 1, 2023 – March 31, 2024) 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 Fourth Annual Corporate Sustainability Report. Our most recent report was released in June of 2023.

Reporting Standards:
- Columbus McKinnon Corporation has reported in accordance with the GRI standards for the period from 1 April 2023 to 31 March 2024.
- 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:
- FY22 and FY23 values for Scope 3 Category 11: Use of Sold Products have been updated from the previously reported values due to an error identified and corrected in the emissions calculation (Category 11 now includes emissions from all products sold in the fiscal year), and due to the availability of more accurate data (updated values were provided in June 2024 for the number of products sold in FY22 and FY23).
- FY22 and FY23 values for Scope 3 Category 12: End of Life Treatment of Sold Products have been updated from the previously reported values due to an error identified and corrected in the emissions calculation (updated unit conversion factor), and due to the availability of more accurate data (updated values were provided in June 2024 for the number of products sold in FY22 and FY23.
- montratec was acquired by Columbus McKinnon on May 31, 2023. montratec information is included in the report from date of acquisition on.
- During Fiscal Year 2024, Columbus McKinnon's headquarters moved from Buffalo, New York, to Charlotte, North Carolina.
- Our new facility in Monterrey, Mexico, will not be included in the environmental data calculations for Fiscal Year 2024.

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

ABOUT THIS REPORT

This report contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements are generally identified by the use of forward-looking terminology, including the terms "anticipate," "believe," "continue," "could," "estimate," "expect," "illustrative," "intend," "likely," "may," "opportunity," "plan," "possible," "potential," "predict," "project," "shall," "should," "target," "will," "would" and, in each case, their negative or other various or comparable terminology. All statements other than statements of historical facts contained in this document, including, but not limited to, statements relating to: (i) our strategy, outlook and growth prospects; (ii) our operational and financial targets and capital distribution policy; (iii) general economic trend and trends in the industry and markets; (iv) the risk and costs associated with the integration of acquisitions and our ability to integrate acquisitions successfully to achieve synergies; (v) the proper application of generally accepted accounting principles, which are highly complex and involve many subjective assumptions, estimates and judgements; (vi) the effectiveness of our new facility in Monterrey, Mexico to provide cost savings and margin improvement, and (vii) the competitive environment in which we operate; are forward-looking statements. Forward-looking statements are not based on historical facts, but instead represent our current expectations and assumptions regarding our business, the economy, and other future conditions, and involve known and unknown risks, uncertainties, and other factors that could cause the actual results, performance, or achievements of the Company to differ materially from any future results, performance, or achievements expressed or implied by the forward-looking statements. It is not possible to predict or identify all such risks. These risks include, but are not limited to, the risk factors that are described under the section titled "Risk Factors" in our Annual Report on Form 10-K for the fiscal year ended March 31, 2024 as well as in our other filings with the Securities and Exchange Commission, which are available on its website at *www.sec.gov*. Given these uncertainties, you should not place undue reliance on these forward-looking statements. Forward-looking statements speak only as of the date they are made. Columbus McKinnon undertakes no duty to update publicly any such forward-looking statement, whether as a result of new information, future events, or otherwise, except as may be required by applicable law, regulation, or other competent legal authority.

INDICES
UNSDGs

SUSTAINABLE DEVELOPMENT GOALS

	Sustainability Priority	Alignment to SDGs
Process & Governance	Economic Performance	#1 No Poverty, #8 Decent Work and Economic Growth, #16 Peace, Justice and Strong Institutions
	Enterprise Risk Management	#16 Peace, Justice and Strong Institutions
	Procurement Practices	#3 Good Health and Well-Being, #12 Responsible Consumption and Production
	Materials	#12 Responsible Consumption and Production
	Market Presence	#9 Industry, Innovation and Infrastructure
	Cybersecurity	#16 Peace, Justice and Strong Institutions
	Business Conduct	#16 Peace, Justice and Strong Institutions, #17 Partnerships For The Goals
	Board & Management Oversight	#16 Peace, Justice and Strong Institutions
People & Social Impact	Employment	#1 No Poverty, #8 Decent Work and Economic Growth, #10 Reduced Inequalities, #11 Sustainable Cities and Communities
	Occupational Health and Safety	#3 Good Health and Well-Being
	Training and Education	#8 Decent Work and Economic Growth
	Consumers & End Users	#9 Industry, Innovation and Infrastructure
	Workers in the Value Chain	#11 Sustainable Cities and Communities
	Labor/Management Relations	#8 Decent Work and Economic Growth, #10 Reduced Inequalities
	Diversity and Equal Opportunity	#5 Gender Equality, #10 Reduced Inequalities
	Local Communities	#1 No Poverty, #2 Zero Hunger, #4 Quality Education, #11 Sustainable Cities and Communities
Planet & Environmental Stewardship	Climate Change/Emissions	#7 Affordable and Clean Energy, #13 Climate Action
	Waste & Pollution	#12 Responsible Consumption and Production, #15 Life on Land
	Energy	#7 Affordable and Clean Energy

INDICES
TCFD

TCFD — TASK FORCE ON CLIMATE–RELATED FINANCIAL DISCLOSURES

Governance	
Recommend 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	
Recommend 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

TCFD TASK FORCE ON CLIMATE–RELATED FINANCIAL DISCLOSURES

Risk Management	
Recommend 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	
Recommend Disclosure	**Disclosure Summary**
Metrics to assess climate-related risks and opportunities	We calculate our complete emissions profile. We measure emission intensity for scope 1, 2, and 3. We look specifically at energy 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: 7,379 Metric Ton CO_2e Scope 2: 14,840 Metric Ton CO_2e Scope 3: 1,409,920 Metric Ton CO_2e When we benchmark ourselves against our industrial manufacturing industry peers, we are relatively low emitters of GHG. However, we are measuring our full GHG emissions profile, looking for opportunities for reduction, and taking actions to reduce our GHG emissions. We have engaged third parties to assist us in creating a carbon reduction roadmap that makes sense for our business and our stakeholders.
Targets to manage climate-related risks and opportunities	We are in the process of setting internal carbon reduction targets and a roadmap for our action plan, but are not prepared to disclose publicly at this time.

INDICES
GRI Index

Statement of use	Columbus McKinnon Corporation has reported in accordance with the GRI Standards for the period April 1, 2023 through March 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI Standard/ Other Source	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	CMCO FY24 *Annual Report* Pages 5-10
	2-2 Entities included in the organization's sustainability reporting	CMCO FY24 *Annual Report* Page 136
	2-3 Reporting period, frequency and contact point	Page 64
	2-4 Restatements of information	Page 64
	2-5 External assurance	Page 59
	2-6 Activities, value chain and other business relationships	Pages 10-13
	2-7 Employees	Page 33
	2-8 Workers who are not employees	Page 46
	2-9 Governance structure and composition	Corporate Governance Policy CMCO 2024 *Proxy Statement* Pages 55-60
	2-10 Nomination and selection of the highest governance body	CMCO 2024 *Proxy Statement* Pages 18-19, 57
	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 23
	2-13 Delegation of responsibility for managing impacts	Page 23
	2-14 Role of the highest governance body in sustainability reporting	Page 23
	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.

INDICES
GRI Index

GRI

GRI Standard/ Other Source	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	CMCO 2024 *Proxy Statement* Pages 15-17
	2-18 Evaluation of the performance of the highest governance body	*Corporate Governance Policy*
	2-19 Remuneration policies	CMCO 2024 *Proxy Statement* Pages 62, 90-102
	2-20 Process to determine remuneration	We involve independent consultants in determining remuneration. The results of the votes of stakeholders on remuneration polices can be found here: *Form 8-k*
	2-21 Annual total compensation ratio	CMCO 2024 *Proxy Statement* Page 98
	2-22 Statement on sustainable development strategy	Page 4
	2-23 Policy commitments	Page 24
	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 24
	2-28 Membership associations	*Professional Associations*
	2-29 Approach to stakeholder engagement	Page 15
	2-30 Collective bargaining agreements	Page 46. 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.

INDICES
GRI Index

GRI

GRI Standard/ Other Source	Disclosure	Location
General Disclosures		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 15-18
	3-2 List of material topics	Page 19
Economic performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	CMCO FY24 *Annual Report* Page 39
	201-2 Financial implications and other risks and opportunities due to climate change	CMCO FY24 *Annual Report* Pages 18-19
	201-3 Defined benefit plan obligations and other retirement plans	Page 33
Market presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
Procurement practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 58
	302-3 Energy intensity	Page 58
	302-4 Reduction of energy consumption	Page 58

INDICES
GRI Index

GRI Standard/ Other Source	Disclosure	Location
General Disclosures		
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 58
	305-2 Energy indirect (Scope 2) GHG emissions	Page 58
	305-3 Other indirect (Scope 3) GHG emissions	Page 58
	305-4 GHG emissions intensity	Page 58
	305-5 Reduction of GHG emissions	Page 58-59
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
GRI 306: Waste 2020	306-3 Waste generated	Page 58
	306-4 Waste diverted from disposal	Page 58
	306-5 Waste directed to disposal	Page 58
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 33
	401-3 Parental leave	Page 33
Labor/management relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
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
General Disclosures		
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 32. *Environmental Health and Safety Policy*
	403-2 Hazard identification, risk assessment, and incident investigation	Page 32
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 32
	403-5 Worker training on occupational health and safety	Page 32. Trainings include classrooms, hands-on, monthly newsletters, and drills to provide the necessary trainings to all applicable employees. These trainings include topics from CPR, proactive safety processes, power tool usage, to hazardous waste management.
	403-6 Promotion of worker health	Page 32
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 32
	403-9 Work-related injuries	Page 32
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 43-45
	404-3 Percentage of employees receiving regular performance and career development reviews	We require that all of our exempt employees receive regular performance and career development reviews. All bonus eligible employees are required to receive IDPs.
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 49
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 50-56

INDICES
SASB

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) 285,164 (2) 99.16% (3) 0.84%	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) 0.71 (2) 0 (3) 2.17	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 nonroad 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, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines 1	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 Metric	Category	Unit of Measure	Response	Code
Number of units produced by product category	Quantitative	Number	Manual Hoists: 234,000 Powered Chain Hoists: 50,282 Wire Rope Hoists: 5,500 Screw Jacks: 24,000 Electromechanical Actuators: 19,900 Precision Conveyors: 36,100 Control Panels - Material Handling: 2,766 Controls - Elevator: 4,901	RT-IG-000.A
Number of employees	Quantitative	Number	3,515	RT-IG-000.B

APPENDIX
Calculation Methodology

Processes & Governance

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

People & Social Impact

    i.   **Leadership:** Employees with direct reports and/or Senior Manager title or higher.
    ii.   **Number of Employees by Gender:** Determined by the information provided by employees on their onboarding materials.
    iii.   **Number of Employees by Region:** Determined by the employee's working location.
    iv.   **U.S. Race & Ethnicity:** Determined by the information provided by employees on their onboarding materials.
    v.   **Percent of Women Promoted:** Number of women promoted/total number of employees promoted.
    vi.   **Percent of Women Hiring Rate:** Number of women hired/total number of employees hired.
    vii.   **Total Recordable Incident Rate:** (Number of occurrences * 200,000)/total hours worked.
    viii.   **Near Miss Frequency Rate:** (Number of occurrences * 200,000)/total hours worked.
    ix.   **Lost Time Rate:** (Number of occurrences * 200,000)/total hours worked.
    x.   **Experience Modification Rate:** Calculated by third party.
    xi.   **Hazard ID Rate:** (Hazard IDs submitted for the year * 200,000)/total hours worked.
    xii.   **Fatality Rate:** (Number of occurrences * 200,000)/total hours worked.

Planet & Environmental Stewardship

    i.   **Electricity:** Site data owners enter the electricity consumption into our reporting software on a monthly basis. The data entered comes directly from electricity invoices from suppliers or invoices from the landlords of leased buildings. For our small sales offices that are not provided with electricity invoices from building owners, the electricity usage is calculated based on the average electricity usage per square foot of our known sites. The total electricity reported is the sum of all sites' electricity consumption in megawatt hours.
    ii.   **Natural Gas:** Site data owners enter the natural gas consumption into our reporting software on a monthly basis. The data entered comes directly from natural gas invoices from suppliers or invoices from the landlords of leased buildings. Due to the global nature of our company, natural gas is reported in different units of measurement. Standardization of the units takes place using conversion factors. The total natural gas reported is the sum of all sites' natural gas consumption in megawatt hours.
    iii.   **Propane:** Site data owners enter the propane consumption into our reporting software on a monthly basis. The data entered comes directly from propane invoices from suppliers or invoices from the landlords of leased buildings. Due to the global nature of our company, propane is reported in different units of measurement. Standardization of the units takes place using conversion factors. The total propane reported is the sum of all sites' propane consumption in megawatt hours.
    iv.   **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.
    v.   **Landfill:** Site data owners enter all landfill amounts into our reporting software on a monthly basis. The data entered comes directly from waste management invoices from suppliers or invoices from the landlords of leased buildings. This is all regular waste that is disposed of through a waste management company that ends up in landfills. This is waste that does not contain any hazardous materials or materials that can be recycled by local vendors. Due to the global nature of our company, landfill waste is reported in different units of measurement. Standardization of the units takes place using conversion factors to be reported as metric tons. The total landfill amount reported is the sum of all sites' landfill amounts in metric tons.
    vi.   **Waste Diverted from Landfill:** Site data owners enter the amounts for all non-landfill, non-hazardous waste that is recycled or diverted from landfill for energy production purposes into our reporting software on a monthly basis. The data entered comes directly from waste management invoices from suppliers or invoices from the landlords of leased buildings. This includes, but is not limited to, recycled cardboard, wood, plastic, metal, electronics, and paper. Due to the global nature of our company, the waste diverted from landfill is reported in different units of measure. Standardization of the units take place using conversion factors to be reported as metric tons. The total waste diverted from landfill amount reported is the sum of all sites recycled or used for energy waste in metric tons.

APPENDIX
Calculation Methodology

Planet & Environmental Stewardship *(Continued)*

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

viii. **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 is used for conversion factors for each energy source. Scope 2 emissions: U.S. sites' emissions from electricity were calculated using the location-based method by subregion from the EPA's 2024 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 2023 Grid Electricity Emissions Factors (July 2023). Scope 3 emissions were calculated using emission factors in Optera's database.

ix. **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.