

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

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A MESSAGE FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER, DAVID J. WILSON

I am excited to launch Columbus McKinnon's second annual Corporate Social Responsibility Report in the midst of one of the most transformational periods in our Company's history. We believe that sustainable development and responsible business practices are key to our success during this exciting time. We are unwavering in our efforts to always do better for all of our stakeholders - employees, communities, shareholders, customers, and suppliers. To that end, we fully recognize the importance of open and transparent communication about how we are mitigating risks and capitalizing on opportunities, especially those that impact people and the environment. We have continued to refine our governance practices and implementation processes to integrate Environmental, Social, and Governance (ESG) elements deeper into our everyday business activities.

Over the last two years, we have focused our efforts on adding structure to the ESG issues that are material to our business. We have set goals, implemented metrics, and have integrated ESG into our strategic plan. This year, I am proud to reveal our new Company Purpose Statement: ***Together we create intelligent motion solutions that move the world forward and improve lives.*** This statement was developed with input from a wide-reaching, global group of Columbus McKinnon associates. We find examples of our successful achievement of our purpose in our everyday work. For instance, we worked together with a major e-commerce company to develop a custom conveyor optimized to work on mobile robots in facilities worldwide, helping to improve the efficiency, accuracy and speed of the company's global order fulfillment process, supporting fast delivery of products to consumers.

We have an exciting business strategy to become the global leader in intelligent motion solutions for material handling. This strategy is built upon a foundation supported by the Columbus McKinnon Business System (CMBS) and its focus on the principles of being market led, customer centric and operationally excellent, while ensuring that our people and values are at the center of everything that we do. From there we are leveraging our Core Growth Framework with its balanced emphasis on strengthening, growing, expanding and reimagining our "Core" as we execute on organic and acquisitive growth initiatives. We made two critical acquisitions in Fiscal Year 2022, Dorner Manufacturing Corporation and Garvey Corporation, that transformed our business mix, provided access to attractive, higher growth, secular markets and improved our earnings profile. We are excited to welcome Dorner and Garvey to the Columbus McKinnon family and integrate the businesses, align our teams, increase engagement and improve our culture.

Like most companies around the world, we continue to navigate through what is now the third year of the global COVID-19 pandemic. We have remained resilient through the changes and challenges the pandemic has presented, including supply chain and workforce concerns. However, one thing remains constant, and that is our number one priority: the health and safety of our employees and all who come in contact with Columbus McKinnon and our intelligent motion solutions for material handling. Despite the impacts of COVID-19 and other global macro-events, the Columbus McKinnon team has found ways to advance our strategy, execute our plans, deliver for our customers, and achieve our goals. I could not be prouder of our team, and I am incredibly thankful for their dedication and perseverance in these turbulent times.

David J. Wilson, President and CEO



A YEAR IN REVIEW BY OUR DIRECTOR OF CORPORATE SOCIAL RESPONSIBILITY & CORPORATE COUNSEL, ELIZABETH CHAPMAN



The last year has been complicated, to say the least. Together, we all continue to move forward despite the pandemic's enduring impact on the economy, global supply chain, and human capital management. Companies are being held to higher standards and expectations than ever before. Through it all, Columbus McKinnon has managed to stay true to our growth strategy, forge ahead with sustainability initiatives, and positively impact the lives of our associates and our communities.

People and Purpose Driven

It is well-known that high-purpose cultures consistently outperform the competition. Consequently, we made it a priority in Fiscal Year 2022 to articulate our Purpose - *Together we create intelligent motion solutions that move the world forward and improve lives.* – with the input of our associates around the world. The goal is to be very intentional, ensuring our Purpose is our guiding principle and at the center of all the great things we do. We are steadfast in our pursuit to be a more people and purpose-driven company.

Social Responsibility

Columbus McKinnon recognizes that we have a Social Responsibility to our employees. One of the largest impacts of COVID-19 has been in human capital, which has driven the challenges of labor shortages, talent wars, ever changing safety requirements and increased expectations of the employer-employee relationship. We have made it a priority to make sure our people have the flexibility and support they need and the tools and training to perform their jobs safely and effectively. We launched a new employee engagement survey last year to better understand where our opportunities lie with our people. We continue to learn and navigate this new environment, finding creative ways to recruit, engage, and recognize our associates. We will continue to measure our progress, set goals, and hold ourselves accountable.

Our responsibility also extends to our global and local communities. It is more important than ever to give back to our local communities in every way we can, including volunteering our time and talents. We recognize the symbiotic relationship businesses have with their communities, and Columbus McKinnon knows we need sustainable

communities to maintain our resilience as a company. Our employees, including our executive team, are passionately involved in the communities where they live and work. We continue to recognize their contributions, and will be launching a formal community engagement program in Fiscal Year 2023.

Environmental Sustainability

We have made great progress over the last two years with our environmental sustainability program. Data collection has been integral to understanding our baselines and setting impactful goals, specifically regarding waste management and carbon emissions. In Fiscal Year 2021, we focused on understanding our Scope 1 and 2 emissions and building the framework for our environmental program. In Fiscal Year 2022, we built on that momentum by honing our Global Green Team processes, communication, and engagement. We also made the important decision to move forward with collecting our Scope 3 emissions data. This will allow us to fully understand our emissions profile, develop a science-based plan, and allocate our resources most appropriately to reduce our carbon footprint.

A YEAR IN REVIEW BY OUR DIRECTOR OF CORPORATE SOCIAL RESPONSIBILITY & CORPORATE COUNSEL, ELIZABETH CHAPMAN

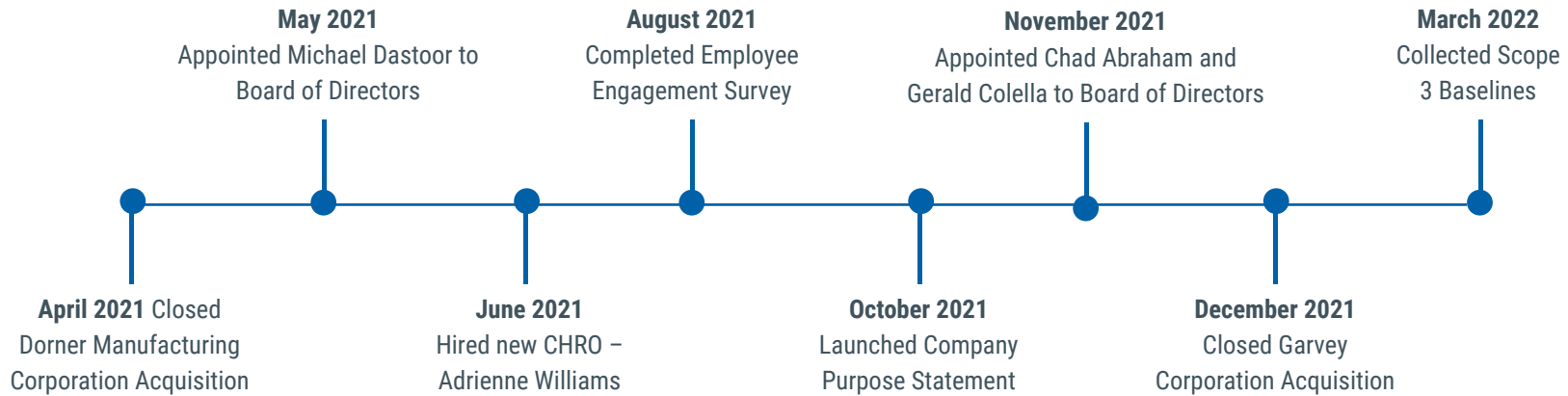
Governance, Risk Management and Business Strategy

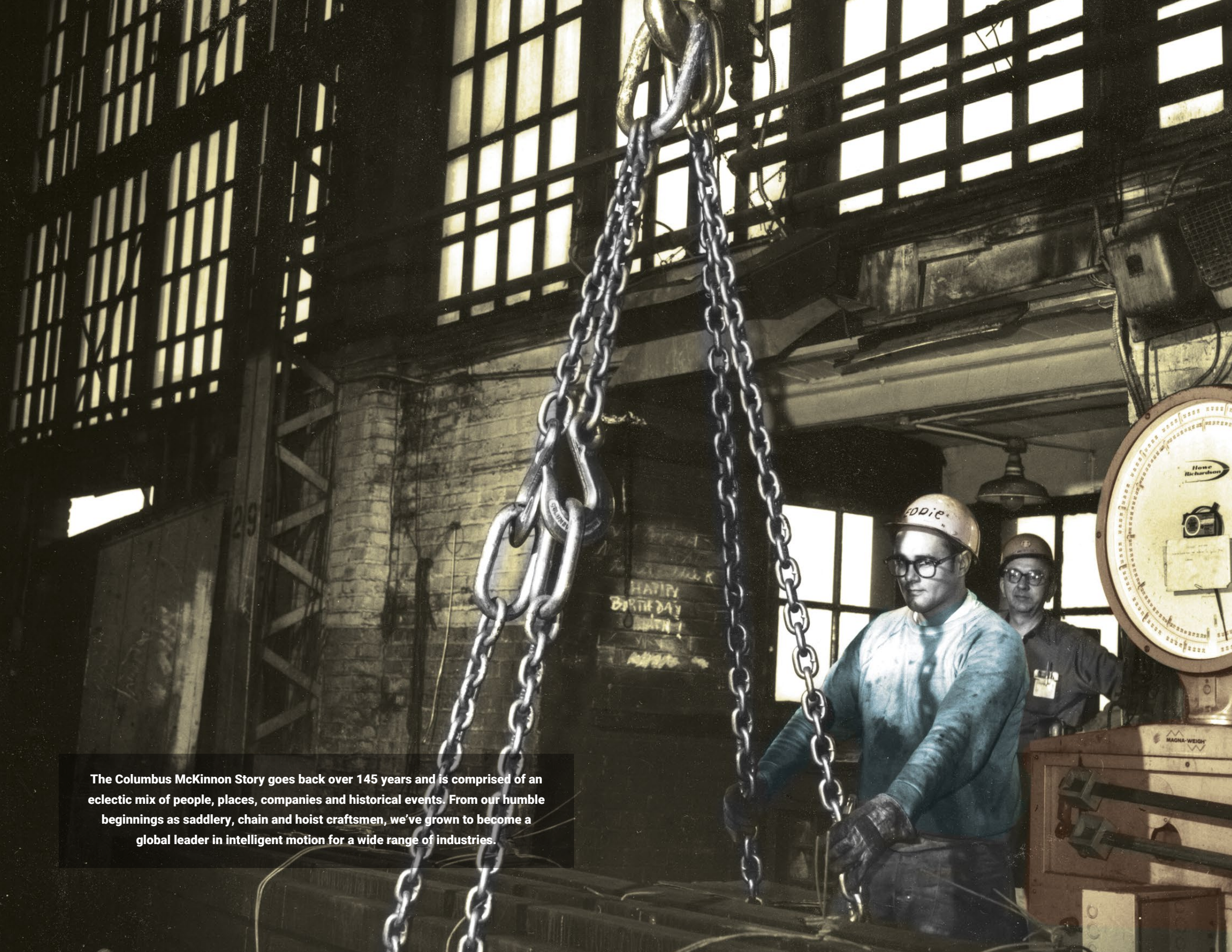
We believe solid governance practices and risk management are key to our ability to integrate ESG into our business strategy. Columbus McKinnon holds itself to the highest standards of ethics and integrity. We have governance processes in place at every level and are constantly re-evaluating to ensure we hold ourselves accountable every day. This year, we focused on enhancing our Enterprise Risk Management process, further developing our business system, which we call CMBS, to capture critical processes.

Looking Forward to Fiscal Year 2023 and Beyond

We already have many plans in the works for Fiscal Year 2023 and beyond. We continue to collect and analyze information and data to set realistic yet challenging goals for ourselves. We expect to develop more employee engagement initiatives and check our progress with our next engagement survey. Now that we have our full emissions profile, including Scope 3 data, we can be more intentional with carbon reduction goals and focused with our resources. We will also be in a better position to evaluate the interdependence with our suppliers and customers when it comes to the sustainability of our entire supply chain. We must collaborate with our upstream and downstream partners to set and meet value chain goals. It may take time, but we want to move forward, making sustainability central to our business relationships. In conclusion, there are so many amazing things our company and our employees are doing, beyond what we can include in an annual report. We move forward confidently, guided by our newly articulated Purpose and grounded in our Values.

ESG HIGHLIGHTS OF FISCAL YEAR 2022





The Columbus McKinnon Story goes back over 145 years and is comprised of an eclectic mix of people, places, companies and historical events. From our humble beginnings as saddlery, chain and hoist craftsmen, we've grown to become a global leader in intelligent motion for a wide range of industries.

ABOUT COLUMBUS MCKINNON CORPORATION



For nearly 150 years, Columbus McKinnon (Nasdaq: CMCO) has developed innovative products and solutions to solve customers' high-value problems while improving safety, uptime, and productivity. As a global leader in intelligent motion solutions for material handling applications, we help move the world forward and improve lives by efficiently and ergonomically moving, lifting, positioning, and securing materials.

Our Products

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

Columbus McKinnon also offers a comprehensive portfolio of Power and Motion Technology, including AC motor controls systems, AC line regenerative systems, automation and diagnostics, smart actuators, brakes, cable and festoon systems, collision avoidance systems, conductor bar systems, DC motor and magnet control systems, screw jacks, elevator drives, inverter duty motors, mining drives, pendant pushbutton stations, and wind inverters.

Most recently, with the acquisitions of Dorner Manufacturing Corp. and Garvey Corporation, we expanded our extensive product offering to include precision conveyor solutions. The combination of Dorner and Garvey technology allows us to provide our customers with one of the most complete lines of high-precision specialty conveying and accumulation systems in the industry. With both standard and highly engineered custom conveyor solutions, we are addressing application needs in critical markets such as pharmaceuticals, life sciences, food & beverage, and industrial automation.

Our Brands

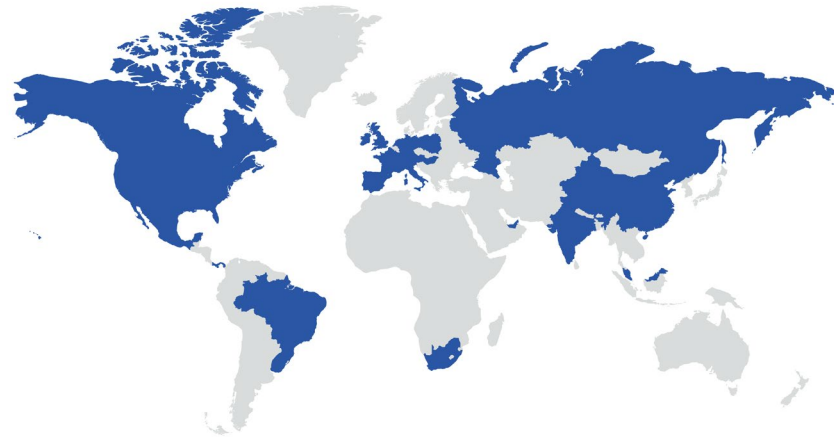
Many of our well-known name brands – including CM, Magnetek, STAHL CraneSystems, Duff-Norton, Garvey and Dorner – have an incredibly loyal following due to their superior design, durability, and reliability. Users ask for Columbus McKinnon products by name because they provide a level of comfort that comes from using a high-quality product. Whether lifting molten metal in a steel manufacturing facility or transporting packages in complex e-commerce warehouse applications, Columbus McKinnon products are there to get the job done day after day – both safely and efficiently.



ABOUT COLUMBUS MCKINNON CORPORATION

Our Global Organization

Headquartered in Buffalo, New York, we serve customers around the world including integrators, engineering procurement contractors, crane builders and OEMs. We also manage a global network of distributors that ensure our products are readily available anywhere, anytime, in any situation. Our global footprint includes 20 manufacturing facilities and 48 sales offices, distribution centers, and warehouses across 25 countries throughout North America, Latin America, Europe, Africa, and Asia. The key to our success lies in the hard work and dedication of more than 3,000 employees around the world, working together to move the world forward, improve lives, and provide value to our customers and other stakeholders we serve.



WORLD WIDE LOCATIONS



AUSTRIA
BRAZIL
CANADA
CHINA
FRANCE
GERMANY
HUNGARY

INDIA
IRELAND
ITALY
MALAYSIA
MEXICO
NETHERLANDS

PANAMA
POLAND
PORTUGAL
RUSSIA
SINGAPORE
SOUTH AFRICA
SPAIN

SWITZERLAND
UAE
UNITED KINGDOM
UNITED STATES
URUGUAY

The Markets We Serve

As the global landscape continues to emerge from the COVID-19 pandemic, we are seeing increases in demand within our key markets and new market demand for manufacturing automation that requires safety, quality, responsiveness and reliability. We are seeing growth in industries such as aerospace, automotive, life sciences, consumer packaging and e-commerce, to name a few. While challenges abound, one thing has remained the same – our commitment to providing value to our distributors, our end users, our investors, and the markets we serve.



Aerospace market is returning to pre-pandemic levels and is even experiencing increased demand as the global community reopens to travel. This is leading to an increase in the business jet industry and increased production rates.



Life Sciences is experiencing significant growth resulting from the rapid production of vaccines and increased demand within the pharmaceutical marketplace for direct delivery of prescriptions to consumers. As this industry continues building out capabilities to meet growing demand, CMCO is helping meet their needs with customizable conveyance and accumulation systems built for precision, speed, and adherence to FDA and industry standards for clean-room environments.



Automotive market remains strong and expansion is driven by consumer demand for electric vehicles.



E-Commerce was a growing market pre-pandemic and has seen accelerated growth during the pandemic as businesses pivoted to online sales. Demand in this market is driven not only by our flagship customer but also by new customers adopting an elevated e-commerce presence and a rapid increase in demand for supply chain automation. This industry is always looking for ways to automate and drive efficiency – which our company is well-positioned to meet with our growing portfolio of intelligent motion technology.



Food and Beverage is seeing growth as manufacturers are expanding production capacity to meet increasing consumer demands while experiencing their own labor shortages due to “the Great Resignation.” Columbus McKinnon is moving the world forward within this industry with a new platform that enables custom-designed sanitary conveyors engineered to the strictest USDA guidelines.

OUR PRODUCTS: MOVING THE WORLD FORWARD

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Our strategic acquisitions of Dorner Manufacturing Corporation and Garvey Corporation, paired with our advanced technology from brands like Magnetek, STAHL CraneSystems, Unified, Yale, Duff Norton, Pfaff and CM, give us the ability to develop intelligent motion solutions that solve today's problems and help shape the future. We have brought the capabilities of our products together to solve productivity and labor shortage concerns related to the COVID-19 pandemic as we help our customers

mass-produce COVID vaccines and testing kits. In fact, cold storage was a centralization barrier, but now, our automated solutions can reduce the time needed to thaw out a COVID-19 vaccine from 48 hours to just two hours, giving access to those that need it most as quickly and safely as possible.

This year, business continuity and "pandemic proofing" your business were top-of-mind concerns for leaders globally, as businesses around the world worked to recover from the effects of the pandemic. Our products are helping with these challenges. Our precision conveyance solutions are helping to shorten delivery time to market and direct-to-consumer in the pharmaceutical space, consumer goods, and food and beverage markets. In one application, our conveyors are being used to transport hundreds of vials of COVID-19 vaccines per minute to ensure ample supply across the country.

Labor availability and safety are also key drivers of business continuity. Our automated material handling solutions, for example, are taking the place of manual labor in some of the more dangerous areas of production facilities and factories. These solutions remove safety risks while increasing productivity and uptime. This allows companies to reallocate recruiting resources and top talent to other jobs.

Increased productivity is also an important part of business continuity. For example, our conveyance technology is being used on mobile robots in warehouses for the largest retailers in the world to improve package sorting and distribution. Our workstation cranes have also driven efficiencies in the developing electric vehicle market, with the added benefit of bringing more sustainable personal transportation options to consumers.

Supply chain issues were also a major challenge throughout the year. Many companies looked to bring their operations back onshore to mitigate delays in critical components

and supplies needed to run their business. Columbus McKinnon's new high-end material handling solutions are changing the business calculus of onshoring and making implementation easier and more appealing.

Whether our products are streamlining distribution for major e-commerce companies, driving sustainability by assisting in the production of electric vehicles, or keeping workers safe in a steel mill, Columbus McKinnon's intelligent solutions are moving the world forward and improving lives.



OUR PRODUCTS: MOVING THE WORLD FORWARD



Columbus McKinnon Products Help Increase Safety on Offshore Oil Rigs

When drilling for petroleum and natural gas on offshore platforms, there is a need to prevent well blowouts that are not only dangerous for personnel on the rig but can be devastating to the environment. To prevent these blowouts, Columbus McKinnon's wire rope and chain hoists are in use on blowout preventer cranes on multiple rigs, including platform Forties Bravo in the North Sea.



Dorner Conveyors Improve Efficiency of Critical Prescription Fulfillment Systems

Each year, billions of prescriptions are filled in the U.S. alone. To help automate and improve the efficiency of a critical prescription fulfillment system, Columbus McKinnon provided a Dorner conveyor system that not only helped get medicines and medical equipment to patients faster but also allowed for better quality control throughout the process.



Magnetek Technology Play an Integral Part in Hoover Dam Crane Modernization

The Hoover Dam Power Plant is one of the U.S.'s largest hydroelectric installations, generating on average 4 billion kilowatt-hours of hydroelectric power on average each year. State-of-the-art Magnetek control technology, including drive panels and radio remote controls, was used to modernize four 300-ton power plant cranes used to maintain the plant's powerful turbines.

OUR PURPOSE, MISSION, VISION AND VALUES

"People don't buy what you do. They buy why you do it." - Simon Sinek. As a collection of acquired product lines and companies, Columbus McKinnon needed to uncover its "Why" – a purpose that would unite the company around a single reason for existence. A purpose that employees and customers could emotionally connect with and build a sense of loyalty with the company.

Over the past year, a team at Columbus McKinnon worked to develop our company's Purpose Statement. This tremendous undertaking took the effort of more than 125 associates from around the world at all levels of the company. Three-hour group sessions were held with employees to understand why they were proud to work here, how the company contributes to the lives of others, and the impact of these contributions. Once these sessions were complete, the team synthesized the input to create a unique Purpose Statement for Columbus McKinnon: ***Together we create intelligent motion solutions that move the world forward and improve lives.*** These are not just words to us. We intend to be a people and purpose-driven organization in all aspects. We expect our people to live our Values and be connected to our Purpose. In fact, embracing our Purpose is so important to our CEO, David Wilson, that he begins each monthly management call with our "Purpose in Motion" – stories that embody our Purpose in action in critical applications all around the world.

OUR PURPOSE

TOGETHER WE CREATE INTELLIGENT MOTION SOLUTIONS THAT MOVE THE WORLD FORWARD AND IMPROVE LIVES.

MISSION

WE PROVIDE EXPERT, PROFESSIONAL-GRADE SOLUTIONS AND PRODUCTS, BUILDING THE TRUST OF CUSTOMERS BY SOLVING THEIR HIGH-VALUE PROBLEMS.

VISION

TO BECOME THE GLOBAL LEADER IN SAFE AND PRODUCTIVE INTELLIGENT MOTION SOLUTIONS.

OUR VALUES



Connect safety to everything you do.



Deliver on your commitments.



Think differently.



Win as a team.



Act with integrity.



Be easy to do business with.



Live our values every day.



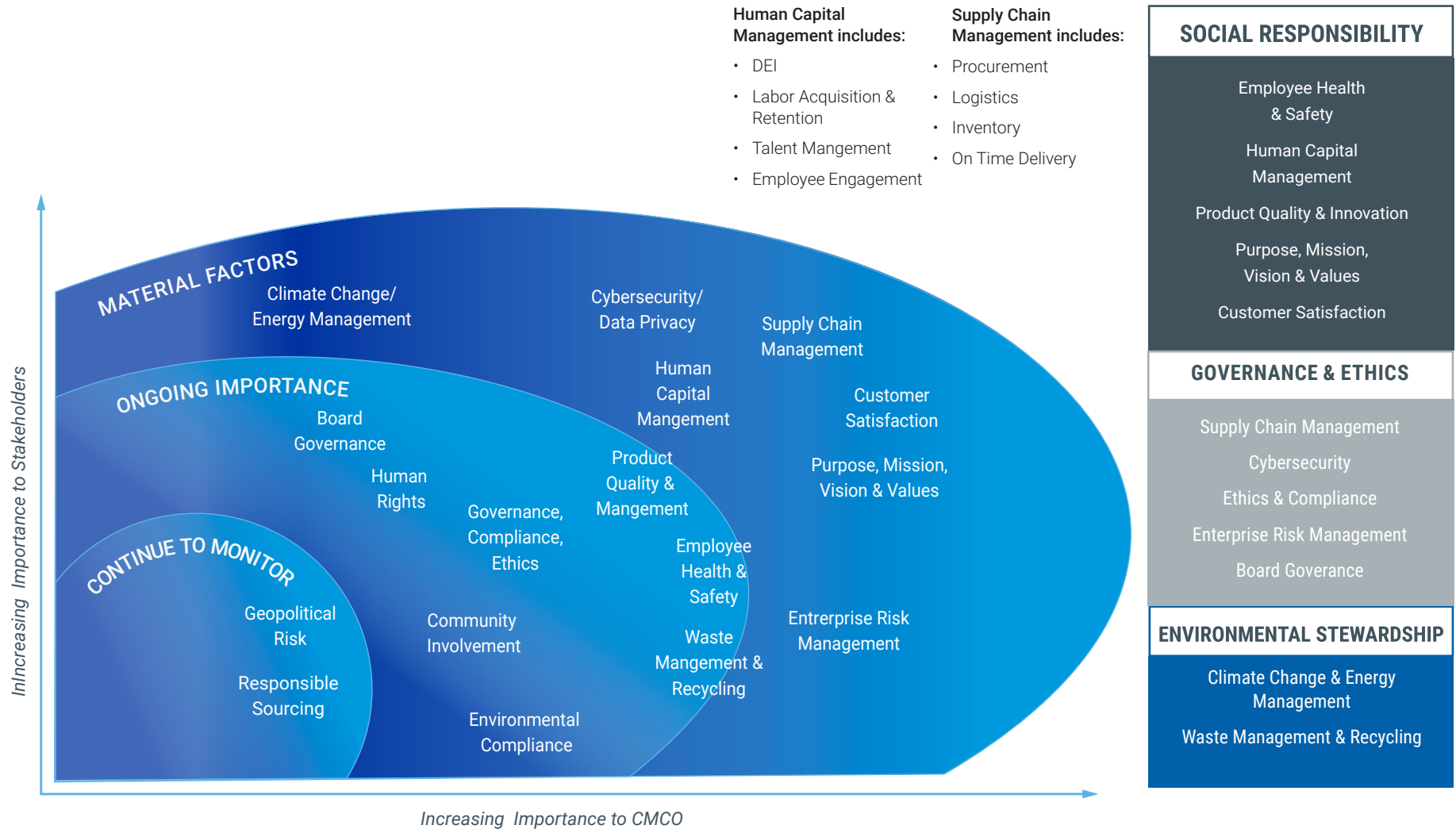
MATERIALITY ASSESSMENT

STAKEHOLDER ANALYSIS

| STAKEHOLDER GROUP | METHODS OF ENGAGEMENT | Important Factors |
|-------------------------------|---|---|
| EMPLOYEES | <ul style="list-style-type: none"> Engage in frequent employee communications via company intranet and company email Solicit formal and informal feedback from employees Anonymous whistle blowing and feedback opportunities through our EthicsPoint Hotline Provide training and career development programs Hold team meetings at all levels of the organization Employee engagement survey | <ul style="list-style-type: none"> Employee Health & Safety Company Culture, Purpose, Values Human Rights Employee Training & Development Diversity, Equity & Inclusion Environmental Stewardship & Climate Change |
| CUSTOMERS | <ul style="list-style-type: none"> Quickly respond to customer inquiries, questionnaires and data requests regarding ESG Adapted customer communication and service channels during COVID-19 pandemic Primarily interact with customers via our sales department, training facilitators and service technicians Collaborate with our customers to develop innovative products, obtain voice of customer and meet customer needs Collect customer feedback through surveys, online platforms and direct lines to customers | <ul style="list-style-type: none"> Supply Chain Reliability Compliance, Ethics & Integrity Responsible Material Sourcing Product Quality & Innovation Risk Management & Process Governance Human Rights Employee Health & Safety Customer Intimacy & Responsiveness Environmental Stewardship & Climate Change |
| COMMUNITY & PLANET | <ul style="list-style-type: none"> Evaluated COVID-19 and social impacts on our local and global communities Encourage local site employees to engage with and hold engagement events that positively impact communities and the environment Engage in corporate giving to charities, foundations and environmental causes Leadership involvement in local communities through volunteerism and serving on non-profit boards Participate in local sustainability forums and global sustainability standard setting information sessions | <ul style="list-style-type: none"> Volunteerism & Corporate Giving Environmental Stewardship (Climate Change, Energy Management, Waste Reduction, Recycling) Company Growth and Financial Stability Local and Diverse Hiring Practices Geopolitical Risk |
| INVESTORS | <ul style="list-style-type: none"> Committed to open dialogue with large and small investors including active and passive investors Proactively meet with investors via broker-coordinated, non-deal road shows and conferences or direct outreach to investors and analysts Provide open access to management for investors via phone/video meetings and correspondence (email and mail) Continued responsiveness to stewardship outreach efforts by active and passive investors Host company-sponsored investor events to provide time for deeper discussions on strategy | <ul style="list-style-type: none"> Company Purpose, Mission, Vision, Values & Strategy Operational Performance Board Governance & Executive Compensation Enterprise Risk Management & Long-Term Sustainability Diversity, Equity & Inclusion Employee Health & Safety Employee Engagement & Talent Management Material Sourcing & Human Rights Geopolitical Risk Climate Change |

MATERIALITY ASSESSMENT

CMCO ESG MATERIALITY MATRIX & TOPICS



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

MATERIALITY ASSESSMENT

MATERIAL CHANGES FROM FISCAL YEAR 2021

Columbus McKinnon utilizes our Materiality Assessment as a tool to prioritize ESG topics and to determine where to focus our resources. This year, we shifted resources based on the current global business environment. For additional information on our Materiality Assessment process and integration into our strategy, see our Fiscal Year 2021 Corporate Social Responsibility Report. The notable changes in our material factors from Fiscal Year 2021 to Fiscal Year 2022 are as follows:

1. Approach to Human Capital Management

In Fiscal Year 2021, there were several specific components of Human Capital Management (HCM) that deserved greater focus, specifically DEI and Talent Management. Like most companies, in Fiscal Year 2022, we believe HCM is even more relevant and requires us to approach these combined factors with the same heightened degree of attention. HCM, as a category, is intended to demonstrate our holistic approach to our relationship with our employees and includes, but is not limited to, the following: Employee Engagement, Labor Shortages, Culture, DEI, Talent Management, Employee Turnover/Retention, Workforce Rewards, and HR Technology. We acknowledge that each factor is important on its own but has an interdependence with the others and, therefore, necessitates an integrated approach. The risks of ignoring HCM are numerous. HCM has the potential to significantly impact our business as we service our customers, improve our factory operations, and drive innovation. HCM directly impacts our employees' morale, job satisfaction, and ultimately retention. HCM impacts our communities by providing jobs and boosting local economies. Columbus McKinnon has worked hard to leverage our strengths and minimize the risks associated with HCM. More detail on our HCM initiatives is included in the Social Responsibility section of this report.

2. Factors of Increased Focus and Importance

There are several factors that have increased in relevance and importance to our stakeholders and/or our business in Fiscal Year 2022. We have updated our material factors accordingly:

- **Supply Chain Management:** Businesses around the world are experiencing various supply chain challenges in the wake of the COVID-19 Pandemic. Supply chain constraints combined with increased demand have created an imbalance, resulting in global inflation and materials not being available when

needed. Supply Chain Management has the potential to impact our operations and ultimately satisfy our customers. Therefore, we have taken several steps to mitigate the impact of supply chain challenges. We proactively monitored material pricing and availability and have expanded our supplier base to ensure multiple sourcing options. We have increased our communication with our customers to understand and manage expectations, and have been purchasing additional inventory where we can.

- **Enterprise Risk Management:** Columbus McKinnon is constantly evaluating its processes and looking for improvement opportunities. Given the economic and geopolitical environment, coupled with the COVID-19 pandemic, we took the step to enhance our Enterprise Risk Management (ERM) process in Fiscal Year 2022. A solid ERM process does not just impact the risks identified through the process; it is indicative of a company's resiliency and ability to navigate new and unforeseen risks as they arise. We discuss our ERM process in more detail in the Governance section of this report.
- **Customer Satisfaction:** Customer Satisfaction has not necessarily increased in importance to Columbus McKinnon but, given the supply chain constraints and other factors and risks that could potentially impact our ability to deliver, we have increased our focus and resources in this area. We are committed to our customers and work every day to live our Value of "Being easy to do business with."
- **Cybersecurity:** Cyber risk, including data privacy, has been a growing concern for global businesses. Columbus McKinnon has been monitoring this trend closely and has implemented additional safeguards in this area. More information on our Cybersecurity program can be found in the Governance section of this report.

Emerging Risks

Geopolitical Risk: Columbus McKinnon continues to monitor developing situations around the world that could potentially impact our business and stakeholders. For example, the Russia-Ukraine conflict could have potential implications for our other material factors, such as Cybersecurity and Global Supply Chain Management. At this time, Columbus McKinnon does not believe this to be a material risk and has taken steps to reduce exposure to risk related to the Russia and Ukraine conflict.

OUR SUSTAINABLE BUSINESS STRATEGY

BLUEPRINT FOR GROWTH 2.0

Operational excellence is a key part of our strategy and required to achieve our growth ambitions. We are transforming Columbus McKinnon into a Global Intelligent Motion enterprise through our business strategy. It begins with the Columbus McKinnon Business System which is represented by the circular graphic below. The key principles of our business system framework focus on being:

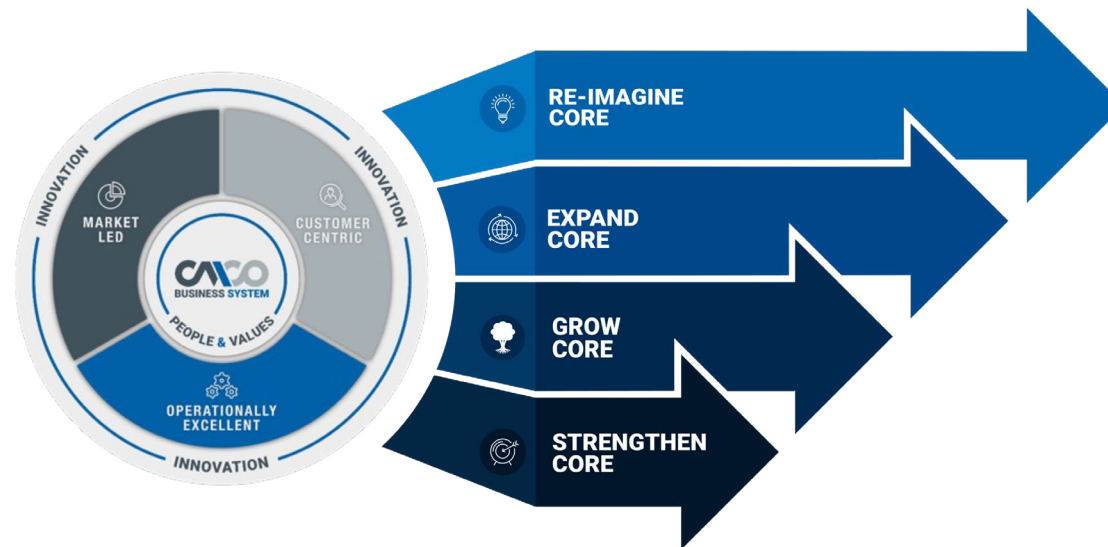
- **Market led**
- **Customer centric**
- **Operationally excellent**
- **People and values driven**

All of which are encompassed by innovation. Our core growth framework includes: strengthen, grow, expand and reimagine the core.

This is emanating from the Business System and represents the strategic growth framework to evolve from our cyclical industrial past to a top-tier, industrial automation and Intelligent Motion future.

Acquisitions are part of our Core Growth Framework. In Fiscal Year 2022, Columbus McKinnon acquired two companies, Dorner Manufacturing Corp. and Garvey Corporation.

Dorner was a platform investment in the precision conveyance space and Garvey was an attractive bolt-on acquisition with leading market share in the accumulator space. These acquisitions increased our exposure to attractive end markets while adding to our Intelligent Motion ecosystem. Both Dorner and Garvey fit into our growth strategy by extending our Intelligent Motion Solutions from the ceiling to the floor where there are more compelling tailwinds associated with trends in industrial automation. Dorner accelerated the Company's shift to intelligent motion and serves as a platform to expand capabilities in advanced, higher-technology automation solutions. Dorner also expands Columbus McKinnon's product offering through a broad range of highly engineered, precision conveying solutions. Dorner is a leading supplier to stable growth markets, such as life sciences, food processing, and consumer packaged goods, as well as the high-growth industrial automation and e-commerce sectors. Garvey is a leading supplier to the growing food & beverage and life sciences industries as well and provides complementary accumulation technologies that serve customers in these growing, attractive industries. The markets served by both Dorner and Garvey require precision conveyance solutions and are expected to grow significantly faster than traditional industrial markets. Both acquisitions provide opportunities for revenue synergies as well as cost synergies.



OUR SUSTAINABLE BUSINESS STRATEGY

Operations Strategic Framework

Operational excellence is a key part of our strategy and required to achieve our growth ambitions. Columbus McKinnon focuses on three main pillars in our Operations Strategic Framework – Customer Experience, Factory Performance, and Working Capital. We have been laser-focused on enhancing Customer Experience through improvements in delivery performance and lead times with the goal to be best in class. We are making progress with quotation-to-delivery kaizen activities to reduce cycle times and improve on-time delivery performance. This allows us to consolidate products and processes into key manufacturing centers, invest training and capital into these centers with emphasis on improved delivery and quality, and advance investment in the Columbus McKinnon Business System process and staffing to drive sustainable advancements. To improve our Factory Performance, Columbus McKinnon is making significant investments in its intern training programs. This allows us to hire and train individuals early in their careers and fill voids in critical roles in our facilities. We've made capital investments in key machining centers to improve factory performance. We continue to focus on product simplification with our 80/20 initiative to meet customer needs while managing our own costs more efficiently. Finally, we have made advancements in Working Capital through our sales inventory and operations planning (SIOP) function, and improved forecasting accuracy.

Re-imagining Customer Intimacy in a Digital World

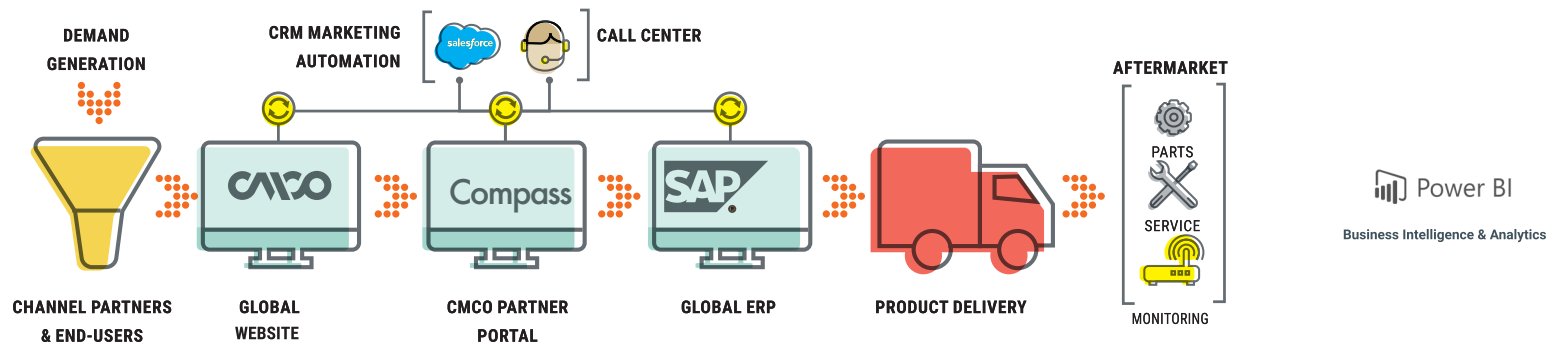
Columbus McKinnon's Digital Transformation continues to advance as every step of the customer journey is re-imagined in a digital world. The four pillars that the Digital Transformation are based on are Inform, Configure, Identify, and Enable, with each being layered across the customer journey providing a robust digital experience for all stakeholders. The Digital Transformation engages our customer through consistent, global websites

that bring forward our full portfolio of products and solutions. These websites, working in concert with informative demand generation tools, help customers identify the solutions to solve their high-value problems.

Managing the full customer experience, a single, global Customer Relationship Management (CRM) system is being implemented to empower our associates with the data they need to maximize their engagements with our customers. The CRM will bridge together the different underlying systems and customer interactions, proving our associates with a 360° view of the customer.

The customer experience comes together for the Channel Partner and Distributors in the Columbus McKinnon Partner Portal. The Partner Portal provides the digital linkage between Columbus McKinnon and our Partners. Partner Portal will bring together quotation, order and case management, marketing, and other support resources and collapses our configuration and quoting tool, Compass™, within it.

The operational core of the customer journey is based on the implementation of modern systems across Columbus McKinnon. Three core focus areas are implementing a single, global Enterprise Resource Planning (ERP) System, a Human Resource Information System (HRIS), and a global Analytics/Business Intelligence platform. These systems, being implemented across all facilities, are key enablers for all stakeholders in driving Columbus McKinnon's success.





SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

EMPLOYEE HEALTH & SAFETY

Our employees are and will always be Columbus McKinnon's most valued assets, and their health, safety and well-being are paramount. We continue to live our core value of "Connecting safety to everything you do," even as our company transforms and evolves. We have certainly had to navigate challenges this year, especially when it comes to the volatile COVID-19 pandemic. However, through the diligence and dedication of our employees, we have been able to meet customer needs while maintaining our strong track record of health and safety performance.

Columbus McKinnon believes that a successful Employee Health and Safety (EHS) process is achieved through strong policies and procedures exceeding minimum compliance. We also know that many occupational injuries can be prevented. We train and drive our employees to identify and work to eliminate foreseeable hazards that could potentially result in personal injury, accidents, or other business interruptions such as fires or property damage. To help identify and correct these potential hazards, employees are encouraged to participate in our Safety Opportunity and Near Miss reporting process.

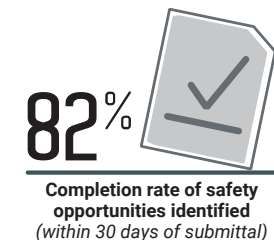
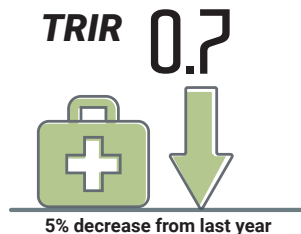
In Fiscal Year 2022, Columbus McKinnon invested in a new global EHS software solution that is easy to use and provides more consistency and accuracy in tracking and monitoring our progress in real-time. Having a system like this elevates our ability to record information, analyze data, and proactively bring attention and focus to areas that may have a high severity or frequency of occurrence.

Furthermore, we continue to hold ourselves accountable to high safety standards by conducting annual audits. Each facility undergoes a rigorous review of pertinent documentation, assessment of local management's involvement in the process, employee engagement as it relates to safety, and a detailed examination of the physical state of the facility and its operations.

Columbus McKinnon Employee Health & Safety KPIs

| Safety | FY20 Actual | FY21 Actual | FY22 Targets | FY22 Actual |
|--------------------------------------|---------------|-------------|--------------|-------------|
| Total Recordable Injury Rate (TRIR) | 0.84 | 0.74 | 0.70 | 0.70 |
| Near Miss Frequency Rate (NMFR) | No Target | 113.8 | No Target | 15.28 |
| Lost Time Rate (LTR) | No Target | 0.40 | No Target | 0.33 |
| Experience Modification Rate (EMR) | 0.74 | 0.74 | 1.00 | 0.90 |
| Safety Opportunities Completion Rate | Not Available | 81% | 95% | 82% |
| Fatality Rate | 0 | 0 | 0 | 0 |
| EHS Training vs. Plan | Not Available | 92% | 100% | 91% |

*Rates are based off 200,000 hours worked. Does not include Dorner and Garvey, as they are tracked separately



SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

HUMAN CAPITAL MANAGEMENT

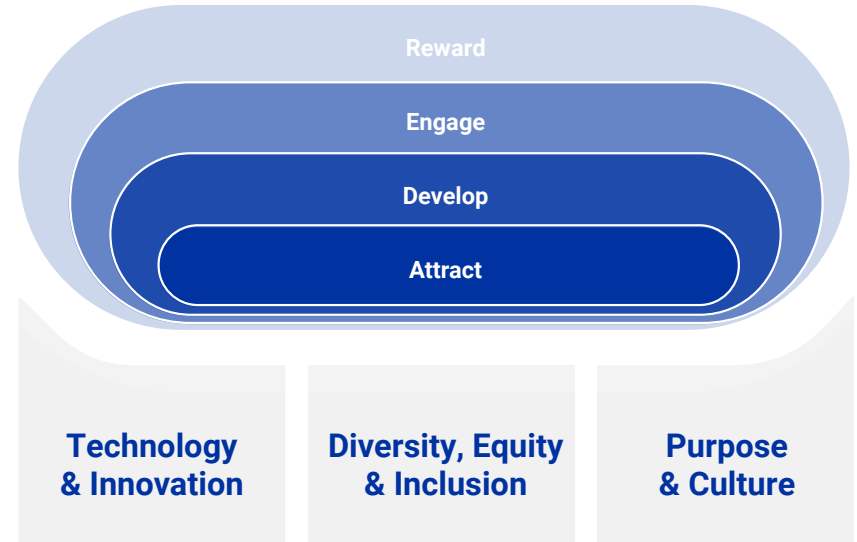


We excitedly welcomed our new Chief Human Resources Officer, Adrienne Williams, in June of 2021!

Human Capital Management

Our new HR Framework is a simple but powerful tool to ensure we can successfully meet our people, values, and culture goals. Attracting, developing, engaging, and rewarding our employees is critical to the sustainability of our business. To have a truly inclusive environment, Diversity, Equity, and Inclusion (DEI) cannot be a standalone initiative; they must support the entire HR framework and be integrated throughout the strategy. To this end, we have incorporated DEI metrics into the strategic component of our Annual Incentive Plan for management. It is also important that technology and innovation support this framework. Finally, everything we do should align with our Purpose and culture.

HR Framework



SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

TALENT ACQUISITION: BRINGING IN THE BEST



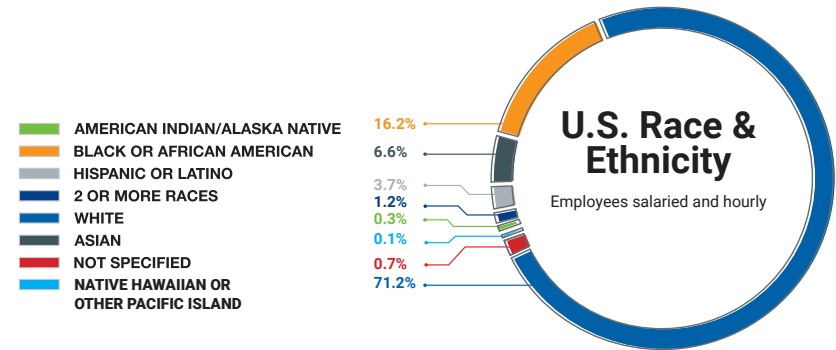
We know that employees' expectations have changed drastically over the last few years, and we know the battle for top talent is fierce. Columbus McKinnon is poised to take on these global workforce challenges and is constantly evaluating and evolving our Talent Strategy to the ever-changing landscape. We believe we are positioned to compete with a strategy focused on ensuring we have the best talent for today and tomorrow. To compete for talent, we need to offer a multifaceted total rewards program. We provide competitive compensation and benefits packages to attract, motivate and retain top talent. Our aim is for associates to be fairly compensated, rewarded, and valued – and for them to have the opportunity to plan for long-term financial stability.



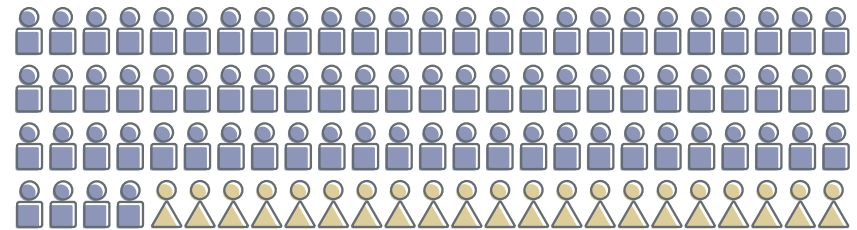
Commitment to Recruiting Diverse Talent

Beyond great pay and exceptional benefits, we know that a diverse and inclusive culture is important when deciding where to start or continue a career. Columbus McKinnon offers a culture where every employee can be their authentic self every single day. We pride ourselves on our focus on hiring diverse candidates and creating an inclusive environment that keeps them here. We are constantly working to better adapt to our employees' needs through inclusive practices and policies. We also offer Employee Resource Groups (ERGs) for employees to embrace their unique qualities, share their experiences, and learn with peers that have similar interests. Columbus McKinnon currently boasts one ERG, the Women's Influence Network (WIN). We anticipate starting a Veteran's ERG and Persons of Color ERG in the next fiscal year and are open to other groups where we have employee interest.

We are engaged in targeted recruitment and taking a systematic approach to increased representation in leadership and critical roles. Over the last Fiscal Year, we have increased diverse hires in leadership roles by 7%. In the U.S., 53% of the hires have been diverse.



Of Our Global Salaried Workforce: 21% are women



Of 11 Board Directors
 • 2 identify as ethnically diverse
 • 2 are women



Of 11 Executive Officers
 • 1 woman
 • 3 identify as ethnically diverse



7% Increase in Diverse Hires in Leadership Roles



53% of US hires have been diverse

Doerner and Garvey are not included in the above data

SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

INVESTING IN OUR PEOPLE: PROFESSIONAL DEVELOPMENT

Furthermore, we are committed to the professional development of our employees. This not only demonstrates support for our employees but also ensures the success and longevity of our business. We provide several training opportunities and even offer college tuition reimbursement for eligible employees. We also recognize the importance of a holistic approach to talent management through annual goal setting, mid-year and year-end touch base conversations, and formalized talent reviews. Each year we provide a forum for leaders to discuss their talent, and, year over year, we have increased the scope of associates we discuss and perform succession planning.

Channel Services Department Owns Their Day, Every Day

We know the last two years have been exhausting and challenging for everyone. The COVID-19 pandemic has had ripple effects throughout the world, impacting supply chains, service levels, and the work environment both here and abroad. Companies everywhere are searching for ways to combat these critical business issues, and Columbus McKinnon is no exception. We have acknowledged the impact of these daily challenges on our employees, especially those employees who work tirelessly to serve our valued customers. This is exactly why our “Own Your Day, Every Day” movement was developed, fostering a workplace of empowered employees who enjoy coming to work every day!

This cultural change is building resiliency and positivity with our Channel Services associates by helping them acquire techniques they can use both at work and in their personal lives. Creating an “Own Your Day, Every Day” community has empowered our team to take command and control of the difficult situations they inevitably encounter in this unprecedented and uncharted business environment. As part of this cultural movement, our associates are receiving ongoing advanced skills training and technique development, particularly in the areas of Resilience, Managing Change, Emotional Intelligence, Effective Communication, Conflict Management, and Managing Stress in the Workplace. Additionally, our activities include frequently switching up the office esthetic, weekly fun and inspirational messages, social media engagement, a variety of employee recognition programs and contests, and, of course, we make sure we are always celebrating as we win as a team! We have seen great success, as evidenced by our teammate’s feedback, an increase in the

promotion of internal candidates, and increased performance and morale in our Channel Services department.



“ The message behind this movement is truly unique. When I think of it and set my intentions for the day, I feel empowered because it amplifies the subtle inner voice that calls me to rise proactively to the daily challenges by mentally structuring my approach so that I feel grounded and do not take anything to heart.”

~ Maman Hamza-Garba
International Customer
Relations Specialist



**OWN YOUR DAY,
EVERYDAY.**

SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

INVESTING IN OUR PEOPLE: PROFESSIONAL DEVELOPMENT



Operations Leadership Development Program

Developing our current and future leaders is key to the sustainability and success of our operations. We have developed an intense two-day Leadership Development training for supervisors and higher within our operations organization. In this training program, we focus on developing leaders' communication, coaching, and situational leadership skills. To date, we have graduated over 100 leaders from the program with over 1,700 hours of training combined.



Inclusiveness Training for Leaders

We know that diversity and inclusion are good for everyone! It fosters an innovative and collaborative culture, encourages our employees to bring their authentic selves to work, and is key to the sustainability of our business. After all, diversity of thought promotes the best ideas – ideas that move the world forward! As part of the Columbus McKinnon DEI strategy, it is critical to arm our leaders with the skills and resources needed to be inclusive leaders. As part of our commitment to building a culture of inclusion, more than 80 of our highest-level leaders are required to attend a three-part leadership training specifically focused on the concepts of diversity, equity, inclusion, and unconscious bias. Participants learn first-hand how biases appear in the workplace and how life experiences may influence perceptions. They also examine the impact of unconscious bias on our organizations and others and get a chance to practice applying techniques for mitigating unconscious bias.

SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

INVESTING IN OUR FUTURE

Community Partnerships to Develop Tomorrow's Leaders

Columbus McKinnon works directly with the community to train and develop young talent, often our future employees, at the beginning of their careers. We offer apprenticeship programs globally to educate individuals and provide the training necessary for success. We also offer a wide range of internship opportunities to provide college and graduate students real-life business experience while they work on value-added assignments and practice their problem-solving and analytical skills. After the completion of the internship, interns may be offered a full-time position within the organization. Beyond our formal programs, our associates often welcome opportunities to volunteer their time to help advance students at local colleges and universities.



STAHL CraneSystems Germany offers apprenticeships, dual studies, internships, and holiday jobs in a variety of areas. Students have the ability to combine their studies in Industrial Engineering, Mechanical Engineering, and Electrical Engineering with practical hands-on work.



Columbus McKinnon's Wadesboro plant has partnered with South Piedmont Community College to train future mechanics through the 2022 Machinist Apprenticeship Program.



Executives and Senior Management from Columbus McKinnon partnered with a team of MBA students from The University at Buffalo through the 2021 Corporate Champions Program to help the students have a firmer view of business and learn lessons directly from leaders.

SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

CULTURE & ENGAGEMENT

Getting top talent in the door is only the first step in investing in our employees. Columbus McKinnon celebrates our long history and strong culture with passionate, loyal employees. We strive to create a culture where our people are taken care of both personally and professionally. There are many ways we try to meet our employees' personal needs beyond earning a paycheck. We have invested in well-being programs as part of our benefits package, including financial incentives for physicals and money to put toward health and fitness memberships. We also do our best to meet our employees' needs for flexibility through our FlexWork policy.

Living Our Values

We strive to make recognition part of our daily commitments. However, we ensure we put extra emphasis on recognizing our employees that embody our Values through our "Living Our Values" award program. Each month, a global committee reviews several nominations from employees around the globe describing specific examples of their peers exemplifying our Values. The committee selects 12-15 employees each month to receive open recognition via a news announcement from the company and a steel beam with inserts inscribed with the Value they portrayed. Leaders are asked to announce the award recipients ceremoniously in front of their teams. Associates can receive an insert for all six company Values for the prestigious honor of completing their beams.



Employee being presented with her Living the Values 'Win as a Team' Award at our Chattanooga, Tennessee, facility.

SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

COLUMBUS MCKINNON'S BEST OF THE BEST AWARDS



Sustainable Site of the Year Awarded to Duff Norton, Charlotte, NC, Plant



Operational Excellence Award went to Kunzelsau, Germany, Plant



Financial Performance Award went to our Crane Solutions Group



Safety Performance Award went to Magnetek, Menomonee Falls, WI, Plant

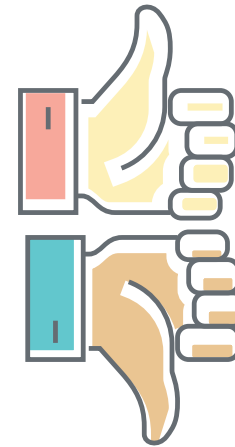
SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

MEASURING ENGAGEMENT



Your Voice Matters

We recognize we cannot become complacent when it comes to maintaining our rich culture and keeping our employees engaged. As the saying goes, “what gets measured gets managed,” so this year we launched a new employee engagement survey that looked at several themes that drive employee engagement. From the survey, in which 75% of employees globally provided their feedback, we learned valuable information about where we should be focusing our resources to improve employee engagement. Considering all the changes and challenges over the last two years, we have a great opportunity to reset our baselines for the future and ensure we move forward with meaningful initiatives. Our employees spoke, and we are listening. Although we are still analyzing the comprehensive results and opportunity areas, we realized there are some initiatives we can put into place immediately in the areas of communication, recognition, and increased leadership visibility. For example, we are launching a global recognition program, starting with anniversary milestones, complete with gifts and rewards. Our leaders are also making a conscious effort to be more visible and available to our employees. Through townhalls and leadership engagement series, we provide opportunities for associates to learn about the company and engage with our leaders. At the end of the day, we never take our employees and all they do for granted. We will continue to hold ourselves accountable, measure and communicate how we are doing, and always strive for better.



75%
Of employees
provided
feedback



75%
Feel we treat our
employees with
dignity and respect



79%
Are comfortable
being themselves
at work

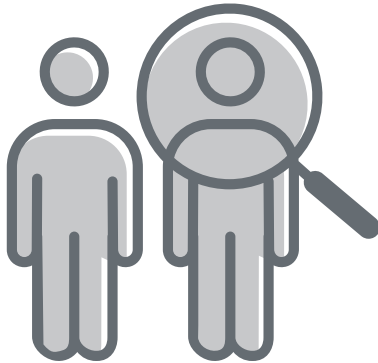


76%
Say they trust
their immediate
supervisor/manager

SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

INVESTING IN TECHNOLOGY: NEW HUMAN RESOURCE INFORMATION SYSTEM

Columbus McKinnon not only aims to provide intelligent solutions for its customers, but we are also constantly seeking intelligent solutions to ensure career growth and success for our employees. This year, we invested in a new Human Resource Information System to help us understand our global talent and human capital landscape. This will positively impact many aspects of our business, including employee life-cycle talent management, evaluating pay equity, diversity initiatives, and so much more. This system will aim to simplify and standardize our global people processes and contribute to better integration of human resource metrics with our business goals.



Launched New HRIS Platform

| FEMALE | MALE | NON-BINARY* | NOT DISCLOSED | TOTAL |
|--------|------|-------------|---------------|-------|
|--------|------|-------------|---------------|-------|

Number of Permanent Employees by Gender

| | | | | |
|-----|------|---|---|------|
| 574 | 2148 | 1 | 0 | 2723 |
|-----|------|---|---|------|

Number of Full-Time Employees by Gender

| | | | | |
|-----|------|---|---|------|
| 505 | 2113 | 1 | 0 | 2619 |
|-----|------|---|---|------|

Number of Part-Time Employees by Gender

| | | | | |
|----|----|---|---|-----|
| 69 | 35 | 0 | 0 | 104 |
|----|----|---|---|-----|

*Gender as specified by the employees themselves

| APAC | EMEA | LATAM | NOAM | TOTAL |
|------|------|-------|------|-------|
|------|------|-------|------|-------|

Number of Permanent Employees by Region

| | | | | |
|-----|------|-----|------|------|
| 107 | 1156 | 108 | 1352 | 2723 |
|-----|------|-----|------|------|

Number of Full-Time Employees by Region

| | | | | |
|-----|------|-----|------|------|
| 107 | 1068 | 108 | 1336 | 2619 |
|-----|------|-----|------|------|

Number of Part-Time Employees by Region

| | | | | |
|---|----|---|----|-----|
| 0 | 88 | 0 | 16 | 104 |
|---|----|---|----|-----|

Data is from March 31, 2022. Dornier and Garvey data not represented.

SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

CARING FOR OUR COMMUNITIES

As part of our Purpose, Columbus McKinnon is dedicated to moving the world forward and improving lives. This is especially true when it comes to giving back to and investing in the communities where we live and work.

Executive Leadership Involvement

The expectation of good corporate citizenship starts at the top. Therefore, our executive team makes it a priority to donate their time and money to causes that are near and dear to them. Many of them serve on boards for non-profit organizations, giving their time, experience, and knowledge to worthy causes. All of our executives donate their personal money to organizations on a global, national or local scale.

Below is a list of a few of the organizations that our executives are involved in.

- **Wounded Warrior Foundation**
- **St. Jude's Hospital**
- **Hospice of Buffalo**
- **Salvation Army**
- **Roswell Park Cancer Institute**
- **Leukemia Lymphoma Society**
- **Cystic Fibrosis Foundation**
- **Make a Wish Foundation**

Employee Involvement

Even during a global pandemic our associates have found ways to be active in their local communities through volunteering, donations, and charitable events. The list of ways our employees around the world are generous with their time and money is endless.

The following pages provide a few examples from Fiscal Year 2022. More examples of our community engagement efforts can be found on our [Corporate Social Sustainability Webpage](#).



SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

ENGAGING WITH OUR COMMUNITIES

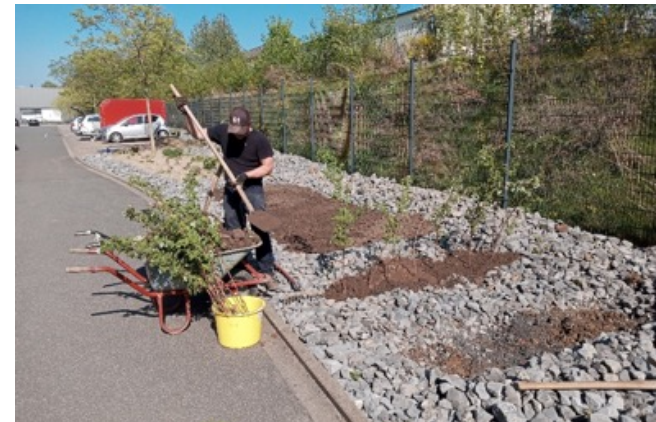
The importance of getting involved in our communities cannot be overstated. From an engagement perspective alone, the benefits are countless. Here are just a handful of Columbus McKinnon site-sponsored charitable events that occurred this year. We ask that each site participate in at least one local community event that advances social or environmental causes that they are passionate about.



The employees at our Buffalo office partnered with FeedMore WNY to donate 300 pounds of food to families in need around Western New York.



Yale South Africa's employees partner with FOOD FOR LIFE to feed their community with the harvest from their vegetable garden.



Wuppertal's Green Team replaced the gravel area next to their building with new beds and planted trees to add more greenery to their space.

SOCIAL RESPONSIBILITY: IMPROVING LIVES OF OUR PEOPLE AND COMMUNITIES

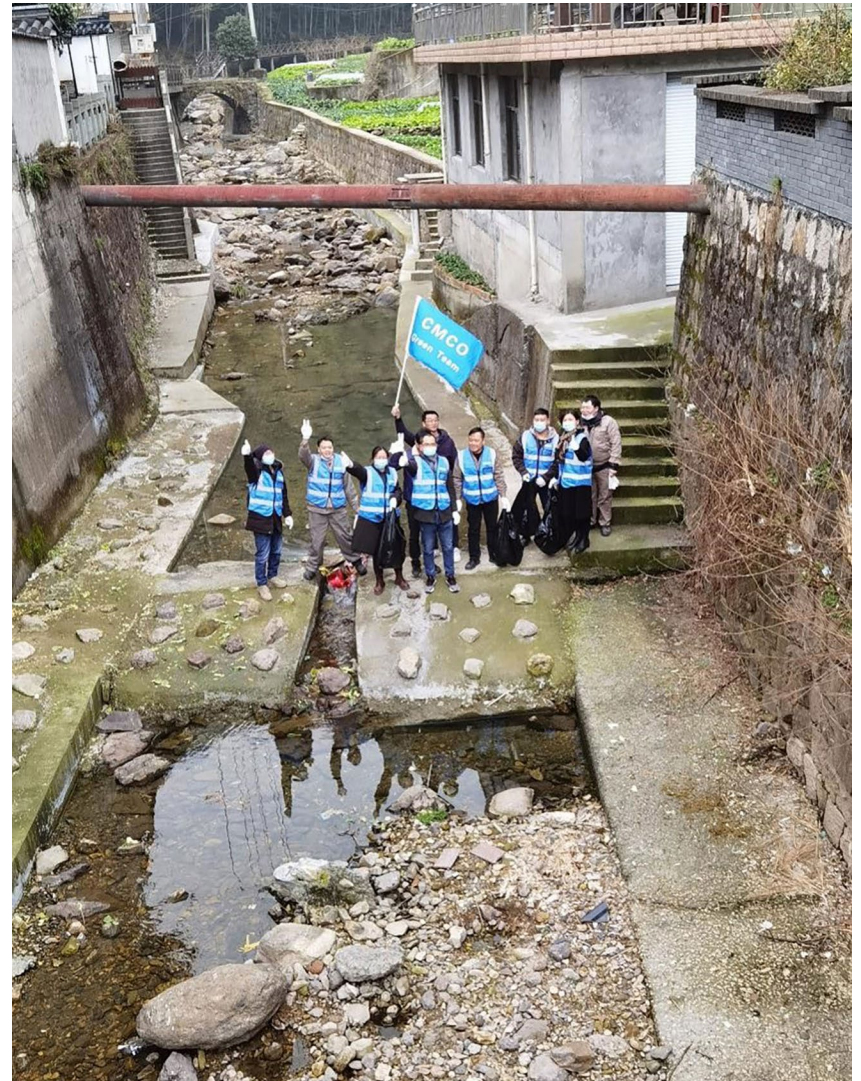
ENGAGING WITH OUR COMMUNITIES



Over the past couple of years, the Menomonee Falls plant has lost several trees to the emerald ash borer. The team noticed they had the opportunity to plant trees to replace the ones lost. The team is looking forward to watching them grow!



The Buffalo office hosted a beach cleanup at Woodlawn Beach State Park, where they collected more than 30 garbage bags of litter to help preserve the local beach.



Employees at our plant in Hangzhou, China, went to a local river to pick up any litter that made its way there. They are working hard to ensure their waterways are safe and clean.



J.W
CM-CHINA

Jessie Wang, China

ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET



"It has been extraordinarily moving to be a part of Columbus McKinnon's mission to be a strong environmental steward. I have especially enjoyed developing and leading the Green Teams, bringing together leaders from across the globe with a common passion to change how we do business and live our lives." ~*Catherine Ruis, Senior Specialist, Corporate Social Responsibility*

Global Green Team Success

In Fiscal Year 2021, Columbus McKinnon introduced Green Teams at our sites around the world. These teams of passionate individuals encourage environmental responsibility beyond compliance, identifying opportunity areas to reduce our energy consumption and waste. Since their inception, our local Green Teams have made tremendous progress in positively impacting the environment. Our Green Teams are relentless when it comes to finding ways to increase efficiency, reduce operational costs, and ensure the safety of our associates. Some of these opportunities include installing LED lighting to replace less efficient fluorescent and incandescent lighting; reducing, recycling, and reusing natural resources and other materials; and getting innovative with sustainable packaging solutions. In fact, our recycling and waste management programs have directly contributed the Company achieving 89.7% waste diverted from landfill, putting us ahead of schedule for our goal of 90% waste diverted from landfill by 2025.

Our Enterprise Environmental Team holds quarterly virtual meetings with our global Green Team leaders from each of our sites. The leaders come together to discuss enterprise strategy updates, progress made towards environmental targets, and, most importantly, learn from each other. Each meeting, site leaders are selected to present their current initiatives to inspire others to develop similar projects. In addition, the leaders share best practices, lessons learned, and obstacles they faced with implementing the projects. This is a great opportunity for Green Teams to ask questions and seek advice from their peers around the world. These meetings are a valuable communication platform where Green Teams can engage with others who are equally passionate and inspire each other to think creatively about moving environmental sustainability forward within our business.

In addition to the sites working on local projects, they are responsible for collecting environmental data we aggregate at the corporate level. Columbus McKinnon invested in a new reporting software to streamline and simplify the reporting process for environmental as well as safety data. This system allows the local data owners to input information, produce reports, and analyze data in real time. Sites can now immediately review their progress on energy and waste reductions and cost savings.



Each team has developed and implemented projects specifically for their site to contribute to Columbus McKinnon's environmental goals. To support employees in their quest to stay healthy and fit and be economically and environmentally conscious, our Hungary location built a covered bike shelter.

ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET

COLUMBUS MCKINNON CELEBRATES EARTH DAY 2021

Unsurprisingly, we have chosen Earth Day for our annual Green Team and sustainability awareness events. For Earth Day 2021, Columbus McKinnon launched several initiatives to acknowledge the significance of our sustainability efforts. To bring more awareness to our commitment to environmental sustainability, every employee received an electronic copy of our "Becoming More Environmentally Friendly" poster. The poster shared tips for how all employees can be more environmentally conscious both at work and in their daily lives. We know that small changes can have a big impact! Our Green Teams also received "A Guide to Columbus McKinnon's Environmental Sustainability Goals" booklet. This booklet contained more specific details about our environmental goals, including how they were chosen, the impact of meeting the goals, and how they can contribute towards corporate sustainability goals at a local site level. It also included several project ideas and tips for each goal as the Green Teams continued to focus on how they could make an impact.



We also kicked off a global CMCO Green Team logo design competition on Earth Day 2021. All Columbus McKinnon employees were invited to submit hand-drawn or digital logos. We had 44 designs submitted from associates around the world! There were so many great designs submitted by our employees, so choosing a winner was a difficult decision. After the finalists were chosen, we had over 400 employees vote on the winning design. The winner was a member of our Austrian Green Team, and her logo design is now being used for t-shirts, water bottles, signs, and educational materials throughout the organization.



Winning Green Team Logo Design by Claudia Sittler.

ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET

ENTERPRISE GOALS AND COMMITMENTS

7 AFFORDABLE AND CLEAN ENERGY

Protecting the Earth is our greatest responsibility that unites us as humans. Columbus McKinnon does not take this responsibility lightly and, therefore, is constantly analyzing our sustainability data and optimizing our positive environmental impact. We continue to gather information and analyze the data to meet challenging targets and focus our resources efficiently. In Fiscal Year 2022, we made significant investments in the areas of data collection, energy management, and waste reduction. Each site Green Team consists of enthusiastic associates working in various functions, which increases our ability to identify areas for improvement. Additionally, we aim for at least 10% of our capital projects to contain a sustainability component.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

We have challenged our local Green Teams to look for waste reduction opportunities in every aspect of our operations. This has resulted in the implementation of several new recycling programs for waste streams and collaboration with vendors on innovative and more sustainable packaging solutions where feasible. Our goal is to continue pushing toward zero waste to landfills, with a target of 90% of solid waste diverted from landfills (by weight) by 2030. Not only do we have a positive impact on the environment through waste reduction, but we have also experienced several savings opportunities associated with these projects.



100% of LED Conversion for our Production and Warehouse Areas by FY25



100% Non-Reusable Wood and Cardboard Recycling by our Manufacturing and Warehouse Sites by FY25



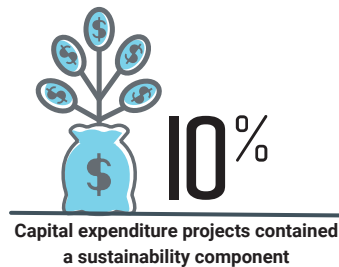
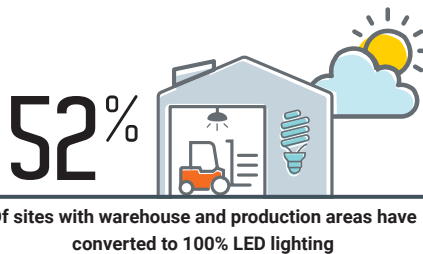
90% of Solid Waste Diverted from Landfill (by weight) by 2030



10% of annual Capital Expenditure projects with Sustainability Component



1 Annual Sustainability-Related Community or Engagement Event at Each Site



ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET

ENTERPRISE GOALS AND COMMITMENTS

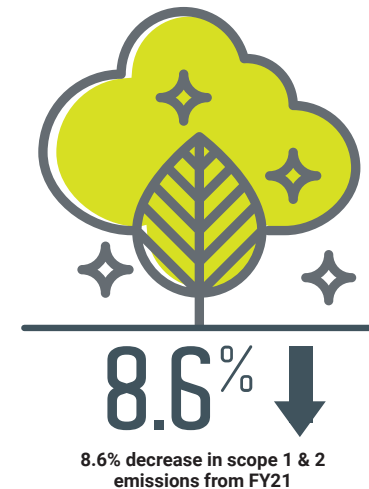
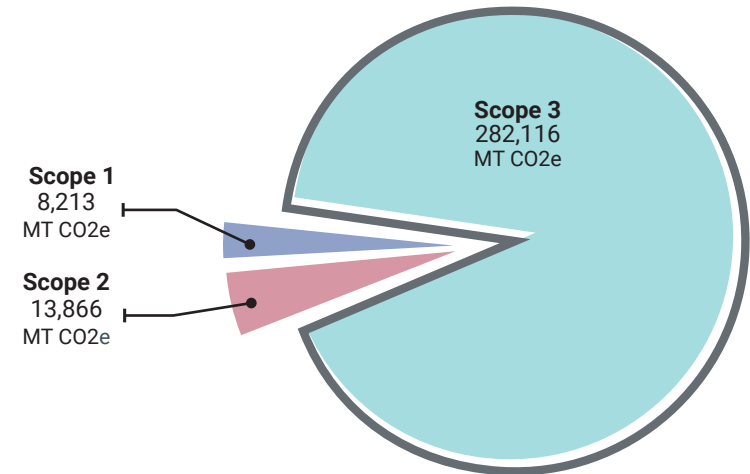
We are continuing to hone in on our data collection to be very intentional about where we focus our resources to reduce our carbon footprint and lay the groundwork for a path towards carbon neutrality. This year, we made a commitment to understanding our complete emissions profile.

First, we invested in a comprehensive data verification process for our Scope 1 and 2 greenhouse gas emissions with an external consultant, Optera. We worked closely with them to examine our GHG data collection processes and calculations to identify potential improvement methods. Through this verification, we can ensure we report the most accurate data possible. The statement of verification can be found on page 43. Second, we completed a full Scope 3 greenhouse gas emissions inventory of all relevant categories for our business and global value chain. We partnered with Optera to ensure all best practices have been followed. Both internal and external data were collected for the most accurate calculations possible. Our total Scope 3 emissions for Fiscal Year 2022 are 282,116 metric tons of CO₂e, which we will use as our baseline.

Having this comprehensive view of our emissions profile will allow us to set effective science-based greenhouse gas emission targets in the future. In Fiscal Year 2023, we intend to evaluate the results, start to develop a greenhouse gas emissions reduction strategy, and determine science-based targets. This will set the foundation for our journey to carbon neutrality. Given the nature of our operations, we have not identified a significant negative impact resulting from our Scope 1 and 2 emissions, but we continue are to do our part to ensure a safe, healthy environment for future generations with climate change and energy management initiatives. We are looking forward to identifying opportunities through our Scope 3 emissions data.

We cannot discount the positive impact our sustainability efforts have on employee engagement. We encourage all of our sites to be active in their communities and engage in one local environmental sustainability engagement event each year. Engagement and awareness are key components to the long-term success of Columbus McKinnon's environmental commitment. Our Green Teams have gotten creative, especially with the challenges presented by COVID-19, with completing environmentally focused community projects in safe ways. Often, our associates put in their personal time to engage in these events and make a difference in their local communities.

Completed full GHG emissions profile



ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET

ENTERPRISE GOALS AND COMMITMENTS

| Environmental Data Table | Unit | FY22 | FY21 |
|--|---------------------|------------|-----------|
| Total Energy | MWh | 83,769**** | 84,914 |
| Natural Gas, Propane & Oil Consumption | MWh | 37,733 | 45,180 |
| Electricity Consumption | MWh | 39,439**** | 33,239 |
| District Heating Consumption | MWh | 1,167 | 1,575 |
| Fuel Consumption (Gasoline and Diesel) | MWh | 5,429 | 4,920 |
| Renewable Energy | MWh | 4,064 | 2,884* |
| US Grid Mix Renewable Energy | MWh | 3,479 | |
| Purchased Renewable Energy | MWh | 84 | |
| On-Site Renewable Energy | MWh | 501 | |
| Energy Intensity | MWh/M\$ | 92**** | |
| Total Emissions | Metric Ton Co2e | 304,195 | 24,168*** |
| Scope 1 Emissions | Metric Ton Co2e | 8,213 | 9,326 |
| Scope 2 Emissions | Metric Ton Co2e | 13,866 | 14,842 |
| Scope 3 Emissions | Metric Ton Co2e | 282,116 | |
| Total Emission Per Revenue Dollar Scope 1 & 2 | Metric Ton Co2e/M\$ | 24.4 | 37.20 |
| Total Emission Per Revenue Dollar Scope 1, 2 & 3 | Metric Ton Co2e/M\$ | 335.5 | |

| Environmental Data Table | Unit | FY22 | FY21 |
|------------------------------|-----------------|--------|--------|
| Total Waste | Metric Ton | 6,536 | 4,857 |
| Waste Sent To Landfill | Metric Ton | 675 | 661 |
| Waste Diverted From Landfill | Metric Ton | 5,861 | 4,196 |
| Metal Scrap Recycled | Metric Ton | 4,343 | 3,164 |
| Wood And Cardboard Recycled | Metric Ton | 1,286 | 830 |
| Other Waste Recycled | Metric Ton | 112 | 202** |
| Waste Incinerated | Metric Ton | 120 | |
| Water Consumption | M3 | 92,910 | 81,823 |
| Scope 1 & 2 By Region | Metric Ton Co2e | 22,079 | 24,168 |
| NOAM | Metric Ton Co2e | 17,277 | |
| LATAM | Metric Ton Co2e | 251 | |
| EMEA | Metric Ton Co2e | 4,201 | |
| APAC | Metric Ton Co2e | 351 | |
| Electricity By Region | MWh | 39,439 | 33,239 |
| NOAM | MWh | 33,365 | |
| LATAM | MWh | 445 | |
| EMEA | MWh | 5,107 | |
| APAC | MWh | 523 | |

Columbus McKinnon is working year over year to increase the granularity of the data reported. Areas that are left blank indicate the data was not calculated or was unavailable for FY21

* The MWh of renewable energy has been recalculated for FY21, removing nuclear energy in US grids as a renewable energy.

** In FY21, other waste recycled included waste incinerated

*** Excludes Scope 3

**** Revised as of July 20, 2022

Footnote: Environmental metrics and information disclosed in this report were derived and calculated from data provided by individuals at each Columbus McKinnon site. All FY22 data represented in this table include Dorner and Garvey from their date of acquisition on. The environmental data was obtained primarily through utility bills and converted to standard units and normalized for analysis and comparison purposes. 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. Data from sales offices that were unable to report their electricity usage was extrapolated by multiplying the square footage of the non-reporting sites by the quarterly average usage per square foot of known sales offices. 82% of electricity data is primary data. Total emissions include Scope 1, Scope 2, and Scope 3 emissions. Scope 1 emissions includes CO2e from natural gas, propane, distillate fuel oil No. 2, and gasoline and diesel from company owned and leased vehicles. CO2e emission calculations for scope 1 emissions which include natural gas, propane, oil, gasoline and diesel were calculated using the [EPA's Emission Factors for Greenhouse Gas Inventories](#). CO2e emission factors for scope 2 emissions from electricity were calculated from the location-based method by country from the [EPA's eGRID Power Profiler and Carbon Footprint's 2020 Grid Electricity Emissions Factors v0.1 - January 2022](#). Scope 3 emissions were calculated using emission factors in Optera's database. Waste diverted from landfill includes recycled metal, cardboard, wood, plastic, paper, food waste, and other waste that were recycled, composted, or specifically handled to not end up in landfills. We also considered waste that is taken by a third party and incinerated for energy to be diverted from landfill. We reuse as much wood and cardboard as possible, which is not counted in our recycling or waste diverted calculations. Water usage is not material for Columbus McKinnon because our operation impact is minimal, however, we disclose for purposes of transparency. For purposes of this report, the term "Operations" is meant to include manufacturing sites and warehousing operations and excludes sales and corporate offices.

Nasdaq100 -1.25 \$168.30 Nasdaq100 -3.03 \$168.11 SBOX -1.52 \$107.11 AMZN -1.78% \$3,400.35 PYPL Nasdaq100



COLUMBUS MCKINNON
INTELLIGENT MOTION



GOVERNANCE & RISK MANAGEMENT

SECURING OUR FUTURE



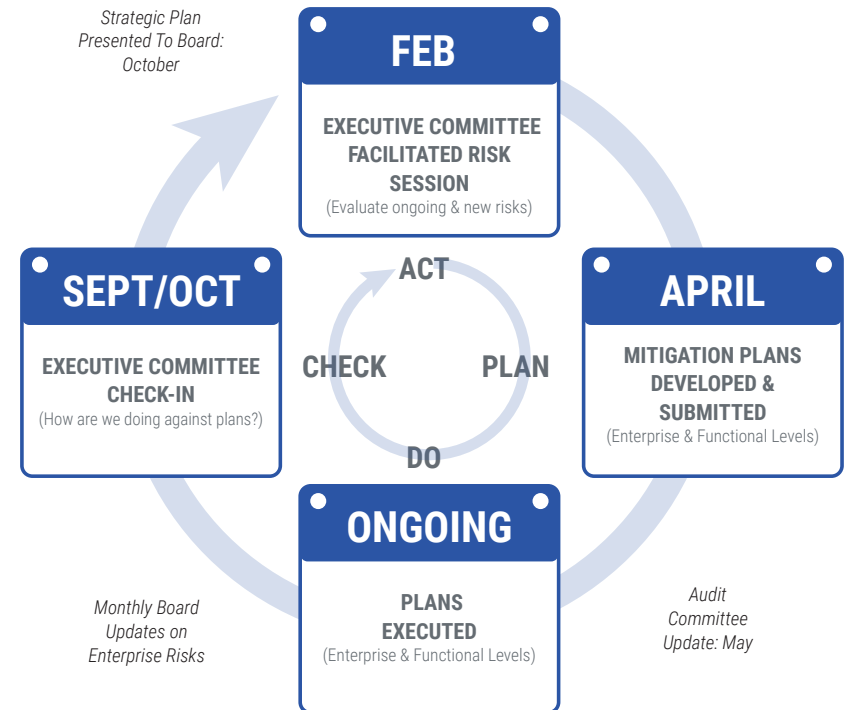
“At Columbus McKinnon Corporation, we recognize that we must integrate our business values and operations to meet the expectations of our customers, shareholders, employees, communities, and the environment. We understand that our social, economic, environmental and governance responsibilities are integral to our business. We aim to demonstrate our commitment to our responsibilities

through our actions and within our corporate policies. We welcome and take seriously all feedback from our stakeholders.”

~Alan S. Korman, Sr. Vice President, General Counsel & Corporate Secretary

Enterprise Risk Management

This year, we modified our Enterprise Risk Management process to be more structured, include broader input, have more frequent check-in points to assess mitigation plans, and achieve deeper integration into our overall business strategy. The updated process is designed to be agile – continuously adapting, evolving, and improving through a Plan, Do, Check, Act structure. The new process is intended to have an annual cadence mirroring our strategic planning cycle. We will continue to drive improvements in our risk management program to better understand the potential impact to our business and stakeholders and where to focus resources to mitigate or eliminate risk. Furthermore, the process is designed to evaluate all types of enterprise risks, including, but not limited to, operational, strategic, reputational, and financial risks. The risks we evaluated and determined are material to our business and stakeholders, as well as opportunities for differentiation and value creation, are reflected in the materiality assessment and examined and throughout this report.



GOVERNANCE & RISK MANAGEMENT

SECURING OUR FUTURE



Ethics, Compliance & Corporate Policies

At Columbus McKinnon, we hold ourselves to the highest standards of integrity. This is reflected through our strong corporate policies. We take pride in maintaining our policies, both to ensure compliance with the laws and regulations in the countries we operate and to outwardly demonstrate our commitment to environmental, social, and corporate stewardship. We take active steps to ensure compliance with our company policies, both internally and within our supply chain. Each employee has access to the policies listed below, which are available both on our internal and external websites. We provide periodic training to employees on our various corporate policies,

including our Code of Business Conduct, Human Rights Policy, Anti-Corruption, Anti-Harassment, and others. In Fiscal Year 2021, Columbus McKinnon is proud to report that there were no material fines or monetary sanctions for non-compliance with applicable laws or regulations. Furthermore, we expect our suppliers and business partners to adhere to the same ethical standards to which we hold ourselves. As part of our onboarding process, we conduct social and environmental assessments for all new material suppliers. We require that all suppliers adhere to our Supplier Code of Conduct as well as our Human Rights Policy, Conflict Minerals Policy, and Code of Business Conduct. We are unaware of any non-compliance circumstances or specific risks of our business activities or business relationships regarding human rights violations. We are constantly evaluating opportunities to further build sustainability and ethical standards into our supplier evaluations.

The following are key corporate policies and feedback mechanisms we proudly highlight:

- [Columbus McKinnon Code of Business Conduct](#)
- [Columbus McKinnon Human Rights Policy](#)
- [Supplier Code of Conduct](#)
- [Columbus McKinnon Environmental Health and Safety Policy](#)
- [Conflict Minerals Policy](#)
- [EthicsPoint Website](#)

Strong Board Of Governance

Columbus McKinnon's Board of Directors is actively involved and engaged with our business strategy and ESG progress. Attracting key capabilities, ensuring Board composition represents needed experience, and a forward-thinking succession plan are critical to risk management, leadership selection and strategy development. In fact, we have a robust program to evaluate our Board composition as well as our Directors' performance and to bring in new, diverse talent when there is a Director opening on our Board. At the same time, we balance those requirements with necessary competencies required to have a balanced Board. This year, we welcomed Michael Dastoor, Chad Abraham and Gerald Colella to our Board of Directors. All bring rich experiences and knowledge which will be critical as we advance our strategy.

Cybersecurity

The transition to a virtual world comes with inherent risk. Columbus McKinnon works hard to keep cyber risks at bay. Our program consists of a multifaceted approach utilizing advanced technology, regular cybersecurity risk assessments, employee training, a comprehensive policy framework and an adapting Cybersecurity strategy. We conduct frequent vulnerability assessments and penetration testing as well as manage a tested incident response plan. Recognizing the potential for third-party risk, we require our vendors and business partners to comply with our standards and ensure safeguards are in place to protect our information. Our Audit Committee oversees overall risk assessment and management and includes management's approach to cybersecurity and data privacy in their oversight.

GOVERNANCE & RISK MANAGEMENT

MANAGEMENT APPROACH

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

We have implemented several systems to ensure a regular flow of ESG information to our associates. In addition to management's role in assessing and managing environmental risks and opportunities, we have an engaged Green Team structure that filters environmental information and initiatives to our sites and solicits their input. We discuss climate-related risks and opportunities both locally and globally, which will be more robust moving forward with the addition of our Scope 3 emissions data. The organization is constantly looking for environmental opportunities and assessing the impact of our business to:

- Improve our waste management and recycling programs by making our associates aware of new potential projects to reduce our impact on landfills; and
- Understand how our emissions contribute to global warming and engage in meaningful projects that reduce our impact.

Our Chief Human Resource Officer is deeply involved in and supportive of our comprehensive social programs. She acts as an executive champion for initiatives, including our community involvement efforts, Employee Engagement, Talent Management, Employee Development and all aspects of Human Capital Management.

To recap, here are some of the key points regarding the impact of material social factors on Columbus McKinnon:

- Health and safety are at the forefront of all we do. We focus on our employee safety, not just to avoid risks of injury, but as an opportunity to gain trust from our people that, no matter what, we want them to return home safely every single day.
- Purpose-driven organizations have a higher rate of success in all aspects. We are people and purpose-driven. Our new Purpose is the foundation for all we do. It creates a connection with our people, our communities, and our customers.
- The sustainability of our business depends on our ability to innovate and produce quality intelligent motion solutions for our customers. We continue to grow and expand into new thriving markets and create products that move the world forward.
- Our ability to create high-quality and innovative motion solutions, coupled with our focus on customer relationships and communication, drives customer satisfaction and maintains our standing as the preferred vendor.
- Our comprehensive Human Capital Management approach reduces risks around labor challenges, employee turnover, low employee morale, operations efficiency, and productivity. Our approach focuses on the following opportunities:
 - Our new Human Resource Information System allows us to better manage our people and human resource information through accurate and real-time data.
 - Our Engagement Survey will monitor our employee job satisfaction and other cultural factors.
 - We focus on our people and ensure a sustainable succession plan through DEI, talent management, and professional development.

ABOUT THIS REPORT

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

Emissions Data Assurance: Columbus McKinnon engaged an independent third party, Optera, to review and validate our Fiscal Year 2022 Scope 1 and Scope 2 emissions data, and we received limited assurance of its accuracy and completeness. The full assurance statement is not included in this report. Columbus McKinnon further engaged Optera in the collection and calculations regarding our Scope 3 data in accordance with the revised GHG Protocol Corporate Standard and the Corporate Value Chain Accounting and Reporting Standard.

Reporting Period:

This report reflects Columbus McKinnon's ESG data for its 2022 Fiscal Year (April 1, 2021 – March 31, 2022) unless otherwise stated. Fiscal Year 2022 represents the second consecutive year of Columbus McKinnon's ESG Data, and in some areas represents baseline year data.

Reporting Cycle:

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

Date of Most Recent Report:

This is Columbus McKinnon's Second Annual Corporate Social Responsibility Report. Our most recent report was released in June of 2021.

Reporting Standards:

- Columbus McKinnon Corporation has reported in accordance with the GRI standards for the period from 1 April 2021 to 31 March 2022.
- This report is in accordance with the Sustainability Accounting Standards Board (SASB) Standards: Resource Transformation; Industrial Machinery and Goods.
- Throughout this report, we reference the Sustainable Development Goals (SDGs) that are addressed through our ESG initiatives.

Restatements of Information and Changes in Reporting:

- In this reporting period, for the Second Edition of Columbus McKinnon's Corporate Social Responsibility Report, several changes are reflective of the acquisitions of Dorner Manufacturing Corporation and Garvey Corporation by Columbus McKinnon Corporation.
- Enhanced our ability to collect HR data through our new HRIS system. This changed some of our calculations and/or definition of employees covered by collective bargaining agreements, this year will serve as baseline.
- The MWh of renewable energy has been recalculated for FY21, removing nuclear energy in US grids as a renewable energy.

Report Contact:

Elizabeth Chapman, Director Corporate Social Responsibility & Corporate Counsel;
liz.chapman@cmworks.com



SUSTAINABLE DEVELOPMENT GOALS



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

GRI CONTENT INDEX

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

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|---------------------------------|--|--|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| General Disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational Details | Pages 8-9 Annual Report Pages 4-7 | | | | |
| | 2-2 Entities included in the organization's sustainability reporting | Annual Report Pages 19, 118-119 | | | | |
| | 2-3 Reporting period, frequency, and contact | Reporting Period: April 1, 2021-March 31, 2022 Frequency of Reports: Annual Director Corporate Social Responsibility & Corporate Counsel Liz.Chapman@cmworks.com | | | | |
| | 2-4 Restatements of information | Page 38. The MWh of renewable energy has been recalculated for FY21, removing nuclear energy in US grids as a renewable energy. | | | | |
| | 2-5 External assurance | Pages 37, 43 | | | | |
| | 2-6 Activities, value chain and other business relationships | Pages 8-10 | | | | |
| | 2-7 Employees | Pages 22, 29 | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|---------------------------------|--|--|------------------------|------------------------------------|--|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| General Disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-8 Workers who are not employees | | 2-8-a, 2-8-b, 2-8-c | Information unavailable/incomplete | This information is not tracked globally in our HRIS system, making the information unavailable. | |
| | 2-9 Governance structure and composition | Corporate Governance Policy Proxy Statement Pages 37-39, 48-49 | | | | |
| | 2-10 Nomination and selection of the highest governance body | Proxy Statement Pages 37-38 | | | | |
| | 2-11 Chair of the highest governance body | Board of Directors | | | | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Proxy Statement Pages 30, 33, 40-41 | | | | |
| | 2-13 Delegation of responsibility for managing impacts | FY21 Proxy Statement Page 19 | | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | FY21 Proxy Statement Page 19 | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|---------------------------------|---|---|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| General Disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-15 Conflicts of interest | Code of Conduct | | | | |
| | 2-16 Communication of critical concerns | Our Chief Compliance Officer is responsible for providing updates on our ethics and compliance program to the Audit Committee. | | | | |
| | 2-17 Collective knowledge of the highest governance body | Proxy Statement Pages 18-26, 39 | | | | |
| | 2-18 Evaluation of the performance of the highest governance body | Proxy Statement Pages 43, Corporate Governance Policy Page 2 | | | | |
| | 2-19 Remuneration policies | Proxy Statement Pages 46, 61-66, 69-77 | | | | |
| | 2-20 Process to determine remuneration | We involve independent consultants in determining remuneration. The results of the votes of stakeholders on remuneration policies can be found here: Form 8-k filed July 19, 2021 . | | | | |
| | 2-21 Annual total compensation ratio | Proxy Statement Page 78 | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|---------------------------------|---|--|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| General Disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-22 Statement on sustainable development strategy | Page 4 | | | | |
| | 2-23 Policy commitments | Page 41 | | | | |
| | 2-24 Embedding policy commitments | Supplier Code of Conduct, Terms and Conditions of Purchase, Conflict Minerals Policy | | | | |
| | 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 | During the reporting period, there were no significant instances of non-compliance with laws and regulations | | | | |
| | 2-28 Membership associations | Professional Associations | | | | |
| | 2-29 approach to stakeholder engagement | Page 14 | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|------------------------------------|--|---|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| General Disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-30 Collective bargaining agreements | ~43% of employees are covered by collective bargaining agreements. The working conditions of employees who are not covered by collective bargaining agreements are not determined based on collective bargaining agreements that cover other employees. However, we do treat everyone as equitably as possible. | | | | |
| Material Topics | | | | | | |
| GRI 3: Material Topics | 3-1 Process to determine material topics | Page 14-15 | | | | |
| | 3-2 List of material topics | Page 14 | | | | |
| Economic Performance | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 42 | | | | |
| GRI 201: Economic Performance 2016 | Disclosure 201-1 Direct Economic Value Generated and Distributed | Annual Report Page 23 | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|-------------------------------|--|--|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| Anti-Corruption | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 42 | | | | |
| GRI 205: Anti-Corruption 2016 | Disclosure 205-2: Communication and training about anti-corruption policies and procedures | The Board reviews the anti-corruption policy annually and training is focused on those employees deemed higher risk for corruption. Code of Conduct | | | | |
| Energy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 34 | | | | |
| GRI 302: Energy | Disclosure 302-1: Energy consumption within the organization | Page 38 | | | | |
| Emissions | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 34 | | | | |
| GRI 305: Emissions | Disclosure 305-1: Direct (Scope 1) GHG emissions | Page 37-38, FY21 is the base year for the calculation. | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|-----------------------------|---|---|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| GRI 305: Emissions | Disclosure 305-2: Energy indirect (Scope 2) GHG emissions | Page 37-38, FY21 is the base year for the calculation. | | | | |
| | Disclosure 305-3: Other indirect (Scope 3) GHG emissions | Page 37-38, FY22 is the base year for the calculation since it was the first year Columbus McKinnon was able to calculate other indirect GHG emissions. | | | | |
| | Disclosure 305-4: GHG emissions intensity | Page 38 | | | | |
| Waste | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 34 | | | | |
| GRI 306: Waste 2020 | Disclosure 306-3: Waste generated | Pages 34, 38 | | | | |
| | Disclosure 306-4: Waste diverted from disposal | Pages 34, 38. Hazardous waste is not included in this calculation. | | | | |
| | Disclosure 306-5: Waste directed to disposal | Pages 34, 38. Hazardous waste is not included in this calculation. | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|---|---|--|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| Supplier Environmental Assessment | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 42 | | | | |
| GRI 308: Supplier Environmental Assessment 2016 | Disclosure 308-1: New suppliers that were screened using environmental criteria | <p>We screen new suppliers for 17 environmental factors including but not limited to:</p> <p>1. Are they required to have environmental permits and which ones? 2. Have they exceeded the criteria on any of those permits over the past 5 years? 3. Do they have any open or pending actions pertaining to environmental violations? 4. Have they been prosecuted for anything relating to environmental issues over the past 5 years? 5. Are they RoHS compliant? 6. Do any of their products require special storage, instructions, or disposal? 7. Do they generate any hazardous waste, what is it, and what is the disposal process? 8. Do they have spill containment or monitoring in place? 9. Are they responsible for any state or federal superfund sites?</p> <p>Supplier Code of Conduct</p> | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|--|---|---|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| Occupational Health and Safety | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 20 | | | | |
| GRI 403: Occupational Health and Safety 2018 | Disclosure 403-1: Occupational health and safety management system | Page 20 Environmental Health and Safety Policy | | | | |
| | Disclosure 403-5: Worker training on occupational health and safety | Page 20. Trainings include classroom, 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. | | | | |
| | Disclosure 403-9: Work-related injuries | Page 20. The rates are based on 200,000 hours worked. Employees under the control of Dorner and Garvey are not included in the FY22 numbers for normalization purposes. | | | | |
| Training and Education | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 21 | | | | |

GRI CONTENT INDEX

| GRI Standard/Other Source | Disclosure | Location | Omission | | | GRI Sector Standard Ref. No |
|---|--|--|------------------------|--------|-------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | |
| GRI 404: Training and Education 2016 | Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs | Pages 23-25 | | | | |
| | Disclosure 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 21 | | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | Disclosure 405-1: Diversity of governance bodies and employees | Page 22 | | | | |
| Supplier Social Assessment | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 42 | | | | |
| GRI 414: Supplier Social Assessment 2016 | Disclosure 414-1: New suppliers that were screened using social criteria | Code of Conduct Supplier Code of Conduct Human Rights Policy | | | | |

SASB INDEX

| Topic | SASB Code | Accounting Metric | Unit of Measure | Response |
|---------------------------------------|--------------|---|-----------------------------|---|
| Energy Management | RT-IG-130a.1 | Total energy consumed | Gigajoules | 329,888.2 |
| | | Percent grid electricity | % | 98.72% |
| | | Percent renewable electricity | % | 1.28% |
| Employee Health & Safety | RT-IG-320a.1 | Total recordable incident rate | Rate | 0.70 |
| | | Fatality rate | Number | 0 |
| | | Near miss frequency rate | Rate | 15.28 |
| Fuel Economy & Emissions in Use-phase | RT-IG-410a.1 | Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles | Gallons per 1,000 ton-miles | Columbus McKinnon does not manufacture medium- and heavy-duty vehicles |
| | RT-IG-410a.2 | Sales-weighted fuel efficiency for non-road equipment | Gallons per hour | Columbus McKinnon does not manufacture any non-road equipment that require fuel sources |
| | RT-IG-410a.3 | Sales-weighted fuel efficiency for stationary generators | Watts per hour | Columbus McKinnon does not manufacture stationary generators |
| | RT-IG-410a.4 | Sales-weighted emissions of NOx & PM for: a. marine diesel engines b. locomotive diesel engines c. on-road medium- and heavy-duty engines d. other non-road engines | Grams per kilo-watt-hour | Columbus McKinnon does not manufacture engines |
| Materials Sourcing & Efficiency | RT-IG-440a.1 | Description of the management of risks associated with the use of critical materials | N/A | Columbus McKinnon responsibly sources the materials used in our products. For example, we adhere to our Conflict Minerals Policy and are RoHS compliant |
| Remanufacturing Design & Services | RT-IG-440b.a | Revenue from remanufactured products and remanufacturing services | Reporting currency | Columbus McKinnon does not remanufacture products, therefore there is no revenue from remanufactured products and remanufacturing services. |

