

Corporate Sustainability Report FY26

SIXTH EDITION



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Columbus McKinnon

This report has been formatted for electronic viewing to reduce environmental impacts associated with printing. Please consider the environment before printing this document.



Overview

Message from David J. Wilson

President and Chief Executive Officer

This year, we celebrate the transformative acquisition of Kito Crosby, creating a combined business positioned to drive meaningful value for all stakeholders and usher in the next phase of Columbus McKinnon's growth. Even as we navigated the closing of the acquisition, our teams delivered positive results while caring for our stakeholders throughout the value chain and around the globe.

As we advance the integration of Kito Crosby and deliver the value creation potential associated with combining these two great businesses, we remain focused on our commitment to continuous improvement, purpose-driven performance, and running a responsible company. Our combined sustainability strategy is embedded within our enterprise strategy and operational execution and remains aligned with our business goals to drive stakeholder value through sustainable business growth while delivering strong financial results.

As a global leader in intelligent motion solutions and the material handling industry, we will utilize our increased scale to drive positive impact and care for our stakeholders through positive engagements with our customers, suppliers, communities, people, and environment. To deliver on these goals, we have invested in our corporate culture of responsible, performance driven operations and in developing a team capable of delivering a best-in-class experience for our customers. We are already seeing the results of our team's ingenuity in improving our operations to reduce environmental impacts, save on costs and improve our customer experience.

Bringing together these investments with our sustainability priorities helps us grow and differentiate our company in the eyes of customers and shareholders. Continuing upon our sustainability journey, we are unlocking potential and making our operations nimbler so that we can sustain growth and create shareholder value for decades to come. In FY26, we remained focused on making tangible, positive impacts on behalf of our customers and we continue to move the world forward and improve lives by providing intelligent motion solutions for a wide variety of critical material handling needs. We did this while achieving strong business results and positively impacting the lives of all who operate within our ecosystem. This was only possible given the hard work and dedication of our combined team of more than 7,000 Columbus McKinnon associates who are at the heart of everything we do.

In the year ahead, we will be focused on business integration, combining the best of our collective talent and capabilities, driving stakeholder value through an enhanced customer value proposition, ensuring business continuity, and operationalizing our Sustainability program. Our commitment to continuous improvement, transparency and accountability is steadfast as we continue to deliver for our stakeholders.



"We know that sustainable solutions fortify our future by mitigating business risks and unlocking cost savings which, ultimately, enable long-term value creation."

Message from Elizabeth Chapman

Associate General Counsel and Director, Corporate Social Responsibility



We are proud to present our sixth Corporate Sustainability Report (CSR), marking another year of meaningful progress in sustainability and corporate responsibility.

Since launching our Corporate Sustainability program in 2020, we have made significant strides in reducing our environmental impact. Our efforts have focused on educating our workforce, measuring our carbon footprint, and implementing targeted mitigation strategies. Over the past six years, we have reduced our Scope 1 and Scope 2 emissions intensity by 40% from our FY21 baseline. We have also prioritized recycling and waste reduction, achieving an 88% landfill diversion rate.

Our commitment extends beyond environmental stewardship. We remain dedicated to creating a positive social impact within our organization and across the communities we serve. At Columbus McKinnon, we foster a supportive and inclusive workplace for employees of all backgrounds, emphasizing people-focused initiatives such as professional development and employee engagement. A motivated and engaged workforce is essential to achieving our strategic and sustainability objectives. Our community investments—including volunteer activities and contributions to organizations such as Habitat for Humanity—demonstrate our ongoing commitment to giving back.

In an increasingly complex global environment, we continue to strengthen our governance practices. Through robust policies and procedures, and by ensuring compliance with global and local regulations, we uphold the highest ethical standards. Each year, we enhance our governance programs and hold ourselves and our business partners accountable to these expectations, supporting sustainable and responsible growth. We also maintain strong enterprise risk management practices to promote long-term operational stability and resilience.

In FY26, Columbus McKinnon continued its preparation for the European Union Corporate Sustainability Reporting Directive (EU CSRD) and other emerging regulatory requirements. This year also marked a significant milestone in our strategic growth. In February 2026, we closed on the acquisition of Kito Crosby and have since made substantial progress in integration planning and execution through our newly established Integration Management Office (IMO). We are energized by the opportunity to move forward as a stronger, unified organization—bringing together the best teams, products, and processes from two high-achieving legacy companies.

Looking ahead, we remain committed to fully integrating Kito Crosby into our sustainability program and continuing our long-standing practice of strong governance, responsible business conduct, and meaningful community investment.

Our efforts continue to be recognized externally, with TIME, Newsweek, Forbes, and other respected organizations consistently naming Columbus McKinnon among the best in class for sustainability leadership and as an exceptional place to work. I could not be prouder of the progress we have made over the past six years, and I look forward to the continued positive impact we will achieve together.

“Through robust policies and procedures, and by ensuring compliance with global and local regulations, we uphold the highest ethical standards. Each year, we enhance our governance programs and hold ourselves and our business partners accountable to these expectations, supporting sustainable and responsible growth.”

ESG Highlights of FY26



About Columbus McKinnon

Our Global Organization

Columbus McKinnon (CMCO or the Company) is a global leader in intelligent motion solutions for material handling. As a premier lifting and automation company, we deliver professional-grade solutions that address our customers' most critical material handling challenges across more than 70 countries. With a history spanning over 150 years, our legacy is powered by more than 3,000 employees across our manufacturing facilities, warehouses, and sales offices. Following the acquisition of Kito Crosby, our combined organization now includes over 7,000 employees operating across an expanded global footprint of 32 manufacturing sites and approximately 115 sales offices, distribution centers, and warehouses.

For the purpose of this report, all data and narrative does not include information on Kito Crosby unless otherwise stated.

CMCO Corporate Headquarters: Charlotte, NC, USA



About Columbus McKinnon

Our Purpose, Mission, Vision and Values

OUR PURPOSE

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

OUR MISSION

To provide innovative intelligent motion solutions to our customers with unmatched safety, quality, and reliability.

OUR VISION

To move the world forward for a safer, more productive tomorrow.

OUR VALUES

The values that move our customers, employees, channel partners and the world forward.

M Make Safety Personal
Safety isn't just a priority, it's our responsibility.

O Outperform Through Innovation
Solve real challenges for our customers through smarter, connected solutions.

T Trust Through Action
Be a reliable partner, taking ownership for results.

I Integrity
Do the right thing, always acting with honesty and transparency.

O One Team
Collaborate to win together alongside our customers and communities.

N Never Settle
Deliver exceptional quality, driven by passion and continuous improvement.



About Columbus McKinnon

Purpose in Motion

Columbus McKinnon's products power everyday progress, helping move the world forward while improving lives by lifting and positioning critical equipment to enabling safer, more efficient operations across industries. Our solutions play a vital role in how goods are made, moved, and delivered. We partner closely with our customers to understand their unique needs and challenges, working collaboratively to design innovative, reliable solutions that improve productivity, safety, and performance. By combining engineering expertise with a deep commitment to customer success, we help organizations tackle their most complex material handling challenges with confidence.



Large Energy Company Selects STAHL CraneSystem Technology for Turbine Maintenance Shop

A designer, manufacturer, and service provider of technically advanced energy solutions for a wide range of energy and power applications required six cranes for its new workshop in the UAE, dedicated to turbomachinery repair operations. STAHL CraneSystems solutions were selected for this application, including double-girder cranes equipped with load displays, motorized hooks, and radio remote controls to enable safe and efficient tandem lifting, as well as jib cranes and a fixed gantry portal with a double-rail trolley hoist. The hoist features a unique, state-of-the-art design allowing up to 15° of diagonal pull along the trolley travel direction, enabling the tilting and rotation of cylindrical turbomachinery rotors suspended vertically about their longitudinal axis.



montrac® Shuttle and Track System Used in Manufacturing of Cryosurgery Equipment

A developer and manufacturer of surgical systems used in various medical disciplines all over the world, one of which is cryosurgery, needed an assembly line for a new product. The system needed to take the product through automated processes as well as manual workstations. Because of its flexible, user-friendly, and clean design, our montrac® shuttles and FlexTrac system were selected, with plans to include Pfaff-silberblau lifting columns in future lines.



Highly-Engineered Yale® Cable King Hoists Used in Manufacturing of Airplanes

A leading global aerospace company was upgrading its manufacturing facility where its planes are built. With models spanning over 200 ft., they needed a lifting system that could provide 100% access in its expanded manufacturing bay that could handle the complex and precise lifting of multi-sized aircraft components. Together with our distributor, CMCO provided multiple highly engineered Yale® Cable King wire rope hoists, integrated into a custom underhung crane system with multiple bridges, providing full access to the aircraft.

About Columbus McKinnon

Our Products, Our Brands

We have a long history of growing our business through acquisitions that achieve attractive cash-on-cash returns, help scale our business, and position Columbus McKinnon for the future through the addition of complimentary product lines.

Columbus McKinnon's extensive product portfolio of brands includes Stahl, CM, Magnetek, Garvey, Dorner, Yale, and montrac. Kito Crosby's portfolio is comprised of trusted brands, including Kito, Crosby, Harrington, Gunnebo and Peerless. Together, these industry-leading, global brands target a \$35B total addressable market through five product platforms: lifting hardware consumables, hoists & cranes, precision conveyance, automation, and linear motion.

Our products are typically manufactured for stock or assembled to order from standard components and are sold primarily through a variety of commercial distributors and, to a lesser extent, directly to end users. Our STAHL subsidiary brings market leadership with independent crane builders and Engineering Procurement and Construction ("EPC") firms. The diverse end users of our products operate in a variety of industries including manufacturing, power generation and distribution, utilities, wind power, warehouses, commercial construction, oil and gas exploration and refining, petrochemical, marine, ship building, transportation and heavy-duty trucking, agriculture, logging, entertainment and mining.

Kito Crosby's precision-engineered hoists, cranes, chains and accessories are trusted across a wide range of industries, including manufacturing, construction, automotive, food processing, power generation and entertainment. Kito Crosby's lifting securement and consumables platform focuses on safety-critical applications where the cost of failure is high, with consumable oriented products that drive non-discretionary replacement demand and recurring revenue.

Together, these products and brands have built strong customer loyalty and bring distinct value to our customers and our culture.



About Columbus McKinnon

Our Products, Our Brands

Five Categories of Intelligent Motion Solutions

In FY26, to help a customer achieve their building's targeted LEED Gold certification, they required an elevator drive solution that delivered significant improvements in energy efficiency. Our team installed DC Quattro Drives enhanced with custom-configured software, ensuring seamless integration with the existing system. The new drives not only met the sustainability criteria but exceeded expectations—reducing energy consumption by up to 60% compared to the original drives. This upgrade played a critical role in elevating the building's overall performance, lowering operational costs, and supporting the customer's long-term environmental goals.



Lifting Hardware Consumables

- Rigging, lifting, and securement hardware
- Includes lifting chain and wire rope fittings, shackles, blocks and sheaves, load monitoring, wind and industrial tools, and traction chain



Hoists & Cranes

- Hoists and crane components, ranging from powered chain and wire rope hoists to hand chain hoists & lever tools
- Also includes trolleys, end trucks, workstation cranes, and crane components



Precision Conveyance

- High-precision specialty conveyance solutions that connect robots & workspaces
- Address unique transport and accumulation needs in pharmaceuticals, life sciences, e-commerce, and food and beverage industries



Automation

- Intelligent drives and controls for lifting, linear motion, and conveying systems
- Used in intelligent material handling solutions from ceiling to floor across our entire product portfolio



Linear Motion

- Advanced linear motion solutions, including screw jacks, rotary unions, super cylinders, and control systems
- Provide precision lifting and positioning capabilities



Kito Crosby Acquisition

Toward the end of FY26, we closed on the acquisition of Kito Crosby which positions us to expand our portfolio, grow in key geographies, and serve customers across a \$35 billion total addressable market. CMCO expects that the acquisition will scale the business of the combined company, deliver improved Adjusted EBITDA Margin⁽¹⁾ and enhance shareholder value through the delivery of \$70 million of expected net annual run rate cost synergies with upside from potential revenue synergies. The combined Company will have a highly attractive financial profile, with meaningfully enhanced scale, increased margins and exceptional cash flow characteristics that are consistent with best-in-class industrial product manufacturers.

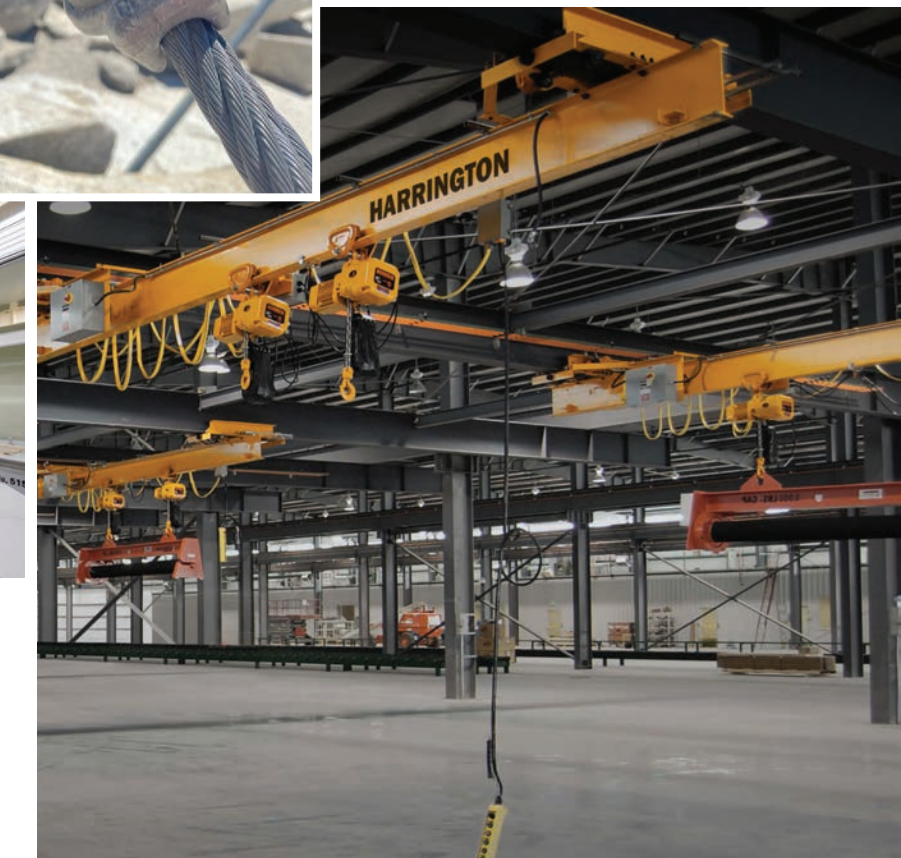
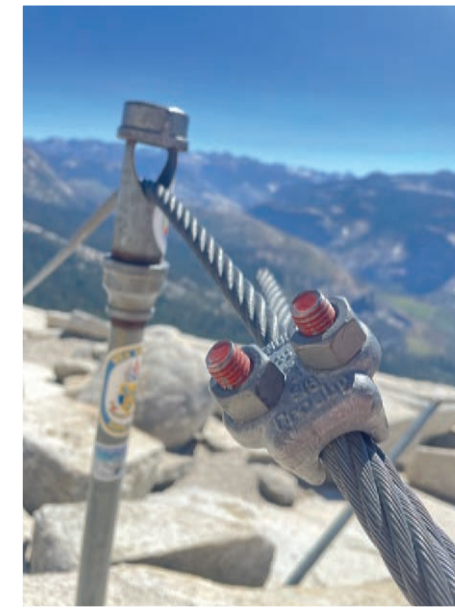
Kito Crosby is the global leader of the lifting and securement industry it pioneered, and for which it continues to set the quality standard. With global engineering, manufacturing, distribution, and operations, the company provides a broad range of products and solutions for the most demanding applications. Kito Crosby's people, products, solutions, and service have innovated the lifting and securement industry for more than 260 years. Together we lift and secure the world today, for a safer, stronger, and more productive tomorrow. Iconic brands include Kito, Crosby, Harrington, Gunnebo Industries, Peerless and eepos.

In conjunction with the closing of the acquisition, Columbus McKinnon announced a new Executive Leadership Team designed to lead the combined organization into its next phase of growth. The team is comprised of leaders from both Columbus McKinnon and Kito Crosby, who bring deep commercial, operational and functional expertise, proven track records in the industrials sector, and a rich legacy of innovation. Together, the new leadership team possesses a wealth of talent, deep industry knowledge, operational expertise, and strong financial discipline.

To manage the integration of the two businesses, we have put in place an Integration Management Office with a robust governance layer including Board of Directors oversight. Our integration strategy focuses on business continuity and synergy realization. First, we must prioritize a high degree of customer focus across the enterprise to ensure our core businesses continue to perform. Integration and Optimization is driven by the implementation of the Columbus McKinnon Business System (CMBS) to unite best practices such as 80/20 and lean manufacturing. Lastly, we are focused on unlocking value through executing our cost synergy capture plans and investing in revenue synergy upside.

We funded this acquisition through a flexible capital structure with a combination of debt and equity. In addition, we divested our U.S. power chain hoist and chain manufacturing operations to satisfy regulatory requirements and utilized the proceeds to pay down debt. The acquisition improves our scale and reach across geographies, end markets, and product segments, making our business more resilient. With greater scale, we can invest in people, product innovation, safety, and facilities all while advancing our unchanged vision of becoming the world's leader in intelligent motion solutions.

⁽¹⁾ Non-GAAP financial measure. See discussion and reconciliation tables for each of these non-GAAP financial measures to the closest corresponding GAAP financial measures at the end of this report under the heading "Reconciliation of NON-GAAP Financial Measures"





Sustainability Priorities

CMCO Sustainability Priorities

Stakeholder Engagement

To support CSRD readiness, CMCO engaged Sodali & Co. to conduct a double materiality assessment and guide stakeholder engagement. Using external research and internal insights, Sodali identified key stakeholder groups, including affected stakeholders for impact materiality, users of sustainability information, customers and end users, silent stakeholders, and communities, and mapped them across the value chain.

Stakeholders were then prioritized based on their relevance and influence, which determined both the level of engagement and the appropriate engagement method. Depending on each group's ability to engage on ESG topics, methods ranged from direct approaches (e.g., surveys, interviews, workshops) to indirect approaches (e.g., desk research).

A comprehensive list of potential ESG topics was developed based on CSRD requirements, industry standards (GRI, SASB, TCFD), and disclosures from peers, customers, suppliers, investors, and ESG rating agencies. This list was refined and consolidated to focus on the most relevant topics

Further engagement included surveys with CMCO's Executive Leadership Team and workshops with subject matter experts to assess each topic's impacts, risks, and opportunities from both impact and financial perspectives. Inputs were scored, validated, and analyzed to establish final materiality thresholds and prioritize key ESG issues.

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



CMCO Sustainability Priorities

Materiality Assessment

Columbus McKinnon conducts its materiality assessment using an integrated double materiality approach that considers both the factors that influence value creation and risk reduction for our company and stakeholders, as well as the broader societal impacts of our business. We evaluate both our outward positive contributions and the inward impacts on our operations to ensure we direct resources toward the issues that matter most to our long-term success. The outcomes of the assessment are reviewed with our Board of Directors to confirm and refine our sustainability priorities. As the sustainability landscape and regulatory expectations continue to evolve, we regularly update our approach. Our assessment is aligned with leading global frameworks to promote consistency, clarity, and transparency in our sustainability reporting.

Importance to Stakeholders (Outbound Impact)

NEGLIGIBLE MODERATE SIGNIFICANT MAJOR

Sustainability Materiality Matrix

	<ul style="list-style-type: none"> Emissions & Potential Climate Impact Energy 	<ul style="list-style-type: none"> Board & Management Effectiveness Corporate Culture Occupational Health & Safety 	<ul style="list-style-type: none"> Long-Term Value Creation Enterprise Risk Management 	
	<ul style="list-style-type: none"> Community Engagement & Impact Workers in the Value Chain 	<ul style="list-style-type: none"> Business Ethics & Compliance Management Cybersecurity Succession & People Development 	<ul style="list-style-type: none"> Supply Chain Management Customers & End Users 	
Biodiversity Water & Effluents	Waste & Pollution Remanufacturing Design & Service	<ul style="list-style-type: none"> Employee Rights 		
	Supplier Environmental Assessment			
	NEGLIGIBLE	MODERATE	SIGNIFICANT	MAJOR

Importance to CMCO (Inbound Impact)

- PLANET
- PEOPLE
- PROCESS

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

CMCO Sustainability Priorities

Sustainability Index

 PLANET

 PEOPLE

 PROCESS

KPI		FY2025	FY2026	Target
• Governance	% of employees with internal network access trained on our business code of conduct	99.5%	99.5%	100%
	% of employees that say they know how to report unethical business conduct	85%	85%	85%
	% of employees that say they would feel comfortable reporting a violation of company policies or standards of conduct if they were to observe one	79%	80%	85%
• Occupational Health & Safety	Total Recordable Incident Rate	0.54	0.38	0.50
	Near Miss Frequency Rate	1.93	2.43	2.04
	Lost Time Rate	0.15	0.29	0.50
	Experience Modification Rate	0.75	0.70	N/A
	Hazard ID Completion Rate	216%	96%	96%
	Fatality Rate	0	0	0
• Social	Feedback on engagement survey	89%	91%	80% by FY30
	% of employees that feel we treat our employees with dignity and respect	77%	76%	80% by FY30
	% of employees that say they are comfortable being themselves	82%	82%	85% by FY30
	% of employees that say they trust their supervisor/manager	80%	82%	80% by FY30
	Number of engagement events within communities	49	54	100 events per year by FY30
• Environmental	% of solid waste diverted from landfill	92%	88%	95% by FY30
	% of annual capital expenditure projects with a sustainability component	13%	17%	10%



Process:
Governance,
Ethics & Risk
Management

Process

Board & Management Effectiveness

We believe Corporate Responsibility, or what is commonly referred to as Sustainability, is embedded in how we run our business, aligns closely with our corporate culture and strategy, and supports value creation for our business and shareholders. The Board and its committees actively oversee Columbus McKinnon's Sustainability strategy and related risks. They are actively engaged, provide oversight, and drive our Sustainability initiatives and strategic priorities. On a quarterly basis, the Corporate Governance and Nomination Committee meets with Columbus McKinnon's General Counsel and Director of Corporate Social Responsibility to review strategic plans, metrics and targets pertaining to Sustainability.

The Board plays a critical role in providing management insight into key issues with unique outside perspectives. Columbus McKinnon leverages the diverse backgrounds of our Board members, which has equipped each of them to provide a unique perspective and advice on Sustainability-related issues. Together with the Board, we are committed to and accountable for reporting our progress and continually examining issues that are most important to our business. In many cases, committees will be the first level of oversight, although certain matters may be handled by the Board directly or following initial review by a committee. The Board has ultimate oversight of Sustainable Impact strategy, risks and opportunities.

The Board intentionally integrates Sustainability-related topics into discussions on many other aspects of the business and embeds Sustainability into the Board's governance process. In addition, our Board members stay abreast of the quickly changing Sustainability landscape, including investor expectations and regulatory requirements, which enables them to partner with management to develop a sound plan to keep up with the evolving Sustainability environment and mitigate risk by proactively addressing emerging issues.

The Board itself continues to evolve and diversify with the addition of new members with myriad experiences, skills and strategic insights that add value and advance our strategy. This gives us an edge, driving stronger growth and delivering top-tier financial performance as a global leader in intelligent motion solutions. We have three key pillars of focus for our Sustainability initiatives: (1) Process and Governance, (2) People and Social Impact and (3) Planet and Environmental Stewardship. Within the context of each of these three pillars, our annual Corporate Sustainability Report describes the key corporate social responsibility, sustainability and governance issues relevant to the Company, our initiatives and goals related to those issues, and our progress with respect to those initiatives. The Company maintains a dedicated webpage to provide access to information about the Company's oversight and management of relevant environmental, social and governance matters, which can be found at <https://investors.cmco.com/governance/governance>. Our annual Corporate Sustainability Reports, which are also available on this webpage, reflect our cross-functional efforts as well as feedback from our shareholders and other stakeholders.

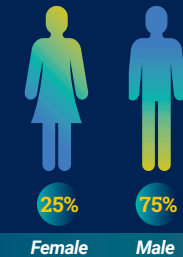
Board Independence:
9 Of 12 Directors are Independent

- Board Qualifications:**
- 11 M&A
 - 12 Human Capital Management
 - 10 Operations
 - 9 Brand/NPD
 - 12 Global Experience
 - 8 Sales/Marketing
 - 12 Finance Experience

Average Tenure:

4.1 Years

Mix of Genders:



Gerald G. Colella, Chair



David J. Wilson, President and Chief Executive Officer



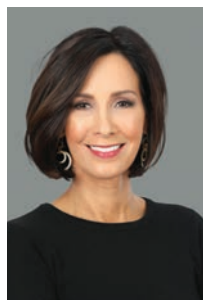
Chad R. Abraham



Aziz S. Aghili



Jeanne Beliveau-Dunn



Kathryn V. Roedel



Andrew Campelli



Michael Dastoor



Michael Lamach



Nathan K. Sleeper



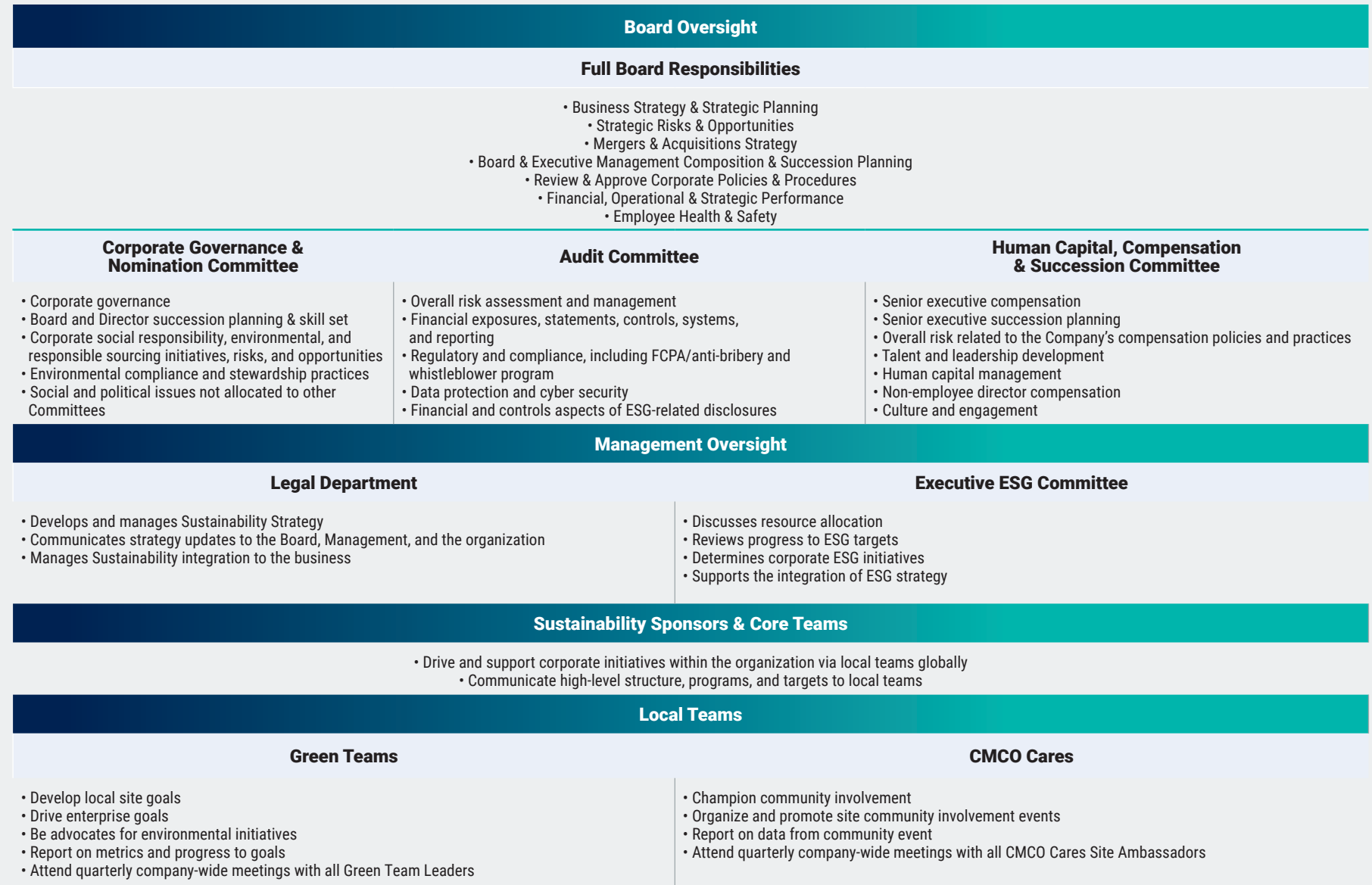
Chris J. Stephens Jr.



Rebecca Yeung

Process

Board & Management Effectiveness





Process

Business Ethics & Compliance Management

The values and principles outlined in our Purpose, Mission, Vision, and Values serve as our guiding framework, and the Columbus McKinnon Corporation Code of Business Conduct (the “Code”) provides the structure that ensures we uphold them. The Code establishes the fundamental standards for ethical business conduct and forms the basis for our policies, procedures, and guidelines, which offer additional direction on expected behaviors. All officers, directors and employees, and those working on behalf of the Company are required to comply with the Code to help us maintain our reputation as a Company that prioritizes the people we serve worldwide. Adherence to the Code fosters a workplace where we can perform at our best and take pride in our work, our challenges, and our achievements—knowing they are accomplished fairly, legally, and with integrity. We also expect our business partners to conduct themselves in a manner consistent with the Code.

The Code sets forth Columbus McKinnon’s expectations and requirements related to safety, human rights, mutual respect, harassment prevention, protection of personal information, fair dealing and supplier relationships, conflicts of interest, recordkeeping and financial reporting, confidential information, anti-bribery and anti-corruption, fair competition, insider information, political activities and contributions, and other key areas. It also outlines procedures for reporting violations. To support awareness and accountability, all employees complete annual training on the Code of Business Conduct. The training is designed to reinforce ethical decision making and encourage speaking up about potential concerns.

The Company also communicates its expectations for ethical conduct to its suppliers and other business partners. Suppliers are required to acknowledge and adhere to the Supplier Code of Conduct and to operate in a manner consistent with the Company’s Code of Business Conduct. These expectations are further reinforced through the Company’s Terms of Purchase.

The Company’s approach to preventing corruption is grounded in clear standards of conduct, regular employee training, supplier commitments, and contractual safeguards. The Company seeks to promote integrity and accountability across its operations and business relationships through these measures. The Company continues to evaluate its practices as part of its broader commitment to ethical conduct and sustainable business operations.

In addition, the Company’s Internal Audit function plays a role in supporting anti-corruption awareness and risk management. When audits are conducted in locations with elevated risk profiles, Internal Audit includes anti-corruption training and discussions with local teams to reinforce expectations and highlight relevant risk considerations.

We maintain several internal and external policies and procedures governing business conduct, including our Human Rights Policy, Supplier Code of Conduct, Generative AI Policy, Privacy Policy, and Employee Handbooks.

Process

Long-Term Value Creation



Addressing societal issues in ways that create value for our business and stakeholders is a hallmark of Columbus McKinnon's enterprise strategy and our approach to Sustainability priorities. We believe we maximize long-term value for shareholders by serving our stakeholders: our customers, employees, suppliers, business partners, communities and the planet. Addressing such societal needs builds the value of our business. Better put, as business strengthens society, society strengthens business. Each of our Sustainability priorities offers a discrete shared value proposition. Doing so aligns our business objectives with societal objectives and increases our ability to create value for the long term. Our leaders view Sustainability not as a separate stream of activity from our main business, but as integrated into our values, culture, identity and everyday business practices. To support that integration, we have teams of key internal stakeholders to help provide insight from across the business, support strategic alignment and champion initiatives.

Columbus McKinnon delivered 24% net sales growth in fiscal 2026, including 7% Legacy CMCO Net Sales Growth⁽¹⁾, despite a challenging macroeconomic environment and increasing geopolitical pressure in EMEA. Orders also grew over 20% with growth across both the legacy Columbus McKinnon and Kito Crosby portfolios. The Company reported a net loss attributable to the Company of \$230 million in fiscal 2026, including a \$200 million non-cash goodwill impairment due to the sustained stock price decline, \$93 million of deal-related transaction and integration costs, \$37 million in acquisition inventory step-up amortization expense and \$24 million of debt extinguishment expense, partially offset by a \$103 million gain on sale of Columbus McKinnon's legacy U.S. Power Chain Hoist and Chain Operations (the "Divestiture"). Adjusted EBITDA⁽¹⁾ was \$181 million in fiscal 2026, even with tariff-related impacts in the first three quarters of the fiscal year.

Additionally, the Company continued to advance its strategic plan, closing the Kito Crosby Acquisition, completing the Divestiture, executing on its commercial initiatives, implementing tariff-mitigation actions and advancing its operational improvement plans. While the Company continues to generate cash flow, the results include significant deal-related costs in fiscal 2026 related to the closing of the Kito Crosby Acquisition, financing of the acquisition, closing of the Divestiture, and related transaction and integration costs. Net cash used for operating activities was \$146 million with capital expenditures of \$18 million. Excluding the impact of \$232 million of deal-related cash payments, Free Cash Flow Excluding Deal Related Costs⁽¹⁾ would have been \$68 million.

To be consistent with our financial reporting, the information on this page includes Kito Crosby data.

⁽¹⁾ Non-GAAP financial measure. See discussion and reconciliation tables for each of these non-GAAP financial measures to the closest corresponding GAAP financial measures at the end of this report under the heading "Reconciliation of NON-GAAP Financial Measures"

**Net Cash Used for
Operating Activities:
\$146M**

**Net Sales:
\$1,193,451**

Product Platforms

33.0%	Hoist
30.5%	Lifting Hardware and Consumables
11.0%	Linear Motion
9.9%	Cranes
6.8%	Drives & Controls
6.3%	Conveyance
2.5%	Other

Geographic Distribution

60.8%	NOAM
22.0%	EMEA
12.4%	APAC
4.8%	LATAM

End Market Sales

21.8%	General Industrial
14.5%	Transportation (Auto, Rail & Maritime)
13.8%	Material Handling
12.7%	Other
8.6%	Energy & Utilities
7.2%	Food, Beverage & Consumer Goods
7.1%	Construction
5.1%	Oil & Gas
5.0%	Aerospace & Government
4.2%	Chemical & Paper Processing

Process

Enterprise Risk Management

Each year, we leverage our Enterprise Risk Management (ERM) process to identify potential risks and inform how resources are allocated to mitigate them. Since FY24, we have continued to administer the ERM survey, asking global leaders to identify and prioritize risks facing the company. Participants evaluate each predefined risk across three dimensions—impact, probability, and preparedness—and then rank their top risks based on those assessments. The survey also includes open-ended questions to capture emerging risks or issues not reflected in the predefined list. Key enterprise risks identified through this process are presented to our Executive Leadership Team and Board of Directors. By continuing the survey annually, we are able to compare trends year over year. Environmental, Social, and Governance (ESG) risks remain incorporated in the ERM process and are reflected in our ESG Materiality Assessment.



Process

Cybersecurity

As cybersecurity threats continue to grow in sophistication and scale, CMCO continuously enhances its security posture to protect its systems, data, and intellectual property. Our cybersecurity program is anchored in a layered, defense in depth approach that combines advanced security technologies, ongoing risk assessments, regular employee training, and a comprehensive policy framework.

CMCO partners with an industry leading Managed Security Service Provider (MSSP) to provide 24x7 monitoring, detection, and response capabilities across our digital environment. We self certify against NIST SP 800 171 and conduct frequent vulnerability assessments and penetration testing to proactively identify and remediate risk. In addition, we perform annual disaster recovery rehearsals, conduct breach response and tabletop scenario testing, and maintain a continuously updated incident response plan to ensure organizational readiness.

Recognizing the expanding role of artificial intelligence across the enterprise, CMCO has implemented a formal AI governance framework aligned with our broader cybersecurity and data protection strategy. This framework defines ownership, oversight, and accountability for AI adoption and ensures responsible, secure, and ethical use of AI technologies. AI usage is governed by approved tool standards, role-based access controls, data classification requirements, and auditability to prevent unintended disclosure of sensitive or proprietary information.

To safeguard company and customer intellectual property, CMCO enforces data loss prevention (DLP) controls, acceptable use policies, and prompt input of confidential data into external or non-approved AI platforms. Security controls are designed to protect against data leakage, model misuse, and unauthorized access while enabling employees to responsibly leverage AI for productivity and innovation.

Employee education remains a critical component of our security posture. CMCO provides quarterly cybersecurity awareness training, supplemented with guidance on secure AI usage, data handling responsibilities, and emerging technology risks. This training reinforces employee accountability while supporting effective and compliant adoption of new tools.

Third-party risk management is integral to our program. CMCO requires vendors and business partners to meet established security and data protection standards, including safeguards related to cybersecurity, data privacy, and AI usage where applicable. Enterprise-wide risk management oversight is provided by the Audit Committee of the Board of Directors, which receives cybersecurity and data privacy updates at least quarterly, including coverage of AI related risks and controls.



Process

Supply Chain Management

CMCO is committed to responsible sourcing and compliance with all laws and regulatory requirements in the countries we do business. Our suppliers are expected to sign, acknowledge and comply with our Terms of Purchase, CMCO Code of Business Conduct, Supplier Code of Conduct, Human Rights Policy and Combatting Human Trafficking Compliance Plan (collectively, “Supplier Terms”), and report any known violations.

CMCO’s Supplier Terms require compliance with substance restrictions, labeling requirements, and other material product regulations, including, but not limited to, TSCA, California Proposition 65, REACH, RoHS, and POP. Our Supplier Terms also require our suppliers to warrant that, to their knowledge and after reasonable inquiry, no Conflict Minerals are contained in the goods we purchase. CMCO does not knowingly procure minerals from uncertified facilities in the region and expects suppliers to establish policies, due diligence frameworks, and management systems to prevent such materials from entering products sold to CMCO. To support these efforts, CMCO prepares an annual Conflict Minerals Report using the Responsible Minerals Initiative’s Conflict Minerals Reporting Template (CMRT). Each year, CMCO requests updated conflict minerals data from applicable suppliers by distributing the CMRT to suppliers on the reporting list.

Our Supplier Terms require our suppliers to comply with all laws and international standards related to fair employment, forced labor, child labor, discrimination, and human trafficking, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, ILO core standards, and the UK Modern Slavery Act.

CMCO also administers a Supplier Self Assessment to ensure alignment with expectations for quality, safety, ethics, and regulatory compliance. All new suppliers must complete this assessment. It focuses on three core areas: quality management systems, operational performance, and environmental/regulatory compliance. Suppliers must provide relevant ISO certifications, agree to the CMCO Supplier Quality Handbook, and submit key operational metrics such as annual training hours and employee turnover. They must also disclose any environmental violations and certify that neither they nor their sub-suppliers use prison or forced labor. The full assessment provides a comprehensive view of supplier suitability and alignment with CMCO values.

Finally, we encourage our suppliers to reduce environmental impacts, conserve natural resources, prevent pollution, and maintain emergency preparedness.



Key Policies

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



People & Social Impact

People & Social Impact

Introduction

Across our global organization, our workforce brings the skills, insight, and energy required to execute our strategy and deliver long-term value. Our employees are central to how we operate, innovate, and serve—shaping our ability to advance key transformational initiatives, strengthen commercial performance and operate responsibly in the markets and communities we touch.

We strive to create an environment where individuals feel included, supported and inspired to contribute their best work. Collaboration, mutual respect and openness are embedded in how we work together, encouraging ideas from all levels of the organization. By empowering employees to act in alignment with our purpose to work together to create intelligent motion solutions that move the world forward and improve lives, we strengthen customer trust, elevate performance and drive sustainable outcomes.

Our talent strategy is designed to support both current business priorities and future growth. We focus on building capabilities through targeted development, leadership readiness and meaningful career pathways. Structured leadership programs, combined with a strong emphasis on internal mobility and succession planning, help ensure the organization remains resilient and well-positioned for the future. The diversity of experiences and perspectives across our workforce enhances decision-making and fuels innovation.

As external conditions continue to evolve, our people-centered culture remains a source of stability and strength. We believe that operating with integrity, investing in our workforce and maintaining strong relationships with customers, neighbors, and community partners are essential to building a durable enterprise. By supporting professional growth, encouraging shared accountability, and working toward common goals, we continue to strengthen our organization together.



People & Social Impact

Occupational Health & Safety

CMCO achieved record Total Recordable Incident Rate (TRIR) performance in FY26, reducing our global TRIR to 0.38. This accomplishment reflects a truly collaborative effort across our global operations. Our operational leaders played a critical role by embracing proactive safety strategies, prioritizing hazard elimination and implementing effective engineering controls to reduce risk to acceptable levels. This commitment to prevention, rather than reaction, has been foundational to our success.

We also strengthened our global safety culture through active participation in EHS leadership forums, where best practices were shared and scaled across regions. Additionally, consistent engagement in frontline safety observations and a disciplined focus on leading indicators—such as hazard identification and timely closure enabled us to drive measurable, sustainable improvements.

CMCO continues to foster a culture where employee input is actively encouraged and translated into meaningful action. By engaging our workforce in identifying opportunities for improvement, we are enhancing the overall work environment, simplifying task execution, and reducing ergonomic risk. This ongoing collaboration not only improves operational efficiency, but also reinforces our commitment to protecting employee health and well-being.

CMCO has continued to implement improvements in how we deliver safety training to all of our employees. Using internal and external tools, we generate interactive and engaging training to employees regardless of office or plant location throughout the year, following our corporate EHS training calendar.

Employees who generate or handle hazardous waste at our factories are trained annually in hazardous waste handling. Employees understand the hazardous waste generated in their areas and how to handle and properly dispose of hazardous waste in our accumulation areas, ensuring they are properly labeled and removed from our factories timely. CMCO diligently works to identify our hazardous wastes generated throughout our factories. Each waste is categorized and profiled to ensure proper disposal through approved hazardous waste vendors.

CMCO is continuing our proactive safety approach by continuing our risk assessment blitz campaigns with expansion to our EMEA locations in 2026. We will be introducing a line of fire campaign to raise awareness to employee support hand placement with an emphasis on reducing overall hand injuries related to assembly and hand tool use in our operations. Additionally we will be expanding our frontline leadership training to provide additional safety program training to ensure our frontline leaders can assess safety risk and respond to employee ideas and feedback, resulting in positive safety contacts throughout our operations. CMCO has also introduced safety improvement report outs, using our risk assessment process and scoring metrics at our global EHS leadership meetings. The intent is to share proactive safety projects that reduce risk and can be implemented at other factories that have similar hazards before they have a chance to cause injury or incidents.

Together, these efforts have resulted in a new level of performance, reinforcing our commitment to protecting our people and advancing safety excellence across CMCO.



100%

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



0.38

TOTAL RECORDABLE
INCIDENT RATE
(TRIR)



2.43

NEAR MISS
FREQUENCY RATE
(NMFR)



73%

OF MANUFACTURING PLANTS
AND WAREHOUSES
HAVE GONE AT LEAST
1 YEAR WITHOUT A
RECORDABLE INCIDENT



People & Social Impact

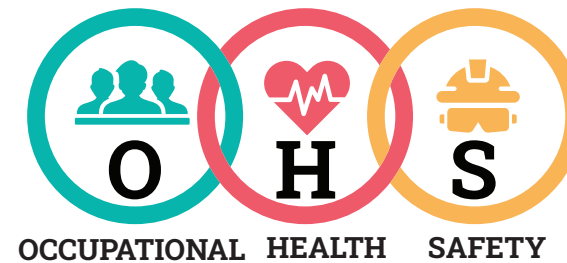
Occupational Health & Safety

Safety Blitz

CMCO conducted several safety blitz events at our manufacturing facilities in FY26. The goal of the blitz is to quantify risk based on tasks employees perform both routinely and non routinely. A cross-functional team of health and safety professionals, production supervisors, engineers, maintenance, and quality employees joined forces to complete over 300 risk assessments per event, providing a clear road map to our operations leaders as to where uncontrolled risk exists. Additionally, the team completed over 200 hazard ID submissions per event allowing the facility to fix hazards instantly, overnight during off shift hours, or in the following days of a blitz. This proactive event has contributed to many safety improvement projects over the course of the fiscal year with many more to come.

South Africa Location Receives ISO 45001:2018 Certification

Our operational site in South Africa recently received their ISO 45001:2018 certification for their Occupational Health and Safety Management System. This globally recognized standard provides a rigorous framework for identifying hazards, assessing risks, and implementing proactive controls to prevent work-related injuries and illnesses. Achieving this certification demonstrates not only our commitment to connecting safety to everything we do, but also our dedication to meeting internationally aligned best practices for leadership accountability, worker participation, and continuous improvement in health and safety performance. It reinforces that we are actively fostering a safer, healthier, and more resilient workplace for all.



People & Social Impact

Corporate Culture

US Benefits

Our organization is committed to supporting employees through all stages of life, including major family milestones. In the US, we provide six weeks of paid parental leave at 100% eligible earnings that offers employees time away from work to care for and bond with a new child. This benefit is available to all new parents—regardless of gender, family structure, or caregiver role—to ensure equitable access to support during the early stages of parenthood. Through this program, we aim to promote employee well-being, strengthen retention, and foster an inclusive workplace where caregivers can thrive personally and professionally.

As we strive towards our vision to become the leading industrial technology company in safe and productive motion control, CMCO's FlexWork Program helps our employees live the values that enable that journey. Flexibility is one of the key attributes for our global organization to help us deliver on our commitments while winning as a team. All stakeholders benefit from a FlexWork Program when it is effectively implemented. Our employees can benefit from reduced stress and burnout with greater work-life balance. It also allows CMCO to attract and retain high-quality talent, create a culture inclusive of varying personal circumstances and drives a culture focused on performance and results. Some positions can work productively outside of the office while others cannot. The reality is that one size does not fit all, but CMCO strives to create a culture that supports a diverse set of employee needs.

			
MEDICAL, DENTAL & VISION INSURANCE	SAVINGS & RETIREMENT PLANS	PAID TIME OFF	EMPLOYEE ASSISTANCE PROGRAM
			
PAID PARENTAL LEAVE	FLEXIBLE SCHEDULE	PROFESSIONAL TRAINING & DEVELOPMENT	TUITION REIMBURSEMENT

Employment Engagement & Satisfaction

Columbus McKinnon conducted its fifth annual employee engagement survey, a key tool for understanding the employee experience, gathering feedback, and identifying opportunities to strengthen its workplace. The survey is designed to assess overall satisfaction, engagement, and the day-to-day experience of CMCO employees. Following the close of the survey period, responses are analyzed to identify trends and priority areas for improvement. These insights inform targeted action plans focused on enhancing employee engagement, satisfaction, and organizational effectiveness.

Engagement Survey



FY26 Engagement Survey Actions:

- Continued Americas & EMEA/APAC town halls
- Increased the frequency of local town halls and site-specific events
- Developed cross-product training for customer services and sales teams
- Held summer parties in all regions
- Hosted local family days at our offices and plants

People & Social Impact

Corporate Culture

Engagement Timeline



People & Social Impact

Corporate Culture



Employee Data

	Female	Male	Not Disclosed	Total
Number of Permanent Employees by Gender	694	2,345	1	3,040
Number of Full-Time Employees by Gender	601	2,286	1	2,888
Number of Part-Time Employees by Gender	93	59	0	152

	APAC	EMEA	LATAM	NOAM	Total
Number of Permanent Employees by Region	193	1,354	263	1,230	3,040
Number of Full-Time Employees by Region	193	1,227	260	1,208	2,888
Number of Part-Time Employees by Region	0	127	3	22	152

This data only includes Legacy CMCO employees. For the purposes of this report Kito Crosby data is excluded unless otherwise noted.

People & Social Impact

Corporate Culture

Employee Demographics

U.S. Race & Ethnicity

- 69.0%** ● White
- 14.2%** ● Black or African American
- 7.7%** ● Asian
- 6.2%** ● Hispanic or Latino
- 2.1%** ● Two or More Races
- 0.4%** ● Unspecified
- 0.3%** ● American Indian/Alaskan Native
- 0.1%** ● Native Hawaiian or Other Pacific Islander



Global Demographics

Percent of Employees by Gender



Leadership Roles by Gender



Percent of New Hires by Gender



People & Social Impact

Corporate Culture



Mind in Motion

As part of our ongoing investment in human capital development and social well being, the company hosted **Mind in Motion: Mindful Moments** in partnership with an external mental health expert. This program supports employees' mental health, resilience, and ability to thrive during periods of elevated stress.

The sessions delivered practical, actionable guidance on:

- *Coping with stress during high pressure and uncertain times*
- *Recognizing and responding to signs of mental health challenges*
- *Supporting colleagues and loved ones who may be struggling*
- *Building healthy coping mechanisms and emotional resilience*

Mindful Moments directly supports employee well being, psychological safety, and long-term performance by equipping employees with tools to manage stress and maintain mental health. These efforts contribute to sustained engagement, productivity, and retention, while reinforcing the organization's commitment to holistic employee development. By creating opportunities for open dialogue and shared learning around mental health, the program strengthens interpersonal trust, empathy, and support across the workforce. It reinforces an inclusive culture where employees feel supported and empowered to care for themselves and others, strengthening community connections both inside and outside the workplace. Through programs like Mind in Motion, we continue to advance our sustainability priorities by fostering a healthy, resilient workforce and a supportive organizational culture grounded in well being and inclusion.

Employee Resource Groups

Our Emerging Professionals Employee Resource Group (ERG), first established in 2025, supports the development, engagement, and retention of early-career talent across the organization. The ERG provides a platform for employees to build professional skills, expand networks, and gain greater insight into the business through learning opportunities, mentorship, and peer connection.

Focused on career growth and inclusion, the Emerging Professionals ERG promotes equitable access to development resources and fosters a sense of belonging among newer members of the workforce. Programming emphasizes skill-building, leadership exposure, and cross-functional collaboration, helping participants navigate career pathways while strengthening organizational capability.

By investing in early-career development and creating opportunities for connection and growth, the Emerging Professionals ERG contributes to a more engaged, future-ready workforce and supports long-term talent sustainability.



People & Social Impact

Corporate Culture



Employee Spotlight

Patrick Sauer worked as part of our warehouse operations in Germany until an illness caused him to have his lower leg amputated, making the physical demands of his role become impossible to sustain. Rather than parting ways, the CMCO team and Wuppertal's representative for employees with disabilities leaned in to create a new role that enables him to continue to meaningfully contribute to CMCO. This year, he began his apprenticeship for his new career transition to an industrial clerk. "Many companies might have parted ways with an employee in such a situation," said Sabrina Neumann, Director of IMO & Value Creation, "but we stand for loyalty, compassion, and sustainable solutions."



Employee Spotlight

Nick Moulton retired this year after an incredible 45-year career in the crane industry as a Sales Engineer from our UK facility. While he was with Columbus McKinnon for the past seven years, his journey began back in August 1979 as a technical apprentice at Herbert Morris Ltd. in Loughborough, Leicestershire. After completing his apprenticeship, Nick became a tendering engineer, preparing offers for cranes and hoists for UK installations. Over the years, the company evolved—Herbert Morris was acquired by Konecranes in 2005. STAHL CraneSystems, also previously owned by Konecranes, was sold to Columbus McKinnon acquired in 2017. Nick's story is one of loyalty, adaptability, and quiet excellence. From his early days as an apprentice through his retirement, he leaves Columbus McKinnon as a seasoned expert and a missed colleague.



Employee Spotlight

Tom Brace is CMCO's Product Compliance Staff Engineer, where he plays a key role in supporting new product development and managing global product certifications, including UL, CSA, FCC, and CE. He also leads environmental product compliance efforts covering RoHS, REACH, Prop 65, TSCA, and other regulations. With more than 20 years of experience, Tom brings deep expertise in product safety, testing, certification, and

investigations, including work related to product liability.

Recently, Tom authored an article for NA Engineering titled "Why Environmental and Sustainability Efforts Matter: This Isn't Just About Regulations." In it, he emphasizes that environmental and sustainability efforts are not just regulatory requirements, they are fundamentally about protecting human health, safety, and local communities. The materials and chemicals used in manufacturing can pose serious risks, including respiratory issues, chronic diseases, and long-term environmental contamination, especially when poorly managed across a product's lifecycle. By understanding and controlling substances of concern, organizations reduce exposure risks, improve environmental outcomes, and ensure safer products from design through disposal. Ultimately, everyday decisions by employees play a direct role in safeguarding their own well-being, their families, and the broader community.

Through his work, Tom is committed to making a meaningful impact, helping create safer environments, and advancing CMCO's purpose to improve lives and move the world forward.

People & Social Impact

Succession & People Development

Express Learning

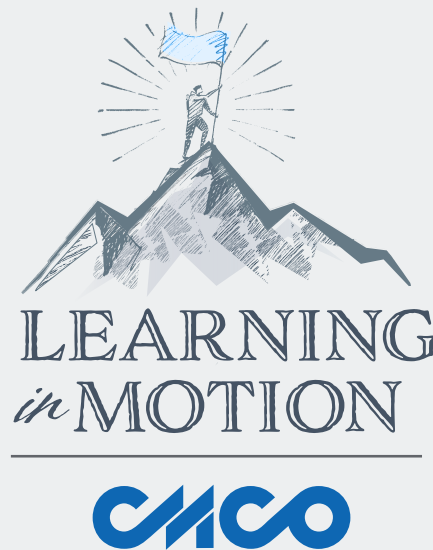
CMCO offers a stress management course through *Express Learning* that is designed to support employee well-being by helping participants better navigate uncertainty, manage stress, and strengthen supportive workplace relationships. Through practical tools and guided reflection, employees learn to focus on factors within their control, reducing anxiety associated with change and ambiguity. The course also equips participants with strategies to manage both the physical and mental effects of stress, promoting resilience, sustained performance, and overall health. Additionally, it emphasizes the importance of community and connection by encouraging employees to build and rely on support systems among colleagues. Together, these elements foster a healthier, more resilient workforce and reinforce the organization's commitment to employee well-being and psychological safety.

Learning in Motion

The Talent Team continues to broaden the Learning in Motion program to support leadership readiness and build critical skills across the organization. The program is designed to help employees achieve their full potential while strengthening the company's leadership pipeline and long-term organizational capabilities.

Learning in Motion supports both employees currently in leadership roles and those aspiring to become future leaders. Participants are introduced to core leadership skills while further developing existing competencies aligned to the company's strategic priorities. The Leadership Levels program follows a structured, four-level framework with level-specific learning objectives, enabling consistent development, coaching, and growth opportunities across multiple stages of leadership.

Programs are offered annually based on organizational needs and workforce priorities. The effectiveness of Learning in Motion is evaluated through participant outcomes, including internal career progression and promotions following program completion. Together, these efforts reinforce the company's commitment to developing talent, supporting career mobility, and sustaining a strong leadership bench for the future.



1,908 Training Hours Through the Learning in Motion Leadership Development Program

304 Employees Participated in the Learning in Motion Leadership Development Program in FY26

People & Social Impact

Succession & People Development

Performance Management

Each year, our employees participate in the performance review process. Using the performance management tools within our Human Resources Information System (HRIS), managers regularly monitor and evaluate employee performance against SMART goals and objectives established at the beginning of the fiscal year. Our performance management approach is designed to foster an environment where employees are empowered to perform at their best, enabling the delivery of high-quality work in an efficient and effective manner.

To support consistency and effectiveness, both employees and people managers are invited to participate in biannual training focused on successful goal setting, ongoing feedback, and meaningful performance reviews. This structured approach reinforces accountability, encourages continuous development, and supports strong business and people outcomes.

SMART



SPECIFIC



MEASURABLE



ACHIEVABLE



RELEVANT



TIME-BOUND



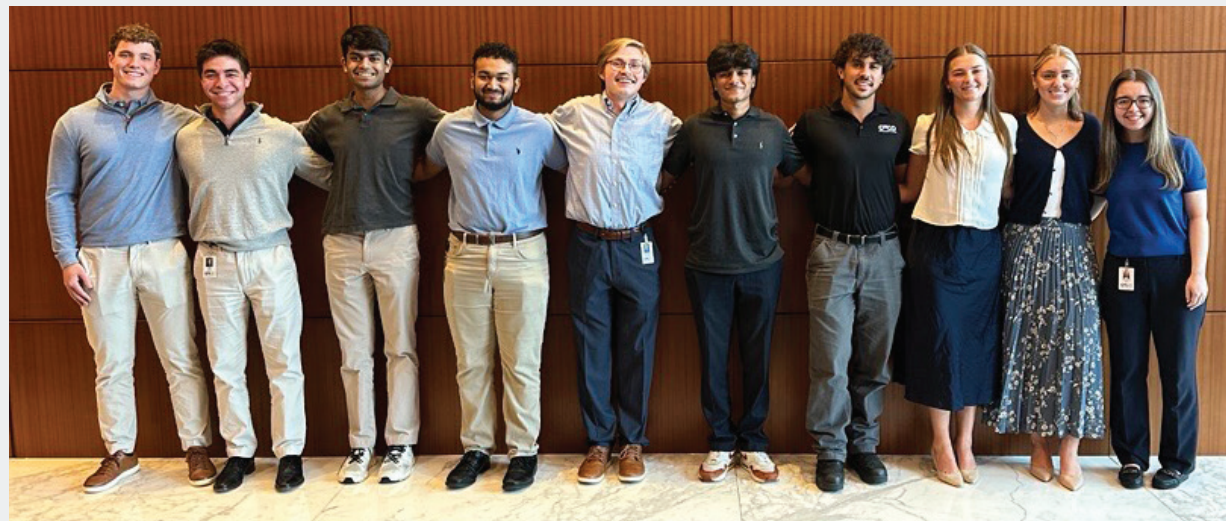
People & Social Impact

Succession & People Development

U.S. Summer Internship Program

Columbus McKinnon's internship program offers college students meaningful, hands-on experience while supporting key business needs across the organization. Internship opportunities vary by location and are thoughtfully designed to provide real-world exposure during a 10-week summer program. Interns contribute to high-impact projects, engage in and build practical skills through immersive, on-the-job learning in areas such as finance, engineering, information services, communications, human resources, and more.

During Summer 2025, interns across multiple U.S. locations played an important role in advancing business initiatives. Their contributions ranged from developing a web application to support order entry tracking to designing Power BI dashboards and creating standard operating procedures for tax-related processes. These projects spanned several functions and delivered tangible value to the business. We are extremely proud of our interns' accomplishments and look forward to following their continued growth and success in their future careers.



German Student Program

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



People & Social Impact

Employee Rights

At CMCO, we are committed to upholding freedom of association and fully recognize employees' right to collective bargaining. Approximately 36% of our global workforce is covered by labor contracts or collective bargaining agreements. We place a strong emphasis on maintaining constructive, collaborative relationships with our employees and their representatives. While we value direct, respectful relationships with our employees and believe third-party involvement is not necessary to foster positive engagement, we fully respect every employee's right to form or join a labor union without fear of retaliation, intimidation, or harassment. Where employees are represented by a legally recognized labor union, we are committed to building strong partnerships, engaging in open and constructive dialogue, and bargaining in good faith with their freely chosen representatives.



Actions included in our collective bargaining agreements:

Health & Safety:

- Tool Box Talks weekly/monthly
- Town halls covering any safety related items



Training:

- Annual CMCO Harassment Training
- Leader 1:1 with HR Harassment Training
- Leader 1:1 with HR on engagement activities (respect, active listening)



Environment:

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



Career Growth:

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



People & Social Impact

Workers in the Value Chain

The Company is committed to maintaining integrity and ensuring the fair treatment of all workers throughout our value chain, and we expect the same unwavering commitment from all of our global business partners. We explicitly recognize fundamental human rights and operate in alignment with the principles outlined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's core standards, and the United Kingdom Modern Slavery Act.

To uphold these commitments, we have established company-wide policies, practices, and procedures, including our Code of Conduct, Company Values, Human Rights Policy, and Human Trafficking Compliance Plan.

CMCO is dedicated to treating all employees equitably and providing safe working conditions, fair compensation, reasonable working hours, and adequate rest breaks, regardless of role or location. We offer competitive wages based on industry standards, local labor markets, and applicable collective bargaining agreements. We work diligently to ensure full compliance with all relevant laws governing minimum wages, working hours, rest periods, and overtime. Additionally, employees receive holiday leave in accordance with the laws and regulations of the country or state in which they work.

The Company strictly prohibits all forms of slavery and human trafficking within our operations and supply chain. We maintain a zero-tolerance policy toward any supplier or third-party partner that knowingly or willingly engages in these clear violations of fundamental human rights. We also recognize the rights and freedoms of Indigenous peoples and conduct our business in a manner consistent with these principles.

Employees may confidentially report suspected violations through the Company's EthicsPoint website or via the toll-free hotline posted at each CMCO location. Additional information regarding our expectations for workers throughout the value chain is outlined in our Human Rights Policy.

Last year, we implemented our Combating Human Trafficking Compliance Plan (the "Plan") to supplement existing Company policies related to human rights and human trafficking. The Plan serves as both a practical resource and a compliance framework for applicable human trafficking laws and regulations affecting our business. Its purpose is to ensure that all Company employees, as well as contractors, subcontractors, suppliers, agents, and other third-party representatives ("Business Partners"), adhere to relevant Company policies and global legal requirements.

The Plan includes employee training obligations, enhanced supplier acknowledgements, and clear mechanisms for reporting human trafficking concerns. Upon receiving any information related to potential human trafficking or other human rights violations, we act promptly to investigate and remediate the matter.



People & Social Impact

Customers & End Users

At Columbus McKinnon, safety is foundational to how we serve our customers and end users. We are dedicated to delivering high-quality, reliable products while supporting safe and efficient operation through robust training and education programs. Safety is embedded in every stage of our design process, from features like dual braking systems and operator-focused hoists that reduce exposure to load paths, to ergonomic enhancements and intelligent automation that help users maintain safe environments. By continuously integrating safety into our products and solutions, we aim to empower our customers to operate with confidence every day.

To further enhance our customers' experience, we made targeted updates to our digital experience by enhancing our website's Product Listing Pages (PLP) and Product Detail Pages (PDP). These updates make it easier for customers to find products, access key information, and locate important resources. In parallel, we have expanded and improved our self-service Customer Portal to give customers greater control and faster access to information. Enhancements include the addition of standard panel quoting capabilities, allowing customers to generate quotes for basic control panels independently, as well as a real-time SAP lead time calculator. Thousands of additional parts have also been added, making it easier for customers to source what they need quickly.

To support customers and improve product usability, we launched QR code labels on Dorner products that link directly to manuals and provide easy access to critical parts information.

Internally, we have strengthened communication around customer successes by highlighting key wins and unique applications in both local and global town halls, recognizing the teams involved and reinforcing a customer-centric culture.

We also invested in a new phone system for customer support to streamline access to our teams and improve call clarity. The updated system reduces prompts, helps customers connect with the right resources faster, and enables seamless call transfers, eliminating disruptions during handoffs. These improvements help ensure customers can efficiently access the support they need.

We have also focused on enhancing customer communication capabilities across our cross-functional teams. Through dedicated training programs, employees gain practical tools and techniques for effective customer engagement, supported by small group practice sessions.

To support growth and operational excellence, we established a Conveyance Center of Excellence in Wisconsin for our Dorner and Garvey products. By centralizing key functions and leveraging cross-functional expertise, this initiative has improved production cadence, increased shipping volumes, and strengthened employee engagement. The new center positions us to better serve our customers, meet growing demand across the Americas, and consistently deliver high-quality solutions.



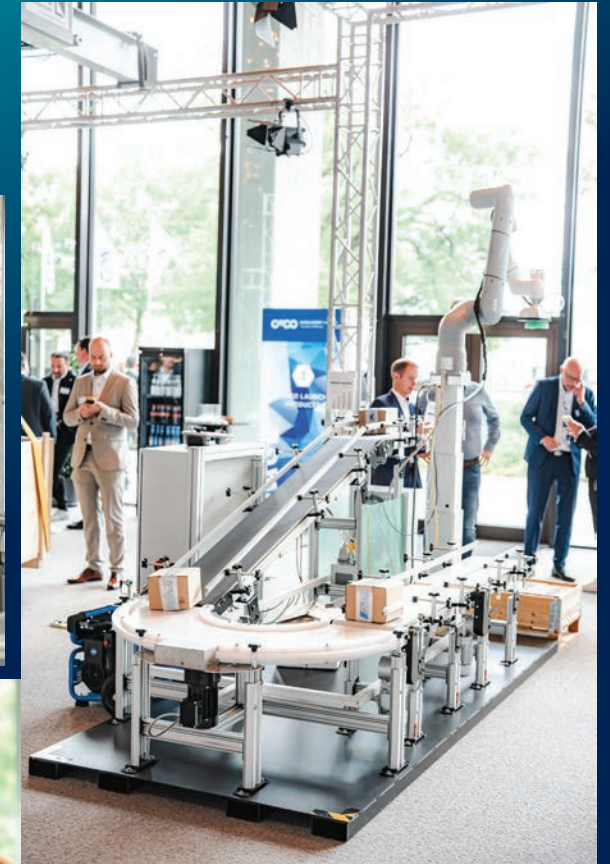
People & Social Impact

Customers & End Users

European Customer Exchange Show

In the heart of Bavaria, at the historic Kongresshalle Augsburg, Columbus McKinnon once again redefined what it means to connect innovation with customer value. The second edition of the Customer Exchange & Show (CES), held May 6–7, 2025, was more than an event—it was a statement of intent. With the theme “Inspiration. Growth. Partnership.”, CMCO delivered a powerful showcase of technological leadership, strategic foresight, and customer-centric innovation. Building on the momentum of its 2024 debut, CES 2025 elevated the experience with a sharper focus on real-world applications and future-ready solutions.

For customers, the event was an opportunity to engage directly with CMCO’s engineering and leadership teams, see innovations in action, and explore how tailored solutions can drive operational excellence. For CMCO, it was a strategic touchpoint, and an opportunity to listen, learn, and lead. The event also featured thought-provoking keynotes, including futurist Dr. Thomas Ramge, who challenged attendees to rethink the intersection of artificial intelligence, data, and industrial strategy. Attendees also participated in site visits to STAHL CraneSystems, Yale, and Pfaff-silberblau, offering a behind-the-scenes look at CMCO’s manufacturing excellence and innovation pipeline.



People & Social Impact

Community Engagement & Impact

University Engagement - UNC Charlotte

UNC Charlotte Students Team Up with CMCO to Build a Smarter Cobot Lifting Column

This spring, CMCO had the chance to work with a talented group of senior engineering students from UNC Charlotte on a very exciting project: designing a lifting column—also known as a 7th axis—for collaborative robots (Cobots). The goal: to give Cobots more vertical range and flexibility, especially for tasks like palletizing, welding, and working with large parts. The student engineering team took on the challenge and delivered big. They created a plug-and-play lifting column that’s not only easy to use, but also tough enough for industrial environments.

The team also delivered a full 3D model in SolidWorks, a CMCO-style bill of materials, and the firmware source code to control the system. This collaboration was a great example of how industry and education can come together to push innovation forward.



What They Built:

- A three-stage telescoping column powered by a lead screw and chain drive
- Integrated servo motor encoders for accurate position feedback
- A Sure Servo 2 Pro Drive for manual and automated motion control
- Safety features to prevent overextension

What It Can Do:

- Lift over 250 lbs (120 kg)
- Move at 100 mm/s
- Reach a stroke length of 550 mm
- Maintain ±1 mm accuracy
- Fit seamlessly with existing Cobot models

Niner Career Challenge

Now in its third year of participation, Columbus McKinnon is proud to champion the Niner Career Challenge at UNC Charlotte. This impactful scholarship initiative supports the development of future talent by encouraging students to engage deeply in career readiness programs and campus activities. Through this partnership, CMCO helps empower students who demonstrate exceptional commitment to building their professional skills, recognizing and rewarding those who actively invest in their future success.



People & Social Impact

Community Engagement & Impact

University Engagement- UW Milwaukee

In our second year as a Gold Corporate Partner at the University of Wisconsin–Milwaukee, Columbus McKinnon continued to strengthen its presence on campus and deepen its engagement with emerging talent. This partnership supports our goal of positioning Columbus McKinnon as an employer of choice for UWM students and graduates. By actively connecting with students, we aim to attract top talent, build meaningful relationships, and contribute to the professional development of future industry leaders.



Herbert P Ladds Scholarship

The Herbert P. Ladds Jr. Scholarship Fund is an annual scholarship granted to a U.S. undergraduate student who is a child of a CMCO U.S. employee. This scholarship honors Herbert Ladds Jr., former President and CEO of Columbus McKinnon, whose leadership and vision helped shape our company’s growth from 1982 until his retirement in 1998. His legacy continues to inspire us, and this scholarship is a meaningful way to support the next generation. This year’s award was granted to a student studying Social Work at the University of Tennessee at Martin.

The Herbert P. Ladds Scholarship

helps children achieve their academic and career goals while honoring the memory of a remarkable leader



People & Social Impact

Community Engagement & Impact

Habitat for Humanity

We're proud to continue our longstanding support of the communities where we live and work through our partnership with Habitat for Humanity of the Charlotte Region. In December 2025, Columbus McKinnon donated \$12,000 through our CMCO Cares program to support Habitat's mission of helping local families achieve stability and self-reliance through safe, affordable housing. This contribution reflects our belief that access to secure housing is foundational to long-term economic opportunity and community well-being.

Our support helps advance the organization's ongoing efforts to address the area's growing affordable housing needs through innovative homebuilding and neighborhood development. Habitat Charlotte Region continues to expand access to homeownership by building single-family homes, townhomes, and duplexes, while also investing in critical home repairs that allow seniors, veterans, and long-term homeowners to remain safely in their homes. By combining new construction, community development, and homeowner education, Habitat is creating sustainable housing solutions that strengthen neighborhoods and empower families—an impact our CMCO Cares donation is proud to help support.





Planet:
Our
Commitment
to the
Environment

Planet

Emissions & Potential Climate Impact

CMCO recognizes its responsibility to minimize environmental impact, reduce resource consumption, and ensure the proper recycling and disposal of operational waste. Across our global operations, teams are focused on initiatives that drive improvements in energy efficiency, emissions reduction, resource conservation, and employee engagement. This has resulted in our emissions intensity decreasing 40% since our FY21 baseline and 88% of our waste diverted from landfill. Although our overall waste diversion rate has decreased, this reflects operational improvements that have reduced the amount of metal scrap and by increasing the use of reusable shipping methods, resulting in less cardboard and wood being recycled.

In FY26, we further strengthened our environmental efforts by implementing a new reporting software system that automates the calculation of our environmental footprint, providing greater accuracy, consistency, and visibility to support informed decision-making and continuous improvement.

We also conducted a comprehensive reassessment of our climate-related risks and opportunities using TCFD-aligned guidance. The findings reaffirmed our earlier conclusion that transition risks remain a key priority for CMCO. In response, we have focused our efforts on identifying applicable regulations, understanding their potential impact on our operations, and strengthening compliance to effectively mitigate risk. Our governance processes ensure proper oversight of potential and emerging risks, especially as we prepare for upcoming climate reporting regulations across multiple jurisdictions.

Our waste management vendor conducted an on-site assessment at the Brighton, Michigan manufacturing facility to evaluate current recycling practices and identify opportunities for improvement. During the review, they recommended increasing both the number and strategic placement of recycling bins, particularly positioning them adjacent to landfill waste containers to improve accessibility, reduce contamination, and encourage proper material sorting. The assessment also identified more cost-effective approaches for managing universal waste, helping the site streamline handling and disposal processes. In addition, the facility had been seeking a more efficient solution for cardboard waste management. Through collaboration with the vendor, the team evaluated a range of bin and compactor options to enhance operational efficiency and support more effective recycling practices.

FY26 Green Team Wins

- *Kunzelsau has ISO 5001 certification*
- *Energy assessments at US manufacturing facilities*
- *88% of waste diverted from landfill*
- *16% of capital expenditure projects contained a sustainability component*
- *13% of manufacturing sites are ISO 14001 certified*



Environmental Data Table

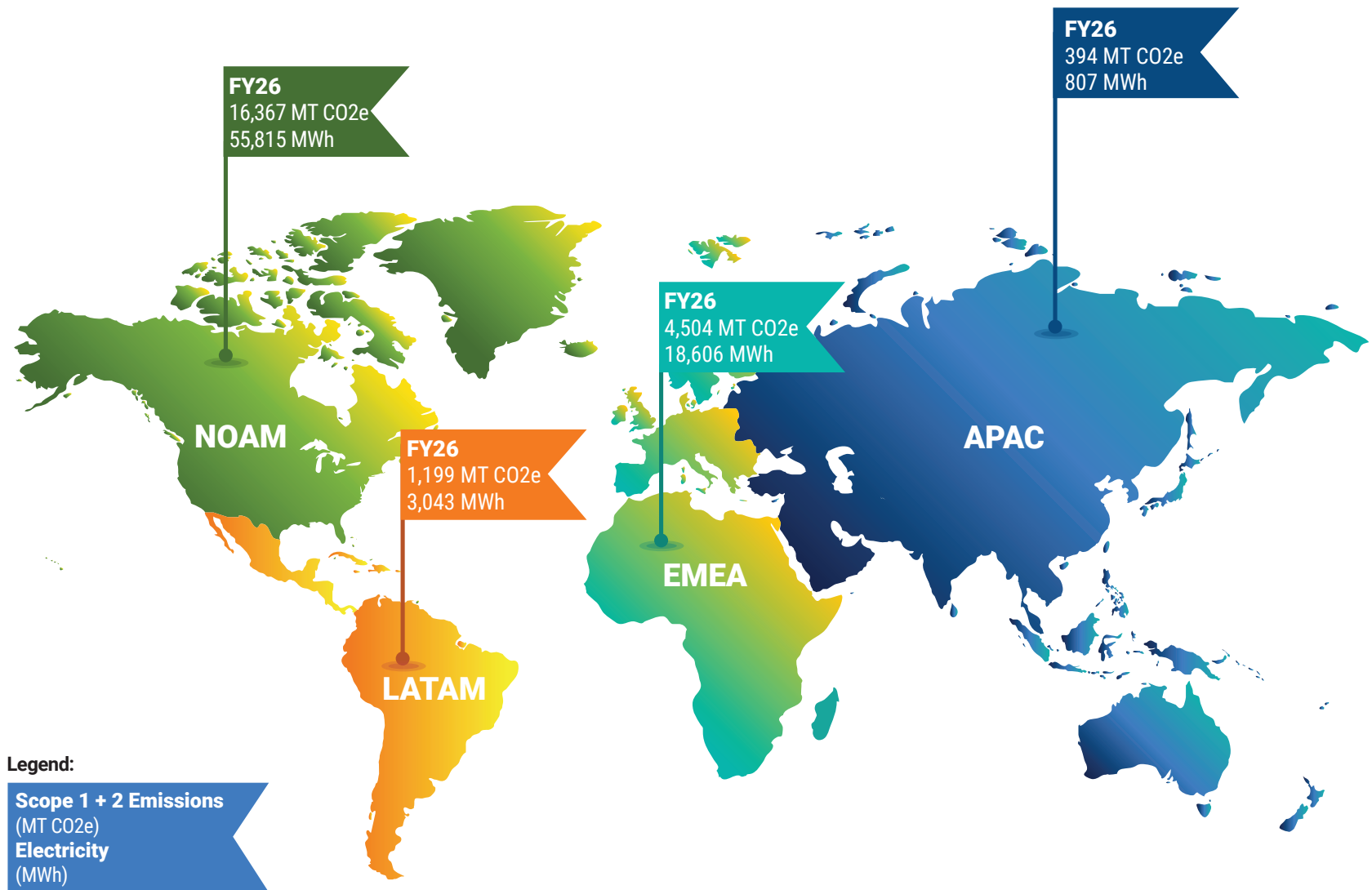
Environmental Data Table	Unit of Measure	FY26	FY25	FY21
Total Energy	Megawatt Hour	78,271	81,680	84,914
Natural Gas & Propane Usage	Megawatt Hour	32,253	32,015	45,180
Electricity Usage	Megawatt Hour	40,042	41,731	33,239
District Heating Usage	Megawatt Hour	616	1,173	1,575
Fleet Fuel Usage	Megawatt Hour	5,360	6,761	4,920
On-Site Renewable Energy	Megawatt Hour	848	308	-
Energy Intensity	Megawatt Hour per Million USD	78	87	-
Total Emissions (Scope 1 and 2)	Metric Ton CO2e	22,464	23,978	24,204
Total Emissions (Scope 1, 2 and 3)	Metric Ton CO2e	1,037,777	-	-
Scope 1 Emissions	Metric Ton CO2e	7,463	7,684	9,362
Scope 2 Emissions	Metric Ton CO2e	15,001	16,294	14,842
Scope 3 Emissions	Metric Ton CO2e	1,015,313	-	-
Emissions Intensity - Scope 1 & 2	Metric Ton CO2e per Million USD	22	26	37
Total Waste	Metric Ton	5,725	6,829	4,857
Waste Sent to Landfill	Metric Ton	687	560	661
Waste Diverted from Landfill	Metric Ton	5,038	6,269	4,196
Metal Scrap Recycled	Metric Ton	3,930	4,421	3,164
Wood and Cardboard Recycled	Metric Ton	845	1,499	830
Other Waste Recycled	Metric Ton	167	243	202
Waste Incinerated for Energy	Metric Ton	96	106	-
Water	M3	77,357	115,531	81,823

Planet

Energy

In FY26, CMCO continued to build on its longstanding commitment to energy efficiency by expanding assessments across multiple U.S. manufacturing sites in collaboration with local utility partners. These assessments combined detailed reviews of historical utility data with on-site evaluations to better understand energy consumption patterns, validate the effectiveness of prior efficiency investments, and uncover new opportunities for improvement. At facilities such as Menomonee Falls and Hartland, teams analyzed usage trends to quantify the benefits of past initiatives, while also conducting comprehensive walkthroughs to assess key systems including air compressors, heating equipment, and building infrastructure elements such as door seals.

This process not only highlighted additional opportunities to reduce energy consumption and operational costs, but also reinforced the importance of ongoing maintenance and optimization in sustaining efficiency gains over time. By aligning identified projects with available utility rebates and incentive programs, CMCO is strengthening its ability to prioritize high-impact actions that deliver both environmental and financial value. These efforts provide a more data-driven foundation for future decision-making, ensuring that energy efficiency remains a core component of CMCO's operational strategy and its broader commitment to reducing emissions and environmental impact.





Appendix & Indices

Appendix & Indices

About This Report

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

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

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

The information in this report has been prepared to the best of our knowledge and ability to collect, validate, and analyze data and available information. All financial information is presented in U.S. dollars. Note that for the purpose of this report materiality specifically pertains to sustainability priorities and may differ from material topics identified in Columbus McKinnon's financial statements. Any future events, goals, projects, or company targets listed in this report are the aspirations and intentions of Columbus McKinnon. However, this report is not a guarantee or promise that such future events, goals, projects, and targets will occur or be successfully executed. More information about our Corporate Sustainability programs can be found on the Columbus McKinnon website, under 'About Us'.

Unless otherwise stated, the scope of this report includes Columbus McKinnon's legacy operations and encapsulates our 16 manufacturing facilities and 46 sales offices, distribution centers, and warehouses across the globe for the reporting period and does not address the business or operations of our suppliers or other business partners. All employee data is as of March 31, 2026. Employees that left with the divestiture, contingent workers, temporary employees, and contract employees are not included in employee data.

Reporting Period:

This report reflects Columbus McKinnon's ESG data for its Fiscal Year 2026 (April 1, 2025 – March 31, 2026) and excludes Kito Crosby data unless otherwise stated.

Reporting Cycle:

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

Date of Most Recent Report:

This is Columbus McKinnon's Sixth Annual Corporate Sustainability Report. Our Fiscal Year 2025 report was published in July 2025.

Reporting Standards:

- Columbus McKinnon has reported in reference with the GRI Standards for the period from 1 April 2025 to 31 March 2026.
- This report is in accordance with the Sustainability Accounting Standards Board (SASB) Standards: Resource Transformation; Industrial Machinery and Goods.
- In line with TCFD's recommendations, we disclose our climate-related information through a TCFD Index and through our CDP Climate Change survey response.

Restatements of Information and Changes in Reporting:

- In January 2026, CMCO announced it had entered into a definitive agreement to sell its U.S. power chain hoist and chain manufacturing operations based out of Damascus, Virginia and Lexington, Tennessee. The transaction was closed on March 4, 2026. Data collection from these locations ceased as of the closing date.
- On February 4, 2026, CMCO completed the acquisition of Kito Crosby.
- For FY26, CMCO used Workiva's Carbon platform to calculate our scope 3 emissions for the first time.

Report Contact:

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

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Safe Harbor Statement

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, and are subject to the safe harbor created thereby under the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical or current fact, included in this report are forward-looking statements. Forward-looking statements reflect our current expectations and projections relating to our plans, objectives, future performance and business. These statements can be identified by the use of forward-looking words, such as “anticipate,” “estimate,” “expect,” “project,” “plan,” “intend,” “believe,” “may,” “will,” “would,” “should,” “could,” “can have,” “future,” “likely,” “target,” “possible,” “intend,” and other words and terms of similar meaning (including their negative counterparts or other various or comparable terminology). For example, all statements we make relating to our ESG and sustainability priority targets and objectives are forward-looking statements. All forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from those that we currently expect, including those described under the sections entitled “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in our Annual Report on Form 10-K for the fiscal year ended March 31, 2026 filed with the Securities and Exchange Commission (the “SEC”) on June 8, 2026.

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

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

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Reconciliation of Non-GAAP Financial Measures

Adjusted EBITDA

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

¹ In connection with the preparation of this presentation, the Company has used its updated definition of Adjusted EBITDA, which includes an addback of Company's stock-based compensation expense. This revised definition of Adjusted EBITDA was used to calculate Adjusted EBITDA set forth above, both for current periods and recast historical periods, and will be used by the Company on a go-forward basis for purposes of all future Adjusted EBITDA disclosures. This definitional change was driven by the Company's belief that adding back the expense associated with stock-based compensation for purposes of the computation of Adjusted EBITDA will provide the Company's investors with a better understanding of our underlying performance from period to period and enable them to better compare our performance against that of our peer companies, many of which also include an addback of stock-based compensation expense in computing Adjusted EBITDA.

² Customer bad debt represents a reserve of \$1,299,000 against an accounts receivable balance for a customer who declared bankruptcy in January 2025.

³ For its annual goodwill impairment test, the Company elected to bypass the qualitative assessment and performed a quantitative impairment test for its reporting units, comparing the carrying amount of each reporting unit with its estimated fair value. While the individual reporting units initially had fair values in excess of their book value, the sustained reduction in the Company's stock price and market capitalization resulted in the aggregate equity value of the combined company exceeding its market capitalization at its annual measurement date. The Company reevaluated the fair value of its reporting units and this resulted in a partial impairment of the goodwill in the amount of \$200,000,000 for the Precision Conveyance reporting unit.

To be consistent with our financial reporting, the information on this page includes Kito Crosby data.

(\$ in thousands)	Quarter			Year
	Q4 FY25	Q4 FY26	FY25	FY26
Net income (loss) attributable to the Company	\$(2,684)	\$(238,230)	\$(5,138)	\$(229,535)
Add back (deduct):				
Income tax expense (benefit)	(809)	22,335	(367)	22,930
Interest and debt expense	8,141	35,388	32,426	61,145
Cost of debt refinancing	–	24,185	–	24,185
Investment (income) loss	(429)	(217)	(1,302)	(2,182)
Foreign currency exchange (gain) loss	449	4,647	3,179	5,551
Other (income) expense, net	263	(1,387)	25,775	(1,525)
Stock-based compensation ¹	(421)	1,790	6,256	9,569
Depreciation and amortization expense	11,957	40,418	48,187	77,038
Transaction-related costs	11,014	33,477	11,014	55,603
Acquisition integration costs	–	10,480	–	12,795
Acquisition inventory step-up expense	–	36,798	–	36,798
Business realignment costs	399	413	2,517	4,310
Factory and warehouse consolidation	4,989	127	17,546	1,054
Headquarter relocation costs	51	247	373	463
Hurricane Helene cost impact	–	–	171	–
Mexico customs duty assessment	(433)	–	1,067	–
Customer bad debt ²	–	–	1,299	–
Loss on impairment of goodwill ³	–	200,000	–	200,000
Net (gain) loss on sale of business	–	(103,306)	–	(103,306)
Monterrey, MX new factory start-up costs	3,161	1,566	13,748	6,480
Adjusted EBITDA¹	\$35,648	\$68,731	\$156,751	\$181,373
Net Sales	\$246,889	\$437,829	\$963,027	\$1,193,451
Net income margin	(1.1%)	(54.4%)	(0.5%)	(19.2%)
Adjusted EBITDA Margin¹	14.4%	15.7%	16.3%	15.2%

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Reconciliation of Non-GAAP Financial Measures

Free Cash Flow (FCF) and Free Cash Flow Excluding Deal Costs

Free Cash Flow is defined as GAAP net cash provided by (used for) operating activities less capital expenditures included in the investing activities section of the consolidated statement of cash flows. Free Cash Flow Excluding Deal Costs is defined as Free Cash Flow less cash payments related to transaction, financing and integration activities for the Kito Crosby Acquisition and the Divestiture captured in the operating activities section of the consolidated statement of cash flows. Free Cash Flow and Free Cash Flow Excluding Deal Costs are not measures determined in accordance with GAAP and may not be comparable with measures as defined or used by other companies. Nevertheless, the Company believes that providing non-GAAP financial measures, such as Free Cash Flow and Free Cash Flow Excluding Deal Costs, is important for investors and other readers of the Company's financial statements and assist in understanding of the comparison of the current period Free Cash Flow and Free Cash Flow Excluding Deal Costs to that of historical periods.

(\$ in thousands)	Year	
	FY25	FY26
Net cash provided by (used for) operating activities	\$45,612	\$(146,211)
Capital expenditures	(21,411)	(17,859)
Free Cash Flow (FCF)	\$24,201	\$(164,070)
Kito Crosby Acquisition-related cash payments	850	204,915
Divestiture-related cash payments	–	27,151
Free Cash Flow Excluding Deal Costs	\$25,051	\$67,996

Legacy CMCO Net Sales

Legacy CMCO Net Sales is defined as net sales as reported, adjusted for the impact of acquisitions and divestitures. Legacy CMCO Net Sales Growth is defined as the change in Legacy CMCO Net Sales between the current period and the prior period divided by prior period Legacy CMCO Net Sales. Legacy CMCO Net Sales and Legacy CMCO Net Sales Growth are not determined in accordance with GAAP and may not be comparable with non-GAAP net sales calculations used by other companies. Nevertheless, Columbus McKinnon believes that providing non-GAAP financial measures, such as Legacy CMCO Net Sales and Legacy CMCO Net Sales Growth, are important for investors and other readers of the Company's financial statements and assists in understanding the comparison of the current quarter's and fiscal year's net sales and net sales growth to the historical periods' net sales.

(\$ in thousands)	Quarter		Year	
	Q4 FY25	Q4 FY26	FY25	FY26
Net sales	\$246,889	\$437,829	\$963,027	\$1,193,451
Divestiture net sales	(35,085)	(22,372)	(135,455)	(123,048)
Kito Crosby Acquisition net sales	–	(188,089)	–	(188,089)
Legacy CMCO Net Sales	\$211,804	\$227,368	\$827,572	\$882,314
Net sales growth		77.3%		23.9%
Legacy CMCO Net Sales		7.3%		6.6%

To be consistent with our financial reporting, the information on this page includes Kito Crosby data.

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UNSDGs



PLANET

PEOPLE

PROCESS

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

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TCFD Governance



Governance Recommended Disclosure (a)

The Governance Committee of the Board of Directors convenes five times annually, aligned with the regular Board meeting schedule. During these sessions, the Associate General Counsel and Director of Corporate Social Responsibility, jointly with the Senior Vice President of Corporate Development, General Counsel, and Secretary, review strategic plans, metrics, and targets related to climate and broader ESG initiatives. The full Board of Directors also engages in oversight of risks identified through Columbus McKinnon’s annual Enterprise Risk Management (ERM) assessment, which includes potential climate-related risks. Climate-related issues are integrated into governance mechanisms that include reviewing and guiding strategy, major plans of action, risk management policies, and business plans; monitoring implementation and performance of objectives; and overseeing progress against goals and targets. The Board actively provides advice, guidance, and clarification on climate-related strategic matters and follows up on key initiatives to ensure alignment with the company’s climate objectives.

Governance Recommended Disclosure (b)

Climate-related responsibilities are assigned to the Senior Vice President of Corporate Development, General Counsel & Secretary, and the Associate General Counsel and Director of Corporate Social Responsibility. Together, they report to the Board of Directors on environmental progress as it relates to the company’s strategy. The Director of Corporate Social Responsibility reports directly to the Senior Vice President, who in turn reports to the CEO, ensuring a clear line of accountability and oversight. Additionally, the Executive ESG Committee—comprising at least five executive-level sustainability champions, including the CEO—plays a key role in overseeing critical aspects of the business and supporting the integration of sustainability across operations. The management team is kept informed of all enterprise risks, including climate-related risks, through the company’s annual Enterprise Risk Management assessment.

Board Oversight		
Full Board Responsibilities <ul style="list-style-type: none"> • Business Strategy & Strategic Planning <ul style="list-style-type: none"> • Strategic Risks & Opportunities • Mergers & Acquisitions Strategy • Board & Executive Management Composition & Succession Planning <ul style="list-style-type: none"> • Review & Approve Corporate Policies & Procedures • Financial, Operational & Strategic Performance • Employee Health & Safety 		
Corporate Governance & Nomination Committee	Audit Committee	Human Capital, Compensation & Succession Committee
<ul style="list-style-type: none"> • Corporate governance • Board and Director succession planning & skill set • Corporate social responsibility, environmental, and responsible sourcing initiatives, risks, and opportunities • Environmental compliance and stewardship practices • Social and political issues not allocated to other Committees 	<ul style="list-style-type: none"> • Overall risk assessment and management • Financial exposures, statements, controls, systems, and reporting • Regulatory and compliance, including FCPA/anti-bribery and whistleblower program • Data protection and cyber security • Financial and controls aspects of ESG-related disclosures 	<ul style="list-style-type: none"> • Senior executive compensation • Senior executive succession planning • Overall risk related to the Company’s compensation policies and practices • Talent and leadership development • Human capital management • Non-employee director compensation • Culture and engagement
Management Oversight		
Legal Department	Executive ESG Committee	
<ul style="list-style-type: none"> • Develops and manages Sustainability Strategy • Communicates strategy updates to the Board, Management, and the organization • Manages Sustainability integration to the business 	<ul style="list-style-type: none"> • Discusses resource allocation • Reviews progress to ESG targets • Determines corporate ESG initiatives • Supports the integration of ESG strategy 	
Sustainability Sponsors & Core Teams		
<ul style="list-style-type: none"> • Drive and support corporate initiatives within the organization via local teams globally • Communicate high-level structure, programs, and targets to local teams 		
Local Teams		
Green Teams	CMCO Cares	
<ul style="list-style-type: none"> • Develop local site goals • Drive enterprise goals • Be advocates for environmental initiatives • Report on metrics and progress to goals • Attend quarterly company-wide meetings with all Green Team Leaders 	<ul style="list-style-type: none"> • Champion community involvement • Organize and promote site community involvement events • Report on data from community event • Attend quarterly company-wide meetings with all CMCO Cares Site Ambassadors 	

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TCFD Strategy

Strategy Recommended Disclosure (a)

In the short term (0–2 years), no material climate-related risks have been identified to date. However, given the transitional nature of our climate-related risks, our focus is on understanding and responding to evolving regulatory, legal, and compliance requirements. Over the medium term (2–5 years), we plan to continue investing in initiatives that reduce Scope 1 and Scope 2 emissions, while remaining agile in adapting to changes in the regulatory landscape. In the long term (5–10 years), our strategy will emphasize public disclosure of Scope 3 emissions reduction targets and the development of a comprehensive emissions roadmap. We also intend to explore potential investments in renewable energy, contingent on collaborative opportunities, external partnerships, and the availability of viable infrastructure. It is important to note that our initial roadmap did not account for an acquisition that will effectively double the size of our company. While we remain committed to our carbon reduction, this expansion may necessitate adjustments to our overall strategy, original timelines and implementation plans.

Strategy Recommended Disclosure (b)

Currently, climate-related risks have not been determined as material to our business. Nevertheless, we maintain comprehensive insurance coverage for all manufacturing facilities to mitigate potential damage and business interruption costs resulting from weather-related events.

Our organization has implemented a structured approach to managing climate-related risks, integrating both enterprise risk management (ERM) and sustainability governance. This framework ensures that climate considerations are embedded into strategic and operational decision-making processes.

Oversight of climate-related risks is provided through management oversight, with integration into the ERM process. Regular reporting to the Board ensures accountability and alignment with long-term business objectives.

Recognizing that climate-related risks can disrupt global supply chains—impacting production, transportation, infrastructure, and raw material availability, we implement measures including supplier diversification, inventory buffering, and network redesign, avoiding risk zones. To protect against financial losses from supply chain disruptions caused by climate events, we maintain cargo and transit insurance as well as business interruption coverage for lost income and operating expenses.

Annually, we conduct an adverse weather assessment to evaluate and strengthen our ability to plan for and respond to severe weather events. This process identifies vulnerabilities, validates emergency response capabilities, and supports rapid operational recovery. These efforts help maintain favorable insurance premiums and ensure continuity. Business interruption insurance further protects against lost revenue and covers utility costs during temporary production suspensions.

Strategy Recommended Disclosure (c)

The resilience of Columbus McKinnon's climate-related strategy has been assessed across multiple scenarios and time horizons. These assessments inform our mitigation efforts and strategic planning to address potential impacts on our financial position.

A core component of our strategy involves continuous monitoring of current and emerging climate-related regulations to ensure ongoing compliance. As we prepare for a significant acquisition that will expand our global footprint, we recognize the need to reassess and potentially adjust our strategy to reflect new geographic exposures and regulatory environments.

The upcoming acquisition presents an opportunity to evaluate operational efficiencies and identify synergies across the combined organization. As we gain greater clarity on the scope and structure of the integration, we will refine our climate strategy to ensure it remains aligned with our sustainability objectives and responsive to the evolving regulatory landscape.

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TCFD Risk Management

Risk Management Recommended Disclosure (a)

Climate-related risks are integrated into our holistic approach to Enterprise Risk Management and are evaluated in our formal process along with other business risks. The results of this analysis inform the ERM topics relating to climate-impact. Columbus McKinnon's Enterprise Risk Management assessment process begins with a risk survey that asks global leaders to identify and prioritize potential risks to the company. Specifically, each participant is asked to rate each pre-defined risk on three (3) variables: Impact, Probability, and Preparedness. Based on those results, each participant is then asked to force-rank the top risks. We also include open questions asking participants to identify any emerging risks or risks that were not listed in the survey. Our key enterprise risks are presented to our Executive Leadership Team and Board of Directors. Leaders are assigned to critical risks, and teams put mitigation plans in place. The ERM process and results are shared in our Global Management Meeting. Environmental, Social, and Governance risks are integrated into this process.

Risk Management Recommended Disclosure (b)

Our organization follows a structured process to identify, assess, and manage climate-related risks across both physical and transitional categories, fully integrated into our ERM framework to ensure alignment with overall business objectives. We address potential risks through a combination of mitigation, transfer, and control strategies. Climate-related risks are prioritized based on their potential financial, operational, and reputational impact, as well as their likelihood of occurrence. These processes are reviewed periodically to reflect evolving regulatory developments, and stakeholder expectations, with oversight provided by senior management and the Board through established governance structures.

Risk Management Recommended Disclosure (c)

This has been discussed in the above disclosures.

TCFD Metrics and Targets

Metrics and Targets Recommended Disclosure (a)

In addition to the metrics outlined in our Strategy disclosures, Columbus McKinnon tracks key environmental indicators, including energy consumption, waste management, water usage, and greenhouse gas emissions. These metrics are reported annually. While water usage has been assessed as non-material due to its minimal role in our operations, we continue to disclose this information for transparency. Currently, climate-related metrics are not linked to performance targets and are not integrated into remuneration policies.

Metrics and Targets Recommended Disclosure (b)

Scope 1 GHG emissions: 7,463 Metric Tons CO₂e

Scope 2 GHG emissions: 15,001 Metric Tons CO₂e

Scope 3 GHG emissions: 1,015,313 Metric Tons CO₂e

Metrics and Targets Recommended Disclosure (c)

At this time, we do not have any public targets relating to managing climate-related risks and opportunities.

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GRI Indices



Statement of Use	Columbus McKinnon Corporation has reported the information cited in this GRI content index for the period April 1, 2025 through March 31, 2026 with reference to the GRI Standards.	
GRI 1 Used	GRI 1: Foundation 2021	
GRI Standard/Other Source	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	CMCO FY2026 <i>10-K</i> Pages 6-12
	2-2 Entities included in the organization's sustainability reporting	Page 49
	2-3 Reporting period, frequency and contact point	Page 49
	2-4 Restatements of information	Page 49
	2-5 External assurance	Not Applicable
	2-6 Activities, value chain and other business relationship	Pages 7-11
	2-7 Employees	Page 31
	2-8 Workers who are not employees	Page 39
	2-9 Governance structure and composition	CMCO 2026 <i>Proxy Statement</i> Page 7-9
	2-10 Nomination and selection of the highest governance body	CMCO 2026 <i>Proxy Statement</i> Page 11-19
	2-11 Chair of the highest governance body	Board of Directors Website
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 19
	2-13 Delegation of responsibility for managing impacts	Page 19
	2-14 Role of the highest governance body in sustainability reporting	Page 19
	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.
• Planet & Environmental Stewardship	Climate Change/Emissions	#7 Affordable and Clean Energy, #13 Climate Action
	Waste & Pollution	#12 Responsible Consumption and Production, #15 Life on Land
	Energy	#7 Affordable and Clean Energy

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GRI Standard/Other Source	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	CMCO 2026 <i>Proxy Statement</i> Page 9
	2-18 Evaluation of the performance of the highest governance body	<i>Corporate Governance Policy</i>
	2-19 Remuneration policies	CMCO 2026 <i>Proxy Statement</i> Page 33-34, 43-45
	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 in the Form 8-k.
	2-21 Annual total compensation ratio	CMCO 2026 <i>Proxy Statement</i> Page 67
	2-22 Statement on sustainable development strategy	Page 4
	2-23 Policy commitments	Page 20
	2-24 Embedding policy commitments	<i>Governance Documents</i>
	2-25 Processes to remediate negative impacts	<i>Ethics Point Code of Conduct</i>
	2-26 Mechanisms for seeking advice and raising concerns	<i>Code of Conduct</i>
	2-27 Compliance with laws and regulations	Page 20
	2-28 Membership associations	<i>Professional Associations</i>
	2-29 Approach to stakeholder engagement	Page 14
2-30 Collective bargaining agreements	Page 38	

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GRI Standard/Other Source	Disclosure	Location
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 14-15
	3-2 List of material topics	Page 14-15
	3-3 Management of material topics	Page 14-15
Climate Change		
GRI 102: Climate Change 2025	102-5 Scope 1 GHG emissions	Page 46
	102-6 Scope 2 GHG emissions	Page 46
	102-7 Scope 3 GHG emissions	Page 46
	102-8 GHG emissions intensity	Page 46
Energy		
GRI 103: Energy 2025	103-2 Energy consumption and self-generation within the organization	Page 46
	103-4 Energy intensity	Page 46
	103-5 Reduction in energy consumption	Page 46
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	CMCO FY2026 10-K Page 45
Procurement Practices		
GRI 204: Procurement Practices 2016		Page 24
Employment		
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 29
	401-3 Parental leave	Page 29
Labor/Management Relations		
GRI 402: Labor/Management Relations 2016		Page 38

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GRI Standard/Other Source	Disclosure	Location
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 27
	403-2 Hazard identification, risk assessment, and incident investigation	Page 27
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 27
	403-5 Worker training on occupational health and safety	Page 27
	403-6 Promotion of worker health	Page 27
	403-8 Workers covered by an occupational health and safety management system	Page 27
	403-9 Work-related injuries	Page 27
Local Communities		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 42-44

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SASB



Sustainability Disclosure Topics & Metrics					
Topic	Metric	Category	Unit of Measure	Response	Code
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ) Percentage (%)	(1) 281,772 (2) 97.9% (3) 2.1%	RT-IG-130a.1
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near Miss Frequency Rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) 0.38 (2) 0 (3) 2.43	RT-IG-320a.1
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Litres per 100 tonne-kilometres	Columbus McKinnon does not manufacture medium- and heavy-duty vehicles.	RT-IG410a.1
	Sales-weighted fuel efficiency for non-road equipment	Quantitative	Litres per hour	Columbus McKinnon does not manufacture any non-road equipment that require fuel sources.	RT-IG410a.2
	Sales-weighted fuel efficiency for stationary generators	Quantitative	Kilojoules per litre	Columbus McKinnon does not manufacture stationary generators.	RT-IG410a.3
	Sales-weighted emissions of (1) nitrogen oxides (Nox) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, © on-road medium- and heavy-duty engines and (d) other non-road diesel engines	Quantitative	Grammes per kilojoule	Columbus McKinnon does not manufacture engines.	RT-IG410a.4
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	Columbus McKinnon responsibly sources the materials used in our products. See our Supply Chain Management section of this report for more information.	RT-IG-440a.1
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Presentation currency	Columbus McKinnon does not remanufacture products, therefore there is no revenue from remanufactured products and remanufacturing services.	RT-IG-440b.1
Activity Metrics					
Activity Metric	Category	Unit of Measure	Response	Code	
Number of units produced by product category	Quantitative	Number	Proprietary data		RT-IG-000.A
Number of employees	Quantitative	Number	3,040		RT-IG-000.B

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Calculation Methodology

Process

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

People

- **Leadership:** Employees with direct reports and/or Senior Manager title or higher.
- **Number of Employees by Gender:** Determined by the information provided by employees on their onboarding material.
- **Number of Employees by Region:** Determined by the employee's working location.
- **U.S. Race & Ethnicity:** Determined by the information provided by employees on their onboarding materials.
- **Percent of Women Hiring Rate:** Determined by the information provided by employees on their onboarding materials.
- **Total Recordable Incident Rate:** $(\text{Number of occurrences} * 200,000) / \text{total hours worked}$.
- **Near Miss Frequency Rate:** $(\text{Number of Occurrences} * 200,000) / \text{total hours worked}$.
- **Lost Time Rate:** $(\text{Number of occurrences} * 200,000) / \text{total hours worked}$.
- **Experience Modification Rate:** This is calculated by an external third-party.
- **Hazard ID Rate:** $(\text{Hazard IDs submitted for the year} * 200,000) / \text{total hours worked}$.
- **Fatality Rate:** $(\text{Number of occurrences} * 200,000) / \text{total hours worked}$.

Planet

- **Electricity:** Site data owners enter electricity consumption into our reporting software monthly. The data entered comes directly from electricity invoices from suppliers or invoices from the landlords of leased buildings. For our small sales offices that are not provided with electricity invoices from building owners, electricity usage is calculated based on the average electricity usage per square foot of our known sites. The total electricity reported is the sum of all sites' electricity consumption in megawatt hours.
- **Natural Gas:** Site data owners enter natural gas consumption into our reporting software monthly. The data entered comes directly from natural gas invoices from suppliers or invoices from the landlords of leased buildings. Due to the global nature of our company, natural gas is reported in different units of measurement. Standardization of the units takes place using conversion factors. The total natural gas reported is the sum of all sites' natural gas consumption in megawatt hours.
- **Propane:** Site data owners enter propane consumption into our reporting software monthly. The data entered comes directly from propane invoices from suppliers or invoices from the landlords of leased buildings. Due to the global nature of our company, propane is reported in different units of measurement. Standardization of the units takes place using conversion factors. The total propane reported is the sum of all sites' propane consumption in megawatt hours.
- **Gasoline and Diesel:** Fuel volume is estimated by dividing the distance driven per year for each vehicle by its fuel efficiency. CO2 is calculated with the estimated fuel volume and the EPA's volume-based emission factor for the vehicle's fuel. CH4 and N2O are calculated with the input distance and the EPA's vehicle class-specific emission factors.
- **Landfill:** Site data owners enter all landfill amounts into our reporting software monthly. The data entered comes directly from waste management invoices from suppliers or invoices from the landlords of leased buildings. This is all regular waste that is disposed of through a waste management company that ends up in landfills. This is waste that does not contain any hazardous materials or materials that can be recycled by local vendors. Due to the global nature of our company, landfill waste is reported in different units of measurement. Standardization of the units takes place using conversion factors to be reported as metric tons. The total landfill amount reported is the sum of all sites' landfill amounts in metric tons. *(Continued on page 63)*

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Calculation Methodology

Planet

- Waste Diverted from Landfill:** Site data owners enter the amounts for all non-landfill, non-hazardous waste that is recycled or diverted from landfill for energy production purposes into our reporting software monthly. The data entered comes directly from waste management invoices from suppliers or invoices from the landlords of leased buildings. This includes, but is not limited to, recycled cardboard, wood, plastic, metal, electronics, and paper. Due to the global nature of our company, the waste diverted from landfill is reported in different units of measure. Standardization of the units takes place using conversion factors to be reported as metric tons. The total waste diverted from landfill reported is the sum of all sites recycled or used for energy waste in metric tons.
- Water:** Site data owners enter all water consumption into our reporting software monthly. The data entered comes directly from water invoices from suppliers, meter readings, or invoices from the landlords of leased buildings. Due to the global nature of our company, water is reported in different units of measurement. Standardization of the units takes place using conversion factors. The total water reported is the sum of all sites' water consumption in cubic meters.
- Emissions:**
 - Scope 1 emissions:** These include direct emissions from stationary combustion, mobile combustion, process emissions, and fugitive emissions. Workiva Carbon applies emission factors based on user location and uses published heating values for fuels to ensure accurate calculations.
 - Scope 2 emissions:** These cover indirect emissions from purchased electricity, steam, heat, and cooling. Workiva Carbon calculates emissions by multiplying the electricity use by either supplier-specific or local grid factors, consistent with the GHG Protocol.
 - Scope 3 emissions:** These include a wide range of indirect emissions such as purchased goods and services, capital goods, fuel- and energy-related activities, upstream and downstream transportation, waste generated in operations, business travel, and employee commuting. Workiva Carbon supports spend-based calculations for certain categories using EEIO models, which apply emission factors based on emissions per dollar revenue of different activities.

Additionally, Workiva Carbon ensures compliance with the GHG Protocol by aligning its methodologies with the Corporate Standard and Scope 2 Guidance. The platform also provides flexibility for custom emission factors and supports recalculations to incorporate updated emission factor libraries, ensuring accuracy and audit readiness.

