

## HUELLA DE CARBONO DE NUESTRAS PEMP: UN COMPROMISO ECO AMIGABLE

En Liftisa, una empresa con **más de 35 años de experiencia en el sector de la elevación**, estamos contentos de presentar un análisis detallado de la huella de carbono de nuestras máquinas. Como compañía comprometida con la **sostenibilidad y la protección del medio ambiente**, entendemos la importancia de reducir las emisiones de carbono y minimizar nuestro impacto en el cambio climático. A través de este documento, nos proponemos brindar una visión clara y transparente de las medidas que hemos tomado para mitigar nuestra huella de carbono y promover prácticas eco amigables en nuestra industria.

### Metodología de cálculo de la huella de carbono

En Liftisa, reconocemos que el **cálculo de la huella de carbono** es una herramienta esencial para comprender y evaluar el impacto ambiental de nuestras operaciones. Hemos utilizado un enfoque basado en estándares reconocidos internacionalmente, como el Protocolo de Gases de Efecto Invernadero (GHG Protocol), para calcular nuestras emisiones directas e indirectas de gases de efecto invernadero. Nuestro objetivo principal es medir y cuantificar las emisiones asociadas con el ciclo de vida completo de nuestras plataformas elevadoras de personas, desde su fabricación hasta su uso y disposición final.

### Emisiones durante la fabricación

En colaboración con los fabricantes con los que trabajamos, hemos implementado **prácticas de fabricación sostenibles** y hemos establecido requisitos estrictos en términos de eficiencia energética y reducción de emisiones. En Liftisa, nos esforzamos por asociarnos con fabricantes que compartan nuestros valores ambientales y se comprometan a cumplir con los estándares más altos en términos de sostenibilidad. La **información técnica detallada de los fabricantes**, incluida en el anexo adjunto a este documento, proporciona datos específicos sobre las características eco amigables de nuestras plataformas elevadoras.

## Emisiones durante la operación

Reconocemos que las emisiones durante la operación de nuestras plataformas elevadoras de personas se deben principalmente al **consumo de energía**. En Liftisa, nos hemos comprometido a invertir en tecnología de vanguardia que optimiza la eficiencia energética de nuestras máquinas. Esto incluye la **incorporación de sistemas de control inteligentes** y avanzados que reducen el consumo de energía y minimizan las emisiones durante su uso. Además, ofrecemos a nuestros clientes la opción de utilizar energía renovable para alimentar nuestras plataformas, lo que contribuye aún más a la reducción de nuestra huella de carbono.

## Mantenimiento y gestión de flotas

Somos conscientes de que el mantenimiento adecuado de nuestras plataformas elevadoras de personas es fundamental para garantizar su rendimiento óptimo y reducir las emisiones. En Liftisa, hemos implementado **programas de mantenimiento preventivo y correctivo** que nos permiten maximizar la eficiencia y minimizar las emisiones durante la vida útil de nuestras máquinas. Nuestro **equipo de servicio técnico altamente capacitado** realiza inspecciones regulares y lleva a cabo acciones de mantenimiento proactivas para asegurarse de que nuestras plataformas funcionen de manera eficiente y con el menor impacto ambiental posible. Además, nuestra **gestión de flotas** está diseñada para optimizar las rutas de entrega y recogida, minimizando así los desplazamientos innecesarios y reduciendo las emisiones asociadas.

## Reciclaje y disposición final

En Liftisa, nos comprometemos a **gestionar de manera responsable el final de la vida útil de nuestras plataformas elevadoras**. Fomentamos el reciclaje de los materiales utilizados en su fabricación y colaboramos con empresas especializadas en el reciclaje de componentes y la disposición final adecuada. Al asegurarnos de que nuestras máquinas se desechen de manera responsable, evitamos la acumulación de residuos y reducimos aún más nuestra huella de carbono.

## Compromiso con la sostenibilidad: flota de plataformas elevadoras 100% eléctrica

Adicionalmente, queremos destacar que en Liftisa hemos logrado un hito significativo en nuestra búsqueda de sostenibilidad al haber **convertido toda nuestra flota de plataformas elevadoras en eléctrica**. Este importante cambio nos ha permitido reducir drásticamente nuestras emisiones de carbono y disminuir nuestra dependencia de combustibles fósiles. Al ofrecer exclusivamente plataformas elevadoras eléctricas, estamos brindando a nuestros clientes una **opción más ecológica** y contribuyendo activamente a la transición hacia un futuro con menor impacto ambiental. Estamos comprometidos a seguir explorando nuevas tecnologías y soluciones eco amigables en beneficio del medio ambiente y de las generaciones futuras.

En resumen, en Liftisa nos tomamos en serio nuestro **compromiso con la sostenibilidad y la reducción de la huella de carbono**. A través de prácticas de fabricación sostenibles, tecnologías eficientes y una gestión responsable de nuestras operaciones, estamos trabajando para minimizar nuestro impacto ambiental y promover un futuro más verde. Como se evidencia en el anexo adjunto, la información técnica proporcionada por nuestros fabricantes respalda nuestra visión eco amigable y nuestro compromiso con la sostenibilidad.

## Anexos: Información técnica de los fabricantes.

En el anexo de este documento, hemos adjuntado **información técnica proporcionada por los fabricantes** con los que trabajamos. Esta información incluye detalles sobre las características de eficiencia energética, la reducción de emisiones y las prácticas de fabricación sostenibles implementadas en la producción de nuestras plataformas elevadoras de personas. A través de nuestra estrecha colaboración con estos fabricantes, garantizamos la integridad y la calidad de nuestras máquinas desde el punto de vista eco amigable.



## ANEXOS

1. Genie – Operating our business in an environmentally friendly way.
2. LGMG – Ecovadis 2023 | Sustainability Rating.
3. JLG – Innovating for a better world.

# Environment



## OPERATING OUR BUSINESS IN AN ENVIRONMENTALLY FRIENDLY WAY

We are good stewards of the environment in the communities where we live and where our products are used. We comply with all permitting laws, implement processes that reduce or eliminate sources of pollution, and have controls in place to prevent and detect non-compliance.



We believe that our Company and each team member play an important role in reversing climate change. Our Terex locations have implemented a wide range of actions that increase the use of clean energy technology and renewable energy to reduce carbon emissions, energy

consumption, and waste-water output. For example, we have installed solar paneled roofing, skylights, LED lighting, occupancy sensing lighting, energy-efficient HVAC systems, energy-efficient insulation, and implemented recycling programs for plastics, cardboard, batteries, and coolant. We also use recycled material packaging and capture and use rainwater. On an individual team member level, we contribute to the purchases of bicycles and lease electric/hybrid vehicles. On a community basis, we have donated solar street lamps to a school and a home for the elderly.

Our environmental roadmaps outline a structure for Terex to reduce hazards and exposures, adhere to the law, and proactively improve processes. We have environmental roadmaps for air emissions, chemical management, energy conservation/GHG reduction, hazardous waste solid groundwater and stormwater, water management, waste management, and environmental management.

Additionally, we expect all suppliers to demonstrate a commitment to responsible stewardship. We retain the right to verify compliance through supplier audits and we expect suppliers to conduct self-evaluations to ensure compliance and correct any deficiencies. See the [Terex Supplier Code of Conduct](#) for more information.

ENVIRONMENT



GREENHOUSE GAS REDUCTION

We are targeting a 15% reduction in Greenhouse Gas ("GHG") intensity emissions by 2024 (from our 2019 baseline). We monitor GHG emissions from direct combustions, electricity, refrigerants, and vehicle fuel usage. All of our manufacturing sites participate in our greenhouse gas emission reduction campaign and are required to put processes in place that will reduce emissions.

ENERGY CONSERVATION

Similar to our Greenhouse Gas reduction goal, our global energy intensity conservation goal is a 15% reduction from our 2019 baseline by 2024. We believe our new facilities, our upgrades, and our process improvements will continue to increase our energy efficiency. Teams across Terex are actively engaged in projects to reduce their overall energy consumption and transition to renewable energy resources. One case in point is Northern Ireland, where all of our sites have transitioned to using local renewable energy.

*\*The GHG Emissions Intensity, Energy Intensity, Emissions Scope 1 & Scope 2 and Energy Consumption data includes reported information from 52 Terex sites and does not include information from all Terex locations. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).*

## ENVIRONMENT

### SAFE AND ENVIRONMENTALLY FRIENDLY PRODUCTS

Safety is Priority One not only for our team members but also our customers. Terex has a longstanding commitment to designing, manufacturing, and selling safe and efficient products. Our safety standards and practices are rigorous. To ensure that our equipment helps make job sites operate efficiently and safely, we collaborate with customers to design features that help keep operators safe, improve working environments, and help maintain equipment uptime and utilization. All Terex products are designed and manufactured in compliance with the standards and regulations applicable to the product. We also have defined product roadmaps to increase penetration of electrified and alternative energy environmentally friendly products. As we continue to develop new products and features, we will always consider the safety of the operators who use our equipment and the communities in which that equipment is operated.

### RESOURCE-EFFICIENT SOLUTIONS

Terex products are used in applications that help make the world safer and more ecologically sustainable. Our design processes are focused on delivering high efficiency and superior performance through quality machines that have a lower total cost of ownership, use less energy, and add value to our customers. When we do this, we reduce our environmental impact, benefitting all stakeholders.

### ALTERNATIVE ENERGY

Customers rely on our products to support renewable energy. Terex® Ecotec chippers and CBI® grinders create pulp used to produce pellets for wood energy and sort waste used to power waste-to-energy plants. Genie® lifts and telehandlers are used in the installation and



maintenance of solar roofs. Without our products, these applications would be impractical or far less efficient for customers to perform.

### GRID POWER RELIABILITY

Modern life depends on access to electrical power. The large majority of this power is distributed through local and national power grids. When the grids fail due to weather or other events, lives are at risk. Although generators are used as backup systems during power outages, they are a temporary and less efficient means of generating electricity. Utility crews use Terex® aerial devices and digger derricks to help build and maintain our power grids—and restore them quickly when they fail.

### AERIAL WORK PLATFORMS

Before the introduction of aerial work platforms (AWPs) in the 1970s, construction industry professionals relied almost exclusively on ladders and scaffolding to access major work-at-height projects. In the decades since their introduction, AWPs have become increasingly common as they offer a number of advantages over ladders and scaffolding systems in terms of job-site safety, access,



and productivity. AWPs allow for most jobs to be completed in the same or less time, with fewer workers, than scaffolding. AWPs, such as Genie® scissor lifts and boom lifts, provide large platforms designed to transport workers and their tools and supplies to platform heights up to 180 ft (54.9 m) in under six minutes. AWPs help workers stay efficient and safe when working at heights while reducing work environment hazards such as noise and air emissions, if using electric or hybrid units.

### SCRAP HANDLING/RECYCLING

The Terex Materials Processing segment offers products used extensively in the recovery of useful materials from various types of waste. In 2021, we introduced Terex Recycling Systems, which will provide customers with a tailored, "one stop shop" to meet their recycling needs. Fuchs® material handlers feed complex material (scrap steel, forestry waste, demolition waste) into downstream equipment, like our CBI® grinders, Terex® Ecotec shredders and trommels, and mobile crushing and screening equipment from our Powerscreen®, Finlay®, and EvoQuip® brands. This downstream equipment then size-reduces and separates the material into stacks of uniform material that can then be repurposed

ENVIRONMENT

or recycled. Without the processing performed by our Company's equipment, much of the material being processed would end up in landfills or incinerators.

ELECTRIC / HYBRID ELECTRIC

Terex is active in the development of incorporating alternative power solutions within its different product lines. Globally, job site regulations have become increasingly stringent, requiring quieter equipment with lower or zero emissions. At the same time, for our Genie® equipment, there has been an increased need to work in more and larger job sites that require machines capable of working both outdoors and indoors.

Our customers want products that operate on battery-electric and fuel-electric hybrid options. Many Genie® lift models offer all-electric or hybrid (FE) options that deliver quiet, emission-free performance, which is necessary for indoor working environments, as well as city centers with noise and emission restrictions. We offer crushers and screens that can operate from electrical power supply lines to help reduce the use of fuel. Hybrid solutions are also available on select utility aerial devices, cranes, and mixer trucks that use battery power to perform certain equipment functions without the engine running. Overall, we believe that these developments are the leading edge of much greater change to the way equipment in the future will be powered. Terex has taken the lead on many of these developments within

the industries that it serves, and we will continue to evolve our approach to alternative, environmentally friendly equipment power as technical capabilities advance, solution economics improve, and customer demand for these solutions continues to increase.

PRODUCT COMPLIANCE

Terex remains committed to purchasing, designing, manufacturing, and selling products in compliance with country-specific/regional legislation for the markets in which we conduct business. Terex complies with various regulations, which include such key legislation as the European Union (EU) Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation; The European Union (EU) Restriction of Hazardous Substances (RoHS) Directive; The European Union (EU) Waste Electrical & Electronic Equipment (WEEE) Directive, Asbestos Regulations; and California's Perchlorate Contamination Prevention Act.



## APPENDIX

### SUSTAINABILITY ACCOUNTING STANDARDS BOARD ("SASB")

Table 1. Sustainability Disclosure Topics & Accounting Metrics for Industrial Machinery and Goods – FY Ending December 31, 2020

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Energy Management	Total Energy Consumed	Gigajoules (GJ)	696,830.4	RT-IG-130.a.1
	Percentage of Grid Electricity	%	40.05 %	
	Percentage of Renewable Energy	%	2.01 %	
Employee Health & Safety	Total Recordable Incident Rate (TRIR)	Rate	1.5	RT-IG-320a.1
	Fatality Rate	Number	0	
	Near Miss Frequency Rate (NMFR)	Rate	28.6	
Fuel Economy & Emissions in Use -phase	Sales-weighted fuel efficiency for medium - and heavy-duty vehicles	Gallons per 1000 ton-miles	We continue to invest in the development of products that generate lower emissions. Given the diversity of our products, we do not calculate sales-weighted fuel efficiency or emissions in this manner.	RT-IG-410a.1
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour		RT-IG-410a.2
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon		RT-IG-410a.3
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matters (PM) for a. marine diesel engines, b. locomotive diesel engines, c. on-road medium – and heavy-duty engines, and d. other non-road diesel engines	Grams per kilowatt-hour		RT-IG-410a.4

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Materials Sourcing	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>Terex is exposed to supply chain risks when critical materials are used in our products. To mitigate these risks Terex expects that all suppliers adhere to <a href="#">The Terex Corporation Supplier Code of Conduct</a>. The Supplier Code of Conduct conveys our expectations for ESG performance, including:</p> <ul style="list-style-type: none"> <li>• Protecting both the environment and employees through safe work practices;</li> <li>• Adhering to all applicable laws and regulations; and,</li> <li>• Combatting human trafficking and not engaging or supporting forced, compulsory, or child labor.</li> </ul> <p>A core value at Terex is our Zero Harm Safety Culture. We extend that value to our supply base by expecting suppliers to:</p> <ul style="list-style-type: none"> <li>• Commit to the safety and health of their employees;</li> <li>• Conform to all applicable health and safety laws and regulations and applicable industry codes; and,</li> <li>• Maintain an active program to enforce and monitor compliance with health and safety requirements.</li> </ul>	RT-IG-440a.1

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Materials Sourcing (cont.)	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>From a labor perspective, Terex suppliers are expected adhere to the following standards:</p> <ul style="list-style-type: none"><li>• Supplier will ensure that its employees work in compliance with all applicable wage and hour laws and industry standards;</li><li>• Supplier will not use child labor, any form of slave, forced or compulsory labor, including involuntary prison labor;</li><li>• Supplier will comply with all applicable anti-discrimination employment laws and will provide a workplace free from harassment; and,</li><li>• Supplier will not subject workers to inhumane treatment such as sexual harassment, bullying or corporal punishment.</li></ul>	RT-IG-440a.1



TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Materials Sourcing (cont.)	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>We expect our suppliers to comply with our conflict minerals reporting rules, including:</p> <ul style="list-style-type: none"> <li>• Completing Terex's annual Conflict Minerals survey;</li> <li>• Identifying 3TG products—tungsten, tantalum, tin, and gold, considered conflict minerals under U.S. law—that they sell to Terex and the smelter that provided the original 3TG material. (Terex's direct suppliers may have to require successive upstream suppliers to complete Terex's Conflict Minerals survey until the smelter is identified);</li> <li>• Agreeing to cooperate with Terex in connection with any due diligence that Terex chooses to perform with respect to country of origin inquiries; and,</li> <li>• Providing reasonable proof of due diligence, when Terex deems it necessary, to support the country- of- origin certification provided by the supplier to Terex.</li> </ul>	RT-IG-440a.1

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Materials Sourcing (cont.)	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>Terex completes an extensive screening process for new suppliers, including the completion of a Request for Information (RFI) that details the controls and practices the supplier follows to ensure compliance in Environmental, Health and Safety, Conflict Minerals, and other Compliance areas. Our risk assessment and due diligence process also includes supplier on-site visits where appropriate.</p> <p>In all cases, Terex reserves the right to verify, through an audit or otherwise, the Supplier's compliance with our standards.</p>	RT-IG-440a.1
Remanufacturing Design & Services	Revenue from Remanufactured Products and Remanufacturing Services	Discussion	Terex services and restores Terex and other industrial company equipment and parts back to original working condition. We do not disclose revenue as it is competitive information.	RT-IG-440b.1

*\*The information in the table above is based on the best available data at time of publication. The Energy Management data includes information from 52 Terex sites and not the entirety of all Terex locations. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).*

Table 2. Activity Metrics - FY Ending December 31, 2020

ACTIVITY METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Number of Units Produced by Product Category	Number	We do not disclose units produced as it is competitive information.	RT-IG-000.A
Number of Employees	Number	~8,200	RT-IG-000.B

*\*The information in the table above is based on the best available data at time of publication and is subject to change. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).*

TASK FORCE ON CLIMATE-RELATED DISCLOSURES

CORE ELEMENTS	DISCLOSURE
Governance	<p>In 2021, Terex formalized its ESG Governance structure. Our Board of Directors oversees ESG, including risks, opportunities, and how ESG informs and influences our Company's strategy. The Board is regularly updated on many aspects of ESG, including climate-related impacts.</p> <p>John Garrison, the Company's Chairman, President, and Chief Executive Officer is the leader for ESG at Terex. In 2021, under Mr. Garrison, we formed an ESG Executive Steering Committee. Its responsibilities include developing and implementing the Company's ESG strategy, incorporating ESG into management routines, and measuring and monitoring progress.</p>
Strategy	<p>We are targeting a 15% reduction in Greenhouse Gas (GHG) emissions intensity by 2024. Similarly, our global energy intensity conservation goal is a 15% reduction from our 2019 baseline by 2024.</p> <p>A plan to identify environmental risks and opportunities that are relevant to our stakeholders is under discussion.</p>
Risk Management	<p>Our risk management processes will align to identified environmental risks and opportunities that are relevant to our stakeholders. A plan to identify those risks and opportunities are under discussion.</p>
Metrics and Targets	<p>We are currently reporting our GHG emissions intensity, our Scope 1 and Scope 2 GHG emissions, our energy intensity, and our energy consumption.</p>

*\*The information in the table above is based on the best available data at time of publication. The environmental data includes information from 52 Terex sites and not the entirety of all Terex locations. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).*

2020 EEO-1 TEREX CORPORATION CONSOLIDATED REPORT

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			***** Male *****						***** Female *****						
	Male	Female	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	0	0	8	0	0	0	0	0	2	0	0	0	0	0	10
First/Mid Officials & Mgrs	12	1	381	9	2	8	2	6	68	3	0	7	0	1	500
Professionals	10	6	260	8	2	19	3	8	115	5	0	5	0	5	446
Technicians	7	1	75	4	0	6	0	3	11	0	0	1	0	0	108
Sales Workers	9	1	98	3	0	3	0	2	11	1	0	4	0	0	132
Administrative Support	14	8	188	16	0	10	1	5	127	16	0	10	0	1	396
Craft Workers	32	1	233	10	0	0	0	4	5	1	0	0	0	0	286
Operatives	251	56	998	105	12	241	18	41	118	13	3	41	2	14	1911
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
Total	335	74	2246	155	16	287	22	69	457	39	3	68	2	21	3794
Previous Year Total	408	87	2704	209	19	356	31	88	565	53	4	75	3	27	4629

About This Report

Unless specifically stated otherwise, this report covers Terex Corporation's performance in 2020. This report, which speaks only as of its date, is not comprehensive and for that reason, this report should be read in conjunction with our 2020 Annual Report on Form 10-K and our 2021 Proxy Statement, which can be found at Terex.com. The goals and projects described in this report are aspirational; as such, no guarantees or promises are made that these goals and projects will be met or successfully executed. Furthermore, data, statistics and metrics included in this report are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP). In some cases, environmental data reported includes information from 52 Terex sites and not the entirety of all Terex locations. Certain information in this report includes forward-looking statements (within the meaning of Section 27A of the Securities Act of 1933, Section 21E of the Securities Exchange Act of 1934 and the Private Securities Litigation Reform Act of 1995), including statements regarding our ESG goals and strategies. In addition, when included in this report, the words "may," "expects," "should," "intends," "anticipates," "believes," "plans," "projects," "estimates," "will" and the negatives thereof and analogous or similar expressions are intended to identify forward-looking statements. However, the absence of these words does not mean that the statement is not forward-looking. We have based these forward-looking statements on current expectations and projections about future events. These statements are not guarantees of future performance. Such statements are inherently subject to a variety of risks and uncertainties that could cause actual results to differ materially from those reflected in such forward-looking statements. More information on risks, uncertainties and other potential factors that could affect our business and performance is included in our filings with the SEC, including in the "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" sections of our most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. The forward-looking statements in our report are made as of the date first published, unless otherwise indicated and except as required by law, we undertake no obligation to update these forward-looking statements as a result of new information or to reflect subsequent events or circumstances.



**SILVER**

2023

**ecoVadis**

**Sustainability  
Rating**

We are excited to share some important news regarding LGMG Europe's commitment to sustainability and responsible business practices.

We have recently received our latest EcoVadis score: let's take a moment to celebrate our achievements and highlight the steps we're taking to create a positive impact on our environment and society.



# LGMG

## LGMG EUROPE BV

Dordrecht - Netherlands | Manufacture of general-purpose machinery



### What is Ecovadis Score?

The EcoVadis overall score reflects the quality of the company's sustainability management system at the time of the assessment.

EcoVadis is an independent platform that assesses companies' sustainability practices, covering key areas such as environment, labor and human rights, ethics, and sustainable procurement.

Ecovadis measures this performances on a scale of 0 to 100.

The Silver Score medal is an honor bestowed upon companies that have demonstrated strong sustainability practices.

The percentile ranking represents the LGMG Europe's position relative to other companies assessed by EcoVadis within the same industry.

Scoring in the 78th percentile means that the LGMG Europe's sustainability performance is better than 78% of the companies assessed in its industry.





**60**/100

**78<sup>th</sup>**  
percentile ⓘ

🌍 **Let's make a difference, together!** 🌍

# Innovating for a better world

At Oshkosh, we're delivering innovations that make a difference in people's lives and help everyday heroes—our local construction workers, our neighborhood refuse collectors, our military personnel and our firefighters—build a better world. Bolstered by a 100-year legacy of developing new ideas, we're pioneering innovations across our products and operations. With a focus on electrification, autonomy, active safety, mobility, advanced analytics, intelligent products and digital manufacturing we're developing new technologies to produce machines that not only help to build, support and protect our communities, but that do so more safely, efficiently and sustainably.

From autonomous, unmanned vehicles to the first electric firefighting vehicle in North America, we're focused on moving the world forward by discovering our customers' needs before they do. To do this, we're harnessing new technologies to build safer, more responsible machines that help people meet the ever-changing challenges and environments of today and tomorrow.

Oshkosh President & CEO with NGDV prototype and engineers



## Innovating to deliver better products

We are developing new technologies that advance our products, move industries forward and help everyday heroes build a better world. As a key part of this effort, we focus our innovations on reducing the environmental footprint of our products while improving their safety, quality, efficiency and longevity.

## Innovating to operate more sustainably

From reducing our energy demand to achieving zero waste to installing solar panels, we're developing new and better ways to do our work.

### ELECTRIFICATION

| MORE ON P. 23

We've been working on electrification for over 25 years, advancing flexible, electrified options across our product lines. From our Next Generation Delivery Vehicle (NGDV) to the first in-service electric fire truck to the first all-electric scissors lift, we're delivering innovations in electric machines in a variety of markets.

### AUTONOMY AND ACTIVE SAFETY

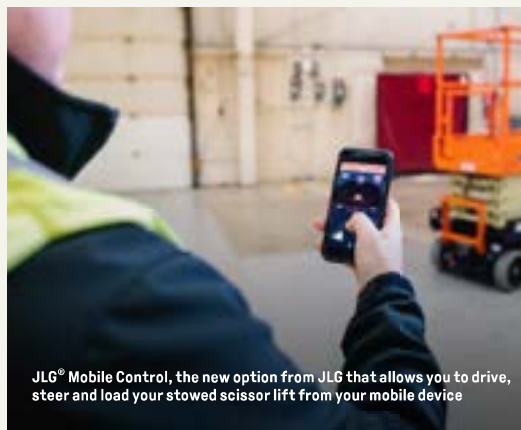
| MORE ON P. 26

We're developing autonomous technologies and integrated active safety systems that drive efficiency and protect those who use our products so they can focus on the task at hand. From robotic perception technologies that facilitate operation in changing conditions to sensor-enabled warnings to vehicle-to-vehicle alerts, our technology helps users safely conquer extraordinary challenges.

### INTELLIGENT PRODUCTS

| MORE ON P. 22

We don't just make great products; we build them with advanced technologies that help our customers use their vehicles more efficiently and safely. Through innovations with advanced telematics and other intelligent product technologies, we're inventing new ways to gather, analyze and use detailed product information to improve our products' performance and longevity and help owners and operators do their jobs more effectively.

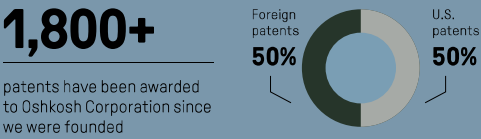


# Building innovation into everything we do

While there is no road map for innovation, our team members are undeterred by the impossible. We're constantly collaborating across our ten businesses to ensure everything we create delivers the greatest possible positive impact. Across multiple research and development (R&D) facilities, we have more than 1,600 product developers focused on product innovation and design improvements every day. We bring together core competencies—including material processing expertise, data analytics and modeling simulation—to deliver products with world-class strength, performance, usability and safety. Our product

innovation is guided by multiyear product development plans for each of our markets.

We support our innovators with targeted acquisitions, investments and partnerships that help us build strategic capabilities and accelerate technology development. In 2021, we acquired Pratt Miller, which provides value-added capabilities to help us advance technology development in key areas including autonomy, electrification and intelligent products. We also invested in Boise Mobile Equipment, a leader in wildfire fighting equipment, to expand our fire and emergency capabilities.



IMPLEMENTING THE “FACILITY OF THE FUTURE” TODAY AT JLG’S SHIPPENSBURG PLANT

I MORE ON PP. 19 & 34

Our Shippensburg facility illustrates how we innovate with purpose through a wide range of safety and energy efficiency improvements.

ADVANCING OUR DIGITAL TRANSFORMATION

I MORE ON P. 25

We’re using advanced information and digital technologies to transform our approach to designing, manufacturing and supporting our products. Through advanced analytics, digital manufacturing, intelligent automation and other tools we’re empowering our people to work smarter, safer and more efficiently—and deliver process and product innovations to transform industries.

CORPORATE VENTURE CAPITAL FUND

We work to stay ahead of the curve by investing in new or disruptive technologies through our Corporate Venture Capital Fund (CVCF), which targets new technology firms offering products and services that help us better serve our customers.

## We focus our innovation on addressing climate change

In 2021, the changing climate was visible around us, from historic wildfires to record storms. We believe climate change is one of the greatest challenges we face as a society and a planet, and we're committed to do our part to help address it. That's why reducing greenhouse gas emissions from our products and our operations is a key focus of our innovation agenda. For example, reducing emissions is a key driver behind our product electrification efforts ([see p. 23](#)). We're also applying our innovation efforts to reducing energy use and emissions from our operations ([see p. 33](#)).

We believe climate change presents both risks and opportunities for our business. We evaluate these potential impacts to Oshkosh Corporation and our customers through our formal risk management procedures. Climate change-related weather disruptions, such as increasingly severe storms, pose a risk to our operations and supply chains. We expect changes in energy sources, emissions regulations and customer demand for cleaner products to impact our operations. We're working to manage these risks and opportunities by reducing our energy consumption, developing lower emission products and building more resiliency, business continuity and crisis management plans and procedures into our operations and supply chains.

We also see opportunities for our business. For example, we're offering more electric-powered vehicles and products as customer demand shifts to lower carbon products.

For a closer look at how we approach climate-related risks and opportunities, see our [Task Force for Climate-related Financial Disclosures \(TCFD\) Report Index](#).



Pierce® Volterra™ Electric Custom Pumper

SUSTAINABILITY GOALS AND PROGRESS

We are driven to improve

We have developed goals to help drive continuous improvement on key sustainability focus areas.

EMPOWERING OUR PEOPLE

GOAL | 2021 PROGRESS

DIVERSITY EQUITY AND INCLUSION	30%   18.3%	15%   8.6%
	women in leadership roles globally by 2026 and 50% in the longer term	Black, Indigenous and/or People of Color in leadership roles in the U.S. by 2026 and 30% in the longer term
WORKER SAFETY	10%   9%	10%   14%
	year-over-year reduction in Recordable Incident Rate	year-over-year reduction in Lost Time Incident Rate

DEVELOPING INNOVATIVE PRODUCTS

2021 PROGRESS

INNOVATION MILESTONES	\$103.1M	1800+
	spent on R&D globally in 2021	patents since the Company was founded

BUILDING COMMUNITIES

GOAL | 2021 PROGRESS

GIVING AND VOLUNTEERING	15,000   15,676	60%   61%
	volunteer hours	charitable giving to social services

OPERATING SUSTAINABLY

GOAL | 2021 PROGRESS

ENVIRONMENTAL PERFORMANCE	25%   37.2%	90%   84.3%
	reduction of greenhouse gas (GHG) emissions and energy intensity in our manufacturing <sup>1</sup>	waste diverted from landfill by 2024

1 Includes U.S. manufacturing and non-manufacturing and international manufacturing facilities.

## ABOUT OSHKOSH CORPORATION

### Our strategy

# Innovate. Serve. Advance.

#### Innovate.

We innovate customer solutions by combining leading technology and operational strength to empower and protect the everyday hero.

#### Serve.

We serve and support those who rely on us with a relentless focus throughout the product lifecycle.

#### Advance.

We advance by expanding into new markets and geographies to make a difference around the world.

### Our core values

We put people first.

We do the right thing.

We persevere.

We are better together.

### Leveraging our integrated strengths

Oshkosh's family of companies is uniquely positioned to share efficiencies and innovations across our brands to help us advance industries and make a positive difference in people's lives. With innovation in our DNA, the technologies we develop for one market can be adapted for other markets. We leverage operational and supply chain learnings across our businesses to be more efficient, and we proactively engage with our customers to bring innovative solutions to solve their most difficult challenges. Collectively, we believe these advantages help position us to deliver strong performance and greater success for the long term.

Product training for Defense customers

## ABOUT OSHKOSH CORPORATION

A portfolio of leading brands  
One unified business



Aircraft rescue & firefighting vehicles



Towing & recovery vehicles



Engineering & product development



Mobile elevating work platforms, telehandlers & low-level access solutions



Tactical wheeled vehicles, mobility systems & lifecycle sustainment services



Custom fire apparatus



Refuse collection vehicles & concrete mixers



Concrete mixers



Field service vehicles & truck-mounted cranes

## By the numbers

**14K+**

team members

**\$3.2B**

shareholder equity

**\$103.1M**

spent on research and development globally

**\$544.7M**

operating income

**\$7.7B**

net sales

**6TH** CONSECUTIVE YEAR

ONE OF ETHISPHERE'S WORLD'S MOST ETHICAL COMPANIES

**4TH** CONSECUTIVE YEAR

ONE OF BARRON'S TOP 100 MOST SUSTAINABLE COMPANIES

**3RD** YEAR

MEMBER OF DOW JONES SUSTAINABILITY WORLD INDEX (DJSI)

**2ND** CONSECUTIVE YEAR

CIO 100

**2021**

COMPUTER WORLD BEST PLACES TO WORK IN I.T.

**2021**

CIO FUTURE EDGE 50





## OUR SUSTAINABILITY FOCUS AREAS

### We focus on making a difference

Our sustainability efforts focus on the following four areas through which we seek to make a difference in people's lives and innovate to build a better world. Our commitment to sustainability is integrated throughout our organization, as detailed in this report. We also work to align our efforts with the United Nations Sustainable Development Goals (SDGs) to promote global sustainable growth.



#### EMPOWERING OUR PEOPLE

We support our peoples' passion to make a positive impact on the world.

<b>SDG 3</b> GOOD HEALTH AND WELLBEING	We prioritize the safety and health of our team members and the people that use our products. In addition to rigorous workplace (p.19) and product safety (p.25) programs, we support the physical, financial and emotional wellbeing of our team members and their families through a range of initiatives (p.21).	
<b>SDG 5</b> GENDER EQUALITY	We are committed to building an inclusive workplace with equal opportunities for all. This is central to our People First culture and is integrated in The Oshkosh Way, our code of ethics and conduct. For more on how we support diversity, equity and inclusion (p.17).	


#### BUILDING COMMUNITIES

Caring for our communities is an important part of our commitment to always doing the right thing.

<b>SDG 2</b> ZERO HUNGER	A core focus of our philanthropic activities is to reduce or address barriers, like hunger and lack of food security, that prevent individuals from improving their lives and meeting their full potential (p.30).	
<b>SDG 4</b> QUALITY EDUCATION	Quality education empowers people to succeed. We support education and workforce development in the communities where we operate (p.30), and we offer scholarships for our team members' children (p.31).	



#### DEVELOPING INNOVATIVE PRODUCTS

We do more than build machines—our technologies and innovations move the world forward. We focus relentlessly on developing products that help people protect, serve and build their communities.

<b>SDG 9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE	We pursue innovative solutions that support and protect our customers and end users (p.27). We are also continuously evolving to reduce the environmental impact of our operations and products (p.33).	
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#### OPERATING SUSTAINABLY

We believe that doing the right thing means adhering to the highest ethical standards and protecting the planet. We have set strong, transparent governance programs and environmental standards to keep ourselves accountable.

<b>SDG 8</b> DECENT WORK AND ECONOMIC GROWTH	We provide meaningful jobs to approximately 15,000 team members, supporting economic and workforce development in the places where we operate (p.16). We are committed to human rights and decent working conditions in all our locations and expect the same of our suppliers (p.39).	
<b>SDG 12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION	We constantly strive to make our operations and products more responsible by minimizing energy use and emissions, reducing waste, and remanufacturing and recommissioning our vehicles (p.37).	

MATERIALITY ASSESSMENT

We seek to understand and address our most significant impacts

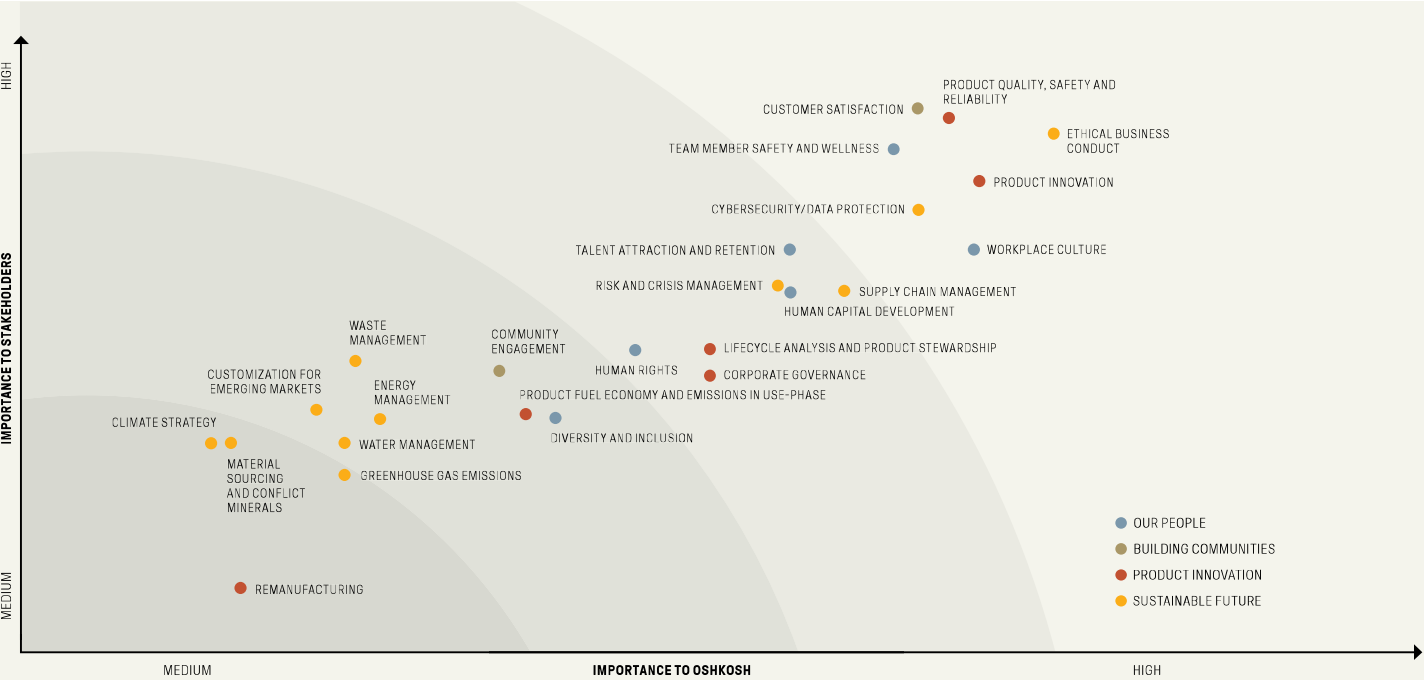
We define “material issues” as those important to our stakeholders and the success of our business. We assess these issues to help us dedicate our energy and resources to those areas where we have a potentially significant impact on the environment, society and the economy.

We determined our potentially material issues based on relevant documents including sustainability frameworks and guidelines such as GRI, SASB, DJSI and ISS; peer benchmarking; and perspectives of key stakeholder groups. Then, we engaged internal and external

stakeholders including our internal leadership, investors, customers, prospective team members, suppliers and community members to assess their perspectives on our material issues. The results of this analysis are shown in the chart below. While all the issues on the chart are important, the issues in the upper right portion of the chart ranked as the most important to our stakeholders and our Company. This assessment is an input into how we prioritize the issues we discuss in this report, and we have programs in place to address both the risks and opportunities these issues represent.

For more information

-  **2021 TCFD REPORT**
-  **2021 SASB DISCLOSURE REPORT**





# We innovate to empower everyday heroes

Everyday heroes rely on the Oshkosh family of products to build, support and protect our communities. We take that responsibility seriously and work continually to improve the products they need to do their jobs. We're leveraging our leading technology, operational strength and powerful team to deliver innovations that empower people and make our products cleaner, safer, smarter and longer-lasting.

**100%**

of our product lines offer or are in the process of developing alternative powertrains, including fully electric, hybrid and compressed natural gas solutions that significantly reduce the carbon footprint of our products

**27,000**

electric, emissions-free or hybrid units sold in 2021

JLG team members collaborating and leveraging technology to deliver safer and smarter products

SUSTAINABLE PRODUCTS

Developing sustainable products is one way we innovate to build a better world

Protecting the environment is a key element of our commitment to do the right thing. That's why advancing the sustainability of our products is central to our innovation efforts. We're advancing electrification options across our brands, reducing vehicle weight and improving fuel efficiency to deliver products that help our Company and our customers achieve their sustainability goals. Reducing the "use-phase" emissions of our products is also central to how we're helping to address the challenges and opportunities of climate change.

Electrification

Electrification is a primary element of our strategy to deliver more sustainable products to the people who use them and the communities they serve. From fire engines to construction equipment to the United States Postal Service NGDV, our battery-electric vehicles are starting to help our customers reduce their environmental footprint while delivering or exceeding our highest standards for quality and functionality. Beyond reducing emissions, our suite of electrification technologies can lower the total cost of ownership and increase vehicle performance.

Flexibility is key to our approach to sustainable products and electrification. Many of our innovative product platforms can accommodate both electric and internal combustion engines, allowing for unmatched flexibility and efficiency in the field. For example, the NGDV will offer a range of battery-electric options to help our customers reduce their environmental footprint in ways that meet their unique needs.

We have made significant strategic investments to expand our electrification capabilities. In 2021, we acquired Pratt Miller, gaining access to their experience in artificial intelligence, robotics, autonomous and connected systems and electrification. And, we invested in Microvast, a global provider of next-generation battery technologies for commercial and specialty electric vehicles. These investments will help us continue to bring innovative, market-leading products to our customers.

TIMELINE OF ELECTRIFICATION "FIRSTS"



OUR ELECTRIFIED PRODUCTS



**NEXT GENERATION DELIVERY VEHICLE**  
In 2021, Oshkosh Defense Corporation won the contract to help the United States Postal Service (USPS) replace its fleet of delivery trucks with sleek new zero emission battery electric vehicles (BEV) and fuel-efficient low-emission internal combustion engine vehicles (ICE). In addition to more fuel-efficient powertrains, the vehicles include advanced telematics to help the postal service keep better track of its fleet and run it more efficiently. Over the next decade, Oshkosh will provide up to 165,000 new vehicles to the USPS.



**VOLTERRA PLATFORM OF ELECTRIC VEHICLES**  
The Volterra™ Platform of Electric Vehicles use a patented parallel-electric drivetrain featuring an electro-mechanical, infinitely variable transmission (EMIVT). This technology allows zero-emissions operation when powered by the integrated onboard batteries and can be coupled to the internal combustion engine to provide continuous and uninterrupted power to the pumping system or drive system. We're piloting Striker® Volterra™ Hybrid Electric Aircraft Rescue and Fire Fighting (ARFF) vehicle at airports across the United States.



**ELECTRIC REFUSE COLLECTION VEHICLE**  
Our electric recycling and refuse collection vehicles introduce a range of new electrification technologies that help overcome the challenges of supplying enough power to move these heavy vehicles and keep them operating through their long daily routes. For example, our electric power takeoff (e-PTO) system helps overcome the inertia of getting heavyweight vehicles moving. The first of these vehicles hit the streets of Boise, ID in August of 2021, helping both the local community and our Company meet our sustainability goals.



**JLG ELECTRIFICATION**  
In 2019, we introduced the JLG DaVinci™, the first all-electric scissor lift, which provides more uptime and productivity, and features a leak-free design that eliminates potential issues associated with hydraulic fluids. We have continued to expand electrification technologies across our Access segment. For example, in 2021, we released an aftermarket conversion technology kit that allows customers to adapt traditionally-fueled equipment they already own to operate electrically. This provides a cost-efficient and convenient solution for companies seeking to extend the life of their existing fleet and convert to emission-free equipment.

Reducing vehicle weight

We're working to reduce the weight of our vehicles which helps decrease the overall quantity of materials we use—and related environmental impacts—and can improve fuel efficiency. Reduction of vehicle weight and consideration of lightweight materials are key design criteria we consider in product planning and development processes across our operations.

**REDUCING WEIGHT FOR IMPROVED PERFORMANCE**  
Our Iowa Mold and Tooling division's IMT® 6000 series hydraulic telescopic crane is 30% lighter than the previous model. It's also available with the new CAS40PL air compressor that features an aluminum canopy and air-end, which reduces its weight more than 40 percent compared with the previous model. The 6000 series, which was designed based on voice of the customer research, was chosen as one of Construction Equipment's Top 100 New Products.

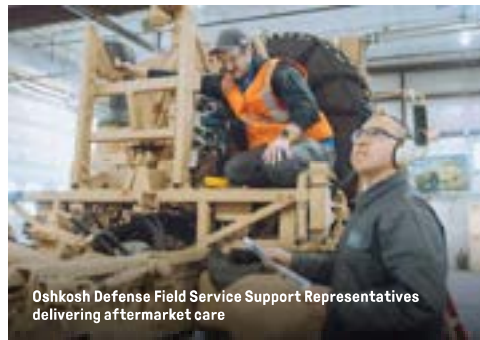


## PRODUCT SAFETY, QUALITY AND RELIABILITY

Developing safe, high quality, reliable products is at the core of our commitment to support everyday heroes

Jerr-Dan rotator operated by an end-user

We make all our products to last longer, work better and operate more safely. These qualities reflect the Oshkosh commitment to our customers and the people who use our products, as well as our commitment to the planet. The more reliable our machines, the less often they need to be replaced, saving the resources that go into making new equipment.



Oshkosh Defense Field Service Support Representatives delivering aftermarket care

## Managing for quality and continuous improvement

We follow a consistent and integrated quality management process across the Company. Led by dedicated product safety and reliability professionals in each business segment, our Enterprise Quality Management System standardizes practices across the entire organization. This system allows Oshkosh to develop repeatable and shared processes, resulting in the delivery of consistently high-quality, durable and safe products. Our management systems, which are aligned with the ISO 9001 standard, incorporate clear leadership commitment, team member engagement, metrics and goals, continuous improvement and more. We also audit our suppliers for ISO 9001 certification. Our Senior Director of Product Safety and Reliability oversees our product safety function.

### SIMPLIFICATION

Simplification is our methodology to improve strategic results across the enterprise.

- Analyze data to gain insights and focus initiatives.
- Standardize, simplify and improve processes.
- Embrace change to transform our work.

### OSHKOSH CORPORATION QUALITY POLICY

- Establish quality objectives according to our strategic direction.
- Put the customer first.
- Continually improve business processes.
- Ensure customer satisfaction.

## User health and safety

We are committed to protecting the health and safety of the everyday heroes who use our machines. We consider user safety across the lifecycle of our products from the earliest design stages, through production and during ongoing product use. We follow an Advanced Product Quality Planning process to identify and address potential safety risks throughout the product development process. This includes creating a dedicated Product Safety Compliance Plan for each new product that includes

deliverables at all development stages including concept, design, prototype, pilot and production. Product safety leads work closely with other functional groups during the product development cycle to maintain focus throughout the process.

We're always developing new ideas to make our products and their users safer. We've implemented integrated systems that actively protect users and autonomous capabilities that help keep them

out of harm's way and boost efficiency so they can safely conquer extraordinary challenges. For example, we have developed sensor enabled warnings and vehicle-to-vehicle alerts that help keep operators safe. And, we're introducing innovative autonomous strategies so our machines can alert users to potential danger.

### OUR SAFETY PRODUCTS



**INNOVATIVE SAFETY FEATURES ABOUND IN OUR NGDV**

Our NGDV not only delivers a reduced environmental footprint, it also reflects our commitment to the health and safety of our country's dedicated postal workers. With its distinctive open-view front window and low-slung engine compartment, the vehicle provides 360-degree visibility. Less obvious from the outside are additional important safety features including traffic and object sensors, a walk-in cargo area and security cameras.



**PROTECTING FIREFIGHTERS WITH SPECIALIZED SUPPORT VEHICLES**

In 2021, we developed two highly customized vehicles for the Pasco County Fire Rescue service in Florida specifically focused on keeping firefighters safe. The first is a C-45 Velocity mobile decontamination unit that supports firefighters at structural fires and long-duration deployments by aiding with the removal of harmful carcinogens from gear and equipment. The second vehicle is a C-45X-2 Velocity mobile rehabilitation unit that will provide a refuge for firefighters to avoid overexertion from heat and weather and a safe space to access food and drinks, medical evaluations and more.



**INNOVATIVE TECHNOLOGY POWERS SELF-LEVELING BOOM TO ENHANCE FUNCTIONALITY AND SAFETY**

We have put new ideas to work on the JLG 670SJ boom lift, implementing an advanced self-leveling technology that improves performance and safety. This system features a fully integrated, smart-adapting steel chassis that adjusts to changing ground conditions, which allows the 670SJ to navigate uneven terrain while driving at height from one job to the other without needing to lower the vehicle's boom. This results in greater user safety, as well as significant productivity gains throughout the day.



## After-purchase safety, quality and performance

Our commitment to our products and their users is just beginning at the point of purchase. We provide a suite of lifecycle support services—including extensive training; ongoing performance diagnostics; and in-field product maintenance, repairs and upgrades—and we stay engaged with our customers through post-sale product training, onsite visits and customer safety meetings.

Each of our business segments has a product safety lead that is responsible for overseeing in-service product safety results. These safety personnel are engaged in post-sale product training and hold onsite product safety meetings with customers as needed. Our Corrective Action Review Boards monitor field experience with our products and address any safety issues we identify. We investigate every incident reported to us, which may

include going to our customers' sites to evaluate the equipment and site conditions, and we may leverage outside experts to assist in the evaluation. We work with our dealers and customers to understand safety performance and use these learnings to drive continuous improvement. We develop technical information bulletins and targeted safety campaigns to help promote safe performance. Additionally, we measure warranty performance through several metrics, including defects per hundred and number of product safety campaigns.

Beyond safety issues, we regularly engage with our customers to understand how our products are performing from the users' point of view. Team members in each of our business segments connect with our customers using various tools including post-

sale surveys, customer interviews and focus groups. For our government customers, we use Contract Performance Assessment Reports to capture "voice of the customer" and customer satisfaction data to help us understand how we can best meet or exceed expectations.

We always look for new ways to help our customers make the most of our products. For example, we're expanding our use of on-board diagnostics technologies to monitor vehicle health and performance through real-time data, helping improve performance and run time over the long run. We're also implementing augmented reality (AR) to arm customers with the technology they need to quickly solve real-world problems such as managing fleets across their job sites.

### OUR AFTER-PURCHASE SAFETY INITIATIVES



#### LEVERAGING VIRTUAL TRAINING TO IMPROVE REAL-WORLD SAFETY AND PERFORMANCE

We have implemented new training technology for Oshkosh equipment using virtual reality, as a supplement to onsite training in our 37-acre Product Training Center. This allows prospective buyers to understand the capabilities of Oshkosh equipment through a virtual tour and end users can run through the paces of an unfamiliar machine virtually by stepping into a completely accurate representation of the cab and controls. This provides a new, innovative way for our everyday heroes to learn every inch of their Oshkosh equipment before they step onto the construction site, the field of battle, a fire scene or a delivery route.



#### APPLYING TELEMATICS TO HELP OUR CUSTOMERS DO THEIR WORK MORE EFFECTIVELY

We're integrating telematics into our fleet equipment to improve fleet management, reduce driving and deploy vehicles more intelligently. Our proprietary telematics systems collect raw data from connected products around the world, providing our machine learning algorithms and data science teams with the information needed to provide actionable intelligence to our customers. By enabling and analyzing digital communications to and from vehicles, we provide insights that owners and operators can use to maintain equipment health, improve utilization and simplify fleet management.



#### TAKING CONDITION-BASED MAINTENANCE TO THE NEXT LEVEL

Looking for ways to extend the productive life of our products is another way we support our customers and advance our sustainability mission. We don't believe in planned obsolescence and the resource consumption that goes with it. To that end, we have pursued a program using our proprietary Condition-Based Maintenance (CBM) technologies based on CBM+ principles. CBM sensors and other portable devices are used to assess the actual state of a vehicle, making it possible to facilitate maintenance before a lapsing system or condition causes irreparable damage to a valuable piece of equipment. Using CBM+ can provide an optimized maintenance schedule and strategies to help manage lifecycle costs. We're applying this technology to Oshkosh Defense tactical wheeled vehicles, JLG lifts, McNeilus cement mixers and Pierce fire trucks.

# Doing the right thing is built into our DNA

From continuously reducing the environmental footprint of our operations to following our rigorous standards of governance, we're committed to always doing the right thing.

## ENVIRONMENTAL

We're always working to reduce our environmental footprint. In 2021, we achieved our 2024 energy and emissions goals, three years early.

**37.2%**

decrease in GHG intensity globally since 2014

## GOVERNANCE AND ETHICS

Upholding the highest standards of ethical conduct is central to our commitment to do the right thing. This commitment is reflected by the integration of sustainability, climate governance and risk management into our overall governance structures and business strategy.

**33%**

of our board members are women or minorities

Our electric refuse collection vehicle

## REDUCING OUR ENVIRONMENTAL FOOTPRINT

# We explore every angle to make our operations more sustainable

We continuously challenge ourselves to find better and more sustainable ways to manufacture our products and reduce our environmental footprint. We foster innovation, continuous improvement and accountability to help us accomplish this by developing annual and longer-term environmental targets and goals.

## Environmental management

Oshkosh Corporation's [Environmental Protection Policy](#) and [Energy Management Policy](#) are foundational to our operations and we require all team members to adhere to these policies. Our corporate environmental department and environmental leaders in each business segment support our compliance with these policies, as well as other internal and external environmental requirements. These teams also help develop

innovative approaches to reducing our environmental footprint. Efforts to reduce our environmental impact are overseen at the highest level of the Company, as sustainability and climate-change risk oversight is a formal responsibility of our Board of Directors' Corporate Governance Committee.

### ENVIRONMENTAL MANAGEMENT SYSTEM

We follow an environmental management system (EMS) in our facilities. Our EMS, which aligns with the internationally recognized ISO 14001 environmental management standard, establishes clear roles and responsibilities and requires compliance with external environmental regulations and internal standards. We conduct regular environmental assessments of our facilities to ensure compliance with our EMS, as well as external environmental regulations. In addition, we track environmental incidents and performance on a range of environmental metrics,

and promptly implement corrective measures when needed. We had no material environmental fines or violations in 2021.

### OUR FOCUS AREAS

We focus particularly on reducing energy use, emissions and waste, which represent our most significant operational environmental impacts. We use limited amounts of water in our operations, though we track and report water use and work to reduce our impacts on freshwater systems. Our impacts on biodiversity are limited, but we recognize the importance of protecting it. Our primary potential impacts stem from new building construction or facilities expansions, when we could have possible impacts to intact ecosystems. However, we historically have reused existing facilities or previously developed sites for our operations, rather than developing on greenfield sites, which significantly reduces these potential impacts.

**"CERTIFICATIONS AT PIERCE LIKE ISO14001:2015 ENVIRONMENTAL MANAGEMENT SYSTEM AND TRUE ZERO WASTE ARE POSSIBLE BECAUSE OF STRONG CROSS-FUNCTIONAL LEADERSHIP AND THE DEDICATION OF OUR TEAM MEMBERS EXEMPLIFYING OUR CORE VALUE OF DOING THE RIGHT THING. HAVING THE SYSTEMS IN PLACE TO BE GRANTED THESE CERTIFICATIONS SETS US APART FROM THE COMPETITION AND ALLOWS US TO SET, MEET AND EXCEED OUR SUSTAINABILITY GOALS."**



Aimee McClure,  
Senior Environmental and Sustainability Manager  
at Fire & Emergency

### LOCATIONS OF ENVIRONMENT AND SAFETY CERTIFIED PLANTS

Many of our facilities have environmental and safety management systems that are certified to external standards, as shown on the map below.





## ENERGY AND EMISSIONS

# Using less energy to make more

JLG's Shippensburg, Pa., Manufacturing Facility, recognized by DOE as a 50001 Ready site

We minimize our impact on climate change by reducing our energy consumption and greenhouse gas emissions while simultaneously maximizing the efficiency of our operations. Read more about how we're approaching climate-related risks and opportunities in our [TCFD Report Index](#).

### REDUCING GLOBAL GREENHOUSE GAS AND ENERGY INTENSITIES

We have global, company-wide goals to reduce both our energy intensity and GHG intensity (normalized by net sales) by 25% by 2024 at our facilities,<sup>1</sup> based on a 2014 baseline. Additionally, for our U.S. manufacturing facilities only, we are working towards a goal of reducing energy intensity by 25% by 2024, from a 2014 baseline, as part of our participation in the U.S. Department of Energy's (DOE) Better Plants program.<sup>2</sup> We met both of our Company wide goals in 2021, three years early. As of year end 2021, we reduced energy intensity by 30.2% and GHG intensity by 37.2% since 2014, globally. We are working with the U.S. DOE to confirm our Better Plants goal has been met. We're reducing energy consumption through a variety of methods including lighting upgrades, compressed air upgrades and installing building control systems.

### FACILITY OF THE FUTURE

In 2021, we introduced a range of energy efficiency and emissions reductions improvements as part of our "Facility of the future" initiative at JLG's Shippensburg facility. We reduced energy requirements for handling materials on the assembly line by designing pre-assembly parts storage so team members can physically pull them into position, reducing the need for forklifts to carry materials. We eliminated nearly all air tools to reduce the need for compressed air. We use smart chargers for the autonomous guided vehicles, which move product frames around the facility, to reduce the waste and deterioration that results from overcharging batteries. This facility has achieved the "50001 Ready" designation from the U.S. DOE based on our alignment with the ISO 50001 Energy Management System.

### RENEWABLE ENERGY SOURCES

We're expanding our renewable energy sources. In 2021, our Port Macquarie, Australia, JLG manufacturing facility became the first Oshkosh Corporation facility to install a solar photovoltaic (PV) system. The PV system is designed to provide approximately 100 kW of electric power through 222 solar panels on the roof of the main building, which provides approximately 80% of the facility's energy needs. We're exploring opportunities to use solar energy and expand renewable power at other facilities.

### REDUCING VOLATILE ORGANIC COMPOUNDS EMISSIONS

We're working to reduce volatile organic compounds (VOC) emissions, which contribute to climate change as well as localized air pollution. We comply with all VOC regulations and operate well within our permit limits. The majority of our VOC emissions are generated in the product painting process and tend to rise as production increases. It's challenging to reduce these emissions because most of our customers operate in harsh environments that require more durable paint containing VOCs. However, we use lower-VOC alternative coating methods whenever possible. For example, in our JLG plant in Tianjin, China, we recently implemented a powder-coating process for our booms, which greatly reduces the use of volatile organic compounds.

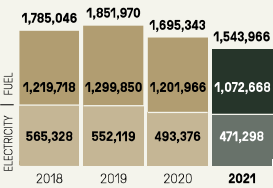
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material fines and violations for Oshkosh Corporation in 2021

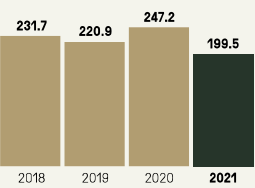
<sup>1</sup> Includes U.S. manufacturing and non-manufacturing and international manufacturing facilities.  
<sup>2</sup> Calculated based on the Department of Energy methodology.

ENERGY

ENERGY CONSUMPTION<sup>1</sup>  
MMBTU

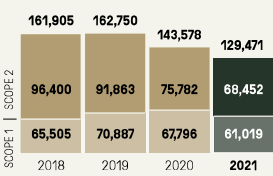


ENERGY CONSUMPTION, NORMALIZED<sup>1</sup>  
MMBTU/Million USD

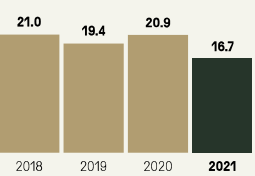


EMISSIONS

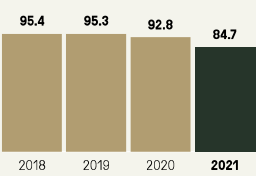
TOTAL SCOPE 1 AND 2 EMISSIONS<sup>1,7</sup>  
in Metric Tons CO<sub>2</sub>e



TOTAL SCOPE 1 AND 2 EMISSIONS, NORMALIZED<sup>7</sup>  
in Metric Tons CO<sub>2</sub>e/Million USD



VOC EMISSIONS, NORMALIZED  
in Metric Tons/Billion USD



FY21 SCOPE 3 EMISSIONS BY CATEGORY<sup>1,2</sup>  
in Metric Tons CO<sub>2</sub>e



**138,407** TOTAL REPORTED

**77,359**  
4. & 9. Upstream and downstream transportation and distribution<sup>7</sup>

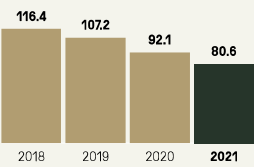
**10,315**  
5. Waste generated in operations<sup>5</sup>

**12,103**  
6. Business travel<sup>4</sup>

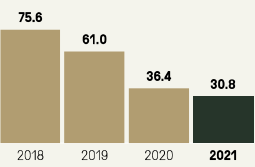
**27,799**  
7. Employee commuting<sup>4</sup>

**10,831**  
11. Use of sold products<sup>8</sup>

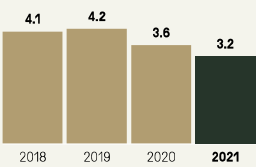
NO<sub>x</sub> EMISSIONS<sup>8</sup>  
in Metric Tons



SO<sub>2</sub> EMISSIONS<sup>8</sup>  
in Metric Tons



PM EMISSIONS<sup>9</sup>  
in Metric Tons



1 This graph or table includes data that has been externally verified. [See p. 47](#) for assurance statement.  
2 Category numbers refer to classifications by the Greenhouse Gas Protocol. Calculations use emissions factors from the EPA's Center for Corporate Climate Leadership.  
3 This includes SmartWay data from calendar year 2020, the most recent data available. U.S. domestic operations and truck and multimodal shipments only.  
4 This data covers U.S. team members only.  
5 This data includes all non-hazardous waste streams and is calculated using EPA climate leadership emissions factors and includes all 10-K manufacturing facilities.

6 This includes fuel shipped in sold vehicles only.  
7 Our Scope 1 and 2 emissions in 2021 included the following GHGs (all figures in metric tons): PFC: 0.002, HFC: 0.5, CH<sub>4</sub>: 6.9, N<sub>2</sub>O: 11, CO<sub>2</sub>: 128,000.  
8 Includes emissions from company-wide facility fuel use and domestic electric consumption; international electric data is not included.  
9 Includes emissions from company-wide facility fuel use only.

WASTE DIVERSION

Reducing waste, from the manufacturing floor to product end-of-life

We have made progress towards our goal to divert 90% of our waste from the landfill by 2024, achieving an 84.3% diversion rate in 2021 for total waste. Our definition of total waste includes material that can be landfilled, but excludes hazardous and universal waste, wastewater treatment plant sludge and recycled metals.

Our waste reduction strategy is rooted in using fewer resources to begin with by reusing materials when possible and recycling when we cannot reuse. For example, we focus on expanding our use of reusable packaging. We also reduce end-of-life waste

impacts by remanufacturing our products where technically feasible and economically practical.

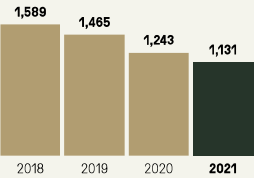
Most of our hazardous waste is generated by the process of painting our products. We send hazardous waste offsite to licensed and permitted facilities. We also work to reduce paint-related wastes. For example, in our Tianjin, China, facility, we installed a powder coat paint system that reduces paint-related hazardous waste.

Achieving TRUE zero waste facilities

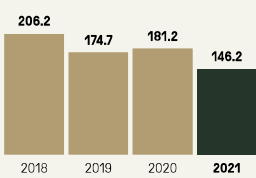
We use the external Total Resource Use and Efficiency (TRUE) certification program to help us assess and verify how well our facilities divert non-hazardous waste from landfills or incineration. Certified facilities must show at least a 90% diversion, calculated using TRUE methodology. In 2021, Oshkosh received two additional TRUE certifications—the Oshkosh Airport Products facility in Neenah, Wisconsin, received a TRUE Gold Certification and the McNeilus facility in Dodge Center, Minnesota, received the highest possible distinction, a TRUE Platinum Certification. With these new certifications, we now have four TRUE zero waste facilities.

HAZARDOUS WASTE

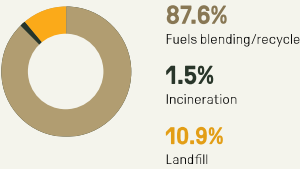
HAZARDOUS WASTE<sup>1,2</sup>  
in Tons



HAZARDOUS WASTE, NORMALIZED<sup>2</sup>  
in Tons/Billion USD



BY DISPOSAL METHOD<sup>1,2</sup>

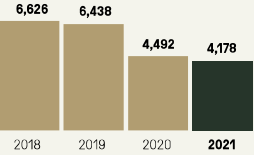


84.3%

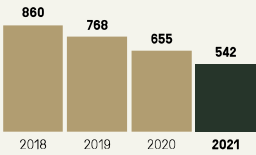
waste diverted from landfill  
in 2021

NON-HAZARDOUS WASTE

WASTE TO LANDFILL<sup>1</sup>  
in Tons



WASTE TO LANDFILL, NORMALIZED  
in Tons/Billion USD



1 This graph includes data that has been externally verified. See p. 47 for assurance statement.  
2 Includes only hazardous waste shipped offsite for treatment or disposal.

## Reusing and remanufacturing equipment

For the past 25 years, we have been a leader in vehicle remanufacturing. Reusing and reconditioning our products helps us reduce our environmental impact by saving water, energy and raw materials. It also helps us deliver cost savings for our customers and delay or eliminate the landfilling of materials at the end of the product lifecycle.

We reuse a wide range of vehicle parts including axles and cranes, as well as frame rails, load handling systems, transfer cases and wheel rims. Our remanufactured vehicles are tested according to the same rigorous safety, quality and efficiency standards as our new products.

In 2021, Oshkosh Defense was awarded a three-year extension of its FHTV IV contract by the U.S. Army Contracting Command to provide new and recapitalized Heavy Expanded Mobility Tactical Trucks (HEMTT), Palletized Load System (PLS) trucks and trailers, and Heavy Equipment Transporters (HET). Since 1995, we have remanufactured more than 19,000 vehicles for the U.S. armed forces, including over 14,000 Heavy Expanded Mobility Tactical Trucks (HEMTTs) and 3,500 Palletized Load System (PLS) trucks.

In recent years, we have significantly enhanced our reconditioning and reuse program, including in our Access Equipment segment. For example, we have simultaneously expanded and streamlined our rebuilding process to get like-new reconditioned machines back into service. We disassemble machines into component

parts, inspect and refurbish them as needed, then reassemble with parts reconditioned to our original standards.

We have also implemented design and process principles to facilitate remanufacturing, including:

- Using modular architectures in access equipment to streamline the disassembly, update and reassembly process.
- Launching an asset management program for access products, to help establish a more predictable flow of used equipment.
- Pioneering warranty, service and financing processes for refurbished vehicles to expand their appeal to our customers.

### OSHKOSH SUSTAINABLE PRODUCTION FOR U.S. MILITARY

19,000+

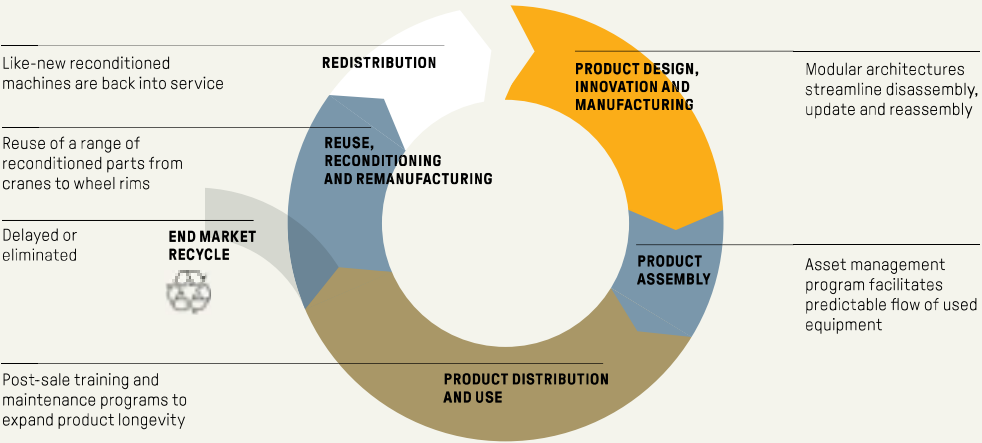
vehicles have been remanufactured by Oshkosh Defense since 1995

\$146.8M

contract awarded to Oshkosh in 2021, to provide new and recapitalized Heavy Tactical Vehicles for the U.S. Army

### OUR APPROACH TO REUSE AND REMANUFACTURING

Exemplified in our Access Equipment program



WATER USE

Minimizing water use and impacts

Oshkosh Corporation León, Mexico, facility

Water use is not a material impact for Oshkosh Corporation's business, but we are still committed to responsible water use for the good of the communities in which we operate. Two of our facilities—in Tianjin, China, and León, Mexico—are located in areas defined by the World Resources Institute as water-stressed. The Tianjin plant has installed a wastewater reuse system that reduces water use for certain processes. Our León facility has implemented a recycling system that enables them to reuse up to 70% of water used in their paint line.

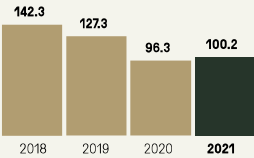
Oshkosh Corporation complies with all wastewater discharge permits at all our locations. Virtually all our wastewater discharges into public wastewater treatment systems. Those facilities that do not discharge to municipal treatment systems transport their wastewater to offsite treatment facilities, in accordance with existing permits. Wastewater discharges at most of our manufacturing facilities are sanitary wastewater from restroom facilities. All our facilities are required to meet applicable governmental wastewater standards before

discharge, and most are able to do so without pretreatment. Some of our facilities are required to meet regulated pretreatment standards, which they accomplish using common wastewater treatment methods such as precipitation and flocculation. Oshkosh Corporation had no water use or disposal violations in 2021.

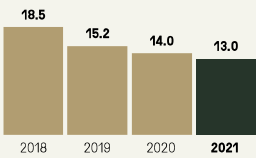
All our facilities are required to meet applicable governmental wastewater standards before discharge, and most are able to do so without pretreatment.

WATER USE

TOTAL WATER WITHDRAWN  
in Millions of Gallons



TOTAL WATER WITHDRAWN, NORMALIZED  
in Millions of Gallons/Billion USD



SUPPLY CHAIN SUSTAINABILITY

Our commitment to sustainability extends to our supply chain

Our suppliers play a critical role in our business, providing over 75% of the content in our products. Helping our supply chain become more sustainable and resilient is an important priority for the Company.

We expect that our suppliers fully meet our [Supplier Code of Conduct](#), which covers standards for ethical conduct, human rights, safety, quality and environmental sustainability. Our Code also requires suppliers to follow international norms on child labor, forced labor and other labor issues and to identify and address human trafficking and conflict minerals in their operations and supply chains.

Our Global Procurement and Supply Chain (GPSC) team regularly audits and monitors our supply chain for potential issues and to improve overall performance. Since 2019, our supplier audit process meets the internationally recognized ISO:9001:2015 and the IATF 16949:2016 standards. We also use several process-specific audits to monitor our suppliers' performance against our quality standards, including environment, social and governance criteria, to help us better understand our suppliers' policies on environmental impact, forced labor, cybersecurity and global trade compliance. In 2021, we began partnering with FRDM, a supply chain ESG performance and risk tracking provider. FRDM utilizes a technology solution that uses artificial intelligence,

among other tools, to provide multi-tier transparency in our supply chain and affords Oshkosh the ability to use a risk-based approach to identify and mitigate potential human rights challenges. We also support our suppliers' environmental efforts through training in our Supply Chain Academy, which is available for U.S. and European companies.

CONFLICT MINERALS STATEMENT

We manufacture vehicles that depend on certain critical materials to ensure their performance, durability and longevity, and we take the issue of conflict minerals in our supply chain seriously. Our global supply chain partners are vetted through a series of controls to better understand how they determine and ensure traceability of content throughout the product lifecycle. Our [conflict mineral policy](#) requires Tier 1 suppliers to adhere to the following:

- Make reasonable inquiries about the country of origin of any 3TG (tin, tungsten, tantalum and gold) in products it delivers to Oshkosh Corporation, whether sourced directly or through a sub-supplier.
- Conduct due diligence to confirm whether these 3TG were sourced from a conflict-free source.
- Disclose evidence of due diligence to Oshkosh Corporation.



McNeilus team member



Green transport

Transportation logistics make up a significant portion of our supply chain’s environmental impact. To help drive performance improvements in this area we have set a goal of 10% improvement in truckload utilization across the Company by 2022, based on a 2019 baseline. Supply chain disruptions during the pandemic slowed our progress on this goal. However, we are continuing to implement process enhancements to improve truckload utilization. For example, we have initiated less-than-truckload consolidation points, coordinated with suppliers and their other customers to combine delivery runs, and integrated representatives from our logistics team into ordering decisions.

We participate in the U.S. EPA SmartWay program, which helps companies measure and benchmark freight transportation efficiency. As of 2020, the most recent data available, we have logged about 98% of a total of 1.3 million transport miles with SmartWay-participating carriers, exceeding our goal of 95%.

We also earn greenhouse gas credits through U.S. EPA’s Greenhouse Gas Phase 2 regulatory program for vocational vehicles. Our Pierce fire trucks outperform emissions efficiency requirements and continue to generate CO<sub>2</sub> credits.

Thanks to low-emissions design features on these vehicles, like fuel-efficient engines and low rolling resistance tires, we regularly exceed emissions standards. Between 2016 and year end 2021, we registered a total of 97,000 metric tons of CO<sub>2</sub> credits through the program.

Reducing packaging waste

We’re focused on reducing packaging-related waste, which represents a significant portion of our value chain waste impacts and is an important overall global waste stream. We have implemented some closed-loop strategies to help reduce or eliminate our packaging waste.

For nearly 10 years, we have been using reusable packaging from the CHEP company across our operations. This has allowed us to replace single-use plastic shrink wrap and foam with reusable metal and foam padding during transport for many of our raw materials and parts. After delivery, the packaging is returned to the supplier to ship new parts. This closed-loop strategy reduces waste and allows more products to be placed on each delivery trailer, leading to efficiency improvements and a modest decrease in emissions.

98%

of supplier transport miles logged with EPA SmartWay participating carriers, as of 2020

97,000

metric tons of CO<sub>2</sub> credits registered with the EPA between 2016 and 2021

700K+

reusable containers used in 2021, helping us avoid generating over 14 million pounds of waste



Oshkosh Airport Products Striker® Volterra™ Hybrid Electric Vehicle