

Columbus McKinnon’s FY22 TCFD Index

| Governance | |
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| Recommended Disclosure | Disclosure Summary |
| The Board’s oversight of climate-related risks and opportunities | <p>On a quarterly basis, the Board, specifically the Governance Committee, meets with the General Counsel and Director of Corporate Social Responsibility to review strategic plans, metrics, and targets pertaining to climate and other ESG related initiatives. The Board provides advice, guidance and asks clarifying questions on climate-related strategy issues. The Board follows up on key climate related company initiatives to ensure we stay on track.</p> <p>The governance mechanisms into which climate-related issues are integrated include but are not limited to reviewing and guiding strategy, reviewing, and guiding major plans of action, reviewing and guiding risk management policies, reviewing and guiding business plans, monitoring implementation and performance of objectives, and monitoring and overseeing progress against goals and targets for addressing climate related issues.</p> |
| Management’s role in assessing and managing climate-related risks and opportunities | <p>Climate-related responsibilities have been assigned to our Senior Vice President of Corporate Development, General Counsel & Secretary along with our Director of Corporate Social Responsibility. They together report out to the Board on environmental progress to strategy.</p> <p>The Director of Corporate Social Responsibility reports directly to the Senior Vice President of Corporate Development, General Counsel & Secretary who directly reports to the CEO.</p> <p>Management is informed through regular meetings throughout the year and during the annual enterprise risk management assessment.</p> |

Columbus McKinnon’s FY22 TCFD Index Continued

| Strategy | |
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| Recommended Disclosure | Disclosure Summary |
| Climate-related risks and opportunities identified | <p>Short-term - 0-2 years. The short-term focus is to identify any changes in regulatory, legal, or other compliance requirements and address any opportunities immediately. The short-term horizon also focuses on updating policies as needed and gathering data to calculate our carbon emissions profile (scope 1, 2, & 3).</p> <p>Medium-term - 2-5 years. The medium-term horizon is to analyze emissions data internally to understand our impact, risk, opportunities and set targets. This time horizon also includes making investments in scope 1, 2, & 3 emissions reduction initiatives.</p> <p>Long-term - 5-10 years is on public disclosure of scope 3 emission reduction targets and emissions roadmap. Intentional investments towards carbon reduction initiatives will be made. We have not identified any material climate related risks at this time.</p> <p>Columbus McKinnon defines substantive financial or strategic impact on our business based on several factors identified during our Enterprise Risk Management process. We look at the probability versus the impact of factors such as the potential of fines, penalties or civil litigation or disruption over certain thresholds, the risk to the company's reputation, compliance risk, operational risk, operating income, and climate change risk.</p> |
| Impact of climate-related risks and opportunities | <p>There have been several conversations at the Executive and Board level regarding climate risks, specifically transitional risks relating to current and proposed regulatory requirements, and we are preparing to comply. We rank well against our peer group when it comes to transparency of emissions data. We also rank well regarding our emission intensities. From a strategic standpoint, we will continue to invest in understand our opportunities for emissions reduction and developing a roadmap for a specific action plan. We have a corporate green team that is in constant contact with local team members at each site. Together we monitor and address opportunities in energy and waste management.</p> |

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| Risk Management | |
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| Recommended Disclosure | Disclosure Summary |
| Identifying and assessing climate-related risks | Because we want an integrated approach to climate risks, we do not have it separated. It is included in our new Enterprise Risk Management process. Through this process, we did not identify any material enterprise risks related to transitional or physical climate related risk. Columbus McKinnon defines substantive financial or strategic impact on our business based on several factors identified during our Enterprise Risk Management process. We look at the probability versus the impact of factors such as the potential of fines, penalties or civil litigation or disruption over certain thresholds, the risk to the company's reputation, compliance risk, operational risk, operating income, and climate change risk. |
| Managing climate-related risks | Our most salient risks when it comes to climate-related risk are transitional in nature. For example, we have proactively identified enhanced emissions reporting and increased regulatory and compliance requirements, and we have taken active steps to understand these requirements and are prepared to comply with proposed regulations or are currently in compliance with existing requirements. |
| Integration into organizational risk management | Climate-related risks are fully integrated into our holistic approach to Enterprise Risk Management and are evaluated in our formal process along with other business risks. |

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| Metrics & Targets | |
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| Recommended Disclosure | Disclosure Summary |
| Metrics to assess climate-related risks and opportunities | <p>We calculate our complete emissions profile. We measure emission intensity for scope 1, 2, and 3. We look specifically at energy management, waste management, and also measure our water consumption, although our processes are not water intensive. Currently we have not identified material climate related risks for the company therefore we do not currently include it in our remuneration policies.</p> |
| Greenhouse Gas (GHG) emissions scope 1, 2 and 3 and related risks | <p>Scope 1: 8,213 Metric Ton CO₂e</p> <p>Scope 2: 13,866 Metric Ton CO₂e</p> <p>Scope 3: 282,116 Metric Ton CO₂e</p> <p>When we benchmark ourselves against our industrial manufacturing industry peers, we are relatively low emitters of GHG. However, we are measuring our full GHG emissions profile, looking for opportunities for reduction, and taking actions to reduce our GHG emissions. We have engaged third parties to assist us in creating a carbon reduction roadmap that makes sense for our business and our stakeholders.</p> |
| Targets to manage climate-related risks and opportunities | <p>We are in the process of setting internal carbon reduction targets and a roadmap for our action plan but are not prepared to disclose publicly at this time.</p> |