



OSHKOSH CORPORATION 2022 SUSTAINABILITY REPORT

Driving sustainable growth

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At Oshkosh, we are committed to making a difference in the lives of people who depend on our purpose-built vehicles and equipment to perform some of the most difficult jobs in the world.

Our team members are passionate about empowering everyday heroes as they serve and protect communities around the globe. To help them do their jobs more safely and efficiently, we continuously innovate the design, development and manufacturing of our vehicles, embedding sustainability every step of the way.



A message from our president and chief executive officer



At Oshkosh, sustainable growth means more than taking care of our planet. It means taking care of our people, the communities we call home and the everyday heroes who use our products. As an industrial technology company, everything we do is designed to support our purpose of making a difference in people’s lives. We do this by living our core values which are: we put people first, we do the right thing, we persevere and we are better together. Our values guide everything we do and provide the foundation necessary to advance our four sustainability focus areas: empowering our people, product innovation, building communities and operating sustainably.

IT BEGINS WITH OUR PEOPLE

Putting people first starts with team members. We provide meaningful opportunities for our people to learn, evolve in their careers and become their best selves. Last year, team members invested in more than 74,000 hours of professional development. We also launched monthly pulse surveys to gain employee feedback to optimize our culture and better understand team member viewpoints. By doing this, we continue to listen to our people and their unique experiences to gain the diverse perspectives that drive innovation across our business.

We also have seven Employee Business Resource Groups (EBRGs) which play an important role in our diversity, equity and inclusion efforts. In 2022, we progressed towards our goals in this area. External hires were increasingly diverse. At the director level and above, we increased our female leadership and veteran representation, achieving a four-fold increase of people with disabilities. We continue to focus on team member engagement to foster a culture of belonging.

PRODUCT INNOVATION

We’re focused on driving sustainable growth by developing innovative, purpose-built vehicles and equipment. We’re proud that Oshkosh has been developing electrified solutions since the 1990s. We’ve leveraged our insights and expertise to introduce purpose-built, battery-electric-powered products in each of our business segments to help keep our communities clean. Our EV line-up includes the Pierce® Volterra™ fire truck, the Oshkosh Striker® Volterra™ ARFF, the JLG® DaVinci® scissor lift, the Oshkosh fully integrated, zero-emission refuse collection vehicle and the USPS Next Generation Delivery Vehicle (NGDV).

BUILDING COMMUNITIES

Making a difference in the communities we serve around the world is a vital component of our culture. In 2022, team members invested over 18,000 paid volunteer hours and countless non-paid volunteer hours, with 4,000 of those hours tied to our company’s Good to Give Back month in April, where Oshkosh team members support their local communities. We also continue to invest in mentoring today’s youth in the areas of STEM (Science, Technology, Engineering and Mathematics). This past year, engineering team members connected with more than 16,000 students who benefited from different STEM events. The active involvement of our team members continues to help us fulfill our purpose.

In addition to volunteering, Oshkosh contributed approximately \$2.5 million to charitable initiatives. Team members also made monetary donations that the company matched to raise over \$100,000 to help support the people of Ukraine.

OPERATING SUSTAINABLY

Each year, we strive to make improvements that reduce our environmental footprint and hold us to the highest ethical standards in everything we do. Through our High Flow line at our Dodge Center facility, we saw a 16% reduction in energy consumption and an 84% improvement in workplace safety. We also announced our commitment to setting enterprise-wide science-based targets to continue to reduce GHG emissions with the Science Based Targets initiative (SBTi) in June 2022.

We also made a leap forward in our renewable energy commitment through a partnership with the ALLETE Clean Energy wind farm in Oklahoma, which went live in 2022. The Renewable Energy Credits (RECs) from the wind farm will offset a significant portion of the emissions resulting from the electricity utilized by our U.S. manufacturing operations which come from non-renewable sources. This is the first virtual power purchase agreement Oshkosh has participated in to support our ongoing efforts to reduce our GHG emissions. In 2022, our greenhouse gas emissions (GHG) intensity was reduced 17.5% due to this project.

As I look back on the past 12 months, we exceeded many of our goals. We continue to drive growth and support our everyday heroes by focusing our innovation around safety, efficiency and sustainability to not only provide market-leading solutions to our customers, but to make the world a better place for future generations.

John C. Pfeifer
President and
Chief Executive Officer

OUR APPROACH

Driving sustainable growth

Our foundation for sustainable growth begins with our powerful purpose of making a difference in people’s lives. Whether it’s how we treat each other, caring for the everyday heroes who use our products or taking care of the communities we call home—everything we do is designed to enhance quality of life.

Putting people first starts with our approximately 15,000 Oshkosh team members—everyone knows they matter in fulfilling our purpose. We provide people with meaningful work aligned with our purpose in an environment that fosters collaboration, inclusion and creativity.

As an industrial technology company, we focus on innovation and operational strength to develop safe, intelligent and sustainable solutions for our customers, with market leadership bolstered by our broad expertise across different end markets. Through sustainable growth, we secure long-term viability for our company, the people we serve and future generations.

MORE IN THIS SECTION

- 8 Sustainability goals and progress
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Delivering innovative products

Our growth as a company is fueled by the innovation we bring to our products. We leverage our expertise to transform industries and make a difference in the lives of those who count on us to do their critical work. Sustainability powers our innovation. We look for ways to lower the environmental and carbon footprint of our products, while enhancing safety, quality, efficiency and durability.

Operational excellence

Sustainable operations have a direct impact on our growth. We seek to reduce our environmental impact in every phase of our operations. We adhere to the highest ethical standards, guided by our purpose. Our focus is on operations that maximize safety and efficiency while protecting the planet.

ELECTRIFICATION

The future is electric, and we are moving the needle on electrification in each of our businesses. That includes North America's first fully integrated, zero-emission electric refuse collection vehicle as well as next-generation electric postal trucks in service in North America, the first electric fire truck and the world's first all-electric scissor lift. With nearly 30 years of electrification experience, we aim to lead the way in the electrification of purpose-built vehicles. Our expanding portfolio of electric vehicles will enable future growth for Oshkosh and help meet the needs of a more sustainable world.

\$300M

Planned investment in electrification 2022–2025

► The Oshkosh electric refuse collection vehicle (eRCV) is North America's first purpose-built, fully integrated, zero-emission eRCV.



AUTONOMY AND ACTIVE SAFETY

We're developing integrated systems that protect users, from self-leveling mobile elevating work platforms and refuse automation systems to optionally manned modes for defense vehicles. We tap into our two decades of experience in autonomy to keep users out of harm's way. Innovations using advanced analytics, virtual reality, machine learning and robotic process automation are delivering active safety features and improving productivity.

\$100M

Planned investment in autonomy and active safety 2022–2025

► The Expedient Leader Follower (ExLF) defense vehicle has optionally manned modes to boost driver warning and assistance and robotic technology to enhance perception.



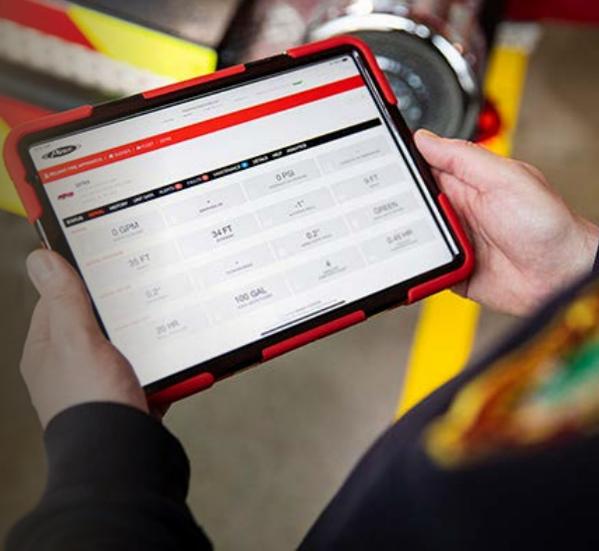
INTELLIGENT AND CONNECTED PRODUCTS

We are making inroads in vehicle autonomy, building scalable digital capabilities and implementing machine learning. Intelligent automation platforms tap into data mining, predictive technologies, big data and the Internet of Things to reveal vital insights for safety and productivity. ClearSky,® a telematics platform, uses advanced connectivity to enable owners and operators visibility to their fleet 24/7, boosting productivity, performance and safety. Pierce ClearSky adds telematics to fire apparatus to help firefighters better track and diagnose issues that arise with their equipment.

\$100M

Planned investment in intelligent products 2022–2025

► Pierce ClearSky telematics enables fire departments to add telematics to their Pierce fire apparatus. With ClearSky telematics, firefighters can track, diagnose and troubleshoot issues, request expedited service support and gain greater insight into budget forecasting and maintenance planning.



In partnership, we are better together

Focus on innovation, collaboration and research and development (R&D) reinforces our approach to sustainable growth. We are home to 10 leading businesses that strengthen and support each other. We are uniquely positioned to share efficiencies and innovations across our brands, to advance industries and make a positive difference in people's lives.

Over 1,600 team members work at our R&D facilities to enhance design and product innovation. Our core competencies, including material processing expertise, as well as data analytics and modeling simulation, enable us to develop products with greater performance, usability, safety and quality. Each of our markets is guided by multi-generation product development plans.

Our growth plans include targeted acquisitions, investments and partnerships that enhance strategic capabilities and accelerate technology development.

We have been expanding our partnerships in R&D and manufacturing with leading national research centers and universities. In 2022, we joined:

- The **Clean Energy Smart Manufacturing Innovation Institute** (CESMII), part of the U.S. Department of Energy, focuses on energy productivity, improving economic performance and raising workforce capacity.

- **Advanced Robotics for Manufacturing** (ARM), part of the U.S. Department of Defense, drives innovations in robotics, AI and workforce development.
- **The Interdisciplinary Center for Advanced Manufacturing Systems** (Auburn – ICAMS), at Auburn University in Alabama, focuses on bringing Industry 4.0 technologies to small and medium manufacturers.
- **Large Metal Additive Manufacturing** (University of Illinois – LMAM), a partnership with the University of Illinois and the Army Ground Vehicle System Center to advance collaboration on additive manufacturing (3D printing) equipment, processes and sensors.
- **Manufacturing x Digital** (MxD), part of the U.S. Department of Defense with a focus on cyber security and digital integration of manufacturing (a member since late 2021).

In 2022, three strategic acquisitions in our Commercial, Fire & Emergency and Access segments, respectively, were:

- **CartSeeker™**, an autonomous curbside collection product, with patented AI-based recognition technology for use on refuse collection vehicles.
- **MAXIMETAL**, a Canadian leader in the design and manufacture of custom fire apparatus and utility vehicles.

- **Hinowa**, a long-term partner and leading manufacturer of track-based aerial work platforms, mini-dumpers, lift trucks and undercarriages. The acquisition includes Hinowa's Italy-based manufacturing and training facilities and positions JLG to grow its operational footprint in Europe.

Additionally, we continue to leverage the technology capabilities of Pratt Miller, which we acquired in 2021. Working together, we are advancing capabilities and technology in the access, defense, fire & emergency and environmental services markets.

In 2022, JLG expanded their manufacturing footprint into our Jefferson City, Tennessee, facility. This new 60,000-sq-ft space is being leased from the Oshkosh Defense segment. Along with the addition of new lines at JLG's Bedford and McConnellsburg, Pennsylvania-based plants, and its Leon, Mexico, manufacturing facility, this expansion will support the increased production of boom lifts and scissor lifts, as well as both JLG® and SkyTrak® telehandlers.

AUTOMATING REFUSE VEHICLE PRODUCTION

In 2022, we launched the first automated refuse collection vehicle production line at our Dodge Center, Minnesota, location, featuring Industry 4.0 technologies, including automated guided vehicles, assembly station automation and connected tooling. These technologies greatly improve operational efficiency, ergonomics, safety and quality.

ACCELERATING DIGITAL TRANSFORMATION

Data, connectivity and intelligent automation spark innovation across our business. We harness our expertise in advanced analytics, digital manufacturing and autonomy to optimize our operations.

CORPORATE VENTURE CAPITAL FUND

Our Corporate Venture Capital Fund (CVCF) invests in companies that are developing new and/or disruptive technologies that may be integrated into our products in the future. In 2022, this included partnerships with Robotic Research, a global leader in autonomous mobility and Sarcos Robotics, a leading developer of intelligent robotic mobile manipulation systems. And with our ongoing partnership with Microvast, a global provider of next-generation battery technologies, we're strengthening our electrification capabilities.

Technology selection targeting customer needs



Megatrends impacting our business

With the aspiration to lead sustainability efforts in the industries we serve, it's important to consider the megatrends that impact them, society and the planet. The following global megatrends impact many industries but are particularly relevant to Oshkosh and represent innovation opportunities.

CLIMATE CHANGE

2022 marked the fifth warmest year on record as global greenhouse gas emissions increased and global warming trends continued. There is an opportunity to turn climate change risks into product development opportunities; for instance, fast-tracking progress towards electrification of our transport system. Energy efficiency implemented across business operations reduces emissions and energy costs, a win-win for business and society.

RESOURCE SCARCITY

An expanding global population and a growing economy are putting substantial demand on finite resources like minerals, metals and fossil fuels. The need for materials will only grow in the coming decades, putting pressure on how businesses source materials for their operations. Many forward-looking companies are turning to circular business models to manage resources responsibly and sustainably.

DIGITAL FUTURE

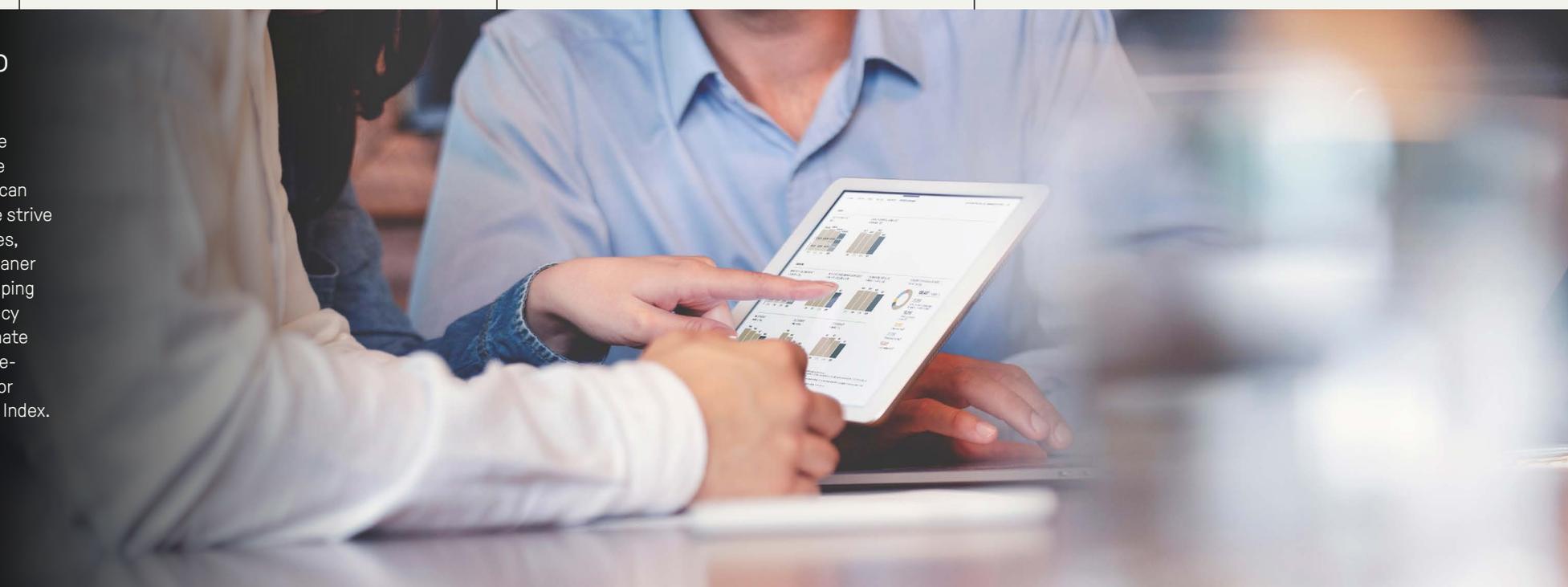
Technology is being disrupted in unprecedented ways, with new insights and innovation enabled by big data, advanced analytics, machine learning, artificial intelligence and more. Digitalization is behind almost every megatrend and offers opportunities to reduce negative environmental and social impacts.

URBAN WORLD

With rapid urbanization, more people live in cities than ever before. As cities grow, they need the infrastructure to support them. Cities account for more than 70% of CO₂ emissions from burning fossil fuels. By electrifying transport such as refuse collection and postal delivery vehicles, as well as other forms of mission-critical transport, there is an opportunity for cities to help mitigate climate change and minimize other environmental challenges.

Our management approach to climate change

We evaluate the potential impacts of climate change through our formal risk management procedures. We recognize that climate-related weather disruptions can severely impact our operations and supply chain. We strive to stay ahead of expected changes in energy sources, emissions regulations and customer demand for cleaner products. Reducing our energy consumption, developing lower-emissions products and building more resiliency into our business are all part of how we manage climate change. 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.



SUSTAINABILITY GOALS AND PROGRESS

Advancing our Environmental, Social and Governance performance

We continually raise the bar on our Environmental, Social and Governance (ESG) performance and steadily progress toward our goals in all key sustainability focus areas. In 2022, we announced that we would set science-based targets (see box). In addition, we announced the establishment of long-term targets for diversity and greenhouse gas emissions reductions as part of incentive compensation for the company's executive leadership. In 2022, we reported on a number of additional metrics around our environmental performance for enhanced transparency and in response to our stakeholders' interest in specific data. Below are some key 2022 milestones.

●●● 2022 progress | Goal ■ Long-term goal

IT BEGINS WITH OUR PEOPLE

DIVERSITY, EQUITY AND INCLUSION

Goal: 30% women in leadership roles globally by 2026 and 50% longer term

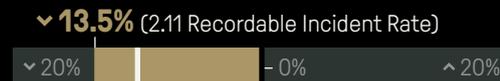


Goal: 15% Black, Indigenous and/or people of color in leadership roles in the U.S. by 2026 and 30% longer term



WORKER SAFETY

Goal: 10% year-over-year reduction in Recordable Incident Rate



Goal: 10% year-over-year reduction in Lost Time Incident Rate



DEVELOPING INNOVATIVE PRODUCTS

INNOVATION MILESTONES

\$113.4M

Spent on R&D globally

100+

Patents awarded to Oshkosh, nearly a third of which related to electrification

100%

Of our product lines offer or are developing alternative powertrains, including fully electric, hybrid and compressed natural gas solutions that significantly reduce their carbon footprint

39,308

Electric, emissions-free or hybrid units sold
Revenue: \$646,111,147

BUILDING COMMUNITIES

GIVING AND VOLUNTEERING

Goal: 16,500 volunteer hours



Goal: 60% charitable giving to social services



\$2.5M

Charitable donations to local community causes

4,000

Hours contributed by 3,000 team members from 18 countries, Global Good to Give Back month

OPERATING SUSTAINABLY

ENVIRONMENTAL PERFORMANCE

Goal: 16.6 Metric Tons reduction of CO₂e/Million USD¹



Goal: 90% waste diverted from landfill by 2024



78,824 KWH

Amount of renewable energy used at Port Macquarie in 2022. This is part of the total amount of 136,977 kWh renewable energy generated at the site; the remaining energy was put back into the electric grid.

87.6%

Of non-hazardous waste recycled/reused

¹ Due to inclusion of renewable energy credits (RECs) from virtual power purchase agreement (VPPA) for Caddo, Oklahoma, wind farm that started producing energy in January 2023.

Setting science-based targets

In June 2022, we announced our commitment to set enterprise-wide science-based targets to reduce greenhouse gas (GHG) emissions with the Science Based Targets initiative (SBTi),² a global body enabling businesses to set ambitious emissions reduction targets in line with the latest climate science.

We understand that we all play a role in limiting global warming to mitigate the most severe impacts of climate change. As part of this commitment, we will develop, validate and publish a science-based target by June 2024, backing our ongoing efforts to reduce carbon emissions and drive ambitious climate action.

Science-based targets are not only the right thing to do but also a commitment increasingly expected by our stakeholders. Governments around the world are mandating greater transparency. The U.S. Securities and Exchange Commission is actively considering climate risk disclosure rules for public companies.³ Further, the U.S. federal government would require large federal government contractors

to set science-based targets as part of a new climate risk and resilience rule under consideration.⁴ The European Union’s Corporate Sustainability Reporting Directive, which comes into effect in 2023, also requires emissions disclosures aligned with the latest climate science.⁵

In addition, many Oshkosh customers have set GHG emissions reduction targets of their own, and we want to provide product solutions to help them meet their goals. Also, a growing number of investors are calling for the type of rigor in climate disclosure provided through science-based targets.

Over the next year, we will be exploring how we will meet the unique set of challenges and opportunities posed in setting science-based targets, including an evaluation of our Scope 3 emissions.⁶ We believe Oshkosh is well positioned to seize the opportunities that decarbonization presents and science-based targets are a natural next step in that journey.

4,632

Companies have publicly committed to taking science-based climate action through the Science-Based Targets Initiative

2,342

Companies have science-based targets⁷

2 A science-based target is a target for reducing GHG emissions that is in line with reductions that the latest climate science deems necessary to meet the goals of the Paris Agreement to limit global warming to well below 2° C above pre-industrial levels and pursue efforts to limit warming to 1.5° C. The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature.

3 <https://www.sec.gov/news/press-release/2022-46>.

4 <https://www.whitehouse.gov/briefing-room/statements-releases/2022/11/10/fact-sheet-biden-harris-administration-proposes-plan-to-protect-federal-supply-chain-from-climate-related-risks/>.

5 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52021PC0189>.

6 The establishment of SBTs requires a company to consider emissions generated directly by their operations (Scope 1 emissions), by the electricity used in their operations (Scope 2 emissions) and emissions from sources a company doesn’t own or control but are related to its operations, such as emissions from a company’s supply chain and in the use of their products (Scope 3 emissions).

7 Latest figures as provided by the Science-Based Targets initiative, March 6, 2023, <https://sciencebasedtargets.org/companies-taking-action#anchor-link-test>.



ABOUT OSHKOSH CORPORATION

Our Strategy

Our strategy directly reflects our core values to put people first, to do the right thing and to persevere because we are better together.

Well positioned for growth

We lean on our strengths as we position ourselves for sustainable growth. With its wide range of assets, the Oshkosh family of companies multiplies our impact and ability to share learnings, efficiencies and innovation—all to enable everyday heroes to do their jobs. Robust environmental, social and governance performance is among our strengths. Our product innovation is guided by sustainability, and we emphasize the most efficient operations with the least environmental impact, allowing us to build long-term success and fulfill our purpose of making a difference in people’s lives.

Innovate.

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

Safety and sustainability are central to our innovation. That includes electrifying vehicles, advancing autonomy and active safety for our customers and enhancing team members’ safety through digital manufacturing.

Serve.

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

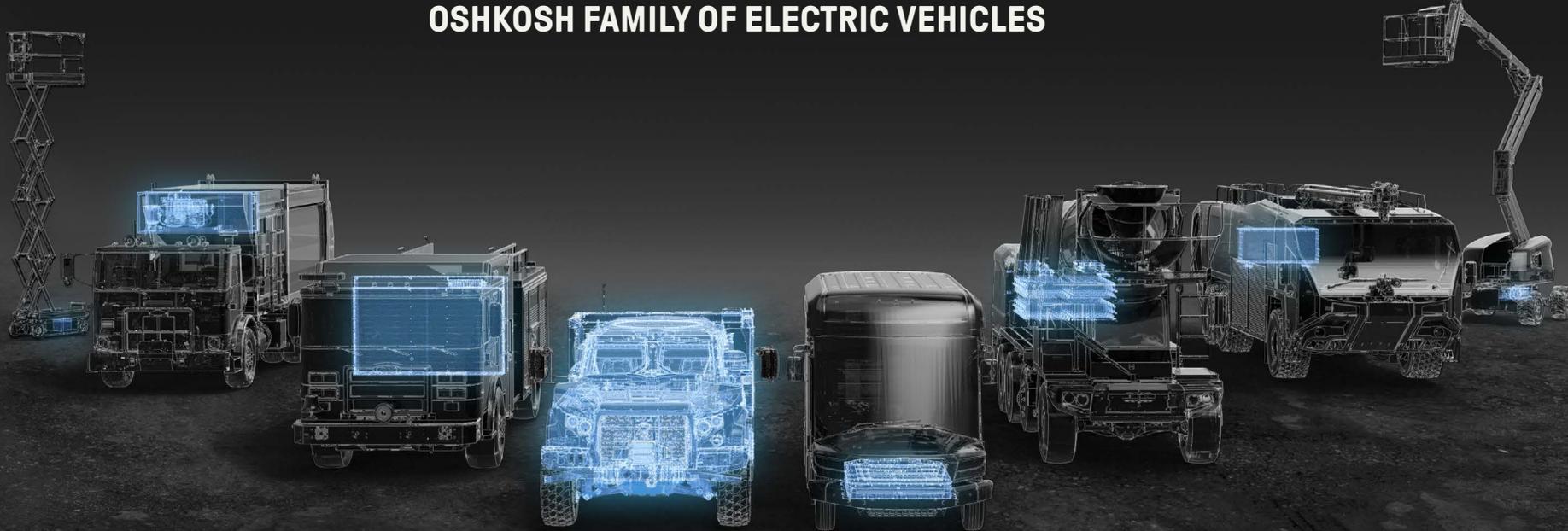
Sustainability is key in every product phase, from design to development to production and day-to-day customer use. We continue to take responsibility for the safe, efficient and sustainable use of our vehicles and equipment throughout the product lifecycle.

Advance.

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

We bring our commitment and approach to sustainability to our customers and global operations. As we expand into new markets, we aim to provide the most innovative and sustainable products in our industries. And everywhere we operate, our team members’ safety and wellbeing come first.

OSHKOSH FAMILY OF ELECTRIC VEHICLES



A portfolio of leading brands. One unified business.



Integrated communication & broadcast vehicles



Field service vehicles & truck-mounted cranes



Towing & recovery vehicles



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



Fire apparatus & utility vehicles



Refuse collection vehicles & concrete mixers



Aircraft rescue & firefighting vehicles



Purpose-built vehicles, technology solutions & mobility systems



Custom fire apparatus



Mobility systems, engineering & product development



By the numbers, 2022

~15,000

Team members

29

Manufacturing facilities globally

\$113.4M

Spent on R&D globally

\$3.1857B

Shareholder equity

\$8.3B

Net sales

\$372.3M

Operating income

Awards

12TH YEAR

- Military Friendly Employer by VIQORY

7TH YEAR

- Ethisphere's World's Most Ethical Companies

5TH YEAR

- Barron's Top 100 Most Sustainable Companies
- Fortune's World's Most Admired Companies

3RD YEAR

- Dow Jones Sustainability World Index (DJSI)
- America's Most Responsible Companies—Newsweek
- CIO 100

1ST YEAR

- Leading Disability Employer, National Organization on Disability
- Forbes' CIO Next list

OUR SUSTAINABILITY FOCUS AREAS

In support of UN Global Goals

Driving sustainable growth is about targeting our efforts in areas where we are best positioned to make a difference in people's lives and protect our planet. Sustainability is in our DNA and reflected in every part of our organization. We're also committed to contributing to the United Nations Sustainable Development Goals to promote global sustainable growth. All 193 UN Member States agreed on these 17 goals to end poverty, ensure prosperity and protect the planet by 2030. While every goal is important, Oshkosh is focusing on those goals where it can make the most meaningful contributions as part of its core business.



IT BEGINS WITH OUR PEOPLE

Our team members come first; supporting them personally and professionally is a top priority. This is how we strengthen our organization and live our core values every day.



SDG 3: Good health and wellbeing

The safety and health of our team members and the people that use our products are paramount. In addition to our deep commitment to workplace (page 21) and product safety (pages 26–27), several initiatives are aimed at enhancing our team members' physical, financial and emotional wellbeing (page 22).



SDG 5: Gender equality

Diversity, equity and inclusion are cornerstones of our business operations as part of our People First culture and The Oshkosh Way, our code of ethics and conduct. For more on how we support diversity, equity and inclusion, see pages 19–20.

DEVELOPING INNOVATIVE PRODUCTS

We build mission-critical vehicles and equipment that serve everyday heroes. That requires advanced technologies to ensure they can do their jobs safely and sustainably. An unwavering focus on innovation helps us deliver on our promise to reduce our environmental footprint while keeping those who use our products at the forefront.



SDG 9: Industry, innovation and infrastructure

We apply creativity and commitment to solving everyday challenges by crafting innovative solutions that support and protect our customers and end users (page 23). At the same time, we work to advance electrification and other strategies to reduce the environmental impact of our operations and products (pages 23, 32).

BUILDING COMMUNITIES

We see our purpose as making a positive difference in people's lives, including all the communities where we live and work. We do what we can to help communities thrive by removing challenges and opening doors to opportunity.



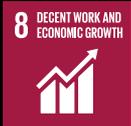
SDG 2: Zero hunger : Around the world, our philanthropic activities are focused on tackling some of the world's most intractable problems, such as hunger and lack of food security. We prioritize hunger and self-sufficiency, knowing that when these basic needs are met, people and livelihoods prosper (page 31).



SDG 4: Quality education: With quality education, every individual has an opportunity to be a fully contributing member of society and realize their full potential. We support education and workforce development in the communities where we operate (page 31), and we offer college scholarships for our team members' children (page 32).

OPERATING SUSTAINABLY

To operate sustainably is to strive to always do the right thing, commit to the highest ethical standards and do our part to protect the planet. Robust and transparent governance and environmental standards ensure accountability for our commitment.



SDG 8: Decent work and economic growth

The employment provided to approximately 15,000 team members bolsters economic and workforce development in our business communities (page 28). Ensuring human rights and decent working conditions is a basic tenet of our approach, wherever we operate, and we expect the same from our suppliers (page 43).



SDG 12: Responsible consumption and production

In a world of scarce resources and climate change, it's essential to ensure that we minimize energy use and reduce emissions in our operations and products, contributing where we can to a more circular economy (page 38).

MATERIALITY ASSESSMENT

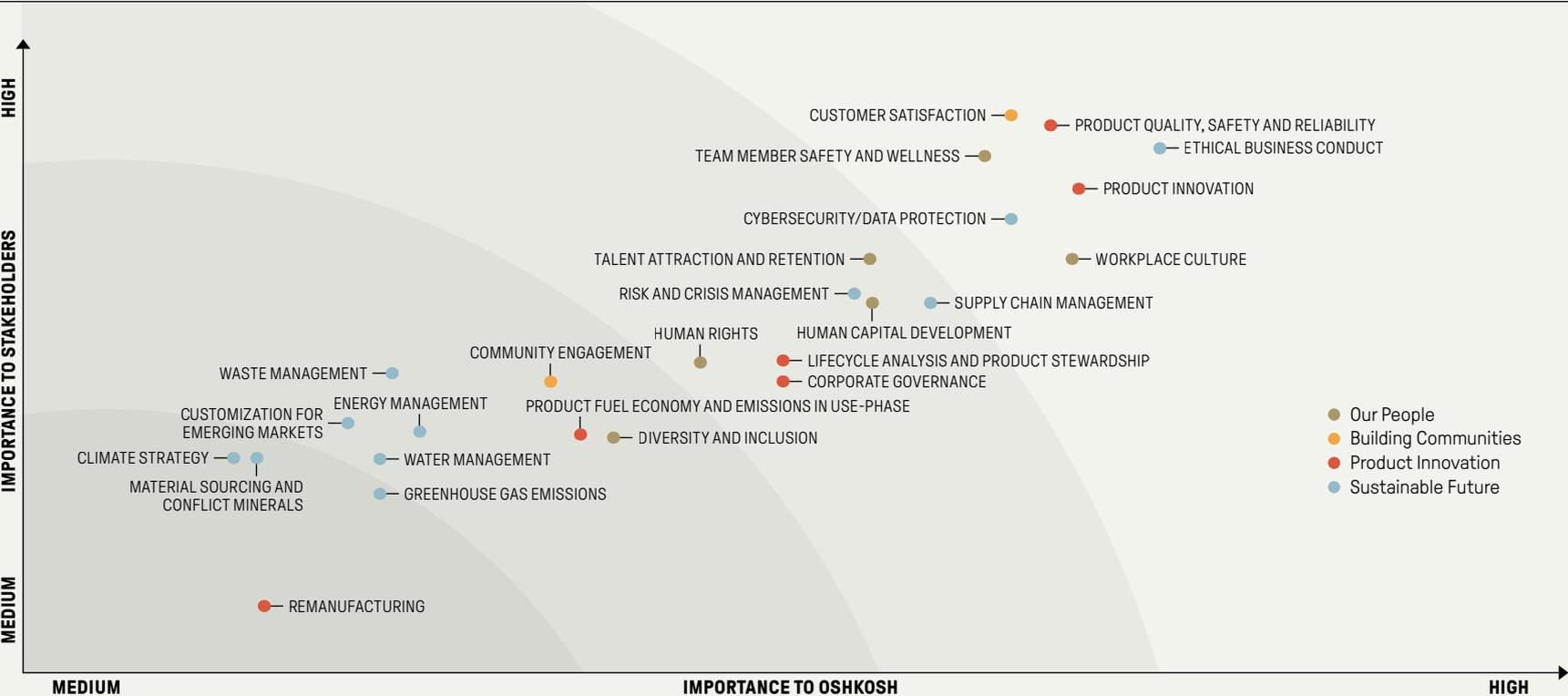
Mapping our most significant impacts for more informed decision-making

A central part of our sustainability strategy is understanding the issues that are most important to our stakeholders, Oshkosh and our success as a company: we define them as our most “material issues.” We regularly assess these issues, focusing our attention and resources where we can have the greatest potential impact on the environment, society and the economy.

We are guided in our materiality process by a number of sustainability frameworks and guidelines including

the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Disclosures (TCFD). We also look to the findings of the Dow Jones Sustainability Index (DJSI), which tracks the performance of companies that lead in sustainability. This process is further complemented by peer benchmarking and bringing in the views of key stakeholder groups. A number of internal and external stakeholders were also engaged in the process, including our internal leadership, investors, customers, prospective team members,

suppliers and community members. The results of this analysis are shown in the chart below, which has remained the same since 2021. Every issue in the matrix is important, but the issues in the upper right portion of the chart ranked as the most important to our stakeholders and company. We use the materiality assessment to guide our decision-making, inform our annual sustainability reporting and shape programs and initiatives that reflect both the risks and opportunities these issues represent.



IT BEGINS WITH OUR PEOPLE

Bringing passion to the everyday

Our purpose of making a difference in people’s lives guides us. Our People First culture is ingrained in our team members’ interactions with one another and inspires the passion they bring to work each day. In 2022, our team worked tirelessly to ensure we could deliver on our mission for the people we serve: our customers and the communities in which they work.

74,000+

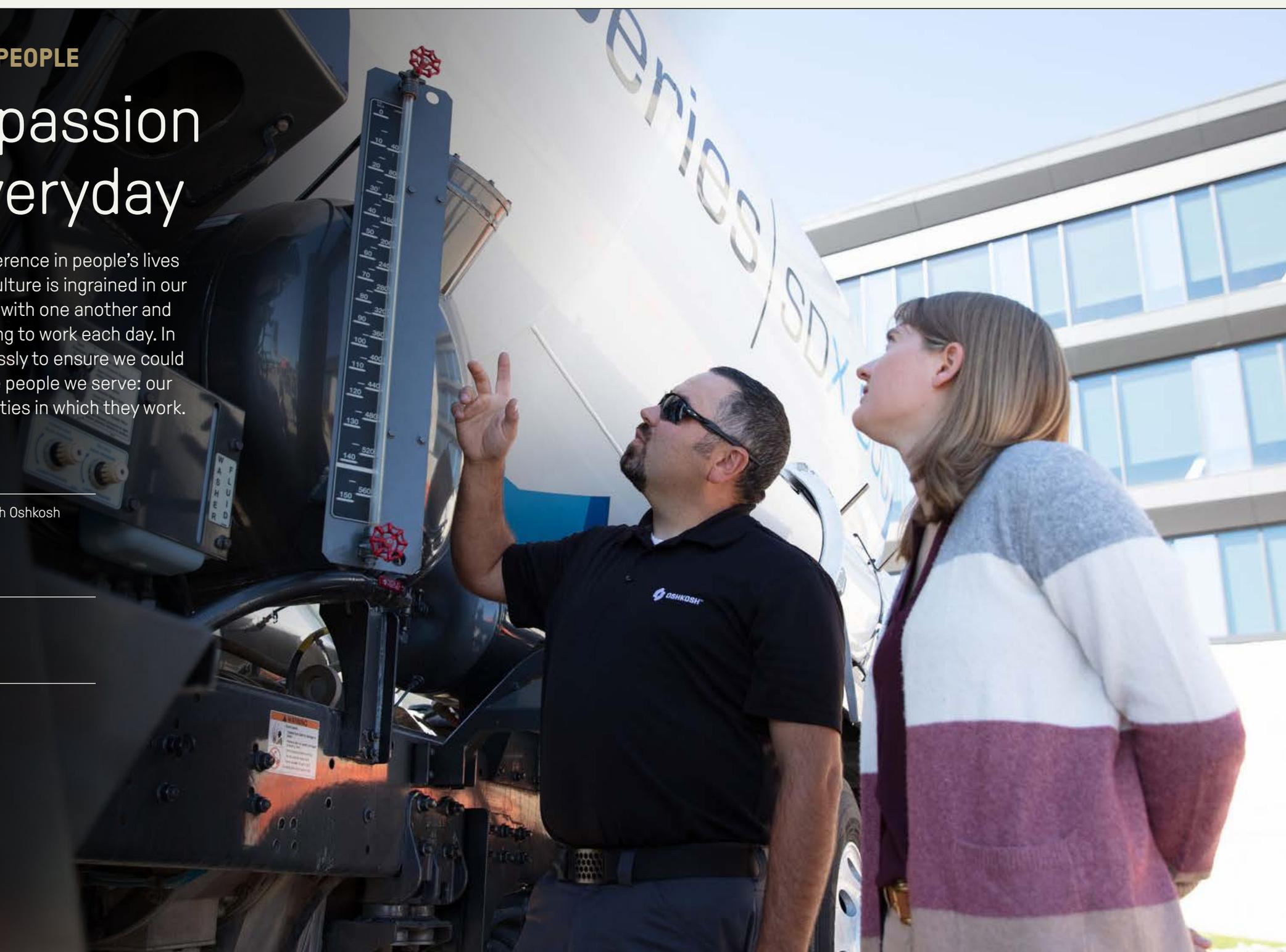
Hours of team member training through Oshkosh

50%

Of external hires were diverse in 2022

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TEAM MEMBER ENGAGEMENT

Staying connected and united as a team

We work as a team across the company, throughout our family of brands and around the world. Global town halls support communication and teamwork across the company, and team member stories are also featured across our social media channels.

A rich opportunity for engagement is our conversation-based performance review model. It focuses on regular check-ins between leaders and team members. Regular, meaningful conversations between leaders and team members lead to better results and higher engagement. Additionally, our dynamic pulse survey tool has enabled team members to offer real-time feedback to their leaders. Leaders have the ability to respond quickly to the team's feedback to improve the team members' experience and engagement.

86,000

Comments from team members in response to monthly pulse surveys through a continuous listening platform, Peakon, since its launch in August 2022. Team members voice views on workload, autonomy, stress, compensation, manager support and other key drivers of engagement. Management support, autonomy/flexibility and equality consistently receive the highest scores.

Oshkosh Excellence Awards

The Oshkosh Excellence Awards (OEAs) is an annual competition for all Oshkosh team members, created to recognize, reward and celebrate excellence across the company while giving back to the communities where we live and work.

THREE CATEGORIES FOR OSHKOSH EXCELLENCE AWARDS

Project: a team of cross-functional people working together to solve a significant problem.

Quick win: a "just do it" improvement completed by an individual or small group in a short amount of time.

Cheers to Peers: recognition of team members who have demonstrated our core values by going above and beyond to help their fellow team members, our business, or our communities.



▲ Among the global project winners was the McNeilus® Refuse Rear End Loader High Flow Line for designing a new manufacturing process that maximizes efficiency, improves quality and reduces lead time.

\$146,000

Donated by OEA recipients to 37 nonprofits, addressing homelessness, domestic abuse, children's rights, wounded veterans and other areas of need

544

Submissions in 2022 OEA awards

4

Global winners

7

Winners from each business unit





TEAM MEMBER DEVELOPMENT PROGRAMS

We give our team members the opportunity to grow

We give our team members a wide range of opportunities to realize their full potential as part of our purpose to make a difference in people’s lives. Team members engage in different kinds of training and development and serve their local communities through volunteering. Our goal is to help our team members become the best versions of themselves.

Training and development

Multiple growth and development opportunities are available for team members at every level of the organization. In 2022, we hosted a series of executive leadership development events where topics ranged from Diversity, Equity and Inclusion (DEI), sustainability and megatrends to data analytics and innovation.

Our enterprise Learning Management System (LMS) was expanded in 2022 to provide all global team members with access to learning content with improved user experience. Career development is enhanced with tailor-made skill development and access to 20,000 different on-demand learnings as part of our overall Your Oshkosh University course offerings.

YOUR OSHKOSH UNIVERSITY

Team members have access to over 750 internally created courses through our online training platform, Your Oshkosh University (YOU), as well as more than 37,000 externally created courses from new third-party provider partnerships established in 2022. In 2022, team members spent more than 74,000 hours on YOU training. Each team member participated in an average of about 5 hours of formal training, compared to 6.7 hours in 2021, representing a reduction in YOU learning hours from 2021 (98,000). This is due to bringing online the new LMS (see above), Workday Learn, that required a two-and-a-half-month blackout while the changes were underway.



TUITION REIMBURSEMENT PROGRAM

Our tuition reimbursement program provides financial assistance to degree-seeking team members who embark on a course of study relevant to their current position. The program was enhanced in 2022 with the inclusion of associates degrees. This provides more educational opportunities for team members seeking a technical education in the form of financial assistance for completing courses toward a GED high school equivalent and trade/apprentice accreditation or degree. The program already supports team members’ pursuit of Associate, Bachelor or Master’s degrees as long as the course is relevant to a team member’s present job or will enhance the team member’s potential for advancement at Oshkosh.

COMMUNITY SERVICE

The spirit of Oshkosh culture and our team members come across in our passion for volunteering. In all the communities where we live and work, our team members have the full support of Oshkosh Corporation to devote time and talent to community service projects. See pages 28–32 for examples of how our team members are giving back to their communities.

Talent acquisition

Attracting and retaining diverse, world-class talent is at the heart of our business strategy. An inclusive team is also critical to attracting the next generation of talent. We focus on developing a talent pipeline, which benefits local economic development while contributing to our human capital strategy. In 2022, we launched a dynamic talent acquisition model for an improved candidate experience with an emphasis on hiring diverse talent.

Team member turnover in 2022 was 27.8%, up from 23.2% in 2021. Team member turnover figures include production and salaried workers as well as voluntary and involuntary separations. We believe the increase in 2022 is a reflection of macroeconomic and societal trends, as people reassess their careers.

INTERNSHIP PROGRAM

Our internship program provides college students with real-world work experience. Interns have hands-on roles across different job functions. In support of their formal education, interns work with leaders, mentors and team members while exploring career opportunities. The Oshkosh Student Network was formed in 2022 as an internal resource for professional development, social engagement and volunteer opportunities.

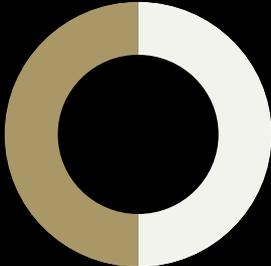


► These toys, powered by water and hydraulics, are not just for play, as our interns discovered.

HIRING DIVERSE TALENT

50%

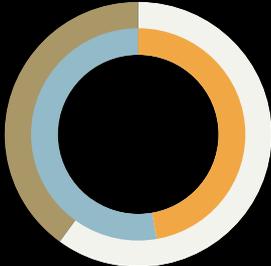
Of 3,489 external hires were diverse in 2022 (U.S. operations)



2022 INTERNSHIPS

40%

Of 296 total interns considered diverse by gender, race/ethnicity, veteran or disability status



156

Summer

140

Year-round/co-op

RIPPLEMATCH OPENS THE DOOR TO A LARGER, MORE DIVERSE CANDIDATE POOL

Our strategy is to increase intern diversity, retain more interns for full-time employment and attract those with skills in emerging technologies. In 2022, we invested in RippleMatch, a career-matching platform that connects students with internships or full-time opportunities, to move us toward those goals.

YOUTH APPRENTICE PROGRAMS

We offer apprenticeship programs for high school seniors interested in science, technology, engineering or mathematics (STEM) careers. Oshkosh apprentices are exposed to a variety of disciplines and guided through core technical engineering skills by a renowned team of engineering professionals to help prepare them for college and an engineering career. Upon completing 450 hours of paid project work, students earn high school and in-state college credit and receive a Youth Apprenticeship Certificate from the State of Wisconsin.

SCHOOL TO WORK

Our School to Work (S2W) program offers a paid, two-year experience for incoming high school juniors interested in developing technical and employable skills. Students can jumpstart their careers in manufacturing while earning a high school degree. They start with an entry-level position suited to their interest and skill set, then explore other interests and develop new skills by working in various roles across our manufacturing facilities. Oshkosh develops a pipeline of future team members, and local youth gain meaningful work experience and career development.



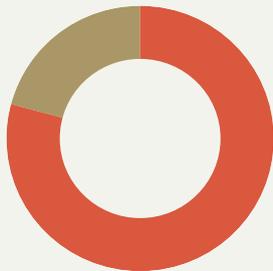
29 YOUTH APPRENTICESHIPS IN 2022

6

Corporate

23

Pierce business
(18 in production,
5 in engineering)



13

Students in Oshkosh Defense S2W

12

School partners in JLG, Jerr-Dan S2W

71

Students in JLG, Jerr-Dan S2W

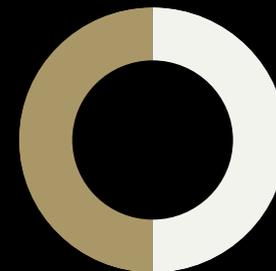
HIRING HEROES

In addition to developing products that protect and support our nation's military men and women, we aid their return to civilian life through targeted hiring and mentoring programs. We recognize that military veterans have invaluable transferable skills that help make our teams successful. In partnership with the U.S. Chamber of Commerce Foundation, we are part of the Hiring Our Heroes program that matches transitioning service members with civilian opportunities. We are working to reach a broader veteran community with Mission Wisconsin, a network dedicated to connecting employers to transitioning service members, spouses and veterans. That hard work means we have exceeded the national Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA) average of 5.7% veteran population, with a 2022 Oshkosh average of 9.6% veteran population.

6 FELLOWS HOSTED IN 12-WEEK FELLOWSHIP, HIRING OUR HEROES

50%

Accepted a full-time opportunity with Oshkosh



MILITARY FRIENDLY EMPLOYER SINCE 2011

166

Former military members hired in 2022

IN 2022, OSHKOSH RECOGNITION

- Military Friendly Supplier Diversity Program
- Military Friendly Brand
- Wisconsin Veteran Ready Employer

"I FEEL REALLY LUCKY THAT OSHKOSH PICKED ME TO BE A PART OF THIS FELLOWSHIP."

There are so many different avenues I can go within the company, and they allow you to figure out what you want to do. You get to interview all these different people and managers, find out what they do, and see if that is something you would like to go into as a career. Oshkosh has made this transition from the military very easy for me and I have enjoyed my time here."



Karen Wagner
HR Services Specialist
Oshkosh Corporation

DIVERSITY, EQUITY AND INCLUSION

Diversity, equity and inclusion make us stronger

95/100

Score achieved in 2022 on the Human Rights Campaign's Corporate Equality Index

We believe in the power of a People First culture—a culture where every team member feels valued and empowered to be their full self. That starts with creating an environment that's diverse, equitable and inclusive. By embracing the power of individuality and unique perspectives, we are building a more connected culture where our team members and innovation thrive.

Oshkosh Corporation believes everyone should be respected. We do not tolerate racism or discrimination in any form, a commitment underpinned by our core value of doing the right thing. It's also an important way we demonstrate another core value that we are better together.

As a global Fortune 500 company, we know we need to take bigger, bolder steps so that our workforce will better reflect the ever-increasing diversity of the global world around us. Our DEI strategy and roadmap are co-created by our enterprise DEI Council, Business Unit DEI councils and employee business resource groups (EBRGs) to bring together efforts across our entire company.

As we build on our momentum and stronger expectations for transparency, we set new leadership representation goals for females and Black, Indigenous, people of color (BIPOC) leaders, publishing our Equal Employment Opportunity Commission (EEOC) reporting and enhancing human capital data reporting across many aspects. Additionally, to align accountability, we include the achievement of improving leadership diversity representation within our officer long-term

incentives. While we have made progress, we know there is more to do. All these efforts are aligned to broaden awareness and accountability.

EBRGs

We all bring unique backgrounds, skills, experiences and knowledge to the workplace, and we want all team members to be their unique selves at Oshkosh. Our differences are worth celebrating and make us stronger. Creating a diverse, equitable and inclusive culture is not only the right thing to do, but it also accelerates innovation and ensures we can continue to better serve the everyday heroes that rely on our products to do their difficult, often dangerous, work. Our EBRGs are central to supporting our efforts and play an important role in our DEI efforts.

OUR EBRGs

- Oshkosh Women's Network
- Young Professionals Network
- Oshkosh Corporation Military Network
- Oshkosh Corporation Abilities Network
- Culture Connect 360
- Oshkosh Pride and Equality Network
- Oshkosh Intergenerational Network
- Oshkosh Student Network

Our EBRGs contribute to team member engagement and diversity in many ways. They foster connections, provide education and participate in recruiting activities. Additionally, they support advancement through mentoring and development opportunities, drive social impact through community volunteerism and provide input to business priorities.

"I AM GRATEFUL FOR THE OPPORTUNITIES

to not only build breadth and depth in my career but also make a difference to the world we live in."



Mai Krenzke

Co-chair for Culture Connect 360, an EBRG passionate about cultivating a culture where team members from all cultures connect, belong and thrive.

A DIVERSE CAREER AND A CHANCE TO GIVE BACK

As a first-generation American, Mai Krenzke came to the U.S. at age six with her family as refugee immigrants who survived The Secret War in Laos. Her family settled in Oshkosh, Wisconsin, where they grew their roots in striving to live the American dream. Mai has had a progressive career at Oshkosh Corporation where she developed a diverse professional background. Thanks to her own drive as well as mentors who harnessed her potential and gave her opportunities to grow (such as being part of the leadership program Forward 48), her career has spanned multiple roles in different units of the company over the past 17 years, leading to her current role as Manager, Global Ethics & Compliance.

▼ Members of the EBRG Culture Connect 360 come together to promote connection and belonging across cultures at Oshkosh.



DE&I benchmarks and progress

Oshkosh believes in treating everyone equally. We have set targets to expand the diversity of our workforce: by 2026, we are working to achieve 30% women globally and 15% BIPOC (Black, Indigenous and People of Color) in the U.S. in leadership positions and 50% diverse hires, annually.

In 2022, we made progress towards these goals, including:

- Increasing female leadership at the director level and above to 19.6%.
- Increasing veteran representation at the director level or above by 50%.
- Maintaining a four-fold increase of people with disabilities at the director level or above, at 8%.

This signals that we are on the right track, but there is more work to be done before our workforce better represents the world around us.



▶ Jay Iyengar, executive vice president and chief technology and strategic sourcing officer at Oshkosh, spoke at the Oshkosh International Women's Day Event 2022.

In the "We Belong" social media series, Oshkosh team members share their appreciation of diversity, equity, inclusion and belonging. The series showcases various ways team members feel supported at Oshkosh. Here are just a few of the team members who share their experiences:

"JLG HAS ALWAYS BEEN A PEOPLE FIRST ORGANIZATION."

The starting of the Oshkosh Pride and Equality Network really meant a lot to me. We now have a group that I can participate in. With the Oshkosh Pride and Equality Network, I feel I can really be myself at work."



Andrew Meyers
Senior Manager, Finance, Global Procurement Supply Chain

"IT DOESN'T MATTER WHAT YOU LOOK LIKE OR WHERE YOU COME FROM."

You can bring your whole self to work every day."



Neelima Madhavarapu
Senior Director of Supply Chain

"THE CULTURE AT OSHKOSH IS THAT THEY EMBRACE EVERYBODY."

It doesn't matter what the disability is or what the challenge is. If you come to work ready to work, we're ready to embrace you."

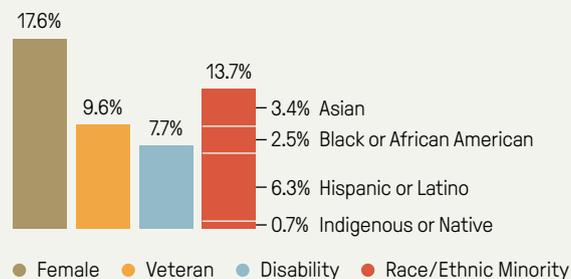


Tom Jefferson
Senior Manager, Digital Technology, U.S. Navy Veteran

Lost hearing during his service, uses a bone-anchored hearing aid.

Diversity

ALL TEAM MEMBERS



MANAGEMENT, U.S. ONLY

Asian	3.28%
Black or African American	0.62%
Hispanic or Latino	1.68%
White	92.29%
Indigenous or Native	0.27%

LEADERSHIP DIVERSITY BY LEVEL

	Executives	Sr VP & VP	Sr Dir & Dir	Sr Mgr & Mgr
TOTAL	14	95	379	641
Male	85.71%	83.16%	83.90%	77.69%
Female	14.29%	16.84%	16.10%	22.31%
Minority	21.43%	6.32%	7.12%	5.30%
Veteran	7.14%	9.47%	13.72%	12.01%
Disability	0.00%	5.26%	7.39%	8.27%



WORKPLACE SAFETY

We are passionate about safety in the workplace

FOCUS ON EDUCATION AND TRAINING

We put intense focus on our goal of zero incidents of on-the-job injuries, consistently working to improve safety performance in the workplace. We have a proactive approach to safety as part of our global Safety Management System (SMS). This includes team member engagement in safety programs, continuing safety education for managers, supervisors and lead personnel as well as regular risk assessments for high-hazard positions and activities.

A SHARED RESPONSIBILITY

Reducing risk in the workplace is a team effort for both manufacturing and non-manufacturing environments, such as service centers and offices. In addition to following our global SMS, each facility implements its own specific health and safety initiatives to address localized hazards and the needs of its team members. Each facility also maintains a site-specific emergency response plan. Team members have the opportunity

at monthly town hall meetings to be informed about different safety topics.

To help facilities reduce risk, the Oshkosh Corporation safety team is invited to conduct site-specific audits to ensure alignment with the SMS. Though SMS audits are traditionally conducted in manufacturing environments, continuous improvement efforts have expanded the scope to non-manufacturing sites in 2022. As a result, 17 locations completed SMS audits, either internally or with assistance from the corporate safety team; 14 of these were manufacturing sites, two were service centers and one was an office location.

Our contract team members are afforded the same protections and have the same requirements for safety as team members. Approved contractors must receive a safety certification and training. In addition, they are audited on an ongoing basis. Contractor safety incidents are included in the safety metrics reported below.

The pandemic underscored the importance of being a flexible employer and made our workforce even more resilient. Our continued focus on health and safety is the best way to prepare for future challenges.

RECOGNITION FOR OUR ONGOING COMMITMENT

Internal safety audits enable us to reduce hazards, increase employee engagement and lower incident rates year over year. Our SMS includes in-depth external review and certification through the U.S. Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP) in the U.S., or ISO 45001 outside the U.S. A total of 12 of our facilities have attained one of these certifications. These are major accomplishments that require a strong safety commitment and focus from all levels of the organization

2022 SAFETY STANDOUTS

OSHA STAR STATUS

The highest OSHA VPP certification, was awarded to our facility in Garner, Iowa (IMT).

ISO 45001 CERTIFICATION

Attained by our facility in Tonneins, France (JLG)

0

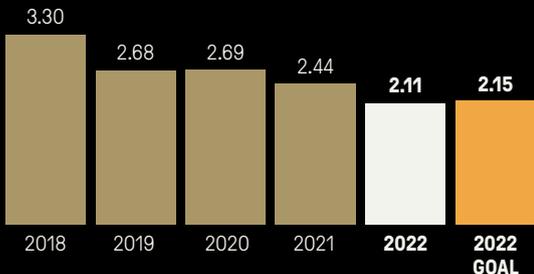
Team member or contractor fatalities in 2022

Safety incident and lost-time data

Per 200,000 hours worked

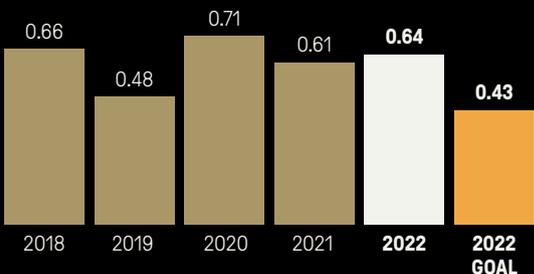
RECORDABLE INCIDENT RATE (RIR)^{1,2,3,4}

Industry benchmark 4.53



LOST TIME INCIDENT RATE (LTIR)^{1,2,3,4}

Industry benchmark 1.8



OUR SAFETY PERFORMANCE

13.5%

Year-over-year RIR reduction

1 This graph or table includes data that has been externally verified. See page 48 for assurance statement.
 2 Numbers include both team members and contract employees.
 3 Injury rates noted here are slightly different from Oshkosh 10-K filed February 21, 2023, due to reclassification of injuries after filing date.
 4 Refer to Oshkosh Health and Safety Data Management Policy for the basis of reporting safety data. Available at: <https://www.oshkoshcorp.com/story/ethics>

HEALTH AND WELLBEING

Caring for our team members' health and wellbeing is important to us

Our approach to team member health and wellbeing embraces the entire individual, spanning physical, emotional and financial wellbeing. We offer a number of different programs to help team members be their healthiest, with the goal that they leave work every day better than they arrived.

Physical health programs

Our competitive and progressive suite of benefits is designed to boost team members' quality of life with all the resources and support they need to own and improve their health and wellbeing. That includes traditional insurance benefits as well as opportunities to focus on healthy behaviors and preventive care, including wellbeing assessments, mindfulness practices, tobacco cessation coaching, annual preventive wellness exams with physicians, fitness challenges, flu shots, weight management programs and financial health education. These benefits are available to both full and part-time team members, year-round interns, co-op students and their spouses or domestic partners. We're committed

to supporting team members and their families, including working parents. As a new benefit, eligible team members will receive paid parental leave for birth or adoption in 2023.

Mental health resources

Mental health issues and related medical claims are on the rise. We know that emotional wellbeing improves overall health and work performance, and we continue to look for new and innovative ways to offer mental health support.

MENTAL HEALTH SERVICES OFFERED TO TEAM MEMBERS

- SupportLinc, a free, confidential service that provides 24/7 access to licensed clinicians
- Talkspace, a network of over 5,000 licensed therapists
- Substance Abuse Hotline, access to recovery guidance and resources
- Sanvello, a digital care offering for handling stress and depression



MENTAL HEALTH FIRST AID

Mental Health First Aid, a new course launched in 2022, teaches team members how to identify, understand and respond to signs of mental illnesses and substance use disorders. With training, they gain the skills to reach out and provide initial assistance and support to others in need of help. People often retreat rather than use available mental health resources because of the stigma sometimes associated with asking for help. Trained team members can offer peer support and guide team members to available resources. The program is being piloted with a small number of team members who will be certified as instructors.

Additional health programs

ACCELERATE

Accelerate is a health engagement portal that encourages participation in all dimensions of wellbeing through activities like fitness device connection, wellbeing education and challenges with a rewards structure to incentivize engagement. More than 3,500 participants used the Accelerate engagement tool in 2022.

VIRTA TYPE 2 DIABETES TREATMENT

Virta, the first and only medical treatment clinically proven to reverse Type 2 diabetes, is offered as a free benefit for team members and their families. Virta's philosophy is to use food as medicine. Its virtual clinic offers a doctor-led care team, a personal health coach and diabetes testing supplies.

2ND.MD

2nd.MD is a virtual expert medical consultation and navigation service that helps team members connect with board-certified, elite specialists about diagnosis or treatment plans at no cost. 2nd.MD consultations are available for thousands of conditions, including musculoskeletal, chronic pain, cancer, heart disease and stroke, digestive disorders, genetic conditions, women's health and more.



INNOVATIVE PRODUCTS

Putting everyday heroes in the driver's seat

The purpose-built vehicles we produce are essential to help everyday heroes do their jobs to the best of their ability. That's why we drive our product development in the direction of safer, more resilient, durable, sustainable and smarter products. We are continually investing in ways to improve our products in a way that is good for people and the planet.

100%

Of our product lines offer or are developing alternative powertrains, including fully electric, hybrid and compressed natural gas solutions that significantly reduce their carbon footprint

39,308

Electric, emissions-free or hybrid units sold in 2022
Revenue: \$646,111,147

MORE IN THIS SECTION

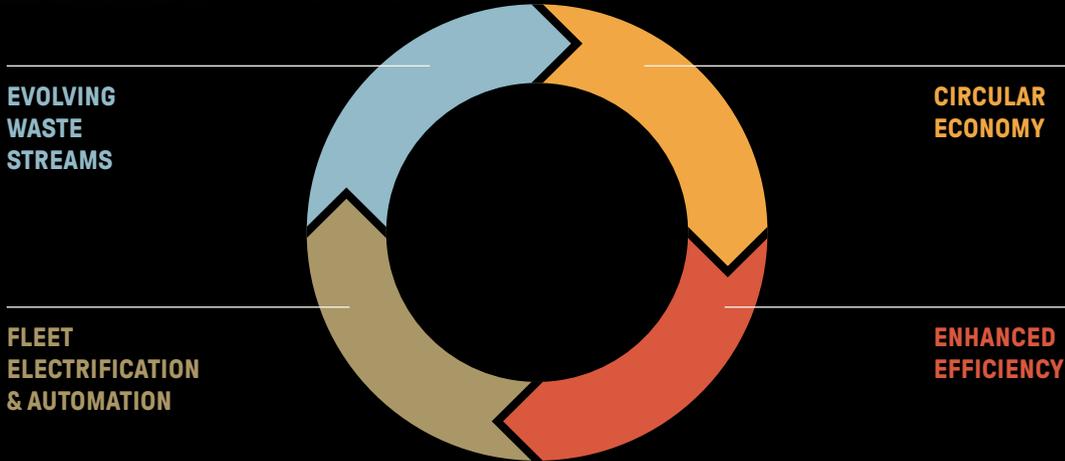
- 24 Sustainable products
- 26 Safety, quality and reliability





Safety and sustainability innovation

Customer focus on environmental stewardship and sustainable practices



SUSTAINABLE PRODUCTS

Charging future growth through sustainable products

Innovation and sustainability go hand in hand in the development and performance of our products because that is how we will meet the growth demands of today and the future, for those who depend on our vehicles to do their essential jobs. Today each of our business units has electrification options, and along with reducing vehicle weight and boosting fuel efficiency, that's how we will continue to steer product development in the direction of sustainability. We also work to reduce the "use phase" of emissions of our products as pivotal to addressing climate change.

LEADING THE WAY IN FOSSIL-FREE STEEL

Oshkosh and steelmaker SSAB announced in 2022 that we will be the first in the U.S. to use fossil-free steel in commercial vehicles. The first use of the fossil-free steel will be to prototype advanced, environmentally sustainable McNeilus refuse collection vehicles.

R&D FOR PRODUCT INNOVATION

We are committed to innovation, disruptive technologies and recruiting top talent with key university partnerships that focus on university ecosystems. Oshkosh has partnered with Michigan Tech, UW Madison, UW Platteville, Auburn University, and most recently MIT and Carnegie Mellon. The partnerships leverage collaboration, customer alignment, recruiting diversity and brand awareness. Our collaboration with these ecosystems is also aimed at improving our technology stack by establishing early-stage research.

Reducing vehicle weight

Reducing the weight of our vehicles is an important aspect of reducing the overall quantity of materials we use and improving fuel efficiency. Reduction of vehicle weight and consideration of lightweight materials are design criteria built into the product planning and development process across our operations. For example, the new Oshkosh S-Series™ 2.0 front discharge mixer, depending on the configuration of the mixer, is between 1,349 to 2,805 pounds lighter, equating to 4% to 7.5% in overall gross vehicle weight reduction.

Electrification

At Oshkosh, our strategy for more sustainable products is built on nearly three decades of experience in electrification. Our growing portfolio of purpose-built electric vehicles is helping customers lower their environmental footprint while maintaining high standards for safety and functionality. That includes the U.S. Postal Service Next Generation Delivery Vehicles (NGDVs), electric refuse collection vehicles, the DaVinci all-electric scissor lift, the eJLTV (Joint Light Tactical Vehicle) and our Striker Volterra electric fire trucks.

Reducing emissions is a primary driver of electrification technologies. Customers can also benefit from the lower total cost of ownership and improved vehicle performance. For example, the first-of-its-kind integrated electric refuse collection vehicle delivers additional benefits in its driver-centric design, active safety and connectivity.

Electrification

FIRST-OF-ITS-KIND ELECTRIC REFUSE COLLECTION VEHICLE

Oshkosh has developed North America’s first purpose-built, fully integrated, zero-emission electric refuse collection vehicle (eRCV).

The design of this eRCV emphasizes several elements that benefit users and the environment:

- Active safety features like forward collision warning and active braking.
- Connectivity that provides real-time driver monitoring.
- Fully integrated systems and design provide improved driver performance, direct vision capabilities and simplified maintenance.
- Smart battery management system that enables full route operation on a single charge.

The first orders were announced in 2023 with field testing through year-end. Customer deliveries will begin in early 2024. These products are expected to fill a growing need in the environmental services industry for electric truck fleets.

Manufacturing of this eRCV will leverage several facilities, including a new, state-of-the-art Oshkosh plant in Murfreesboro, Tennessee, and our recently

upgraded Dodge Center, Minnesota, factory (see page 34). With over 50 patented performance technologies, these eRCVs will bring advanced safety and productivity features to the everyday heroes who use them and environmental benefits to communities around the world.

DAVINCI ALL-ELECTRIC SCISSOR LIFT

JLG® DaVinci®, the world’s first all-electric scissor lift provides a number of benefits including:

- Zero emissions.
- 70% less power consumption.
- More uptime and productivity.
- Wireless diagnostics to provide real-time assessments of equipment performance.
- Lower maintenance costs.

In 2022, the product earned several national and international awards and recognition for its innovation, including being named Product of the Year by EC&M magazine as well as Electric Machinery of the Year from the Construction Machinery ME Awards.

NEXT GENERATION DELIVERY VEHICLE

In 2022, Oshkosh received the initial order for 50,000 Next Generation Delivery Vehicles (NGDVs). We are helping the United States Postal Service (USPS) replace its fleet of delivery trucks with sleek, new zero-emission battery electric vehicles (BEVs) and fuel-efficient, low-emission internal combustion engine (ICE) vehicles. In addition to more fuel-efficient powertrains, the vehicles also offer enhanced ergonomics and safety for postal delivery personnel. Production of the NGDVs is expected to begin in 2023.

165,000

Next Generation Delivery Vehicles to be provided by Oshkosh to the U.S. Postal Service over the next decade

NEW HYBRID ELECTRIC JLTV

Oshkosh Defense prototyped the first-ever silent-drive hybrid-electric Joint Light Tactical Vehicle (eJLTV), demonstrating an affordable path to electrification without compromising performance or protection.

PIERCE VOLTERRA ELECTRIC FIRE TRUCK

The Pierce® Volterra electric fire truck is the first of its kind in North America. It has been in front line operations for over 20 months in Madison, Wisconsin. The lithium-ion battery allows for full-shift capacity. It saves over 1,500 gallons of fuel, corresponding to 30,000 pounds of CO₂ reduction per month. Along with reduced noise and elimination of firehouse exhaust fumes, it offers an environmentally conscious way for America’s first responders to do their jobs. In 2022, the Volterra zero-emissions pumper won the annual “Coolest Thing Made in Wisconsin” competition showcasing innovative products. It was also recognized by *Popular Science* as a 2022 “Best of What’s New Award” winner in the category of Emergency Services and Defense.



ELECTRIC REFUSE COLLECTION VEHICLE



ALL-ELECTRIC SCISSOR LIFT



NEXT GENERATION DELIVERY VEHICLE



HYBRID ELECTRIC JLTV



ELECTRIC FIRE TRUCK

PRODUCT SAFETY, QUALITY AND RELIABILITY

Growing sustainably requires an unwavering emphasis on product safety, quality and reliability

The people in mission-critical jobs who use our products need them to be durable, dependable and safe. An unrelenting focus on product safety, quality and reliability is part of the Oshkosh commitment to our customers and to the environment. When machines and vehicles are built to last, they need to be replaced less often and fewer resources are required to manufacture new equipment. That’s a win for people and the planet.

Using digital advances to improve quality management

Our quality management process operates across the business and is aligned with ISO 9001 quality certification. There are dedicated product safety and reliability professionals in each business unit. Our Enterprise Quality Management System standardizes practices across the entire organization. The focus is on repeatable and shared processes that contribute to high-quality, durable and safe products.

At the heart of that approach is simplification. To improve strategic results, we analyze data to gain insights and focus our initiatives. Armed with this information, we standardize, simplify and improve processes in enterprise-wide systems.

Technology advances such as digital execution systems, smart systems and augmented reality enhance our quality management. Vision AI systems enable real-time operational efficiencies, predictive analytics and machine learning to drive continuous improvement and quality.

We also audit our suppliers for ISO 9001 certification.

OSHKOSH CORPORATION QUALITY POLICY

Our global quality policy outlines the core elements of our approach:

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

User health and safety

In the design of our products, their safe use by our customers is top of mind. This consideration spans the product lifecycle: from the earliest design stages through production and ongoing use of our purpose-built vehicles and equipment. An advanced product quality planning process addresses potential safety risks during product development. A product safety compliance plan covers every product development stage from concept, design, prototype, pilot and production. Our senior director of product safety and reliability oversees our product safety function.

PRODUCT SAFETY IS A CROSS-FUNCTIONAL PRIORITY

We are bringing forward new innovations for product safety, including integrated systems that actively protect users. Autonomous capabilities simultaneously boost safety and efficiency, alerting vehicle users to danger. Sensor-enabled warnings and vehicle-to-vehicle alerts also help keep operators safe.

Featured products

NEXT GENERATION DELIVERY VEHICLE

Heightened safety is central to our Next Generation Delivery Vehicles for the U.S. Postal Service. Automatic forward and rearward emergency brake activation, forward collision warning and blind spot warning deliver active safety. Sensors enable a backup camera and 360-degree visibility. Front and rear bumper sensors enhance visibility. Every feature is designed to protect postal workers and those in their surroundings.



JLG SKYSENSE

The JLG SkySense® Level II Enhanced Detection System for select booms and scissors is an optional feature designed with strategically-placed object/structure detection sensors. These sensors provide operators of Mobile Elevated Work Platforms (MEWPs) greater awareness of their immediate surroundings during operations. While the machine is in use, sensors establish warning zones and stop distances.



EXPEDIENT LEADER FOLLOWER

The Expedient Leader Follower (ExLF) vehicle for the Department of Defense utilizes scalable, autonomous technology to enhance safety. The design includes optionally manned modes that enhance driver warning and assistance through robotics technology. It also has the added benefit of reducing soldier fatigue.



After-purchase quality and performance

Long after our products leave the factory, we remain committed to providing product lifecycle support. We offer extensive training, performance diagnostics and in-field product maintenance, repairs and upgrades to retain optimal performance. We also provide after-the-sale product training, onsite visits and customer safety meetings.

Product safety results are overseen by product safety leads in each business unit. These individuals

interact with the corrective action review boards of our customers and oversee the field experience of our products. We investigate all reported incidents and empower our dealers and customers to drive continuous improvement by providing technical information and targeted safety campaigns. We also monitor warranty performance. To understand how our customers are experiencing our products, we engage customers in post-sale surveys, interviews and focus groups.

USING TECHNOLOGY TO SOLVE REAL-WORLD PROBLEMS

On-board diagnostics technologies monitor vehicle health and performance through real-time data. Oshkosh offers augmented and virtual reality internal training systems to help customers use this data to quickly respond to the real-world problems of managing their fleets across multiple job sites.



BUILDING COMMUNITIES

Giving back to make a difference

For our team members, making a difference in people’s lives extends to the community. Whether it’s supporting a global cause or volunteering in the communities where we live and work, our team members generously give their time and talent. Through these efforts, we support local jobs and economic development and make strategic investments in the growth of communities, which benefits all of us.

~\$2.5M

Contributed to local community causes

18,208

Hours volunteered by our team members

540+

Student scholarships have been awarded to Oshkosh team members’ children since the scholarship program began in 2005. Currently there are 120 team members’ children in the program.

MORE IN THIS SECTION

- 29 Our approach
- 31 Giving and volunteering

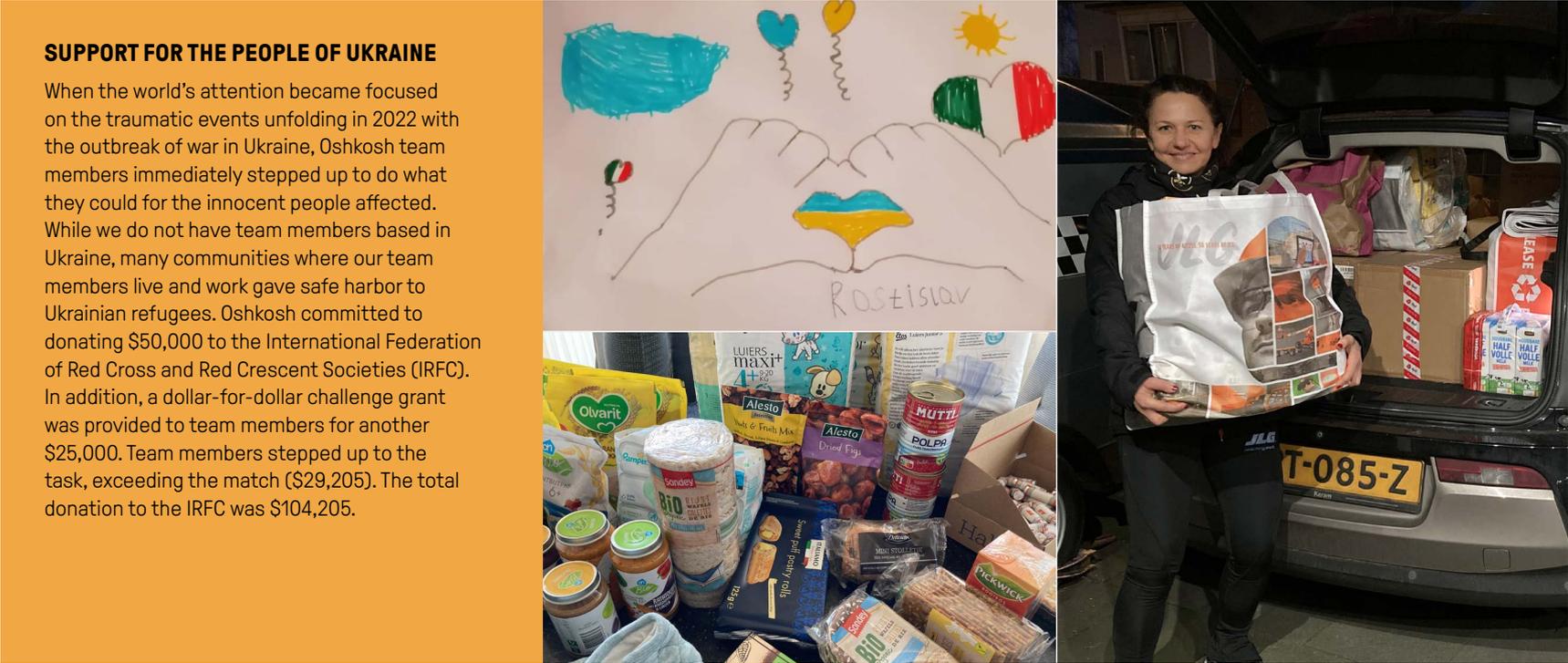


OUR APPROACH

Community-centered giving

Our investment in local communities includes volunteering our time, talent and resources to help meet essential needs where we live and work. Donations and local sponsorships are made directly to organizations. As a company, we support the volunteer efforts of our team members and provide them an opportunity to volunteer during the workday.

In 2022, we gave almost \$2.5 million to communities to support basic needs, self-sufficiency, youth mentoring, Oshkosh family excellence and organizations related to the industries we serve.



SUPPORT FOR THE PEOPLE OF UKRAINE

When the world’s attention became focused on the traumatic events unfolding in 2022 with the outbreak of war in Ukraine, Oshkosh team members immediately stepped up to do what they could for the innocent people affected. While we do not have team members based in Ukraine, many communities where our team members live and work gave safe harbor to Ukrainian refugees. Oshkosh committed to donating \$50,000 to the International Federation of Red Cross and Red Crescent Societies (IRFC). In addition, a dollar-for-dollar challenge grant was provided to team members for another \$25,000. Team members stepped up to the task, exceeding the match (\$29,205). The total donation to the IRFC was \$104,205.

IN 2022, THE OSHKOSH CARES PROGRAM CONTINUED TO SUPPORT TEAM MEMBERS FACING HARDSHIPS

73

Team members received a total of \$106,733 to support the hardships they faced, most notably the damage caused by Hurricane Ian in Florida

“BEING TOLD YOUR WIFE HAS A RARE FORM OF CANCER IS TERRIBLE NEWS. Multiple surgeries, chemo treatments, and long travel is stressful, especially when your loved one has a dire prognosis. Add to that the financial burden, and it’s daunting. What a blessing to find out we qualified for the Oshkosh Cares Fund. The donation helped pay the bills and eased the stress of going through this ordeal.”



Ken Nushart
Pierce Manufacturing,
Appleton, Wisconsin

All Charitable Donations

31%

Basic Needs

14%

Youth Mentoring



4%

Other

38%

Industry-Connected NonProfits

13%

Oshkosh Family Excellence

Global Good to Give Back

In April of 2022, as part of the Good to Give Back program, team members from 18 countries contributed more than 4,000 hours to assist local community organizations. Close to 3,000 team members participated in volunteering their time and talent, collecting over \$35,000, including \$29,000 for the people of Ukraine.

18
Countries contributed

4,000
Hours to assist local community organizations

~3,000
Team members participated

\$35,000+
Raised

\$29,000
Raised for the people of Ukraine



FRANCE

Team members with JLG in France started an onsite collection point for in-kind donations to Ukraine.



U.S.

Teams packaged food, served at homeless shelters, helped kids in need choose clothing, cleaned up on Earth Day, and built beds for one charity so that no child in need sleeps on the floor or a couch.



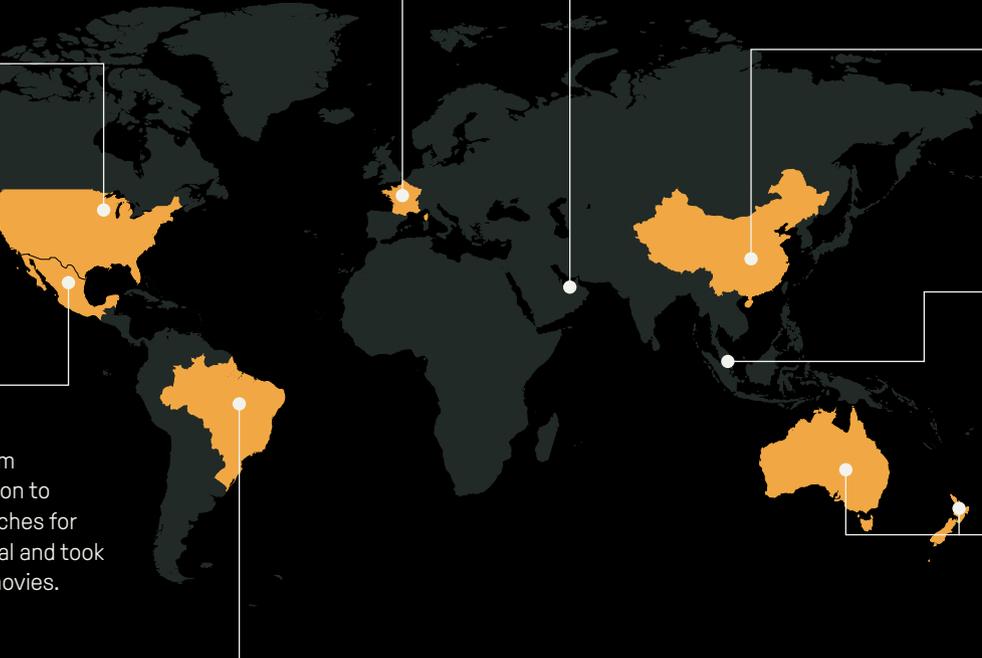
MEXICO

Team members supported causes from childhood cancer to street dog adoption to emigrant services. They made box lunches for families waiting outside a local hospital and took 110 children living in a shelter to the movies.



BRAZIL

Support to two organizations assisting people with disabilities was the focus of a food collection by Brazilian team members.



DUBAI

Team members contributed to One Billion Meals, the biggest humanitarian initiative of its kind in the region.



CHINA

Team members walked every day using the "Walking Together" app, with step tallies exchanged for donations to organizations supporting those in need.



SINGAPORE

Team members in Singapore rolled up their sleeves to volunteer for the Salvation Army to sort donated goods.



AUSTRALIA & NEW ZEALAND

Team members volunteered at a soup kitchen, prepared meals for the homeless and learned zero-waste cooking skills to create gourmet meals for vulnerable communities. JLG Industries in Australia/New Zealand also became a sponsor of Young Diggers, which provides aid dogs for veterans, first responders and family members.



A FOCUS ON GIVING AND VOLUNTEERING

Giving focus areas



▲ Feed the Body, Feed the Soul

Basic Needs & Self-Sufficiency

A third of the world’s population does not have access to adequate food and some 10%⁸ face hunger. Moving people out of poverty and providing adequate housing are critical global challenges. We work closely with local organizations like the United Way, Habitat for Humanity, food pantries and homeless shelters to address hunger and homelessness. Oshkosh made donations of cash, time and talent to support these and other basic needs.

FEED THE BODY FEED THE SOUL

In 2022, we marked the 5th annual Feed the Body, Feed the Soul event supporting food insecurities in Northeastern Wisconsin. Over 800 packers volunteered more than 1,600 hours of their time and talent to package 140,000 pounds of staple food products. These products are provided to food pantries free of charge to provide to community members in need.

“OSHKOSH HAS BEEN A TREMENDOUS PART OF OUR UNITED WAY CAMPAIGN SUPPORTING ALL AREAS WHERE THEY LIVE AND WORK.
The annual drive supports programs that get to the roots of our biggest challenges.”



Beth Oswald
President and CEO of the Oshkosh Area United Way



▲ Engineering youth apprentices working with our JLG business

Youth Mentoring

Another priority is to help young people obtain the necessary life and job skills to succeed throughout their education and career. Through Junior Achievement, which inspires and prepares young people to succeed, team members serve as role models, helping to educate youth on financial capabilities, work and career readiness and business ownership. In 2022, a number of volunteers donated their time and talent in the classroom, sharing knowledge with elementary, middle and high school students. These classroom sessions provided students with real-life experiences to help them as they prepare to make career choices.

Educating youth in the areas of STEM (Science, Technology, Engineering and Mathematics) is another way we mentor youth for the future. In 2022, Engineering team members connected with 16,629 students in 53 different events. Our JLG team hosted the Engineering Our Future event, an interactive camp that allows students to expand their creativity and ingenuity by building their very own popsicle stick scissor lift.

“MY ROLE AS A BOARD MEMBER FOR JUNIOR ACHIEVEMENT

has provided me the opportunity to positively make an impact in the lives of the youth in our community by providing guidance on managing finances, career success and entrepreneurship. The passion and drive these individuals have is remarkable and inspiring.”



Liz Hoelzel
Organizational and Talent Development Lead

OSHKOSH-SUPPORTED STEM MENTORSHIP

16,000+

Students benefitted in 2022

50,000+

Students benefitted since 2014

277

Oshkosh team members engaged

8 The State of Food Security and Nutrition in the World 2022, Food and Agriculture Organization (FAO).



▲ 2022 Pierce 9/11 Memorial Stair Climb

Oshkosh Family Excellence

Through our Oshkosh Excellence Awards, team members contribute to the Oshkosh Family Excellence program which funds scholarships for sons and daughters of team members.

In 2022, 30 new individual scholarships were distributed to students who entered college in the fall. The scholarship program provides students \$1,500 per year for four years. Currently the children of 120 team members are receiving dollars from the scholarship program.

“THANKS TO ASSISTANCE FROM THE OSHKOSH CORPORATION SCHOLARSHIP AWARD,
I was able to graduate debt-free with my chemical engineering degree!”



Z. Murawski
2017 Scholarship Winner

Industry-Connected Nonprofits

We help the people we serve, giving to charities that support firefighters, veterans and more, acknowledging the hard work and sacrifice of the everyday heroes who use our products to make a difference in people’s lives. In 2022, our business units donated over \$579,000 to industry-connected nonprofits.

SURVIVOR FUND

The Survivor Fund provides immediate financial support to families of towing operators who have lost their lives in the line of service. To mark their 50th anniversary, Jerr-Dan made a \$25,000 donation to support families in a time of crisis. Donations raise awareness and help ensure roadside safety remains a priority for towing companies nationwide.

TRAGEDY ASSISTANCE PROGRAM SURVIVORS (TAPS)

We contribute to Tragedy Assistance Program for Survivors (TAPS), providing support for those grieving the loss of a military service member. Since 2010, Oshkosh Defense has donated more than \$1 million to TAPS. In October 2022, Oshkosh Defense celebrated a decade of partnership with TAPS and presented a check for \$125,000.

“WE LOSE ONE TOW OPERATOR EVERY SIX DAYS WHILE IN THE LINE OF DUTY.
The donation to the Survivor Fund financially helped support families who lost a loved one while performing one of the most dangerous jobs in the world—towing operations.



Rachel Miller
Marketing Manager,
Jerr-Dan

OLD GLORY HONOR FLIGHT

Oshkosh Defense is a proud supporter of the Northeast Wisconsin Old Glory Honor Flight (OGHF), part of the nonprofit Honor Flight Network. Through the OGHF, veterans receive a free trip to Washington, D.C., to visit monuments built in their honor. Since 2011, Oshkosh Defense donations have made honor flights possible for 400 local veterans.

PIERCE STAIR CLIMB

Pierce Manufacturing held the 10th annual 9/11 Memorial Stair Climb in 2022. Co-hosted with the Green Bay Metro Fire Department, every climber rings the fire bell in honor of the fallen heroes responding to the 9/11 attack on the World Trade Center Towers to raise money for the National Fallen Firefighters Foundation.

OPERATING SUSTAINABLY

Adhering to our core purpose in all we do

How we operate day to day is the test of sustainability leadership. We strive to reduce our environmental footprint and adhere to the highest ethical standards, aligned with our core purpose.

ENVIRONMENTAL

Our constant goal is to reduce our environmental footprint. In 2022, our Virtual Power Purchase Agreement (VPPA) with ALLETE Clean Energy for a wind farm in Oklahoma went live, with significant environmental benefits.

GOVERNANCE AND ETHICS

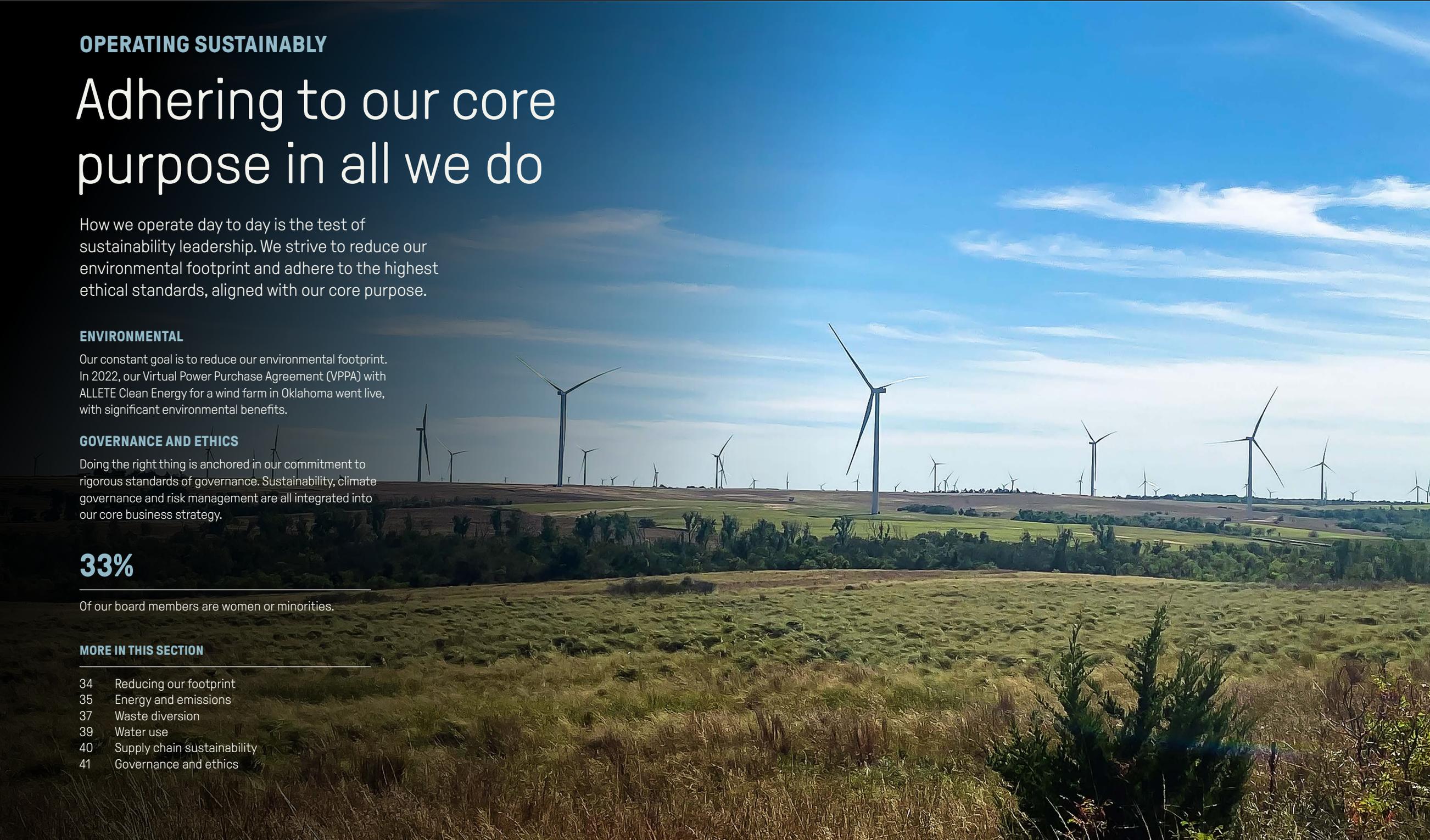
Doing the right thing is anchored in our commitment to rigorous standards of governance. Sustainability, climate governance and risk management are all integrated into our core business strategy.

33%

Of our board members are women or minorities.

MORE IN THIS SECTION

- 34 Reducing our footprint
- 35 Energy and emissions
- 37 Waste diversion
- 39 Water use
- 40 Supply chain sustainability
- 41 Governance and ethics



REDUCING OUR ENVIRONMENTAL FOOTPRINT

Environmental stewardship guides our efforts to do more with less

Inspired by innovation, we work each day to manufacture our products more sustainably and reduce our environmental footprint. Environmental targets help keep us on track as we raise the bar, finding new ways to cut emissions, waste and other environmental impacts.

Environmental work a shared priority

The foundation of all our environmental work is our [Environmental Protection Policy](#) and [Energy Management Policy](#), which are the guiding policies for all team members. It is indeed a team effort, as our corporate environmental department and environmental leaders in each business unit help ensure that we meet all internal and external environmental requirements. Innovation plays a big part in crafting new approaches to reduce our environmental footprint. As a top priority, our environmental impact initiatives have oversight at the highest level of the company. Sustainability and climate-change risk oversight is a formal responsibility of our Board of Directors' Corporate Governance Committee.

OUR ENVIRONMENTAL MANAGEMENT SYSTEM

All environmental work in our facilities is guided by our environmental management system (EMS). The EMS outlines roles and responsibilities, compliance with external environmental regulations and reflects the internationally recognized ISO 14001 environmental management standard. To ensure that we adhere to our EMS and external environmental regulations, we perform regular environmental assessments of our facilities. We use a range of environmental metrics to track environmental incidents and performance, taking corrective measures promptly as needed. We had no material environmental fines or violations in 2022.

TARGETING TOP PRIORITIES

Reducing energy use, greenhouse gas emissions and waste are top priorities as our most significant operational environmental impacts. We use limited amounts of fresh water in our operations yet track our water use and work to reduce how our operations affect freshwater systems. Our impacts on biodiversity are also limited, but we acknowledge our responsibility to protect it, for instance, in considering how new building construction or facility expansions could affect intact ecosystems. Historically, we have reused existing facilities or previously developed sites for our operations, rather than developing new greenfield sites, which can further safeguard biodiversity.



▲ The transformation of the Dodge Center High Flow Line used integrated automation to drive increased manufacturing efficiencies, improve worker safety and lower energy consumption.

INDUSTRY 4.0: HIGH FLOW LINE

In 2022, we completed the first phase of a full transformation of the McNeilus refuse vehicle manufacturing plant in Dodge Center, Minnesota. Applying Industry 4.0 technologies, a manual stall build assembly became an automated process by using automated guided vehicles (AGVs). These robotic vehicles move the product through the assembly process, boosting production efficiency and saving energy. Worker safety was enhanced, too, as team members could stand next to a truck

frame rather than climb underneath it during assembly. Annual energy consumption dropped by 16%, and the incident rate in workplace safety saw an improvement of 84%. Other aspects of smart manufacturing are integrated as well, allowing for real-time data collection and continuous optimization of the production line. The High Flow Line will be the benchmark that Oshkosh applies to all its facilities to advance digital and sustainability transformations.

16%

Reduction in energy consumption with High Flow Line

84%

Improvement in incident rate with High Flow Line

ENERGY AND EMISSIONS

A win-win: lower emissions and more efficiency

With the growing urgency of climate change, we are focused on reducing energy consumption and greenhouse gas emissions (GHG) in our operations while generating more efficiency: a win-win situation. More details about how we manage climate-related risks can be found in our [TCFD Report Index](#).

We met global, company-wide goals to reduce both our energy intensity and GHG intensity (normalized by net sales) by 25% by 2024 at our facilities,⁹ using 2014 as a baseline. Additionally, for our U.S. manufacturing facilities, we have met a goal to reduce energy intensity by 25% by 2024, from a 2014 baseline, as part of our participation in the U.S. Department of Energy's Better Plants Program.¹⁰ We met both our company-wide goals in 2021, three years early. As of year-end 2022, we have reduced energy intensity by 23% and GHG intensity by 32% globally since 2014. We are now in the process of forming science-based targets for global greenhouse gas emissions as the next phase in our goal setting (see page 9).

Among our commitments to renewable energy are a wind farm in Oklahoma (see below) as well as the initiatives undertaken by our facilities. For example, our Port Macquarie, Australia, JLG manufacturing facility is 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. The electricity generated is approximately 80% of what the facility uses. In addition, the Oshkosh León, Mexico, facility, entered an agreement to purchase clean and renewable energy from a PV park in San Luis Potosí, effectively reducing greenhouse gas emissions to zero.

REDUCING VOLATILE ORGANIC COMPOUNDS EMISSIONS

Volatile organic compound (VOC) emissions contribute to climate change as well as localized air pollution and are part of our emissions reduction efforts. 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. We use lower-VOC alternative coating methods whenever possible; however, our customers often operate in harsh environments that require more durable paint containing VOCs. Our JLG plant in Tianjin, China, uses a powder-coating process for our booms, significantly reducing VOC use.



PARTNERSHIP WITH ALLETE CLEAN ENERGY

We made a leap forward in our renewable energy commitments through our Virtual Power Purchase Agreement (VPPA) with ALLETE Clean Energy for a wind farm in Oklahoma, which went live in 2022. Oshkosh partnered with ALLETE Clean Energy, a wholly owned subsidiary of ALLETE, Inc., in 2021 to support the development of the wind energy site completed in Caddo County, Oklahoma. This 303-megawatt site doubled ALLETE Clean Energy's capability to provide clean energy.

This is the first VPPA Oshkosh has participated in and contributes to our ongoing efforts to reduce our greenhouse gas emissions, significantly impacting our ability to achieve our emissions reduction goals. The Renewable Energy Credits (RECs) from the project will offset a significant portion of the emissions resulting from the electricity utilized by our U.S. manufacturing operations which comes from non-renewable sources.

⁹ Includes U.S. manufacturing and non-manufacturing and international manufacturing facilities.

¹⁰ Calculated based on the Department of Energy methodology.

0

Material violations for Oshkosh Corporation in 2022

78,824 KWH

Renewable energy consumed by owned facilities, Port Macquarie, Australia

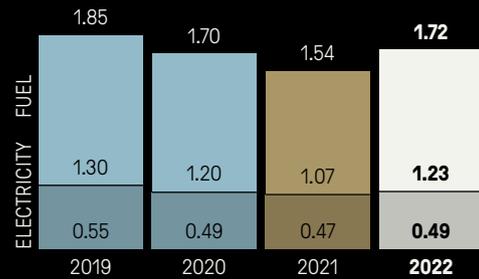
84 tons

Significant air emissions from HAPs (Hazardous Air Pollutants)

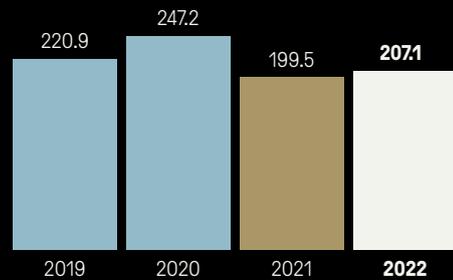


ENERGY

ENERGY CONSUMPTION^{1,11} Millions of MMBTU



ENERGY CONSUMPTION, NORMALIZED^{1,11} MMBTU/Million USD



78,824 KWH

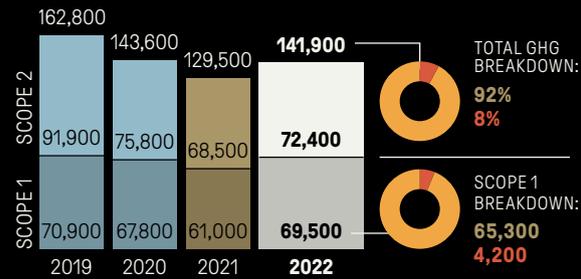
Amount of renewable energy used at Port Macquarie in 2022. This is part of the total amount of 136,977 kWh renewable energy generated at the site; the remaining energy was put back into the electric grid.

1.73 KWH

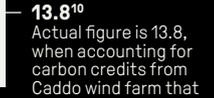
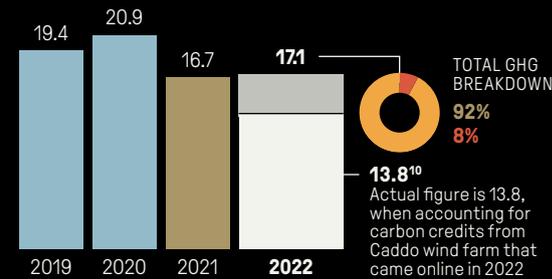
Normalized total electric power used per USD

EMISSIONS

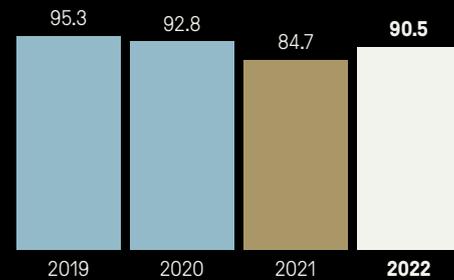
TOTAL SCOPE 1 AND 2 EMISSIONS^{1,7,11} in Metric Tons CO₂e



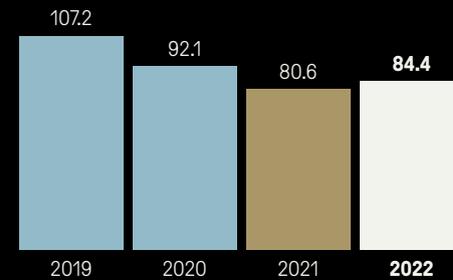
TOTAL SCOPE 1 AND 2 EMISSIONS, NORMALIZED^{7,11} in Metric Tons CO₂e/Million USD



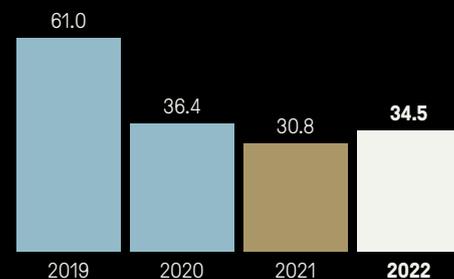
VOC EMISSIONS, NORMALIZED¹¹ in Metric Tons/Billion USD



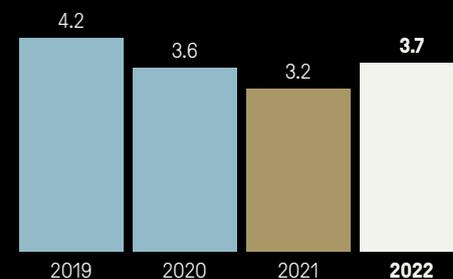
NO_x EMISSIONS^{8,11} in Metric Tons



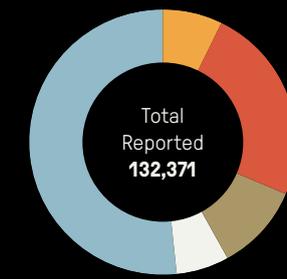
SO₂ EMISSIONS^{8,11} in Metric Tons



PM EMISSIONS^{9,11} in Metric Tons



FY22 SCOPE 3 EMISSIONS BY CATEGORY^{1,2} in Metric Tons CO₂e



8,487

Waste generated in operations⁵

14,001

Business travel^{4,6}

31,821

Employee commuting⁷

68,313

Upstream and downstream transportation and distribution^{3,4,8,9}

9,750

Use of sold products^{6,11}

1 This graph or table includes data that has been externally verified. See page 48 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 2021, the most recent data available. U.S. domestic operations and logistics, truck shipments only. No multimodal shipments/data in 2021.
 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. Waste categories for which EPA emission factors were not available were excluded.
 6 This includes fuel shipped in sold vehicles only.
 7 Our Scope 1 and 2 emissions in 2022 included the following GHGs (all figures in metric tons): PFC: 0, HFC: 0.4, CH₄: 76, N₂O: 1.3, CO₂: 140,600
 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.
 10 This number does not represent Scope 2 market-based GHG emissions. Oshkosh intends to disclose its Scope 2 market-based emission in future reporting periods.
 11 Does not include energy or GHG from Spartanburg and Quebec facilities.

WASTE DIVERSION

A lifecycle approach to waste reduction

We continue to advance towards our goal to divert 90% of our waste from landfills by 2024, achieving an 85.5% diversion rate in 2022 for total waste. Total waste includes material that can be landfilled, but explicitly excludes hazardous and universal waste, wastewater treatment plant sludge and recycled metals.

We take a full lifecycle approach to waste reduction. We start at the design level, striving to use fewer resources in our products, reusing materials when feasible and recycling what cannot be reused. Greater use of reusable packaging is one way we put this approach into action. We also work on reducing end-of-life waste impacts by remanufacturing our products where technically possible.

We work to address the hazardous waste generated from our painting processes. For example, in our

Pierce business, a robotic spray operation reduces the waste generated by about 25%.

Expanded recycling efforts

Thanks to a continuous emphasis on recycling, four Oshkosh facilities are part of the Total Resource Use and Efficiency (TRUE) certification program rates, which certifies facilities that show at least a 90% diversion rate of non-hazardous waste from landfills, incineration or the environment. Among the innovative approaches are waste-sorting events and finding new recycling outlets for vehicle components like mudflaps and windshields. Another program, "Bags to Benches," converts plastic shrink wrap and polyethylene plastic foam from our manufacturing operations into benches that are used throughout our facilities.

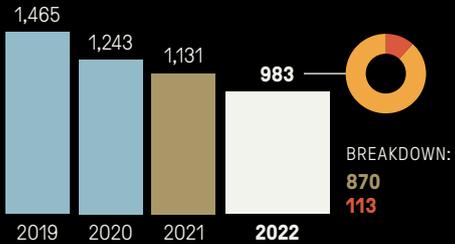
LOCATIONS OF ENVIRONMENTAL AND SAFETY CERTIFIED PLANTS

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

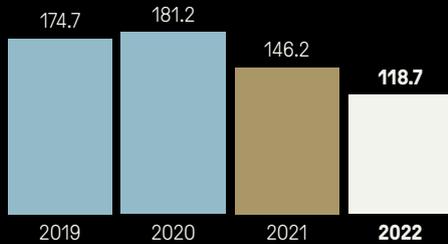
- SMS Level 4 and OSHA VPP Certification
- SMS Level 4 and ISO 45001 Certification
- ISO 14001 facilities



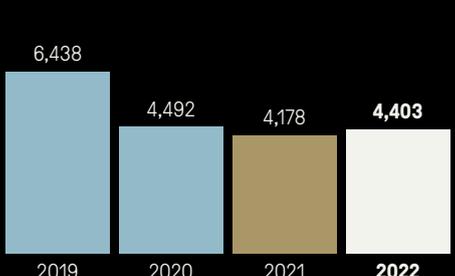
HAZARDOUS WASTE^{1,2,3}
in Tons



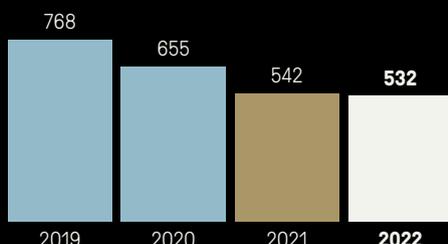
HAZARDOUS WASTE, NORMALIZED³
in Tons/Billion USD



NON-HAZARDOUS WASTE TO LANDFILL^{1,3}
in Tons

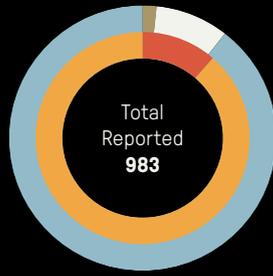


NON-HAZARDOUS WASTE TO LANDFILL, NORMALIZED^{1,3}
in Tons/Billion USD



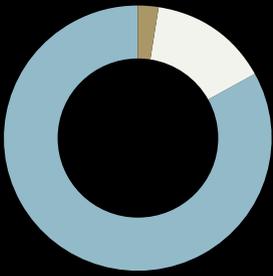
HAZARDOUS WASTE BY DISPOSAL METHOD²
in Tons

- 89.7%** Fuels blending/ recycle
- 8.8%** Landfill
- 1.5%** Incineration
- 113** International



NON-HAZARDOUS WASTE BY DISPOSAL METHOD

- 82.8%** Recycle/reuse
- 14.5%** Landfill
- 2.6%** Incineration with energy recovery
- 0.03%** Compost



1 This graph includes data that has been externally verified. See page 48 for assurance statement.
 2 Includes only hazardous waste shipped offsite for treatment or disposal.
 3 Does not include waste from Spartanburg and Quebec facilities.

Reusing and remanufacturing equipment

Vehicle remanufacturing is part of a long tradition at Oshkosh and an example of how we apply a circular approach to our environmental strategy. For over 25 years, we have reused and reconditioned our products, which has direct environmental savings in water, energy and raw materials. It also saves costs for our customers and delays or eliminates materials going to a landfill at the end of the product lifecycle.

We reuse a wide range of vehicle parts including cargo beds, axles and cranes, as well as frame rails, cargo boxes, load handling systems, transfer cases and wheel rims. The same rigorous safety, quality and efficiency standards for new products apply to remanufactured vehicles.

Oshkosh Defense puts this approach to work as part of a three-year contract awarded in 2021 from the U.S. Army Contracting Command to provide new and recapitalized Heavy Expanded Mobility Tactical Trucks (HEMTTs), Palletized Load System (PLS) trucks and trailers and Heavy Equipment Transporters (HET). [Since 1995, we have remanufactured more than 20,000 vehicles for the U.S. armed forces, including over 14,800 HEMTTs and 3,860 PLS trucks].

Our Access Equipment business has its own reconditioning and reuse program, and is expanding and streamlining our rebuilding process to get like-new reconditioned machines back into service within 11 days. Machines are disassembled into component

parts, inspected and refurbished as needed, then reassembled with parts reconditioned to our original standards.

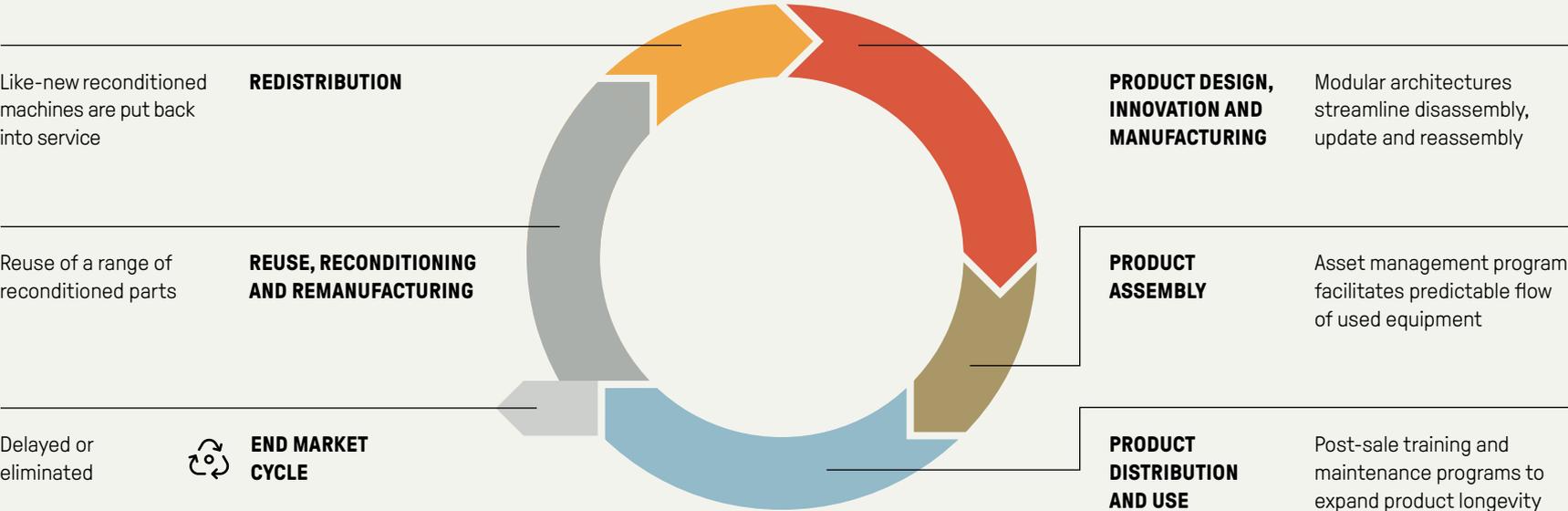
Specific design and process principles enhance remanufacturing, such as:

- Using modular architectures in access equipment to streamline the disassembly, update and reassembly process.
- Utilizing an asset management program 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.

▼ *Towing and recovery specialist Jerr-Dan reuses or recycles as many parts as it can as part of its sustainability commitment.*



A circular approach to reuse and remanufacturing



▼ *Heavy Expanded Mobility Tactical Trucks (HEMTTs) are among the thousands of vehicles that Oshkosh has remanufactured for the U.S. Army since 1995.*





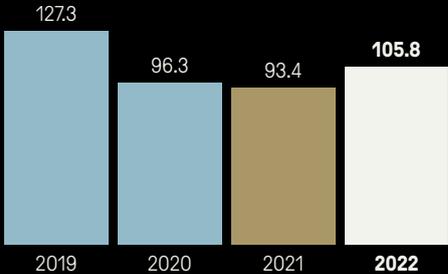
WATER USE

Reducing water use and impacts

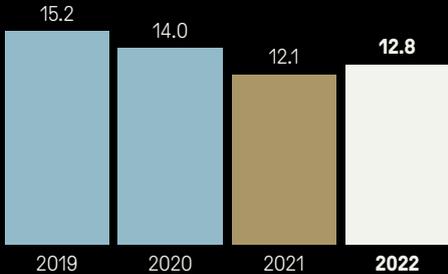
While water scarcity does not materially impact Oshkosh Corporation's business, we remain committed to responsible water use in consideration of the communities in which we operate and distribute our products. As our facilities in Tianjin, China, and León, Mexico, are situated in areas defined by the World Resources Institute as water-stressed, these facilities take extra care with water use. The Tianjin plant has installed a wastewater reuse system that reduces water use for certain processes. A recycling system at our León facility enables the reuse of up to 70% of the water used in the paint line. And our McConnellsburg, Pennsylvania facility is trialing reverse osmosis (RO) technology for its boom rail washer system to minimize freshwater consumption by reusing wastewater. Future trials will determine whether the technology is suitable for use in the washer system.

At all our locations, we comply with wastewater permits, and applicable discharge limits. Virtually all our wastewater discharges into public water treatment systems. Facilities that do not discharge to municipal treatment systems transport their wastewater to offsite treatment facilities, in accordance with existing permits. None of our manufacturing locations discharge process or sanitary wastewater directly to a receiving body such as a river or stream. Wastewater discharge at most of our manufacturing facilities come from restrooms. Requirements to meet regulated pretreatment standards at some facilities are achieved through common wastewater treatment methods such as precipitation and flocculation. Oshkosh Corporation had no water use or disposal violations in 2022.

TOTAL WATER USE
in Millions of Gallons



WATER USE, NORMALIZED
in Millions of Gallons/Billion USD



SUPPLY CHAIN SUSTAINABILITY

Partnering with our supply chain on sustainability

We consider the environmental and human impact of our products throughout the supply chain, from how we source raw materials through production to delivery. With our suppliers providing over 75% of the content in our products, collaboration on sustainability is essential to minimize any negative impacts and enhance positive outcomes.

Our suppliers are expected to adhere to our Supplier Code of Conduct, which comprises ethical conduct, human rights, safety, quality and environmental sustainability standards. The 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.

Regular audits and monitoring of our supply chain for potential issues and improvements to overall performance are the responsibility of our global procurement and supply chain (GPSC) team. Our supplier audit process meets the internationally recognized ISO:9001:2015 and the IATF 16949:2016 standards. A number of process-specific audits monitor our suppliers' performance against our quality standards, including environmental, social and governance criteria to help us better understand our suppliers' policies on environmental impact, forced

labor, cybersecurity and global trade compliance. A risk-based approach helps us identify and mitigate potential human rights challenges. Our Supply Chain Academy, offered to U.S. and European companies, also supports our suppliers' environmental initiatives.

GREEN TRANSPORT

We consider the impact of our transportation logistics, which account for a substantial portion of our supply chain's environmental impact. We are building out a roadmap for continuous improvement for truckload utilization as well as more effective utilization of other transportation modes. This effort will aid us in reduction of emissions as well as allow cost savings opportunities.

We continue to implement new technology, analytic tools and reporting to streamline processes, increase full container usage and optimize space utilization. These efforts will result in cost savings and reduction of emissions. Another strategy is consolidation via the less-than-truckload consolidation points, coordinated with suppliers and their other customers to combine delivery runs and to integrate representatives from our logistics team into ordering decisions.

We participate in the U.S. Environmental Protection Agency (EPA) SmartWay program, which helps companies measure and benchmark freight transportation efficiency. As of 2021, the most recent data available, we have logged about 98% of a total of 1.4 billion transport miles with SmartWay-participating carriers, exceeding our goal of 95%.

We also earn greenhouse gas reduction credits through an EPA program for vocational vehicles. Our Pierce® fire trucks outperform emissions efficiency requirements and continue to generate CO₂ credits. Low-emissions design features on these vehicles,

724,507

Reusable containers used in 2022, helping us avoid generating over 14 million pounds of waste

like fuel-efficient engines and low rolling resistance tires, enable us to regularly outperform emissions standards. Oshkosh generated 85,200 metric tons of CO₂ credits from our model year 2021 vehicles under the U.S. EPA's GHG Phase 2 Program, and we have 84,313 metric tons of banked CO₂ credits from the U.S. EPA's GHG Phase 1 Program.

CUTTING BACK ON PACKAGING WASTE

Packaging-related waste represents a significant portion of our value chain waste impacts. A number of closed-loop strategies are aimed at reducing or eliminating our packaging waste.

In over a decade of working with CHEP, a leading global provider of reusable pallets and containers, we have been able to replace single-use plastic shrink wrap and foam with reusable metal and foam padding during transport for many of our raw materials. After delivery, the packaging is returned to CHEP to ship new parts. This closed-loop strategy cuts waste and means that more products can be put on each delivery trailer, for greater efficiency and fewer emissions.

OUR APPROACH TO CONFLICT MINERALS

We take the issue of conflict minerals in our supply chain seriously as we source certain critical materials for our vehicles that are essential for their performance, durability and longevity. 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 minerals 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.



GOVERNANCE AND ETHICS

Meeting the highest standards of governance and ethics is at the foundation of our approach

Core to our purpose of making a difference in people's lives is adherence to the highest ethical standards in serving our customers, team members, stakeholders and communities. Putting people first and doing the right thing is how we strive to live our values every day.

In recognition of our strong corporate governance systems, Institutional Shareholder Services (ISS), a leading rating organization, has awarded us the best possible corporate governance score annually since 2014.

Advisory Team, which has responsibility for managing enterprise-level risks, including climate-related risks.

The vice president, chief ethics, compliance and sustainability officer oversees environmental, sustainability and ethics and compliance matters and reports regularly to the Board's Governance Committee on the company's sustainability performance.

Our Sustainability Council integrates sustainability as a business value in our decision-making. The Council is comprised of representatives from our business units and key functional areas to foster cross-functional dialogue on sustainability topics. The Council meets bi-weekly, providing guidance and oversight of the company's global sustainability efforts and ensuring best practices are disseminated throughout the organization.

Corporate Governance

Day-to-day management of our business strategies is overseen by the Oshkosh Leadership Team, led by our CEO. The Board of Directors has ultimate oversight of the company. As of January 1, 2023, our 10-member Board includes two women and one person who is a racial/ethnic minority.

Additional information about our corporate governance policy and a description of our board committees is available on the [Governance](#) section of our website.

Sustainability Governance

Our Board of Directors' Corporate Governance Committee oversees our sustainability and climate-change risk. The executive vice president, chief legal officer and secretary has responsibility for sustainability within the Oshkosh Leadership Team, including managing climate-related risks and opportunities. In addition, our vice president of risk management supports executive leadership and Oshkosh Corporation's Board and Enterprise Risk

9/10

Of our directors are independent

96.3%

Meeting attendance in FY22



Independent chairman

8/10

Of our directors have sustainability/ESG experience

8/10

Of board members have positions on other boards

DIRECTOR TENURE—AVERAGE TENURE: 5 YEARS

3

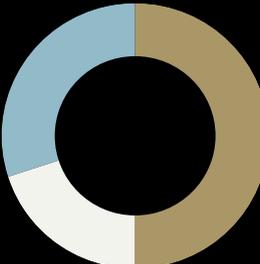
3–5 years

2

4–6 years

5

7+ years



DIRECTOR AGE—AVERAGE AGE: 61

1

Age 50–55

4

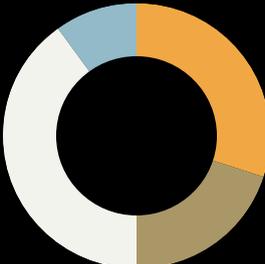
Age 56–60

3

Age 61–65

2

Age >65



DIRECTOR DIVERSITY—30% DIVERSE

2

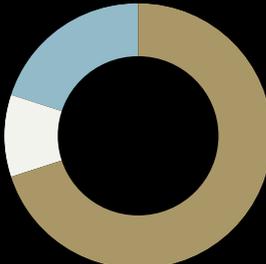
Women

1

Ethnically diverse

7

Non-diverse



Ethics and Compliance

In over a century of operation, we have learned that doing the right thing is not about following a set of rules but about aligning with core values. A strong culture of ethics and compliance permeates our organization, from the Board of Directors to every team member.

The vice president and chief ethics, compliance and sustainability officer reports to the Audit Committee of the Board of Directors at least twice per year and to the entire Board at least once yearly on all matters relating to business conduct. This role includes oversight of regular assessments of organizational compliance risks and coordination of the implementation of appropriate controls to mitigate those risks. This role also ensures compliance with our Code of Conduct and implementation of our anti-bribery and corruption programs and our Ethics Helpline. Along with the executive vice president and general counsel, this individual reports to the chief executive officer, chief operations officer and chief financial officer and to each business unit president on ethics and compliance matters at least quarterly. Our Global Ethics & Compliance Advisory Committee, which includes leaders from our business units and functional areas, also provides leadership on our ethics and compliance program.

Our Global Ethics & Compliance team and our Internal Audit team regularly conduct risk-based audits to verify our team members are adhering to the expectations set forth in our Code of Conduct, ethics and compliance policies, as well as applicable laws. Corrective action plans are developed and implemented as needed. These reviews assess compliance with and effectiveness of our ethics and compliance program.

Adhering to the highest ethical standards every day is a shared responsibility among all our team members. Our Code of Ethics & Conduct, also known as The Oshkosh Way, describes our values and standards for ethical behavior. All of our team members are trained on The Oshkosh Way annually to help ensure that we all stand by our Code.

We engage with governments all over the world, and we take anti-bribery and corruption (ABAC) issues seriously. All team members receive training on our [ABAC policies](#). We also educate team members and other stakeholders about the multiple ways they can report any concerns or potential incidents (see below for more information).

As with any global corporation, there is the potential for corruption risks posed by international third parties. Rigorous and continuous risk-based due diligence screening and monitoring of third parties

with whom we work is therefore a priority. The due diligence process includes, where required, obtaining details from the third party, including beneficial ownership and gathering sufficient information for the company to assess bribery and corruption risk in the context of the business relationship.

The Oshkosh Way is available on the [Ethics section of our website](#).

ETHICS TRAINING AND REPORTING

Every team member participates in annual ethics and compliance training. We also require our suppliers to adhere to our ethics and compliance requirements.

It's important that our team members feel comfortable voicing their concerns. We provide team leaders with resources on how to create an open and transparent environment that fosters honest dialogue. All stakeholders have multiple options to report concerns, including through team leaders, Human Resources and the Global Ethics & Compliance Team. There are also Ethics and Compliance Ambassadors in every part of our organization. With our Ethics Helpline, operated by a third-party and available 24/7 in multiple languages around the globe, reports can be made anonymously. Our company-wide Non-Retaliation Policy protects those reporting violations and strictly prohibits retaliation against whistleblowers.

We investigate every complaint in accordance with the company's policies and procedures, overseen by our legal team. We report any illegal activity to the proper authorities and apply appropriate corrective action—such as policy updates, education or disciplinary action—to remedy problems. Substantiated violations result in disciplinary action.

222

Reports received by helpline of potential violations of The Oshkosh Way, equivalent to approximately 15 reports per 1,000 team members

46%

Of the reports were substantiated

~60%

Of reports filed anonymously

34 days

Average time to close report

WORLD'S MOST ETHICAL COMPANIES

In 2022, Oshkosh was again recognized as one of the World's Most Ethical Companies by Ethisphere, an award we have received for seven consecutive years. We continue to be one of only eight industrial manufacturing firms to receive this award, which is based on an assessment of governance, environmental and social impact, leadership and reputation.

ETHICS AND COMPLIANCE SURVEY

In 2022 we asked team members for feedback on our ethical culture through a survey launched as part of the annual Code of Conduct training. This dedicated ethics and compliance survey was designed based on industry benchmarking. Responses from almost 1,200 team members provided valuable data that allowed us to assess our culture, evaluate the effectiveness of our program and take action to improve. The data

illustrated our team members' awareness of the ethics and compliance program, willingness to report misconduct and the important role leaders play in creating a strong ethical culture. The survey will continue to be included in the annual Code training to demonstrate to our team members that ethics is a business priority and to gain insight into potential improvement areas.

Human Rights

An abiding commitment to respecting human rights is an important value across our business. Our Human Rights Policy applies to all team members at every level of our organization and to our suppliers. The policy reflects several principles, including but not limited to respect and dignity for all, safe working environments and freedom of association. Our commitment supports the International Labour Organization, the United Nations Universal Declaration of Human Rights and the U.N. Guiding Principles, which is based on the “protect, respect and remedy” framework.

Our human rights impact assessments are based on the risks relevant to our business and as outlined in our Human Rights Policy. We consider impacts within our own operations as well as our supply chain. Risk areas assessed include all forms of modern slavery, such as forced labor, child labor and human trafficking. Internally, we also review risks related to discrimination, safe working conditions, adequate living standards, privacy, freedom of association and freedom of movement. Our assessment looks for potential adverse impacts to our team members, women, minorities, children, indigenous people, migrant workers and contract labor sourced through third parties.

We work with FRDM, a company that uses AI-based monitoring to provide better transparency and assessment capabilities in our supply chain. We leverage this supply-chain mapping technology to identify and mitigate potential human rights and sustainability issues deep into our supply chain, using a risk-based approach that focuses on supply chain connections and affiliations and the genomes of purchased products.

All team members are informed of our commitment to protect and advance human rights for all and are trained on how to report a potential issue. Our Global Procurement and Supply Chain team members receive targeted education focused on human rights and the role they play in preventing potential human rights impacts in our supply chain.

A copy of related policies, including our Human Rights Policy, Human Trafficking Compliance Plan and Commitment to Support Human Rights in accordance with the UK Modern Slavery Act Statement and California Transparency in Supply Chains Act of 2010 can be found on [our website](#).

Information and Cybersecurity

At Oshkosh, we take a holistic approach to protecting our digital assets. Cybersecurity at Oshkosh is aligned to the U.S. Commerce Department’s National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF). Leveraging this framework allows Oshkosh to identify the fundamental security capabilities and controls necessary to establish and mature the program.

To ensure operational resilience and safeguard our digital assets, Oshkosh enforces well-defined cybersecurity policies and procedures. All personnel, including contingent workers and business partners handling information on the company’s behalf, are required to follow a comprehensive set of cybersecurity policies.

CYBERSECURITY TRAINING

In addition to implementing the governance and tools necessary to protect the organization from cyber threats, educating employees to detect and avoid cyberattacks reduces the overall human risk and promotes a culture of cyber resilience. Regular training modules educate our team members on relevant cyber threats and trends and help prepare them for real-life phishing threats.

INNOVATIVE TECHNOLOGY

The Oshkosh cybersecurity team utilizes a wide range of sophisticated tools to maintain data security, including:

- Threat intelligence
- Multi-factor authentication
- Endpoint detection and response
- Security automation



Risk and Crisis Management

Strong risk management practices are foundational to how we operate and to our success as a business. Risk management and mitigation are integrated into our strategic planning and business review process, managed daily by our leadership team and overseen by the Board of Directors.

Our Enterprise Risk Management (ERM) program identifies potential risks in areas such as exogenous threats, business strategy, environmental and regulatory compliance, emerging risks and megatrends. This analysis covers sustainability-related risks, such as climate change impacts, including risks to our projects, facilities, strategies and supply chain. Our defined process for monitoring and managing climate-related risks to the company is detailed in the Sustainability Governance section on page 41, as well as in our TCFD Report Index.



OSHKOSH CORPORATION ENTERPRISE RISK MANAGEMENT PROCESS

Oshkosh believes that our success depends on strong risk management practices. We embed risk management and mitigation in our strategic planning and business review process, managed daily by our leadership team and overseen by the Board of Directors.

RISK	DESCRIPTION	MITIGATION
Significant risks identified through the ERM process in 2022		
PRODUCT TRANSITION	Risk that the business is not ready for the increased demand for low carbon solutions.	<ul style="list-style-type: none"> • Electrified products unveiled in all segments of the business. • Continued development of low carbon solutions.
SUPPLIERS	Risk that unreliable supply of critical parts and materials leads to operational inefficiencies and customer delays.	<ul style="list-style-type: none"> • Expanded supplier pool. • Enhanced technology to increase visibility into supplier network. • Supplier risk management focus on leading indicators of potential vulnerabilities.
GROWTH	Risk that market conditions such as continued labor shortages, supply chain volatility, and inflation persist leading to stifled business growth.	<ul style="list-style-type: none"> • Investment in team member development. • Enhanced automation. • Focus on programmatic M&A (mergers & acquisitions). • Emphasis on new product development.
INTERNATIONAL EXPANSION	Risk that international expansion is hindered by various risks such as political and economic instability, trade barriers, etc.	<ul style="list-style-type: none"> • Focused M&A activities. • Identification of appropriate joint venture partners. • Expanding operations in international markets where we have an existing presence.
TALENT	Risk of attracting and retaining skilled production labor and team members with key technical/emerging skill sets in order to execute our strategy.	<ul style="list-style-type: none"> • Investment in team member development. • Robust intern programs targeting candidates with emerging skill sets. • Office footprint expansion in key technology focus areas.

Emerging Risks

INNOVATION AND TECHNOLOGY DISRUPTORS	Risk that we are no longer the technology and innovation leader resulting in product and channel disruption from existing competitors or new entrants.	<ul style="list-style-type: none"> • Increased investment in technology partners. • Extensive voice of customer work in the field (Total Cost of Ownership (TCO) data). • Robust five-year product and technology roadmaps. • Cross-segment initiatives leveraging technology across product lines.
CYBERSECURITY	Risk of enterprise-wide operational disruptions given the reliance on digital technology for critical business functions .	<ul style="list-style-type: none"> • Relentless focus on strengthening security, including supply chain security. • Maturing security protocols for digital manufacturing. • Proactive attack surface management and ongoing threat evaluation. • Aligned to U.S. Commerce Department’s National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF). • Established incident response plans.

Public Policy Engagement

GUIDED BY OUR HIGH ETHICAL STANDARDS IN PUBLIC POLICY ENGAGEMENT

We apply our high ethical standards to our interactions with policy makers to manage risk and maintain the hard-earned trust of our communities and customers. This is important to Oshkosh, given that our business depends on working directly with governments on a daily basis.

Oshkosh Corporation and its team members have a legitimate interest in participating in public policy debates. The company's government relations initiatives are intended to educate and inform officials on a range of public policy issues important to its businesses. These initiatives are consistent with the interests of Oshkosh Corporation's shareowners.

TEAM MEMBER POLITICAL ACTIVITY

Company policy requires that team members engaged in any political activities do so on their own time and not as representatives of (or otherwise on behalf of) Oshkosh Corporation. Team members engaging in political activity in their personal capacity may not use company resources (e.g., work time, email, administrative staff, etc.) for such activities.

COMPANY POLITICAL ACTIVITY

All of Oshkosh Corporation's public activities are conducted in accordance with the standards articulated in the company's Code of Conduct (The Oshkosh Way). Further, the company has in place a Government Relations Policy relating to lobbying, political activities and contributions. The policy ensures that any lobbying on behalf of Oshkosh Corporation, contributions made with company funds, if any, and political action committee activities comply with all relevant federal, state and/or local laws, as well as the company's governance processes and procedures.

EXPENDITURES ON PUBLIC COMMUNICATIONS IN SUPPORT OF POLITICAL CAMPAIGNS AND BALLOT MEASURES

Oshkosh Corporation does not spend company funds on communications to the general public in support of political campaigns or ballot initiatives. Any such expenditures would be disclosed.

DIRECT CORPORATE POLITICAL CONTRIBUTIONS

Oshkosh Corporation does not contribute to candidates seeking U.S. federal elected offices, foreign political campaigns, or to foreign candidates seeking elected office. Further, the company does not make any contributions from company funds to any state or local candidate or party committee.

TRADE ASSOCIATIONS

In the ordinary course of business, Oshkosh Corporation participates in certain trade associations. Membership in trade associations helps the company stay abreast of technical issues and emerging industry standards. Additionally, it provides educational opportunities for team members, insights on relevant business trends and opportunities to engage in public advocacy and education on behalf of the membership.

In 2022, Oshkosh contributed \$25,000 or more to the following trade and industry associations:

- American Central European Business Association
- Associated Builders & Contractors
- Association of Equipment Manufacturers
- International Fire Chiefs Association
- Wisconsin Manufacturers & Commerce

LOBBYING

Oshkosh Corporation responsibly and lawfully engages in the legislative process to communicate its views on legislative and regulatory matters affecting its business and various constituencies. Oshkosh Corporation does not tolerate, in any fashion, the use of lobbyists to, directly or indirectly, make improper or illegal payments to government officials. The company is not currently engaged in lobbying activities outside of the U.S.

RELEVANT POLICIES

Oshkosh Corporation has in place policies and governance processes related to its lobbying activities (Lobbying-Related Policies) to ensure complete compliance with all relevant federal and state laws related to lobbying.

OSHKOSH EMPLOYEES POLITICAL ACTION COMMITTEE (OCEPAC)

Oshkosh Corporation allows eligible team members to make voluntary contributions to the Oshkosh Employees Political Action Committee (OCEPAC), to support candidates for federal office. Team members make up a board governing OCEPAC.

Determining contributions is guided by:

- The candidate's voting record and views on business issues of importance to Oshkosh Corporation and industries critical to the company's business.
- The candidate occupies a position in Congress that has a geographical or jurisdictional impact on the company's interests, or where Oshkosh Corporation team members and suppliers maintain constituent relationships.
- The candidate's support for Oshkosh Corporation programs, products and services as well as the company's mission domestically and/or internationally.
- OCEPAC is registered with the Federal Election Commission (FEC) and contributes to elections where federal PACs are legally permitted to participate. All contributions made by OCEPAC are reported per the FEC's required filing schedule. Contribution information for OCEPAC is available at www.fec.gov.

Stakeholder engagement

Communicating and listening with an open mind to all our stakeholders is a basic tenet of our approach to sustainability. We engage with all our key stakeholder groups, including customers, current and prospective team members, suppliers, investors and members of the communities where we live and work. A collaborative approach to stakeholder engagement makes us a stronger organization, better prepared to tackle challenges and seize opportunities. It also helps to inform our strategy and infuses new knowledge and perspectives into our People First culture. Stakeholder engagement is

a two-way street, where we listen to the views and concerns of stakeholders while sharing important information about our performance and plans.

Our vice president, chief ethics, compliance and sustainability officer routinely reaches out to key customers to discuss mutual sustainability priorities, identifying ways to collaborate so that both Oshkosh and our customers can better achieve sustainability goals and objectives. Stakeholder feedback is integrated into our materiality analysis.

We continue to expand the ways in which we engage with stakeholders. In 2022, we held an Investor Day at the New York Stock Exchange, where over 500 people participated in person or virtually. Company leaders shared our strategy, program updates and long-term targets. Sustainability was a particular area of interest for investors. We also conduct investor outreach throughout the year, participating in 10 investor conferences resulting in more than 360 total company discussions with shareholders and potential shareholders. A purposeful and deliberate approach guides our engagement with investors (see below).

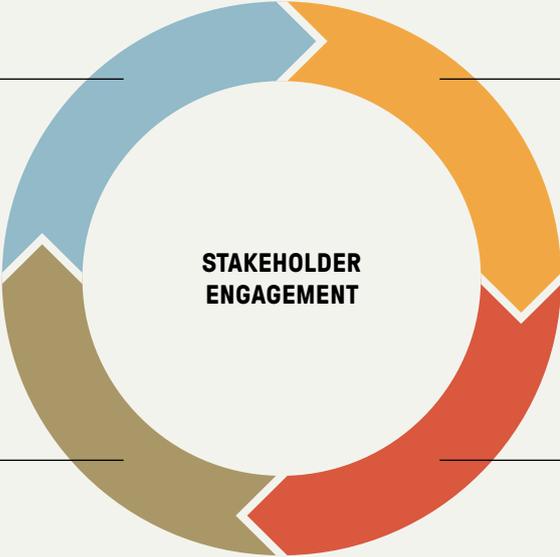
Our approach to stakeholder engagement

ENGAGE

- Listen:** We listen with openness in every stakeholder interaction.
- Learn:** We engage with stakeholders to learn their top-of-mind topics.
- Understand:** We seek to understand stakeholders' views on key material issues within the areas of sustainability and environment, social and governance (ESG).

SHARE

- Company performance:** We share with transparency how our company is performing against our sustainability and ESG goals and initiatives.
- Strategy:** We describe how our strategy supports our commitment to sustainability and ESG priorities.



ASSESS

- Review:** We compile and analyze insights and data from our stakeholder interactions throughout the year.
- Analyze:** We use the analysis to understand how to better engage with and respond to our stakeholders.

INFORM

- Materiality:** We use insights on topics most important to stakeholders to inform our materiality assessment.
- Strategy:** We take the insights and data from our stakeholders to inform our sustainability strategy.
- Communicate:** We inform stakeholders about the outcomes of our stakeholder engagement in our annual sustainability report.

▼ Engaging with a wide range of stakeholders throughout the year is part of the remit of Kevin Tubbs, vice president and chief ethics, compliance and sustainability officer at Oshkosh.



About this report

Oshkosh Corporation is a publicly traded company on the New York Stock Exchange (NYSE: OSK) and is incorporated in the state of Wisconsin. Oshkosh Corporation's financial reporting follows U.S. Securities and Exchange Commission (SEC) regulations. Our Annual Report on Form 10-K is available on our corporate website. All entities included in our consolidated SEC financial statements are covered in this report. This Sustainability Report covers programs and performance for the Oshkosh Corporation fiscal year, which runs from January 1, 2022 to December 31, 2022 unless otherwise noted.

In preparing this report, we followed the Global Reporting Initiative's (GRI) Standards and general reporting guidance on report content and quality. Please see our detailed GRI Index on pages 49–51 in this report to locate specific GRI indicator information. Our sustainability website has expanded information on the topics addressed in this report, including responses to the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD) frameworks. All data presented in this report has been calculated according to industry standards and is explained in chart footnotes where appropriate. Any data that have been restated compared to previous reports are noted with footnotes. There were no significant changes during the reporting period regarding the organization's size, structure, ownership or supply chain. For the seventh consecutive year, we sought third-party assurance for select environmental and safety data.



INDEPENDENT ASSURANCE STATEMENT TO OSHKOSH CORPORATION

ERM Certification and Verification Services, Inc. (“ERM CVS”) was engaged by Oshkosh Corporation to provide assurance in relation to the information set out below and presented in Oshkosh’s 2022 Sustainability Report as set out below and indicated with a ¹ on pages 21, 36, and 37.

ENGAGEMENT SUMMARY	
SCOPE OF OUR ASSURANCE ENGAGEMENT	<p>ERM CVS will assess whether the 2022 information and data for the specified indicators listed below are fairly presented in accordance with the reporting criteria:</p> <p>GHG EMISSIONS (from 10k-listed manufacturing facilities and all US domestic locations)</p> <ul style="list-style-type: none"> Total Scope 1 GHG emissions [metric tons CO₂e] (including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆); Total Scope 2 GHG emissions (location-based) [metric tons CO₂e] (including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆); Total Scope 3 GHG emissions [metric tons CO₂e] from the following categories: <ul style="list-style-type: none"> Category 4 – Upstream transportation (calculated emission from the EPA SmartWay program) (US domestic operations truck and multimodal shipments only); Category 5 – Waste generated in operations (non-hazardous waste with EPA Climate Leadership emissions factors from 10k-listed manufacturing facilities); Category 6 – Business travel (US domestic operations only); Category 7 – Employee commuting; and Category 11 – Use of sold products (CNG and diesel shipped in vehicles sent to customers only). Total Scope 1 and 2 GHG emissions [metric tons CO₂e] (from the sources specified above) (including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆). <p>ENERGY</p> <ul style="list-style-type: none"> Total energy use (from 10k-listed manufacturing facilities and all US domestic locations) [MMBtu]; Direct energy consumption (fuel) [MMBtu]; Indirect energy consumption (electricity) [MMBtu]; Total energy consumption intensity [Btu/sales in USD*]. <p>WASTE (from 10k-listed manufacturing facilities)</p> <ul style="list-style-type: none"> Total non-hazardous waste landfill [tons]; Total non-hazardous waste diverted from landfill [%]; Total hazardous waste disposed [tons]; Total hazardous waste by disposal method [%]; and Total waste [tons]. <p>HEALTH & SAFETY</p> <ul style="list-style-type: none"> Recordable incident rate** [per 200,000 hours worked]; and Lost time rate** [per 200,000 hours worked]. <p>*ERM CVS will place reliance on sales numbers from the audited financial statements as reported in the fiscal year 2022 SEC 10-K filing for the denominator of the energy intensity metric. **ERM CVS will confirm headcount data and hours worked data for assurance of the Health & Safety rates.</p>
REPORTING PERIOD	January 1, 2022, to December 31, 2022
REPORTING CRITERIA	WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1, 2 and 3 GHG emissions; OSHA Injury and Illness Recordkeeping and Reporting definitions; Oshkosh Corporation’s internal reporting criteria and definitions for all other metrics.
ASSURANCE STANDARD AND LEVEL OF ASSURANCE	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
RESPECTIVE RESPONSIBILITIES	<p>Oshkosh is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing, and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS’ responsibility is to provide conclusions to Oshkosh on the agreed scope based on our engagement terms with Oshkosh, the assurance activities performed and exercising our professional judgement. We accept no responsibility, and deny any liability, to any party other than Oshkosh for the conclusions we have reached.</p>

OUR CONCLUSIONS

Based on our activities, as described below, nothing has come to our attention to indicate that the 2022 data and information for the disclosures listed under ‘Scope’ above are not fairly presented, in all material respects, with the reporting criteria.

OUR ASSURANCE ACTIVITIES

A multi-disciplinary team of sustainability and assurance specialists performed a range of assurance procedures which varied across the disclosures covered by our assurance engagement, as follows:

- Assessing the appropriateness of the reporting criteria for the Report
- Interviews with relevant staff to understand and evaluate the relevant management systems and processes (including internal review processes) used for collecting and reporting the selected disclosures, including one remote HQ visit (Oshkosh, WI, USA).
- Virtual visits to four US sites; PMI-Appleton, Wisconsin, and Dodge Center, Minnesota to review local environmental data reporting processes and consistency of reported annual data with selected underlying source data for each indicator; Jefferson City and McConnellsburg to review safety management systems, health and safety documentation at two segments (Access Equipment and Defense). We interviewed relevant staff, reviewed site data capture and reporting methods, checked calculations and assessed the local internal quality and assurance processes.
- An analytical review of the year-end data submitted by all locations included in the consolidated 2022 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions, emission factors and calculations, and consolidation in line with the stated reporting boundary.
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information, including Scope 3 data reviews.
- Year-end assurance activities at corporate level including the results of internal review procedures and the accuracy of the consolidation of the data for the selected indicators from the site data; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

OUR INDEPENDENCE, INTEGRITY, AND QUALITY CONTROL

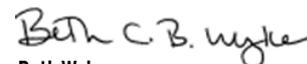
ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence, and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of Parts A & B of the IESBA Code relating to assurance engagements.

The team that has undertaken this assurance engagement has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Oshkosh in any respect.

OUR OBSERVATIONS

We have provided Oshkosh with a separate management report with our detailed (non-material) findings and recommendations. Without affecting the conclusions presented above, we have the following key observations: Oshkosh Corporation has the opportunity to improve its internal OH&S data management systems, including the process of consolidating segment data at the corporate level. Oshkosh Corporation has the opportunity to improve completeness of Scope 3, Category 11 data.



Beth Wyke
 Head of Corporate Assurance Services
 Malvern, PA
 25 May 2023

ERM Certification and Verification
 Services, Inc.
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GRI INDEX

The Global Reporting Initiative (GRI) is an international standards organization that helps companies communicate the impacts of their business on key sustainability issues. Oshkosh Corporation used the GRI Standards to inform the contents and structure of this report; the index below indicates where specific sustainability information can be found in this report or on our website.

General disclosures (GRI 102, 2016)

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
Organizational Profile		
102-1	Name of the organization	About Oshkosh Corporation, page 10
102-2	Activities, brands, products and services	About Oshkosh Corporation, pages 10–11 and FY2022 SEC Form 10-K , pages 1–10
102-3	Location of headquarters	About Oshkosh Corporation, page 10 and FY2022 SEC Form 10-K , cover page
102-4	Location of operations	About Oshkosh Corporation, page 10
102-5	Ownership and legal form	About this report, page 47 and FY2022 SEC Form 10-K , page 110
102-6	Markets served	About Oshkosh Corporation, page 47 and FY2022 SEC Form 10-K , page 3–5
102-7	Scale of the organization	About Oshkosh Corporation, page 47 and FY2022 SEC Form 10-K , page 6–7
102-8	Information on employees and other workers	Diversity and inclusion, page 19–20 and FY2022 SEC Form 10-K , page 14
102-9	Supply chain	Supply chain sustainability, page 40 and FY2022 SEC Form 10-K , page 12
102-10	Significant changes to the organization and its supply chain	FY2022 SEC Form 10-K , page 88
102-11	Precautionary principle or approach	Environmental management, page 34
102-12	External initiatives	Human rights, page 43
102-13	Membership of associations	Public policy engagement, page 45
Strategy		
102-14	Statement from senior decision-maker	A message from our Chief Executive Officer, page 3
102-15	Key impacts, risks and opportunities	FY2022 SEC Form 10-K , pages 15–25
Ethics and integrity		
102-16	Values, principles, standards and norms of behavior	Our core values, page 10 ; Ethics and compliance, page 41 ; and The Oshkosh Way , page 42
102-17	Mechanisms for advice and concerns about ethics	Ethics and compliance, page 41 and The Oshkosh Way , page 42

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
Governance		
102-18	Governance structure	Corporate governance, page 41
102-19	Delegating authority	Sustainability governance, page 41 and 2023 Proxy Statement , pages 17–23
102-20	Executive-level responsibility for economic, environmental and social topics	Corporate governance, page 41
102-22	Composition of highest governance body and its committees	2023 Proxy Statement , pages 17–22
102-23	Chair of highest governance body	2023 Proxy Statement , page 23
102-24	Nominating and selecting the highest governance body	2023 Proxy Statement , pages 6–14
102-25	Conflicts of interest	Conflicts of interest 2023 Proxy Statement , page 22
102-29	Identifying and managing economic, environmental and social impacts	2023 Proxy Statement , page 3
102-30	Effectiveness of risk management processes	Risk and crisis management, page 44 and 2023 Proxy Statement , page 22
102-31	Review of economic, environmental and social topics	2023 Proxy Statement , page 3
102-33	Communicating critical concerns	2023 Proxy Statement , page 18
102-35	Remuneration policies	2023 Proxy Statement , pages 29–32
102-36	Process for determining remuneration	2023 Proxy Statement , pages 29–32
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder engagement, page 46
102-42	Identifying and selecting stakeholders	Stakeholder engagement, page 46
102-43	Approach to stakeholder engagement	Stakeholder engagement, page 46
102-44	Key topics and concerns raised	Stakeholder engagement, page 46

General disclosures (GRI 102, 2016) CONTINUED

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
	Reporting Practice	
102-45	Entities included in organization's financial statements	About this report, page 47 and FY2022 SEC Form 10-K
102-46	Defining report content and topic boundaries	Materiality assessment, page 13
102-47	List of material topics	Materiality assessment, page 13
102-48	Restatements of information	About this report, page 47 and FY2022 SEC Form 10-K
102-49	Changes in reporting	None
102-50	Reporting period	About this report, page 47 and FY2022 SEC Form 10-K
102-51	Date of most recent report	About this report, page 47 and FY2022 SEC Form 10-K

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
	Reporting Practice CONTINUED	
102-52	Reporting cycle	Annual
102-53	Contact person for questions regarding the report	Back cover
102-54	Report prepared in accordance with the GRI Standards	This report references the GRI Standards, but has not been prepared to a specific GRI in-accordance level. The specific GRI standards and their publication dates are noted in the subheadings of the Indicator and Brief Description column.
102-55	GRI context index	GRI Index, pages 49–51
102-56	External assurance Assurance statement	Assurance statement, page 48

Topic-specific disclosures

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
	Economic	
	ECONOMIC PERFORMANCE (GRI 201, 2016)	
103	Management approach—economic performance	FY2022 Annual Report and SEC Form 10-K
201-1	Direct economic value generated and distributed	FY2022 Annual Report and SEC Form 10-K
201-3	Defined benefit plan obligations and other retirement	FY2022 SEC Form 10-K , pages 69–75
	ANTI-CORRUPTION (GRI 205, 2016)	
103	Management approach—anti-corruption	Ethics and compliance, page 41 and The Oshkosh Way
205-1	Communication and training about anticorruption policies and procedures	Ethics training and reporting, page 42
	ANTI-COMPETITIVE BEHAVIOR (GRI 206, 2016)	
103	Management approach—anti-competitive behavior	Ethics and compliance, page 41 and The Oshkosh Way

	Environmental	
	ENERGY (GRI 302, 2016)	
103	Management approach—energy	Operating sustainably, pages 33–40, Energy Management Policy and Environmental Protection Policy
302-1	Energy consumption within the organization	Energy and emissions, pages 35–36
302-3	Energy intensity	Energy and emissions, pages 35–36
302-4	Reduction of energy consumption	Energy and emissions, pages 35–36
302-5	Reductions in energy requirements of products and services	Sustainable products, pages 24–26

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
	Environmental CONTINUED	
	WATER (GRI 303, 2016)	
103	Management approach—water	Water use, page 39
303-1	Water withdrawal by source	Water use, page 39
	EMISSIONS (GRI 305, 2016)	
103	Management approach—emissions	Operating sustainably, pages 33–40 and Energy Management Policy and Environmental Protection Policy
305-1	Direct (Scope 1) GHG emissions	Energy and emissions, pages 35–36
305-2	Energy indirect (Scope 2) GHG emissions	Energy and emissions, pages 35–36
305-3	Other indirect (Scope 3) GHG emissions	Energy and emissions, pages 35–36
305-4	GHG emissions intensity	Energy and emissions, pages 35–36
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy and emissions, pages 35–36

	EFFLUENTS AND WASTE (GRI 306, 2016)	
103	Management approach—effluents and waste	Environmental management, page 34 and Waste diversion , page 37
306-2	Waste by type and disposal method	Waste diversion , page 37 and Environmental Protection Policy
	ENVIRONMENTAL COMPLIANCE (GRI 307, 2016)	
307-1	Non-compliance with environmental laws and regulations	Environmental management, page 34 and Waste diversion , page 37

Topic-specific disclosures CONTINUED

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
Supplier environmental assessment (GRI 308, 2016)		
103	Management approach—supplier environmental assessment	Supply chain sustainability, page 40 and Environmental Protection Policy and Supplier Code of Conduct and Human Rights Policy
308-1	New suppliers that were screened using environmental criteria	Supply chain sustainability, page 40
Social		
EMPLOYMENT (GRI 401, 2016)		
103	Management approach—employment	Team member development programs, pages 16–17
401-1	New employee hires and employee turnover	Team member development programs, pages 16–17
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health and wellbeing, page 22
OCCUPATIONAL HEALTH AND SAFETY (GRI 403, 2016)		
103	Management approach—occupational health and safety	Workplace safety, page 21
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Workplace safety, page 21
TRAINING AND EDUCATION (GRI 404, 2016)		
103	Management approach—training and education	Team member development programs, page 16–17
404-1	Average hours of training per year per employee	Team member development programs, page 16–17
404-2	Programs for upgrading employee skills and transition	Team member development programs, page 16–17
DIVERSITY AND EQUAL OPPORTUNITY (GRI 405, 2016)		
103	Management approach—diversity and equal opportunity	Diversity, equity and inclusion, pages 19–20 and Human Rights Policy
405-1	Diversity of governance bodies and employees	Diversity, equity and inclusion, pages 19–20 and 2023 Proxy Statement , pages 13-14
LOCAL COMMUNITIES (GRI 413, 2016)		
103	Management approach—local communities	Communities, pages 28–32
413-1	Operations with local community engagement, impact assessments, and development programs	Communities, pages 28–32

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
Social <small>CONTINUED</small>		
PUBLIC POLICY (GRI 415, 2016)		
103	Management approach—public policy	Public policy engagement, page 45
415-1	Political contributions	Oshkosh Corporation does not make any direct political contributions. Any contributions made by the Oshkosh Corporation Employee Political Action Committee (OCEPAC) can be found on the FEC website.
CUSTOMER HEALTH AND SAFETY (GRI 416, 2016)		
103	Management approach—customer health and safety	Product safety, quality and reliability, pages 26–27
416-1	Assessment of the health and safety impacts of products and services	Product safety, quality and reliability, pages 26–27
Marketing and labeling (GRI 417, 2016)		
417-2	Incidents of non-compliance concerning product and service information and labeling	None
417-3	Incidents of non-compliance concerning marketing communications	None
CUSTOMER PRIVACY (GRI 418, 2016)		
415-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None
CUSTOMER HEALTH AND SAFETY (GRI 416, 2016)		
418-1	Incidents of non-compliance concerning the health and safety impacts of products and services	None
SOCIOECONOMIC COMPLIANCE (GRI 419, 2016)		
419-1	Non-compliance with laws and regulations in the social and economic area	None

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CAUTIONARY STATEMENT ABOUT FORWARD-LOOKING STATEMENTS

This report contains statements that the Company believes to be “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact, including, without limitation, statements regarding the Company’s future financial position, business strategy, targets, projected sales, costs, earnings, capital expenditures, debt levels and cashflows, and plans and objectives of management for future operations, are forward-looking statements. When used in this report, words such as “may,” “will,” “expect,” “intend,” “estimate,” “anticipate,” “believe,” “should,” “project” or “plan” or the negative thereof or variations thereon or similar terminology are generally intended to identify forward-looking statements. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions and other factors, some of which are beyond the Company’s control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements. These factors include risks related to the Company’s ability to successfully execute on its strategic roadmap and meet its long-term financial goals. Additional information concerning these factors is contained in the Company’s filings with the Securities and Exchange Commission, including, without limitation, the Company’s Annual Report on Form 10-K for the fiscal year ended September 30, 2022, filed on November 16, 2022. All forward-looking statements speak only as of the date of this report. This report is for fiscal 2022. Data reported is for fiscal year 2022 unless otherwise noted.