



2021 CORPORATE SUSTAINABILITY REPORT

A MESSAGE
**from
our CEO**



"The best way to predict the future is to create it."

Abraham Lincoln

Dear Stakeholders:

At Manitowoc, we design and manufacture cranes, but our vision is to build the physical communities of the future. It's our passion to help our customers build the bridges, schools, and homes that make up our towns; the stadiums, cathedrals, and skyscrapers that shape our cities; and the infrastructure that connects us all. Our mission is to build a better future for future generations. These are the tenets of our Company motto: "Build Something Real."

As we create the future for the next generation, we recognize that we must continuously strive to improve the sustainability of our business model. Given the risk profile of the lifting industry, we have long understood the importance of safety. However, with the backdrop of the COVID-19 pandemic; the recent supply chain crisis; growing weather uncertainty; and the ongoing challenges of cybersecurity, we have gained a new appreciation for how we integrate sustainability throughout our business. As Abraham Lincoln said, "The best way to predict the future is to create it." At Manitowoc, we take the significance of sustainability seriously, and we are taking action to ensure the future communities for the next generation of our employees, customers, and stakeholders.

Examples:

Workforce Sustainability – Manitowoc has over 2,000 highly-skilled shop floor workers. We know that growing our pool of applicants is a great opportunity to address our labor needs, improve retention, and enhance the diversity of our workforce. To maintain the quality of our global workforce, we have developed in-house schools

for machining and welding. The emergence of the “The Great Resignation” in the United States has only highlighted the importance of workforce sustainability. Recently, we launched an ESL (English as a Second Language) initiative to recruit Spanish-speaking team members, and we’ve also already started acquiring talent from a broader geographic area and diverse demographics.

Cybersecurity – In June 2021, Manitowoc experienced a cybersecurity incident. As a result of our Information Systems (IS) team’s tireless efforts, they quickly restored all of our business systems with minimal impact on our Company. The successful management of this disruption is a testament to our robust security procedures and the professionalism of our team members.

Environmental Initiatives – In the past, Manitowoc implemented its environmental strategy regionally with a focus on meeting local regulatory standards. Last year, we introduced environmental sustainability as a corporate initiative and appointed Felicie Chaume as Director of Environmental Sustainability to lead improvements across the enterprise.

As the age-old Lean adage goes, what gets measured gets improved. Our first step in this endeavor was to implement software to collect and analyze data on our environmental footprint. Driving the data to action, Felicie works closely with Bruno Vecchi, VP *The Manitowoc Way*, ensuring that high-impact opportunities become initiatives under the umbrella of *The Manitowoc Way*.

- Following our analysis of the Company’s natural gas consumption, we kicked off a Global Paint Efficiency Committee, which will focus on efficiency and reducing our carbon footprint in our paint process.

- In 2022, we will implement the ISO 50001 Energy Management Standards to help focus our energy reduction programs.
- We are also making measurable progress on renewable energy programs. At present, we have solar panel installations in Niella, Italy; Zhangjiagang, China; and Pune, India, generating 2.5 MWh, an increase of 46% over 2019. In 2022, we will explore more significant renewable energy projects.

In conclusion, I am proud of the achievements made on our ESG initiatives during 2021 and look forward to continued progress in 2022 and beyond. I am sincerely impressed by our team members’ focus on improving the world around us while delivering innovative products, services, and solutions. We will maintain our momentum on sustainability by leveraging *The Manitowoc Way*. This Sustainability Report demonstrates our journey of continuous progress to become a more sustainable company and our commitment to ESG. Thank you for your support of Manitowoc.

Sincerely,



Aaron H. Ravenscroft
President & Chief Executive Officer



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Sustainability

MISSION

The Manitowoc Way is our culture and business operating system that drives continuous improvement and operational excellence. Using the foundations of *The Manitowoc Way*, we strive to:

- Empower, develop, and protect our team members
- Continually reduce the environmental impact of our operations, services, and products
- Build a diverse, inclusive Company that encourages the best from our team members
- Support the communities where we operate and the world around us
- Develop innovative products for ever-changing market environments
- Strengthen our Voice of Customer (VOC) efforts to ensure we exceed sales and support expectations

We believe that strong corporate governance is a critical element to achieving long-term shareholder value and corporate sustainability. We are committed to governance practices that serve the interests of our employees, customers, and stakeholders.

Our Core Values are crucial to achieving our sustainability goals as they guide us in making the right decisions every day.



I DO WHAT IS RIGHT

- > I work in a safe and environmentally responsible way
- > I respect others
- > I behave in an ethical way
- > I deliver quality work



WE WORK AS A TEAM

- > We help each other to meet customer needs
- > I put the team first
- > I collaborate and support team members
- > I foster open, two-way communication



WE DELIVER RESULTS

- > I do what I say I will do
- > I focus on continuous improvement
- > I innovate
- > I strive to exceed customer expectations



I AM A ROLE MODEL

- > I celebrate successes
- > I learn from failures
- > I approach every day with a can-do attitude
- > I have fun

Manitowoc

AT A GLANCE

- A leading provider of an innovative, advanced, and comprehensive range of lifting equipment and aftermarket solutions worldwide, with sales of \$1.7 billion in 2021
- Designs, manufactures, markets, and supports crane offerings under the Aspen Equipment, Grove, Manitowoc, MGX Equipment Services, National Crane, Potain, and Shuttlelift brands

Manitowoc designs, manufactures, markets, and supports comprehensive product lines of mobile hydraulic cranes, lattice-boom crawler cranes, boom trucks, and tower cranes under the Aspen Equipment, Grove, Manitowoc, MGX Equipment Services, National Crane, Potain, and Shuttlelift brand names. The Company has three reportable segments, the Americas segment, Europe and Africa ("EURAF") segment and Middle East and Asia Pacific ("MEAP") segment.

Manufacturing

We operate ten manufacturing locations (including remanufacturing facilities) that utilize a variety of processes. In general, the manufacturing process involves the fabrication and machining of raw materials, primarily steel, which are then manufactured into sub-assemblies. Sub-assemblies are then assembled with purchased components into a complete machine. In our manufacturing operations, we maintain advanced manufacturing, quality assurance, and testing equipment and utilize extensive process automation. We have also invested in Product Verification Centers at our major manufacturing facilities to support new product development, testing, and qualification of sub-systems and final product designs.

We train employees how to implement *The Manitowoc Way*, our culture and business operating system. Our team is comprised of individuals with diverse backgrounds in operations, quality, lean principles, finance, product, and process engineering. *The Manitowoc Way* includes lean tools to eliminate waste from processes to provide better value for customers, and it is used to assess customer satisfaction and implements improvements to the customer experience. *The Manitowoc Way* drives manufacturing efficiency gains, materials management, quality improvements, and lead time reductions.



Product Applications

Our cranes are used in a wide variety of applications throughout the world, including energy production/distribution, utility, petrochemical, industrial, infrastructure (such as road, bridge and airport construction), commercial, and residential construction.

Distribution and Services

In 2021, we completed the acquisition of Aspen Equipment Company, a diversified crane dealer and a final-stage, purpose-built work truck upfitter, and the crane business of H&E Equipment Services, Inc., one of the largest rental equipment companies in the United States. The H&E crane business operates under our new wholly-owned subsidiary, MGX Equipment Services, LLC, and Aspen operates under Aspen Equipment, LLC. The acquisition of these businesses advances our strategy to expand our aftermarket activities within North America. Together, Aspen and MGX operate 14 full-service branch locations and employ field service technicians that provide industry-leading technical competencies and exceptional customer support.



Aspen Equipment, LLC is a diversified crane and industrial equipment dealer and market-leading, final-stage, purpose-built work truck upfitter that serves customers in construction, mining, railroad, tree care, and utility end markets. Aspen Equipment offers equipment rentals, new sales, used sales, parts, service, and product support from its four branch locations.



MGX Equipment Services, LLC is one of the largest Manitowoc and Grove crane dealers in the United States serving customers in a variety of end markets. With a nationwide field sales and service team, MGX provides crane rentals, new sales, used sales, aftermarket parts, service, remanufacturing, structural repair services, and crane certification training from its 10 branch locations for all Grove, Manitowoc, National Crane, and Potain crane product lines.



DIVERSITY and **INCLUSION**

We understand the importance of supporting human rights and dignity at every level of our global business. We use our policies, ongoing outreach initiatives, and focused trainings to communicate this commitment internally and externally.

At Manitowoc, we remain fully committed to building a culture of inclusion and expanding the diversity of our workforce. We have placed a particular emphasis on recognizing the talents of women when considering placements, promotions, and internal assignments. Supporting this initiative, our global human resources team ensures that we interview at least one qualified female candidate for every available position. Furthermore, we continue to enhance our outreach to local networks and agencies to ensure a diverse candidate population. To complement our initiatives, we work with U.S. Diversity, RecruitABILITY, and Hire A Hero, organizations focused on equitable hiring practices for underrepresented populations.



Participants in the apprenticeship program at our Wilhelmshaven, Germany facility.

A VIEW INTO OUR WORKFORCE

Number of Regular Full-Time Employees

2019	2020	2021
4,491	4,271	4,556

Number of Regular Full-Time Employees By Region

Region	2019	2020	2021
Europe	2,539	2,473	2,440
Americas	1,405	1,310	1,621
Middle East/India	148	95	98
APAC	399	393	397
TOTAL	4,491	4,271	4,556

2021 Workforce by Gender ⁽¹⁾

Region	Male	Female
Europe	88.2%	11.8%
Americas	89.3%	10.8%
Middle East/India	84.7%	15.3%
APAC	80.7%	19.4%
TOTAL	87.8%	12.2%

⁽¹⁾ Self-Reported

Number of Regular Employees by Type of Work

	2019	2020	2021
Production- Direct Employees	2,126	1,952	2,060
Production- Indirect Employees	1,157	1,127	1,244
Non-Production Employees	1,208	1,192	1,252
TOTAL	4,491	4,271	4,556



2021 Employee Age Structure

AGE	AMERICAS	APAC	EUROPE	MIDDLE EAST/INDIA
<20				
FEMALE	1			
MALE	6			
20-29				
FEMALE	14	5	27	1
MALE	129	13	166	6
30-39				
FEMALE	27	29	66	6
MALE	332	109	520	28
40-49				
FEMALE	52	41	92	5
MALE	350	117	638	34
50-59				
FEMALE	52	3	72	3
MALE	412	77	681	12
60+				
FEMALE	28	0	22	1
MALE	218	3	156	2
TOTAL	1,621	397	2,440	98



New Hires

2019 TOTAL - 478 ⁽¹⁾		2020 TOTAL - 220 ⁽¹⁾		2021 TOTAL - 453 ⁽¹⁾⁽²⁾	
REGION					
Europe	172	Europe	93	Europe	201
Americas	263	Americas	80	Americas	176
Middle East/India	10	Middle East/India	10	Middle East/India	11
APAC	33	APAC	37	APAC	50
AGE					
0-19	14	0-19	19	0-19	7
20-29	180	20-29	74	20-29	136
30-39	129	30-39	60	30-39	152
40-49	76	40-49	39	40-49	78
50-59	57	50-59	23	50-59	51
60+	14	60+	5	60+	11
N/A	8	N/A		N/A	3
GENDER ⁽³⁾					
Male	405	Male	178	Male	369
Female	73	Female	42	Female	69

⁽¹⁾ Excludes temporary and/or part-time employees

⁽²⁾ Excludes acquisitions

⁽³⁾ Self-Reported

US Equal Employment Opportunity Commissions Statistics ⁽¹⁾

	2019	2020	2021
Women among total employees	10%	10%	11%
Non-Caucasian among total employees	9%	9%	9%
Caucasian	91%	91%	91%
Asian	1%	1%	1%
Latino	4%	4%	5%
Black	3%	3%	3%
Other Ethnicities	1%	1%	1%
Women among executives and senior managers	13%	14%	9%
Non-Caucasian among executives and senior managers	13%	14%	13%
Caucasian	87%	86%	87%
Asian	0%	0%	7%
Latino	0%	0%	0%
Black	13%	14%	7%
Other Ethnicities	0%	0%	0%
Women among first and mid-level managers	11%	11%	13%
Non-Caucasian among first and mid-level managers	5%	4%	5%
Caucasian	95%	96%	95%
Asian	1%	1%	1%
Latino	3%	3%	3%
Black	0%	0%	1%
Other Ethnicities	1%	1%	1%
Women among professionals	16%	16%	16%
Non-Caucasian among professionals	8%	7%	8%
Caucasian	92%	93%	92%
Asian	3%	3%	3%
Latino	2%	2%	2%
Black	2%	2%	2%
Other Ethnicities	1%	1%	1%

⁽¹⁾ Self-Reported

HEALTH AND SAFETY

Health and Safety Management

Safety is our No.1 priority, and our goal is to be a zero-injury workplace. Since the implementation of our Safety Management System (SMS) over fifteen years ago, we have seen the Company's Recordable Injury Rate (RIR) decline by eighty percent. The SMS has continued to develop into a vital pillar of *The Manitowoc Way*.

The SMS is built upon the five foundations, seen below. There are 20 elements in the foundations, which include both process-related and cultural aspects of safety. A major focus of these processes is to ensure that regulatory requirements related to safety are met, as well as procedures to identify and control hazards. The cultural aspects focus on management accountability and visibility, and on employee engagement, ownership, and training. The SMS criteria are developed and continually updated to ensure compliance with regulatory requirements. Adopting the SMS into the recent acquisitions of Aspen Equipment and MGX Equipment Services has been an integral part of our integration plans.



Safety Vision

Our Safety Vision contains the guiding principles of how we approach safety; we take pride in our Safety Vision and its daily implementation. Every Manitowoc stakeholder is expected to adhere to this vision.



**Site Maintaining ISO 45001:
Niella Tanaro, Italy**

OUR SAFETY VISION

- > Safety is our #1 priority
- > Every injury is preventable
- > Safety is everyone's responsibility
- > Everyone has the authority and responsibility to STOP unsafe work
- > 5S is essential for maintaining a safe workplace
- > Safety requires continuous improvement
- > SLAM is to be used by every employee on a daily basis
- > Our goal is ZERO injuries

Manitowoc

Aaron Ravenscroft
Aaron Ravenscroft
President and CEO

Work Safe
Manitowoc

Safety Results

In 2021, the Company achieved an RIR which was over 60% below the industry average. In summary we recorded a:



Recordable Injury and Loss time Rate which is substantially similar to that of 2020



A major improvement in reporting of **Near Miss Events**



85% increase in the number of **SLAMs (Stop-Look-Assess-Manage) and Interactive Observations** completed

These achievements are a direct result of robust implementation of our SMS; improved hazard awareness through our SLAM ⁽¹⁾ process; daily involvement of supervisors through workforce engagement by undertaking interactive observations; and a much more positive and open culture around Near-Miss reporting. Managing safety in this proactive way allows for the development of a Company-wide safety culture. This performance shows how we eliminate risk from the Company and provide a safe working environment through a robust safety system.

Driving Proactive Safety Behavior

SLAM is one of the tools we use to improve our safety performance. In 2021, we aimed to increase the number of SLAMs completed by 25%. By the end of the year, we had achieved an increase of over 85% from 2020. Increasing the level of proactive safety behavior throughout the global organization has played a major role in improving employee safety.

For 2022, we have set ambitious targets and are striving to:

- Achieve an RIR under 1.39
- Reduce hand injuries by 25%
- Achieve a SLAM rate of 1,318 per 200,000 hours worked

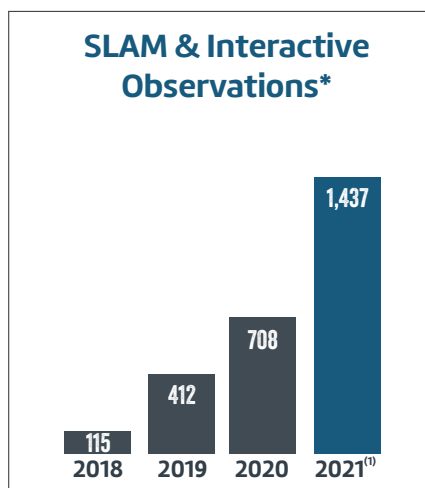
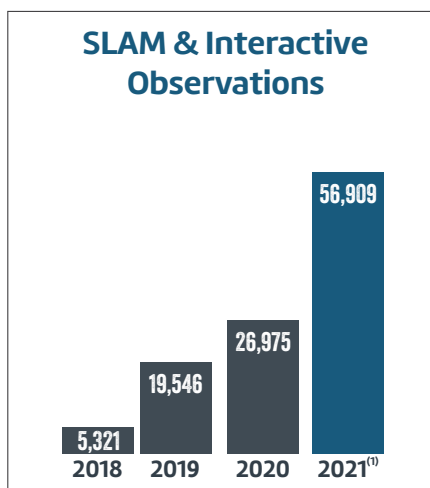
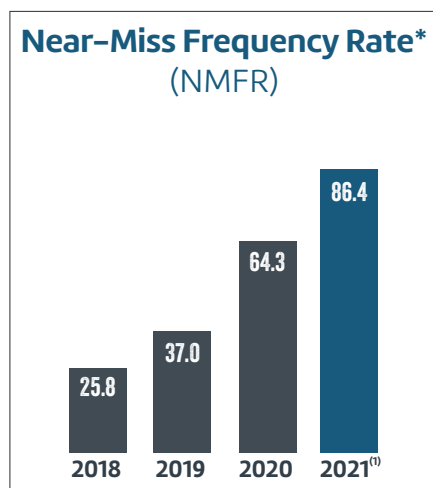
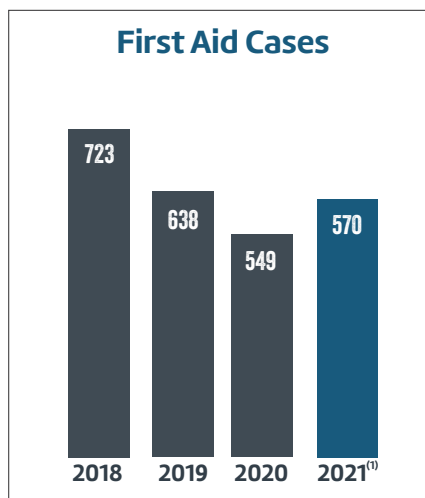
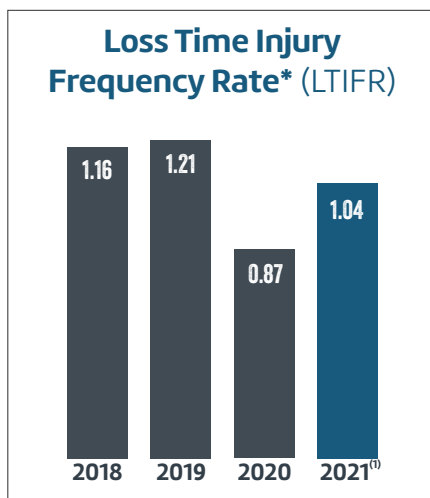
⁽¹⁾ This is the process of how we identify and correct unsafe behavior and conditions in the workplace.

Manitowoc Work Safe Award – Rewarding Safety Performance

We are committed to maintaining an injury-free workplace through the daily implementation of SMS practices, focusing on safe working behavior, and emphasizing that all injuries are preventable. In October 2021, our Boom Truck and Carry Deck Value Stream team in our Shady Grove, Pennsylvania facility achieved one year without experiencing any recordable injuries and was awarded the Manitowoc WorkSafe Award.



Presentation of WorkSafe award by (left to right) Ken Krueger, Manitowoc Chairman of the Board; Justin Pilgrim, Boom Truck Value Stream Director; Karl Myers, Production & Materials Manager; Aaron Ravenscroft, President & CEO



⁽¹⁾excluding acquisitions

*Based on 200,000 exposure hours



Construction site in France of an offshore wind farm that will operate 71 wind turbines

© Jacques Basile

TALENT DEVELOPMENT AND TRAINING

We invest in our workforce by offering programs that develop, grow, and draw on an individual's potential throughout their careers. We regularly evaluate the impact of our training and career development programs and are working to develop training and development goals for every team member. In 2021, we launched our new Talent Development process, which improves engagement between managers and employees while prioritizing the development of our team members. We expect our employees and managers to meet frequently throughout the year to discuss goals, expectations, and career development. Moreover, we leveraged both virtual and in-person training, which totaled approximately 111,000 hours with a focus on safety, leadership, ethics, diversity, and cultural awareness.

2021 Training Hours

Company and Business Unit Totals	# Training Hours
Manitowoc Global	111,310
Americas	29,969
Europe	55,523
Middle East/India	1,342
APAC	24,476



**2021 Training Hours
per employee**
24

Manitowoc Mentorship Program

As stewards of our diversity, equity, and inclusion initiatives, our leadership team takes a proactive approach to build and develop a diverse pipeline of talents. The Manitowoc Mentorship Program is designed to partner our high-performing employees with senior leadership team members to develop our future leaders. By year-end 2021, 80% of the female participants in the Program's first cohort had assumed expanded responsibilities or had been promoted. The second wave of the Mentorship Program will commence in early 2022.

Supervisor Leadership Program

The Supervisor Leadership Program is an interactive 12-month training program provided globally to all front-line supervisors. The Program is designed to create awareness, introduce concepts, and build skills in key leadership areas that drive team performance to deliver results while fostering continuous learning and improvement. Interactive training and blended learning approaches are used to help participants learn, practice, and apply the concepts covered. The Program consists of 12 courses led by internal facilitators focusing on the principles of *The Manitowoc Way*, Leadership Behaviors, and our WorkSafe Program. In 2021, we introduced topics such as Business Acumen, Lean, Leadership Skills, Finance, and Safety. Globally, the Program had a 93% attendance and completion rate for supervisors.



The Manitowoc Scholarship Program

Since the program's founding in 1989, The Manitowoc Company Scholarship Program has supported 955 students and awarded more than \$2,884,000 in scholarships.

Awardees receive a renewable \$1,000 scholarship to study at a college or university in North America for up to four years.

Intern and Apprentice Programs

At Manitowoc, we continue to seek out the next generation of crane specialists, from engineers to accountants to welders. We offer meaningful intern and apprentice programs to support students seeking a path to fulfilling careers in the manufacturing industry. In 2021, we onboarded 203 interns and apprentices across the globe, allowing them to gain valuable experience and providing Manitowoc a significant talent pool for early-in-career roles.

The Manitowoc Way Lessons Learned Program

The Manitowoc Way Lessons Learned Program has existed for five years. During this period, there have been over 4,000 improvement opportunities implemented demonstrating the spirit of continuous improvement from *The Manitowoc Way*.

In 2021, *The Manitowoc Way* Lessons Learned Program was awarded to the Zhangjiagang, China plant. The welding Value Stream and service support teams developed a robotic welding station on a mast rod bar at 10% of the cost of a purchased machine. In addition, the robot has enabled the site to improve operator safety, product quality, and reduce harmful emissions while increasing manufacturing capacity.



WorkGreen Award

As part of our strategy to achieve our 2025 environmental targets, the WorkGreen Award was created in 2021. The goal is to collect the best ideas from our employees on environmental improvements. The WorkGreen Award winner is selected by the CEO and the trophy is presented annually. The first award went to the Wilhelmshaven plant in Germany. The team there led a project to replace the factory's old air compressors with new generation compressors to reduce our energy footprint. The new compressors will meet the compressed air demand and will be used to heat the onsite showers. This has contributed to a 70% savings of electricity to heat the showers and a 15-ton reduction of Greenhouse Gas (GHG) emissions per year.



***The Manitowoc Way* CEO Award**

Each year, *The Manitowoc Way* CEO Award is given to employees who exemplify the values of *The Manitowoc Way*. For 2021, two team members were awarded this recognition: Jim Glenwright, IS Director at the Shady Grove facility, and Sebastien Mallay, project manager at the Moulins facility.



Jim Glenwright

IS Director

Jim and his IS team epitomized the heart and soul of *The Manitowoc Way*. His commitment, tenacity, and leadership to overcome the cybersecurity incident we encountered in June assured that there was minimal disruption to Manitowoc. Of equal importance, Jim's team was instrumental in the successful integration of the e-Emphasys ERP system for our new MGX Equipment Services business.



Sebastien Mallay

Project Manager

Sebastien earned this award in recognition for his contribution as a leader in introducing new technologies and automated lines throughout tower crane manufacturing facilities in Europe. Key examples of his work include the tube cutting line in Moulins, France and innovative machining centers in Porto, Portugal and Charlieu, France.

OUTREACH AND ENGAGEMENT

At Manitowoc, we strive to immerse ourselves in the communities where we work. We value building sustainable partnerships and giving back to the communities that support us. Below are highlights of our outreach activities in 2021.

Brooke's House – United States

Brooke's House provides a safe, stable, and emotionally supportive sober-living environment for adult women in the early stages of substance abuse recovery. The organization, based in Washington County, Maryland, relies on grassroots support to continue its purpose of moving women from dependence to independence. The Manitowoc Foundation provided financial support to the Brooke's House Pro-Am Golf Tournament. Manitowoc also supplied cranes to bring attention to the organization and its mission. A Grove TMS500-2 Truck-mounted crane raised a supersized U.S. flag at both the golf tournament and grand opening of Brooke's House Coffee and Chocolates. Revenue from the café's premium coffee and confectionery sales will go to job training for residents.



Race 4 Education – United States

Manitowoc was a corporate sponsor for the 9th annual Greencastle-Antrim Primary/Elementary School Race 4 Education. In this fundraising event, students raised money to acquire essential educational materials for their classrooms, build a new safety fence for the playground area, and subsidize various technology, special events, and social activities. Sponsors donated money for students completing a walk around the school track during a designated time period. As a result, the Race 4 Education raised over \$29,000.

Food Drive – Portugal

In partnership with a local charity, the team organized a food drive by collecting provisions for 50 families. The provisions were boxed by the factory employees and delivered to the charity for distribution within the Municipality of Paredes.



Supporting our Front-Line Emergency Services – Germany

We understand the critical role that emergency services play in the communities that we work and live in. Therefore, we actively encourage employees to identify ways that we can help engage and support our front-line emergency workers.

The Wilhelmshaven Product Verification Center (PVC) team supported the local emergency services with a staged exercise. Within our PVC, a Grove All-terrain crane was used to lower a weight onto a scrapped car to crush the roof and provide a safe training environment for the local fire brigade. The simulated accident was used to demonstrate the removal of injured persons from a car.



The Manitowoc Foundation

Through the Manitowoc Foundation, our team members are encouraged to participate and support organizations and causes that have the greatest impact on the world. Additionally, we also support our team members making a difference by contributing their expertise and time to causes that are individually important to them. In 2021, the Manitowoc Foundation donated over \$81,500 to public and charitable organizations in the communities where our team members live and work, and where we do business.

- Brooke's House, Inc.
- Catholic Charities of the Diocese of LaCrosse
- Downtown Chambersburg, Inc.
- Family Care Services, Inc.
- Father Flanagan's Boys Home
- Foundation for Free Enterprise Education
- Franklin County Fair Commission, Inc.
- Glacial Lakes Conservancy
- Greencastle-Antrim Primary Elementary School - PTO
- Hagerstown Community College Foundation, Inc.
- Jennifer S. Fallick Cancer Support Center
- Madison Community Foundation
- Make-A-Wish® Philadelphia, Delaware & Susquehanna Valley
- Manitowoc County Youth Hockey Assoc.
- Manitowoc Professional Police Assoc.
- National Fire Safety Council, Inc.
- No. Kentucky Children's Advocacy Center
- Pathways Early Education Center of Immokalee, Inc.
- Project Hood Communities Development Corp.
- Reaching Above Hopelessness and Brokenness Ministries, Inc. (RAHAB)
- Rotary Club of Manitowoc Foundation, Inc.
- Salvation Army Manitowoc County
- Southeastern Guide Dogs, Inc.
- St. Marcus Lutheran School
- The Foundation for Enhancing Communities
- The Kiski School
- The University of Toledo Foundation
- Thomas Jefferson University
- United Way of Manitowoc County
- Wisconsin Lutheran High School
- Women in Need, Inc.

OPERATING SUSTAINABLY

In 2021, we established foundations for our Sustainability strategy by applying the principles of *The Manitowoc Way*.

Through our initiatives aimed at reducing Greenhouse Gas (GHG) emissions, we have managed to reduce Scope 1 and 2 GHG emissions by 5.4% compared to 2019. We have further matured our processes by implementing a Sustainability & Corporate Social Responsibility Data software solution for quantifying and tracking data relevant to our environmental impact.

To achieve the goal of further reducing our environmental impact, we have set the following targets:

By 2022

- Certify all manufacturing facilities to the ISO 50001 Energy Management Standard

By 2025

- Certify all manufacturing facilities to the ISO 14001 Environmental Management Standard
- Reduce Scope 1 and 2 GHG emissions intensity by 15% normalized by revenue
- Reduce waste to landfill intensity by 15% normalized by revenue
- Reduce Volatile Organic Compound (VOC) emissions intensity by 10% normalized by revenue

ENERGY CONSUMPTION

Installation of gas and electricity meters

In order to control the energy consumption of our sites and comply with local regulations, we installed:

- **18 gas meters** and **7 electric meters** in our Moulins, France facility
- **16 gas meters** and **18 electric meters** in our Charlieu, France facility

All meters transfer detailed data to remote terminals, allowing us to monitor and analyze our energy consumption in real time, detect anomalies, and initiate action plans to eliminate waste.

Welding gas leakage monitoring

In our Zhangjiagang, China facility, we began using an acoustic leak detection instrument, enabling us to reduce our manufacturing gas consumption by 40% after nine months of use. This represented approximately 21 tons of CO₂e emissions reduction in 2021.



Employee engagement: Eco-Driving training

The Dardilly, France team launched a “Road Safety” training curriculum for team members, with a focus on “Eco-Responsible” driving habits.

Taking advantage of eco-driving practices is expected to produce the following benefits for our Company-owned fleet of vehicles in 2022:

- 15% savings on fuel
- 15% savings on consumables (tires, brakes, etc.)

At present, 50 employees had been trained, and 75 more are set to be trained in 2022.



Fuel consumption reduction

The team in Wilhelmshaven finalized a multi-year *The Maniowoc Way* transformation project to improve the efficiency of the All-terrain crane manufacturing process. The total distance traveled by an All-terrain crane during production has been reduced by 70% through a new factory layout. This new layout within the facility enables a much clearer production flow while also improving safety and quality. Through this project, we anticipate reducing our GHG emissions by a minimum of 8 tons of CO₂e per year.



Sites Maintaining ISO 50001:
Wilhelmshaven & Langenfeld, Germany

WASTE REDUCTION

Change in paint preparation process

The Charlieu, France facility has reduced its hazardous waste by changing its process for mixing paint. Using the new process, the team reduced the paint waste by 10% which equates to approximately 100 liters per year.



Before: The original preparation process caused excessive waste due to the mixing of large quantities which would go unused.



After: The site invested in a vibrating mixing bench which has extended the usable life of the paint and reduces waste.

Recycling of welding slag

Through a partnership with Lincoln Electric, a leading welding equipment supplier, waste weld slag created at our Moulins, France facility is recycled into a new welding flux. As a result, approximately 140 tons of annual waste that was previously sent to a landfill is now recycled. This action represents a reduction of about 8% of the total waste generated by the Moulins facility, and 1.3 tons of annual CO₂e emissions reduction annually.



Recycling of wood for a hospital

In 2021, the Moulins facility developed a partnership with a local hospital serving patients with disabilities. The hospital team takes the facility's wood waste free of charge (pallets, boxes, etc.) that patients use to make various objects such as shelters or planters. This resulted in a reduction of 12 tons of wood waste.



Reduction in cutting liquid waste

In order to reduce hazardous waste linked to our steel cutting process, our Zhangjiagang, China facility invested in a centrifuge machine to separate steel chippings and fillings from the steel cutting lubricant. With this improvement, we have reduced hazardous waste by 21 tons, which equates to a 70% savings.

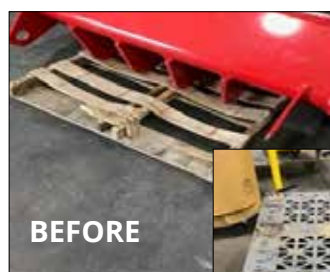


From wood to composite pallets

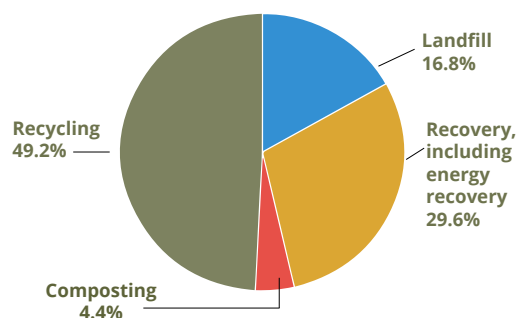
Our Shady Grove, Pennsylvania facility initiated a program to switch from wood pallets to composite pallets for material movement on-site. This change enables the site to improve two situations:

- Reduce waste linked to broken boards
- Eliminate a safety issue caused by nails protruding from wood pallets

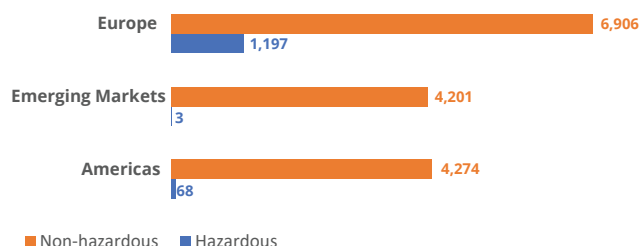
Through this new program, we have changed nearly 10% of all our wooden pallets and reduced our wood waste by approximately 4 tons.



2021-Waste disposal methods



2021-Type of waste by region (Tons)



VOC EMISSIONS

New painting techniques for better efficiency

The paint line at our Shady Grove, Pennsylvania facility was originally designed with no inline air pressure or fluid pressure restrictors. This resulted in a substantial amount of product waste, clogged filters, and excess paint ending up on floors and walls.

Since identifying this waste, the paint line team installed pressure regulators resulting in an estimated 15% improvement in transfer efficiency. This new technique has minimized paint waste, reduced spray emissions, compressed air usage, and lowered frequency of filter changes.



Aluminum paint vs Galvanization

By examining different options, the Pune, India team identified the possibility of switching to an aluminum-based paint as an alternative to galvanizing ancillary crane parts. After passing all the Company's rigorous product qualification tests, the team successfully replaced galvanization with the application of an aluminum paint process.

This new process reduces emissions linked to the transportation of the galvanized parts from suppliers and avoids a process that can be damaging to the environment.

Solvent reduction plan

In the Zhangjiagang, China factory, paint preparation consists of mixing primer with thinners and cleaners which contain Volatile Organic Compounds (VOC). To improve the level of VOC emissions, the team reduced the amount of thinners used from 20 kg per 200 kg of paint to 6 kg per 200 kg of paint, a savings of 70%. After 6 months, VOC emissions were reduced by 18%.

Expanding Green Energy Generation Solar Panels Development

Manitowoc is continually looking for ways to increase renewable energy generation. We now have solar panel electricity generation in three factories: Pune, India, Zhangjiagang, China, and Niella, Italy.

- ☀ Solar panels installed on the roof of our factory in Zhangjiagang generated 28% of the energy consumed by the factory operations.
- ☀ Our Pune facility benefited from a full year of electricity generation from the solar panels that were installed in 2020, providing 4.3% of the electricity consumed in 2021.
- ☀ Our Niella facility invested in solar panels as part of a capacity expansion project. This increase in solar generating capacity will generate around 35,000 kwh and also generate hot water for the building heating and showers. This investment will result in a reduction of 9 tons of CO₂e emissions per year.



Solar panels at our Niella, Italy facility.

REMANUFACTURING

We are committed to maximizing our customers' investment and extending the life of their equipment through our industry-leading rebuild and remanufacturing program, EnCORE. In 2021, we increased these capabilities organically and through our new Aspen Equipment and MGX Equipment Services businesses.

Focus on Remanufacturing Capabilities

Our MGX EnCORE facility in Belle Chasse, Louisiana is over 27,000 square feet in size. This location has a dedicated welding shop with a team of certified welders capable of handling a wide range of structural and boom repairs.

In addition, the Belle Chasse location owns a fleet of service trucks with welding capabilities for field repairs.



INNOVATION

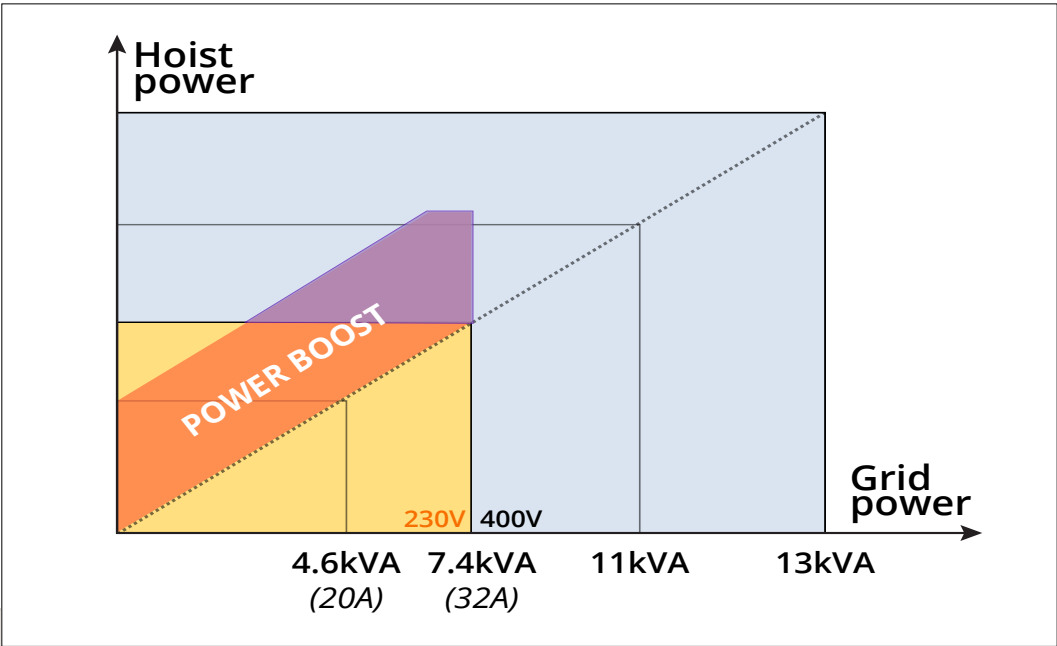
Power boost to optimize energy consumption on Tower cranes

In 2021, our engineering team published two patents focused on energy consumption optimization in our products. The purpose of these patents is to facilitate the energy supply for self-erecting Tower cranes without the use of a generator. This innovation also reduces carbon and noise emissions.

The benefits include:

- Storing energy in the crane’s battery to provide a power boost without consuming external energy
- Distributing power efficiently, boosting performance by driving energy to the crane’s operation and reducing energy supplied to ancillary accessories

The following table highlights the benefit of the innovation on a Potain Hup M 28-22 crane:



Research & Development

At Manitowoc, our products, services, and solutions are designed to increase our customers’ productivity by delivering excellent return on invested capital. We offer cranes with technology solutions that are not only productive and efficient, but also minimize the impact on the environment. By using the “Voice of the Customer” approach to truly understand our customers’ needs, we develop innovative features and technologies that provide lasting value to our customers, our employees, our business, and our world.

The customer is always front and center in our product innovation process. The design and development, manufacturing, and servicing of our cranes is specified to permit their safe and efficient use. We remain equally vigilant in seeking ways to minimize the environmental footprint of our products in both production decisions and while on the job.

2021 New Products Highlights

GMK4100L-2

The Grove GMK4100L-2 All-terrain crane offers class-leading lifting performance including the best load charts in its class in a compact package measuring 2.55 meters in width with the overall length of 13.2 meters. Features such as our simple-to-use Crane Control System (CCS) with a boom configuration mode enable fast and efficient setup. Designed with a new single engine configuration (vs two-engine configuration among competitors), the GMK4100L-2 includes the latest EUROMOT 5/Tier 4 final engine which reduces fuel consumption. The crane also features an ECO mode which automatically reduces engine idle to save fuel and reduce emissions when higher RPMs are not required.



IGO T99

The Potain Igo T 99 is a versatile self-erecting Tower crane, ideal for heavy-duty work on jobsites. With a maximum capacity of 6.6 tons, this crane demonstrates excellent versatility with speed of assembly and compact transport.

MCT 385 A

The Potain MCT 385A top-slewing Tower crane showcases upgrades to the first crane developed and manufactured for emerging markets in our Zhangjiagang, China facility. The proximity of our Chinese production to end customers reduces costs and emissions related to shipping. Key enhancements include new jib configurations, working height, lifting capacity (16 tons) and load curve.



ENVIRONMENTAL RESULTS

ENERGY - SCOPE 1 AND 2	2019 ⁽¹⁾	2020 ⁽¹⁾	2021
Energy consumption (MM BTU)	672,999	592,527	640,556
Energy consumption, normalized (MM BTU/million dollars of revenue)	367.0	410.6	378.1
Electricity (MWh)	62,021	53,388	57,207
Electricity Use, normalized (MWh/million dollars of revenue)	33.8	37.0	33.8
Fuel consumption (MWh)	135,215	120,264	130,522
Fuel consumption, normalized (MWh/million dollars of revenue)	73.7	83.3	77.0
Electricity used from non-renewable sources (MWh)	60,281	51,444	54,720
Americas	27,648	23,161	22,092
Emerging Markets	5,589	5,047	7,293
Europe	27,044	23,236	25,335
Total electricity used from renewable sources (MWh)	1,744	1,945	2,485
Americas	-	-	-
Emerging Markets	1,744	1,945	2,485
Europe	-	-	-
Total Scope 1 & 2 emissions (Metric Tons CO ₂ e)	46,502	39,587	44,005
Scope 1	27,159	23,724	25,796
Scope 2	19,343	15,863	18,209
Total Scope 1 and 2 emissions, normalized (Metric Tons CO ₂ e/million dollars of revenue)	25.4	27.4	26.0
Target 2022:	23.5 (7.5% reduction vs 2019)		
Target 2025:	21.6 (15% reduction vs 2019)		
Total Scope 1 by region (Metric Tons CO ₂ e)	27,159	23,725	25,796
Americas	9,772	9,266	8,473
Emerging Markets	1,384	1,372	1,296
Europe	16,003	13,087	16,027

(1) The adjustments to prior year Corporate Sustainability reports reflect updated calculations based on adoption of a third-party environmental software.

WASTE	2019 ⁽¹⁾	2020 ⁽¹⁾	2021
Waste Types (metric tons)	19,060	14,484	16,649
Hazardous waste	987	904	1,218
Non-hazardous waste	18,073	13,580	15,431
Hazardous waste, normalized (metric tons/million dollars of revenue)	0.5	0.6	0.7
Non-hazardous waste, normalized (metric tons/million dollars of revenue)	9.9	9.4	9.1
Waste by disposal method (metric tons)	19,060	14,484	16,649
Landfill	3,090	2,419	2,798
Energy recovery	5,431	3,979	4,932
Composting	976	880	727
Recycling	9,563	7,206	8,192
Waste to landfill intensity (metric tons/million dollars of revenue)	1.68	1.68	1.65
Target 2022:	1.56 (7.5% reduction vs 2019)		
Target 2025:	1.43 (15% reduction vs 2019)		

VOC emissions	2019 ⁽¹⁾	2020 ⁽¹⁾	2021
VOC emissions (kilograms)	396,492	336,921	403,541
VOC emissions, normalized (kilograms/million dollars of revenue)	216.2	233.5	238.2
Target 2025:	194.6 (10% reduction vs 2019)		

Water consumption	2019 ⁽¹⁾	2020 ⁽¹⁾	2021
Total water use (M liters)	97.8	82.2	80.2
Water use, normalized (kiloliters/million dollars of revenue)	53.3	57.0	47.3
Water discharge			
Total water use (M liters)	107.0	83.9	69.7
Water use, normalized (kiloliters/million dollars of revenue)	58.3	58.1	41.1

(1) The adjustments to prior year Corporate Sustainability reports reflect updated calculations based on adoption of a third-party environmental software.

SASB REPORT

Topic	SASB Code	Metric	Unit of Measure	Response/Comment
Accounting Metrics	RT-IG-000.A	Number of units produced by product category	Number	Sales data is provided in Manitowoc's annual report to shareholders on Form 10-K.
	RT-IG-000.B	Number of employees	Number	
Energy Management	RT-IG-130a.1	(1) total energy consumed	Gigajoules (GJ)	676,403
		(2) percentage grid electricity	%	29.1%
		(3) percentage renewable	%	1.3%
Employee Health and Safety	RT-IG-320a.1	(1) total recordable incident rate (TRIR)	(Count x 200,000) / hours worked	1.39 Excluding Acquisitions
		(2) fatality rate	Number	0
		(3) near miss frequency rate (NMFR)	Count x 200,000) / hours worked	85.1
Fuel Economy & Emissions in Use-Phase	RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1,000 ton-miles	Due to the diversity of our products and their wide-range of application, we do not calculate the sales-weighted fuel efficiency. We are constantly working towards improving the fuel consumption & direct emissions of our products.
	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Watts per hour	
	RT-IG-410a.4	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium and heavy-duty engines, and (d) other non-road diesel engines	Grams per kilowatt-hour	See answer RT-IG-410a.2 & RT-IG-410a.3

Topic	SASB Code	Metric	Unit of Measure	Response/Comment
Materials Sourcing	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Manitowoc purchases critical materials that are necessary to the functionality or production of the products we manufacture. We are committed to conducting our business in a socially, ethically, and environmentally responsible manner, and work in cooperation with our suppliers to respect this commitment through our entire supply chain. Manitowoc mitigates risk in its Global Supply Chain in our contractual Terms and Conditions with suppliers and our Supplier Code of Conduct. In 2021, we have begun a supplier self-assessment process to review and improve the efficiencies of the consumption of critical materials in our supply chain. Manitowoc's due diligence processes include: 1. Establishing robust Company management systems – developing a Conflict Minerals Policy; implementing a Corporate Governance/Whistleblower hotline for employees/suppliers to report violations of the Company's policy concerning conflict minerals. 2. Identify and assess risk in the supply chain – with the help of a third party, a supply chain survey was completed with an identified list of 3TG minerals (tin, tantalum, tungsten, and gold) suppliers with follow-up investigations depending on the answers received. 3. Design and implement strategies to respond to identified risks. 4. Report annually on supply chain due diligence to manage Critical Material's price and lead time. Manitowoc's general sourcing strategy involves safety stock, long-term forecasting, and long-term agreements. We also have a dual sourcing approach and ask our suppliers to develop contingency plans for critical parts.
Remanufacturing Design & Services	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services Manitowoc will play an integral role in building physical and sustainable communities of future generations	U.S. \$ in millions	100.7 Manitowoc supports remanufacturing and rebuild services to extend the useful life of its cranes. Branded EnCORE, the process includes rebuilds ranging from key components, subassemblies, up to full-crane restorations. For further information, please visit our Remanufacturing Website: https://www.manitowoc.com/support/remanufacturing.

GRI INDEX

GENERAL DISCLOSURES (GRI 102,2016)

Indicator	Brief Description	Location of Information
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Manitowoc at a Glance, page 5; 2021 Form 10-K, page 5
102-2	Activities, brands, products, and services	Manitowoc at a Glance, page 5
102-3	Location of headquarters	Manitowoc at a Glance, page 5; 2021 Form 10-K - Item 2. Properties, page 19
102-4	Location of operations	Manitowoc at a Glance, page 5 ; 2021 Form 10-K, page 7, Item 2. Properties, page 19
102-5	Ownership and legal form	FY2021 SEC Form 10-K, page 5
102-6	Markets served	Manitowoc at a Glance, page 5-6; FY2021 SEC Form 10-K, pages 5-6
102-7	Scale of the organization	Manitowoc at a Glance, page 5-6; FY2021 SEC Form 10-K, page 7, 19
102-8	Information on employees and other workers	A View into our Workforce, page 8-10; 2021 Form 10-K
102-9	Supply chain	FY2021 SEC Form 10-K, page 7
102-10	Significant changes to the organization and its supply chain	FY2021 SEC Form 10-K, pages 7, 49
102-11	Precautionary Principle or approach	Sustainability Mission, page 4
102-12	External initiatives	Outreach and Engagement, page 19-20
STRATEGY		
102-14	Statement from senior decision-maker	Message from Manitowoc's President and Chief Executive Officer, page 1-2
102-15	Key impacts, risks, and opportunities	FY2021 SEC Form 10-K, page 9-19, TCFD report
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Manitowoc Code of Conduct, page 5; 2021 Form 10-K, page 5
102-17	Mechanisms for advice and concerns about ethics	Manitowoc Code of Conduct, page 5
GOVERNANCE		
102-18	Governance structure	2022 Proxy Statement, Proxy Summary, page 9-10
102-19	Delegating authority	2022 Proxy Statement, page 1-3
102-20	Executive-level responsibility for economic, environmental, and social topics	2022 Proxy Statement, page 12-13
102-22	Composition of the highest governance body and its committees	2022 Proxy Statement, Proxy Summary, page 9-11
102-23	Chair of the highest governance body	2022 Proxy Statement, page 4-6
102-24	Nominating and selecting the highest governance body	2022 Proxy Statement, page 16-17
102-25	Conflicts of interest	2022 Proxy Statement, page 15, 24-26
102-29	Identifying and managing economic, environmental, and social impacts	2022 Proxy Statement, page 15, 24-26
102-30	Effectiveness of risk management processes	2022 Proxy Statement, page 12
102-31	Review of economic, environmental, and social topics	2022 Proxy Statement, page 12-13
102-33	Communicating critical concerns	2022 Proxy Statement, page 13-14

102-35	Remuneration policies	2022 Proxy Statement, page 21-39
102-36	Process for determining remuneration	2022 Proxy Statement, page 23-39
102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement, page 23-39
102-38	Annual total compensation ratio	2022 Proxy Statement, page 50
102-39	Percentage Increase in annual total compensation ration	2022 Proxy Statement, page 32-39
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Exhibit 21 filed as part of 2021 Annual Report
102-48	Restatements of information	FY2021 SEC Form 10-K, page 49
102-49	Changes in reporting	N/A
102-50	Reporting period	FY2021 SEC Form 10-K, cover page
102-51	Date of most recent report	FY2021 SEC Form 10-K, cover page
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Contacts, page 38
102-54	Claims of reporting in accordance with the GRI Standards	This report references the GRI Standards, but has not been prepared to a specific GRI in-accordance level.
102-55	GRI content index	GRI Index, page 33-35
TOPIC-SPECIFIC DISCLOSURES		
ECONOMIC		
Economic Performance (GRI 201, 2016)		
103	Management approach — economic performance	FY2021 SEC Form 10-K
201-1	Direct economic value generated and distributed	FY2021 SEC Form 10-K
201-3	Defined benefit plan obligations and other retirement plans	FY2021 SEC Form 10-K, page 72-79
201-4	Financial assistance received from government	N/A
Anti-corruption (GRI 205, 2016)		
103	Management approach — anti-corruption	2022 Proxy Statement, page 10
205-1	Operations assessed for risks related to corruption	2022 Proxy Statement, page 13
205-2	Communication and training about anti-corruption policies and procedures	Manitowoc Code of Conduct, page 9
Anti-competitive Behavior (GRI 206, 2016)		
103	Management approach — anti-competitive behavior	2022 Proxy Statement, page 10
Tax (GRI 207, 2019)		
103	Management approach — Tax	FY2021 SEC Form 10-K, page 38, 52
207-1	Approach to tax	FY2021 SEC Form 10-K, page 38, 52, 60 - 63
207-2	Tax governance, control, and risk management	FY2021 SEC Form 10-K, page 38, 52, 60 - 63
207-3	Stakeholder engagement and management of concerns related to tax	FY2021 SEC Form 10-K, page 38, 52, 60 - 63
207-4	Country-by-country reporting	FY2021 SEC Form 10-K, page 38, 52, 60 - 63
ENVIRONMENTAL		
Energy (GRI, 302, 2016)		
103	Management approach — Energy	Operating Sustainably, page 21-22
302-1	Energy consumption within the organization	Environmental Data, page 29
302-3	Energy intensity	Environmental Data, page 29
302-4	Reduction of energy consumption	Operating Sustainably, page 21-22
302-5	Reductions in energy requirements of products and services	Innovation, page 27
Water (GRI 303, 2016)		
103	Management approach — Water	Environmental Data, page 30
303-1	Interactions with water as a shared resource	Environmental Data, page 30

303-2	Management of water discharge-related impacts	Environmental Data, page 30
303-4	Water discharge	Environmental Data, page 30
303-5	Water consumption	Environmental Data, page 30
Emissions (GRI 305, 2016)		
103	Management approach — Emissions	Environmental Data, page 29; Energy Management Policy
305-1	Direct (Scope 1) GHG emissions	Environmental Data, page 29
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data, page 29
305-4	GHG emissions intensity	Environmental Data, page 29
305-5	Reduction of GHG emissions	Environmental Data, page 29, Energy Management Policy
Effluents and Waste (GRI 306, 2016)		
103	Management approach — Effluents and Waste	Environmental Data, page 30
306-2	Management of significant waste-related impacts	Operating Sustainably, page 22-23, Environmental Policy
Environmental Compliance (GRI 307, 2016)		
307-1	Non-compliance with environmental laws and regulations	Operating Sustainably, page 21-25, Environmental Policy
SOCIAL		
Employment (GRI 401, 2016)		
103	Management approach — Employment	Our Team, page 7-10
401-1	New employee hires and employee turnover	Our Team, page 7-10
Occupational Health and Safety (GRI 403, 2016)		
103	Management approach — Occupational Health and Safety	Our Team, page 11-14
403-1	Occupational health and safety management system	Our Team, page 11-14; 2021 Form 10-K, page 8
403-2	Hazard identification, risk assessment and incident investigation	Our Team, page 11-14
403-5	Worker training on occupational health and safety	Our Team, page 11-14
403-9	Work-related injuries	Our Team, page 11-14; 2021 Form 10-K, page 8
Training and Education (GRI 404, 2016)		
103	Management approach — Training and Education	Talent Development and Training, page 15-16; 2021 Form 10-K, page 9
404-1	Average hours of training per year per employee	Talent Development and Training, page 15-16
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development and Training, page 15-16; 2021 Form 10-K, page 9
Diversity and Equal Opportunity (GRI 405, 2016)		
103	Management approach — Diversity and Equal Opportunity	Talent Development and Training, page 15-16; 2021 Form 10-K, page 8-9
405-1	Diversity of governance bodies and employees	Our Team, page 6-8; 2022 Proxy report
Non-discrimination (GRI 406, 2016)		
103	Management approach — Non-discrimination	Manitowoc Code of Conduct, page 13
Local Communities (GRI 413, 2016)		
103	Management approach — Local Communities	Outreach and Engagement, page 19-20

The Manitowoc Company, Inc. is a publicly traded company on the New York Stock Exchange (NYSE: MTW) and incorporated in the State of Wisconsin. Manitowoc's financial reporting follows U.S. Securities and Exchange Commission (SEC) regulations, and our Annual Report on Form 10-K is available on our corporate website.

This Corporate Sustainability Report covers programs and performance for the Manitowoc fiscal year 2021, which ended on December 31, 2021, but is a separate non-financial disclosure.



In Positano, on Italy's Amalfi Coast, a Grove GMK4100L-1 All-terrain crane helped erect a Potain MDT 189 Tower crane which supported the construction of a multi-story parking lot into the side of a cliff.

Limited Assurance Verification Statement to The Manitowoc Company, Inc.



Ramboll US Consulting (Ramboll) performed a limited assurance verification on behalf of The Manitowoc Company, Inc. (Manitowoc) to safeguard the credibility of the 2021 greenhouse gas (GHG) emissions and energy, health & safety, waste, and volatile organic compounds (VOC) data included in Manitowoc's 2021 Corporate Sustainability Report.

Summary of Verification

Scope of Verification	GHG Emissions - Scope 1 GHG Emissions: 25,832 metric tons CO₂e - Scope 2 GHG Emissions¹: 18,209 metric tons CO₂e	Health and Safety: - Recordable Injury Rate: 1.39 - Lost Time Injury Frequency Rate: 1.04
	Energy: - Energy Consumption: 632,625 MMBTU - Energy Consumption Intensity: 371.7 MMBTU/Million USD - Fuel (Direct) Consumption: 130,683 MWh - Electricity (Indirect) Consumption: 54,721 MWh	Waste: - Hazardous Waste: 1,269 metric tons - Non-Hazardous Waste: 15,382 metric tons
Verification Standard	International Organization for Standardization (ISO) Greenhouse gases standard Part 3: Specification with guidance for the verification and validation of greenhouse gas statements (ISO 14064-3:2019).	
Reporting Requirements	World Resources Institute and the World Business Council for Sustainable Development GHG Protocol Corporate Accounting and Reporting Standard and Scope 2 Guidance standard (GHG Protocol Standards), GRI Standards 305, 302, 403, and 306, and the ISO Greenhouse gases standard Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals (ISO 14064-1:2018).	
Assurance Level	Limited Assurance Verification	

¹ Scope 2 GHG Emissions reported in this table represent location-based emissions.

Activities

Ramboll conducted the assessment as follows:

- Review of Manitowoc's inventory approach in terms of boundary setting, calculation methods, and data collection in order to assess errors, omissions or inconsistencies in the approach;
- Online meetings and e-mail exchanges with key stakeholders to review the information systems and controls in place and to assess the accuracy and robustness of the systems, as an approach in general and to verify operational boundaries, methodology documentation, and adherence with the guidance; and
- A risk-based sampling assessment that focused upon reconciling primary (supplier) data (activity data from invoices, mileage, etc.) against the emission factors and calculations performed within Manitowoc's inventory.

Conclusion

Based upon the process and procedures conducted by Ramboll, there is no evidence that Manitowoc's inventory for 2021 is not materially correct and is not a fair representation of GHG, energy, health & safety, waste, and VOC data and information, and has not been prepared in accordance with the requirements defined by the GHG Protocol Standards, ISO 14064-1:2018 standard, and GRI Standards 305, 302, 403, and 306.

Observations and Recommendations

The limited assurance verification resulted in various observations communicated to Manitowoc during the verification process. A summary of Ramboll's observations and recommendations was provided to Manitowoc to help improve Manitowoc's inventory management system.

On behalf of:

Ramboll US Consulting, Inc.
234 West Florida St, Floor 5
Milwaukee, WI 53204
USA

Rebecca Spellissy
Lead Verifier
March 11, 2022



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2021 Corporate Sustainability Report



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