



**HYSTER-YALE, INC.**

# 2025 CORPORATE RESPONSIBILITY REPORT



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# REPORT BOUNDARY

Hyster-Yale, Inc. (“Hyster-Yale” or the “Company”), is a globally integrated company offering a full line of lift trucks and solutions, including attachments aimed at meeting the specific materials handling needs of its customers. As of May 31, 2024, the Company’s name changed to Hyster-Yale, Inc., and the operating company became Hyster-Yale Materials Handling, Inc.

Hyster-Yale Materials Handling, Inc., the Company’s wholly owned operating subsidiary, designs, engineers, manufactures, sells and services a comprehensive line of lift trucks, aftermarket parts and technology and energy solutions marketed globally under the Hyster®, Yale®, Maximal®, and Nuvera® brand names. Effective May 1, 2025, Hyster-Yale, Inc. announced a strategic realignment of its Nuvera fuel cells business, integrating it into Hyster-Yale Materials Handling’s Energy Solutions program. This move supports the company’s broader growth strategy and reflects our commitment to accelerating innovation in clean energy technologies.

Hyster-Yale Materials Handling’s subsidiary, Bolzoni S.p.A. (Bolzoni Group), is a leading worldwide producer of attachments, forks, and lift tables marketed under the Bolzoni®, Auramo®, and Meyer® brand names.

Hyster-Yale publishes its biennial Corporate Responsibility Report to address performance metrics for the most recent fiscal years, with historical data referenced where relevant and applicable. In alternate years, Supplemental Reports are issued to provide timely updates on key performance indicators and maintain transparency. This report reflects our corporate responsibility performance through Fiscal Year 2024, covering the period from January 1, 2024, to December 31, 2024. Information available on or accessible through our website may not be incorporated by reference into this report and should not be considered part of this report. An archive of previous reports is available on the Company’s [website](#).

Unless otherwise specified, the data within this report covers the operationally controlled manufacturing and non-manufacturing sites across the Americas, Europe, and Asia-Pacific divisions for Hyster-Yale, Inc., including Hyster and Yale lift trucks as well as Bolzoni, Auramo, and Meyer attachments. This report does not cover the Hyster-Yale joint ventures with Sumitomo NACCO Forklift Co., Ltd. and HYG Financial Services, Inc. All financial data disclosed within this report has been consolidated to include the subsidiaries of Hyster-Yale Materials Handling, Inc. and is reported in United States Dollars (USD).

Certain data presented within this report is subject to internal and external audits based upon our corporate internal audit protocols, our International Organization for Standardization (ISO) 14001:2015 Environmental Management System, our ISO 45001:2018 Occupational Health and Safety Management System requirements, and our ISO 9001:2015 Quality Management Systems. Data which supports our aspirations to reduce greenhouse gas (GHG) emissions has been reviewed internally as well as by an external, independent third party but is not assured at this time.

## RESTATEMENT OF INFORMATION:

For this report, we have incorporated the remaining European operations for the Bolzoni Group and previously excluded non-production facilities within our Europe, Middle East, and Africa division into our 2015 baseline and 2026 Aspirations Program. In addition, during our annual review process, a conversion discrepancy was identified, leading to a material difference in the natural gas consumption figures previously reported for 2022 and 2023.

Following the procedures outlined in our inventory management plan (IMP), we updated our baseline data through 2024 to reflect the newly added facilities, the corrections for natural gas, and have continued to increase the overall accuracy of our data.

Newly added material sites include Järvenpää, Finland; Salzgitter, Germany; Hebei, China; Wuxi, China; Frimley, United Kingdom; and Irvine, Scotland. For a complete and current list of our locations, please visit our [website](#).

# INTRODUCTION

## A MESSAGE FROM OUR CEO

As President and Chief Executive Officer of Hyster-Yale, Inc., I am once again proud to share with you our Corporate Responsibility Report. This publication reflects our continued progress and unwavering commitment to the values that define us and our vision of transforming the way the world moves materials from Port to Home.

At Hyster-Yale, corporate responsibility is not a standalone initiative—it has been embedded in our culture, guiding how we operate, innovate, and grow for more than 100 years. This year's report highlights our progress and successes towards our 2026 Aspirations Program, which for the past decade, has shaped our approach to safety, environmental stewardship, and community engagement. As we approach the final year of this program, we remain focused on delivering measurable impact and preparing for the next phase of our journey.

Every day, I am inspired by our team's dedication to operational excellence and innovative thinking for our own operations as well as our customers. Across our facilities, we maintain a strong focus on safety and well-being, fostering a culture where every voice is heard and every precaution matters. We also continue to implement initiatives, such as zero waste to landfill, to reduce our environmental impacts across our operations reflecting our commitment to doing more with less.

Beyond our walls, we continue to pursue new and sustainable technologies designed to help our customers reduce their own environmental footprint while continuing to enhance safety in the workspace. With our operator assistance technology and our focus on energy efficiency and electrification, we are delivering solutions that are transforming the future of materials handling.



As we enter the final year of our 2026 Aspirations Program, we are thoughtfully assessing our progress as we begin to identify new opportunities and consider our objectives for the future.

Thank you for your continued support and belief in our mission. I look forward to continuing this important journey together.

### **Rajiv Prasad**

President and Chief Executive Officer  
Hyster-Yale, Inc.

## ABOUT HYSTER-YALE

Headquartered in Cleveland, Ohio, Hyster-Yale, Inc. and its subsidiaries are proud to offer innovative, application specific solutions to meet diverse customer needs. With a global team of over 8,500\* employees, we are committed to understanding our customers' applications and providing optimal solutions, and productivity at the lowest total cost of ownership.

Under our publicly traded parent company, Hyster-Yale, Inc. (NYSE: HY), we operate two business segments: Lift Trucks and Attachments.

Our Lift Truck Business, Hyster-Yale Materials Handling, Inc., is a global leader in the materials handling industry offering a comprehensive line of lift trucks, aftermarket parts, and technology and energy solutions. Our Attachments business, Bolzoni Group is a leading worldwide producer of attachments, forks, and lift tables. These two core, interrelated business categories enable us to provide products that improve customer productivity and continually increase the value of our solution offerings.

\*As of December 31, 2024.



## VISION

To **make a difference**, we must follow our Vision:  
Transforming the way the world moves materials  
from Port to Home.



## MISSION

The **path to success** is living our Mission, which includes two customer promises:

### Optimal Solutions

To understand customers applications and needs, and provide optimal solutions and productivity at the lowest cost of ownership.

### Customer Care

To never let customers down and continually increase the value of our solution offerings.



## VALUES

To **drive our business forward**, we must be authentic to our Values, and that begins with **ICARE**:

### Integrity

We do the right thing, even when no one else is watching.

### Commitment

We are committed to never letting our customers down.

### Accountability

We do what we say we will do.

### Respect

We value unique skills, experiences, perspectives, and contributions.

### Excellence

We excel through our dedication to ongoing learning, innovation, and quality.

# OUR BRANDS & ORGANIZATIONAL STRUCTURE



[Hyster-Yale, Inc.](#) serves as the public parent company (NYSE: HY).

## LIFT TRUCK BUSINESS



[Hyster-Yale Materials Handling, Inc.](#) ("HYMH") functions as the operating company for Hyster-Yale, Inc.

HYMH manufactures lift trucks, technology and energy solutions marketed globally, primarily under the [Hyster®](#), [Yale®](#) and [Nuvera®](#) brands.



The company owns a 90% majority interest in Hyster-Yale Maximal Forklift (Zhejiang) Co., Ltd., and has a 50%-owned joint venture with Sumitomo Heavy Industries, Ltd.

## ATTACHMENT BUSINESS



[Bolzoni Group](#) is a subsidiary of HYMH that operates as a separate business unit under Hyster-Yale, Inc.

Bolzoni Group manufactures lift truck attachments, forks, and lift tables marketed under the [Bolzoni®](#), [Auramo®](#) and [Meyer®](#) brands.



## OUR GLOBAL PRESENCE

Our manufacturing facilities, support services, and product development centers span five continents, and our sales footprint encompasses more than 115 countries. This ability to design globally and deliver locally creates a competitive advantage for our dealers and customers. For example, in response to growing demand for low- and zero-carbon emissions generating equipment, we continue to expand and add electrification power options for all models of lift

trucks. We also continue to advance our automated lift truck technology, allowing for simple onboarding, so customers can reap the benefits that automation provides easily, streamlining workflows, reducing manual touchpoints and boosting productivity. With our ability to innovate and develop solutions for our customers around the world, combined with our global market coverage, we believe we are in a position for continued long-term growth.



# MARKET PRESENCE

## OUR PRODUCTS

With over a century of industry expertise and investment in innovative enhancements, our customers have come to count on and trust us for our advanced solutions and new product developments. Hyster-Yale proudly holds more than 90 distinct patent families, and [430 issued patents worldwide](#). This strong portfolio underscores our leadership in design innovation and our commitment to consistently delivering equipment and solutions tailored to fit the unique materials handling needs of our customers around the world.

Throughout 2024, we remained focused on our five core strategic initiatives, which are focused upon innovation, customer satisfaction, and driving global business. From product development to ongoing

technical support, we routinely seek our customers' input and feedback, which in turn helps guide and inform product improvement and innovation. This insight allows us to better understand the ever-changing challenges that our customers face from performance needs to evolving environmental regulations. By doing so, we continue to lead the way in designing and manufacturing top-of-the-line lift trucks that are helping to mitigate environmental impact, improve user safety, and help our customers achieve their own performance goals.



### Low Cost of Ownership:

Provide customers with the lowest total cost of ownership solutions and care while enhancing productivity.



### Customer-Focused Solutions:

Lead the way in delivering industry- and customer-focused solutions to meet application needs.



### Independent Distribution:

Provide unmatched independent distribution and service support for the materials handling industry.



### Attachments Leader:

Excel in the lift truck attachments business with application-specific solutions to meet customer requirements.



### Energy Solutions:

Deploy diverse, reliable, and efficient energy solutions to match customers lift truck and supplemental demands.

## CORPORATE PROFITABILITY & FINANCIAL PERFORMANCE

In 2024, we saw strong year-over-year financial performance metrics, reflecting continued growth as our revenue increased by 5% compared to 2023, totaling approximately \$4.3 billion. We believe this growth is due to our dedication to delivering innovative, high-quality, application-tailored equipment and solutions to our clients and the ongoing support we provide them year after year.

### GLOBAL SALES

Globally, we saw the average lift truck selling price increase by 6% year over year, allowing our lift truck business to contribute 75% of total revenue. Internal combustion engine (ICE) lift trucks accounted for 45% and electric lift trucks accounted for 30% of the revenue. We continue to monitor the market for growth trends, especially in the areas of operator assistance, electrification, automation, and telemetry.

### 2024 FINANCIAL PERFORMANCE HIGHLIGHTS:

REVENUES	OPERATING PROFIT
\$4.3B	\$244.8M
NET INCOME	CASH
\$142.3M	\$96.6M
DEBT	NET DEBT
\$440.7M	\$344.1M

\*As of December 31, 2024.



### CORPORATE PROFITABILITY GRAPHS

Revenue by Product	
Lift Trucks	75%
Bolzoni Group	4%
Aftermarket	14%
Service, Rentals & Other	7%
Geographic & Segment Results	
Americas	75%
Europe, Middle East, Africa (EMEA)	16%
Asia and Pacific regions, including China (APIC)	4%
Bolzoni Group	5%
Lift Truck Shipments by Industry	
Food & Beverage	23%
Industrials	22%
Logistics	27%
Retail & Durable Goods	28%
Lift Truck Distribution Channel	
Independent Dealers	77%
Major Accounts	23%
In April 2025, as part of our strategic business realignment, we integrated Nuvera into the Hyster-Yale Materials Handling business.	

More information on our Financial Performance can be found in the Investor Overview section of [our website](#).

## CORPORATE RESPONSIBILITY AT HYSTER-YALE

At Hyster-Yale, we are committed to being responsible corporate citizens, guided by our Vision and Values as we transform the way the world moves materials from Port to Home. We remain focused on long-term viability, understanding that corporate responsibility is essential for building resilience in an increasingly dynamic world, and that delivering value requires strong, successful, and sustained relationships with all our stakeholders.

To achieve this, we must proactively address the social, economic, and environmental factors

that shape our organization. Our Corporate Responsibility Steering Committee, which includes senior leadership from core business functions and Company officers, oversees the management and direction of the corporate responsibility aspirations and initiatives. As a member of the Steering Committee, our Corporate Responsibility Executive Sponsor also serves as a liaison for the Corporate Responsibility Working Group, which is responsible for the development and presentation of this Corporate Responsibility Report in addition to other internal and external reporting.

**As we continue to power our Company forward, we align our work across three focus areas:**



### PEOPLE

- Occupational Health & Safety
- Labor & Human Rights
- Employment
- Training & Education
- Employee Engagement
- Engagement with Local Communities



### ECONOMY

- Market Presence
- Corporate Profitability
- Supply Chain & Sustainable Procurement
- Indirect Economic Impacts
- Anti-Corruption
- Code of Corporate Conduct
- Customer Health & Safety



### ENVIRONMENT

- Environmental Compliance
- Emissions
- Effluents & Waste
- Energy
- Materials
- Water Consumption & Conservation

## STAKEHOLDER ENGAGEMENT

As we continue to evaluate and assess our corporate responsibility strategy, we also understand that there are new and evolving regulations that could affect our company such as the European Union's Corporate Sustainability Reporting Directive (CSRD). Therefore, in 2024, we initiated a double materiality assessment in preparation for compliance as well as to help inform our strategic direction as it relates to our people, economy, and environment.

As part of this process, we completed an extensive peer review, framework analysis, and value chain mapping to understand the most likely topics that could present as impacts, risks, and opportunities (IROs). We also engaged key internal and external stakeholders to understand their perception of the relative importance of the IROs. The outcome of this exercise included a list of material topics that we are evaluating for inclusion in our current and future business strategies.

## OUR 2026 ASPIRATIONS PROGRAM

We value integrity and strive to uphold the highest standards for our business, our employees, and the environment. First introduced in 2016, our 2026 Aspirations Program was designed to inform our approach to creating a better workplace and improving our environmental performance across all of our global facilities. This program is comprised of strategic initiatives focused on identifying cost-effective opportunities to generate positive impact across our three focus areas: Our People, Our Economy, and Our Environment.

As we enter the final stages of our 2026 Aspirations and are looking to the future, we are carefully evaluating our next steps in light of our recent double materiality assessment, current and potential legal and regulatory requirements, as well as stakeholder expectations and shifting market and business demands.

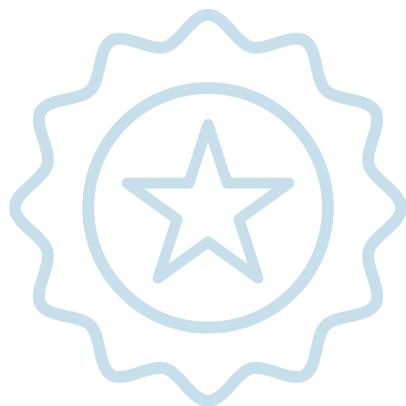
To learn more about our Corporate Responsibility program or to contact us, please reach out to our Hyster-Yale Investor and Media Relations team via our [Contact Us link on our website](#).

CATEGORY	2026 ASPIRATION	2015	2022	2023	2024	UNIT OF MEASURE	PROGRESS
Carbon Footprint	Strive to reduce carbon emissions by 30%	27,429	15,559	15,420	15,018	MT CO2e/1000 SOE*	On Track
Pollution Prevention	Strive to reduce (VOC) emissions from painting operations by 30%	63	29	33	33	MT/1000 SOE*	On Track
Hazardous Waste	Strive to reduce hazardous waste by 30%	0.77	0.33	0.32	0.27	MT/1000 SOE*	On Track
Product Responsibility	Strive to offer alternatives that enable customers to cost-effectively reduce carbon emissions	Fuel cell engine development, lithium-ion battery-powered products.					On Track
Health & Safety	Strive to reduce annual injury/illness rates to zero	2.15	1.21	1.64	1.71	Total Recordable Injuries x 200,000/Total Hours Worked	At Risk
Community Engagement	Strive to expand various programs supporting the communities in which we operate	Ongoing philanthropic, volunteering, and educational programs.					On Track
Water Consumption	Strive to reduce water consumption by 20%	82,753	46,681	42,911	41,708	1000 L/1000 SOE*	On Track
Waste to Landfill	Strive to achieve zero waste to landfill at all sites	716	370	336	297	MT/1000 SOE*	At Risk

\* Efficiency is evaluated based on Sequence of Event (SOE) hours, which normalizes our KPIs to account for changes in business volume.

## AWARDS, RECOGNITIONS, & ACHIEVEMENTS

In our ongoing pursuit of excellence within the materials handling industry, we are honored to have our achievements in advanced technology and customer-focused solutions recognized around the world. Each award that our brands receive serves as a testament to the dedication of our people and the quality of our products.



### ECOVADIS RATING

EcoVadis is a global sustainability assessment and rating platform providing benchmark insights on a company's performance in the areas of environment, labor and human rights, ethics, and sustainable procurement. In 2024, we [maintained a bronze medal rating from EcoVadis](#), placing us in the top 35% of over 130,000 companies assessed globally.

In addition, Bolzoni Group submitted and earned their own Committed Medal from EcoVadis making strides particularly in the environment section, signifying their dedication to responsible business efforts across their operations.



### GREEN GOOD DESIGN SUSTAINABILITY AWARD

Green GOOD Design Sustainability Award: The Hyster brand hydrogen fuel cell-powered ReachStacker was awarded a Green GOOD DESIGN Award in 2024 for being one of the year's best sustainable transportation solutions. The ReachStacker, one of the Company's solutions to help with the decarbonization shift to electric materials handling equipment, produces zero tailpipe emissions and is currently being tested and validated at one of the largest container terminals in Europe. Additionally, in 2024, the Yale brand ERC0550-060VGL lift truck was recognized for its fully integrated lithium-ion battery pack that improves productivity and ergonomics, all with zero emissions.



## BIG SUSTAINABILITY AWARDS

Honored for its strides towards creating a more eco-friendly product, the BIG Sustainability Awards program acknowledged the Hyster hydrogen fuel cell-powered ReachStacker as one of 2024's best sustainable products.



## INBOUND LOGISTICS 75 GREEN SUPPLY CHAIN PARTNER

The Hyster brand was recognized as an Inbound Logistics Green Supply Chain Partner for the fifth consecutive year for its efforts to help industries pursue decarbonization goals without compromising results with its lithium-ion battery and hydrogen fuel cell powered high-capacity forklifts. The Yale brand was honored for the 13<sup>th</sup> consecutive year for its rigorous focus on expanding its broad range of solutions aimed at addressing sustainability challenges with options that increase accessibility of lithium-ion batteries.



## GLOBAL GOOD AWARDS FINALIST

The Hyster brand was recognized as "one to watch" in the Global Good Awards Game Changing Innovation of the Year category for 2024 for its hydrogen fuel cell-powered ReachStacker.



## TOP SOFTWARE AND TECHNOLOGY PROVIDER

The Yale brand received a 2024 Top Software and Technology Provider award by Food Logistics and Supply & Demand Chain Executives recognizing its Advanced Dynamic Stability technology as a top innovation in the Warehouse Automation Category. The system improves stability and minimizes the risk of potential tip-overs, resulting in safer and more efficient operations.



## INVESTORS IN PEOPLE

The Hyster-Yale Craigavon facility and Hyster-Yale UK Limited European Headquarters both achieved Gold Standard Accreditation for people management and employee well-being in 2024. Investors in People is a community interest company and agent of change, calling for a movement that puts people first.

# PEOPLE

Our employees are the foundation of our success. Their expertise, dedication, and innovation drive our operations forward everyday – which is why we are deeply committed to investing in their safety, well-being, development, and engagement. By empowering our people to thrive and reach their full potential, we strengthen our organization, improve our resilience, and ensure our readiness to meet the challenges of tomorrow.



## EMPLOYMENT

At Hyster-Yale, our employees are essential to the success of our business. We remain committed to supporting our workforce, understanding that we thrive when our employees feel valued, motivated, and engaged. We are committed to connecting our employees with meaningful and purpose-driven work that contributes to our business, our communities, and our world. Through continuous development of their skills, talents, and potential, we empower our workforce to drive innovation, resilience, and long-term value for all stakeholders. To sustain our long-term success, we are committed to attracting and retaining a highly skilled, capable, and motivated workforce.



## COMPENSATION & BENEFITS

Hyster-Yale offers equitable compensation and benefits for all employees in alignment with the local markets where we operate. We regularly review competitive market benchmarks to develop our benefits packages, ensuring they are appropriately tailored to each country in which we operate. For example, in the U.S., our benefits package offers medical, dental and life insurance; short-term and long-term disability; profit sharing and 401k; a third-party counseling service; a Total Health Management program; Tuition Reimbursement; and an Employee Assistance Program (EAP).

Our EAP partners with a third-party counseling service that provides short-term counseling and referral services for our employees' everyday life situations, with care provided by fully qualified and licensed professionals. In addition, our third-party counseling service offers employees and each member of their household counseling sessions to help them with life events, as well as providing legal and financial assistance, work/life services, and wellness sessions.

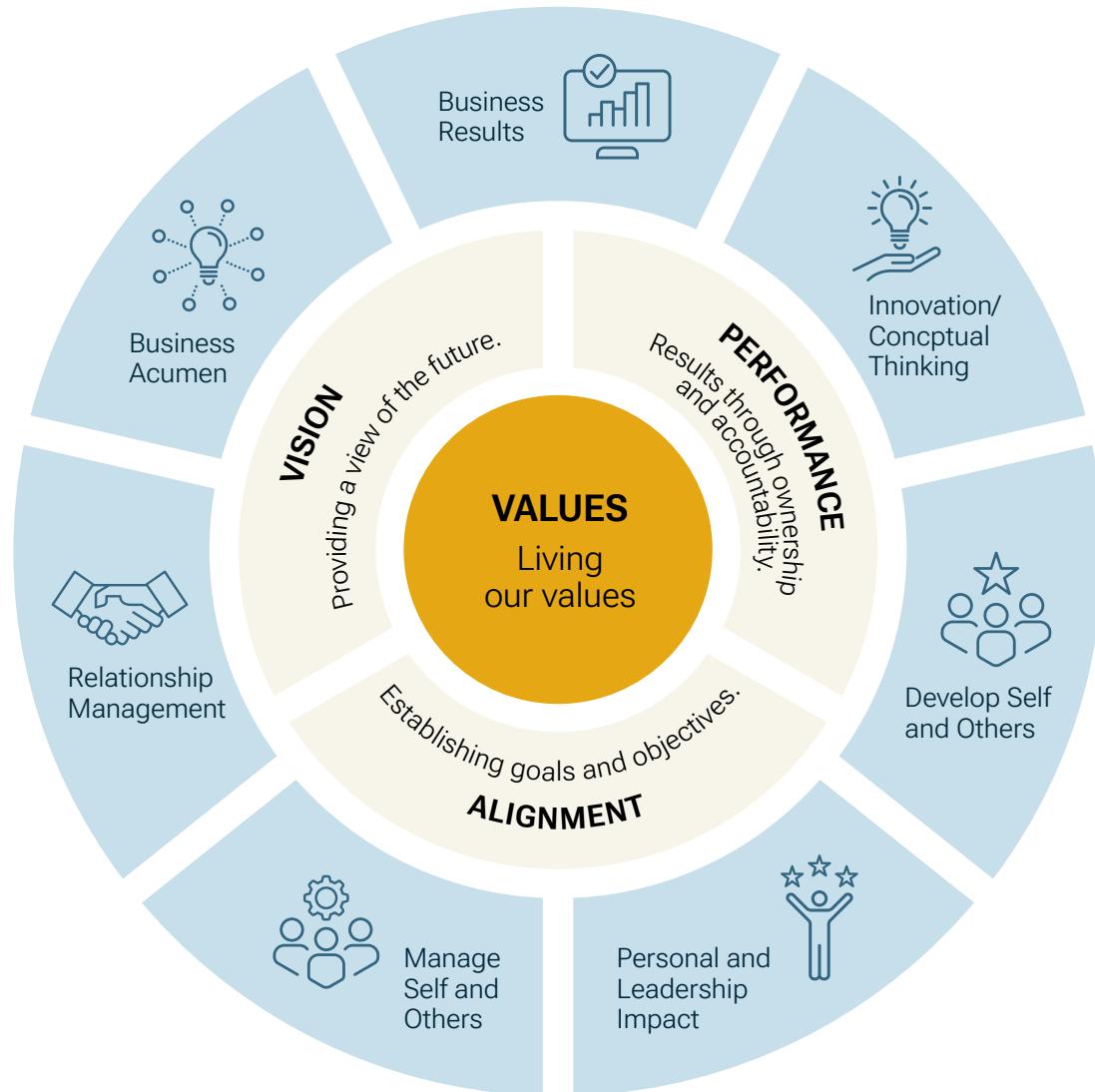
## TRAINING & EDUCATION

When you step into Hyster-Yale, you step into a global organization offering worldwide career opportunities, from hands-on experience in high-impact projects to inspiring leadership and professional development programs.

We continue to provide employee training and development opportunities aligned with our 70/20/10 Model. Through this training model, 70% of employee development occurs through on-the-job experiences, 20% is learned from others, and 10% is gained through formal training. Throughout the year, we host a variety of training opportunities and

initiatives focused on equipping our workforce with the essential skills and knowledge needed for continued growth and development. This approach has helped us to prioritize retaining talented employees and contributed to our 2024 global turnover rate of 14.6%, a decrease of 1.3% compared to the previous year.

Most of our company-wide training is available to take or to register for through our learning management platform within our Human Resource Information System, known as HROne, with additional training conducted locally as needed.



This system provides a wide range of training resources to help employees build the skills needed to excel in their roles, boost their confidence, and contribute to the Company's success. Over the course of 2024, our employees completed over 84,000 hours of formal training, averaging nearly 10 hours per employee.

We are committed to an intentional, developmental leadership culture that aligns with our vision, mission, and ICare values. We are dedicated not only to setting high leadership standards but also to investing in the development of our people to meet these standards. Achieving our strategic goals and providing outstanding customer experiences demands leadership that is consistent and clearly defined across all levels of our organization. Therefore in 2024 we launched "Leading at a HYer Level," a program which embodies our global leadership philosophy, including a leadership model, principles, and training initiatives. It also includes a Situational Leadership Experience Course, which is an interactive program for all people leaders to learn how to build meaningful connections with team members and coworkers with the intention of contributing to a more productive and engaged organization. In addition, the coursework includes a leadership principles exploration workshop, a "teach my team" session, and a series on business management essentials. We are excited to continue to evolve this "Leading at a HYer Level" program

as we continue to invest in the professional development of our people leaders across the organization.

Beyond our people leaders, we have continued to enrich our Performance Management Program (PMP), leaning into the feedback exchanges with our employees. Over the past few years, we have added additional content to the PMP to equip salaried employees with the knowledge and skills to navigate relationships and advise how to create a sense of accountability for self-improvement. The structure of the PMP continues to encourage employee performance reviews to be conducted in a manner that allows the employee and their manager to reflect upon and discuss progress throughout the year. Providing specific, quality feedback positively impacts the organization and its employees and increases workforce performance and employee engagement.



"Everyone has remarked on how impactful the "Leading at a HYer Level" training and tools will be in immediately boosting our team's productivity. Moreover, the Leadership Point of View process has deepened our understanding of each other, fostering trust and accelerating candid communication, which will undoubtedly make us a more effective, cross-functional team."

- **David Furman**  
Chief Marketing Officer,  
Hyster-Yale Materials Handling, Inc.

# LABOR & HUMAN RIGHTS

At Hyster-Yale, we expect our employees, supply chain partners, and enterprise associates to conduct business responsibly and ethically in alignment with our core values. Our [Human Rights Policy](#) is a standalone policy that is available in 11 languages and extends to our employees and those within our supply chains. Topics include compensation; discrimination, harassment, and bullying; safety and security; reporting mechanisms; ethics; data privacy; and conflict minerals. In addition, our commitment to human rights is reinforced in our Employee Handbook, Supplier Engagement Manual, Code of Conduct for Business Partners, Code of Corporate Conduct, Forced Labor Statement, as well as our Modern Slavery and Human Trafficking Statement.

## MODERN SLAVERY

We maintain a strict zero-tolerance policy for exploitation of any kind and forbid the use of forced labor, including child labor, at any of our locations or within our global supply chain. In addition to our [various corporate responsibility policies and procedures](#), the Hyster-Yale Employee Handbook further elaborates on topics such as equal employment opportunities, compliance with immigration laws, collective bargaining, and concerns related to compensation. We monitor these risks within our own operations as well as our supply chain, and we train our employees to identify risks through our annual Code of Corporate Conduct training.

In the event of a known or suspected violation of our Company policies and procedures or applicable laws and regulations, we encourage the use of our Speak Up Policy and to leverage our confidential Alertline. In 2024, there were no complaints regarding child labor, forced labor, or human trafficking within our own operations or that of our supply chain.



## ANTI-HARASSMENT & ANTI-DISCRIMINATION

In all circumstances, we seek to create an environment where every employee and potential employee is treated with dignity and fairness, free from any discrimination or harassment on the basis of race, color, national origin, religion, age, gender, sexual orientation, or disability. We firmly stand against inappropriate behavior or remarks in the workplace, including conduct that creates a hostile or offensive atmosphere, disrupts work performance, or harms employment opportunities. All forms of harassment, including sexual, verbal, physical, or visual, are strictly prohibited. Our [Anti-Harassment and Anti-Discrimination Policy](#) is a key component of our Corporate Compliance Program.

# ENVIRONMENTAL, OCCUPATIONAL HEALTH & SAFETY

Hyster-Yale sees environmental, occupational health and safety (EOHS) as another fundamental responsibility to Our People, Our Economy, and Our Environment. Through our EOHS framework, “Safety First,” we are committed to protecting the health and safety of all people at our sites, including our employees, contractors, and visitors. We strongly believe that each and every work-related injury, illness, and incident is preventable. Therefore, as we aspire to achieve a zero occupational injury or illness rate, each employee is ultimately responsible for the safety performance across our organization.

## ENVIRONMENTAL COMPLIANCE

We understand the critical importance of operating in compliance with environmental laws and regulations that cover our global functions. With the reach and complexity of these regulations, it is crucial that our policies and procedures are regularly reviewed and updated to align with or surpass these expectations. All employees are required to, at a minimum, abide by our [Code of Corporate Conduct](#), which addresses compliance with relevant environmental and health requirements.

At the end of fiscal year 2024, 14 of our manufacturing facilities retained their ISO 14001:2015 certifications for their environmental management systems, representing 93% of our manufacturing operations.

### THREE TENETS OF OUR ENVIRONMENTAL STRATEGY

Our environmental strategy is comprised of three tenets and is embedded throughout our Company's policies and procedures, including our EOHS program as well as our corporate responsibility initiatives.

1

Comply with all applicable environmental, health, and safety requirements.

2

Keep all work areas free from environmental, health, and safety hazards.

3

Comply with reporting requirements of the Company and government agencies.



YEAR	TRIR <sup>1</sup>	LTIR <sup>1</sup>
Baseline (2015) <sup>2</sup>	2.15	0.84
2024 <sup>2</sup>	1.71	0.75
Aspiration (2026)	0	0

1. Calculated as number of incidents per hours worked X 200,000.

2. Excludes Bolzoni Group, Italy location due to integration processes.

## HEALTH & SAFETY COMPLIANCE

As a company, we uphold the highest level of safety standards and are committed to fulfilling our compliance obligations and exceeding them wherever feasible. Through our safety procedures, policies, and protocols, such as our [Global EOHS Policy](#), we focus our EOHS efforts on environmental protection, occupational health and safety, and site security. In doing so, we demonstrate our ongoing commitment to minimizing and managing these risks to both people and the environment. In addition to internal reviews against our EOHS and security standards, we participate in third-party certifications to the ISO 45001:2018 standard for Occupational Health and Safety Management Systems.

At our sites, local safety and environmental improvement teams include employee representatives who reflect the composition of their workforce, as we believe those directly engaged in the work are often the most knowledgeable about the associated risks. We also seek our employees' feedback and opinions in regard to the safety of our

workplace through our Safety Rapid Report System. This tool gives employees the opportunity to report any unsafe conditions, safety concerns, or safety suggestions directly to leadership with a form that can be accessed on a mobile device.

Our global Total Recordable Incident Rate (TRIR) for 2024 was 1.71, associated with 111 Occupational Safety and Health Administration (OSHA) recordable injuries or illnesses. Additionally, our global Lost Time Incident Rate (LTIR) in 2024 was 0.75 associated with 47 incidents. Both our TRIR and LTIR are calculated per 200,000 hours worked, using the U.S. Department of Labor OSHA recordkeeping definitions and rate per 100 employees.

While we are pleased to see a reduction in our 2024 TRIR from the 2015 baseline, we maintain the belief that no injury is acceptable and remain committed to our health and safety practices throughout all of our global operations.

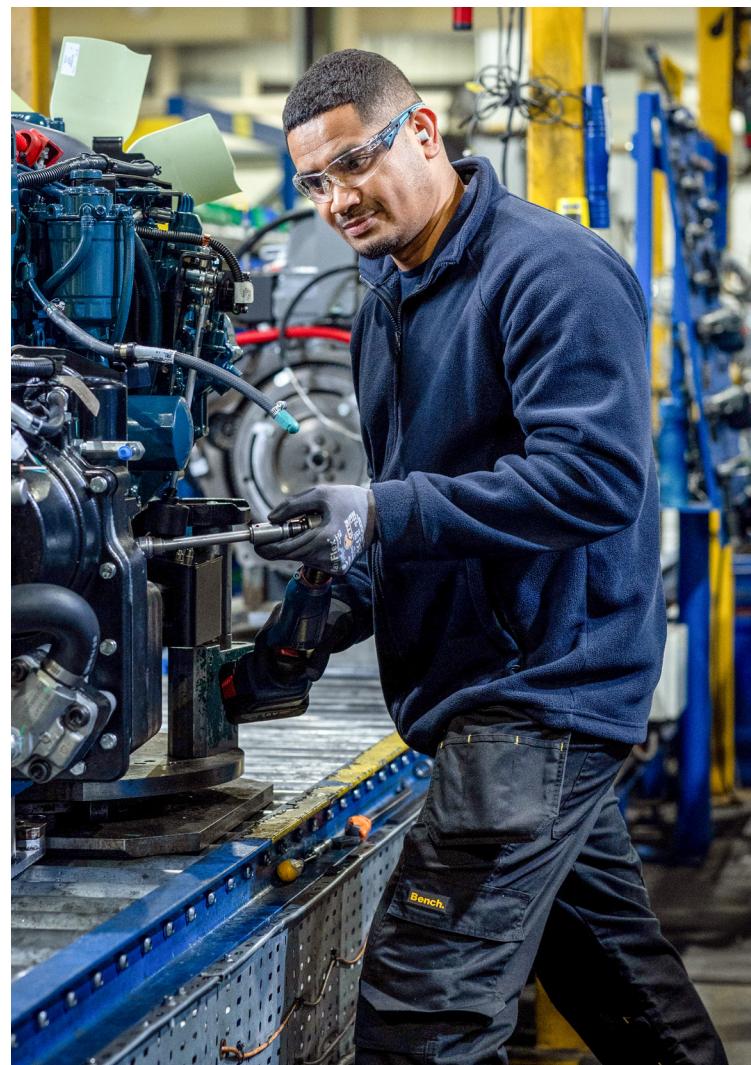
# EMPLOYEE LISTENING & ENGAGEMENT

Maintaining open communication channels with our employees is crucial to understanding and supporting employee needs and contributing to our success as a business; whether through a formal Engagement Survey, Pulse Surveys, New Hire and Exit Surveys, Focus Groups, Town Halls, or other open feedback systems. Our employee listening strategy is designed to be an integrated approach to understanding the employee experience. It is purposefully designed to involve employees, harness their ideas and feedback, and respond to deliver against the organization's mission, vision and goals.

Specific to our Manufacturing locations, we host Neighborhood Meetings as a forum for all labor associates and support personnel across various practices including materials, maintenance, engineers, quality assurance, finance, and HR. These meetings provide opportunities for employees to hear about news related to various facilities and departments as well as openly discussing identified opportunities and action improvements for our teams. In addition to these meetings, we continue to host Town Halls and Ambassador Meetings as opportunities for our employees to hear from Business Leaders and Divisional Managers about relevant business updates. In 2024, our IT Town Halls were led by our Chief Information Officer, supported by other business leaders and divisional managers as requested.

We are continuing to close the gaps in the areas that were identified as key areas of improvement during our last employee engagement survey and subsequent employee pulse surveys. The results of the survey show that our employees continue to feel aligned with our Company values, have a sense of belonging, and feel the cultivation of a positive culture. At Hyster-Yale, our Employee Listening Strategy is a core part of how we connect with each

other and strengthen our culture. These survey insights guide how we foster growth, inclusion, and continuous improvement across the organization. We anticipate conducting a global employee engagement survey in 2026 across all regions and brands within the company to continue supporting our employees.



## EMPLOYEE RESOURCE GROUPS (ERGS)

To further foster collaboration and engagement across our global operations, Hyster-Yale supports Employee Resource Groups (ERGs) including a Veterans Group, W4I Women's Network, Green Team, and Rising Leaders. These employee-led and employee-run groups are open to all regular, full-time employees with the goal of creating spaces where employees can build community, develop leadership skills, and enrich our Company culture. Each group is sponsored by one of our executive leaders, ensuring the groups' strategies and objectives are aligned with our broader Company goals and initiatives. These ERGs continue to be vital resources for personal and professional growth, and we look forward to their ongoing impact in the years ahead.

### VETERANS GROUP

The Veterans Group is dedicated to engaging, supporting, and empowering Veterans and current military employees through various initiatives that aim to foster a strong sense of connection and provide valuable resources to help them thrive in their careers.

### W4I WOMEN'S NETWORK

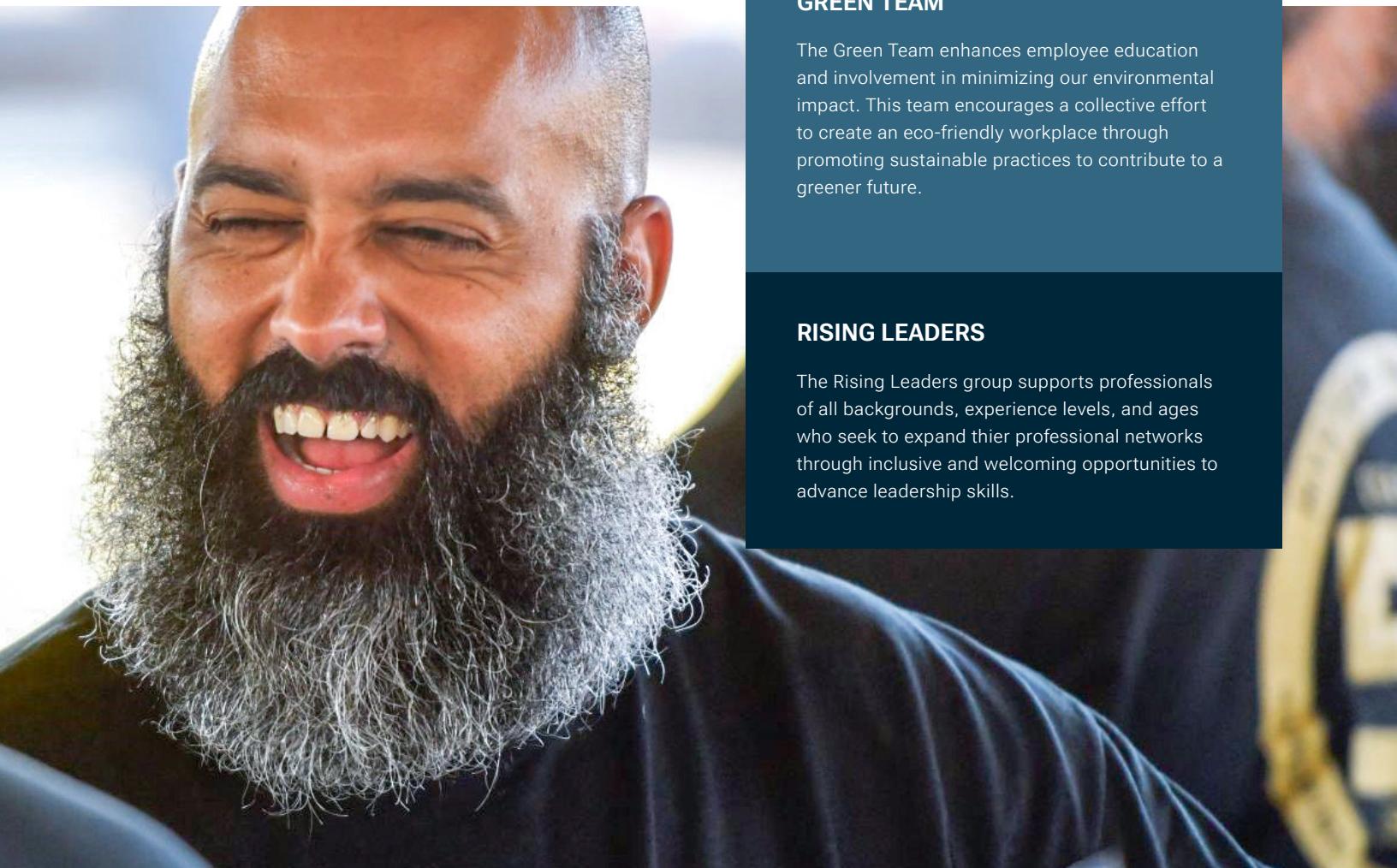
Celebrating its 10-year anniversary, this team of employees has a shared commitment to supporting the professional development and advancement of women in leadership roles.

### GREEN TEAM

The Green Team enhances employee education and involvement in minimizing our environmental impact. This team encourages a collective effort to create an eco-friendly workplace through promoting sustainable practices to contribute to a greener future.

### RISING LEADERS

The Rising Leaders group supports professionals of all backgrounds, experience levels, and ages who seek to expand their professional networks through inclusive and welcoming opportunities to advance leadership skills.



## ENGAGEMENT WITH LOCAL COMMUNITIES

We are committed to corporate responsibility throughout all aspects of our organization and recognize its importance to our employees, customers, investors, and the local communities in which we operate. Volunteering not only fosters a sense of community and purpose among employees, but also delivers meaningful benefits to our company, the local community, and our workforce. It supports the local economy, provides practical assistance to those in need, strengthens team building, boosts employee engagement, and helps individuals develop valuable skills and competencies.

Our Charitable Contributions Committee encourages Hyster-Yale and each of its subsidiaries to maintain programs that reflect and support the needs of the local communities where our employees live

and work. This Committee focuses its efforts on charitable contributions that support the arts, education, civic initiatives, health and welfare organizations, healthcare programs, and minority and women's groups, as well as other charitable programs in our communities. In addition, starting in 2025, our EMEA Division will launch an employee volunteer policy, providing all full- and part-time employees with one day of paid leave per year to volunteer at an organization that aligns with our core values.

It is our hope that this policy will not only provide employees with more time to volunteer but also foster a stronger sense of community within Hyster-Yale by encouraging participation and camaraderie in company-sponsored volunteering opportunities.

## CORPORATE DONATIONS

- Our Charitable Pay Deduction Program enables employees to donate part of their salary to charitable causes.
- Our Matching Gift Program was established to share in the support of educational institutions, arts and cultural organizations and human services organizations in the United States and its territories.
- Our Corporate Donations Committee meets regularly to review charitable giving opportunities and ensure that we are reinvesting into the communities in which we work and live.

## VOLUNTEERISM

- We actively encourage all employees to volunteer within our communities and support employee group volunteering initiatives across the globe.

## EDUCATION

- We are an active partner of local school initiatives and several local universities and colleges, regularly attending educational seminars, career fairs, and trade technology seminars.

## 2024 KEY PROJECTS & PARTNERSHIPS:

- Employee volunteer events with the Oregon Food Bank throughout the year
- Supported Stichting Dagloon, a work collective for marginalized peoples, through a variety of initiatives including food collection and donations
- Hosted Technology Day in Nijmegen for new interns with local Universities of Applied Sciences
- Portland facility supported various engineering school programs including Oregon State University Baja Racing, George Fox University Rocket Team, and the Oregon Robotics Team through donations and volunteering efforts



### Greenville, North Carolina – Green Team:

Our Greenville facility's Green Team spent 2024 making a difference through various community engagement initiatives. This local Employee Resource Group hosted an event for the local Boys and Girls Club to educate children about recycling, gardening, and the importance of environmental stewardship. Additionally, this team maintains a thriving community garden, with harvested produce being donated to the Eastern North Carolina Food Bank through the 'Thank You for the Lift' program, contributing about 70 pounds of nutritious food to families in need annually.

To continue being trusted environmental stewards of the community, the Green Team hosts several lunch-and-learns for employees at the Greenville facility. This provides employees with valuable insights into environmentally friendly practices to continue protecting the communities we operate in. The Greenville Green Team is dedicated to youth engagement, community welfare, and environmental responsibility.

# ECONOMY

We are committed to operating with integrity throughout every level of our business, which provides the foundation for innovation, trust, and long-term organizational success. Our responsible business strategy guides how we support our customers, empower our employees, and create lasting value within the communities where we operate.



## ETHICS & GOVERNANCE

We remain dedicated to upholding the highest ethical standards and recognize we have responsibilities to our employees, customers, communities, and the environment to go beyond compliance at every level of business. Therefore, all business decisions are conducted in accordance with our Company's policies and core values, in addition to applicable laws and regulations.

- Effective oversight
- A strong, independent Board
- Responsible compensation
- Auditing and accounting integrity

## BOARD OF DIRECTORS

Hyster-Yale's [Board of Directors](#) consists of a mix of qualified, independent and non-independent members who are responsible for providing oversight, strategic guidance, and governance advisory. Our directors are elected on an annual basis at the Annual Meeting of Stockholders. In 2024, we welcomed two new members, increasing our total number of directors to 15, 10 of whom are considered independent under the [Rules of the New York Stock Exchange \(NYSE\)](#).

**The Board of Directors is comprised of six committees which inform and guide the direction of the company:**

- Nominating and Governance Committee
- Audit Review Committee
- Compensation and Human Capital Committee
- Executive Committee
- Finance Committee
- Planning Advisory Committee

The Nominating and Governance Committee is responsible for the recommendation of new Director candidates to the Board, the development and review of corporate governance guidelines, and the oversight of corporate responsibility programs. On an annual basis, this committee reviews reports from management regarding policies related to Hyster-Yale's corporate responsibilities, practices, and performances, and informs our overall corporate responsibility initiatives.

The Audit Review Committee is responsible for ensuring the integrity of the financial statements, compliance with legal and regulatory requirements, as well as monitoring our artificial intelligence, cybersecurity and data privacy risks.

The Compensation and Human Capital Committee provides guidance on compensation for the executive officers and directors, as well as the Company's policies and practices for developing and investing in human capital.

The Executive Committee is composed primarily of independent members with a core responsibility to act on behalf of the Board of Directors in matters requiring Board action between the full Board meetings, ensuring continuity and responsiveness in governance.

The Finance Committee plays a critical role in overseeing the company's financial strategies and risk management practices. As outlined in its charter, the committee is responsible for reviewing financing approaches and financial risk management for both the company and its principal operating subsidiary. It also provides recommendations to the Board on key financial matters to support sound decision-making.

The Planning Advisory Committee serves as a strategic advisor on operational matters and corporate transactions. Its responsibilities include reviewing potential acquisitions, divestitures, and other initiatives identified by management, and recommending special advisory roles for non-member directors. Additionally, the committee provides oversight on behalf of the Board regarding stockholder interests and the company's evolving structure and ownership base.

## CORPORATE GOVERNANCE POLICIES

Our [Code of Corporate Conduct \(Code\)](#) reflects our high standards of legal and ethical conduct that we require all employees to follow. Our Code addresses the expectations we have for our employees regarding critical topics such as anti-corruption, conflicts of interest, anti-competitive practices, anti-harassment, information security, data protection, human rights, supply chain transparency, environmental compliance, and health and safety. The Code is further supported by supplemental policies that reinforce our commitment to high ethical standards including Anti-Corruption, Anti-Trust, Gift and Entertainment, Insider Trading, Anti-Harassment and Discrimination, Human Rights, Global Environmental/Occupational Health and Safety, and more.

Hyster-Yale is committed to fostering a culture of integrity and ethical conduct across its global workforce. Each year, all employees are required to undergo training on the company's Code of Conduct, which serves as the foundation of our ethics and compliance program. Depending on an individual's role, additional in-depth training may be necessary on subjects such as anti-bribery, business ethics, and anti-competitive practices.

In 2024, we achieved 100% Code of Corporate Conduct training completion among traditional office-based employees, representing 52% of our global workforce. In 2025, we expanded our digital learning program to reach non-traditional office-based employees and introduced a new delivery method focused on our frontline manufacturing workforce. Frontline manufacturing employees now receive access to the Code of Conduct via QR-enabled cards, allowing them to review the policy online and confirm receipt through a secure acknowledgment form. This shift enhances accessibility and enables us to track engagement more effectively.

### Corporate Policies:

- [Business Partner Code of Conduct](#)
- [Code of Corporate Conduct](#)
- [Conflict Minerals](#)
- [Forced Labor](#)
- [Human Rights](#)
- [Global EOHS Policy](#)
- [Speak Up Policy](#)
- [Insider Trading Policy](#)
- [And more](#)

Our approach ensures that all employees—regardless of role or location—receive training or have annual access and exposure to the Code of Conduct. Traditional and non-traditional office-based employees complete formal training that includes interactive modules and certification.

For frontline manufacturing employees, we provide the Code of Conduct in digital formats with voluntary acknowledgement to promote awareness and understanding. This reflects our commitment to ensuring universal access to the Code of Conduct and reinforces our ethics and compliance objectives, including the provision of information and/or training tailored to employees' roles, responsibilities, and level of external engagement.

## WHISTLEBLOWER POLICY

Hyster-Yale's Whistleblower Policy, known as our [Speak Up Policy](#), encourages employees and individuals to report any known or suspected instances of unethical behavior, including fraud, malpractice, wrongdoing, or potential risk, including violations of Company policies or standards. Our Speak Up Policy is applicable to all individuals at every level of the Company and its subsidiaries, regardless of geographic location.

Employees have four options to report known or suspected violations of Company policy, legal misconduct, or other concerning behaviors.

### These include:

- Speak directly with their supervisor, human resources, or legal
- Contact the Chief Compliance Officer
- Submit a report via our Ethics webpage, [hyster-yale.ethicspoint.com](http://hyster-yale.ethicspoint.com)
- Report a concern through the confidential Alertline service

Alertline operates 24 hours a day, seven days a week, and is available in 14 languages. The service is run by an independent third-party provider and is designed to protect confidentiality and anonymity, where applicable and legally permissible. Any retaliation against whistleblowers operating in good faith is not tolerated. The investigation and addressing of any and all concerns are the responsibility of the Legal Department. Any person or persons found to be in violation of Hyster-Yale policies, or the law, are subject to disciplinary action including termination of employment as well as legal outcomes. As a company, we experienced no confirmed reports of corruption in 2024.

For additional information regarding our Corporate Governance policies, please visit the [Corporate Governance section of our website](#).



### Speak Up Policy:

- Financial and auditing concerns
- Bribery and corruption
- Anti-competitive practices
- Anti-discrimination and harassment
- Conflicts of interest
- Protection of intellectual property, trade secrets, and confidential information
- Compliance with Company policies and procedures
- Compliance with applicable laws and regulations

# CYBERSECURITY

At Hyster-Yale, we rely on a series of information technology networks and systems to process, transmit, and store electronic information as part of our everyday business operations. In addition, some of our products and solutions include cyber-physical components and systems, such as those used in our telematics services, automated units, and remote system updates. The importance of protecting these networks and systems, as well as the access to information they contain, remains a critical priority for Hyster-Yale.

The Company's Office of the CISO chairs the Company's Cybersecurity Committee (the "CSC"), which oversees the establishment and operations of cybersecurity risk management processes and strategies and directs activities to identify, detect, assess and manage risks from cybersecurity threats, protect the Company's assets and to respond and recover from cybersecurity incidents. The CSC is responsible for coordination with the Company's internal audit, risk management and/or crisis management teams to review and respond to cybersecurity threats. The CSC includes members of senior management from operations, finance and legal. The CSC is expected to meet quarterly. On behalf of the CSC, the Office of the CISO reviews and reports on the Company's cybersecurity activities to the ARC on a quarterly basis and to the full Board of Directors on at least an annual basis.

We have also implemented a range of security measures and strategies to protect our information technology systems, prevent and minimize service interruptions, prevent data loss, and guard against cyber-based attacks and incidents. Our dedicated Cybersecurity Team is comprised of subject matter experts and third-party service providers who are tasked with modernizing and improving our technologies. In addition, the Cybersecurity Team is supported by Hyster-Yale's Cybersecurity Task Force which includes senior business leaders who also

meet on a quarterly basis to discuss security threats, trends, and technologies. Finally, we partner with an independent third party to complete an annual assessments of our IT General Controls.

We routinely share best practices with our employees through communications such as emails and Town Halls, ensuring our employees are aware of both physical and cybersecurity threats. Our robust cybersecurity awareness training program mandates quarterly trainings, conducts phishing e-mail tests, and more. This train-test-train cycle continues to promote ongoing cyber security vigilance for our employees at work as well as at home. In 2024, we had no material security incidents nor were there any disclosures filed under the Securities and Exchange Commission (SEC) item 1.05 related to cybersecurity events.

## ARTIFICIAL INTELLIGENCE

As technology continues to advance, we recognize the benefits of innovative technologies leveraging Artificial Intelligence (AI), but we also understand the potential negative impacts they can pose on our company. For example, the recent development of AI can help create a competitive advantage in the marketplace by fostering innovation, expediting and augmenting product development, and enhancing employee productivity. However, AI also presents a risk to our business operations, employees, and customers if used improperly. To help ensure we leverage AI in a safe, ethical, compliant, and secure manner, we have established an Artificial Intelligence Governance Policy to guide our use and adoption of AI technology. We have also established a dedicated AI Committee that is responsible for the assessment, review, and approval of AI tools and is comprised of cross-functional members from our business, engineering, manufacturing, IT, human resources, and legal teams.

# SUPPLY CHAIN & RESPONSIBLE PROCUREMENT

At Hyster-Yale, we view our suppliers as an extension of our business and a critical component to our success. To ensure we have a resilient supply chain that meets or exceeds our quality standards for parts and services provided, we collaborate closely with a diverse network of suppliers around the world. These suppliers are selected for their ability to meet our supplier expectations – including quality, cost, and efficiency – as well as their acknowledgement to conduct their operations in a responsible and ethical manner as agreed upon in our [Code of Conduct for Business Partners](#).

Our supplier network is built upon six core pillars, designed to promote a resilient, global supply chain. Our six pillars reflect our shared commitment to quality, reliability, diversity, compliance, efficiency, and customer satisfaction. These pillars, along with our applicable policies and procedures, are shared with our suppliers and are hosted on our [Supplier Resources webpage](#). This includes, but is not limited to, our [Supplier Expectations Manual \(SEM\)](#), [Human Rights Policy](#), [Forced Labor Statement](#), and [Code of Conduct for Business Partners](#). Together, these documents demonstrate our minimum expectations for our supplier relationships. Before commencing work with us, our suppliers are required to review and sign off on these policy statements acknowledging their understanding of our requirements and their commitment to compliance.

We continue to prioritize working with our suppliers who were selected to undergo the Hyster-Yale Materials Handling Corporate Responsibility (CR) assessment, which focuses on compliance with applicable laws and regulations, as well as our quality performance requirements. In 2024, we evaluated all of our direct materials suppliers against our CR assessment. Compliance is monitored and

communicated internally on an annual basis during supplier review meetings, hosted by our Supply Chain Vice President.



## SUPPLIER EXPECTATIONS MANUAL

Our SEM specifically communicates and outlines a range of topics designed to enhance our supplier policies and practices. This includes our approach to business continuity, cyber security, forced labor, quality expectations such as lead time and controlled conditions, continuous improvement and aftermarket programs, health and safety expectations, environmental compliance, and more. In addition to signing our SEM, our direct suppliers are required to also complete an Annual Supplier Acknowledgement (ASA) form, signaling their awareness of our most current policies and practices. Beginning in 2024, we added language to our supplier communications and expectations regarding deforestation practices for rubber and wood products in compliance with the European Union's Regulation on Deforestation-free Products (EUDR).

## SUPPLIER NETWORK

Our supplier network includes a variety of large international suppliers as well as small providers that specialize in niche operations to support our wide-reaching business needs. We periodically request supplier diversity information and expect our suppliers to actively seek out and support opportunities for small, minority-owned, veteran-owned, and women-owned businesses. In 2024, we committed \$75 million in annual spend to working with small and/or disadvantaged businesses as we seek to support our local communities and economies.

## SUPPLIER ENVIRONMENTAL MANAGEMENT

Our responsibility for sound environmental management programs is not limited to our customers, dealers, and employees, but also to the environment and the communities in which we live and work. Therefore, we extend our environmental management and compliance expectations to our suppliers, requiring them to have an effective environmental management program in place, such as an Environmental Management Standard that is compliant with ISO 14001:2015 or similar certification. We also require suppliers to undergo an Environmental, Social, and Governance (ESG) Maturity Assessment to evaluate their effort in supporting sustainable development, human rights, and sound governance practices while aligning with the United Nations Sustainable Development Goals (UN SDGs). The assessment evaluates topics such as climate-related risk assessments, identification and mitigation of potential pollution sources, and more. Our 2024 assessment was distributed to 100% of suppliers.

In preparation for responding to emerging and evolving domestic and international regulations, we continue to develop our environmental management

program encompassing our complete value chain, including upstream and downstream business partners. We are committed to accurately calculating and reporting our Scope 3 emissions to the best of our abilities by working with our value chain partners. In addition, we collect information relevant to supplier locations as we analyze the potential for physical or transition climate-related risks and opportunities posed to Hyster-Yale. Engagement with our internal and external stakeholders, including our suppliers, is crucial to satisfying a variety of current and pending reporting requirements, including California's Climate Corporate Data Accountability Act (Senate Bill 253) and Climate-Related Financial Risk Disclosure Act (SB 261), EU's CSRD, and EUDR.

The [U.S. Environmental Protection Agency \(EPA\)](#) estimates that supply chains are often responsible for over 90% of an organization's GHG emissions. At Hyster-Yale, we view this as an opportunity to collaborate with suppliers and strengthen our position as an industry leader by actively addressing and understanding the environmental impact of our products across production, delivery, and end use.

With an increase in clean energy and transportation policy investments across the world, we are continuing to expand the electrification of our products to offer alternatives to ICE lift trucks. We have maintained production of EPA emissions certified ICE-powered Hyster and Yale brand lift trucks combining performance comparable to traditional ICE power with reduced emissions and cost benefits of lithium-ion battery power.

## MODERN SLAVERY

We follow all applicable international and local laws, including the U.S. Trade Facilitation and Trade Enforcement Act of 2015. By conducting business with Hyster-Yale, our partners are required to certify that they will not utilize, are not utilizing, and have not utilized slavery, human trafficking, forced labor, child labor, or any other form of inhumane treatment throughout any stage of their supply chain.

## CONFLICT MINERALS

As part of our commitment to responsible sourcing, all suppliers are expected to adhere to all legal policies and laws regarding the non-usage of conflict minerals, including gold, tin, tantalum, and tungsten (3TG) that are mined and traded from the Democratic Republic of Congo (DRC) and the adjoining countries. Suppliers who provide products that may contain one or more of these conflict minerals are required to supply an industry standard Conflict Mineral Reporting Template (CMRT) to Hyster-Yale on an annual basis. Shared with our suppliers, our CMRT mandates that they disclose whether their product contains a conflict mineral and the origin of the conflict mineral from the prior calendar year.

Our [Conflict Minerals Report](#) further details our processes to ensure alignment with existing regulations, including recognition of the Responsible Minerals Initiative (RMI) approved list of smelters. Our due diligence process is aligned with the U.S. SEC 2010 Dodd-Frank Act and the Organization for Economic Cooperation and Development (OECD) guidelines, including company-wide management systems, conducting risk assessments within our supply chain, and receiving third-party assurance and certifications to confirm that proper procedures are in place.

## BUYER TRAINING

We conduct comprehensive training for our supply chain personnel to educate them on risks associated with supply chains and business operations, including modern slavery and human trafficking. Through the end of 2024, 100% of our buyers across all locations received training on our sustainable procurement practices, including an e-learning module dedicated to modern slavery. In order to ensure all participants in our supply chain are aware of the risks associated with these issues, we request that our business partners extend similar training to their own staff, suppliers, and providers. Our goal of these trainings and this strategy is to heighten vigilance regarding potential indicators of modern slavery or human trafficking and equip employees with a clear comprehension of their duties in recognizing and reporting any concerns.

## COMPLIANCE & MONITORING

Our global Supplier Quality Engineering (SQE) team is responsible for the verification and approval of all suppliers, including auditing and assuring our supplier relationships on an annual basis. In the event that a supplier is found to be non-compliant with our policies and procedures, we will work with them to achieve compliance and monitor their performance. Hyster-Yale reserves the right to terminate the business relationship for continued non-compliance with our SEM or other requirements, which are reviewed on the basis of severity.

## SUPPLIER AWARDS

Hyster-Yale values strong, collaborative relationships with our suppliers and strives to provide objective performance feedback on a regular basis in support of continuous improvement. We also recognize outstanding contributions through our Supplier Awards Program, which celebrates excellence and partnership across our supplier network.

We typically present five supplier awards on an annual basis through our supplier conferences or special recognition events. These honors include the Quality Award, Continuous Improvement Award, Above and Beyond Award, Aftermarket Award, and Supplier of the Year Award.

For additional information regarding our supplier network and supporting documentation, please visit the Suppliers section of our [website](#).

### ANNUAL SUPPLIER ACKNOWLEDGEMENTS:

Supplier Expectations Manual

Supplier Quality Manual – Acknowledgment and Changes

UK Anti-Slavery Act/Modern Slavery Statement

Enslaved Persons Labor Act

Corporate Compliance/Business Partner Code of Conduct

Conflict Minerals (Participation in External Process)

Cyber Security (Participation in External Process)

General Data Protection Regulation (GDPR)

Annual Supplier SQE, Quality, and Savings Goals

All Applicable Data Privacy Laws

All Applicable Environmental Laws

# CUSTOMER HEALTH & SAFETY

Health and safety of everyone in and around our products is a priority for Hyster-Yale. This dedicated focus begins with our product development team as they create robust product designs, explore innovative technologies and build comprehensive support solutions that enhance both operator safety and safety for those around our equipment. Our ongoing training and support teams provide extended care to our clients and operators throughout the life of the product. This relentless dedication to health and safety is what our customers have come to expect from Hyster-Yale and its subsidiaries.

Through our product offerings, we provide safe, capability-enhancing solutions that can be outfitted with a range of special features and support options, each of which are designed to help operators remain in control and attentive when utilizing our lift trucks. For example, we offer telemetry monitoring solutions which provide real-time data, including impact detection, load sensing, inactivity shutdown, and more. In addition, our Dynamic Stability System (DSS) is engineered to provide automated performance controls and alerts, helping to reduce the likelihood of tip overs and promote stable handling. Our operator assist technology, Hyster Reaction™ and Yale Reliant™, further support application-specific safety initiative by offering a proven, award-winning technology suite designed to reinforce lift truck operating best practices and support operator awareness. This innovative solution incorporates object detection, proximity detection, and optimal adjustment of the lift truck performance for stable, steady movement and location sensing – all while keeping the operator in control of the lift truck.

As our global footprint continues to grow, we are seeing more customers require their suppliers to hold various standards and certifications to confirm the

compliance of products they are receiving. As such, we continue to maintain alignment with industry standards, such as the U.S. OSHA regulations, the American National Standards Institute (ANSI), Industrial Truck Standards Development Foundation (ITSDF), and various ISO standards. Hyster-Yale manufacturing sites undergo rigorous testing and auditing to align all product development with ISO 9001:2015, an internationally recognized quality management systems (QMS) standard, before they reach our customers. In addition, we maintain several ISO 14001:2015 and ISO 45001:2018 certifications across our facilities to reflect our commitment to health and safety, as well as the environment, throughout the production process.

We also provide ongoing training and support for our customers and operators, enabling them to work comfortably and confidently with their new equipment and technology solutions. We utilize a network of local dealerships for on-the-ground support tailored to the customer's specific needs. These training programs can be customized for compliance requirements, enhance operator performance and efficiency, or be a refresher course for existing operators. For example, our Hyster and Yale brands offer both on-site and virtual training programs creating a comprehensive lift truck training package for new and tenured operators.

“Safety is critical in materials handling. Fast-paced environments and demanding productivity targets are just another day on the job for forklift operators. That’s why DSS is engineered to give operators real-time stability support they can count on and learn from.”

**- Justin Byma**  
VP Global Product Management & Strategy/  
Warehouse Product Segment Leader,  
Hyster-Yale Materials Handling, Inc.

Hyster-Yale also has established a formal process, among other initiatives, to address potential customer health and safety incidents through our Field Product Improvement (FPI) campaigns.

**A typical FPI includes:**

- Outlines for safety considerations
- Evaluation of customer satisfaction considerations when the product is not in compliance with our quality standards, or the product does not meet customer expectations
- Compliance with dictated governmental regulations

When customer health and safety incidents are reported, our teams complete an internal review of available data to conduct a liability exposure analysis and identify product design improvement opportunities for service and warranty purposes. As we seek continuous improvement, we share the outcomes and learnings from these FPI campaigns with our design teams to improve and enhance our products and solutions offered.

For additional information related to product safety, please visit our [Forklift Safety webpage](#).



# ENVIRONMENT

Environmental responsibility is a core principle of our operating structure, embedded within our EOHS program as well as a standalone priority. We are committed to integrating sustainable practices across our organization and processes, from reducing emissions and energy use to minimizing waste generation and water consumption. By investing in continuous improvement, we are not only reducing our environmental footprint but strengthening our resilience and leading the way towards a more sustainable future for our industry.

## ENERGY & EMISSIONS

Hyster-Yale has a deep appreciation and understanding of the impact energy and emissions can have on our business and the environment. We consume energy and generate emissions during the production of our equipment, and in turn, our products and services consume energy and generate emissions during their use. We recognize that we must improve our own operational impacts while also innovating more efficient products that meet growing demand and regulatory requirements around the world.

**Embedded in the environmental pillar of our corporate responsibility initiatives, we have implemented an energy and emissions management strategy built on three core pillars:**



### EFFICIENCY

- Reduce energy consumption within our operations
- Pursue renewable energy and other low-carbon sources, as applicable



### ENGAGEMENT

- Collaborate with suppliers to understand their energy challenges and develop solutions



### INNOVATION

- Design and deliver products that improve energy efficiency and decrease operating costs

To maintain operational efficiency and data integrity, we conduct monthly internal reviews and validations of our globally reported environmental data. We then normalize our metrics according to sequence of event (SOE) hours, which enables a better awareness of the efficiency of our key performance indicators (KPIs) while accounting for changes in business volume. Since 2023, we have partnered with a third party to externally review our energy consumption volumes and carbon emissions in line with the Greenhouse Gas (GHG) Protocol. In 2024, during our annual review, a conversion discrepancy was identified, leading to a restatement of natural gas consumption figures for 2022 and 2023. In addition, as addressed in our Restatement of Information, we have also fully incorporated facilities previously excluded as a result of growing program maturity and from acquisitions.

### **Craigavon Northern Ireland Operations Environmental Benchmarking Survey**

Our Craigavon facility participated in the Northern Ireland Environmental Benchmarking Survey maintaining its Platinum score, the highest ranking available in 2024 and for the last 5 years. This voluntary self-assessment survey enables organizations to evaluate their environmental performance and benchmark against peers to drive improvement. Craigavon remains committed to sustaining this Platinum standard throughout 2025.



### **Environmental Steward of the North Carolina Department of Environmental Quality**

We are proud to have been recognized by the North Carolina Department of Environmental Quality as an Environmental Steward at our Greenville, North Carolina facility.

This is the highest level of membership in the Environmental Stewardship Initiative (ESI) reserved for organizations with a demonstrated record of excellent environmental performance and aggressive environmental goals.

This recognition specifically highlighted our robust Environmental Management System and project-oriented goals, achievements in Volatile Organic Compounds (VOC) reductions, Zero Waste to Landfill efforts, and the environmental benefits of Safety Rapid Reports.

## ENERGY

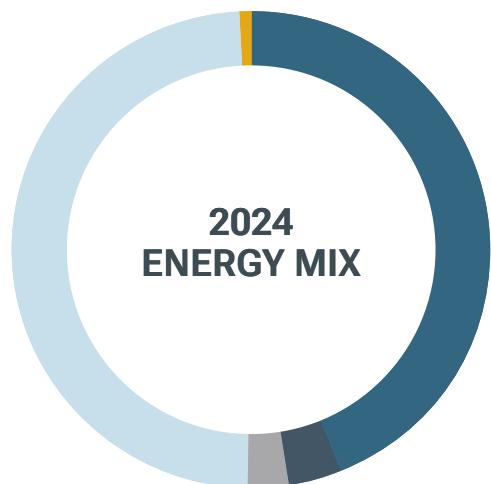
In 2024, our global energy consumption totaled approximately 212,488 megawatt hours (MWh), an increase of approximately 0.2% compared to 2023. Natural gas and electricity remain our two greatest sources of energy, accounting for over 90% of our energy consumption. The rest of our mix includes diesel, gasoline, and liquid petroleum gas (LPG).

Across our Americas and EMEA facilities, we have created energy and waste committees to ensure internal accountabilities are assigned for oversight and management of energy usage reduction. Each month, these committees evaluate energy and waste reduction projects that will have the most impact and strategize for future efforts. These committees provide quarterly updates to the operational Vice

Presidents and plant/facility managers, as well as other key stakeholders within the organization as necessary. This approach of frequent open communication ensures all relevant stakeholders are included in the progress Hyster-Yale is making to reduce our environmental footprint.

To further support responsible energy management, we are implementing tailored energy policies at each of our manufacturing locations. These policies require each site to establish a strategy for decreasing their energy consumption, establish clear goals and intentions, and regularly monitor and evaluate progress towards lowering both energy use and carbon emissions.

- Gasoline - 0.7%
- Electricity - 43.9%
- Liquid Petroleum Gas - 3.8%
- Diesel Fuel - 2.6%
- Natural Gas - 48.9%

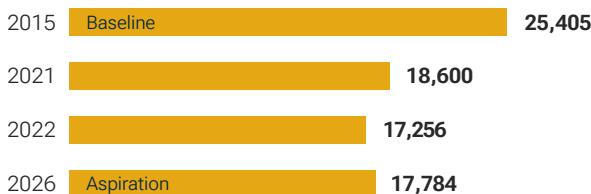


## EMISSIONS

We continue to invest in program development and share best practices across our manufacturing facilities as we focus on reducing environmental impacts around the world, especially as it relates to our air emissions from both GHGs and VOCs. We generated 15,018 metric tons per s SOE of carbon dioxide equivalents (MT CO2e) in 2024, representing a 2.6% reduction from 2023, and a 45% reduction from our 2015 baseline. We are proud to have already met and exceeded our carbon footprint aspiration of reducing our emissions by 30% from 2015, and we remain committed to further reducing our emissions intensity in the future.

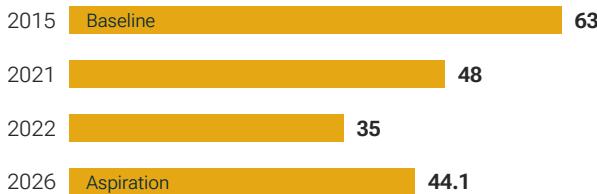
### GHG EMISSIONS PERFORMANCE

(MT CO2 / 1,000 SOE\*)



### VOC EMISSIONS PERFORMANCE

(MT / 1,000 SOE\*)



\*Efficiency is evaluated based on Sequence of Event (SOE) hours, which normalizes our KPIs to account for changes in business volume.

Our 2026 Aspirations for VOCs is a 30% reduction from our baseline emissions. By the end of fiscal year 2024, we are proud to report that our VOC emissions intensity has decreased by 51% through various initiatives as well as our manufacturing facilities' ongoing commitment to improving our environmental performance.

### Craigavon Northern Ireland Paint System Upgrades

In our continuous pursuit of achieving our 2026 VOC Aspirations, we have made upgrades at our Craigavon facility paint system. As parts exit the paint oven, they enter the cooling stage which requires continuously running fans to bring the temperatures down to a safe level for further processing. Our fans have been replaced with a more evaporative cooling system, saving approximately 60 tons of CO<sub>2</sub>e per year. As part of our efforts to mitigate VOC emissions, thinners used for touch-up processes are sent through R1 incineration, allowing them to be repurposed as an energy source for a nearby wind farm. This process recovers approximately 95% of VOCs that would otherwise have been released into the atmosphere.

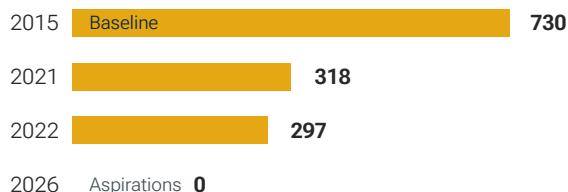
# EFFLUENT & WASTE

Our approach to addressing effluent and waste begins with source reduction as the primary means to decrease generated waste, followed by robust recycling and energy recovery efforts to underscore our commitment to divert waste from landfills. To be successful against our aspiration of zero waste to landfill, however, requires continued dedication and focus by each of our site teams across the organization, our suppliers, and our waste vendors.

We are pleased to share that we continue to make significant progress towards our 2026 waste-related aspirations. In 2024, the Company generated 33,646 metric tons (MT) of waste. Of this, 93% was non-hazardous waste recycled by third parties. Hazardous waste continues to account for approximately 3% of our total waste generated. We are proud to have exceeded our 2026 Aspiration of reducing hazardous waste by 30%, achieving a 64.9% reduction in 2024 as compared to our 2015 baseline. Additionally, we remain on track to meet our zero waste to landfill aspiration, achieving a 59% reduction compared to 2015 in metric tons of waste per 1,000 SOE hours.

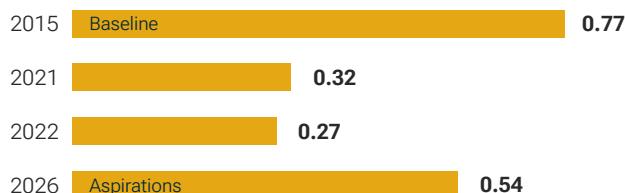
## WASTE TO LANDFILL

(MT / 1,000 SOE)



## HAZARDOUS WASTE GENERATION

(MT / 1,000 SOE)



## Waste Management Efforts

At our Berea, Kentucky, facility, our Waste Reduction and Minimization Procedures Document demonstrates our waste management efforts and facilitates the recycling of wastes to avoid incineration or landfill. The local EOHS team is responsible for the development, documentation, distribution, and updating of Environmental Management System procedures related to waste and recycling. Various employees at the plant level are then tasked with executing the effective disposal of waste and recycling in accordance with Company procedures as well as providing trainings to employees on best practices for waste disposal. Employees who routinely handle hazardous materials are required to complete supplemental training, covering topics such as handling, storage and disposal methods, and emergency procedures. In addition to these supplemental trainings on hazardous waste, our site supervisors administer an annual hazardous material management test to confirm all relevant employees are prepared to work with and around such materials in a safe and clean manner.

## Our 2026 zero waste to landfill aspiration is guided by our three-pillar approach to waste management:



### REDUCE

- Minimize and reduce landfilled waste at all global facilities.
- Encourage non-pollution technologies in product research and development.

We have embedded waste reduction as a strategic priority across our operations – from product design and raw material selection to the safe and efficient operation of our facilities. By minimizing the raw materials we purchase and consume, we not only reduce operational costs but also lessen the environmental impact associated with upstream sourcing and downstream disposal methods. Scaling down the storage of excessive materials can also limit the exposure to on-site chemicals and lessen potential safety and environmental hazards. Due to the overall benefits of raw material minimization and efficiency, this remains a strategy that we continue to prioritize across our company.



### REUSE

- Remanufacturing program to return used parts and replace them with remanufactured items.
- Ensure multiple lifecycles of our reusable parts, mitigating the need for raw materials for new parts.

Our remanufacturing program promotes circularity, covering 12 key components which allow our customers to exchange used or otherwise worn-out parts for remanufactured items that are in like-new condition. This program enables the company to maximize our use of existing raw materials by keeping valuable resources in circulation, while minimizing the need to extract more. Our Supplier Engagement Manual includes specific procedures to ensure our customers are well supported and their expectations are consistently met. Our rules related to packaging help to strengthen our product design processes and reduce the total cost of materials, labor, and shipping.



### RECYCLE

- Widespread use of returnable packaging across our product lines.
- Emphasized use of material reduction and recyclability for expendable packaging.
- Supplier packaging guidelines to promote the use of recyclable materials

Finally, when waste reduction and reuse options have been exhausted or are not feasible, we seek to recycle before sending materials to disposal. In 2024, our facilities recycled over 31,000 metric tons of non-hazardous waste, diverting these materials from third-party landfills and/or incineration facilities. We continue to implement recycling program initiatives and campaigns across our facilities to increase employee awareness of our recycling capabilities.

## OUR ASPIRATION OF ZERO WASTE TO LANDFILL

Our aspiration to achieve zero waste to landfill represents a significant commitment which we understand that, when effectively implemented throughout our organization and supply chain, can lead to measurable economic and environmental gains not only to our Company, but also to our customers and our communities.

We are proud to be able to say that our Craigavon Northern Ireland factory has diverted 100% of its waste from landfill bringing us closer to meeting our 2026 Aspiration. We continue efforts to achieve zero waste to landfill at all sites and are dedicated to providing ongoing educational opportunities to our employees to increase awareness about ways to reduce, reuse, and recycle within our operations.



## REUSABLE PACKAGING

In an effort to reduce our waste to landfill from all of our facilities, we have implemented a returnable packaging project. This project came to fruition due to the long distance and associated costs with supplied parts transferring between our Ramos, Mexico and Berea, Kentucky facilities.

We identified opportunities to fully utilize the cubic weight capacity of these trailers for returnable packaging use. Additionally, we transitioned from wood crates to returnable racks for engine packaging and stillage for door packaging which resulted in less miles traveled and less plastic and wood waste annually. There were six projects implemented in 2024, with eight projects in progress for 2025. The total savings from our projects implemented so far are over \$3 million.

# WATER USE & CONSERVATION

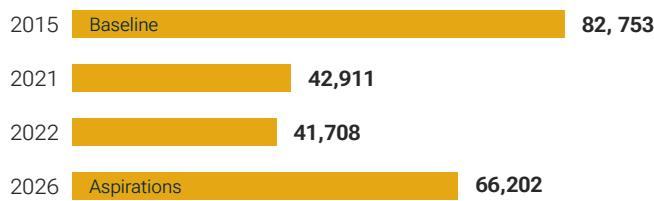
We understand that water is a vital shared resource that requires committed attention and responsibility for all members in a community. At Hyster-Yale, we continuously seek and implement opportunities to optimize our operational processes to reduce both water withdrawal and discharge, in compliance with local laws and regulations, as well as our own EOHS program and corporate responsibility initiatives.

We primarily use water in our operations for cooling, manufacturing and processing, employee consumption, and sanitation facilities. Each site maintains formal water management procedures tailored to local conditions. These procedures, developed in accordance with local stormwater regulations, guide the management of pollutants discharged to industrial treatment systems and help prevent contamination of stormwater.

We are thrilled to have already met our 2026 Aspiration to reduce water consumption by 20% as compared to our 2015 baseline. As of 2024, we have decreased our water consumption nearly 50% compared to 2015 to approximately 41,700 liters per 1,000 SOE.

## WATER CONSUMPTION

(1000L / 1,000 SOE)



## WATER EFFICIENCY IN BRAZIL

Our manufacturing site in Itu, Brazil utilizes a rainwater harvesting system to help with water stress from prolonged droughts, deforestation, and climate change. The system collects rainwater from the roof of the administration building, filters it through a network of pipes, and stores the water in tanks for reuse in landscape irrigation, refrigeration systems, and fire protection. Hyster-Yale Brazil successfully met its water reuse and treatment aspirations through this system. This rainwater harvesting system promotes sustainability efforts by conserving water, reducing pollution, mitigating flooding, improving operational efficiencies, and lowering utility costs.

## SUSTAINABLE URBAN DRAINAGE SYSTEM

A key green initiative implemented at the extended Craigavon, Northern Ireland manufacturing site in 2024 was a Sustainable Urban Drainage System. This system mimics a natural drainage system by using soil banks and vegetation to slow runoff from the site. The vegetation and soil reduce the chance of pollution incidents and allow natural filtration, while also reducing the chances of flooding. Additionally, the increased vegetation provides more wildlife habitats, which complements existing measures to encourage biodiversity around the factory grounds.

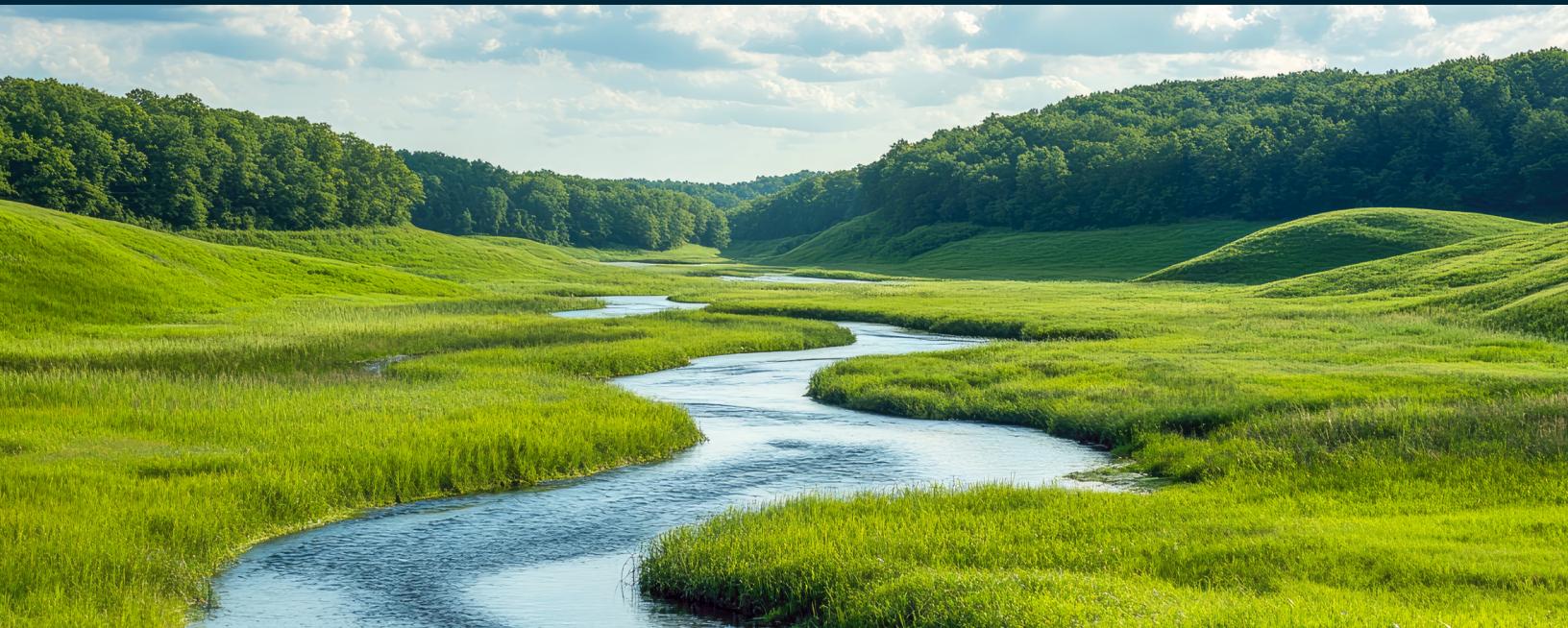
# CLOSING

As we look back on the progress we have made over the past few years, we are proud of the achievements we have made towards our 2026 Aspirations and our broader corporate responsibility initiatives. Our achievements reinforce our belief that continuous innovation, enhanced efficiency, and delivering meaningful improvements are helping to create a more resilient Hyster-Yale and a more sustainable future.

As corporate responsibility topics continue to grow increasingly central to our industry and operations, we are monitoring legal and regulatory requirements

which may inform how we report in future years. We remain committed to exploring opportunities to enhance and expand our corporate responsibility efforts around the organization.

We hope you will continue to follow our journey in future years. We look forward to sharing our progress in our next Corporate Responsibility Report, currently scheduled for 2027. If you have comments or questions regarding the content of this report, please [contact us](#).



## FORWARD-LOOKING STATEMENT/ SAFE HARBOR STATEMENT

The statements contained in this news release that are not historical facts are “forward-looking statements.” These forward-looking statements are made subject to certain risks and uncertainties, which could cause actual results to differ materially from those presented. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. The Company undertakes no obligation to publicly revise these forward-looking statements to reflect events or circumstances that arise after the date hereof. Among the factors that could cause plans, actions and results to differ materially from current expectations are, without limitation: (1) delays in delivery and other supply chain disruptions, or increases in costs as a result of inflation or otherwise, including materials, critical components and transportation costs and shortages, the effects of tariffs on raw materials or sourced products, and labor, or changes in or unavailability of quality suppliers or transporters, including the impacts of the foregoing risks on the Company’s liquidity, (2) impacts resulting from increased trade barriers and restrictions on international trade, including as a result of previously announced, and potentially new, changes to U.S. trade policy and tariffs as well as retaliatory or other tariffs imposed by other countries where the Company does business, (3) delays in manufacturing and delivery schedules, (4) reduction in demand for lift trucks, attachments and related aftermarket parts and service on a global basis, including any cyclical reduction in demand in the lift truck industry, (5) customer acceptance of pricing, (6) customer acceptance of, changes in the costs of, or delays in the development of new products, (7) the ability of Hyster-Yale and its dealers, suppliers and end-users to access credit, or obtain financing at reasonable rates, or at all, as a result of interest rate volatility and current economic and market conditions, including inflation, (8) unfavorable

effects of geopolitical and legislative developments on global operations, including without limitation the entry into new trade agreements and the imposition of tariffs and/or economic sanctions, including the Uyghur Forced Labor Prevention Act (the “UFLPA”) which could impact Hyster-Yale’s imports from China, as well as armed conflicts, including the Russia/Ukraine conflict, the Israel and Gaza conflict and/or the conflict in the Red Sea, and their regional effects, (9) exchange rate fluctuations, interest rate volatility and monetary policies and other changes in the regulatory climate in the countries in which the Company operates and/or sells products, (10) the effectiveness of the cost reduction programs implemented globally, including the successful implementation of procurement and sourcing initiatives and restructuring programs, (11) the successful commercialization of products and technology related to the energy solutions program, (12) political and economic uncertainties in the countries where the Company does business, as well as the effects of any withdrawals from such countries, (13) bankruptcy of or loss of major dealers, retail customers or suppliers, (14) introduction of new products by, more favorable product pricing offered by or shorter lead times available through competitors, (15) product liability or other litigation, warranty claims or returns of products, (16) changes mandated by federal, state and other regulation, including tax, health, safety or environmental legislation, (17) the ability to attract, retain, and replace workforce and administrative employees, (18) disruptions resulting from natural disasters, public health crises, political crises or other catastrophic events, and (19) the ability to protect the Company’s information technology infrastructure against service interruptions, data corruption, cyber-based attacks or network breaches.

# APPENDIX

## 2026 ASPIRATIONS PROGRAM METRICS

The performance metrics provided below reflect progress towards our 2026 Aspirations Program:

CATEGORY	2026 ASPIRATION	2015	2022	2023	2024	UNIT OF MEASURE	PROGRESS
Carbon Footprint	Strive to reduce carbon emissions by 30%	27,429	15,559	15,420	15,018	MT CO2e/1000 SOE*	On Track
Pollution Prevention	Strive to reduce (VOC) emissions from painting operations by 30%	63	29	33	33	MT/1000 SOE*	On Track
Hazardous Waste	Strive to reduce hazardous waste by 30%	0.77	0.33	0.32	0.27	MT/1000 SOE*	On Track
Product Responsibility	Strive to offer alternatives that enable customers to cost-effectively reduce carbon emissions	Fuel cell engine development, lithium-ion battery-powered products.					On Track
Health & Safety	Strive to reduce annual injury/illness rates to zero	2.15	1.21	1.64	1.71	Total Recordable Injuries x 200,000/Total Hours Worked	At Risk
Community Engagement	Strive to expand various programs supporting the communities in which we operate	Ongoing philanthropic, volunteering, and educational programs.					On Track
Water Consumption	Strive to reduce water consumption by 20%	82,753	46,681	42,911	41,708	1000 L/1000 SOE*	On Track
Waste to Landfill	Strive to achieve zero waste to landfill at all sites	716	370	336	297	MT/1000 SOE*	At Risk

\* Efficiency is evaluated based on Sequence of Event (SOE) hours, which normalizes our KPIs to account for changes in business volume.

## ADDITIONAL KEY PERFORMANCE METRICS

Relevant 2024 Key Performance Metrics outside of our 2026 Aspirations Program are presented below:

CATEGORY	2022 PERFORMANCE	2023 PERFORMANCE	2024 PERFORMANCE
<b>Social Metrics</b>			
<b>Employees, by Gender</b>			
Male	81%	81%	81%
Female	19%	19%	19%
Undisclosed	<1%	0%	0%
<b>Board of Directors, by Gender</b>			
Male	11	11	12
Female	1	2	3
<b>Employee, by Type</b>			
Full-Time	98%	98%	98%
Part-Time	2%	2%	2%
<b>Employee, by Age</b>			
<31	18.9%	20.5%	19.8%
31-50	51.0%	49.8%	49.6%
>51	30.1%	29.6%	30.6%
<b>Other Employee Metrics</b>			
Average Training per Employee (hours)	4.9	6.0	9.9
Turnover	19.3%	15.9%	14.6%
Lost Time Injury Rate (LTIR)	0.42	0.75	0.75

CATEGORY	2022 PERFORMANCE	2023 PERFORMANCE	2024 PERFORMANCE
<b>Governance Metrics</b>			
<b>Speak Up Culture</b>			
Number of reports related to whistleblower procedure	129	158	60
<b>Risk Management</b>			
Number of confirmed corruption incidents	0	0	0
<b>Information Security Governance</b>			
Number of material information security incidents	0	0	0
<b>Ethics Training</b>			
Percentage of employees trained in business ethics:			
a) Traditional Office Employees	a) 45%	a) 47%	a) 52%
b) Non-Traditional Office (digitally enabled)	b) Not tracked separately	b) Not tracked separately	b) Not tracked separately*
c) Frontline Manufacturing (non-digitally enabled)	c) Not tracked separately	c) Not tracked separately	c) Not tracked separately*
<p>*Although we did not quantify our non-traditional office-based employees and frontline manufacturing employees in previous years, we are introducing a delivery method in 2025 that will focus reaching this segment of employees going forward and will be reported in our next report.</p>			

CATEGORY	2022 PERFORMANCE	2023 PERFORMANCE	2024 PERFORMANCE
<b>Environmental Metrics</b>			
<b>Emissions Metrics</b>			
Scope 1	21,312 MT CO2e	20,814 MT CO2e	21,161 MT CO2e
Scope 2, Location-based	33, 577 MT CO2e	33,266 MT CO2e	32,442 MT CO2e
Total GHG Emissions (Scope 1, Scope 2)	54,889 MT CO2e	54,080 MT CO2e	53,603 MTs CO2e
Volatile Organic Compounds (VOC)	102 MT	114 MT	117 MT
<b>Energy Metrics</b>			
Diesel	6,917 MWh	5,520 MWh	5,573 MWh
Gasoline	939 MWh	1,064 MWh	1,514 MWh
Liquified Petroleum Gas	7,587 MWh	9,179 MWh	8,148 MWh
Natural Gas	103,452 MWh	101,777 MWh	103,977 MWh
Electricity	95,541 MWh	95,266 MWh	93,276 MWh
<b>Water Withdrawal</b>			
Water Withdrawal	166,284,292 L	152,324,777 L	150,309,187 L
<b>Ethics Training</b>			
Total Hazardous	1,162 MT	1,113 MT	953 MT
Total Non-Hazardous	29,174 MT	32,250 MT	32,693 MT
Total Waste Generated	30,336 MT	33,363 MT	33,646 MT
<b>Waste Disposal by Third Parties (rounded)</b>			
Total Non-Hazardous Waste Incinerated	1%	1%	1%
Total Hazardous Waste Disposed	4%	3%	3%
Total Non-Hazardous Waste Landfilled	4%	3%	3%
Total Non-Hazardous Waste Recycled	91%	93%	93%

\*Hazardous disposal methods vary depending on factors such as the materials involved, the vendor and local regulations. Therefore, we report the hazardous waste separate from non-hazardous waste disposal streams.



#### **RESTATEMENT OF INFORMATION:**

This year we have placed an emphasis on bringing our Inventory Management Plan (IMP) into compliance with the Greenhouse Gas Protocols, where relevant, and improving the overall accuracy of our data. In the tables presented on [pages 44-46](#), we have incorporated previously excluded facilities that were part of past acquisitions as well as facilities that were previously deemed to be immaterial due to their size and/or ability to provide information. In addition, we are restating our energy consumption volumes due to any errors identified in 3rd party reviews.

We're excited for the future and look forward to sharing our progress in our next Corporate Responsibility Report. If you have comments or questions regarding the content of this report, please [contact us](#).

For more information, please visit: [hyster-yale.com](http://hyster-yale.com)

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