Columbus McKinnon Corporation
Annual Meeting of Shareholders

July 22, 2024 at 10:00 a.m. Eastern Time

RULES OF CONDUCT AND PROCEDURES

Welcome to the Annual Meeting of Shareholders (the "Annual Meeting") of Columbus McKinnon Corporation (the "Company"). It is our desire to conduct a fair and informative Annual Meeting. Kindly observe the following Rules of Conduct and Procedures.

1. Our Company's by-laws describe requirements for meetings of our shareholders and the Chair of the Annual Meeting will conduct the meeting consistent with those requirements.
2. Because this is a meeting of our shareholders, only our shareholders are permitted to ask questions during the Annual Meeting. To vote or submit questions, please login as a shareholder by entering the 12 or 16-digit control number you received with your proxy materials. For your question to be recognized, you will need to provide your name when you register.
3. To allow us to answer questions from as many shareholders as possible, we will limit each shareholder to two questions. It will help us if questions are succinct and cover only one topic per question. Questions from multiple shareholders on the same topic or that are otherwise related may be grouped, summarized and answered together.
4. If there are any matters of individual concern to a shareholder, they should be submitted through the chat box provided on your screen and a representative of the Company will either respond to the question after the Annual Meeting or reach out to the shareholder that submitted such question.
5. The views, constructive comments and criticisms of the shareholders are welcome, but the purpose of the Annual Meeting will be observed and the Chair of the Annual Meeting may decide not to answer a question submitted that is:
    i. irrelevant to the business of the Company or the Annual Meeting,
    ii. related to the conduct of the Company's ordinary business operations,
    iii. in substance repetitious statements made by other persons,
    iv. related to material non-public information of the Company,
    v. related to ongoing or potential litigation,
    vi. related to personal grievances,
    vii. derogatory in nature with reference to individuals or that are otherwise in bad taste,
    viii. in furtherance of the shareholder's personal or business interest; or
    ix. out of order or not otherwise appropriate or suitable for the conduct of the Annual Meeting as determined by the Chairman or the Secretary of the Annual Meeting in their reasonable judgment.
6. If there are any matters of individual concern to a shareholder and not of general concern to all shareholders, or if a question posed was not otherwise answered, such matters may be raised separately after the Annual Meeting by contacting Investor Relations at 704-322-2488.
7. Any recording of the Annual Meeting is prohibited.
8. In the event of any technical malfunction or other significant problem that disrupts the Annual Meeting, the Chair of the Annual Meeting may adjourn, recess or expedite the Annual Meeting, or take such other action that the Chair determines is appropriate in light of the circumstances.