Columbus McKinnon Corporation
2026 Annual Meeting of Shareholders

August 14, 2026 at 9:00 a.m. Eastern Time

RULES OF CONDUCT AND PROCEDURES

Welcome to the 2026 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. The Company's Amended and Restated By-laws (the "By-laws") describe requirements for meetings of our shareholders and the Chair of the Annual Meeting will conduct the Annual Meeting consistent with those requirements, as well as these Rules of Conduct and Procedures.
2. Because this is a meeting of our shareholders, only our shareholders of record as of the close of business on June 22, 2026 (the "Record Date"), holders of a legal proxy for the Annual Meeting provided by a broker, bank, or nominee as of the Record Date and the Company's invited guests may attend and are permitted to ask questions during the Annual Meeting. To vote or submit questions, please login as a shareholder by entering the 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. The only business of the Annual Meeting will be the matters set forth in the agenda provided at the Annual Meeting (the "Agenda").
4. In accordance with the By-laws, no nominations of persons for election to the Company's Board of Directors or proposals of other business from the floor will be accepted, other than nominations or proposals that were properly noticed in accordance with the By-laws.
5. To allow us to answer questions from as many shareholders as possible, we will limit each shareholder to two questions and require that question(s) be confined to one subject that is germane to the purpose of the Annual Meeting. Appropriate questions submitted by shareholders will be read during the question-and-answer portion of the Annual Meeting; however, questions from multiple shareholders on the same topic or that are otherwise related may be grouped, summarized and answered together. Questions may be submitted online in writing beginning at start of the Annual Meeting at http://www.virtualshareholdermeeting.com/CMCO2026. Depending upon the number of questions submitted, we may not be able to answer all questions during the Annual Meeting.

6. 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.
7. The views 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 Annual Meeting,
    ii. related to the conduct of the Company's ordinary business operations,
    iii. do not relate to the business of the Company,
    iv. in substance inaccurate or based upon or contains misinformation,
    v. in substance repetitious of statements made by other persons,
    vi. related to material non-public information of the Company,
    vii. related to ongoing or potential litigation,
    viii. related to personal grievances,
    ix. derogatory in nature with reference to individuals or that is otherwise in bad taste,
    x. in furtherance of the shareholder's personal or business interests,
    xi. not a matter of interest to shareholders generally, or
    xii. out of order or not otherwise appropriate or suitable for the conduct of the Annual Meeting as determined by the Chair or the Secretary of the Annual Meeting in his or her reasonable judgment.
8. 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 Investor.Relations@cmco.com or 704-322-2488.
9. Any recording of the Annual Meeting is prohibited.
10. 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.

We appreciate your participation in the Annual Meeting. Your fellow shareholders will appreciate your courtesy in observing these procedures.