Empowering People.
Powering Global Progress.

FISCAL 2018 SUSTAINABILITY REPORT
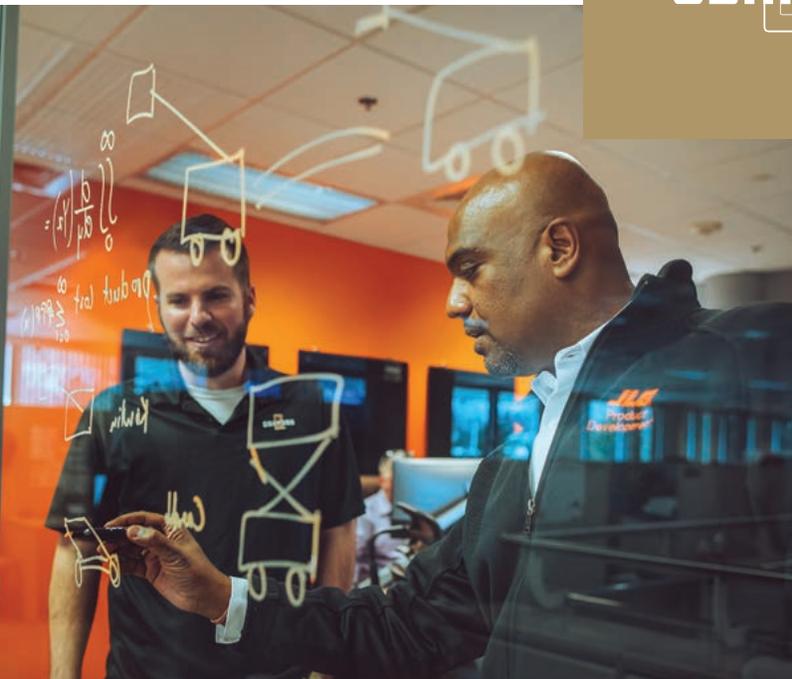
OSHKOSH®

At Oshkosh, Sustainability means more than embracing environmental responsibility —it also means creating a company, a culture and a world that will thrive far into the future.

For more than a century, Oshkosh has made a positive difference in people's lives, through the products we make and the people we serve. We manufacture some of the toughest specialty trucks and access equipment in the world, but our business is much more than the products we make.

We're in this for the individuals who use our equipment—and the communities who rely on them. We engineer innovative products that help people make a positive impact and move the world forward. Yes, we make equipment. But through our products and the way we do business, we also serve as an engine that empowers people and powers progress towards a more sustainable future.

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A Message to Our Stakeholders

"We remain committed to the environment by serving, connecting and developing people, products and communities across the globe."

At Oshkosh, our team is dedicated to making a difference in people's lives. We live our purpose every day by designing and building machines that empower and keep people safe, creating a culture that puts people first and caring for our communities. We do this while operating our business in an environmentally sustainable way to help ensure a clean and healthy planet.

Our sustainability strategy encompasses people, community, innovation and environmentally sustainable operations, as well as governance and ethics. In this report you will see many examples of the impact we are making in each of these areas.

We continue to build a strong People First culture that creates engagement, connection and development for our team members. We are working to increase the diversity of our workforce: 47% of salaried team members hired in 2018 came from diverse backgrounds. I've also added my voice to CEO Act!on for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. Our commitment includes unconscious bias awareness, promoting open dialogue on tough topics and sharing of diversity and inclusion best practices across the business community.

Our foundation focuses on basic needs and self-sufficiency as over 700 million people globally live in extreme poverty. The foundation also supports youth mentoring, family excellence and charities tied to the industries we serve. In 2018, our foundation and businesses contributed over $1.9 million to community organizations with over half of foundation donations given to help people move out of poverty. Our team members continue to give of their time and talent to help our communities thrive. Last year Oshkosh team members around the world volunteered over 12,000 hours.

We have also continued our commitment to reduce the impact of our operations on the environment and to the goals we set to reduce non-hazardous waste, energy usage and greenhouse gas emissions. Since 2015, we reduced waste to landfill by 17% and Scope 1 and 2 greenhouse gas emissions by 22%, normalized by net sales. Energy intensity is down by 14% since 2014. Supporting our efforts to reduce our energy usage and greenhouse gas generation, our Defense team has reduced its greenhouse gas emissions by 17% since 2014.

Our innovative products help people do their jobs every day. Whether for a firefighter, a soldier, a refuse collector or those who are building our communities, we design and create equipment that makes a difference while reducing our impact on the environment. Our product development teams are leading the way in sustainable technology innovation. This includes compressed natural gas concrete mixers and refuse/recycling trucks from McNeilus. It also includes new hybrid JLG boom lifts that perform as well as diesel lifts, with lower emissions and less noise, and development of autonomous vehicles to help keep soldiers safe.

We are proud of the progress we have made and know there is more work to be done. We remain committed to the environment by serving, connecting and developing people, products and communities across the world, because doing so empowers people and advances global progress.

WILSON R. JONES
PRESIDENT AND CHIEF EXECUTIVE OFFICER

About Oshkosh Corporation

OSHKOSH BY THE NUMBERS
As of September 30, 2018.

15,000
TEAM MEMBERS

$7.7B
NET SALES

27
MANUFACTURING FACILITIES
AROUND THE WORLD

$99.3M
SPENT ON RESEARCH
AND DEVELOPMENT

$653.5M
OPERATING INCOME

$2.5B
TOTAL SHAREHOLDER EQUITY

Our FY2018 Annual Report and our website contain additional information about our company and our brands.
www.oshkoshcorp.com

MOVE STRATEGY

As a global company, we leverage our resources and expertise in order to drive positive change for people, communities and the world. Oshkosh Corporation's MOVE strategy is how we do it. MOVE's four pillars support our efforts to put people first in everything we do and our relentless pursuit of continuous improvement:

M — MARKET LEADER DELIGHTING CUSTOMERS

O — OPTIMIZE COST AND CAPITAL STRUCTURE

**V** — VALUE INNOVATION

E — EMERGING MARKET EXPANSION
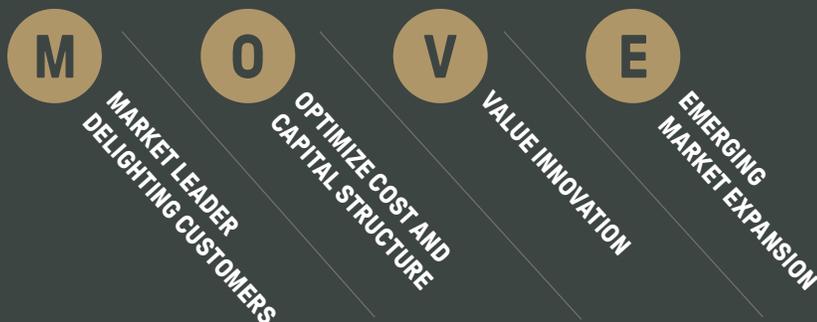
Oshkosh's Family of Market Leaders

At Oshkosh, our market-leading brands develop exceptional products to serve a diverse group of industries and end users, allowing us to leverage technology innovation and efficiencies to help make sure the whole of our business is greater than the sum of its parts. Through our unique combination of team members, products and customers, we deliver new and better tools to support the critical missions of the people who use our products and power global progress.

ACCESS EQUIPMENT

JERR-DAN   **JLG**

Jerr-Dan and JLG represent our industry-leading access equipment. JLG aerial work platforms and JLG-branded telehandlers are used in a wide variety of construction, industrial, institutional and general maintenance applications that ensure the safe position of workers and materials at elevated heights. Jerr-Dan makes tow trucks and rollback vehicle carriers sold to towing companies in the U.S. and abroad. These brands produce superior access equipment, marketed in more than 3,500 locations across six continents.

COMMERCIAL
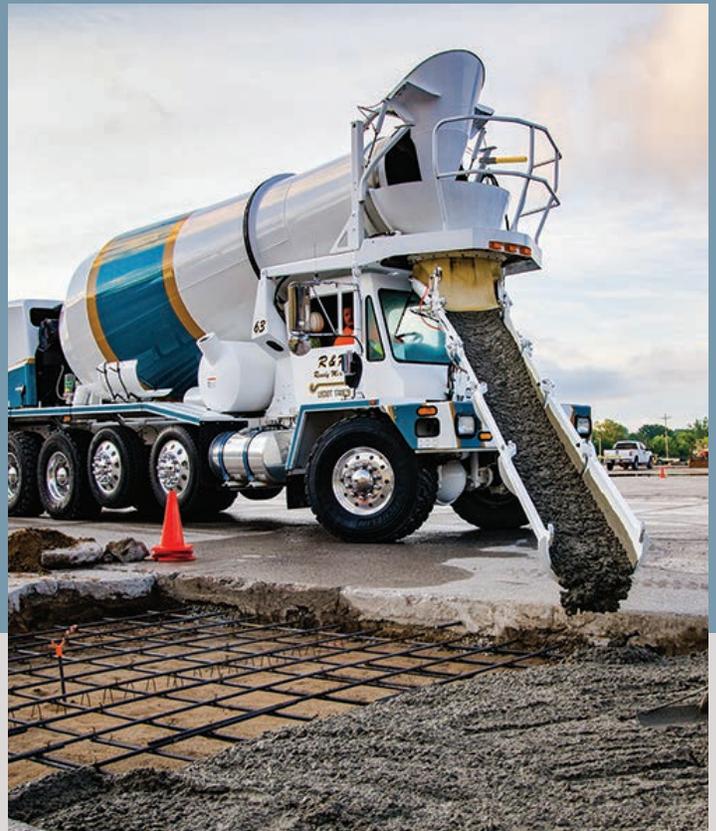
LONDON   **CON-E-CO**   **McNeilus**   **IMT**

Through our London Machinery, McNeilus, CON-E-CO and IMT commercial brands, we sell concrete mixers, refuse collection vehicles, service vehicles, cranes, concrete batch plants and hydraulic loaders for mining, construction, material handling and utility markets around the globe.

FIRE & EMERGENCY

DEFENSE

Our Fire & Emergency segment sells firefighting vehicles and equipment through Pierce; aircraft rescue, firefighting (ARFF) and snow removal vehicles through Oshkosh Airport Products; broadcasting and communications vehicles through Frontline Communications; and is a producer of heavy fabrications under the Kewaunee Fabrications brand. Our emergency and communications vehicles are sold to fire departments, airports and other governmental units, broadcasters and television stations in the Americas and abroad.

Oshkosh Defense offers a full portfolio of tactical wheeled vehicles, and integration and lifecycle services for military and security organizations around the world. Oshkosh Defense is a longtime provider to the primary branches of the U.S. Department of Defense. Our trucks, trailers and services are sold in the United States and to the militaries of more than 20 international U.S. allies.

Empowering People to Power Progress Toward a More Sustainable Future

Oshkosh powers global progress in ways that support a more sustainable future. Putting people first is at the heart of how we do this.

By putting people first we help our team members, customers, end users and neighbors achieve things they never thought possible. Things that make a safer, cleaner, stronger and better world. Empowering and supporting those we serve is how we make our biggest contribution to a more sustainable future.

We put team members first by building a culture that keeps our people safe, supports their well-being and empowers them to innovate. They are the engine that drives our ability to deliver more innovative and sustainable operations and products, advancing solutions that help create a better future.

We put our customers first by designing the safe, reliable products they need to achieve their important missions: protecting our world, keeping peace, building critical infrastructure and making our communities safe and clean.

We put communities first by delivering mission-critical products, providing educational and job opportunities, and continually improving our environmental footprint. Focusing on the health, safety and prosperity of our communities helps us serve and develop communities across the globe while also supporting a healthy planet for future generations.

By putting our team members, customers and communities at the forefront of everything we do, we empower people and power global progress in ways that are human-centered and improve the communities in which we live and serve.

AWARDS

BARRON'S TOP 100 SUSTAINABLE COMPANIES

ROBECOSAM SUSTAINABILITY YEARBOOK 2018, INDUSTRY MOVER

ETHISPHERE WORLD'S MOST ETHICAL COMPANIES
3RD CONSECUTIVE YEAR

FORTUNE'S WORLD'S MOST ADMIRED

MILITARY FRIENDLY EMPLOYER
2ND CONSECUTIVE YEAR

SEVEN SEALS AWARD FROM EMPLOYER SUPPORT OF THE GUARD AND RESERVE ORGANIZATION;
ALSO A NOMINEE FOR SECRETARY OF DEFENSE EMPLOYER SUPPORT FREEDOM AWARD

GLASSDOOR BEST PLACES TO WORK
2ND CONSECUTIVE YEAR

GLASSDOOR TOP CEO

TEAM MEMBERS

100%
OF OUR TEAM MEMBERS COMPLETED
CODE OF CONDUCT TRAINING

76%
REDUCTION IN RECORDABLE
SAFETY INCIDENTS SINCE 2004

COMMUNITIES

12,140
TEAM MEMBER VOLUNTEER
HOURS

$1.9M
DONATED TO LOCAL COMMUNITY
ORGANIZATIONS

PRODUCTS

858
PATENTS FOR NEW PRODUCT
INNOVATIONS

$99.3M
SPENT ON RESEARCH
AND DEVELOPMENT

OPERATIONS

100%
OF PLANTS ARE ISO 9001 CERTIFIED
FOR QUALITY MANAGEMENT

17%
REDUCTION IN WASTE TO LANDFILL,
NORMALIZED BY NET SALES,
SINCE FY2015

UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a blueprint for achieving global sustainable growth. At the core of the SDG framework is the idea that all sectors—governments, businesses, NGOs and others—play a crucial role in delivering a better and more sustainable future for all. In the table below, we highlight the SDGs we believe are most aligned with the work we do and show where we are making a contribution.

SDG 2: ZERO HUNGER
At Oshkosh, we recognize that hunger and malnutrition are barriers keeping individuals from improving their lives and meeting their full potential. That's why we have made ending hunger a core focus of our philanthropic activities (p. 18).

SDG 3: GOOD HEALTH AND WELL-BEING
In addition to our relentless focus on workplace safety, we seek to support the whole person well-being of all our team members through comprehensive programs that promote the physical, mental and financial health of our team members on and off the job (p. 15).

SDG 4: QUALITY EDUCATION
Empowering people to do things they never thought possible is core to our mission. That includes helping people in our communities expand their dreams and achieve their goals. One way we do this is by supporting education and workforce development in the communities where we operate (p. 21). We also offer scholarships for our team members' children to help them achieve their goals (p. 18).

SDG 5: GENDER EQUALITY
Fostering an inclusive workplace and promoting equal opportunity are central to our People First culture and our fundamental belief in doing what is right. This philosophy is reflected in The Oshkosh Way, our code of ethics and conduct. For more on how we support diversity, see p. 13.

SDG 8: DECENT WORK AND ECONOMIC GROWTH
Many of Oshkosh's operations are in communities where job opportunities can be limited. We provide high-paying jobs that support economic development in the places where we operate (p. 21). We also bring our commitment to protecting human rights and decent working conditions everywhere we operate and demand the same of our business partners (pp. 37, 40).

SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE
Delivering innovative and reliable products that support the critical missions of our customers to build and support the world's infrastructure is core to what we do. We also work to make our operations and products cleaner and more resource-efficient to support the sustainability of our global industrial infrastructure (pp. 23–37).
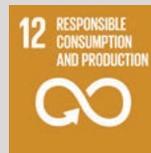
SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION
We integrate responsible consumption and production practices into our business activities (pp. 30–37). We also recognize team members for implementing innovative ways to improve how we operate—including environmental responsibility—through our annual Oshkosh Excellence Awards.

Stakeholder Engagement

At Oshkosh, we believe listening to, engaging and collaborating with our stakeholders—customers, current and prospective team members, suppliers, investors and members of the communities where we live and work—improves our business and supports our mission to make a difference. Open dialogue and listening helps us determine where we can strengthen our People First culture. Because of this, we regularly connect with our stakeholders to better understand their perspectives and share important information about our performance and plans. We will continue to expand this engagement in the future.

Materiality Assessment

We want to create a more sustainable future for our team members, customers and communities. To focus our sustainability efforts on the issues that are most relevant to our stakeholders and our business, Oshkosh completed a detailed materiality assessment in early 2016 and conducted a materiality refresh in early 2018.

We began our 2016 materiality assessment by reviewing relevant documents, including sustainability frameworks and guidelines such as GRI, SASB, DJSI and ISS; peer benchmarking; and perspectives of key stakeholder groups. From an initial list of approximately 50 material sustainability issues, our Oshkosh Sustainability Council narrowed it down to 25 topics. We then evaluated these issues on their relative importance to the company and our stakeholders by surveying Oshkosh senior leadership and team members who routinely interact with stakeholders around the globe. We first published this analysis in our 2015 Fiscal Year Sustainability Report.

In 2018, we reviewed these results to see if any had substantially changed, and found that the results of our previous materiality assessment were still valid for this report.

The most important topics for both business and our stakeholders are at the upper right of the chart below. We have developed this Sustainability Report to provide insight on how Oshkosh is addressing the issues identified as most important through this analysis.

We define "material issues" as those that are important to our stakeholders or the success of our business and where we have a potentially significant impact on the environment, society and the economy.

MATERIALITY ASSESSMENT RESULTS
Updated 2018

ETHICAL BUSINESS CONDUCT

WASTE MANAGEMENT

TEAM MEMBER SAFETY AND LABOR RELATIONS

ENERGY MANAGEMENT, GHG AND OTHER AIR EMISSIONS

LIFECYCLE ANALYSIS/PRODUCT LIFECYCLE MANAGEMENT

SAFETY AND RELIABILITY OF PRODUCTS

INTERNAL CULTURE DEVELOPMENT/COMMUNICATION

TALENT ATTRACTION AND RETENTION

RISK & CRISIS MANAGEMENT

ECO-FRIENDLY PRODUCTS

PRODUCT QUALITY CONTROL

WATER MANAGEMENT

SUSTAINABILITY GOVERNANCE, POLICY AND MANAGEMENT

PERFORMANCE AND LEADERSHIP MANAGEMENT

SUPPLY CHAIN MANAGEMENT

LOCAL COMMUNITY INITIATIVES

CYBERSECURITY/ DATA PROTECTION

CUSTOMER SATISFACTION

REMANUFACTURING

PRODUCT FUEL CONSUMPTION AND ALTERNATE FUEL

DIVERSITY AND EQUAL OPPORTUNITY

MATERIAL SOURCING/ CONFLICT MINERALS

TEAM MEMBER WELL-BEING AND WORK-LIFE BALANCE

CUSTOMIZATION FOR EMERGING MARKETS

CLIMATE CHANGE POLICY

STAKEHOLDER PERSPECTIVE

SENIOR LEADERSHIP PERSPECTIVE

Empowering Our People

We support our team members' passion to serve.
People First starts with our team members.
They are the beating heart of Oshkosh's
commitment to serve. We support our team
members by developing a safe and inclusive
workplace in which they can grow and contribute.
We also promote their overall well-being so
they can do their best work and be their best
selves on and off the job. By building a People
First culture we encourage our team members
to keep people at the forefront of everything
they do: to deliver the products our customers
need and to contribute positively to our
communities and our world.

76%
REDUCTION IN
RECORDABLE SAFETY
EVENTS SINCE 2004

85%+
OF TEAM MEMBERS
PARTICIPATED IN COURSES
THROUGH "YOUR OSHKOSH
UNIVERSITY"

Team Member Engagement

With over 15,000 team members spread across multiple brands and countries, encouraging our people to work as one team can be challenging. Three years ago, we took a close look at our internal culture to see where we could improve. We found that while we had a high-performing culture, we could do more to support our team members. This led us to People First. Since then, we've been on a journey to build a culture in which team members feel they are doing work that is valuable, and where they feel valued at work. We are also working to ensure team members feel they can speak up and be heard—and have the power to change things for the better. We are seeing the power of this approach.

Engaging, connecting with and developing team members is a central focus of People First. We communicate regularly through town halls, newsletters and team-building events. But we want to make sure team members know we are listening to them, not just talking at them. For example, in 2018, we conducted "stay interviews." Unlike the traditional "exit interview," conducted when a team member leaves a company, we held confidential, far-ranging and candid interviews with current team members to understand what the business does well and where we can improve. Our executive team is using the results to improve how we support our people.

We also foster engagement by helping team members connect with communities and customers to help them make a difference in people's lives. In 2018, team member turnover was 22.1%, including production and salaried workers and voluntary and involuntary separations. While still lower than Bureau of Labor Statistics for our industry, team member turnover increased in 2018 due to manufacturing facility closures and layoffs in the first half of the year.

OSHKOSH WINS GLASSDOOR'S TOP WORKPLACE AWARD IN 2018

In 2018, Oshkosh received Glassdoor's Top Workplace award for the second year in a row. We're particularly proud of this award because it is determined directly by current and past team members. Oshkosh's reviews on Glassdoor specifically call out the company's People First culture, engaged team members committed to making a difference, flexible work schedules and strong benefits.

glassdoor
2018 BEST PLACES TO WORK
EMPLOYEES' CHOICE

SPOTLIGHT

Oshkosh Excellence Awards: Fostering Innovation, Engagement and Connection

In 2018, we held the fifth annual Oshkosh Excellence Awards (OEAs). To participate, team members work together across functional areas to develop ideas that foster continuous improvement and innovation for our operations, products and customers, in five categories:

- Environmental responsibility
- Delighting our customers
- Human development
- Innovative excellence
- Quick wins

We received over 1,400 submissions in 2018, more than double the number of submissions in the previous year. The Oshkosh Foundation contributes money to the charities of the winning teams' choice. Since beginning the OEA program, we've donated over $540,000 to charities chosen by the winning teams.

OSHKOSH VOICE

"Being part of customers' lives and the communities in which we live gives team members a grounded sense of purpose that often can't be found on the job alone."

JODIE LARSEN
VICE PRESIDENT—COMMUNITY ENGAGEMENT

Training and Development

We have significantly upgraded our approach to team member training and development over the past three years. For example, we are improving our processes for identifying strategic training needs and evaluating the effectiveness of our training programs. We are also in the process of developing individual training and development plans for every team member.

300+
SENIOR LEADERS PARTICIPATED IN PEOPLE FIRST LEADERSHIP DEVELOPMENT TRAINING

520
UNIQUE CLASSES TAKEN

100%
OF OUR TEAM MEMBERS COMPLETED CODE OF CONDUCT TRAINING

PEOPLE FIRST TRAINING

We are strengthening our People First culture across our organization with comprehensive training for team members at all levels. In fiscal year 2018, over 300 of our senior leaders participated in a development program designed to help them build trust across their groups, give feedback, provide coaching and delegate to others to improve organizational engagement and collaboration. We are developing a similar program for mid-level leaders. We introduced training on People First competencies for salaried team members at all levels, which include inspiring and motivating others, building collaborative relationships, encouraging innovation and inclusion and driving strategic thinking.

YOUR OSHKOSH UNIVERSITY

Your Oshkosh University (YOU) is our company-wide training center to help all team members gain the tools they need to grow, personally and professionally. More than 13,500 team members across the globe participated in trainings through the YOU in FY2018. Courses include customer-centric culture, organizational effectiveness, functional skills and other topics that contribute to making our business more successful across all functional areas and giving team members opportunities to develop.

OSHKOSH VOICE

"As a human resources intern at Oshkosh, I not only expanded my skills and knowledge, I was also able to contribute to meaningful projects and own my work. I helped lead an engagement survey, analyze internal equity, and revise job descriptions, all of which I think really helped make a difference. Thanks to the kind of work I do, and the people I get to do it with, I enjoy coming to work each and every day."

CHELSEY McCOY
FORMER OSHKOSH CORPORATION INTERN—
NOW CAMPUS RELATIONS SPECIALIST

RECRUITING NEW TEAM MEMBERS

In today's tight labor market, it's more important than ever to focus on attracting and retaining new talent. We believe our emphasis on serving our customers and communities with a desire to drive positive change in the world is key to attracting the best people.

Through our internship program we attract, develop and grow talented students into Oshkosh's future leaders. To foster their professional development, we give interns substantive tasks, empower them to do their best work with training and one-on-one guidance and provide opportunities to work with company leadership. We also ask them to share their insights with corporate leaders on how we can improve as a company. In FY2018, we welcomed 247 interns from 62 U.S. universities, and 26 international interns from Canada, Mexico, Netherlands, Belgium, Romania and France.

Diversity and Inclusion

A diverse workforce is key to driving innovation. The diversity of backgrounds, perspectives and ideas our team members bring strengthens our ability to support our customers' needs and continually improve the way we work. We define diversity in broad terms that include characteristics such as race and gender, but also, experience and educational background. We recognize that the key to maximizing this diversity is ensuring team members always feel respected and included and can openly share their identities and differences at work.

Oshkosh supports a range of employee resource groups dedicated to diverse team members such as women, young professionals and veterans. Each of these groups provides networking, professional development and other support to help our team members achieve their personal and professional missions. We also work to expand the backgrounds and perspectives of our team through targeted efforts to attract diverse candidates. For example, we partner with organizations, like the Society for Women Engineers and the Society for Black Engineers, and attend events such as military hiring fairs to build awareness of career opportunities at our company and engage diverse candidates.

47%
OF OSHKOSH CORPORATION SALARIED TEAM MEMBERS HIRED IN 2018 COME FROM DIVERSE BACKGROUNDS
BASED ON GENDER, RACE/ETHNICITY, VETERAN STATUS, DISABILITY AND OTHER FACTORS

CEO ACT!ON FOR DIVERSITY & INCLUSION

In 2018, Oshkosh CEO Wilson Jones joined CEO Act!on for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. By joining, Oshkosh Corporation commits to expand unconscious bias training, promote open dialogue about sensitive topics and share our best practices across the business community.

SPOTLIGHT

Supporting Military Personnel

Supporting the military is a core element of our business. We work hard to help military service members and veterans thrive within our company through the Oshkosh Corporation Military Network (OCMN) employee resource group. OCMN fosters community through mentoring, career advice and support for service members during their transition to the civilian workforce, and helps recruit veterans, separating service members and active Guard and Reserve service members.

17%
INCREASE IN OUR VETERAN TEAM MEMBERS IN 2018 VS. 2017

PARTNERED WITH THE UNITED STATES CHAMBER FOUNDATION'S "HIRING OUR HEROES" INITIATIVE AND VETERANS JOB MISSION

NAMED MILITARY FRIENDLY EMPLOYER OF THE YEAR IN 2018

Workplace Safety

Keeping people safe is a core value of our People First culture. Our goal is zero recordable safety incidents so that every team member returns home safe every day. We have reduced recordable injuries by 76% since 2004. However, an uptick in incidents over the past few years has made us even more laser-focused on safety.

SAFETY INCIDENT AND LOST-TIME RATE
Per 200,000 Hours Worked

RECORDABLE INCIDENT RATE (RIR)

5.10
INDUSTRY AVERAGE

2014	2015	2016	2017	2018	2018 GOAL
3.20	2.20	2.50	2.90	3.20	2.60

LOST TIME INCIDENT RATE (LTIR)

1.20
INDUSTRY AVERAGE

2014	2015	2016	2017	2018	2018 GOAL
.80	.40	.50	.50	.66	.49

WISCONSIN COUNCIL OF SAFETY'S CORPORATE SAFETY AWARD IN 2018
SECOND CONSECUTIVE YEAR OSHKOSH DEFENSE'S NORTH PLANT FACILITY

SAFETY PERFORMANCE

Several factors have contributed to the increase in our OSHA recordable incident and lost time rates. Two factors were an influx of new team members with little or no previous manufacturing experience and an increase in work hours and overtime, both of which resulted from the consolidation of operations from three plants to two and increased production rates.

Much of the increase in injuries has been hand- and soft-tissue-related. In response to this increase, all our locations have added or augmented existing mentorship programs for new hires, formalized hand- and finger-risk audits, mandated glove use, increased hand safety awareness and intensified our focus on ergonomics.

While our ultimate goal is zero incidents, we set a 10% year-over-year incident reduction target to drive us toward zero. We did not meet this goal in FY2018, but have redoubled our efforts to meet our safety goals in 2019.

We were deeply saddened by one JLG team member fatality in 2018. This is unacceptable to us. We are committed to protecting the safety and health of our team members and contractors everywhere, everyday. We undertook intensive root cause analyses and are making changes in our safety programs in response to this tragic event.

MANAGING WORKPLACE SAFETY

Oshkosh has a robust Safety Management System (SMS) to ensure we take a consistent and effective approach to worker safety enterprise-wide. The SMS guides facilities through four levels of management standards to help them evolve over time to achieve best-in-class performance. Level 1 focuses on regulatory and safety compliance. Level 2 includes increasing management and operational leadership involvement and accountability in the safety program. Level 3 adds the use of extensive risk analysis and mitigation programs and focuses on team member participation and ownership of the safety program. Level 4 requires an in-depth process review and certification by a third party to ensure safety excellence. In our U.S. operations, Level 4 is achieved by getting OSHA's Voluntary Protection Program (VPP) highest facility rating. In non-U.S. operations, SMS Level 4 is achieved by obtaining OHSAS 18001 certification through an external auditing organization.

SPOTLIGHTS

33%

OF OSHKOSH FACILITIES ACHIEVING LEVEL 4 SAFETY CERTIFICATION

Nine Oshkosh facilities have achieved—or are in the process of achieving—SMS Level 4 safety certification, which includes extensive external auditing and validation.

RICEVILLE, IA, U.S.

LONDON, ONTARIO, CANADA

WEBER LANE
SHIPPENSBURG
McCONNELLSBURG
PA, U.S.

TIANJIN, CHINA

MEDIAS, ROMANIA

OAKWOOD AND E-COAT
OSHKOSH, WI, U.S.

■ HAVE SMS LEVEL 4 AND OSHA VPP CERTIFICATION
■ AWAITING SMS LEVEL 4 AND OSHA VPP CERTIFICATION BASED ON AUDITS CONDUCTED IN 2018
■ HAVE SMS LEVEL 4 AND OHSAS 18001 CERTIFICATION

Oshkosh Plants Achieve Superior Safety Performance

In FY2018, multiple Oshkosh plants achieved key worker safety milestones. For example:

17

MONTHS WITHOUT AN OSHA RECORDABLE INJURY AS OF SEPT. 2018
FRONTLINE COMMUNICATIONS' OPERATIONS, CLEARWATER, FL

50%

REDUCTION IN INCIDENT RATE COMPARED TO FY2017
OSHKOSH'S EQUIPMENT MANUFACTURING FACILITY, LEÓN, MEXICO

1.3M

HOURS WORKED WITHOUT A LOST TIME INJURY
PIERCE'S MANUFACTURING FACILITY, APPLETON, WI

Health and Well-Being

At Oshkosh we know that when people come to work, they bring their whole self, including their experiences and challenges at and outside of work. Each team member's well-being influences both individual and organizational performance. That's why we support each team member in achieving whole-self health and well-being on and off the job through three focus areas: physical, emotional and financial health.

We offer a competitive, progressive and robust suite of benefits aimed at improving team members' quality of life by giving them the resources and support they need to own and improve their own health and well-being. In addition to traditional insurance benefits, we encourage team members and their families to focus on preventive care through programs such as well-being assessments, mindfulness and stress management strategies, tobacco cessation coaching, fitness events, weight management programs and financial health education. To underscore our commitment to preventive care, we incentivize participation in these offerings. All of these benefits are available to both full- and part-time team members, year-round interns, cooperative team members and their spouses and domestic partners.

SPOTLIGHTS

Annual Sustainability and Wellness Expo

In 2018, we held our sixth annual Sustainability and Wellness Expo in Oshkosh, Wisconsin. At the event, team members gained insights on how to incorporate sustainable practices and wellness into their lives. Attendees were able to engage with over 25 exhibitors on topics ranging from sustainability at home—like home energy efficiency and composting—to health and wellness, including nutrition, natural foods, fitness and health screenings. Team members also made personal commitments to improve their own wellness and sustainability.

OSHKOSH CARES

$36,695

PROVIDED TO 11 FAMILIES IN NEED IN FY2018

When Disaster Strikes, Oshkosh Is There

The Oshkosh Cares Fund supports team members when disaster strikes. Team members can apply for a tax-free grant of up to $5,000 when they face a financial burden after a qualified disaster or personal hardship. Oshkosh Cares is funded by team members and Oshkosh Corporation contributions.

$26,800
NATURAL DISASTERS

$6,884
IMPACTS TO PRIMARY RESIDENCE

$3,011
SERIOUS ILLNESS/INJURY

OSHKOSH VOICES

"Imagine going out of your home to see that everything in your neighborhood, your whole island, was destroyed. We went months without electricity, water, gasoline, internet or communication. The difficulties we had just to get food, is something I would not wish anybody to experience. The help Oshkosh and JLG gave us after Hurricanes Maria and Irma did so much to minimize the frustration and challenges of trying to survive in this condition for three months. I'm so proud to work in an institution that really cares for their employees. From my heart, thanks for all the good people that took their time to help my family and me."

ANDRE DE ARCE ACEVEDO
DISTRICT MANAGER, SALES—JLG, PUERTO RICO

"Our home was severely damaged by two hurricanes: Irma, then Maria. Windows and doors were broken. Rainwater poured in and our home wasn't secure. The quick and positive response to our request for support demonstrates the hard work, commitment and organization of the Oshkosh Cares Fund and the larger Oshkosh family. My family and I extend our sincere gratitude to the Oshkosh team for responding so quickly and positively to our call for help."

STEVEN HENRIQUEZ VARGAS
DISTRICT MANAGER, SERVICE—JLG, PUERTO RICO

Supporting Our Communities

We're helping our neighbors and communities to create change and improve lives.
Through charitable contributions and volunteering, creating jobs and encouraging young people, we support our neighbors and local organizations as they follow their passion for making a difference in the world.

$1.9M
CONTRIBUTED TO LOCAL
COMMUNITY ORGANIZATIONS

12,140
HOURS VOLUNTEERED BY
OSHKOSH TEAM MEMBERS

Our Approach to Giving and Volunteering

Oshkosh contributes to local communities through the Oshkosh Foundation, direct corporate giving, contributions from individual business segments and team member volunteering. We focus on four priority areas:

$870K+

CONTRIBUTED BY OSHKOSH BUSINESS SEGMENTS AND DIRECT CORPORATE GIVING

BASIC NEEDS AND SELF-SUFFICIENCY

Support to help move people out of poverty

YOUTH MENTORING

Providing life and job skills training for youth

OSHKOSH FOUNDATION FOCUS AREAS

FAMILY EXCELLENCE

Advanced education support for children of team members and allowing team members to give to their charity of choice through our Oshkosh Excellence Awards program

INDUSTRY-RELATED CAUSES

Support for charities tied to the industries we serve

Within these priority areas, we take a local approach to our community initiatives: we identify organizations near our locations that can make the biggest impact and target our financial support and volunteerism there. We are proud to offer salaried team members at least eight hours of paid volunteer hours annually to contribute to their communities.

$1M+

DONATED BY THE OSHKOSH FOUNDATION IN 2018

OSHKOSH FOUNDATION

$578,000
BASIC NEEDS AND SELF-SUFFICIENCY

$136,500
YOUTH MENTORING

$315,500
FAMILY EXCELLENCE
DONATIONS TO CHARITIES AND TEAM MEMBER FAMILY SCHOLARSHIPS

SPOTLIGHT

Good to Give Back

Our Access segment started Good to Give Back in 2017 as a week of focused donation and volunteering efforts. Based on the initiative's success, team members from all our business units joined in 2018 and expanded the event to an entire month. Team members across the globe participated by making contributions to and volunteering at veterans' and other community organizations, including food banks and youth and educational non-profits. The team behind Good to Give Back was the global winner of our Oshkosh Excellence Awards.

134
VOLUNTEER EVENTS

1,700
VOLUNTEERS

4,640
VOLUNTEER HOURS

SUPPORTING LOCAL
FOOD BANKS

WORKING TO
REDUCE FOOD
INSECURITY

SUPPORTING REUSE
AND RECYCLING

WINTER CLOTHES DONATION
FOR FAMILIES IN NEED

PARTICIPATING IN ECO RUN
LOCAL CLEANUP EVENT

TEAM RECYCLING
PROJECT

SUPPORTING A SCHOOL FOR
RURAL LABORERS' CHILDREN

SUPPORTING HOME
FOR THREATENED
KOALA BEARS

WORKING TO REDUCE
HUNGER WITH OZHARVEST

REDUCING FOOD INSECURITY
FOR LOCAL KIDS

PERTH AUSTRALIA TEAM WORKING TO REDUCE HUNGER AND FOOD WASTE WITH OZ HARVEST

TIANJIN TEAM VOLUNTEERING AT A LOCAL RETIREMENT HOME

SHANGHAI TEAM WORKING WITH CHILDREN AND DOING MAINTENANCE AT A LOCAL SCHOOL

"This donation has allowed us to significantly increase the amount and quality of nutritious food we are able to offer to clients. Because of the wonderful people that made this happen, we look like heroes to our clients, but we know who the real heroes are!"

TERRI GREEN
EXECUTIVE DIRECTOR—OSHKOSH AREA COMMUNITY PANTRY

Feed the Body, Feed the Soul

Oshkosh, Wisconsin, our namesake town, is a great home for our headquarters and several manufacturing, sales, and service operations. But the area also faces significant economic challenges. From 20% to 30% of the local population live in poverty and one in seven people are facing hunger. We wanted to find a way to support area families in need while also connecting our team members with local residents. And so, Feed the Body, Feed the Soul was born.

In 2018, Oshkosh hosted the second annual Feed the Body, Feed the Soul fundraising and volunteer event, which included a Salute to Tom Petty concert. We then used proceeds from ticket sales to purchase food staples for a volunteer food-packing event, where Oshkosh Corporation team members coordinated and worked with community members and Feeding America Eastern Wisconsin to pack almost 200,000 lbs. of food for local food pantries. Nearly 800 volunteers packaged food that will supply food pantries for approximately one year.

SPOTLIGHT

Never Forget Stair Climb

Pierce co-sponsored the sixth annual Never Forget Stair Climb, in which about 2,700 participants climbed stairs at Lambeau Field in Green Bay, Wisconsin, to honor and remember the 343 firefighters who died on 9/11. Each climber wears a badge with the name of a firefighter who died during the 9/11 rescue and climbs the equivalent of 110 stories, the height of the fallen World Trade Center Towers. The 2018 event, which was one of the largest memorial stair climbs in the nation, raised over $135,000 for the National Fallen Firefighters Foundation.

1,700+
STAIRS CLIMBED PER PERSON

Supporting STEM Education and Workforce Development

Empowering people and powering global progress includes helping our own neighbors advance their opportunities and potential. We find and develop the best people in our home communities to bolster economic opportunity and build a pipeline of talent for our company.

For example, we support STEM education opportunities for local elementary, high school and university students. We implemented a STEM Engagement Team in 2014 to formally organize activities that were already underway at the grassroots level across our business. Since then, we have developed STEM teams at each of our business segments and produced companywide materials that support team members as they participate in STEM events.

We are also empowering elementary and high school students through our support of Junior Achievement, which helps students gain job and life skills and increase their financial literacy.

We are helping to develop a local workforce and provide opportunities through our youth apprenticeship program, which gives high school juniors and seniors firsthand experience and industry knowledge. The program offers hands-on experience, traditionally available only through college internships, on a wide range of topics, including component design, modeling and simulation, testing and material lab exposure.

Oshkosh also sponsors a School-to-Work program, where high school juniors and seniors can earn their diploma in two years through a mix of classroom instruction and on-the-job learning. Participants work as paid team members at Oshkosh manufacturing facilities, while gaining work experience and building advanced technical skills. A unique part of this program is that classroom learning matches and builds on what students learn on the shop floor. For example, students study work instructions in the classroom and develop ideas to improve them, then they experience how the instructions apply while working on the floor. In 2018, 11 students joined the program, working at Oshkosh's Wisconsin manufacturing facilities.

AWARD-WINNING EFFORTS TO BUILD JOB OPPORTUNITIES

Kewaunee Fabrications was awarded the 2018 Manufacturing Award of Distinction for Workforce Development from the Greater Green Bay Area Chamber of Commerce. Kewaunee was singled out from 15 competing companies based on their efforts to train and recruit the local workforce, including supporting local job fairs, partnering with community colleges and high schools to share career opportunities with local students and working with the Greater Green Bay Chamber on a youth apprenticeship program.

17,100

STUDENTS ENGAGED THROUGH OSHKOSH'S STEM ENGAGEMENT PROGRAMS SINCE 2014

Giving Students Firsthand Experience with STEM Job Opportunities

In 2018, Pierce team members hosted on-site visits for local high school students, spoke at area high schools about STEM job opportunities and sponsored four high school interns. Pierce and Oshkosh Airport Products also support the LAUNCH program, which gives students a close-up view into career options in various industries. They hosted 35 students from the Appleton Area School District to increase students' awareness of STEM jobs available in the area.

COMMUNITY VOICE

"Oshkosh's leadership within the business community is a lynchpin in supporting career exploration and talent development of students within the community. From speaking at schools, hosting career exploration tours for students and funding STEM-focused field trips to offering youth apprenticeship opportunities for high school students, Oshkosh is a great partner to local schools. We are very fortunate to have Oshkosh Corporation as a business leader who cares about the community."

PATTI ANDRESEN-SHEW
DIRECTOR OF EDUCATION AND TALENT DEVELOPMENT— OSHKOSH CHAMBER OF COMMERCE

Developing Innovative Products

We provide safe and reliable products that empower people to get the job done.
At Oshkosh, putting people first means we never lose sight of the people using our vehicles and equipment—people who keep our world running, make a difference in others' lives and advance global progress. It is our mission to deliver reliable products that keep our end users safe, while reducing impacts on the planet.

858
ACTIVE PATENTS

26
PATENTS GRANTED
IN FY2018

Product Innovation and Sustainability

Our product development process starts by engaging with our customers to understand and anticipate their needs. Our combination of products, brands, team members and end users gives us a unique ability to cross-pollinate ideas and deliver better products and technologies. The success of our approach is borne out by the market leadership of our products. But we're far more interested in the everyday impact our products make possible for the people who use them.

From the earliest stages of research and development, we design our products to contribute to a more sustainable world. As illustrated in the product examples throughout this section, we innovate to better meet our customers' needs, which includes designing products that keep our end users, their communities, and our world overall, safer and healthier.

To protect those who use our products, we design and build all our equipment to meet stringent safety standards. We work to identify health and safety issues customers and end users may face on the job, and then develop innovations to help alleviate those concerns.

To keep our communities and planet healthy, we are growing the number of products in our portfolio that have a positive environmental impact. For example, reducing vehicle weight —an important driver of fuel efficiency—is a key performance metric that all our design engineers must address when developing new products. We're also increasing products with alternative fuels and drivetrains, including compressed natural gas and hybrid technologies. We're addressing the environmental impacts of the materials used in our vehicles, including using biodegradable hydraulic fluids and engine oil. And we're reducing the lifecycle environmental impacts of our products through remanufacturing.

RESEARCH AND DEVELOPMENT SPENDING[1]
in Million USD

2015	2016	2017	2018
148	103	98	99
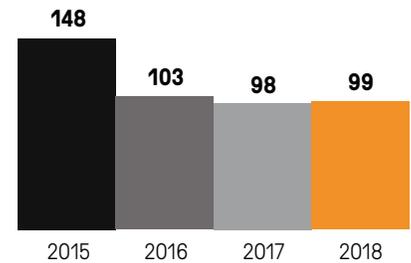
[1] Higher spending in FY2015 was generally due to product design costs associated with Tier IV engine emissions requirements in the company's Access Equipment segment and JLTV development costs in the Defense segment.

SPOTLIGHT

Autonomous Technology Keeps Soldiers Safe

In 2018, the U.S. Army contracted with Oshkosh Defense to integrate scalable autonomous technology into battlefield vehicles. This technology, which Oshkosh developed, allows soldiers to run vehicles remotely while operating in highly contested areas, significantly reducing our soldiers' exposure to enemy threats. Oshkosh designed this technology with the flexibility to support manned or unmanned operations. Initially, Oshkosh is integrating 70 autonomy kits, with the option for adding more in the future.

Advancing Innovation with the Ideation Challenge

The Ideation Challenge is an enterprise-wide contest that encourages team members to develop outside-the-box ideas that have the potential to improve our product performance, expand our markets and better meet our end users' needs. The top 10 ideas are presented to a panel of senior leadership, including our Chief Technology Officer, at an innovation-focused company retreat. Winning ideas are further developed through our innovation research and development process.

750+

IDEAS SUBMITTED FROM ACROSS THE COMPANY IN 2018

McNEILUS FLEX CONTROLS WINS INNOVATION AWARDS

Our recently upgraded system, which consolidates complete mixer monitoring onto one screen and provides better control and less variability in loading, mixing and delivering, was named the Most Innovative Product in its category at the 2018 World of Concrete Show.

Oshkosh deploys a dedicated team of approximately 1,200 engineers and technicians at multiple research and development facilities around the world to improve our existing product lines, develop new technologies and equipment and meet our customers' and end users' needs. We bring together core competencies—including material processing expertise, design to cost, data analytics and modeling simulation—to deliver products with world-class strength, performance, usability, safety and lifecycle costs. We develop multiyear new product development plans for each of our markets and measure progress against those plans monthly.

In FY2018, we spent $99.3 million on research and development. As of year-end FY2018, Oshkosh held 858 active domestic and international patents for a wide variety of products and technologies, 26 of which were obtained during the past fiscal year.

SPOTLIGHT

McNeilus Leading the Way on Sustainability in Concrete and Refuse Vehicles

McNeilus is a leader in developing cleaner, more sustainable options for our concrete mixers and refuse/recycling trucks. For example, we provide compressed natural gas (CNG) vehicle options that produce about 20% less greenhouse gas emissions and reduce emissions that cause localized air pollution by more than 60%—including particulate matter, NOx and carbon monoxide.

SPOTLIGHTS

Expanding Use of Hybrid and Battery-Powered Equipment

We are expanding the availability of hybrid and battery technologies across our offerings, which can significantly reduce emissions during the use of our products. In 2018, JLG introduced the H800AJ to meet customers' needs for equipment that performs as well as a diesel but has lower emissions and less noise. The H800AJ can be operated in all-electric or hybrid mode, giving users a zero-emission product for indoor or urban applications that can also handle rougher, higher-energy demand conditions. JLG is also expanding lithium ion battery-powered options, including in the newly released X1000AJ Compact Crawler Boom, which provides access up to 100 feet with zero emissions.
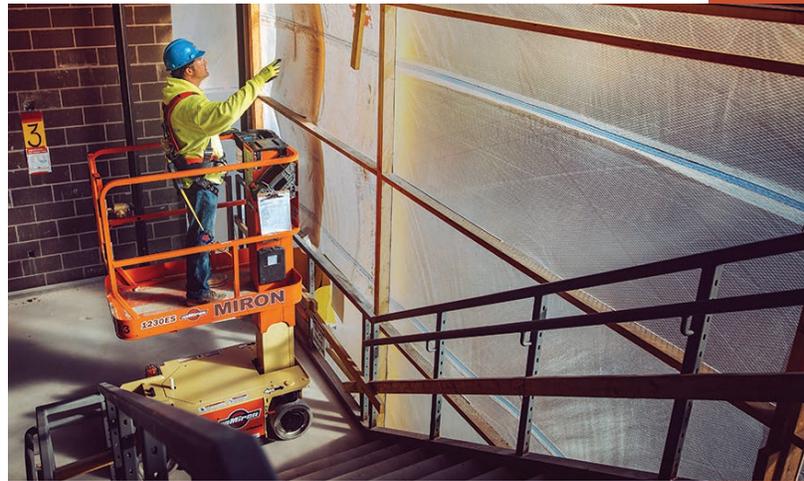
Jerr-Dan RS-10 Lift Carrier Illustrates People First Innovation

The RS-10 lift carrier is a brand-new concept for carrying lift products. To develop the RS-10, Jerr-Dan and JLG engineers spent months in rental yards with the people who use our products. It features a lower deck height and load angle, making it easier to load smaller scissors lifts. It also uses the same control system as JLG Telehandlers, making it easier for users to learn how to use them and move effortlessly between machines. The RS-10 is sold with a three-year warranty, rather than the one-year warranty standard on new carriers—a reflection of the product's quality and reliability.

Frontline's Patented Power Technology Delivers Health and Environmental Benefits

In 2018, Frontline received a patent for its VIP System, which powers communications and vehicle equipment without the need for a traditional generator. This combined alternator and battery technology, which Frontline originally introduced in 2014, provides reliable, quiet power and eliminates emissions, delivering health and environmental benefits. It also frees up in-vehicle space previously filled by generators.

Product Safety, Quality and Reliability

Keeping the people who use our products safe is our top priority. Equally important is providing high-quality, reliable products that help people get their jobs done. Because our products are used in situations where high-quality, superior performance, rugged reliability and long-term value are of the utmost importance, we design them from the ground up to meet these intense demands. We also provide ongoing support to ensure they deliver superior long-term performance.

100%
OF PLANTS ARE ISO 9001 CERTIFIED FOR QUALITY MANAGEMENT

QUALITY AND CONTINUOUS IMPROVEMENT MANAGEMENT

We focus on safety and quality in every phase of product design, construction and use. This effort includes members from our engineering, manufacturing, quality, customer support and marketing teams, as well as dedicated product safety and reliability professionals. As part of our Enterprise Quality Management System, we standardize practices to develop repeatable and shared processes across the entire organization.

All our manufacturing facilities are ISO 9001 quality certified. In 2018, all facilities completed the upgrade to the latest version of the ISO standard. To obtain this certification, facilities developed quality policies and procedures and demonstrated that actual performance aligns with those policies. In accordance with ISO 9001 certification, our management systems are made up of a wide range of fundamental components, including customer focus, leadership commitment, team member engagement, metrics/goals, continuous improvement, evidence-based decisions, process management systems and supply chain engagement.

OUR GLOBAL QUALITY POLICY OUTLINES THE CORE ELEMENTS OF OUR APPROACH:

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

FOSTERING CONTINUOUS IMPROVEMENT

We use a Continuous Improvement Management System (CIMS) to align our improvement efforts with internal and external customers' expectations and to improve our business processes and achieve our strategy plans.

Oshkosh's CIMS Has Three Pillars:

CUSTOMER FOCUS
which highlights the six guiding principles of Continuous Improvement at Oshkosh

PLAN-DO-CHECK-ACT
which helps us overcome obstacles through standard tools and problem solving

CUSTOMER SATISFACTION
which helps ensure we are delighting our customers

PRODUCTION MILESTONES ILLUSTRATE OSHKOSH PRODUCTS' ONGOING QUALITY AND RELIABILITY

In 2018, we reached significant production milestones across a wide range of our products.

ACCESS EQUIPMENT

250,000TH

NORTH AMERICAN SELF-POWERED BOOM PRODUCED BY JLG

FIRE & EMERGENCY

2,000TH

ULTIMATE CONFIGURATION PUMPER TRUCK MANUFACTURED BY PIERCE

COMMERCIAL

1,000TH

MIXER TRUCK PRODUCED BY McNEILUS

OSHKOSH DEFENSE

25,000TH

FAMILY OF MEDIUM TACTICAL VEHICLE (FMTV) DELIVERED

1,000TH

JOINT LIGHT TACTICAL VEHICLE (JLTV) PRODUCED

SPOTLIGHT

Empowering Continuous Improvement at JLG Tianjin

For the past two years, JLG's Plant in Tianjin, China, has been piloting a continuous improvement team member empowerment project to achieve three primary goals: encourage problem solving, boost staff initiative and enthusiasm and improve production management efficiency.

To accomplish this, we fostered a sense of ownership, so team members would treat production problems as their own and feel empowered to develop a solution. To encourage this mindset, we provided training on continuous improvement and quality management.

Armed with these skills, team members have made great progress in recognizing and solving production problems as they arise.

Safety and quality problems have decreased while team member engagement and production efficiency have increased. Team members developed a guide on lessons learned to share best practices across the company.

DESIGNING PRODUCTS TO SUPPORT USER HEALTH AND SAFETY

Developing new products and technologies to help people do their jobs more safely is a key part of how we define People First. For example, JLG has developed a wide range of low-level access products to replace less safe options. Unlike ladders and scaffolding, these products provide an enclosed work platform, allowing people to work with both hands, and with 360-degree range of access and a fall restraint connection. They also have compact dimensions to work in tight spaces and can be easily transportable, even in a standard SUV or pickup. JLG is also implementing training and awareness programs for construction and maintenance workers on safety issues associated with low-level elevated work.

COMMUNITY VOICE

"One of our department goals is to improve firefighter health and safety. We want to ensure that the manufacturers we purchase from are dedicated to improving the health and safety of our firefighters. It's clear that Pierce is."

JASON COLSON
CUSTOMER—FIRE CHIEF

Pierce CARE Program Supports the Health and Well-Being of Firefighters

Firefighters have an increased exposure to carcinogens from vehicle exhaust and chemicals used in firefighting. They also have a higher likelihood of being diagnosed with cancer and less chance of surviving it. In 2018, Pierce developed the Carcinogen Awareness and Reduction to Exposure (CARE) program to help address this issue and support our mission to keep our customers safe. So far, Pierce has introduced the CARE-focused clean cab, which includes fire truck design elements that can reduce immediate and lingering carcinogen exposure risks through easier-to-clean seats and interior surfaces, high-impact HVAC filtration for reduced particle circulation, warm water rinse availability and other features.

Pierce is also working to build awareness through education. To date, more than 250 Pierce dealer representatives have been trained on the CARE initiative so they can help raise awareness among their firefighter customers. Pierce is also encouraging vehicle and equipment decontamination by including information on decontamination procedures and best practices in new firefighting vehicles.

SUPPORTING QUALITY AND RELIABILITY AFTER PURCHASE

Our quality management efforts don't stop once we've sold our products. In fact, it's just the beginning of the lifelong relationship we build with the people who use what we make. We stay engaged with our customers to help them get the most from our products and to understand how we can better meet their needs. We also support the safe and effective use of our products with post-sale product training, on-site visits and customer safety meetings. We provide a suite of lifecycle support services, including extensive training, ongoing performance diagnostics and in-field product maintenance, repairs and upgrades. We are also expanding on-board diagnostics and other technologies to provide our engineers and product users with ongoing, real-time data on vehicle health and performance so we can better support safe and reliable operation far into the future.

SPOTLIGHT

Improving Vehicle Performance and Reliability with Telematic-Based Vehicle Health Reports

In 2018, Pierce introduced CZConnect™, the first fully-integrated, WiFi-based telematics system available in the fire industry. The system provides customized vehicle-readiness reports containing performance data and maintenance interval information delivered directly to mobile devices. This technology gives fire departments the data they need to meet their critical missions, while enabling Pierce to continuously improve product performance.

JLG LOW-LEVEL ACCESS PRODUCTS

JLG is putting customers first by providing a new line of low-level access products that provide a safer option for working at elevations below 20 feet.
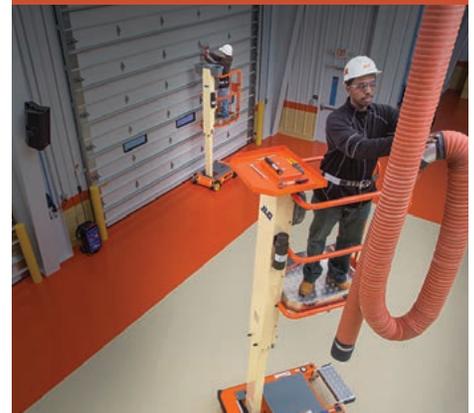
SUPPORTING CUSTOMER SAFETY IN NATIONAL SAFETY STAND DOWNS

Oshkosh participates in National Safety Stand Down activities designed to encourage safety among our end users. JLG participated in the construction industry's Safety Stand Down Week, a nationwide effort to raise awareness about dangers associated with falls, a leading cause of work-related deaths in the industry. During this week, JLG team members led discussions across the country on low-level access products and personal fall protection equipment. Similarly, McNeilus participated in the National Waste and Recycling Association's Safety Stand Down, a weeklong training and awareness effort focused on reducing accidents, fatalities and injuries related to truck-backing incidents, a common challenge for the industry.

Operating Sustainably

Advancing the sustainability of our operations helps us deliver on our mission to power global progress.

We work to improve environmental performance at our production, service and sales operations worldwide because this helps us operate more efficiently and advance solutions for a more sustainable future.

To push us further, we set annual goals in key impact areas and track our performance—in particular on waste and energy, which we've identified as the most critical issues for the sustainability of our operations.

17%

REDUCTION IN WASTE TO LANDFILL, NORMALIZED BY NET SALES, SINCE FY2015

21.6%

REDUCTION IN SCOPE 1 AND 2 GREENHOUSE GAS (GHG) EMISSIONS, NORMALIZED BY NET SALES, SINCE FY2015
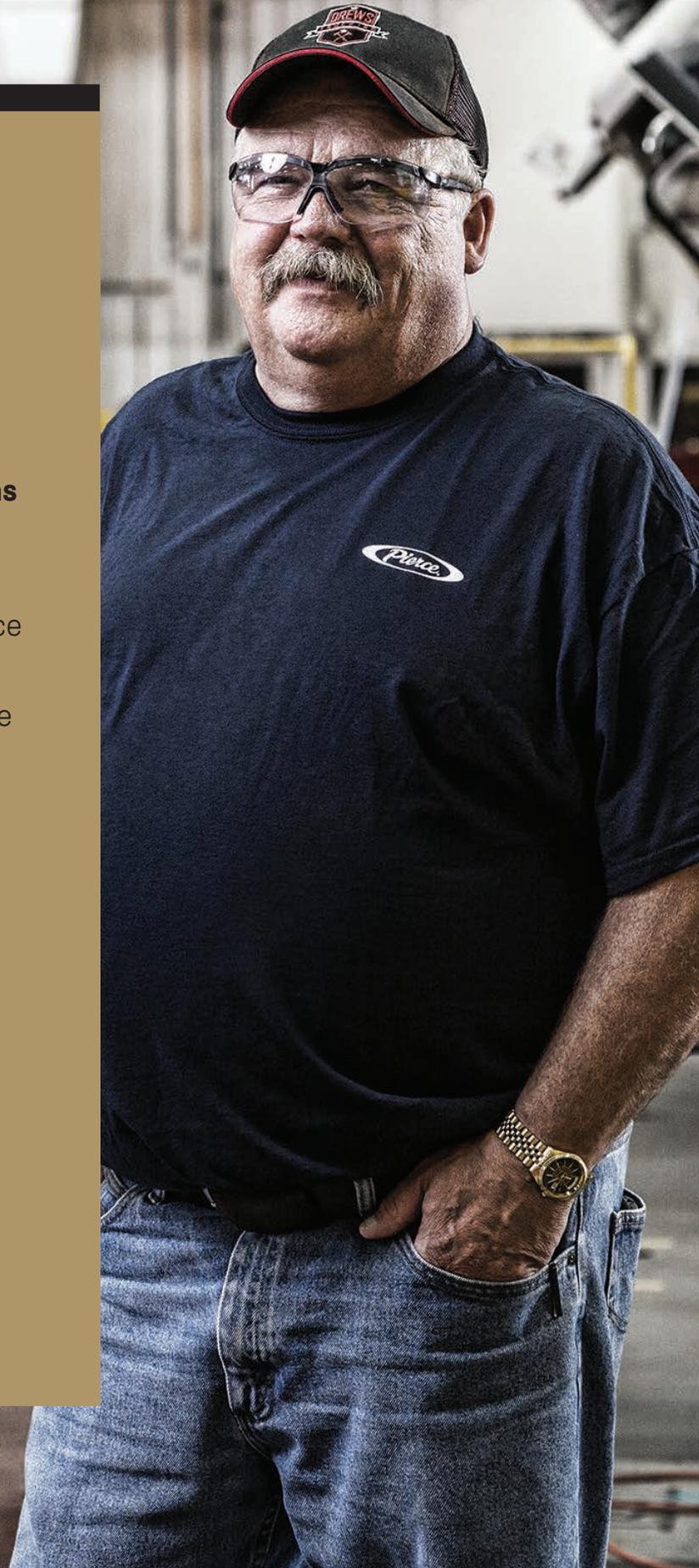
Environmental Management

We know that environmental stewardship is crucial to achieving our mission of driving positive change. Across the company, we are working in many ways to ensure that we put caring for people and the planet at the forefront of how we do business.

Oshkosh Corporation's Environmental Protection Policy and Energy Management Policy provide a consistent, enterprise-wide standard for minimizing the environmental impacts of our operations. All team members are responsible for meeting the requirements of our environmental and energy policies. Our corporate environmental department, along with environmental leaders in each business segment, support compliance with these policies and help develop new strategies to improve our performance across our business.

We take an active approach to the important work of protecting the planet. To drive continuous improvement in our environmental performance, we conduct regular environmental assessments of our facilities. We also track performance on key performance indicators (KPIs) and share best practices across the company. Results of environmental assessments and KPIs are reported to senior leadership regularly and form the basis for ongoing improvement plans.

Another way we proactively work to reduce our environmental impacts is by implementing formal environmental management systems (EMS) in our facilities. These systems are modeled on and align with the internationally recognized ISO 14001 standard. In 2018, our Airport Products manufacturing facility in Neenah, Wisconsin, received external ISO 14001 certification, joining our JLG facility in Medias, Romania, in this achievement.

FY 2018 HIGHLIGHTS

14%
REDUCTION IN ENERGY USE, NORMALIZED BY NET SALES, SINCE 2014

+15K
MILITARY VEHICLES AND EQUIPMENT REMANUFACTURED/RECONDITIONED SINCE 1995
SAVING EMBEDDED ENERGY AND RESOURCES COMPARED WITH NEW MANUFACTURING

EXPANDED OUR REUSABLE SHIPPING CONTAINER PROGRAM IN FY2018 TO 148 SUPPLIERS AND 825,800 CONTAINERS

ENVIRONMENTAL GOALS

WASTE
5% year-over-year reduction of non-hazardous waste to landfill

ENERGY
25% reduction in energy intensity from 2014 to 2024

GREENHOUSE GAS EMISSIONS
25% overall reduction in GHG emissions intensity from 2014 to 2024

ZERO MATERIAL FINES OR PENALTIES FROM REGULATORY AGENCIES
DUE TO ENVIRONMENTAL COMPLIANCE ISSUES COMPANYWIDE, FOR THE PAST THREE YEARS

Waste Reduction

Reducing waste generated in our operations is central to our sustainability efforts. Oshkosh Corporation has a goal to reduce non-hazardous waste to landfill by 5% year-over-year normalized by net sales. We are reducing waste by implementing programs that encourage reuse and recycling, expanding use of reusable packaging, and remanufacturing our products.

Some of our facilities generate hazardous wastes, primarily due to paints and solvents used in the manufacturing of our products. We manage hazardous wastes in a responsible manner and in compliance with applicable laws and regulations. We strive to reduce the amount of these materials generated and to substitute non-hazardous alternatives where it is technically and economically feasible and we can still meet our customers' requirements. Total hazardous waste generation increased in 2018, due to the addition of data for our León, Mexico, facility, increased production across our operations, and changes to customers' paint requirements.

HAZARDOUS WASTE BY DISPOSAL METHOD
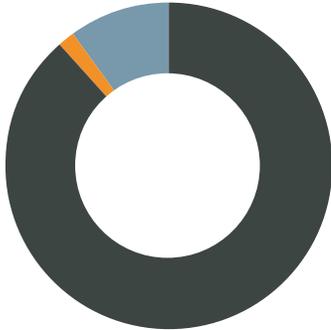
88.5%
FUELS BLENDING/RECYCLE

1.7%
INCINERATION

9.8%
LANDFILL

HAZARDOUS WASTE*
in Tons

2015	2016	FY2017	FY2018
1,239	1,248	1,390	1,575
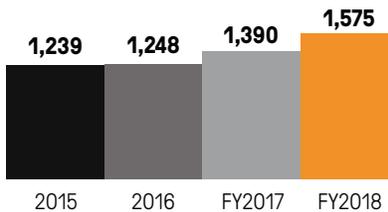
HAZARDOUS WASTE, NORMALIZED
in Tons/Billion USD

FY2015	FY2016	FY2017	FY2018
203.2	198.8	203.5	204.4
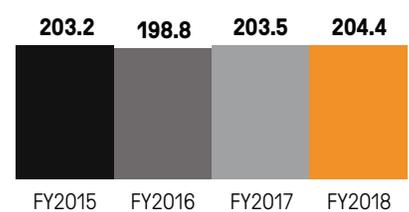
NON-HAZARDOUS WASTE TO LANDFILL*
in Tons
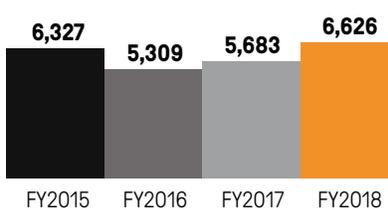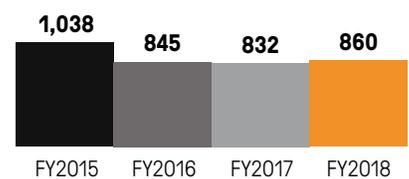
FY2015	FY2016	FY2017	FY2018
6,327	5,309	5,683	6,626

NON-HAZARDOUS WASTE TO LANDFILL, NORMALIZED
in Tons/Billion USD

FY2015	FY2016	FY2017	FY2018
1,038	845	832	860

* This graph includes 2018 data that has been externally verified, see page 47 for the assurance statement.

"SHRINKING" OUR WASTE FOOTPRINT

In 2018, Oshkosh Defense manufacturing facilities faced a change in their recycling programs—they could no longer recycle plastic shrink wrap in their single-stream recycling. Instead of simply sending the shrink wrap to landfill, team members went to work researching alternatives. They found TREX, a company that uses the plastic feedstocks to make benches. Defense team members developed a system to collect shrink wrap across their facilities, created training materials to explain the process change and encouraged team members to bring compatible plastics from home to recycle through their new system. Oshkosh Defense coordinated with Pierce facilities to expand the reach of the program. They ended up collecting over 29,200 pounds of plastics in the new program's first month of operation.

SPOTLIGHT

JLG's Medias, Romania, Team Helps Beat Plastic Pollution

In 2018, the United Nations' World Environment Day focused on beating plastic pollution, and JLG's Medias, Romania, plant rose to the challenge. Over 450 team members participated in training on the global plastics pollution problem and what they can do every day to beat it. They learned how to sort plastics for recycling, as well as strategies for avoiding single-use plastics—especially those that cannot be recycled. Each team member got a reusable bag and water bottle and chose at least one single-use item they would try to stop using. Under the mantra "if you can't reuse it, refuse it," JLG Medias' event has unleashed a team of champions out to beat plastic pollution.

Energy and Emissions

We are steadfast in our commitment to energy management, a key part of our environmental sustainability efforts. As a member of the U.S. Department of Energy's Better Plants Program, an industry partnership to improve energy efficiency in manufacturing facilities, we have set a goal to reduce our energy intensity by 25% over 10 years at our U.S. operations, based on a 2014 baseline. We have since expanded this goal to include our international facilities.

Over the past five years, we have reduced energy use at our 20 U.S. manufacturing facilities by 5.8%. (normalized using DOE methods).

ENERGY CONSUMPTION*
MMBTU

FY2015	FY2016	FY2017	FY2018
1,657,707	1,403,266	1,598,121	1,785,046

SPOTLIGHT

Promoting Continuous Improvement in Energy Use

Oshkosh Defense has been a leader in energy use reduction, which has driven a 18.6% decrease in GHG emissions since 2014 and eliminated nearly 30,000,000 pounds of carbon dioxide. Oshkosh Defense's E-Coat and South Plant facilities were the first Oshkosh facilities to implement an Energy Management System that is ISO 50001 certified. The certification requires setting performance goals and targets, building management accountability through regular performance reviews, prioritizing actions based on the highest energy users and implementing annual audits and improvement plans. To help ensure the program is sustainable for the long term, Oshkosh Defense trained more than 900 team members on the system. Defense is sharing insights gained from this experience with other business segments to expand the best practices and improve performance across the company.
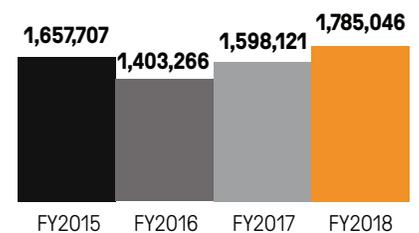
ENERGY CONSUMPTION, NORMALIZED
in BTU/USD

2015	2016	2017	2018
271.8	223.5	234.0	231.7
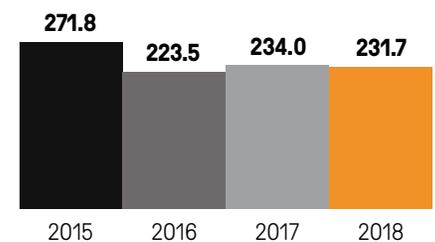
ENERGY CONSUMPTION BY SOURCE

FUEL CONSUMPTION (MMBTU)		ELECTRICITY (MWH)	
FY2015	1,134,845	FY2015	153,236
FY2016	897,831	FY2016	148,116
FY2017	1,040,082	FY2017	163,545
FY2018	1,219,718	FY2018	165,681

* This graph includes 2018 data that has been externally verified, see page 47 for the assurance statement.

TOTAL SCOPE 1 AND 2 GHG EMISSIONS*
in Metric Tons CO_2e

	FY2015	FY2016	FY2017	FY2018
Total	163,531	136,099	150,998	161,905
SCOPE 2	102,731	88,040	95,279	96,400
SCOPE 1	60,801	48,058	55,720	65,505
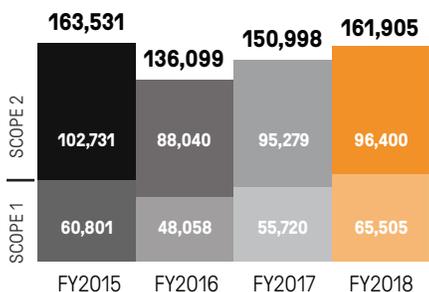
TOTAL SCOPE 1 AND 2 GHG EMISSIONS, NORMALIZED*
in Metric Tons CO_2e/Million USD
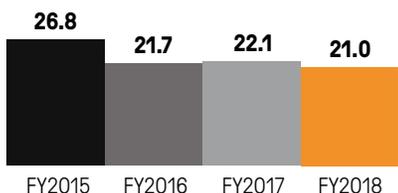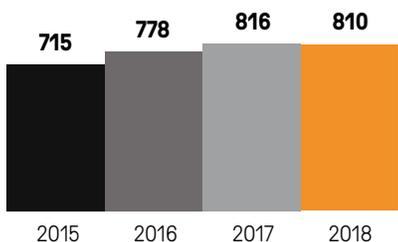
FY2015	FY2016	FY2017	FY2018
26.8	21.7	22.1	21.0

VOC EMISSIONS
in Tons

2015	2016	2017	2018
715	778	816	810

* This graph includes 2018 data that has been externally verified, see page 47 for the assurance statement.

EMISSIONS

Reducing emissions is another cornerstone of our sustainability strategy. Consistent with our energy reduction goal, we are working companywide to reduce GHG emissions intensity by 25% from 2014 to 2024. Since FY2015, our GHG emissions intensity has decreased by 21.6%. Absolute Scope 1 and 2 GHG emissions associated with Oshkosh Corporation activities totaled 161,905 metric tons of CO_2e. Our Scope 1 emissions increased slightly due to colder weather and associated increased energy demands. In FY2018, Scope 3 emissions from team member business travel and emissions from the combustion of CNG contained in McNeilus vehicles provided to our customers totaled 18,246 metric tons.* For FY2018, we added two new categories: team member commuting and emissions from non-hazardous waste sent to landfill. Total FY2018 Scope 3 emissions from these four categories were 89,988 metric tons.

We are working to reduce volatile organic compounds (VOC) emissions from our operations. We comply with all VOC regulations and operate well within our permit limits for VOCs and other air emissions. When possible, we use alternative coating methods that produce lower levels of air emissions. However, the harsh environments in which our vehicles operate often require using paints that contain VOCs to meet stringent customer requirements.

SPOTLIGHT

London Machinery Improves Emissions Performance with "Dry" Paints

London Machinery (LMI), Oshkosh's concrete mixer manufacturer in Canada, recently implemented a change to component painting that is reducing GHG and VOC emissions while improving costs and quality. The technology, which uses a "dry" powder coating rather than "wet" solvent-based coating:

- Reduces GHG emissions by approximately 30%, even when including a 50% increase in production volume
- Eliminates VOCs associated with solvents in the paint
- Reduces costs by over $850,000 per year
- Significantly increases paint-chip resistance, a key factor in customer satisfaction

ACCEPTED INTO THE CANADIAN MANUFACTURERS AND EXPORTERS SMART GREEN PROGRAM
BASED ON THESE COMBINED BENEFITS

Reusing and Remanufacturing Equipment

Reconditioning and remanufacturing our products saves raw materials, reduces lifecycle energy and water use and reduces landfilling of materials at end of life. It's also an important way we help our customers get the job done at a lower cost.

We apply the same high standards of quality, safety and efficiency to reconditioned vehicles as we do to our brand-new products. Our remanufacturing processes typically include upgrading vehicles and bodies to the most current design configuration, adding safety and performance enhancements and ensuring like-new operation.

Oshkosh Defense has been remanufacturing vehicles for over a decade to incorporate upgraded technology and bring them back to zero-mile, zero-hour condition. We reuse between 90 and 180 parts from each vehicle depending on the variant, and this includes most of the largest parts like cargo beds, axles and cranes. We also reuse frame rails, cargo boxes, axles, LHS systems, transfer cases and wheel rims. We recycle the vast majority of parts that we cannot directly reuse. Since 1995, we have remanufactured more than 20,000 vehicles for the U.S armed forces, including over 13,000 HEMTTs.

We are also reconditioning Access products back to new factory condition. Our technicians follow strict guidelines and use genuine JLG parts to restore boom lifts and telehandlers. The process includes total disassembly, repair and reassembly, repainting individual components and undertaking the same testing we do for new equipment. We have implemented a range of product and process changes to facilitate remanufacturing, including:

- Designing Access equipment using modular architectures, which can more easily be disassembled, updated and reassembled
- Launching an asset management program for Access products, to help establish a more predictable flow of used equipment
- Pioneering a warranty, service and financing process for refurbished vehicles to expand their appeal to our customers

OSHKOSH DEFENSE AWARDED NEW CONTRACT TO UPGRADE U.S. ARMY EQUIPMENT

Continuing our long-standing commitment to support our soldiers' critical missions, in 2018 we were awarded a contract to remanufacture over 1,000 vehicles and other equipment for the U.S. Army. By reconditioning these products, we are providing our troops with the best-in-class technology while reducing lifecycle costs.

Water Use

We believe that water is a crucial and finite resource that should be conserved wherever possible. Though our operations are not water intensive and its use is not a material impact of our business, we still seek to preserve this resource. Most of our facilities obtain water from municipal water supplies and use it mainly for sanitary purposes. We have screened all Oshkosh facilities for water-stress concerns and only our Tianjin, China, facility is located in a water-stressed area as defined by the World Resources Institute.

TOTAL WATER USE
in Gallons in Millions

2015	2016[2]	2017	2018
96.8	104.7	125.4	142.3
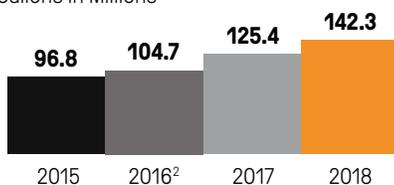
WATER USE, NORMALIZED
in Million Gallons/Billion USD

2015	2016[2]	2017	2018
15.9	16.7	18.4	18.5
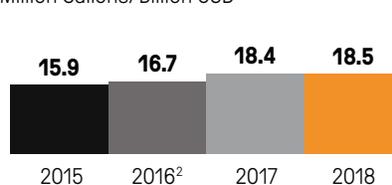
[2] 2016 water data has been restated to include our León, Mexico, facility and correct calculation errors.

**ANNUALLY,
REUSABLE PACKAGING
ELIMINATES:**

6,100
TONS OF PALLETS

380+
TONS OF CARDBOARD

200+
TONS OF SHRINK WRAP

Based on annual average estimates

Supply Chain Sustainability

Our suppliers are key partners in our ability to deliver the best products to our customers. We expect all our suppliers to follow our high standards of ethical conduct, human rights, safety, quality and environmental sustainability as outlined in our Supplier Code of Conduct.

Our Supplier Code of Conduct also requires suppliers to follow international norms on child labor, forced labor and other labor issues, and to identify and address human trafficking and conflict minerals in their operations and supply chains.

Our Global Procurement and Supply Chain (GPSC) team works with suppliers to improve their performance across a wide range of issues. When choosing suppliers, we evaluate them based on multiple factors, including environmental, social and governance. Once in our supplier base, we regularly conduct audits to assess their ongoing performance on these key issues.

In 2018, we added sustainability training to our Supplier Development Academy, an ongoing engagement and training program. The sustainability training covers Oshkosh's commitment to sustainability, our expectations for suppliers and actionable advice on improving sustainability performance. This training typically reaches more than 40 suppliers each year.

REDUCING PACKAGING WASTE

Since 2012, our GPSC team has been implementing a reusable packaging program across our company to reduce waste, improve material handling efficiency and increase delivery trailer utilization. Through FY2018, 148 suppliers providing more than 14,300 parts are enrolled in the program. More than 825,800 reusable containers are used each year, leading to approximately $3.8 million in annual savings for our company.

Supply Chain Sustainability Assessments

In 2018, Oshkosh Corporation partnered with Wisconsin Manufacturing Extension Partnership (WMEP) to provide in-depth sustainability assessments and performance improvement guidance to our suppliers. This extension of our existing supplier engagement provided access to WMEP's extensive diagnostic tools and cost-efficient approach to identifying tailored sustainability improvement opportunities.

GREEN LOGISTICS

We are streamlining the logistics and transportation associated with our material, parts and finished goods to help reduce the environmental impacts of our operations and supply chain. Accordingly, we have developed specific logistics goals.

Oshkosh is a member of the U.S. EPA SmartWay program, which helps companies measure and benchmark freight transportation efficiency. In the past year, 98% of the shipping miles in our logistics network in the United States were covered by transporters who participate in the SmartWay program, which means they are actively working to improve logistics efficiency and reduce their environmental footprint.

LOGISTICS AND TRANSPORTATION GOALS:

10%
IMPROVEMENT IN TRUCKLOAD UTILIZATION BY 2022

MAINTAIN OR EXCEED
95%
OF TOTAL TRANSPORTATION MILES WITH U.S. EPA SMARTWAY APPROVED CARRIERS

SPOTLIGHT

Improving GHG Emissions and Trucking Efficiency

Oshkosh's logistics team works with suppliers every day to find ways to improve environmental and cost efficiencies, including working to maximize truck utilization by consolidating truckloads. For example, in 2018 we worked with Elite Coatings, a parts-in-process supplier for Oshkosh Defense. We recognized an opportunity to combine incoming loads to better use trailer capacity without any negative impacts to part quality or delivery cadence. This change reduced shipments from Elite Coatings by 40% and reduced CO_2 emissions by 62 pounds for every trip we eliminated. It also reduced the time spent planning and tracking delivery schedules and saved the company $10,000 in the first three months alone.

SPOTLIGHT

Addressing Conflict Minerals in our Supply Chain

It has been widely reported that activities of armed groups in the Democratic Republic of the Congo and adjoining countries are financed by proceeds raised from some tin, tungsten, tantalum and gold mining or smelting operations, frequently referred to as "3TG" or "Conflict Minerals." Oshkosh has a policy requiring that first-tier suppliers:

- Make reasonable inquiries about the country of origin of any 3TG in products it delivers to Oshkosh, whether sourced directly or through a sub-supplier
- Conduct due diligence to confirm whether these 3TG were sourced from a conflict-free source
- Disclose findings of these inquiries and due diligence to Oshkosh

OSHKOSH REQUIRES ITS SUPPLIERS TO INCLUDE THESE SAME TERMS IN THEIR AGREEMENTS WITH SUB-SUPPLIERS IN THE OSHKOSH SUPPLY CHAIN.

Governance and Ethics

Our core values of honesty, integrity and accountability guide the way we do business everywhere and in everything we do.

At Oshkosh, we say what we mean and do what we say. This has served us well for over 100 years. Though our operations are spread across the globe and multiple business segments, we have common core values that guide our behavior. Acting ethically and with integrity is not only a core value, doing things the right way also supports our success as a business and under-pins our ability to serve our team members, customers and communities.

30%
OF BOARD MEMBERS
ARE WOMEN

100%
OF TEAM MEMBERS TRAINED
ON CODE OF CONDUCT

Corporate Governance

Strong and transparent corporate governance provides the foundation for Oshkosh's success. The Oshkosh Leadership Team, led by CEO Wilson Jones, provides day-to-day management of our business strategies. Ultimate oversight of the company rests with our Board of Directors. We seek a diversity of backgrounds, ideas and expertise when electing Board members. Our Board has 10 members, including three women.

The Board is led by an independent chairman, Craig Omtvedt. Oshkosh CEO Wilson Jones is the only Board member who is not independent.

As outlined in their charter, the Governance Committee of our Board oversees sustainability issues, reviewing the goals and objectives of the company relating to sustainability and corporate social responsibility at least annually and developing recommendations for the full Board or management as appropriate. Performance against sustainability objectives is reported to the Board of Directors at least annually. Additional information about our corporate governance policy and a description of our board committees is available on the Ethics and Values section of our website.

SUSTAINABILITY GOVERNANCE

The Vice President and Chief Ethics, Compliance and Sustainability Officer has responsibility for overseeing sustainability and related matters. This position is supported by the Sustainability Council, which is tasked with incorporating sustainability as a business value in our operational decision-making. The Council brings together representatives from our four business segments and key functional areas to foster dialogue on sustainability topics. The Council meets regularly and provides guidance and oversight of the company's global sustainability efforts, including sharing best practices throughout the organization.

OUR CORE VALUES

INTEGRITY
We do the right thing even when nobody is watching.

ACCOUNTABILITY
We do what we say, honor our commitments and speak up when we see a concern or an opportunity to improve what we do.

HONESTY
We are truthful and transparent in our actions, words and interactions with others.

RESPECT
We treat everyone with dignity, value our diversity and celebrate the uniqueness of each person.

CITIZENSHIP
We do our part to make our communities, and our world, better places to live.

OSHKOSH NAMED ONE OF THE WORLD'S MOST ETHICAL COMPANIES
3RD CONSECUTIVE YEAR

For the third consecutive year, Oshkosh Corporation was named to the 2018 World's Most Ethical Companies Honoree List by Ethisphere Institute. Oshkosh Corporation was one of only 135 companies that achieved this honor, and the only company selected in the "Trucks and Other Vehicles" category, underscoring our commitment to leading ethical business standards and practices.

2018 WORLD'S MOST ETHICAL COMPANIES®™
WWW.ETHISPHERE.COM

Ethics and Compliance

Operating ethically is not only the right thing to do, it also earns us the respect and trust of our customers, which ensures continued business advantages. The Vice President and Chief Ethics, Compliance and Sustainability Officer regularly reports to the Board of Directors on all matters relating to business conduct. He also oversees regular assessments of our organizational risks and implements appropriate controls to mitigate those risks. Our Global Ethics & Compliance Advisory Committee, which includes leaders from our business segments and functional areas, provides operational guidance and leadership on our ethics and compliance programs.

As a global company, we must consider laws and cultural norms that can vary significantly across our footprint. In a complex, uncertain environment, clarity and consistency are vital. We developed The Oshkosh Way to encapsulate our values and requirements for ethical action. More than just a document containing a summary of our policies, it is a compilation of everything we stand for and the trust we have built through decades of proven results. It clarifies our requirements and expectations, and provides team members with illustrations of how our core values should be applied across a wide range of real-world situations.

ETHICS TRAINING AND REPORTING

We provide team members and business partners with education and resources to help them do the right thing. We require all team members to participate in ethics and compliance training, based on each individual's role, location and level within our organization. All suppliers are also required to review our ethics and compliance requirements.

Fostering a "See Something, Say Something" culture is vital to maintaining our strong ethical foundation. We give managers resources to communicate our requirements and create an environment where all team members are comfortable voicing their opinion and speaking up when they see an issue or an opportunity for improvement. We also maintain an anonymous helpline for team members to report concerns and seek guidance. This multilingual global helpline is managed by a third-party provider and is available 24 hours a day, 7 days a week. In 2018, we received 186 reports to our helpline of potential violations to The Oshkosh Way, equivalent to 12 reports per 1,000 team members. Each report is investigated and evaluated for appropriate corrective action, which ranges from additional training to termination of employment. Team members are reassured that Oshkosh Corporation has a strong policy protecting anyone who reports an issue in good faith from any form of retaliation.

HUMAN RIGHTS

Respect for human rights is part of our commitment to put People First. We support internationally recognized human rights for our team members and encourage our business partners to do the same. We undertake an annual risk assessment for potential human rights issues in our operations and in our value chain. All of the company's policies and guidelines on human rights, conflict minerals and related issues are available on the Ethics and Values section of our website.

Risk and Crisis Management

Understanding risks and preparing to mitigate them is an important corporate governance function overseen by the Board of Directors and managed daily by our leadership team.

Risk management is a team effort that spans the organization. Through our Organization Risk Management (ORM) program, Oshkosh Corporation identifies potential threats and implements plans to protect our assets, reputation, team members and properties. ORM analyses include sustainability-related risks such as climate change impacts, including risks to our projects, facilities, strategies and supply chain. These risks are described in our 2018 Annual Report. The Oshkosh Leadership Team takes a strategic role in risk and response planning. Our Vice President and Chief Risk Officer reports to our Board of Directors at least twice annually on the items in the Corporate Risk Registry.

To ensure we are always improving our company's approach to risk management, we engage with professional organizations such as the Risk and Insurance Management Society (RIMS), Gartner and the Project Management Institute (PMI).

Information Security

In this era of hacking and data breaches, information security is a critical risk. Oshkosh is a frequent target of malicious attacks in part because we work with governments and militaries. We use many tools to maintain data security, including:

- Encryption
- Multi-factor authentication
- Device tracking
- Internal data leakage protection
- Education and awareness

We have detailed Global Information Security Policies that team members are required to follow. We also have a robust data security education and awareness program that begins with training of all new hires.

Public Policy Engagement

Oshkosh works directly with governments every day. This makes it even more important for us to be vigilant about engaging in politics legally and ethically to avoid undermining the trust of our customers and communities and exposing ourselves to additional risk. Oshkosh Corporation does not make any direct political contributions. Through our political action committee, team members can support political causes that directly impact our company, products or industry. Participation with the Oshkosh Corporation Employee Political Action Committee (OCEPAC) is completely voluntary and closely regulated by the Federal Election Commission.

Oshkosh has a corporate tax policy that ensures we are compliant with both the letter and the spirit of all relevant laws, rules, regulations and reporting and disclosure requirements everywhere we operate. As part of this policy, we are committed to paying taxes in the location where income was earned. We do not actively seek out so-called "tax havens" to avoid paying taxes on earnings gained in other locations.

INFORMATION SECURITY AMBASSADORS

Oshkosh team members are stewards of data and our first line of defense against attacks on information security. In 2018, we launched an Information Security Ambassadors program to raise awareness of data security risks and help team members better understand how to protect data security. Ambassadors trained through this program will provide a human firewall, eliminating risk by empowering themselves and others to identify issues and help change behaviors across the company.

Professional Associations and Memberships

Oshkosh Corporation team members around the world belong to a variety of professional associations and memberships, which include:

CON-E-CO
Iowa Ready Mixed Concrete Association (IRMCA)
Nebraska Concrete and Aggregates Association (NC & AA)
Nebraska Concrete Paving Association (NCPA)
Concrete Plant Manufacturers Bureau (CPMB)
National Ready Mixed Concrete Association (NRMCA)

FRONTLINE COMMUNICATIONS
Society of Broadcast Engineers (SBE)
Texas Association of Broadcasters (TAB)
National Association of Broadcasters (NAB)
National Training and Simulation Association (NTSA)
National Truck Equipment Association (NTEA)
International Standard Organization (ISO)
Society of Automotive Engineers (SAE)

IMT
Articulating Crane Council of North America (ACCNA)
American Institute of Service Body Manufacturers (AISBM)
National Commission for the Certification of Crane Operators (NCCCO)
NTEA, The Association for the Work Truck Industry
National Mining Association

JERR-DAN
Arizona Professional Towing & Recovery Association (APTRA)
Association for the Work Truck Industry (NTEA)
Association of Professional Towers Ohio (APTO)
California Tow Truck Association (CTTA)
Empire State Towing & Recovery Association (ESTRA)
Garden State Towing Association (GSTA)
International Towing & Recovery Hall of Fame & Museum Survivor Fund
Massachusetts Statewide Towing Association
Mississippi Towing Association
Oregon Tow Truck Association (OTTA)
Pennsylvania Towing Association (PTA)
Professional Wrecker Operators Of Florida (PWOF)
Sunshine State Towing Association (SSTA)
Towing & Recovery Association of America (TRAA)
Towing & Recovery Professionals of Maryland (TRPM)
Towing Association of Georgia
Towing Information Network
Virginia Association of Towing and Recovery (VATRO)
Wisconsin Towing Association

JLG INDUSTRIES
Agoria
American Society of Safety Engineers (ASSE) (Central PA chapter)
Association of Equipment Distributors (AED)
Association of Equipment Manufacturers (AEM)
American National Standards Institute (ANSI)
American Rental Association (ARA)
Association of United States Army (AUSA)
British Industrial Truck Association (BITA)
Canadian Standards Association (CSA)
Equipment Leasing Association (ELA)
General Services Administration—Alliance Council, Region 7 (GSA)
International Facility Management Association (IFMA)
I Make America

International Powered Access Federation (IPAF)
ISO-9001:2015
Government Contracts Council
Manufacturers Alliance for Productivity and Innovation (MAPI)
Material Handling Equipment Distributors Association (MHEDA)
Material Handling Industry Association (MHIA)
National Veteran Owned Business Association (NaVOBA)
National Contract Management Association (NCMA)
National Defense Industrial Association (NDIA)
National Electrical Contractors Association (NECA)
National Safety Council (NSC)
Steel Erectors Association of America (SEAA)
Specialty Tools & Fasteners Distributors Association (STAFDA)
Voluntary Protection Program Participants Association (VPPPA)

KEWAUNEE FABRICATIONS
American Welding Society (AWS)
American Production and Inventory Control Society (APICS)
American Society for Quality (ASQ)
Financial Executives International
Society of Manufacturing Engineers (SME)
Society of Human Resource Management (SHRM)

McNEILUS
Detachable Container Association (DCA)
National Waste and Recycling Association (NWRA)
Solid Waste Association of North America (SWANA)
Environmental Research and Educational Foundation (EREF)
Future Industry Leaders Alliance (FILA)
National Joint Powers Association (NJPA)
Texas Buy Board
Natural Gas Vehicles Association (NGVA)
National Ready Mix Concrete Association (NRMCA)
Concrete Industry Management (CIM)
Texas Aggregate and Concrete Association (TACA)
Minnesota Safety Council

OSHKOSH CORPORATION
American Society of Engineers
Automotive Industry Action Group (AIAG)
Automotive Open System Architecture (AUTOSAR)
Commercial Vehicle Engineering Congress (COMVEC)
Gartner
Industrial Committee on Test & Evaluation (ICOTE)
Manufacturers Alliance for Productivity and Innovation (MAPI)
MSOE Rapid Prototyping Consortium
Risk and Insurance Management Society (RIMS)
Project Management Institute (PMI)
Society of Corporate Secretaries & Governance Professionals
Society of Women Engineers (SWE)
Worcester Polytechnic Institute's Integrated Materials and Design Center (iMdc)
Advanced Casting Research Council (ACRC)
Association of Equipment Manufacturers (AEM)

OSHKOSH AIRPORT PRODUCTS
American Association of Airport Executives (AAAE)
ARFF Working Group
Association of Equipment Manufacturers
Manufacturers Alliance for Productivity and Innovation (MAPI)

OSHKOSH DEFENSE
Association of U.S. Army (AUSA)
Association for Unmanned Vehicle Systems International (AUVSI)
American Society of Safety Engineers
Marine Corps Association and Foundation
National Defense Industrial Association (NDIA)
National Guard Association of the United States (NGAUS)
Oshkosh Safety Council
Reserve Officers Association (ROA)
USMC Motor Transport Association

PIERCE MANUFACTURING
National Fallen Firefighters Foundation (NFFF)
Cancer Firefighter Support Network (CFSN)
Congressional Fire Services Institute (CFSI)
Metropolitan Fire Chiefs Association

Speaking Events and Trade Shows

We engage with our stakeholders throughout the year to demonstrate our products and discuss our business performance. The FY2018 events we attended include:

FY2018 SPEAKING EVENTS

2017 Baird Industrial Conference
2018 Annual Shareholders' Meeting
2018 Strategas 3rd Annual Aerospace/Defense Conference
2018 Citi Industrials Conference
2018 Evercore ISI Annual Industrial Conference
2018 Seaport Global Chicago Industrials & Coatings Conference
2018 RBC Global Industrials Conference

FY2018 TRADESHOW REPRESENTATIONS

CON-E-CO
World of Concrete (WOC)

FRONTLINE COMMUNICATIONS
National Association of Broadcasters (NAB)
Texas Association of Broadcasters (TAB)
International Association of Chiefs of Police (IACP)
Interservice/Industry Training, Simulation and Education Conference (I/ITSEC)

IMT
The Work Truck Show
WasteExpo

JERR-DAN
Florida Tow Show (PWOF)
American Towman Exposition

JLG INDUSTRIES
Governor's Occupational Safety and Health (GOSH) Conference
National Facilities Management and Technology (NFMT)
Specialty Tools & Fasteners Distributors Association (STAFDA)

Grainger
Associated Equipment Distributors (AED)
The American Rental Association (ARA) The Rental Show
World of Concrete (WOC)
CONEXPO
Canadian Rental Association Rental Show
Steel Erectors Association of America (SEAA)
Texas Rental Association (TRA)
American Society of Safety Engineers (ASSE)
The National Voluntary Protection Programs Participants' Association, Inc. (VPPPA)
National Safety Council (NSC)
International Facility Management Association (IFMA)
National Association of Steel Construction (NASCC)

McNEILUS
WasteExpo
Waste & Recycling Expo Canada
WasteCon
Independent Waste Haulers Conference
Waste Haulers Summit
World of Concrete
NRMCA's ConcreteWorks & National Mixer Driver Championship
Command Alkon ELEVATE Conference

OSHKOSH AIRPORT PRODUCTS
American Association of Airport Executives (AAAE) Annual Conference
American Association of Airport Executives (AAAE) Great Lakes Chapter
Abu Dhabi Air Expo
Airport Rescue Fire Fighters (ARFF) Chiefs Conference
Airport Rescue Fire Fighters (ARFF) Working Group Annual Conference
Airport Rescue Fire Fighters (ARFF) Working Group Annual Educational Conference and Training Symposium
Dakota Airport Management Conference
Experimental Aircraft Association (EAA)

Federal Aviation Administration (FAA) Airfield Ops and Maintenance
Fire Department Instructors Conference (FDIC)
Iowa Aviation Conference
Metro Chiefs Conference
Michigan Association of Airport Executives
NEC Airports Hershey
New York Aviation Management
Pennsylvania Aviation Conference
Snow Symposium
Summer Winter Integrated Field Technologies (SWIFT)
Tokyo Fire and Safety Exhibition
Wisconsin Association of Airport Managers

OSHKOSH DEFENSE
Association of the United States (AUSA) Global Force Symposium
Marine West
International Defense Exhibition & Conference (IDEX)
Marine South
National Guard Association of the United States (NGAUS) Conference
Defense and Security Equipment International (DSEI)
Modern Day Marine (MDM)

PIERCE MANUFACTURING
Fire Department Instructors Conference (FDIC)
Fire-Rescue International (FRI)

GRI Index

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

GENERAL DISCLOSURES (GRI 102, 2016)

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	About This Report, page 48
102-2	Activities, brands, products and services	Oshkosh's Family of Market Leaders, pages 4–5 and FY2018 SEC Form 10-K, pages 1–8
102-3	Location of headquarters	Oshkosh's Family of Market Leaders, page 4
102-4	Location of operations	Oshkosh's Family of Market Leaders, page 4
102-5	Ownership and legal form	About This Report, page 48 and FY2018 SEC Form 10-K, page 54
102-6	Markets served	Oshkosh's Family of Market Leaders, pages 4–5
102-7	Scale of the organization	Oshkosh by the Numbers, page 3 and FY2018 SEC Form 10-K, pages 19, 22, 27
102-8	Information on employees and other workers	Empowering Our People, page 13
102-9	Supply chain	Supply Chain Sustainability, page 36
102-10	Significant changes to the organization and its supply chain	FY2018 SEC Form 10-K, page 76
102-11	Precautionary principle or approach	Environmental Management, page 31
102-12	External initiatives	Sustainable Development Goals, page 8
102-13	Membership of associations	Professional Associations and Memberships, page 42
STRATEGY		
102-14	Statement from senior decision-maker	Letter from the CEO, page 2
102-15	Key impacts, risks and opportunities	FY2018 SEC Form 10-K, pages 14–21
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior	Ethics and Compliance, page 40 and The Oshkosh Way
102-17	Mechanisms for advice and concerns about ethics	Ethics and Compliance, page 40 and The Oshkosh Way
GOVERNANCE		
102-18	Governance structure	Corporate Governance, page 39
102-19	Delegating authority	Sustainability Governance, page 39 and 2018 Proxy Statement pages 16-17
102-20	Executive-level responsibility for economic, environmental and social topics	Corporate Governance, page 39 and 2018 Proxy Statement, page 17
102-22	Composition of highest governance body and its committees	2018 Proxy Statement, pages 16–18
102-23	Chair of highest governance body	2018 Proxy Statement, pages 19–20
102-24	Nominating and selecting the highest governance body	2018 Proxy Statement, pages 5–12, 17
102-25	Conflicts of interest	2018 Proxy Statement, page 19
102-29	Identifying and managing economic, environmental and social impacts	2018 Proxy Statement, pages 16–17, 19
102-30	Effectiveness of risk management processes	Risk and Crisis Management, page 41 and 2018 Proxy Statement, page 19
102-31	Review of economic, environmental and social topics	2018 Proxy Statement, pages 16–18, 19
102-33	Communicating critical concerns	2018 Proxy Statement, page 16
102-35	Remuneration policies	2018 Proxy Statement, pages 28–52
102-36	Process for determining remuneration	2018 Proxy Statement, pages 28–52
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholder Engagement, page 8
102-42	Identifying and selecting stakeholders	Stakeholder Engagement, page 8
102-43	Approach to stakeholder engagement	Stakeholder Engagement, page 8
102-44	Key topics and concerns raised	Stakeholder Engagement, page 8

REPORTING PRACTICE

102-45	Entities included in organization's financial statements	About This Report, page 48 and FY2018 SEC Form 10-K
102-46	Defining report content and topic boundaries	Materiality Assessment, page 9
102-47	List of material topics	Materiality Assessment, page 9
102-48	Restatements of information	About This Report, page 48
102-49	Changes in reporting	None
102-50	Reporting period	About This Report, page 48
102-51	Date of most recent report	About This Report, page 48
102-52	Reporting cycle	Annual
102-53	Contact person for questions regarding the report	Inside back cover
102-54	Report prepared in accordance with the GRI Standards	This report references the GRI Standards, but has not been prepared to a specific GRI in-accordance level. The specific GRI standards and their publication dates are noted in the subheadings of the Indicator and Brief Description column.
102-55	GRI context index	GRI Index, pages 44–46
102-56	External assurance	Assurance Statement, page 47

TOPIC-SPECIFIC DISCLOSURES

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION

ECONOMIC

ECONOMIC PERFORMANCE (GRI 201, 2016)

103	Management approach — economic performance	FY2018 Annual Report and SEC Form 10-K
201-1	Direct economic value generated and distributed	FY2018 Annual Report and SEC Form 10-K
201-3	Defined benefit plan obligations and other retirement plans	FY2018 SEC Form 10-K, pages 78–84

ANTI-CORRUPTION (GRI 205, 2016)

103	Management approach — anti-corruption	Ethics and Compliance, page 40 and The Oshkosh Way
205-1	Communication and training about anti-corruption policies and procedures	Ethics Training and Reporting, page 40

ANTI-COMPETITIVE BEHAVIOR (GRI 206, 2016)

103	Management approach — anti-competitive behavior	Ethics and Compliance, page 40 and The Oshkosh Way

ENVIRONMENTAL

ENERGY (GRI 302, 2016)

103	Management approach — energy	Operating Sustainably, pages 30–34 and Energy Management Policy and Environmental Management Policy
302-1	Energy consumption within the organization	Energy and Emissions, pages 33–34
302-3	Energy intensity	Energy and Emissions, pages 33–34
302-4	Reduction of energy consumption	Energy and Emissions, pages 33–34
302-5	Reductions in energy requirements of products and services	Product Innovation and Sustainability, pages 23–25

WATER (GRI 303, 2016)

103	Management approach — water	Water Use, page 35
303-1	Water withdrawal by source	Water Use, page 35

EMISSIONS (GRI 305, 2016)

103	Management approach — emissions	Operating Sustainably, pages 30–34 and Energy Management Policy and Environmental Management Policy
305-1	Direct (Scope 1) GHG emissions	Energy and Emissions, pages 33–34
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions, pages 33–34
305-3	Other indirect (Scope 3) GHG emissions	Energy and Emissions, pages 33–34
305-4	GHG emissions intensity	Energy and Emissions, pages 33–34
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy and Emissions, pages 33–34

EFFLUENTS AND WASTE (GRI 306, 2016)

103	Management approach — effluents and waste	Environmental Management, page 31 and Waste Reduction, page 32
306-2	Waste by type and disposal method	Waste Reduction, page 32 and Environmental Management Policy

ENVIRONMENTAL COMPLIANCE (GRI 307, 2016)

307-1	Non-compliance with environmental laws and regulations	Environmental Management, page 31

TOPIC-SPECIFIC DISCLOSURES

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
SUPPLIER ENVIRONMENTAL ASSESSMENT (GRI 308, 2016)		
103	Management approach — supplier environmental assessment	Supply Chain Sustainability, page 36 and Environmental Management Policy and Supplier Code of Conduct and Human Rights Policy
308-1	New suppliers that were screened using environmental criteria	
SOCIAL		
EMPLOYMENT (GRI 401, 2016)		
103	Management approach — employment	Empowering Our People, pages 11–12
401-1	New employee hires and employee turnover	Empowering Our People, pages 11–12
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health and Well-Being, page 15
OCCUPATIONAL HEALTH AND SAFETY (GRI 403, 2016)		
103	Management approach — occupational health and safety	Workplace Safety, pages 14–15
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Workplace Safety, pages 14–15
TRAINING AND EDUCATION (GRI 404, 2016)		
03	Management approach — training and education	Training and Development, page 12
404-1	Average hours of training per year per employee	Training and Development, page 12
404-2	Programs for upgrading employee skills and transition	Training and Development, page 12
DIVERSITY AND EQUAL OPPORTUNITY (GRI 405, 2016)		
103	Management approach — diversity and equal opportunity	Diversity and Inclusion, page 13 and Human Rights Policy
405-1	Diversity of governance bodies and employees	Diversity and Inclusion, page 13 and 2018 Proxy Statement, pages 5 and 17
LOCAL COMMUNITIES (GRI 413, 2016)		
103	Management approach — local communities	Supporting Our Communities, pages 17–19
413-1	Operations with local community engagement, impact assessments, and development programs	Supporting Our Communities, pages 17–21
PUBLIC POLICY (GRI 415, 2016)		
103	Management approach — public policy	Public Policy Engagement, page 41
415-1	Political contributions	None
CUSTOMER HEALTH AND SAFETY (GRI 416, 2016)		
103	Management approach — customer health and safety	Product Safety, Quality and Reliability, pages 26–29
416-1	Assessment of the health and safety impacts of products and services	Product Safety, Quality and Reliability, pages 26–29
MARKETING AND LABELING (GRI 417, 2016)		
417-2	Incidents of non-compliance concerning product and service information and labeling	None
417-3	Incidents of non-compliance concerning marketing communications	None
CUSTOMER PRIVACY (GRI 418, 2016)		
415-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None
CUSTOMER HEALTH AND SAFETY (GRI 416, 2016)		
418-1	Incidents of non-compliance concerning the health and safety impacts of products and services	None
SOCIOECONOMIC COMPLIANCE (GRI 419, 2016)		
419-1	Non-compliance with laws and regulations in the social and economic area	None

Independent Assurance Statement to Oshkosh Corporation

ERM Certification and Verification Services (ERM CVS) was engaged by Oshkosh Corporation (Oshkosh) to provide limited assurance in relation to specified 2018 environmental data in the Oshkosh Sustainability Report 2018 as set out below and indicated in the report with an * on pages 32-34.

ENGAGEMENT SUMMARY

SCOPE OF OUR ASSURANCE ENGAGEMENT
Whether the 2018 data in the Oshkosh Sustainability Report 2018 for the following indicators are fairly presented, in all material respects, with the reporting criteria:
- Total Scope 1 GHG emissions [tonnes of CO_2e]
- Total Scope 2 GHG emissions (location-based only) [tonnes of CO_2e]
- Scope 3 GHG emissions (business travel: corporate jet/air travel only) [tonnes of CO_2e]
- Total GHG emissions (Scopes 1+2+3) [tonnes of CO_2e]
- GHG emissions intensity (Scopes 1+2) [tonnes CO_2e/million $ revenue]
- Total absolute Energy Use (direct energy use (fuel) and indirect energy use (electricity) [MMBTU]
- Non-hazardous waste to landfill [tons]
- Hazardous waste disposed [tons]

REPORTING CRITERIA
The WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1, 2 and 3 GHG emissions and Oshkosh's internal reporting criteria and definitions for the other indicators.

ASSURANCE STANDARD
ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised).

ASSURANCE LEVEL
Limited assurance.

RESPECTIVE RESPONSIBILITIES
Oshkosh is responsible for preparing the data and for its correct presentation in reporting to third parties, including disclosure of the reporting criteria and boundary. ERM CVS's responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.

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

Jennifer Iansen-Rogers
Head of Corporate Assurance Services
01 May 2019

ERM Certification and Verification Services, London
www.ermcvs.com; email: post@ermcvs.com

ERM CVS is a member of the ERM Group. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our processes are designed and implemented to ensure that the work we undertake with clients is free from bias and conflict of interest. ERM CVS and the ERM staff that have undertaken this engagement work have provided no consultancy related services to Oshkosh in any respect.

OUR CONCLUSIONS
Based on our activities, nothing has come to our attention to indicate that the 2018 data in the Oshkosh Sustainability Report 2018 for the indicators, as listed above, are not fairly presented, in all material respects, with the reporting criteria.

OUR ASSURANCE ACTIVITIES
Our objective was to assess whether the selected data are reported in accordance with the principles of completeness, comparability (across the organization) and accuracy (including calculations, use of appropriate conversion factors and consolidation). We planned and performed our work to obtain all the information and explanations that we believe were necessary to provide a basis for our assurance conclusions.
A multi-disciplinary team of EHS and assurance specialists performed the following activities:
- Interviews with relevant staff to understand and evaluate the data management systems and processes (including IT systems and internal review processes) used for collecting and reporting the selected data;
- A review of the internal indicator definitions and conversion factors;
- A visit to the Oshkosh, WI offices to interview relevant corporate staff who manage data collection, review, and reporting methods;
- A visit to the Appleton, WI manufacturing site to review local reporting processes and consistency of reported annual data with selected underlying source data for each indicator. We also interviewed relevant staff, reviewed site data capture and reporting methods, checked calculations and assessed the local internal quality and assurance processes;
- An analytical review of the data from all sites and a check on the completeness and accuracy of the corporate data consolidation.
- Year-end assurance activities at corporate level including the results of internal review procedures and the accuracy of the consolidation of the data for the selected indicators from the site data.

About This Report

Oshkosh Corporation is a publicly traded company on the New York Stock Exchange (NYSE: OSK) and incorporated in the State of Wisconsin. Oshkosh Corporation's financial reporting follows U.S. Securities and Exchange Commission (SEC) regulations, and our Annual Report on Form 10-K is available on our corporate website. All entities included in our consolidated SEC financial statements are covered in this report. This Sustainability Report covers programs and performance for the Oshkosh Corporation fiscal year 2018 (FY2018), which ended on September 30, 2018. In some cases, data is reported on a calendar year basis, to be consistent with U.S. government reporting requirements.

In preparing this report, Oshkosh followed the Global Reporting Initiative's (GRI) Standards and general reporting guidance on report content and quality. Please see our detailed GRI Index on pages 44–46 in this report to locate specific GRI indicator information. Our sustainability website, has expanded information on the topics addressed in this report. All data presented in this report has been calculated according to industry standard and is explained in chart footnotes where appropriate. Any data that have been restated compared to previous reports are noted with footnotes. Our operations data for FY2018 includes our Power Towers facility in Leicester, UK, and our León, Mexico, facility, which were not included in prior years. There were no significant changes during the reporting period regarding the organization's size, structure, ownership or supply chain. For the third consecutive year, we sought third-party assurance for select environmental data.

CAUTIONARY STATEMENT ABOUT FORWARD-LOOKING STATEMENTS

This report contains statements that the Company believes to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact, including, without limitation, statements regarding the Company's future financial position, business strategy, targets, projected sales, costs, earnings, capital expenditures, debt levels and cashflows, and plans and objectives of management for future operations, are forward-looking statements. When used in this report, words such as "may," "will," "expect," "intend," "estimate," "anticipate," "believe," "should," "project" or "plan" or the negative thereof or variations thereon or similar terminology are generally intended to identify forward-looking statements. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions and other factors, some of which are beyond the Company's control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements. Additional information concerning these factors is contained in the Company's filings with the Securities and Exchange Commission, including, without limitation, the Company's Annual Report on Form 10-K for the fiscal year ended September 30, 2018, filed on November 20, 2018. All forward-looking statements speak only as of the date of this report. This report is for fiscal 2018. Data reported is for fiscal year 2018 unless otherwise noted.

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