



DATE: December 2022

RE: Affirmative Action by Federal Contractors and Subcontractors

Oshkosh Corporation is an equal employment opportunity/affirmative action employer. Oshkosh Corporation is committed to preventing discrimination against any applicant or employee on the basis of race, color, religion, national origin, gender, disability, veteran status, sexual orientation, gender identity, or any other status protected under state or federal law.

As an affirmative action employer, Oshkosh Corporation complies with all applicable requirements contained in the executive orders, federal affirmative action laws, and implementing regulations. These laws include Executive Order 11246, as amended, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and Section 503 of the Rehabilitation Act of 1973. Oshkosh Corporation has developed written affirmative action plans and makes outreach efforts to recruit and employ persons described in these enactments.

The purpose of this letter is to notify you that, as a supplier to Oshkosh Corporation, your organization may be required to comply with the executive orders, affirmative action laws and regulations noted above. This may include the development of written affirmative action plans. Information regarding federal affirmative action requirements can be found on the web site for the U.S. Department of Labor's Office of Federal Contract Compliance Programs.

We encourage your organization to assess whether your organization falls within the coverage of federal affirmative action requirements, and further encourage efforts to recruit and employ persons in accordance with both the letter and the spirit of these laws. Should you have any questions regarding the information in this letter, please feel free to contact me at lstewart@oshkoshcorp.com.

Sincerely,

Lori Stewart

Human Resources Compliance Manager

Oshkosh Corporation
1917 Four Wheel Drive
Oshkosh, WI 54902