Welcome to the first edition of Oshkosh Corporation’s annual Corporate Sustainability Report. We are pleased to showcase why Sustainability matters to us and Oshkosh’s commitment to its customers, team members, our communities and the environment.

ABOUT THIS REPORT
Oshkosh Corporation is known for making safe and reliable vehicles. This is fundamental in our Company’s stated mission. We strive to be good neighbors, good citizens and a great place to work. Wherever we operate around the globe, we look to minimize our impact on the environment. This report communicates our sustainability efforts and objectives.

To ensure that this report addresses those issues that are most material to our audience, we identified our key stakeholders and reached out to them to understand their needs and expectations. For this report, we defined “key stakeholders” as our customers, employees, prospective employees, suppliers, investors and members of the communities in which we reside and work.

Through this process, we identified the following material interests: safety (product and worker), ethics/compliance, environmental performance, innovation, diversity and inclusion, and community involvement. These aspects receive special emphasis in this report.
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This report contains Standard Disclosures from the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines.
Some of our recent notable successes included:

- Completed an energy efficiency project at our Commercial segment’s Dodge Center, Minnesota, paint line that reduced our greenhouse gas emissions and reduced associated annual energy costs by $80,000.

- Implemented lighting efficiency upgrade projects in two of our Access Equipment segment facilities and two of our Commercial segment locations resulting in annual savings of over $165,000.

- Reduced waste to landfill by 9,200 tons resulting in a savings of $670,000.

- Lowered our employee injury incidents to LESS THAN HALF of industry average.

- Only TOP 20 U.S. defense contractor not to have an ethics violation in the last 20 years.

- Recycled old specialty fire extinguishers instead of disposing of them resulting in a savings of over $600,000 in our Defense business.

- Completed an energy efficiency project at our Commercial segment’s Dodge Center, Minnesota, paint line that reduced our greenhouse gas emissions and reduced associated annual energy costs by $80,000.
MESSAGE FROM THE CEO

At Oshkosh Corporation, we are “Mission Driven to Move the World at Work.” We believe we work to serve a higher purpose. With every turn of the wrench, every weld, every new innovation, our team members bring to life vehicles and equipment that protect and save lives, protect property, facilitate the building of our global infrastructure and collect refuse and recyclables to keep our world green.

We understand that our products serve a critical purpose. We are dedicated to serve and delight our customers, and make this world a better place for future generations. For these reasons, we are proud to submit our first sustainability report. This report provides insight into another side of Oshkosh. It highlights some of our recent accomplishments, our goals for the near term and our vision for the future.

We are working to embed sustainability throughout our business globally. We established our first round of ambitious, but achievable, sustainability goals. We are committed to creating value for every customer we serve while improving the quality of life for our diverse employees, as well as people around the globe. At the same time, we aim to help preserve the natural environments of the communities in which we are so privileged to live and work.

By promoting the use of alternative fuel, we are leading the way we help our customers in the construction and waste management industries reduce their environmental impact. Our compressed natural gas (CNG)-powered concrete mixers are the first commercially manufactured, CNG-powered mixers on the market, and we are also the leading national supplier of CNG-powered refuse trucks.

Our remanufacturing programs are another great example of how Oshkosh Corporation embraces sustainability. Across the Company, our remanufacturing programs upgrade used Oshkosh trucks and equipment to the most current design configuration of that model, including adding any safety and performance enhancements. In a typical heavy-duty truck, approximately 97% of the truck, by weight, is either refurbished for reuse or the materials are recycled off-site.

We also invest in programs that improve the quality of life in the communities where we operate or those affected by tragedy. That is why we support the United Way, the Big Brothers and Big Sisters, and the Habitat for Humanity efforts. It is why we are a significant sponsor of the Tragedy Assistance Program for Survivors (TAPS) which provides support to anyone who has lost a loved one in the military. Another example of our community outreach efforts is the support that we have given over the years to the National Fallen Firefighters Foundation (NFFF) which honors the memory of fallen firefighters by aiding their surviving spouses and children with scholarship assistance for educational and job training costs, and for peer networks that offer families and coworkers essential emotional support. We also believe in supporting those less fortunate by contributing to food banks in the communities in which we work and live.

Our passion for sustainability transcends not only our workplace, but also what we are doing in our homes. At a recent Company recycling event, Oshkosh employees brought in their old televisions and electronic equipment. We collected over 20,000 pounds of electronics. These materials were properly recycled with all proceeds going to local charity, all from just one Oshkosh Corporation location.

These great stories, as well as others you will see in the report, highlight a side of Oshkosh focused on sustainability. Our journey is far from complete. As a mission-driven culture, we will always strive to improve, and with the hard work from our team members, Oshkosh Corporation will continue to be a strong and enduring force for creating value and positive change for generations to come.
Through our sustainability efforts at Oshkosh Corporation, we will continue to:

• Provide safe products and workplace conditions
• Reduce our environmental impact and associated costs
• Improve the communities in which we operate
• Increase shareholder value, and
• Serve our customers passionately and assist them in meeting their sustainability goals and objectives
MISSION — Moving the World at Work

We make it our business to understand the rigors of our customers’ jobs and deliver vehicles that outperform anything else on the market. We do this by working shoulder-to-shoulder with the people who use our products. Our commitment to the highest-quality products and customer support extends the lifetime of our vehicles through our global service network. And because our Company is broadly diversified, we can leverage our proprietary technologies to create powerful competitive advantages across many different markets.

Our mission is to “partner with customers to deliver superior solutions that safely and efficiently move people and materials at work, around the globe and around the clock.” At Oshkosh, our number one priority is to serve and delight our customers, as well as drive superior returns for our shareholders.

MOVE — Our MOVE strategy is our roadmap to deliver superior long-term earnings growth and increase shareholder value over the next business cycle and beyond. The strategy is made up of four components:

- **Market recovery and growth**
  Market recovery provides a significant opportunity for Oshkosh as our markets recover from steep declines during the Great Recession. We believe this will provide considerable earnings leverage for our leading brands.

- **Optimize cost and capital structure**
  We are constantly evaluating ways to minimize our operating and product costs, while maximizing operations. We have strengthened our balance sheet over the past several years with a net debt reduction of more than $2 billion since the recession first impacted the global marketplace. By reducing the waste we generate in our processes and materials, we have a positive impact on our cost and capital structure.

- **Value innovation**
  Oshkosh is about innovation. Innovations give Oshkosh an opportunity to continue to lead in the markets in which we compete and provide second-to-none aftermarket service and support. Whether we are reducing the weight of our products or using compressed natural gas in our vehicles, we are helping our customers meet their own needs, including those related to sustainability.

- **Emerging market expansion**
  To build upon its existing global presence, Oshkosh is pursuing opportunities for international expansion to drive future growth. As we explore these opportunities for international expansion, we are mindful of our environmental impact. Wherever we grow, we seek to apply global best practices to protect our customers, employees and the environment.
Founded in 1917, Oshkosh Corporation is headquartered in Oshkosh, Wisconsin and has manufacturing operations in eight U.S. states as well as in Australia, Belgium, Canada, China, France and Romania and through an investment in a joint venture in Mexico. Oshkosh Corporation is a public company traded on the New York Stock Exchange (NYSE: OSK) and incorporated in the State of Wisconsin.

The Company’s major brands — Oshkosh, JLG, Pierce, McNeilus, IMT, Frontline, Jerr-Dan, CON-E-CO and London — are leaders in their markets. JLG boasts a diverse product portfolio including leading brands such as JLG aerial work platforms; JLG, and SkyTrak® telehandlers. Under its Pierce brand, Oshkosh is North America’s top fire truck manufacturer. Oshkosh is among the world’s leading defense tactical wheeled vehicle manufacturers. McNeilus® brand concrete mixers are used by more concrete producers than any other in North America. McNeilus is also a North American leader in refuse collection bodies. Jerr-Dan is a top name in towing and recovery equipment. CON-E-CO is a chief U.S. concrete batch plant manufacturer, and London is the leading Canadian concrete mixer manufacturer.

The markets served by the Business Segments of Oshkosh Corporation are:

**Access Equipment Segment** — JLG’s products are marketed in over 3,500 locations across six continents through independent rental companies and distributors, as well as through other sales and service organizations in which the Company holds equity positions. JLG’s sales force is comprised of approximately 140 employees worldwide who are spread among JLG’s approximately 20 international sales and service offices. Jerr-Dan is a leading manufacturer of towing and recovery equipment backed by industry leading warranties and a strong service network dedicated to the towing professional.

**Defense Segment** — Oshkosh sells its domestic defense vehicles directly to the principal branches of the Department of Defense, and has sold its defense products to more than 20 countries around the world.

**Fire & Emergency Segment** — Pierce fire apparatus are sold through over 30 independent sales and service organizations in the U.S. and Canada. Sales are made to fire departments and municipal governments, directly to the Department of Defense and other U.S. government agencies, as well as to numerous international municipal and industrial fire departments through a network of international dealers. The Company also sells Oshkosh-branded Aircraft Rescue and Firefighting and snow removal vehicles through a combination of direct sales representatives and distributors to airports globally.

**Commercial Segment** — Concrete mixers and refuse collection vehicles are sold and serviced through a combination of 19 distribution centers and over 275 in-house sales and service representatives in the U.S. The Company also uses approximately 30 independent sales and service organizations to market its Con-E-Co branded concrete batch plants.

Iowa Mold Tooling Co., Inc. (IMT) is a leading manufacturer and supplier of service vehicles, cranes, hydraulic loaders and air compressors for tire, mining, construction, material handling and utility markets around the world.

London Machinery, Inc. (LMI) is a leading manufacturer of concrete mixers in Canada. Headquartered in London, Ontario, LMI has a 100+ year history providing quality products and services.
**OSHKOSH OPERATING SYSTEM (OOS)**

In order to be successful in today’s global marketplace, Oshkosh strives to be number one in quality, number one in value, and number one in the hearts and minds of our customers. We must continue to adapt and differentiate ourselves from our competition. The Oshkosh Operating System (OOS) is a game-changing business system that guides our daily work so we deliver breakthrough performance and superior results for our Company, customers, shareholders and employees. OOS guides our continuous improvement efforts within both our manufacturing and office environments to serve and delight customers. Through it, we are challenged to examine our work and design ways to do our jobs more effectively and efficiently.

**ETHICS & COMPLIANCE**

Oshkosh Corporation’s Executive Vice President and General Counsel, together with the Vice President and Chief Ethics & Compliance Officer, oversee the ethics and compliance program. Both report to the Board of Directors’ Audit Committee with respect to all matters relating to ethics and compliance.

The Oshkosh Way

Our core values of honesty, integrity, accountability, respect and citizenship guide us to do the right thing. They have helped us earn respect and trust among our customers and become leaders in the markets in which we compete. Ethical business continues to be essential to how we operate, make decisions and serve and delight our customers — it is The Oshkosh Way.

Today, Oshkosh Corporation operates in many countries and cultures where laws and principles of business vary. In this environment, we are constantly called upon to make decisions that affect our jobs, our co-workers, our communities and our Company. While laws, regulations, policies and procedures provide direction, it is our values that help us navigate the gray areas where the written rules alone may not tell us what to do. Oshkosh’s employees are entrusted with carrying out the Oshkosh vision, doing the right thing by carefully considering every course of action. To ensure our core values and ethical standards are carried into our future, Oshkosh maintains a compliance program that places high value on maintaining a strict corporate code of ethics and standards.


This resource has been developed for Oshkosh employees worldwide in order to maintain Oshkosh Corporation’s high ethical business practices. The Oshkosh Way captures the essence of what we as a company stand for and serves as the foundation for how we do business. It summarizes the rules and policies Oshkosh employees must know and follow, guiding them to make choices that serve and delight Oshkosh customers and shareholders. We also created a Supplier Code of Conduct to make sure our suppliers are aware of the high-performance standards that make Oshkosh Corporation what it is today. It can be found at: [http://www.oshkoshcorporation.com/about/corporategovernance~policiesguidelines.html](http://www.oshkoshcorporation.com/about/corporategovernance~policiesguidelines.html). It is essential for our business and our customers that all employees and suppliers do the right thing, every time.

**Ethics & Compliance Training**

Oshkosh provides code of conduct training for its employees to ensure they understand the importance of doing the right thing. This training supports our Corporate Code of Ethics and Standards of Conduct. The training defines Oshkosh’s expectations and outlines the rules and policies
our employees must know and follow. We have internal policies and procedures in place to ensure that Oshkosh team members follow the highest ethical and compliance standards.

**The Code Connection**

We created a place where employees can discuss any concerns relating to colleagues not living The Oshkosh Way. The Oshkosh hotline is called the Code Connection. It is one way for employees to report conduct that may violate The Oshkosh Way. Our multilingual global hotline is managed by an independent third-party provider and is available around the clock. Employees have the option to report anonymously.

**Human Rights**

The preservation of human rights is another core element of our corporate ethics and compliance program. Oshkosh Corporation is committed to respecting and supporting internationally recognized human rights and freedoms. Workers must be treated with respect and dignity; they should not be subjected to discriminatory employment practices based on race, color, religion, national origin, sex, age, disability, marital status, creed, sexual orientation or any other legally protected status in accordance with Oshkosh Corporation’s Equal Employment Opportunity/Affirmative Action Statement. At Oshkosh, we respect and value all diverse backgrounds of our employees. We respect the cultures, customs and values of the people in the communities in which we operate. In fact, we promote diversity and inclusion as a means to reflect, understand and better serve our diverse customers globally.

We do not tolerate the use of child labor, and prohibit the use of forced or involuntary labor whether in the form of prison labor, indentured labor, bonded labor or any form of human trafficking. Our employees are entitled to exercise their legal rights of free association, collective bargaining, and fair, safe, working conditions. We compensate employees at levels well above minimum wage laws and requirements, and provide benefits as appropriate.

At Oshkosh, we do not tolerate corporal, physical, verbal, sexual or physiological harassment or abuse, nor do we tolerate any sort of retaliation against anyone who, in good faith, reports ethical or legal concerns, discrimination, harassment, or any behavior that is in conflict with our Human Rights Policy. Our Human Rights Policy can be found at: [http://www.oshkoshcorporation.com/pdfs/Oshkosh_Corporation_Human_Rights_Policy_8-13.pdf](http://www.oshkoshcorporation.com/pdfs/Oshkosh_Corporation_Human_Rights_Policy_8-13.pdf).

**Conflict Minerals**

For Oshkosh, adhering to the highest ethical standards and complying with all regulations is part of our culture, and we require our suppliers to adhere to those same high standards.

The Securities and Exchange Commission (SEC) recently adopted regulations to implement the reporting and disclosure requirements related to conflict minerals as directed by the U.S. Congress. The regulations impose obligations on SEC registrants whose manufactured products contain so-called conflict minerals that are necessary to the functionality or production of their products. Conflict minerals are tin, tantalum, tungsten and gold. Oshkosh Corporation undertook an extensive effort to comply with these regulations, including but not limited to, the following actions:

- Conducting an analysis of our products to determine if conflict minerals were used and if so, where,
- Revising our contract terms and conditions to address conflict minerals,
- Developing and implementing training for employees, and
- Conducting a Reasonable Country of Origin Inquiry and Due Diligence of our Supply Chain.

Oshkosh filed a report in 2014 after conducting these activities and reviewing their results. More detailed information on Conflict Minerals at Oshkosh can be found on our Corporate website at: [http://oshkoshcorp.com/pdfs/Oshkosh_Corporation_Conflict_Minerals_Policy.pdf](http://oshkoshcorp.com/pdfs/Oshkosh_Corporation_Conflict_Minerals_Policy.pdf).
CORPORATE GOVERNANCE

Under our By-Laws and Corporate Governance Guidelines, our Chairman of the Board must be a director that our Board has determined to be independent in accordance with the listing standards of the NYSE and one who has not previously served as an executive officer of our Company. As a result, separate individuals serve as our Chairman of the Board and Chief Executive Officer. We believe this leadership structure fosters effective governance and oversight of our Company by our Board. Specifically, our Board has determined that separating the roles of Chairman and Chief Executive Officer and having an independent Chairman of the Board: (i) provides the independent directors with control over our Board meeting agenda and discussion; (ii) assures that independent directors control discussions over strategic alternatives; (iii) permits more effective assessment of the Chief Executive Officer’s performance; (iv) provides a more effective means for our Board to express its views on our management, strategy and execution; and (v) enables the Chairman to obtain direct and more meaningful feedback from shareholders regarding our corporate governance and shareholders’ interests.

The Board oversees management activities in relation to economic, environmental and sustainability topics. Specific topics will be handled by the appropriate Board committee. Attendance at Board meetings and biographies of our Board members are addressed in the Company’s annual Proxy Statement. The Proxy Statement can be found on Oshkosh Corporation’s Governance site: http://www.oshkoshcorporation.com/about/corporategovernance.cfm.

Oshkosh Corporation has adopted Corporate Governance Guidelines to assist the Board of Directors with their corporate governance efforts. These guidelines reflect the Board’s commitment to monitoring the effectiveness of policy and decision-making both at the Board and management level, and enhancing stockholder value over the long term. The guidelines also deal with matters such as Conflicts of Interest. They can be found at: http://www.oshkoshcorporation.com/pdfs/Oshkosh_Corporate_Governance_Guidelines_20140204.pdf. In addition, the Directors and Officers of the Company sign a Code of Ethics which is even more stringent than that signed by other Oshkosh employees.

Selecting the Chairman of the Board

Annually, the Board chooses a Chairman of the Board. The Chairman of the Board, who serves until a successor is elected, is an independent director who has not previously served as an executive officer of the Company. Oshkosh Corporation’s current Chairman of the Board is Richard M. Donnelly.

Board Structure and Composition

The Board is comprised of no fewer than nine and no more than 13 directors. This range permits diversity of experience without hindering effective discussion or diminishing individual accountability. Currently, there are 11 Board members, two of whom are female and two are foreign nationals. Charles L. Szews, Oshkosh Corporation’s Chief Executive Officer, is the only director who is not an independent director.

Information on each member of the Oshkosh Board of Directors can be found at: http://www.oshkoshcorporation.com/about/corporategovernance~directorsofficers.html.

The entire Board is responsible for nominating candidates for election to the Board at the Company’s annual meeting of shareholders, and filling vacancies on the Board that may occur between annual meetings.

Committees of the Board

The Board of Directors of Oshkosh Corporation has three standing committees: Audit, Governance and Human Resources. Each committee has its own charter. The Board may amend a committee’s charter, form a new committee or disband a current committee as necessary or appropriate. The duties for each committee are outlined in the committee’s charter adopted by resolution of the Board. The Audit, Governance and Human Resources committees are composed entirely of independent directors. For detailed descriptions of each of the Board Committees, please go to: http://www.oshkoshcorporation.com/about/corporategovernance~boardcommittees.html.
Sustainability Council
Oshkosh Corporation instituted a Sustainability Council in 2011. Two of the Company’s Executive Vice Presidents serve as Corporate Sponsors of the Council, and it is chaired by the Senior Director of Global Environmental Affairs and Sustainability. Membership is made up of representatives from Oshkosh’s four business segments as well as key functional areas. The Council meets on a regular basis and provides oversight and guidance with respect to the Company’s sustainability efforts.

Because this is Oshkosh Corporation’s first Sustainability Report, there are not any restatements of information provided in previous reports, nor any significant changes from previous reporting periods in the Scope and Aspect Boundaries of the Report. In addition, there were no significant changes in the reporting period regarding the organization’s size, structure, ownership or supply chain.

Engagement with Stakeholders
Oshkosh Corporation regularly communicates with its shareholders, prospective shareholders, government officials, those conducting research on the Company, customers and potential customers to keep them abreast of what is happening throughout our Company. During fiscal 2013, the Company engaged stakeholders through a combination of analyst conferences, “road shows,” site visits, trade shows, meetings and telephone calls. Key topics raised by stakeholders included the Company’s MOVE strategy, business segment initiatives, capital deployment, construction recovery and end markets.

Oshkosh Management spoke at many fiscal 2013 events including:
• Baird’s 2013 Industrial Conference
• 2013 RBC Capital Markets’ Global Industrials Conference
• Midwest IDEAS Investor Conference
• Jefferies 2013 Global Industrial Conference
• KeyBanc Capital Markets Industrial, Automotive and Transportation Conference
• International Strategy and Investment Group Industrial Conference
• Annual Shareholders’ Meeting

Oshkosh displayed its innovative products at tradeshows in fiscal 2013 including:
• Inter Airport Europe (JLG)
• American Rental Association tradeshow (JLG)
• International Defense Industry Exposition MSPO (Oshkosh Defense)
• DSEI 2013 defense and security exposition (Oshkosh Defense)
• The Association of the United States Army 2013 Annual Meeting and Exposition (Oshkosh Defense)
• FABTECH 2013 (Oshkosh Finishing Services)
• CANSEC 2013 defence exposition (Oshkosh Defense)
• Gulf Defense and Aerospace 2013 Exhibition and Conference (Oshkosh Defense)
• International Association of Fire Chiefs Fire Rescue International Conference and Exhibition (Pierce)
• Fire Department Instructors Conference (FDIC) (Pierce)
• National Association of Broadcasters Show (Frontline Communications)
• International Construction and Utility Equipment Exposition (IMT)
• Canadian Waste Sector Symposium (London and McNeilus)
• Waste Expo (McNeilus, Oshkosh Commercial Group, IMT)
• World of Concrete (McNeilus)
• BAUMA — China (JLG)
• Hire & Rental Association — Australia (JLG)
• bC India (JLG)
• China Fire Show (Pierce)
• BAUMA — Munich (JLG)
• AAACE Annual Conference (Pierce)
Entities Included in Oshkosh’s Financial Statements and Sustainability Report

Oshkosh Corporation follows regulations mandated by the U.S. Securities and Exchange Commission (SEC), and files its Annual Report and Form 10-K each year with the SEC. That Form 10-K contains information concerning which entities are included in the organization’s consolidated financial statements. That document and other required governmental filings can be found at http://investor.oshkoshcorporation.com/phoenix.zhtml?c=93403&p=irol-sec. That report covers all entities included in the Company’s consolidated financial statements.

Key facts about the scale of Oshkosh at the end of fiscal 2013 include:

Total Number of Employees → 11,900

Manufacturing Locations → 37

Net Sales in Billions → $7.665

Total capitalization broken down in terms of debt and equity:

Long-Term Debt in Millions → $955

Total Shareholders’ Equity in Billions → $2.108
We believe that our employees are innovators, and our people power our success.
OUR COMMITMENT TO INNOVATION
Our innovation helps us keep “Moving the World at Work.” It’s what makes us leaders in all the markets in which we compete. Oshkosh Corporation has maintained an emphasis on new product development by seeking to lead its core markets in the introduction of new or improved products and new technologies. Oshkosh Corporation believes that its employees are innovators, and our people power our success.

We primarily use internal development to drive our innovation, but supplement our internal resources with licensed technology and strategic acquisitions to execute Multi-Generational Product Plans (MGPPs) in each of the Company’s businesses. MGPPs and Multi-Generational Technology Plans (MGTPs) provide the roadmap to our innovation efforts.

PRODUCT SAFETY & RELIABILITY
With all Oshkosh products, safety is built into every step. Through the efforts of our product safety and reliability professionals at each segment, working closely with our engineering, manufacturing, quality, customer support and marketing teams, we design, manufacture and support Oshkosh products with customer safety at the forefront of our minds. The Company partners with customers to develop communications and training to promote the safe use of Oshkosh products. In addition, Oshkosh Corporation monitors customer feedback, industry developments and the performance of Oshkosh products in the field to continually improve the solutions provided to our customers.

500 engineers and technicians are dedicated to improving existing products and to the development and testing of new vehicles, vehicle bodies and components.
SPENDING ON RESEARCH AND DEVELOPMENT
Oshkosh has established internal goals to increase product development spending year over year. For fiscal 2013, 2012, and 2011, Oshkosh Corporation’s research and development expenditures were $112.9 million, $109.1 million, and $99.9 million, respectively. Oshkosh maintains seven facilities for new product development and testing with a staff of approximately 500 engineers and technicians dedicated to improving existing products and the development and testing of new vehicles, vehicle bodies and components. In addition, approximately 550 engineers and engineering technicians work for the Company in other capacities.

SUSTAINABILITY IN NEW PRODUCT DEVELOPMENT
We utilize emerging technologies in our products to meet the needs of our customers and help them achieve their environmental goals. Some of these efforts include:

McNeilus Next Generation (NGEN) initiatives promote alternative-fuel powered solutions for heavy-duty fleets of all types. McNeilus CNG powered refuse trucks help our customers meet their operational and sustainability needs in a rugged refuse environment.

McNeilus has also led the way in offering ready mix producers a fully tested and integrated compressed natural gas (CNG) system. In 2013, the Oshkosh Commercial Group unveiled the Oshkosh® S-Series front discharge concrete mixer powered by CNG. In August of 2013, McNeilus delivered 15 standard ready-mix CNG trucks to Ferrara Bros. Building Materials Corp. of Flushing, N.Y. “Our fleet is comprised of 75 mixers, and now 17 are powered by compressed natural gas; we’ve got a ways to go, but we intend to become a 100% CNG fleet,” said Bob Gartman, Ferrara Bros. Vice President of Operations.

JLG is also leading the way with sustainable innovation. JLG electric powered aerial work platforms feature longer running time, reduced maintenance and higher productivity. The energy efficient electric drive devices have a number of benefits including fewer scheduled services, a quieter work area, less dependency on hydraulic oils and zero emissions. The RS Series Scissor Lifts’ direct electric drive nearly doubles the work time from a single battery charge. It uses only four hoses, compared to 20+ hoses in competitive models to reduce potential fluid leak points. Compact Crawler boom lifts come with an optional lithium-ion battery that produces zero emissions and quiet operations. These boom lifts also come with dual power onboard — gas or electric engines accompanied with an electric AC motor as standard equipment to reduce noise and emissions in public places. The E600 series provides our customers with the most height in an electric powered boom lift and over 43 feet of horizontal outreach. JLG is continuing to expand its offerings in hybrid aerial work platforms to meet our customers’ sustainability needs without compromising performance.

To reduce operational cost on the battlefield, the U.S. Department of Defense is exploring ways to improve fuel consumption. Oshkosh Defense is contributing to this effort through the Fuel Efficient Medium Tactical Vehicles Replacement (MTVR) project. Funded by the Office of Naval Research (ONR), the goal of the project is to reduce the fuel usage of the MTVR by 15% for less than $10,000 per truck, while maintaining performance and reliability. The project team presented eight kits that met the ONR’s criteria, recommended three kits for integration and testing, and two variants are moving into the next phase of the project.
Oshkosh Corporation monitors customer feedback, industry developments and the performance of Oshkosh products in the field to continually improve the solutions provided to our customers.
SUSTAINABLE OPERATIONS

Oshkosh Corporation promotes efficient use of materials and resources in our buildings, vehicles and processes including electricity, fuel, water and raw materials through cost-effective conservation and energy management programs.
OCCUPATIONAL HEALTH & SAFETY

Oshkosh Corporation drives its health & safety performance through its robust Safety Management System (SMS). Oshkosh’s SMS defines our Safety Management approach. It provides all business segments with a consistent roadmap for achieving success and establishes milestones by which individual business locations can be measured. Ultimately, the goal is to raise the level of the Oshkosh Corporation Occupational Health & Safety program to “world class” status.

Oshkosh’s SMS uses a tiered approach to measuring successful implementation and sustainment. The system outlines four distinct levels of a safety program, each with specific measurable criteria, and provides a roadmap for achievement. Progression to a higher level is predicated on meeting all requirements of the current safety level and completion of a successful program assessment by our internal Program Assessment Review Board. Upon receiving SMS Level Three Certification, the fourth step in the tiered approach is for Oshkosh Corporation facilities to obtain OSHA VPP (Voluntary Protection Program) and/or OHSAS 18001. Oshkosh Corporation did not receive any significant fines or non-monetary sanctions in 2013.

The improvement of the safety culture within Oshkosh Corporation is evident in the chart below. This improvement is being accomplished by using the guidelines specified in our SMS, executive/employee involvement, behavioral based safety, accountability, enhanced ergonomics and a detailed auditing program.

The Corporation’s fiscal 2013 performance as it relates to incident and lost-time rates are well below the established benchmarks per our NAICS codes, which have been established by the Bureau of Labor Statistics. Oshkosh Corporation on average is below the benchmark by 42% as it relates to incident rate and 55% as it relates to lost-time rate.
**ENVIRONMENTAL PROTECTION**

Oshkosh Corporation’s actions toward protecting the environment are governed by our Environmental Protection Policy. This policy clearly states our goals, including reducing wastes and emissions, minimizing adverse environmental impacts and promoting resource conservation throughout our Company.

We are using tools from the Oshkosh Operating System to improve and efficiently deliver our environmental performance. All of the Continuous Improvement Events (CIEs) conducted at Oshkosh Corporation are focused on reduction of various types of waste.

**Hazardous Materials**

Oshkosh Corporation’s Environmental Policy documents our commitment to investigate alternatives for the use of hazardous materials where feasible. Our Materials Engineering Group and Global Procurement and Supply Chain (GPSC) Group are implementing processes to determine:

- Where hazardous materials exist in our processes and products,
- What our customers’ requirements are,
- Whether hazardous materials are required to meet these requirements, and
- Whether substitutes for hazardous materials are technically and economically feasible.

**Hazardous Waste**

At its U.S. locations, Oshkosh Corporation generated a total of 896 tons of hazardous waste in calendar year 2013. This waste was transported to offsite treatment or disposal facilities by licensed transporters. The Company does not own or operate hazardous waste treatment, storage or disposal facilities.

**Waste Reduction**

Our Environmental Protection Policy also states that we will work to minimize waste, and explore, evaluate, reuse or recycle waste that is generated. To that end, we have established a goal of 5% year-over-year reduction of waste to landfill on a normalized basis using fiscal 2012 as a base year. In fiscal 2013, we generated 9,458 tons of waste that was landfilled. This represents a 46% reduction in waste to landfill normalized on a revenue basis. The two biggest components of that reduction were a change in our e-coating process at the Oshkosh Defense operations significantly reducing waste to landfill, and the aggressive implementation of single stream recycling in our JLG operations in Pennsylvania.
Energy Use and Greenhouse Gas Emissions
Oshkosh Corporation promotes the efficient use of materials and resources in our buildings, vehicles and processes including electricity, fuel, water and raw materials through cost-effective conservation and energy management programs. In fiscal 2013, Oshkosh Corporation established a 5% year-over-year energy reduction goal throughout the enterprise. Unfortunately, we did not achieve our energy reduction goal. In fiscal 2013, Oshkosh Corporation used 1,751,287 MMBtu of energy at its manufacturing facilities worldwide. This was an increase of 91,261 MMBtu from fiscal 2012, or 5.5% on an absolute basis and 12% normalized for revenue. Of that, 522,089 MMBtu was consumed in electricity use and 1,229,198 MMBtu in onsite fuel consumption. This resulted in the generation of 64,147 metric tonnes of direct greenhouse gas emissions (referred to as Scope 1 emissions) and 102,414 metric tonnes of indirect greenhouse gas emissions (referred to as Scope 2 emissions). In addition, Oshkosh Corporation business travel resulted in the generation of 7,957 metric tonnes of greenhouse gas emissions and use of our corporate aircraft resulted in the generation of 289 metric tonnes of greenhouse gas emissions.

A very significant percentage of our energy use as an enterprise goes into heating our buildings. Our energy conservation efforts could not overcome the significantly colder winter in fiscal 2013 versus fiscal 2012. For fiscal 2014, we have increased our winterization efforts at many of our buildings, and established a Corporate-wide Energy Reduction team to better focus our efforts on reduction of energy use and associated greenhouse gas emissions.

Water Usage
As a Company, Oshkosh Corporation’s manufacturing operations are not water intensive. We recognize that water is a scarce resource and needs to be conserved wherever practical. Our facilities obtain their water from municipal water supplies, and they do not maintain their own potable water systems. In most of our facilities, the main use of water is for sanitary purposes. Our Tianjin China facility is the only Company facility that is located in a “Water Stressed Area” as defined by the World Resource Institute. In calendar year 2013, our Company used a total of approximately 91.5 million gallons of water, the vast majority of which was discharged to local publicly owned treatment works in compliance with permits and/or local ordinances and regulations.

Volatile Organic Compounds (VOCs)
In calendar year 2013, Oshkosh Corporation facilities released a total of 759.2 tons of Volatile Organic Compounds (VOCs) to the atmosphere. These emissions were largely the result of painting operations taking place in our four business segments. Of note is that at our JLG facility in McConnellsburg, PA, the Company installed a new Concentrator and Regenerative Thermal Oxidizer to reduce VOC emissions from its painting operations at a cost of $1.8 million.

Fines, Penalties and Reportable Spills
Oshkosh Corporation was not assessed any significant fines or penalties from governmental agencies due to environmental compliance issues. Across the entirety of our global operations, we experienced four minor spills in fiscal 2013 that were reportable under either state or federal regulations. All spills were promptly remediated without harm to human health or the environment. No penalties were assessed as a result of these incidents.
THE OSHKOSH SUPPLY CHAIN

Oshkosh Corporation is a customer-focused organization. It is imperative that our suppliers demonstrate this same customer focus when manufacturing their products or providing their services to our Company.

We design much of our product in-house, and we purchase a large amount of components and sub-systems from suppliers. When a product or service meets all of our requirements, it allows our team to provide the best product for our end customer. Warfighters, construction workers, vocational workers, firefighters and many others count on Oshkosh Corporation to supply a quality product to move them and their material at work safely every time.

Our GPSC team is focused on reducing waste in our entire system. The team has embarked on several work streams that are reducing the amount of landfill, scrap, waste and energy that our supply chain produces, while at the same time improving the operational efficiencies at Oshkosh Corporation and our suppliers.

GPSC is working together with suppliers to improve Company processes and reduce waste in many different areas — waste reduction projects like using returnable packaging for our parts, and working to eliminate cardboard and wood materials from landfills while allowing for better density and stacking of material during shipping. This effort provides our logistics team the ability to attain better load utilization and remove routes from our roadways reducing diesel consumption and greenhouse gas emissions.

Our supplier development team also collaborates with suppliers in their production methods. We encourage them to use lean techniques to identify and eliminate waste, improving first time quality, reduce scrap and provide overall operational improvements. These actions help our suppliers reduce costs and use fewer resources in the process.

Oshkosh Corporation and its suppliers are striving to deliver a world-class experience to our customers while also building a sustainable and responsible supply chain value stream. By using our core values set forth in The Oshkosh Way and the Supplier Code of Conduct, we believe we can achieve both of these goals.

Just as we require our employees to conduct themselves in a manner consistent with our core values of Honesty, Integrity, Accountability, Respect and Citizenship, we also expect our Suppliers, as a critical part of Oshkosh Corporation’s Value Chain, to act in a similar manner.

Supplier Code of Conduct
When a product or service meets all of our requirements, it allows our team to provide the best product for our end customer. Warfighters, construction workers, vocational workers, firefighters and many others count on Oshkosh Corporation to supply a quality product to move them and their material at work safely every time.
The purpose of a good Risk Management program is to identify potential threats before they occur and develop and implement a plan to deal with them before they can impact our business. Oshkosh Corporation’s Organization Risk Management (ORM) team partners with project managers across the Company to accomplish this purpose. Other companies frequently seek to benchmark with our industry leading practices.

The ORM team’s efforts decrease the probability and impact of threats while increasing opportunities for success. The process is continuous throughout the life of a project or business effort. The intent is to plan and execute risk handling activities as needed across the life cycle of a product, or project. The goal is to mitigate threats and take advantage of opportunities. ORM follows a six-step process:

- A plan is created to manage risk,
- Risks are identified in a risk register,
- Risks are reviewed and assessed for probability and impact,
- Response plans are created to reduce threats and enhance opportunities,
- Response plans are documented, approved, implemented and tracked, and
- The process is closed out when all risks have been sufficiently handled.

The Oshkosh Executive Operating Team is integrally involved in Strategic Risk and Response Planning. In addition the Chief Risk Officer reports to the Oshkosh Board of Directors at least twice annually on the status of items contained in the Corporate Risk Registry.

ORM processes and procedures apply to all Company business units, segments, wholly- and majority-owned subsidiaries, partnerships and joint ventures, as well as programs/projects that Oshkosh Corporation pursues.

Projects that require formal risk management under the ORM process include:

- Operations plant additions or changes > $500,000,
- International business development pursuits,
- Significant IT projects,
- Requirements related to new product development,
- Acquisitions,
- Projects requiring investment or liability with moderate or high risk (e.g., supply chain initiatives, bids and proposals, acquisitions or new product development), and
- Other projects may require ORM at the direction of the executive operating team or the project sponsor.
RECONDITIONING AND REMANUFACTURING EQUIPMENT

For many years, Oshkosh Corporation has had industry-leading equipment reconditioning and refurbishment programs. By handling these jobs in-house, Oshkosh Corporation employees provide high-quality product, lengthen product life and minimize the amount of waste generated. Examples include:

• Pierce has been refurbishing fire apparatus for more than 30 years. From minor accident repairs to complete body replacement and aerial remounts, the Pierce Regional Service Facility in Weyauwega, Wisconsin meets or exceeds our customers’ needs. Modifications and updates are completed to comply with current National Fire Protection Association (NFPA) standards.

• JLG’s reconditioning program is one of the most comprehensive in the access equipment industry. It involves tearing down the machine, inspecting it, replacing components based on wear, reassembling the machine, and repainting it — essentially restoring the machine to “like new” condition. JLG has very strict OEM guidelines that we follow for all of our reconditioned products. JLG operates its largest reconditioning center in Bedford, PA, and also operates reconditioning centers in Houston, TX and Riverside, CA.

• Oshkosh Airport Products refurbishes and upgrades snow removal vehicles. For example, recently they refurbished and upgraded 10 Oshkosh H-Series snow removal vehicles for the Kansas City International Airport. The refurbishment included replacing the existing front mounted brooms with new Oshkosh XF high-speed brooms, extending the life of its chassis and enhancing snow removal capabilities.

• Oshkosh Defense has remanufactured heavy-duty trucks for the U.S. Department of Defense (DoD) for over 50 years. During vehicle remanufacturing, the truck is disassembled down to the frame rails. The heavy, expensive components — engine, transmission, transfer case, axles, winches, etc. — are refurbished as necessary and reused. The sheet metal components — cab and engine compartment — are also reused after necessary bodywork is completed. The truck then goes through the assembly process again (on the same assembly line as brand new trucks), using as many of the original components as possible. Military truck trailers are also remanufactured through a similar process.

The remanufacturing programs at our Defense segment provide the military, and thus taxpayers, with a “like new” truck or trailer, with a new truck warranty, at approximately 75% the cost of a new vehicle. The remanufacturing process includes upgrading the trucks and trailers to the most current design configuration of that truck model, including adding any safety and performance enhancements. Each vehicle remanufactured also saves on the use of natural resources and final vehicle disposal costs.

• For customers of Oshkosh S-Series and McNeilus concrete mixers, Oshkosh offers a Complete Concrete Mixer Body Refurbishment Program. We replace the entire mixer with a glider. We install a new drum, hoppers, collectors, chutes and fenders. We repair and update control and hydraulic systems, and then paint either the components or the entire chassis body. This replaces the components that have suffered significant wear and tear and maintains the essential drive train components. This approach is an economical and environmentally sound practice to save energy and resources that would be required to replace the entire vehicle.
Our people are what make Oshkosh Corporation the company that it is. That’s why we have a variety of programs in place to promote the well-being of our employees, as well as their development.
PROMOTING HEALTH & WELLNESS
Our Wellness Program is committed to promoting employee health and wellness through voluntary employee engagement, educational programming and community involvement. Oshkosh Corporation is in the process of expanding its voluntary health risk assessments (HRA) and online resources to all employees. Based on the results of the HRAs, Oshkosh Corporation has provided employees with health coaching resources and/or management programs that address specific diseases or conditions. Oshkosh Corporation also achieved a Silver Well Workplace award through the Wellness Council of America (WELCOA). In addition, we will participate in an Oshkosh, Wisconsin Well City initiative in 2014. Our Beijing office has been doing monthly Wellness events which involve guest speakers coming on site to speak about various topics along with exercise demonstrations. They have also completed some food and clothing drives benefiting local food pantries and clothing stores. In September 2013, the Beijing office worked with a group of underprivileged children for a day as part of their mid-Autumn festival.

Around the globe, Oshkosh Corporation employees participate in events and programming promoting health and wellness of the mind, body and spirit.

DIVERSITY & INCLUSION
At Oshkosh Corporation, we’re committed to Diversity & Inclusion efforts. We have a Diversity Council in place to celebrate diversity and inclusion and educate our employees. Our Diversity Council is comprised of employees from around the Company and around the globe in various functional areas. In parallel with the Diversity Council activities, cross-functional, cross-segment diversity and inclusion focus groups have been initiated to define education and recruiting efforts. Leaders around the Company have been trained on diversity and inclusion. Moving forward, team members can expect to see an increased emphasis regarding diversity and inclusion throughout the Company.

Together, diversity and inclusion make Oshkosh Corporation a stronger company to better serve employees, shareholders, customers and communities.

TALENT DEVELOPMENT
Oshkosh Corporation is committed to attracting and maintaining top talent that understands that our customers, both internal and external, are the center of our universe. Oshkosh Corporation employees must always be thinking of ways to improve the way we serve our customers. Talent management at Oshkosh Corporation means providing employees with the correct resources and development opportunities so they continue to grow personally and professionally.

Through education, exposure and experience, we provide employees the opportunity to grow. Training and development are essential to their growth. Employees receive training on a variety of items from The Oshkosh Way, to practicing safe internet security. More than 11,000 employees received training in fiscal 2013 on the principles of our Oshkosh Operating System and “Customer First” initiatives from their managers. Technical training is provided to ensure that employees are prepared to use equipment safely in order to produce the highest-quality products for our customers. In a number of Company locations, new hire orientation is being revised to provide sustainability training to our new team members.
MEMBERSHIPS
Oshkosh Corporation employees around the globe belong to a variety of professional associations and memberships. They include:

**Oshkosh Defense**
Association of the United States Army (AUSA)
National Defense Industrial Association (NDIA)
National Guard Association
Reserve Association
Marine Corps Association
Association of Equipment Manufacturers (AEM)

**Pierce Manufacturing**
Fire Apparatus Manufacturing Association (FAMA)

**CON-E-CO**
National Ready Mix Concrete Association (NRMCA)
Concrete Plant Manufacturers Bureau (CPMB)

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

**McNeilus**
Environmental Research and Education Foundation (EREF)
Ready Made Concrete Association (RMCA)
Natural Gas Vehicles Association (NGVA)
National Waste and Recycling Association (NRMCA)

**JLG**
Association of Equipment Distributors (AED)
Association of Equipment Manufacturers (AEM)
American Rental Association (ARA)
British International Truck Association (BITA)
Elevated Work Platform Association (EWPA)
Equipment Leasing Association (ELA)
Hire and Rental Association (HRIA)
International Facility Management Association (IFMA)
Material Handling Equipment Distributors Association (MHEDA)
Material Handling Industry Association (MHIA)
International Powered Access Federation (IPAF)
Specialty Tools & Fasteners Distributors Association (STAFDA)
Telescopic Handlers Association (TSHA)
European Federation of Material Handling (FEM)
British Industrial Truck Association (BITA)
Scaffold and Access Industry Association (SAIA)

**Oshkosh Corporate**
Automotive Industry Action Group (AIAG)
Manufacturers Alliance (MAPI)
Supply Chain 50
Society of Corporate Secretaries
American Society of Engineers
Society of Women Engineers (SWE)
Industrial Committee on Test & Evaluation (ICOTE)
Automotive Open System Architecture (AUTOSAR)
Worcester Polytechnic Institute’s Integrated Materials and Design Center (IMDC) & Advanced Casting Research Council (ACRC)
Commercial Vehicles Engineering Congress (COMVEC)
MSOE Rapid Prototyping Consortium

EMPLOYEE RECOGNITION
Recognizing employee achievements is essential to our success. This year, Oshkosh Corporation launched the Oshkosh Excellence Awards. More than 650 teams made up of over 3,000 employees from across the organization submitted continuous improvement and community building projects for consideration in the areas of Delighting Our Customers, Human Development, Innovative Excellence and Environmental Responsibility. From cost savings and process improvements to new innovations, all projects within the Oshkosh Excellence Awards program have made the Company a better place. Employees go through three levels of competition, and each winning team was able to make a donation, funded by Oshkosh Corporation, to their charity of choice. Our Company donated to a variety of charities on behalf of the winning entrants including the American Red Cross, the Wounded Warriors Project, The Salvation Army, Habitat for Humanity and more.

Our talented employees constantly strive to enhance their knowledge and reach new heights. Our Defense team...
received the Department of Defense Value Engineering Award for their significant quality and cost-savings improvements to the Family of Medium Tactical Vehicles (FMTV) program. Oshkosh Corporation was recognized as a “Green Professional” by the Wisconsin Sustainable Business Council’s Green Masters Program for promoting sustainability and healthy workplace. In addition, JLG employees at the JLG manufacturing facility in Maasmechelen, Belgium received the Charter Environmental and Sustainable Entrepreneurship Limburg 2014 Certificate.

On an individual level, Dwight Gates, JLG Supervisor in Bedford, Pennsylvania, received the prestigious Defense Patriot Award. The Patriot Award recognizes supervisors and bosses for support provided directly to National Guardsmen or Reservist employees who nominate them. Gates was nominated by Daniel Weist, who was deployed to Afghanistan as a sergeant in the 1104th Mobilization Support Battalion of the Army Reserve.

Richard Donnelly, the chairman of Oshkosh Corporation’s Board of Directors, was the recipient of the inaugural National Directors Institute “Director of the Year” award, which recognizes outstanding achievement of corporate governance leaders in public and private companies.

The success and achievements of our people are beneficial for our Company, customers and communities.

EMPLOYEE ENGAGEMENT
Employee engagement is critical and makes the Company a better place to work. It creates a positive and supportive work environment for our most valuable asset, our team members.

We gauge employee engagement through surveys at a global level, as well as smaller targeted groups. We have focus groups which explore positive aspects of our Company, as well as opportunities for improvement. Senior leadership regularly participates in “skip level” meetings with our employees. We listen when our employees tell us how we can make Oshkosh Corporation a better work environment. We have developed teams around the Company who work to implement these changes and we share these best practices with other areas of the Company.

Our Feed Forward program is all about making Oshkosh a great place to work! It is a process where team members at a local level, supported by leadership, are empowered to drive workplace enhancement initiatives. Globally this initiative continues to yield even greater employee engagement, ultimately aiding our ability to attract and retain talented and motivated employees.

Oshkosh Corporation maintains an internal Sustainability SharePoint site where sustainability developments around the Company are posted. Sustainability news articles are posted on the Corporate intranet site on a regular basis. This past year, the Oshkosh Sustainability Council hosted our first annual Sustainability Fair in Oshkosh, Wisconsin. Additional events will be held in 2014 to educate our employees about the benefits of sustainability.

CAMPUS RELATIONS PROGRAM
At Oshkosh Corporation, we are building a world-class Campus Relations program to attract, develop and grow the most talented collegiate students into leaders that help execute Oshkosh’s MOVE strategy.

Oshkosh Corporation develops students who are selected to participate in our internship and cooperative education programs (co-ops) into leaders and innovators.

As an intern or co-op at Oshkosh Corporation, students are provided real-world, hands-on experiences that help them jump-start their career. From professional development workshops to meetings with our CEO and social outings, interns are provided numerous opportunities to better themselves and their skills in preparation for joining the workforce.

Internships and co-ops are offered at virtually all Company functional areas and locations. In fiscal 2013, Oshkosh Corporation welcomed more than 200 interns from universities all over the United States from California to Pennsylvania to Florida. In addition, Oshkosh Corporation also offers internships at its international manufacturing facilities.
COMMUNITY INVOLVEMENT

Giving back and helping others reach their fullest potential is part of our culture. Around the Company, our team members go above and beyond to help those in need.
TEAM MEMBERS MAKING A DIFFERENCE
Giving back and helping others reach their fullest potential is part of the Oshkosh Corporation tradition. Around the Company, team members go above and beyond to help those in need.

Oshkosh Corporation employees have worked to promote educational opportunities for students by hosting informational sessions and workshops, participating in a competition to donate the most gently used clothing to Goodwill Industries and donating time to Big Brothers, Big Sisters and Habitat for Humanity. Corporate and Defense employees teamed up to collect new or gently used coats for area children as part of the Coats for Kids Campaign. Fire & Emergency employees are also dedicated to promoting math, science and engineering to students by providing various educational workshops and fun events.

JLG teams around the world have participated in various charitable causes such as Habitat for Humanity and fun runs to provide resources to those in need, as well as spending time with children and the elderly. JLG teams in China often take time out of their day to do community service projects and spend time with less-fortunate children. Team members in Romania give back by spending time with elderly and doing community service projects. Jerr-Dan has hauled truckloads of toys to be donated to children in the Tow Trucks for Tots parade.

The employees at CON-E-CO donate money and collect items to support local food shelters. McNeilus employees were involved with the United Way Campaign to provide essential services to those in need from clothing to educational materials. Commercial employees are also dedicated to encouraging math, science and engineering education by providing various educational workshops and fun events for local students.

Charitable Contributions
Oshkosh Corporation employees and the Oshkosh Corporation Foundation have a history of giving back to the communities in which we live and work, supporting organizations which provide the essentials items such as food, housing, health care, and other necessary services.

The Oshkosh Corporation Foundation is the primary entity that manages the Company’s charitable contributions. The Foundation’s primary focus is on organizations that provide human and social services; educational programs and services; and arts and culture appreciation. It also serves the community with scholarships for employees’ children, helping them to pursue higher education. In 2013 the Foundation donated in excess of $680,000 to support organizations such as the American Red Cross, Big Brothers Big Sisters, Habitat for Humanity, The United Way, Boys and Girls Club, Junior Achievement and more. All of these organizations help improve the communities in which Oshkosh Corporation employees live and work. In addition, the Company further contributed monetarily to charitable organizations.

Our business units select additional charitable organizations to support. Oshkosh Defense is proud to support the military men and women who dedicate themselves to protecting our freedom. The Defense team has been actively involved with supporting the Tragedy Assistance Program for Survivors (TAPS) which provides support to anyone who has lost a military loved one. For example, Oshkosh Defense has been involved with many other charitable organizations such as the Fischer House Foundation and Disabled Sports Foundation.

Pierce Manufacturing is proud to support the National Fallen Firefighters Foundation (NFFF) which raises funds to assist the families of firefighters who have fallen in the line of duty. The NFFF provides educational assistance, as well as emotional support.
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<td>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations</td>
<td>19</td>
</tr>
<tr>
<td>G4-LA6</td>
<td>Type of injury and rates of injuries</td>
<td>17</td>
</tr>
<tr>
<td>G4-SO4</td>
<td>Communication and training on anti-corruption policies and procedures</td>
<td>7</td>
</tr>
<tr>
<td>G4-SO6</td>
<td>Total value of political contributions by country and recipient/beneficiary</td>
<td>None</td>
</tr>
<tr>
<td>G4-SO8</td>
<td>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations</td>
<td>17</td>
</tr>
<tr>
<td>G4-PR9</td>
<td>Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services</td>
<td>17</td>
</tr>
</tbody>
</table>
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 cash flows, 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, 2013, filed on November 13, 2013. All forward-looking statements speak only as of the date of this Report.

This report is for fiscal 2013. Data reported is for fiscal year 2013 unless otherwise noted.