Making a Difference

Fiscal 2015 Sustainability Report
Making a Difference

On the Cover: Providing safe, efficient and quality products to our customers is a Company priority and just one way that Oshkosh Corporation is Making a Difference. All four of our business segments are focused on delighting our customers around the world.
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 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 at www.oshkoshcorp.com under Investors. 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 2015 (FY2015), which ended on September 30, 2015. 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 Corporation followed the Global Reporting Initiative’s (GRI) G4 Guidelines and general reporting guidance on report content and quality. Please see our detailed GRI Index on page 30 of this report to locate specific GRI indicator information. Our sustainability website, www.sustainability.oshkoshcorp.com, has expanded information on the topics addressed in this report.

All data presented in this report has been calculated according to industry standard methodology and is explained in chart footnotes where appropriate. There have not been any restatements of the information provided in the Fiscal 2014 Report, nor have there been any significant changes in the scope and aspect boundaries of the report. There were no significant changes during the reporting period regarding the organization’s size, structure, ownership or supply chain.
Dear Oshkosh Corporation Stakeholders,

Welcome to our third annual Sustainability Report. Oshkosh Corporation was founded nearly a century ago on the values of honesty, integrity, accountability, respect and citizenship. In everything we do, we take these values to heart and strive to make a difference for our customers, our communities, our employees and the environment. This FY2015 report highlights the significant progress our global Company has made over the past year to make a difference in all areas of sustainability.

FY2015 was another successful year for our Company in large part due to the collective talents and efforts of our 13,300 team members around the world. We experience success when we focus on our people, rally around a shared purpose to inspire the best in each other, and create value for our customers through our superior performance.

I am proud of the many ways Oshkosh Corporation made a difference throughout FY2015. A few highlights include:

Making a difference for people and communities. We always strive to be a top employer and a partner of choice for the communities where we live and work. In FY2015, Oshkosh Corporation contributed $1.4 million to community initiatives around the world. We were also honored with the New North Workplace Excellence Award, further demonstrating how our business succeeds through both our Company culture and the programs that support our team members.

Making a difference for customers. At Oshkosh Corporation, our ultimate goal is to ensure that our products are of the highest quality so that every construction worker, emergency responder or Warfighter can do their job safely and effectively. Our commitment to innovation continued in FY2015 with the introduction of our Pierce Ascendant aerial ladder and our McNeilus Meridian front loader. We are honored to have received the 2015 “Best of What’s New” distinction from Popular Science Magazine for our innovative Oshkosh Defense L-ATV military vehicle development.

Making a difference for the environment. We continued progress toward achieving our ambitious environmental goals set in 2014 for reducing waste and energy use. We made significant investments in energy efficiency at facilities in Wisconsin, which helped us win the 2015 Business Friend to the Environment Award for Sustainability. Additionally, our ISO 19001-certified JLG Medias facility in Romania continues to be a great example of environmental stewardship.

I invite you to visit our sustainability website, sustainability.oshkoshcorp.com, to learn more about our Company, our people, our products and the initiatives described throughout this report.

Wilson R. Jones
President and Chief Executive Officer
About Oshkosh Corporation

By the numbers (as of September 30, 2015)

13,300 employees
31 manufacturing facilities around the world
$939 M total debt
$6.1 B net sales
$1.9 B total shareholders’ equity
$399 M operating income
$939 M total debt

We conduct our business by following the road map outlined in our Oshkosh Corporation MOVE strategy. To ensure that we are providing value and making a difference for our customers and our shareholders, we continue to work toward the four components of MOVE, the foundation of everything we do as a business.

Our FY2015 Annual Report and www.oshkoshcorp.com contain additional information about our Company.
Our Global Businesses

Founded in 1917, Oshkosh Corporation is a global manufacturer of a wide range of specialty vehicles, headquartered in Oshkosh, Wisconsin. We have 31 manufacturing locations in eight U.S. states and in Australia, Belgium, Canada, China, France, Mexico, Romania and the United Kingdom. Our products are sold in 151 countries across six continents. The markets served by the four business segments of Oshkosh Corporation are:

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<tr>
<th>BUSINESS SEGMENTS</th>
<th>BRANDS</th>
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<tbody>
<tr>
<td>Access Equipment</td>
<td>JLG, SkyTrak, Jerr-Dan</td>
</tr>
<tr>
<td>Defense</td>
<td>Oshkosh Defense</td>
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<tr>
<td>Fire &amp; Emergency</td>
<td>Pierce, Oshkosh Airport Products, Frontline Communications, Kewaunee Fabrications</td>
</tr>
<tr>
<td>Commercial</td>
<td>McNeilus, London Machinery, CON-E-CO, IMT</td>
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Under its widely recognized JLG, SkyTrak and Jerr-Dan brands, Oshkosh access equipment products are marketed in more than 3,500 locations across six continents. Our products are offered through independent rental companies and distributors, as well as through other sales and service organizations in which Oshkosh Corporation has equity positions.

Oshkosh Defense offers a full portfolio of heavy, medium and light, highly protected military vehicles to support our customers’ critical missions. Our trucks, trailers and services are directly sold to the primary branches of the U.S. Department of Defense and to more than 20 international U.S. allies’ militaries around the world.

Our Fire & Emergency segment sells firefighting vehicles and equipment through Pierce, aircraft rescue and 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.

Through the Oshkosh Commercial, McNeilus, London Machinery, CON-E-CO and IMT 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 world.
FY2015 was a year of international growth and innovation at Oshkosh Corporation. We opened a manufacturing facility in Leon, Mexico, which will support our Access and Commercial segments. Oshkosh Defense received an eight-year contract to build the next generation of military vehicles. Highlights from our four business segments include:

**Access Equipment**
JLG acquired Power Towers, based in the United Kingdom, in June 2015. This acquisition strengthens JLG’s existing portfolio of low-level access lifts and expands our reach in the European market, allowing us to better serve our customers. Power Towers’ seven lift models are now offered through JLG’s vast network globally.

**Defense**
In August 2015, Oshkosh Defense received a $6.7 billion production contract from the U.S. Army to manufacture the Joint Light Tactical Vehicle (JLTV). This contract will provide the U.S. Army and Marine Corps with a light tactical vehicle with far superior protection and off-road mobility compared with its current fleet. Oshkosh expects to deliver approximately 17,000 vehicles and related services over the next eight years.

**Fire & Emergency**
Our Pierce brand had a significant accomplishment in FY2015 with the introduction of Ascendant technology. The Ascendant steel aerial ladder for firetrucks provides our customers with 107 feet of vertical height and 100 feet of horizontal reach on a single rear axle. The new innovation allows for greater capabilities with no sacrifice in water capacity or safety.

**Commercial**
McNeilus introduced the new Meridian front loader in June 2015 after collecting feedback from customer engagements. This innovative model was developed with easier access and serviceability in mind to deliver advanced hauling performance for commercial and residential applications.
Awards and Recognition

Third-party recognition of our sustainability efforts and business success highlights the many ways we are making a difference in our communities. Below are some of the accolades we received in FY2015.

2015 Wisconsin Green Masters Award
Oshkosh Corporation received the Green Masters designation for 2015 from the Wisconsin Sustainable Business Council for significant and ongoing sustainability practices. This award, based on actions taken at our Wisconsin facilities in nine key sustainability areas, highlights the Company’s commitment to sustainability.

2015 Business Friend of the Environment Award
Oshkosh Defense won the Wisconsin Manufacturers & Commerce 2015 Business Friend of the Environment Award for Sustainability, highlighting the Company’s efforts in sustainability, innovative technology and environmental stewardship. The efforts of the Oshkosh Defense Energy Team to complete energy-saving projects that led to annual savings greater than $500,000 were critical in winning this important award.

2015 New North Workplace Excellence Award
The Workplace Excellence Award, sponsored by New North — an economic development organization that covers the 18 northeast counties of Wisconsin — recognizes organizations that improve their competitive advantage and business success by optimizing human capital. The Oshkosh cultural transformation, continuous improvement initiatives and employee engagement through the Oshkosh Operating System and the Oshkosh Excellence Awards competition led to this honor.

Popular Science Magazine “Best of What’s New in 2015” List
The Oshkosh Defense light combat tactical all-terrain vehicle (L-ATV) was named in Popular Science Magazine’s “Best of What’s New in 2015” list in the Auto category. Products that transform their category must meet the criteria of solving an unsolvable problem, incorporating new ideas and functions, and creating revolutionary ideas.

Ocean Tomo 300 Patent Index
Oshkosh Corporation was listed as a 2015-2016 member of the Ocean Tomo 300 Patent Index. This index, priced and published by the New York Stock Exchange, is based on the value of intellectual property held by companies on the index. This recognition highlights the Oshkosh Corporation patent portfolio, as well as our ongoing commitment to innovation, research and development, and quality in our products and services.

2015 Extraordinary Employer Support Award
Oshkosh Defense received the 2015 Extraordinary Employer Support Award from the U.S. Department of Defense for our exceptional support of our employees serving in the National Guard and Reserve.

Oshkosh Corporation President and CEO Wilson Jones accepts New North Workplace Excellence Award from Wisconsin Governor Scott Walker.

The Oshkosh Defense Energy Team accepts 2015 Business Friend of the Environment Award.

Oshkosh Corporation President and CEO Wilson Jones accepts New North Workplace Excellence Award from Wisconsin Governor Scott Walker.
In order to focus our sustainability efforts and report on topics of greatest importance to our business and our stakeholders, we conducted a materiality assessment. Using publicly available sources, we developed a comprehensive list of approximately 50 potentially material sustainability issues. The Oshkosh Sustainability Council, which is described in more detail on page 8, reviewed these issues and consolidated them into a more focused list of 25 topics. We then used a survey to evaluate how important the issues are to the Company and stakeholders. We surveyed two groups:

- Oshkosh Corporation senior leadership provided the perspective of the importance of sustainability issues to the Company.
- Oshkosh Corporation team members who interact with critical stakeholders on a routine basis, such as customers, suppliers and prospective employees around the globe, acted as surrogates for these groups.

In the future, we plan to dialogue directly with specific stakeholder groups.

Compiling the survey results provided by our two groups led to the materiality matrix shown below. While all of these issues are important to the Company, the issues in the upper right represent the issues that were commonly viewed as most important for both our business and our stakeholders. The top three most material issues were viewed as the Company’s programs related to ethical business conduct, employee safety and health, and safety and reliability of products, all of which are discussed in detail throughout this report. We believe that we have provided the readers of this report with insight into how Oshkosh Corporation is addressing each of the identified material issues.

### Materiality Assessment Results

#### Stakeholder Engagement

We know that we are successful as a company when we engage with all of our important stakeholder groups — our customers, employees, suppliers, investors and members of the communities where we live and work — and understand their perspectives. We routinely engage with our customers to better understand how they use our products and ways we can improve our designs and performance to help them do their work more safely and effectively.
At Oshkosh, we are driven by our commitment to The Oshkosh Way, our Code of Ethics and Standards of Conduct, which provides us with the road map to make the best ethical decisions. Our commitment to our customers is to ensure our products and customer support services are always meeting or exceeding the demand of their jobs and performing at the highest levels.

Our Company 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. Our mission is guided by our core values: honesty, integrity, respect, accountability and citizenship. The guidelines, laws, regulations, policies and procedures that govern our conduct as employees and contractors of Oshkosh Corporation are embodied in The Oshkosh Way.

Corporate Governance

Our corporate governance structure is designed to enable us to compete effectively in our four major business segments while we drive our MOVE strategy forward. We comply with all legal and regulatory requirements in the jurisdictions where we do business. Our Oshkosh Corporation Leadership Team, with oversight by our Board of Directors, leads the Company. Beginning January 1, 2016, former Oshkosh President and COO Wilson R. Jones took over as Oshkosh Corporation president and CEO. Our Board of Directors has 12 members, one of whom is a woman and one of whom is a minority. Mr. Jones is the only Board member who is not an independent director.

The Oshkosh Leadership Team provides management leadership for our key business strategies, which include our Oshkosh Operating System and our MOVE strategy, that help us make a difference in every aspect of our business so we can better serve our customers, communities and shareholders. Our performance against our primary objectives, including sustainability, gets reported to the Board of Directors on an annual basis.

We established a Sustainability Council in 2011 in order to more fully incorporate sustainability in our operational decision-making. The Council, which is sponsored by three Company executive vice presidents, brings together representatives from our four business segments and key functional areas to foster cross-functional dialogue on sustainability topics. The Council meets on a regular basis and provides guidance and oversight of the Company’s global sustainability efforts.

Ethics and Compliance

Our Company’s core values provide the foundation for our workforce and have earned us the respect and trust of our customers, providing significant business value. Oshkosh Corporation is the only major U.S. defense contractor without an ethics violation in 20 years.

Operating globally means that we must take into account laws and cultural norms that can vary significantly. In a complex, uncertain environment, clarity and consistency are vital. No document can anticipate or address every situation or question that might confront us. The Oshkosh Way is a tool that our team members can rely on. The Oshkosh Way guides team members to find how and where to get help when needed.

Our senior vice president, general counsel and secretary, along with the vice president, chief ethics and compliance officer oversee the Oshkosh Global Ethics & Compliance program. Both officers periodically report to the Board of Directors’ Audit Committee on all matters relating to ethics and compliance. Our Global Ethics & Compliance Advisory Committee includes leaders from various functions and business segments across the globe. This committee provides operational guidance and leadership to our ethics and compliance program.

Additional information about our corporate governance policy and a description of our board committees is available on the Corporate Governance section of our website.
We want to provide our employees the tools to make the right decisions when faced with an ethics and compliance situation. To do this, we maintain a helpline for our employees called the Code Connection. This multilingual, global helpline is managed by a third-party provider and is available around the clock. It is one mechanism for our employees to discuss and report potential violations of The Oshkosh Way, which they can do anonymously. Our belief is that making it easy for people to speak up about potential concerns will help resolve difficult situations and strengthen our corporate commitment to ethical behavior.

Our ethics and compliance program has respect for human rights at its core. We strive to always be in compliance with applicable laws and regulations. This extends to our commitment to honor and support internationally recognized human rights for our employees and for the contractors and suppliers we work with. We also are committed to being in compliance with reporting obligations related to conflict minerals and supporting responsible sourcing practices.

**Spotlight: Quality Awareness Day**

Our JLG Medias, Romania facility held a Quality Awareness Day in 2015 to emphasize the importance of embedding quality into everything we do. The event focused on increasing employee ownership and empowerment among employees, and allowed the staff to share best practices within the site and business segment. Additionally, several employees were honored with Quality Awards to celebrate their accomplishments.

**Oshkosh Operating System**

Our Oshkosh Operating System (OOS) provides us with a common set of business practices, tools and measurements to effectively execute our MOVE strategy and ensure we are always focused on our top priority — our customers. Through the OOS, we are challenged to examine our work and design ways to do our jobs more effectively, champion innovation and produce predictable and stable results to better serve our customers. In FY2015, we trained over 4,500 salaried employees and our 7,600 hourly employees on continuous improvement methods and practices.

Additionally, we work to exceed customer expectations through continuous improvement as required by our Oshkosh Quality Policy. Our Enterprise Quality Management System (QMS) ensures we are making progress toward this objective. In FY2015 we deployed one Oshkosh Enterprise QMS in all business segments and deployed QMS training to advance customer satisfaction. The QMS, which meets the requirements set by ISO 9001, uses a “Prevent, Control and Correct” methodology to continually improve customer satisfaction while reducing associated costs. These efforts are led by our Senior Vice President of Quality & Continuous Improvement, who promotes quality best practices across our Company to make a difference in our customers’ experience. Quality is always a priority consideration in everything we do.

**Risk and Crisis Management**

By understanding risks and preparing for various contingencies, both immediate and longer-term, we can provide the best products and services to our customers and maintain a safe work environment for our employees. Our Organization Risk Management (ORM) program identifies potential threats and develops and implements plans to deal with them before they can affect our business. Our ORM team works with project managers across the Company to manage our risk management process. Our Oshkosh Leadership Team has a strategic role in risk and response planning. Additionally, our Chief Risk Officer reports to our Board of Directors at least twice annually on the status of items 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 and projects that Oshkosh Corporation pursues.

We recognize that effects due to climate change could pose risks to our business. To prepare to be able to address such risks, our ORM team evaluates each of our facilities and conducts scenario planning concerning weather-related risks, among others, and provides guidance on what to do if an adverse event occurs. This ensures that our people and property remain safe and we continue to provide the level of service our customers expect.
Supporting Our People and Our Communities

The 13,300 men and women that work for Oshkosh Corporation around the world are our greatest asset.

Our Company culture, built upon shared values of honesty, integrity, accountability, respect and citizenship, positions us as a partner of choice with our customers and our communities. We are committed to recruiting the highest level of talent, providing a respectful and inclusive place to work, and making sure employees have the tools and skills they need to succeed.

We are known as a company that makes a difference in the communities where we live and work. Giving back through volunteering and charitable contributions is part of the Oshkosh Corporation tradition. Globally, our Oshkosh Corporation family continually seeks ways to make an impact for others.
In April 2015, we crowned the winners of our second Oshkosh Excellence Awards. This global competition, open to all employees, seeks to engage our workforce around innovative ways that our Company can make a difference.

We received 539 entries to the competition, engaging more than 3,000 employees. The Oshkosh Excellence Awards donated $125,000 to charitable organizations.

We recently conducted our second employee engagement survey, with nearly 67 percent of employees responding. The survey indicated that our employees are highly engaged and know what is expected of them in their roles and how their work helps the Company achieve its business goals. In an effort to continually improve our Company, our leadership is evaluating feedback from the survey and developing action plans to make Oshkosh Corporation an even better place to work.

Our volunteer-based Feed Forward program supports employee engagement efforts. Through this program, team members develop collaborative solutions to address improvement areas identified by the employee engagement survey results. For example, after receiving feedback from the employee engagement survey, team members at our Pierce Florida location focused on improving training and development offerings. They developed new training sessions on system components and body and pump assembly.

Employee Engagement

To make Oshkosh Corporation the employer of choice, we want all of our employees to feel valued and to be engaged in contributing to the success of our business. When our employees are committed and engaged, we execute with high quality on our business initiatives.

To learn more about other ways we are making a difference around the world, please visit sustainability.oshkoshcorp.com/#people.

“Thank you to the team at Pierce Mfg., a subsidiary of Oshkosh Corporation, for stopping in to present a gift to United Way Fox Cities from the Oshkosh Corporation Foundation. We are grateful for this generous gift to build a stronger community for everyone.”

— UNITED WAY FOX CITIES OF WISCONSIN
Diversity and Inclusion

Our business success depends upon having a diverse workforce where everyone feels included and respected.

We know that increased diversity leads to better results and higher innovation. To capitalize on this, our director of diversity and inclusion works with key leaders to improve our diversity and inclusion strategy.

We offer training for new managers to increase diversity awareness, and expect them to be active leaders in inclusive behaviors. We celebrate our diversity through employee communications globally and through presentations at team member meetings. Highlighting team members around the world allows us to build awareness and a shared understanding of varied cultural experiences and diverse backgrounds throughout our Company.

In 2015, we launched the Company’s first employee resource group, the Oshkosh Women’s Network (OWN). This professional development group provides an opportunity for women to network and share common experiences to enhance personal growth. We hosted an OWN event in May 2015, where more than 300 attendees from all functional areas and business units learned about the importance of preparing for promotions, taking risks, learning and moving on from mistakes, and building professional relationships with managers. Members from the Oshkosh Leadership Team and Board of Directors were in attendance and provided career advice. This resource network will continue to make a difference through empowering our employees and unleashing innovation.

Recruiting and retaining top talent at all of our locations is a high priority.

We work directly with leading colleges and universities through our campus relations program to find highly qualified students to join our Company. Through this program, Oshkosh Corporation selects promising candidates to participate in internship and cooperative education programs (co-ops) at nearly all Oshkosh Corporation locations in the United States and globally, and in nearly all of our functional areas. We want to provide potential future employees with the opportunity to see that Oshkosh Corporation is a great place to work.

In FY2015, we welcomed a record-setting 250 interns and co-ops at our facilities, who brought fresh perspectives and new ideas to their roles.

Once employees join the Oshkosh team, we provide them with tools to develop and progress in their careers with the Company. As our organization continues to grow, there are increasing opportunities for employees to have long-term careers with diverse job experiences. We offer competitive compensation and benefits packages, including tuition reimbursement for employees who seek to further their education. We also provide training and development opportunities through “Your Oshkosh University,” a comprehensive offering of educational, exposure and training programs within the Company to help team members take charge of their development. In FY2015, Oshkosh offered more than 250 learning programs through Your Oshkosh University.

Spotlight: Oshkosh Women’s Network

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Talent Recruitment and Retention

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A healthy workforce is productive, engaged and effective.

At Oshkosh, our voluntary wellness program encourages employees to actively participate in wellness events and programming, like fun runs, cycling races and interoffice “step” challenges. For example, our Medias, Romania facility rolled out an Eat Healthy campaign with employee newsletters and weekly meetings to encourage employees to eat and live healthy.

Additionally, employees at our Pierce Midwest Regional Service Center participated in their first Wellness and Sustainability Fair in August 2015. The fair provided information to employees on how to live a more sustainable, healthy life at home and work, and local organizations had the opportunity to showcase their sustainable products and services.

Oshkosh Corporation provides voluntary health risk assessments, health coaching and online resources to our employees. We conduct wellness surveys to determine the wellness topics our employees are most interested in, and then develop targeted communications and programming for those topics. We also seek opportunities to link our health and wellness initiatives with community initiatives. As an example, members from our Singapore office formed a team and participated in Singapore’s premier mass cycling event, the OCBC Cycle 2015. The 42-kilometer ride places an emphasis on giving back; charities such as the Singapore Children’s Society received more than half of the registration fees as donations.
Community Giving and Involvement

An important component of our Company culture is giving back to our local communities.

We seek to make positive contributions in every community where we work. We are fully supportive of our employees taking time off from work to volunteer in their communities. In fact, we have instituted a program where employees can spend a full eight-hour paid workday each year for volunteer activities. In FY2015, Oshkosh employees volunteered 2,600 paid hours with local charitable organizations.

Our corporate foundation provides financial support to many worthy organizations where we live and work. Oshkosh Corporation and the Oshkosh Corporation Foundation donated nearly $1.4 million to organizations such as United Way, Boys and Girls Club, Wounded Warrior Project, Salvation Army and Habitat for Humanity, among many others. We provide additional examples of our donations and the organizations we support on sustainability.oshkoshcorp.com.

In FY2015, Oshkosh Corporation donated $1.4 million to charitable organizations.

Spotlight: Supporting STEM Initiatives

As a company with more than 500 engineers, we actively promote science, technology, engineering and math (STEM) educational initiatives with students of all ages. For example, Oshkosh and Pierce engineers mentor 36 high school students on the Oshkosh Wave Robotics team. In less than six weeks, the team created a robot that weighed nearly 120 pounds and stood five feet tall. The team came in second place out of more than 600 teams at the recent FIRST Robotics World Championship competition in St. Louis, Missouri.

Spotlight: Spreading Literacy in China

Our Shanghai team partnered with the Smiling Library Organization to promote children’s literacy development in China. In May 2015, the team cleaned and redecorated a library, hosted arts and craft activities and read aloud to children to spark an interest in reading.
Spotlight: Oshkosh Defense Supports Veterans

Oshkosh Defense is committed to supporting veterans throughout the United States. One program that we have been privileged to partner with is the Tragedy Assistance Program for Survivors (TAPS), a national nonprofit organization serving all those who have lost a loved one on active duty with the Armed Forces. Since 2010, Oshkosh Defense has shown its support for TAPS through a signature campaign. For every signature gained, Oshkosh Defense donates to the TAPS organization. The signature wall is on display at various events throughout the year.

“Oshkosh has really stepped up to set the standard for corporate engagement with our private organization.”
—BONNIE CARROLL, PRESIDENT AND FOUNDER OF THE TRAGEDY ASSISTANCE PROGRAM FOR SURVIVORS

Spotlight: IMT Donates to Food Bank

In FY2015, our employees donated items to food banks around the world. For example, IMT collected more than 1,400 pounds of food distributed to local food banks. The effort was organized by IMT’s Organizational Commitment Feed Forward team.

Spotlight: Annual 9/11 Memorial Stair Climb

Pierce Manufacturing hosted its third annual 9/11 Memorial Stair Climb at Lambeau Field in Green Bay, Wisconsin, on September 12, 2015. More than 700 people participated. The stair climb event was a tribute to the 343 firefighters who lost their lives during the tragic events on September 11, 2001. The event raised more than $35,000, which benefits the National Fallen Firefighters Foundation and the families of fallen firefighters.

Spotlight: Oshkosh Corporation Goodwill Donation Challenge

Frontline Communications was named the winner of the Oshkosh Corporation 2015 Goodwill Donation Challenge. Team members from many of our business units participated in this annual competition, vying for the traveling trophy, which is based on pounds donated per employee. The team donated more than 2,000 pounds of clothing, nearly doubling their donation from last year.

Spotlight: JLG Medias Supports St. Andrew Day Care Center

Our JLG Medias, Romania facility has supported the St. Andrew Day Care Center for more than four years through various Feed Forward efforts. Our support helps 30 children have a better education through homework help and art skills development.
Innovating Our Products and Services

At Oshkosh Corporation, one of our key priorities is to delight our customers with quality products and services. We work hard to ensure that our products work safely and effectively every time so our customers can do their jobs. The safety of the people using our products is just as important as the safety of our own employees.

In all of our business segments, we are always looking for ways to innovate so that our products last longer, keep our customers safer and conserve natural resources. We are constantly communicating with our customers to understand their needs and challenges.

We establish product and technology families that will endure as each model or version evolves to meet changing customer needs. We develop multigenerational product and technology plans in each of our businesses to ensure our products and services remain sustainable into the future. Oshkosh engineers are also committed to the continuous improvement of the efficiency of our products, so that we can find ways to save our customers money and reduce environmental impacts.
Your vehicle saved my life. I just wanted to say thank you. I believe in your product and I know it saves lives every day.”
— U.S. MARINE

Research and Development

Research and development (R&D) is crucial for Oshkosh Corporation to meet our customers’ expectations and address the challenges of the future.

Our approximately 550 engineers and technicians at six R&D facilities around the world enable us to improve existing product lines and develop and test new vehicles, vehicle bodies and components. Examples of innovations introduced in FY2015 are described throughout this chapter.

We continue to increase our Company-wide spending on R&D activities each year. Oshkosh prepares multiyear new product development plans for each of our markets and measures progress against those plans monthly. We have nearly 800 active domestic and international patents for a wide variety of products and technologies, and we strive to continue increasing that number. Our R&D spending helps us to find ways to make our operations, our products and our services more sustainable.

R&D Spending (Million USD)

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<tbody>
<tr>
<td>Amount</td>
<td>$113</td>
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To learn more about other ways we are making a difference around the world, please visit sustainability.oshkoshcorp.com/#innovation.
At Oshkosh Corporation, Customer First is not just our mantra. It is the only reason that our Company exists. Anticipating our customers’ business needs, including their sustainability needs, and adjusting our business to fulfill those needs is something that we do every day. Products with a positive sustainability impact continue to make up an increasing portion of the Oshkosh Corporation portfolio.

**Hybrid and Electric Scissors and Aerial Work Platforms**

In FY2015, using feedback from its customers, JLG modified its ES and RT scissors lines. The changes improved durability and repairability and reduced weight for certain models. These improvements came out of a number of voice-of-customer studies that showed that customers believe that maintaining a balance between price, features and lifecycle costs was very important. ES series units now have reduced charging time and longer runtime.

The efficient direct electric drive system on JLG LE Series scissor lifts provide our customers with double the duty cycles of other electric scissors with the deep cycle batteries. Some models also have a multi-power feature, which has an onboard diesel-powered generator with improved fuel efficiency and reduced emissions.

JLG’s line of electric and hybrid boom lifts are energy efficient and help keep productivity high. Compact Crawler booms are lightweight, compact non-marking rubber track-mounted booms. They have an optional lithium-ion battery for cleaner operation. JLG’s articulating boom lifts have a QuikCharge diesel-powered hybrid option that provides automatic charging for continuous machine operation. There are four series of platforms with heights up to 60 feet. The telescopic boom lifts come with hybrid or electric power, two-wheel or all-wheel drive, offering over 43 feet of horizontal reach. Toucan Mast Boom Lifts are another electric offering with platform heights between 20 and 32 feet.

*Examples of JLG hybrid and electric products.*
Spotlight: Compressed Natural Gas Vehicles

McNeilus Next Generation (NGEN) initiatives promote alternative-fuel-powered solutions for heavy-duty fleets of all types. The adoption of compressed natural gas (CNG) as an alternative fuel is accelerating, and these upgrades in many cases better meet the needs of our customers. In 2015, the NGEN fuel delivery system was improved with optimized internal diameters that offer up to 30 percent improved fill times. The fill time now compares favorably to that of traditional diesel fuel. Streamlining the design has reduced the number of plumbing components by 25 percent and the number of connections by 50 percent. McNeilus systems meet all NFPA-52 standards and are installed by the Company’s factory-trained technicians.

From a service perspective, McNeilus has introduced a comprehensive CNG inspection services program designed to enhance the safety and integrity of natural gas powered vehicles. McNeilus also offers additional support services to commercial fleets through its nationwide network of branch locations and service centers.

Spotlight: Electromechanical Infinitely Variable Transmission

Oshkosh Corporation has developed a unique patented power split transmission architecture. This step-less electromechanical design is an improvement over multispeed automatic or automated transmissions. The architecture allows for high ratio coverage with infinitely variable transmission performance. Benefits from this capability are improved efficiency, engine downsizing (system weight reduction) and better ancillary equipment performance and output power. Many Oshkosh Corporation subject matter experts contributed to the project from concept to prototype.

Data Security

As we continue to provide our customers with innovative products and services, data is a critical business asset.

Oshkosh Corporation is a target of cyber-attacks on a daily basis, as are most multinational companies. Our employees are all stewards of this asset and our best defense against these attacks. Oshkosh uses many security tools to maintain data security. Among those tools are:

- Encryption
- Multi-factor Authentication
- Device Tracking
- Internal Data Leakage Protection
- Education and Awareness

Oshkosh Corporation has detailed Enterprise Information Security policies that our associates follow. We also have a robust Data Security Education and Awareness program beginning with training of all new hires and continuing on an ongoing basis.
Spotlight: JLG Hybrid Boom Lifts

JLG engineers have developed the first-ever four-wheel electric drive hybrid boom. While the boom lift performs like any other construction vehicle, the machine is powered by batteries and can run for more than seven hours in electric mode. The hybrid energy technology requires less maintenance and less fuel than conventional engines, saving customers money and reducing emissions.

Spotlight: Sustainable Innovations at McNeilus

FY2015 was a year of innovation at McNeilus. An organics package for all McNeilus rear loader vehicles was one of our key introductions. This new feature, which can be retrofitted to existing trucks, allows our customers to recycle organic materials such as food waste. As more and more communities, restaurants and food manufacturers are separating food waste, we worked with them to better manage their waste streams through use of this product innovation. The organics package captures and contains liquids common to food and organic waste with a drain port for easy disposal. Providing our customers with means to recycle food waste instead of it going to a landfill is just one way we are making a difference.
Our ultimate goal is for each of our products to work safely every time it is used. We engage customers, monitor industry developments and track the performance of Oshkosh Corporation products in the field to continually improve the solutions we provide our customers. Our product safety efforts include contributions from our engineering, manufacturing, quality, customer support and marketing teams, as well as from trained product safety and reliability professionals.

Quality is built into every step of our processes, from R&D and design through production and use of our products. Our customers face complex work environments. We seek to understand their challenges through participation in customer site visits, industry meetings and workplace safety meetings. We also offer our customers a variety of training opportunities across our business segments. For example, we invite our JLG customers to our hands-on training center to enable them to operate our equipment in scenarios as close to real life as possible.

**Spotlight: Safety and Quality in Military Applications**

Oshkosh knows that in military applications, safety and quality are the two highest priorities. That is why we have engineered our Oshkosh MRAP All-Terrain Vehicles (M-ATV) with sophisticated driver assist safety systems to ensure our armed forces return home safe from their duties.

**Oshkosh Surround View System** – This system is equipped with six wide-angle cameras, embedded video processing and a driver display with multiple viewing points. With Surround View, the operator has a bird’s-eye view of the vehicle, which eliminates blind spots and reduces the risk of collisions.

**Oshkosh Forward Collision Warning System** – This system gives the vehicle operator advanced warning of potential hazards that could result in a collision. The system presents the operator with distinct, color-coded warnings combined with a touch-sensitive driver’s seat.

**Oshkosh TerraMax Unmanned Ground Vehicle (UGV) Technology** – TerraMax UGV technology enables military leaders to remove personnel from vehicles traveling high-risk routes, which provides greater distance from explosive threats. The technology allows vehicles to operate for extended periods of time through challenging terrain, darkness, poor weather and other adverse conditions without the fatigue or loss of awareness that can affect human operators.
Operating Sustainably

Not only is Oshkosh Corporation committed to making a difference for our customers and communities, but we are continually identifying opportunities to improve sustainability within our own operations.

This commitment ranges from the safety of our employees to reducing energy usage to identifying additional recycling opportunities. We recognize that improving environmental sustainability at our operating locations will increase our business success and strengthen our standing as a partner of choice.

Guided by our Safety Management System, Environmental Protection Policy and Energy Management Policy, we meet or exceed applicable environmental and safety laws and regulations, and we promote responsible and sustainable practices. We set long-term goals in key focus areas to continue to drive our performance.

Through our efforts to improve sustainability, we are making a difference for employees, ensuring that they go home safely from work each day, and for the planet, ensuring that we are finding ways to limit our impacts.
Workplace Safety

Safety is a top priority at Oshkosh Corporation. Our robust Safety Management System (SMS), used in each of our business segments, keeps us on a consistent path to achieve a safe work environment and provides milestones for us to measure our performance.

Our ultimate goal is to achieve a world-class health and safety program, measured by achieving OSHA’s Voluntary Protection Program (VPP) Star level and/or OHSAS 18001 certification.

The Oshkosh SMS uses a tiered approach to measuring successful implementation and performance. The SMS outlines five distinct levels of a safety program, each with specific measurable criteria. Of note in FY2015, our Medias, Romania; Tianjin, China; and London, Ontario, Canada facilities achieved the fourth level of our SMS by receiving OHSAS 18001 certification. Additionally, our Riceville, Iowa; Shippensburg, Pennsylvania; and Bedford, Pennsylvania facilities successfully underwent VPP Star certification audits.

By using our robust SMS, we have continued to make Oshkosh a safer place to work. Our recordable rate and lost-time rate continue to be well below the industry average.

To learn more about other ways we are making a difference around the world, please visit sustainability.oshkoshcorp.com/#operations.

Going beyond reducing injuries, we’re increasing morale and driving a culture of strong safety. We’re making sure our employees are empowered. Our workers compensation costs in FY2015 alone were able to pull $3.1 million from our budget.”
— JASON HAVLIK, VICE PRESIDENT SAFETY AND FACILITIES MANAGEMENT
Environmental Stewardship

The Oshkosh Environmental Protection Policy lays out our environmental commitments and values.

This policy explains that we aim to reduce wastes and emissions, minimize adverse environmental impacts and promote resource conservation throughout Oshkosh Corporation. In FY2015, Oshkosh Corporation received no significant fines or penalties from regulatory agencies due to environmental compliance issues.

Several of our facilities are implementing a formal environmental management system (EMS) to help guide our environmental stewardship efforts. These systems are modeled on and align with the internationally recognized ISO 14001 standard. So far, our Medias, Romania facility has received external ISO 14001 certification for its EMS.

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. Based on our assessment of key material issues, we found that the most material environmental metrics relevant to our operations are the amount of solid waste landfilled, and the amount of energy used. We have established Company-wide goals around both topics.

Waste Reduction

Our Environmental Protection Policy states that we will work to minimize waste and explore and evaluate reuse or recycle options for waste that is generated.

To that end, we have established a goal of 5 percent year-over-year reduction of waste to landfill on a normalized by revenue basis using FY2012 as a base year. We have continued to make progress on our goal and will seek additional ways to enhance our waste reduction and recycling programs to reduce the amount of waste sent to landfill.

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<td>FY13</td>
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In FY2015, we generated 6,300 tons of waste sent to landfill. Compared with our FY2012 baseline, we have reduced waste on an absolute basis by 66 percent, and on a normalized basis by 54 percent. We have continued to meet our goal of 5 percent year-over-year reduction of waste to landfill each of the past three years.

We are also managing hazardous wastes at some of our facilities. Hazardous materials are contained in and used to produce some of our products. To ensure proper use and disposal of hazardous materials, we are working to determine:

- What our customers require
- Where hazardous materials exist in our processes and products
- Whether hazardous materials are necessary to meet these requirements
- Whether substitutes for hazardous materials are technically and economically feasible

Oshkosh Corporation generated a total of 1,200 tons of hazardous waste in 2015, which represents no change from 2014. While several of our segments decreased their hazardous waste generation, our Access segment saw an increase due to more customers asking for a special Arctic package that requires us to change antifreeze; the material that is removed is disposed of as hazardous waste.
Energy and Emissions

At Oshkosh Corporation, we promote cost-effective conservation and energy management programs, guided by our Energy Management Policy.

We are a member of the U.S. Department of Energy’s Better Plants Program. Companies agree to reduce their energy intensity by 25 percent over 10 years at their U.S. operations in return for national recognition, technical assistance and other benefits. With respect to Better Plants, we established 2014 as our baseline year for energy reduction. In FY2015, our normalized energy use at the 21 Oshkosh Corporation U.S. manufacturing facilities included in the Better Plants Program decreased 7 percent.

We have also set an internal goal at Oshkosh to reduce energy usage by 2.5 percent year over year across the Company on a normalized basis. During FY2015, Oshkosh Corporation used 1,658,000 MMBTUs of energy at our facilities globally, which was a nearly 10 percent decrease in total energy use. Our energy use normalized by net sales increased slightly by approximately 1 percent due to a decrease in Company revenue. This number also does not take into account the impact of weather, which is factored into the Better Plants calculation.

Energy Consumption (MMBTU)

- FY13: 1,751,000
- FY14: 1,834,000
- FY15: 1,658,000

Greenhouse gas (GHG) emissions associated with Oshkosh Corporation activities in FY2015 totaled 164,000 tonnes of CO₂e, which is 5 percent less than our FY2014 emissions. Similar to our reduced energy consumption, our GHG emissions were lower due to a variety of energy efficiency projects at our major facilities. Of our GHG emissions in FY2015, 37 percent were Scope 1 and 63 percent were Scope 2. Additionally, we had 7,700 tonnes of Scope 3 emissions resulting from employee business travel, a small amount compared to our operational emissions. Our normalized GHG emissions increased slightly by approximately 5 percent due to a decrease in Company revenue.

Total GHG Emissions (tonnes CO₂e)

- FY13: 167,000
- FY14: 172,000
- FY15: 164,000

Spotlight: Air Quality Improvement Project at McNeilus

At McNeilus’ main fabrication building in Dodge Center, Minnesota, we installed a new air filtration system to improve energy efficiency and air quality. This project qualified as a Minnesota Energy Resources Conservation Improvement Program project, which allowed us to receive more than $580,000 in rebates. The air filtration system removes collected dust from more than 50 individual units via interconnected piping. The system allows the filtered air to be recirculated within the plant rather than exhausted outside. In turn, outside air that needed to be heated and introduced into the building was greatly reduced, thereby significantly reducing the amount of natural gas used to heat the air. This project reduced annual energy costs by approximately $400,000, but more importantly, the project provides better air quality and a more consistent indoor temperature for our employees.

Energy Management Policy

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Not only are we finding ways to reduce our energy use and GHG emissions, Oshkosh looks for ways to reduce volatile organic compound (VOC) emissions, which originate primarily from equipment painting operations. We maintain a strong compliance record and operate well within our permit limits for VOCs and other air emissions. To meet stringent customer requirements for vehicles that will operate in harsh environments, we use paints that contain VOCs. When it is practical to do so, we use coating methods such as e-coating that have lower levels of air emissions.

**Spotlight: Energy Efficiency at Oshkosh Defense**

In an effort to update the heating, ventilation and air conditioning (HVAC) system in one of our Oshkosh Defense buildings in Oshkosh, Wisconsin, we successfully obtained a $200,000 grant from the Wisconsin Focus on Energy Program, a state-sponsored energy efficiency program. We relocated the air filtration systems from one building to another and upgraded the technology, which allowed the filtered air to be recirculated back into the plant rather than exhausted outside, reducing the need to heat the often-frigid Wisconsin air. This upgrade will yield annual energy savings of more than 130,000 kilowatt-hours and an annual cost savings of approximately $137,000.

**Water Use**

We recognize that water is an important resource and must be conserved wherever possible.

For Oshkosh Corporation, water usage is not a material impact of our business. Most of our facilities obtain water from municipal water supplies and 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, a relatively small water user, is the only Oshkosh facility that is located in a water-stressed area as defined by the World Resources Institute.

**Reuse of Equipment**

Finding opportunities to repurpose our vehicles and equipment is an important consideration for Oshkosh Corporation for both sustainability and business success.

Reconditioning and remanufacturing our products saves raw materials and ensures the products are going toward best and highest use. Our high expectations for quality, safety and efficiency apply to these reconditioned vehicles the same as to our brand-new products.

The remanufacturing processes in all our business segments include upgrading the vehicles and bodies to the most current design configuration of that vehicle model, including adding any safety and performance enhancements. In FY2015, JLG launched an e-commerce website, www.JLGused.com, for factory-reconditioned machines and JLG-certified pre-owned machines. This website allows users to find, inspect and buy quality pre-owned equipment directly from JLG. For our Defense segment, our remanufacturing programs provide the military, and in turn taxpayers, with a like-new truck or trailer with a new truck warranty at approximately 75 percent of the cost of a new vehicle.

**Total Reported Water Usage (gallons)**

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<th>2015</th>
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<td>gallons</td>
<td>92,764,000</td>
<td>108,039,000</td>
<td>96,832,000</td>
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A contest was held for the children of team members to draw safety and energy saving tips. This submission features a reminder to turn off faucets.
Our commitment to providing quality products to our customers begins with receiving quality components and sub-systems from our network of suppliers.

We expect all of our suppliers to adhere to our high standards of conduct, compliance and quality as outlined in our Supplier Code of Conduct. This ensures that our customers receive the highest quality products that work safely and efficiently every time they are used.

The Oshkosh Corporation Global Procurement and Supply Chain (GPSC) team has embarked on several initiatives that are reducing the amount of waste our supply chain produces, while at the same time improving operational efficiencies at Oshkosh Corporation and supplier facilities. These initiatives include improving logistics, reducing packaging waste and developing our suppliers.

Improving logistics — Our global logistics organization has embarked on numerous efforts that are aimed at reducing environmental impacts resulting from our transportation on roadways and oceans. In support of these objectives, we have developed multiyear strategic initiatives to address key areas of impact. In North America, we have reduced our carbon footprint by implementing a logistics and packaging strategy that maximizes trailer utilization, thereby reducing the total number of truckload shipments. This program has allowed us to double the amount of freight in our trailers over the past five years, resulting in 50 percent fewer trucks on the road. Additionally, a recent change to our shipment strategy for McNeilus CNG powered vehicles allows these vehicles to be driven rather than transported by the traditional diesel-powered flatbed across the country. Our CNG vehicles emit 21 percent less GHG emissions than diesel vehicles.

Reducing packaging waste — Oshkosh Corporation packaging teams have contributed significantly to our waste to landfill goals by arranging for 75 suppliers to ship purchased parts in returnable containers in place of expendable packaging. This effort has resulted in more than 400,000 corrugated boxes being eliminated from our supply chain and facilities. Our packaging developments have also allowed us to remove 186,000 wood pallets from our supply chain and given us the ability to ship more than 8,000 part numbers in returnable containers. We are now working to share best practices between regions and segments to drive packaging standardization for a future of container optimization and freight efficiency. The packaging team has also established primary returnable container usage requirements for our incoming freight at our Leon, Mexico facility that opened in 2015.

Supplier development — Over the past year, Oshkosh Corporation has embarked on a partnership with the Wisconsin Manufacturing Extension Partnership (WMEP) to identify and conduct environmental assessments of key suppliers in the Midwest. This program leverages the existing Profitable Sustainability Initiative that WMEP has developed over the past several years. This program helps identify and reduce our value chain’s collective environmental impact in key areas such as reducing costs and improving materials utilization while providing a standardized, nationally accredited framework for reporting reduced environmental impacts. We also work with our suppliers to ensure responsible material sourcing and compliance with all relevant conflict minerals requirements.
Professional Associations and Memberships

Oshkosh Corporation employees around the world belong to a variety of professional associations which include:

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

**FRONTLINE COMMUNICATIONS**
National Association of Broadcasters (NAB)
National Training and Simulation Association (NTSA)
Society of Broadcast Engineers (SBE)
Texas Association of Broadcasters (TAB)

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

**JLG INDUSTRIES**
AGORIA
American National Standards Institute (ANSI)
American Rental Association (ARA)
Associated Equipment Distributors (AED)
Association of Equipment Manufacturers (AEM)
Association of U.S. Assembly (AUSA)
Canadian Standards Association (CSO)
Elevating Work Platform Association (EWPA)
Equipment Leasing Association (ELA)
European Federation of Materials Handling (FEM)
General Services Administration Alliance Council (GSA)
Hire and Rental Industry Association (HRIA)
International Facility Management Association (IFMA)
International Powered Access Federation (IPAF)
Material Handling Equipment Distributors Association (MHEDA)
Material Handling Industry Association (MHIA)
National Contract Management Association (NCMA)
National Electrical Contractors Association (NECA)
National Safety Council (NSC)
Scaffold and Access Industry Association (SAIA)
Specialty Tools & Fasteners Distributors Association (STAFDA)
Steel Erectors Association of America (SEAA)
Telescopic Handler Association of Australia (TSHA)

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

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

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

**PIERCE MANUFACTURING**
Fire Apparatus Manufacturing Association (FAMA)
Speaking Events and Trade Shows

We engage with our stakeholders throughout the year to demonstrate our products and discuss our business performance. The FY2015 events we attended include:

**FY2015 SPEAKING EVENTS**
- 2014 Baird Industrial Conference
- 2015 Annual Shareholders Meeting
- 2015 J.P. Morgan Aviation, Transportation & Industrials Conference
- 2015 KeyBanc Capital Markets Industrial, Automotive & Transportation Conference
- 2015 Stifel Industrials Conference
- 2015 Graham Media – Ka-band Technology in Broadcast Vehicles
- 2015 BMO Capital Markets Midwest Industrial Field Trip
- Jefferies 2015 Global Industrials Conference
- 2015 Global Hunter Annual Industrials Conference
- MAPI Ethics & Compliance Council Meeting
- Ethics & Compliance Initiative Association Global Ethics Summit

**FY2015 TRADE SHOW REPRESENTATIONS**
- 2015 Florida Tow Show (Jerr-Dan)
- 2015 Rental Show (JLG)
- Waste Expo 2015 (McNeilus, London)
- World of Concrete Exhibition (CON-E-CO, McNeilus)
- Interschutz 2015 (Oshkosh Airport Products)
- NAB SHOW 2015 (Frontline Communications)
- Fire Department Instructors Conference (Pierce)
- Airport Rescue and Fire Fighting Vehicles Annual Conference (Oshkosh Airport Products)
- Modern Day Marine (Defense)
- CANSEC 2015 (Defense)
- AUSA Global Force Symposium & Exposition (Defense)
- International Defense Exhibition & Conference (IDEX) 2015
- International Association of Fire Chiefs Annual Conference (Pierce)
- Fire Department Safety Officers Association (FDOSA) Apparatus Symposium (Pierce)
- ICUEE 2015 (IMT)
- The Work Truck Show 2015 (IMT)
- WasteCon Expo (McNeilus)
- INTERMAT Show (JLG)
- 2015 Texas Association of Broadcasters Convention and Trade Show (Frontline Communications)
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<td>G4-23</td>
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<td>None</td>
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<td><strong>STAKEHOLDER ENGAGEMENT</strong></td>
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<td>G4-24</td>
<td>Stakeholder groups engaged by the organization</td>
<td>Materiality Assessment and Stakeholder Engagement, page 7</td>
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<td>G4-25</td>
<td>Basis for identification and selection of stakeholders</td>
<td>Materiality Assessment and Stakeholder Engagement, page 7</td>
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<td>G4-26</td>
<td>Organization’s approach to stakeholder engagement</td>
<td>Materiality Assessment and Stakeholder Engagement, page 7</td>
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<tr>
<td>G4-27</td>
<td>Key topics and concerns raised through stakeholder engagement</td>
<td>Materiality Assessment and Stakeholder Engagement, page 7</td>
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<td><strong>REPORT PROFILE</strong></td>
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<td>G4-28</td>
<td>Reporting period</td>
<td>About This Report, page 1</td>
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<td>G4-29</td>
<td>Date of most recent previous report</td>
<td>Fiscal 2014 Sustainability Report, published in 2015</td>
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<tr>
<td>G4-30</td>
<td>Reporting cycle</td>
<td>Annual</td>
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<td>G4-31</td>
<td>Contact person for questions regarding the report</td>
<td>Inside back cover</td>
</tr>
<tr>
<td><strong>GOVERNANCE</strong></td>
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<tr>
<td>G4-34</td>
<td>Governance structure of the organization</td>
<td>Corporate Governance, page 8 and Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
</tr>
<tr>
<td>G4-36</td>
<td>Executive-level positions with responsibility for sustainability</td>
<td>Corporate Governance, page 8 and Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
</tr>
<tr>
<td>G4-38</td>
<td>Composition of highest-level governance body and committees</td>
<td>Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
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<tr>
<td>G4-39</td>
<td>Is Chair of Board of Directors also an executive officer</td>
<td>Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
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<td>G4-40</td>
<td>Board of Directors nomination and selection process</td>
<td>Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
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<tr>
<td>G4-41</td>
<td>Process to avoid conflicts of interest in the Board of Directors</td>
<td>Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
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<tr>
<td>G4-49</td>
<td>Process for reporting concerns to the Board of Directors</td>
<td>Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
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<tr>
<td>G4-51</td>
<td>Organization’s remuneration policies</td>
<td>Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
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<tr>
<td>G4-52</td>
<td>Organization’s remuneration processes</td>
<td>Oshkosh Corporation Definitive Proxy Statement filed Dec. 15, 2015</td>
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## GENERAL STANDARD DISCLOSURES

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<th>INDICATOR</th>
<th>BRIEF DESCRIPTION</th>
<th>LOCATION OF INFORMATION</th>
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<tr>
<td>G4-56</td>
<td>Values, standards and codes of conduct</td>
<td>Ethics, Integrity and Governance, pages 8-9 and The Oshkosh Way at <a href="http://www.oshkoshcorp.com">www.oshkoshcorp.com</a></td>
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<tr>
<td>G4-57</td>
<td>Mechanisms for seeking advice on unethical or unlawful behavior</td>
<td>Ethics, Integrity and Governance, pages 8-9 and The Oshkosh Way at <a href="http://www.oshkoshcorp.com">www.oshkoshcorp.com</a></td>
</tr>
<tr>
<td>G4-58</td>
<td>Mechanisms for reporting concerns about unethical or unlawful behavior</td>
<td>Ethics, Integrity and Governance, pages 8-9 and The Oshkosh Way at <a href="http://www.oshkoshcorp.com">www.oshkoshcorp.com</a></td>
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## SPECIFIC STANDARD DISCLOSURES

<table>
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<th>DMA AND INDICATORS</th>
<th>BRIEF DESCRIPTION</th>
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<tbody>
<tr>
<td>Economic Performance</td>
<td>Discussion of management approach</td>
<td>FY2015 Annual Report and SEC Form 10-K</td>
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<tr>
<td>Procurement Practices</td>
<td>Discussion of management approach</td>
<td>Sustainable Supply Chain, page 27</td>
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<tr>
<td>Energy</td>
<td>Discussion of management approach</td>
<td>Sustainable Products, pages 18-20 and Energy and Emissions, pages 25-26</td>
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<td>Energy consumption within the organization</td>
<td>Energy and Emissions, pages 25-26</td>
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<td></td>
<td>Energy intensity</td>
<td>Energy and Emissions, pages 25-26</td>
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<td></td>
<td>Reduction of energy consumption</td>
<td>Energy and Emissions, pages 25-26</td>
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<td>Energy efficiency of products and services</td>
<td>Sustainable Products, pages 18-20</td>
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<td>Water</td>
<td>Total water withdrawal by source</td>
<td>Water Use, page 26</td>
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<td>Sustainable Products, pages 18-20 and Energy and Emissions, pages 25-26</td>
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<td>Direct GHG emissions (Scope 1)</td>
<td>Energy and Emissions, pages 25-26</td>
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<td>Indirect GHG emissions (Scope 2)</td>
<td>Energy and Emissions, pages 25-26</td>
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<td>GHG emissions intensity</td>
<td>Energy and Emissions, pages 25-26</td>
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<td>NOx, SOx and other significant air emissions</td>
<td>Energy and Emissions, pages 25-26</td>
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<td>Effluents and Waste</td>
<td>Discussion of management approach</td>
<td>Waste Reduction, page 24</td>
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<tr>
<td></td>
<td>Total weight of waste by type and disposal method</td>
<td>Waste Reduction, page 24</td>
</tr>
<tr>
<td></td>
<td>Total number and volume of significant spills</td>
<td>Three reportable spills in FY2015, none of which caused significant environmental damage</td>
</tr>
<tr>
<td>Products and Services</td>
<td>Discussion of management approach</td>
<td>Sustainable Products, pages 18-20</td>
</tr>
<tr>
<td></td>
<td>Extent of impact mitigation of environmental impacts of products and services</td>
<td>Sustainable Products, pages 18-20</td>
</tr>
<tr>
<td></td>
<td>Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance</td>
<td>Environmental Stewardship, page 24</td>
</tr>
<tr>
<td>Transport</td>
<td>Discussion of management approach</td>
<td>Sustainable Supply Chain, page 27</td>
</tr>
<tr>
<td></td>
<td>Significant environmental impacts of transporting products</td>
<td>Sustainable Supply Chain, page 27</td>
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</table>
## SPECIFIC STANDARD DISCLOSURES

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### LABOR PRACTICES AND DECENT WORK

**Employment**

- **G4-DMA**: Discussion of management approach. 
- **Supporting Our People and Our Communities, pages 10-15**

**Occupational Health and Safety**

- **G4-DMA**: Discussion of management approach. 
- **Workplace Safety, page 23**

- **G4-LA4**: Injury and absenteeism rates. 
- **Workplace Safety, page 23**

**Training and Education**

- **G4-DMA**: Discussion of management approach. 
- **Supporting Our People and Our Communities, pages 10-15**

- **G4-LA9**: Average hours of training per year per employee. 
- **Talent Recruitment and Retention, page 12**

### SOCIETY

**Local Communities**

- **G4-DMA**: Discussion of management approach. 
- **Community Giving and Involvement, pages 14-15**

**Anti-corruption**

- **G4-DMA**: Discussion of management approach. 
- **Ethics, Integrity and Governance, pages 8-9**

- **G4-SO4**: Anti-corruption training. 
- **Ethics, Integrity and Governance, pages 8-9**

**Public Policy**

- **G4-SO6**: Total value of political contributions. 
- **None**

**Anti-competitive Behavior**

- **G4-DMA**: Discussion of management approach. 
- **Ethics, Integrity and Governance, pages 8-9**

**Compliance**

- **G4-DMA**: Discussion of management approach. 
- **Ethics, Integrity and Governance, pages 8-9**

- **G4-SO8**: Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance. 
- **None**

### PRODUCT RESPONSIBILITY

**Customer Health and Safety**

- **G4-DMA**: Discussion of management approach. 
- **Product Safety and Reliability, page 21**

- **G4-PR2**: Total number of incidents of noncompliance with regulations concerning health and safety impacts of products. 
- **None**

**Product and Service Labeling**

- **G4-PR4**: Total number of incidents of noncompliance with regulations concerning product information and labeling. 
- **None**

**Marketing Communications**

- **G4-PR7**: Total number of incidents of noncompliance with regulations concerning marketing communications. 
- **None**

**Customer Privacy**

- **G4-PR8**: Total number of substantiated complaints regarding breaches of customer privacy or losses of customer data. 
- **None**

**Compliance**

- **G4-PR9**: Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products. 
- **None**
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, 2015, filed on November 13, 2015. All forward-looking statements speak only as of the date of this Report. This report is for fiscal 2015. Data reported is for fiscal year 2015 unless otherwise noted.