IMPACT INVESTING PORTZAMPARC

2022 November, 8th



SET THE WORLD

IN MOTION



SET THE WORLD IN MOTION



02

STAKES IN MOTION



03

MANITOU GROUP IN MOTION







As a worldwide reference in handling, access platforms, and earthmoving, Manitou Group's mission is to improve working conditions, safety, and performance throughout the world, while preserving people and their environment.

SET THE WORLD

Support our customers Innovate towards towards zero user accident new economic models CIRCULAR ECONOMY A HUMAN & **ETHICAL COMPANY** Guarantee Optimize the use Champion equal opportunities of resources and employees' health, and inclusion safety and improved work for longer Reinforce our responsible lasting products working conditions procurement & sales practices Develop the solidarity program CARBON TRAJECTORY Innovate Reduce for low emission our greenhouse gases emissions products

> Develop services to reduce emissions at use

MANITOU GROUP'S
CONTRIBUTION
TO SUSTAINABLE
DEVELOPMENT
GOLALS



new harizans 2025

Exceed customers expectations with value-added services

Drive the green transition for a sustainable business model

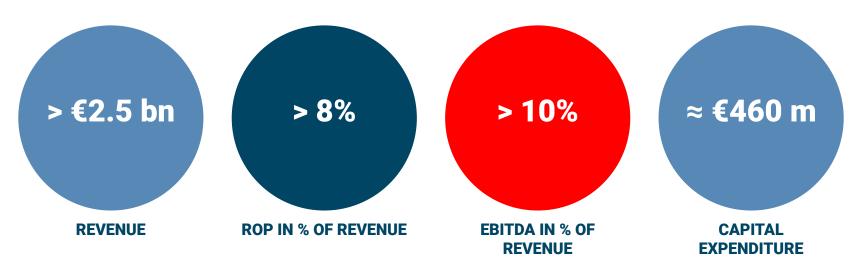
Drive the green transition for a sustainable business model

Drive the green transition for a sustainable business model

DATA as a game changer & INNOVATION as our DNA





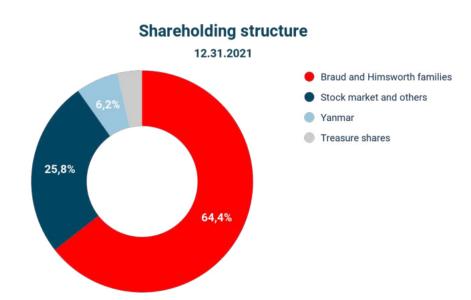


All figures excluding acquisitions EBITDA: Earnings before interest, taxes, depreciation, and amortization, restated from IFRS 16 impact



» » » » » 01

A MAJORITY FAMILY SHAREHOLDING STRUCTURE







GOVERNANCE



THE GOVERNANCE The Board of Directors

THE SAME ENTREPRENEURIAL SPIRIT

- 2. Dominique Bamas Independent Board member
- 3. Emilie Braud Board member
- 4. Marcel-Claude Braud Board member 5. Sébasties Braud - Roant member
- 6. Cécile Helme-Guizon Independent Board membe
- T. Christopher Himmworth Board marcher 8. Dominique Himsworth - Doard member
- 9. Alexandra Matmett Independent Board membe
- 18. Pascal Basalt Employee Fourt member 11. Plene-Henri Ricaud - Independent Board member 12. Michel Trotter - Employee Board member

Manitou Group presentation - 2022



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THE GOVERNANCE The Executive Committee

THE SAME ENTREPRENEURIAL SPIRIT

- Michel Desis Projectors & CED
 Hervé Rochet Corporate Secretary & CFO
- 3. Elisabeth Austmour President Product division
- 4. Maxime Deroch President Services & Solutions division
- 5. Laurent Bonnaure EVP Sales & Marketing 6. Christine Prat - EVP Human Resources



The Board

- Chairwoman: Jacqueline HIMSWORTH
- 6 family members
- 4 independent Board members
- 2 employee elected Board members
- Chairwoman and 40% women (excl employee elected)
- 5 Committees (Strategic, Audit, Remuneration, **>>** CSR, Development)

The Executive Committee

- CEO: Michel Denis (3rd mandate)
- 6 independant members
- 33% women
- Average number of years within the group: 11













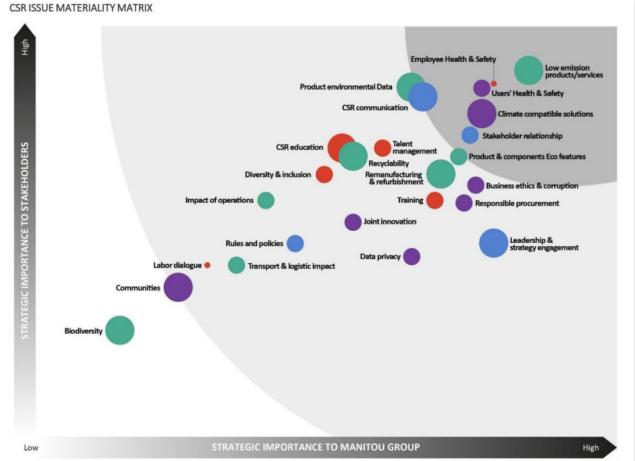




MATERIALITY STAKES

- » 2020 Materiality matrix. Feedback from 1.100 participants (users, dealers, key accounts, suppliers, investor's, bankers, citizens, etc. realized in 20 different countries.
- The New Horizons 2025 plan is focusing on key priorities resulting from this materiality study.



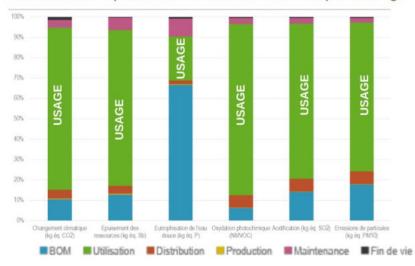


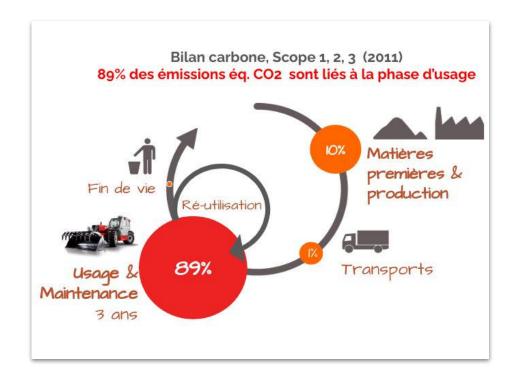




ENVIRONMENTAL IMPACT ANALYSIS

Analyse environnementale multi-indicateurs de cycle de vie Produit (2015) Environ 80% des impacts environnementaux sont liés à la phase d'usage²²









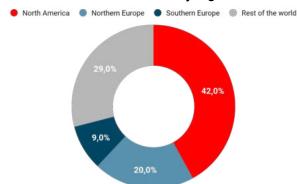




2021 ADDRESSABLE MARKETS

€47 BN

Addressable market by region



Industrial handling addressable market by product range in billion of euros

PRODUCTS	BN €	%
Internal combustion forklift trucks	16,8	54
Electric warehousing trucks	7,8	25
Electric forklift trucks	6,6	21
Total	31,2	100

Off-road addressable market

by product range in billion of euros

PRODUCTS	BN €	%
Telehandlers	4,1	26
Track loaders	3,2	20
Backhoe loaders	1.6	10
Skid-steers	1.3	8
Aerial work platforms	3,8	24
Articulated loaders	1.4	9
Rough-terrain forklift trucks	0.2	1
Trucks mounted forklift	0.4	2
Total	16	100



Addressable market: potential market to which the Manitou Group machines could aspire





MANITOU GROUP'S **POSITIONING** in 2021





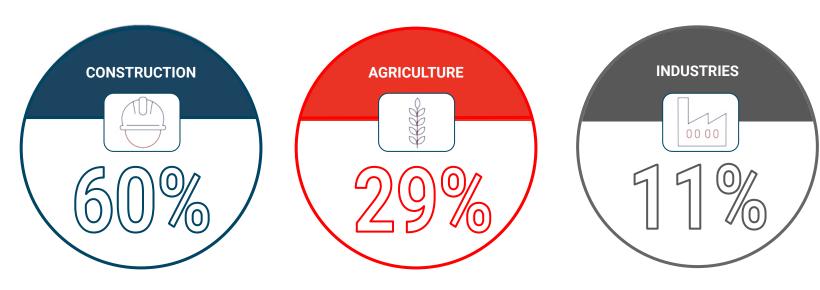


	WORLD	EUROPE	NORTH AMERICA	REST OF WORLD
Rough-terrain material handling				
Aerial work platforms				
Compact equipment				
Industrial and warehousing forklifts				





A PRESENCE in 3 markets*



*Distribution of revenues in 2021









CUSTOMER EXPECTATIONS

IN FULL MUTATION



Construction

- → User safety, easy handling and simplified driving
- → 0 emission equipment in Low emission urban zones & Carbon footprint data
- → Integration of new technologies
- → Overall CSR performance of the manufacturer





Agriculture

- → Performance & reliability
- → Fuel consumption
- → Integration of new technologies
- → New trends: low-carbon farms, farms of the future, urban farms, agrofuels





Industries

- User safety, easy handling and simplified driving
- → Noise & Vibration reduction
- → Carbon footprint & Product environmental data
- User support and integration of new technologies











KEY DRIVERS TO ACCELERATE OUR TRANSITION

through a sustainable business model



Embedded in group strategy, business model and culture

Strengthened CSR governance and stakeholders dialogues



TRANSPARENCY

Act as a transformation leader in our business with transparence



MEASURABLE

Make our

commitments measurable



STANDARDS

Challenge our CSR practices with standards and labels

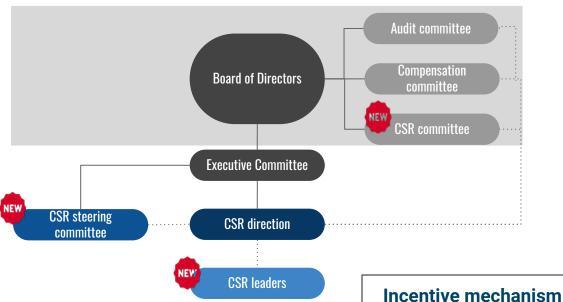








OUR ANSWER REINFORCED CSR GOVERNANCE AS AN ASSET



Board

- Board of Directors (12)
- CSR Committee (4)

Executive

- ExCom (6)
- CSR Committee (17)

Operations

- **VP CSR**
- **CSR Leaders**

- CEO: 35% of bonus based on CSR objectives
- TOP 100: bonus scheme embed one CSR objective
- Managers: CSR objective to be progressively deployed







2025 TARGETS

Strengthen Ethics at Manitou Group

Develop the Solidarity Programme



Innovate for low emissions products

CARBON TRAJECTORY

Reduce our own GHG emissions



Develop services to reduce emissions at use



CO2 Data: Propose visual aids & features to reduce emission of usage, through display at the driver seat or machines digital interfaces



-5% of CO2 emissions in our operations (production, offices)



100% of salesforce and dealers educated on the Total Cost of Ownership Reduction Program

trainers trained in eco-driving



40% of green energy (electricity and gas)



100% of new products with a reduced carbon footprint, thanks to an ecodesign tool

23% of low emissions products among product

2 alternative green hydrogen demonstrators, including



>>

3% gain on energy performance on a range of éguipments



35% of ordered machines equipped with EcoStop, Oil analysis and dialysis offers

Deploy an eco-driving service with 100% of internal



launch over the next 5 years

their ecosystems, finalized by 2023





LOW-CARBON TRAJECTORY

2021 RESULTS

SUSTAINABLE DEVELOPMENT GOALS	LOW-CARBON TRAJECTORY	2021 significant actions	Progress on the 2021 action plan	Ambitions 2025	Item
7 AFFORDABLE AND CLEAN DEBOT		Calculation of the group's 2019 carbon footprint, scopes 1, 2 and 3 Validation in progress of the low- carbon trajectory by Science Based Targets		See Ambitions 2030 (chapter 3.	
11 SUSTAINABLE CITIES AND COMMUNTES		Marketing the dual energy MRT		23% of products launched are low emission	3.2.1.
	Innovating with low emission products	Green hydrogen partnership and suppliers found for customer testing in 2022		2 hydrogen demonstrators	3.2.1.
13 CLIMATE ACTION	13 ACCION	Drafting the specifications of the tool		100% of new products are eco-designed with a carbon performance measurement tool	3.3.2.
	Developing services to reduce emissions during use	Launch of the Reviv'oil service: automatic recycling system for used oil		Developing environmental value-added offerings to create value for customers	3.2.2.
Reducing greenhouse ga emissions	Reducing greenhouse gas emissions	Setting GHG emission reduction targets for production sites		- 5% emissions from operations and offices ton eq. CO₂/€ revenue	3.2.3.





OUR ANSWER FOR LOW EMISSIONS

- » 40% of low-emissions products among product launches over the next 5 years
- 2 alternative green hydrogen demonstrators, including their ecosystems, finalized by 2023
- » 100% of new products with a reduced carbon footprint, thanks to an ecodesign tool
- » 3% gain on energy performance on a range of équipments





ELECTRIC TRANSITION - SEPTEMBER 2020

Launch of the first rough-terrain electric model

- » Access platform 20 meters
- » Structuring step
- » Open new markets opportunities







ELECTRIC TRANSITION - OCTOBER 22

Launch of 7 new electric models at Bauma

- 3 electric rough-terrain aerial work platforms
- » 1 new electric industrial aerial work platforms
- » One 100% electric compact telehandlers
- » 2 rotating telehandlers















OUR 2030 CARBON TRAJECTORY IN LINE WITH CLIMATE SCIENCE



Approved by the Science-Based Targets initiative (SBTi)





Reduce our own GHG emissions Scope 1 + 2
(Direct + Indirect)

-46,2%
Absolute emission reduction vs 2019



Innovate for low emissions products

Develop services to reduce emissions at use

Scope 3
(Value Chain)

-33,7%/hour of use

Intensity target vs 2019





OUR 2030 LEVERS FOR ACTIONS SCOPE 1, 2 & 3

Develop low-emission equipments



Increase recycled materials in products



Further improve energy efficiency



Develop the transition of freight to low-carbon solutions



Increase recycled materials in packaging



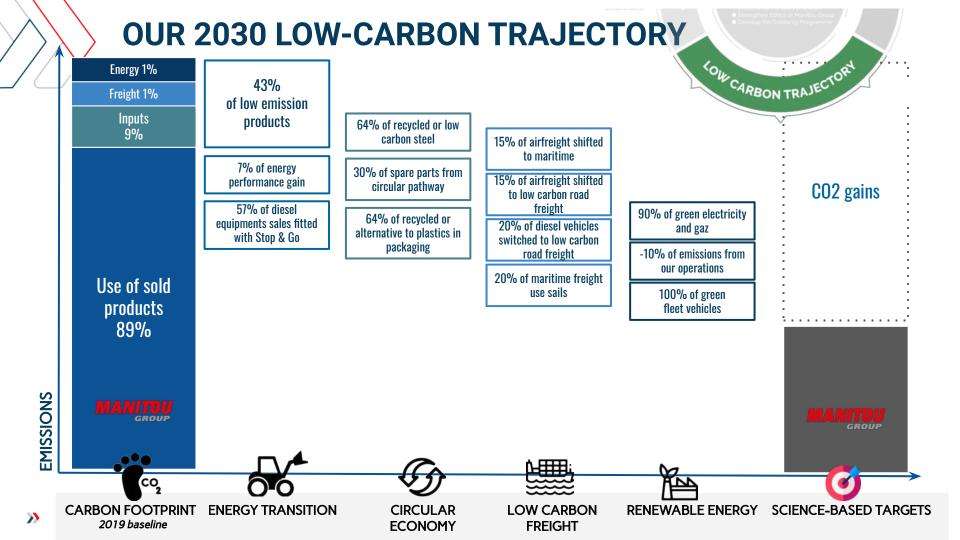
Develop the circularity of spare part



Reduce energy consumption
Use green energy on our sites & for cars





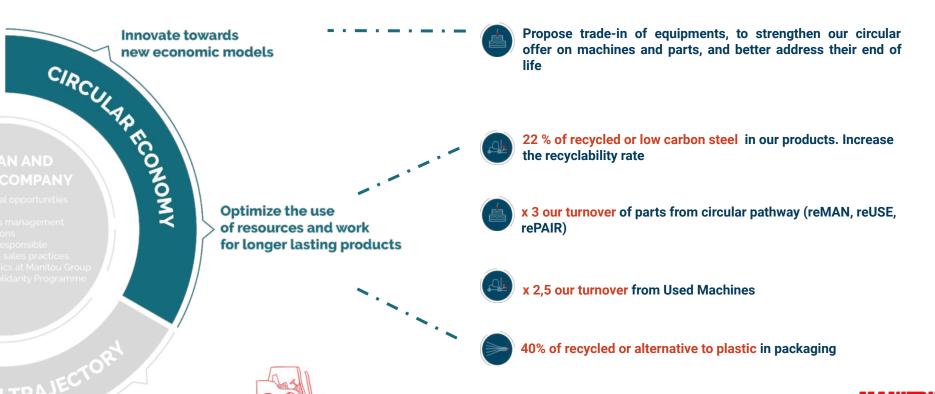






2025 TARGETS







CIRCULAR ECONOMY

2021 RESULTS

SUSTAINABLE DEVELOPMENT GOALS	THE CIRCULAR ECONOMY	2021 significant actions	Progress on the 2021 action plan	Ambitions 2025	Item
9 MOUSTRY, INNOVATION AND INFRASTRUCTURE	Innovate toward new economic models	Integration of Supélec's "Circular Economy Alliance" Launch of an in-depth dismantling study		Exploring the opportunities of the circular economy and transforming the business model	3.3.1
12 RESPONSIBLE CONSUMPTION AND PRODUCTION		Consulting with Steel and Plastics suppliers Material analysis of inputs of 11 sample machines		40% recycled or low carbon steel in products	3.2.1 and 3.3.2.
	Optimizing the use of resources and extending product life	Study and measurement in accordance with ISO 16714 of the recycling of the platform range		Improving product recycling by x %4	3.3.2.
		Simplifying the recovery of second- hand parts Improving flows		Multiplying revenue from spare parts obtained through the circular economy by three	3.3.2











2025 TARGETS



100% of new machines equipped with a digital system to give users direct access to safety documents and training



Safety Packs available on 100% of construction and aerial work platforms ranges



Create and develop an innovative solution for safety on job site



100% of employees trained on health and safety with adapted training to their job



Global care policy implemented

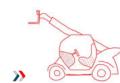


Support our customer towards zero-user accident

Guarantee

employee health, safety and improved

working conditions

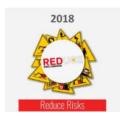




SECURITY & IMPROVEMENT OF WORKING CONDITIONS

2021 RESULTS

SUSTAINABLE DEVELOPMENT GOALS	SECURITY & IMPROVEMENT OF WORKING CONDITIONS	2021 significant actions	Progress on the 2021 action plan	Ambitions 2025	Item
3 GOOD HEALTH AND WELL-BEING	Ensure the health and safety of employees and improvement of working conditions	Creation of an internal QHSE training school		100% of employees trained in safety measures related to their activity	3.4.1.
10 REDUCED INQUALITIES	Support our customers in moving	Integration of the implementation of machine QR codes into internal processes		100% of new machines come with digital access to security documents and training	3.4.2.
4≑}	toward zero accidents	Development of the Safety Pack across the entire platform range		100% of construction and platform ranges offer "Safety Packs"	3.4.2.









2025 TARGETS

A HUMAN AND ETHICAL COMPANY



Champion equal opportunities and inclusion



Improve Manitou Group Gender Index and Inclusion Scorecard - Target to be confirm in 2022



Label the diversity process of 4 countries with an independent label

Support talents management and job evolutions



100 % of Key group functions benefit from a sustainability training related to their business line to support transformation



100 % of Managers with annual individual CSR objectives

Reinforce our responsible procurement & sales practices



75 % of suppliers qualified in CSR and 100% of suppliers identified as high-risk under control



100% of dealers are evaluated on CSR with fixed objectives

Strengthen ethics at Manitou Group



100% of employees trained on the group Code of Ethics



ISO 37001 certification of a panel representing 50% of the Manitou group's turnover (with a prior ISO 37301 audit)

Develop the Solidarity Program



12 500 hours of solidarity actions achieved with associations



1% of the group Net Result dedicated for funding actions on Education







A HUMAN & ETHICAL COMPANY

2021 RESULTS

SUSTAINABLE DEVELOPMENT GOALS	A HUMAN AND ETHICAL COMPANY.	2021 significant actions	Progress on the 2021 action plan	Ambitions 2025	Item
4 QUALITY EDUCATION	Champion equal opportunity and inclusion	Development of the Manitou Group Gender Index (international scope)		Improving the global gender equality index — Manitou Group Gender Index	3.5.2.
5 GENDER EQUALITY	Supporting talent management and job development	Training buyers in sustainable purchasing Providing training in the circular economy		100% of strategic functions trained in CSR/sustainable practices specific to their business line	3.5.3.
8 DECENT WORK AND ECONOMIC BROWTH	Consolidate responsible buying and selling practices	Strengthen the Responsible Procurement Charter Study of supplier CSR risk assessment solutions		75% of suppliers qualified as CSR and 100% suppliers' CSR risk is under control	3.5.4.
17 PARTNERSHIPS FOR THE GOALS		90% of dealers evaluated on their CSR practices		100% of dealers evaluated for CSR with target setting	3.5.4.
&	Developing the solidarity program	50% of funds allocated to the inclusion sector 43% allocated to Covid-19 vaccination campaigns in India in partnership with an NGO		1% of the net income dedicated to educational and inclusion-related activities	3.5.5.





MANITOU GROUP GENDER INDEX

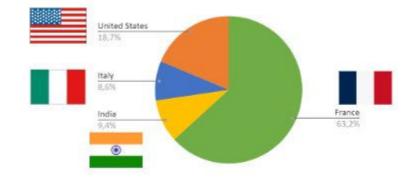
» New Global methodology based on 9 criterias

- » Compensation (4 criteria)
- » Gender diversity (3 criteria)
- » Professional development (3 criteria)

» First exercice completed

- » Focus on key entities (> 80% of total headcount)
- » Analysis
- » Action plan under preparation

» Results will be integrated in the next URD







SPECIAL TOP 100









In person or online





1 facilitator for 6-20 participants

> A scientific workshop on climate change based on collective intelligence to understand climate change.

To understand the major challenge of the 21st century, it is essential to understand how climate works, as well as the causes and consequences of its disruption, because these consequences will impact all aspects of our societies and businesses.

With the group's commitment to a low carbon trajectory, it is essential the GLT aligns itself around a common understanding of the challenges and complex issues of climate change.

Deployment @Bouygues





to fight climate change act

What role will you play in the climate change challenge?



2tonnes, the immersive and educational workshop that makes it easier to take action for the climate!



2h30 à 3h



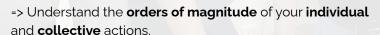
6 à 15 participants

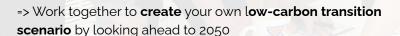


1 facilitator



In person or Online





=>Feel empowered to take action!































2025 ROADMAP

2021 ACTION PLANS PROGRESS

2021 CSR ROADMAP



Manitou Group progress based on 2021 actions plan



LOW CARBON TRAJECTORY



Examples of 2021 significant actions :

- Presentation of MRT prototypes in full electric and hybrid electric
- TCO business case for Hydrogen demonstrator
- Internal training on Total Cost of Ownership



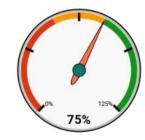
CIRCULAR ECONOMY



- Study conducted on dismantling solutions and its ecosystem
- Endurance test on alternatives to plastic packaging



SAFETY & IMPROVED WORKING CONDITIONS



- Safety pack developed on AWP
- Environment sensing solutions assessed related to worksite safety



HUMAN & ETHICAL



- Manitou Group Gender Index indicator built
- New Responsible purchase charter
- Training module deployed for buyers on Responsible purchases
- 1st CSR rating of dealers
- Manitou South Africa certified ISO 37001 (anti-corruption)





Q3'22 PROGRESS REPORT



	Grant Marior		
PILAR	GUIDELINE	nm b top ics	AVERA GE de Q3
	Total pour Innovate towards new economic models	3	50%
CIRCULAR ECONOMY	Total pour Optimize the use of resources and work for longer lasting products	5	65%
Total pour CIRCULAR ECONOMY		8	59%
	Total pour Champion equal opportunities and inclusion	3	42%
	Total pour Develop our solidarity Program	2	38%
HUMAN & ETHICAL	Total pour Reinforce our sustainable procurement & sales practices	3	58%
	Total pour Strengthen Ethics at Manitou Group	3	83%
	Total pour Support talents management and job evolutions	2	50%
Total pour HUMAN & ETHICAL		13	56%
	Total pour Develop services to reduce emissions at use	7	50%
LOW CARBON TRAJECTORY	Total pour Innovate for low emission	8	91%
	Total pour Reduce our own Greenhouse Gases emissions	8	53%
Total pour LOW CARBON TRAJECTORY		23	65%
SAFETY & WORKING	Total pour Guarantee employee health, salety and improved working conditions	2	38%
CONDITIONS	Total pour Support our customer towards zero-user accident	5	80%
Total pour SAFETY & WORKING CONDITIONS		7	68%
Total général		51	62%

OWNER	Q2 2022	Q3 2022	Expected 2022
	96%	86%	104%
4	125%	125%	125%
	67%	67%	100%
	50%	50%	125%
	25%	25%	80%
	25%	50%	100%
	67%	67%	100%
XXX	67%	67%	83%
	57%	75%	93%
	35%	55%	90%
	31%	44%	94%
	0%	75%	50%
	25%	100%	100%
	39%	43%	111%
Total général	54%	62%	97%











CONCLUSION



A group where development is based on the **transformation of uses**, with **innovation** as a common thread



A long-standing CSR approach intrinsically linked to our mission



A **long-term management of the group**, a committed social policy and a strong regional presence



One conviction: CSR is a mission, a source of resilience and a tremendous opportunity in which the group is fully involved





APPENDICES





A RECOGNIZED CSR PERFORMANCE

ESG RATINGS (ENVIRONMENT, SOCIAL, GOVERNANCE)

2021 Gaïa index



2021 Gaïa ranking: 18th/390 on the companies assessed

Ranking for Companies of + 500 M€ turnover : 17th/177

Ranking in the Industry sector: 5th/78

The Gaïa Index specializes in ESG performance evaluation of **SME quoted in France**. Framework of over 170 criteria on economic performance, governance, human capital, environment and stakeholders.



World leader in sustainability ratings with more than **75,000 companies** assessed.

Questionnaire adapted to the sector of activity, country and size of the company, which evaluates economic, governance, human capital, environmental and stakeholder performance.





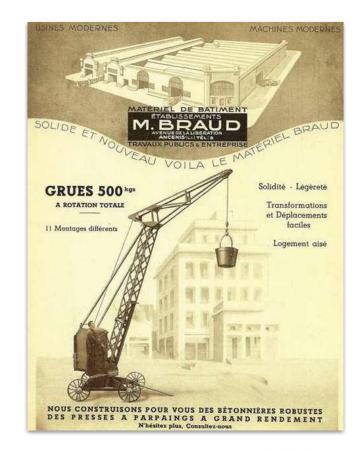
CSR GOES BACK TO THE BEGINNING

A group where development is based on the transformation of uses, with innovation as a common thread.

A group of **builders** born after the Second World War to rebuild France. In 1957, **Marcel BRAUD** invented the first all-terrain forklift truck. In the 1980s, the group launched the **new concept** of the telescopic forklift truck, a more productive, more versatile and safer tool for users.

A group focused on **sustainable growth**

- A long-term vision
- A global vision (80% of sales abroad)
- An exceptional commitment from our teams
- A global leader (1 in 4 telescopic handlers is a Manitou)
- A strong local presence
- An innovative and sustainable world leader







OUR CORE FOUNDATIONS

COMMITMENTS, STANDARDS AND PARTNERSHIPS

International Standards

- UN Sustainable Development Goals (SDGs)
- Science Based Target Initiative (SBTi)
- ISO:
- o 9001 Quality
- o 14001 Environment
- 45001 Health & safety
- 37001 Anti-corruption
- 50001 Energy (in preparation)

Commitments

- United Nations Global Compact
- MiddleNext Code
- Charter of adherence to the Regional Plan in favor of Professional Equality between women and men
- Manifesto for an eco-responsible industry

- Ethics Charter
- Code of Conduct
- Responsible Purchasing Charter
- Sponsorship policy



Partnerships

International:

- Many partnerships with schools and universities
- Principle for Management Education (UN PRME)
- European Rental Association sustainability committee

Local (Fr):

- Partnership with Neoline, transcontinental sailing ship
- Dirigeants Responsables de l'Ouest (DRO)
- Regional competitiveness center EMC2
- Partnership with Lhyfe, producer and supplier of green hydrogen





CSR & MANITOU GROUP

A LONG STORY

