



2023 SUSTAINABILITY REPORT

Spotlight on Our Company

9,300

Approximately 9,300 team members worldwide (as of 12/31/22)

\$4.4B

Full-year sales of \$4.4 billion increased 14% year-over-year, 20% on a foreign exchange neutral basis (as of 12/31/22)

Diverse and inclusive Board of Directors: 3 are women and 3 are racially diverse

(as of 9/01/23)



550+

9 team member Affinity Groups with more than 550 participants (as of 9/30/23)

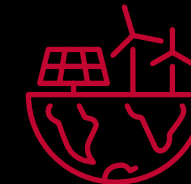
We make a positive impact by providing innovative solutions, engaging our people, and operating in a sustainable way.



To learn more about our purpose of helping to improve the lives of people around the world, please watch our video.

2 South Dakota sites and 8 Northern Ireland sites operate on 100% renewable energy

(as of 2023)



Telematics hardware was active on approximately 12,600 MP and 63,500 Genie machines

(as of 12/31/22)

70%

Electric and hybrid offerings: Approximately 70% of MP products and Genie machines

(as of 12/31/22)

~33%

of MP 2022 sales derived from products used for waste, recycling and environmental applications

RECOGNIZED FOR SUSTAINABILITY INNOVATION, AND OVERALL EXCELLENCE



Terex Corporation was named to *Newsweek's* list of America's Most Responsible Companies for 2023. The list recognizes the top 500 most responsible companies in the United States.



In 2023, Terex MP India earned an award for "Outstanding Work for Sustainable Development," presented by India's Minister of Road Transport & Highways.



Genie won the 2023 IAPA (International Awards for Powered Access) Sustainability Award, recognizing Genie's significant contributions to sustainability in the access industry.



Our Genie Hybrid Z[®]-45 FE articulating boom lift was named "Access Equipment of the Year" in 2022 by Construction Machinery Middle East.



Genie GS™ Lithium-Ion Scissor Lifts received the 2022 "Innovative Iron" Award from *Compact Equipment* magazine in North America.



Terex MP was honored with the Bronze Award from ROSPA, the Royal Society for the Prevention of Accidents, for demonstrating high-quality health and safety performance in 2022.



Our Genie electric S[®]-60 DC and hybrid S-60 FE telescopic boom lifts were awarded "Access Equipment of the Year" at the 2022 Premios Potencia Awards in Spain and received the "Editor's Choice Award" from *Rental* magazine in 2022 in North America.



The Genie Monterrey factory is certified LEED Gold in 2023.

What Our Team Members Are Saying*

"I stop at jobsites in my area and listen to customers brag about our trucks. There is nothing more satisfying than to hear customers communicate how much they like your product."

MP Ft. Wayne, US

"What I love about Terex is the global nature of the Company and working with colleagues and customers across the world, the opportunity to learn about other cultures, the transparency about decision making and the performance of the Company, hard work and ambition are recognized and rewarded, the friendly work environment, and the hybrid working makes a very positive impact on family and personal life."

Corporate Craigavon, UK

"At Terex when they say they have a flat hierarchy, they actually mean it. Everyone is approachable and helpful. It feels like I am an asset to the Company and team members are always involved in the discussion of the organizational growth and benefits."

Genie Bangalore, India

"There are many learning opportunities on the job, and you can constantly improve your abilities. Continuous improvement can give full play to your talents and you can gain a sense of accomplishment."

Genie Changzhou, China

"Terex is a highly ethical, safety-focused, and honest Company."

MP Brisbane, Australia

"It is rare to see a team as unified and willing to help each other as us. We all treat each other with respect and provide support wherever needed."

MP Louisville, US

Terex Supports UN Sustainable Development Goals (SDGs)

Terex supports all 17 SDGs; we have identified 7 SDGs where we have the greatest impact.

INNOVATE

We are committed to designing products and offering solutions that enable our customers to operate in safe and sustainable ways.



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION

Terex has positioned itself to make a powerful and positive impact on the environment. We do this through our steadfast commitment to continual product innovation and responsible environmental stewardship. Increasing demand for our electric and hybrid equipment is being driven by regulations and jobsite requirements for cleaner-powered and quieter equipment. By year-end 2022, approximately 70% of Genie and MP products offered electric and hybrid options. Our Utilities and Aerials product offerings support the restoration, upgrade, and modernization of the electric grid. Our MP product offerings support recycling, reuse, and waste processing, turning waste into useful material, reducing reliance on raw materials, and reducing environmental pollution. For more information, please refer to the “Product Innovation and Solutions That Improve Sustainability” section of the report.



ENGAGE

We are committed to keeping all Terex team members safe at work and to an inclusive culture where team members are invested in their work, each other, and their communities.



We strive to be the safest and best place to work in our industry. As it has for many years, safety continues to be an absolute way of life at Terex. We are committed to continuous safety improvement and "Zero Harm." We believe that our team should be safe at work every day. Our goal is to achieve a 0.2 Lost Time Rate and a 1.0 Total Recordable Incident Rate by year-end 2024. In 2022, following production disruption and increased customer demand, we saw an increase in our total recordable and lost time injury rates. As a result, we continue to evaluate existing health and safety systems, we are focused on the most common drivers of injury in our business, and are reengaging leaders in our health and safety processes.

Team member well-being is just as important. Our Company has had a long-established practice of caring for our team and family members, including their physical, emotional, mental, and financial wellness.

For more information, please visit the "Safety at Terex" and "Employee Well-Being" sections of the report.



Our vision is to sustain an inclusive and equitable work environment, where team members feel safe, supported, and valued. Diversity of background and thought is viewed as a path for Terex to remain innovative and competitive. We are focused on increasing the representation of women and under-represented groups at Terex. Here's how:

- We have set a goal of increasing female representation in leadership to 24%, management to 25%, line roles to 20%, and all women to 24% globally by 2030. Since 2019, we have seen a ~3% increase of women in leadership, a ~2% increase of women in management, a ~1% increase of women in line roles, and a ~1% increase of women in the Company.
- Our 2030 goals for minority representation in the US are 17% in leadership, 18% in management, and 26% in indirect manufacturing and SG&A. Since 2019, minority representation in leadership has increased by ~6%, management by ~1%, and ~4% in indirect manufacturing and SG&A.

For more information regarding our commitments, please visit the "Committed to Diversity, Equity & Inclusion" section of the report.

OPERATE SUSTAINABLY

We are committed to implementing sustainable practices that minimize negative impacts on the environment and society.



Terex has committed to a 15% reduction in its GHG emissions and energy intensity by 2024. Both have decreased on a revenue basis from 2021 to 2022. In 2022, our total Scope 1 and Scope 2 GHG emissions were reduced by approximately 13.6% compared with 2019, while total energy consumption decreased by 8% during the same period.

In 2023, we shifted the focus of our carbon reduction efforts to where they will have the greatest impact: the 12 Terex locations that account for approximately 80% of our GHG emissions.¹ While we are laser-focused on these sites, our other locations are also contributing to reduced emissions and energy intensity, increased recycling, less waste, lower water consumption, and minimizing other negative impacts on the environment.

For more information, please visit the "Greenhouse Gas Reduction and Energy Conservation," "Operating from Renewable Resources," "Water Conservation at Terex," "Waste Reduction at Terex," and "Biodiversity at Terex" sections of the report.



We prohibit any form of forced labor and are committed to ensuring human rights and decent work conditions. As set forth in the Terex Supplier Code of Conduct, we expect the same from our suppliers. This year, we have committed to conducting a supplier human rights risk assessment so that we can identify and mitigate risks.

For more information, please visit the "Protecting Human Rights" section of the report.

¹ In 2022, we developed our new approach using available emissions data from 2021 and our estimation of emissions from our new Genie Monterrey location. In 2023, we implemented our plan.

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About Our Company

Terex is a global manufacturer of materials processing machinery and aerial work platforms. We design, build, and support products used in construction, maintenance, manufacturing, energy, recycling, minerals, and materials management applications.

Certain Terex products and solutions enable customers to reduce their impact on the environment, including electric and hybrid offerings that deliver quiet and emission-free performance, products that support renewable energy, and products that aid in the recovery of useful materials from various types of waste. Our products are manufactured in North America, Europe, Australia, and Asia and sold worldwide. We engage with customers through all stages of the product life cycle, from initial specification to parts and service support.

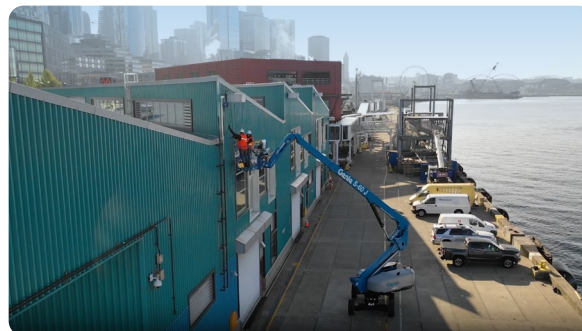
We report our business in the following segments: (i) Materials Processing ("MP") and (ii) Aerial Work Platforms

("AWP"). Our MP segment designs, manufactures, services, and markets materials processing and specialty equipment. Our AWP segment designs, manufactures, services, and markets aerial work platform equipment, utility equipment, and telehandlers. We are excited about the continued expansion of our environmentally friendly product lines.

Our AWP and MP offerings include electric and hybrid options which reduce carbon emissions and promote sustainability. Our leadership in this area is nothing new. We were the first in our industry to introduce an all-electric utility truck, and we are not slowing down. We have invested in two

companies that specialize in electrification, enabling our Company to access leading battery technology and products. In 2022, approximately 70% of MP products and Genie's machines offered electric and/or hybrid options.

70% of MP products and Genie's machines offer electric and/or hybrid options



Well Positioned to Benefit from Megatrends

Terex is uniquely positioned to capitalize on several global megatrends that are expected to drive continued growth in our industry in the coming years. One especially consequential trend is infrastructure investment. Across the globe, public and private sectors are making significant infrastructure investments that are critical to support economic growth and meet the needs of increasing population and urbanization. Global annual spending on infrastructure construction projects is approximately \$5 trillion.*

Our AWP and MP segments are well positioned to benefit from this accelerating infrastructure spending. Our MP Powerscreen® and Finlay® brands command leading positions in global mobile crushing and screening markets and will benefit from the increasing demand for aggregates. Terex Utilities offers a comprehensive portfolio of products needed to enhance the electric grid, and our Genie booms, scissor lifts, and telehandlers are often essential components of infrastructure projects. During the past year, investments and projects worldwide have increased in semiconductor manufacturing, clean energy, and EV batteries. Our Genie business will benefit from growth in data warehousing and chip manufacturing projects, while Terex Utilities has industry-leading capabilities in place to support strengthening demand from clean energy-related electrification initiatives.

In response to the increasing global focus on sustainability, waste disposal and recycling regulations are becoming more stringent. Our MP brands, including Terex® Ecotec, CBI®, and Terex® Washing Systems, are at the forefront of the market and provide our customers with innovative recycling solutions.



* <https://www.globaldata.com/store/report/infrastructure-construction-market-analysis/>

Our Purpose, Mission, and Vision

At Terex, our [Purpose](#), [Mission](#), [Vision](#), and [Terex Way Values](#) are the foundation upon which our Company is based, and they influence the way we work.

Our Purpose

To help improve the lives of people around the world

Our Mission

To provide solutions to our machinery and industrial product customers that yield superior productivity and return on investment

Our Vision

- *Team Members:* To be the safest and best place to work in the industry
- *Customers:* To be the most customer-responsive company in the industry as determined by our customers
- *Financial:* To be the most profitable company in the industry as measured by Return on Invested Capital (ROIC)



Terex Way Values

Sustainability has been front and center at Terex for many years. Our Terex Way Values, which embed the core attributes of sustainability, continue to guide how we conduct business with our stakeholders: from our team members and customers to our shareholders, suppliers, communities, and many others. Our values drive our unwavering focus on Zero Harm safety, strong governance, diversity, equity & inclusion (DEI), responsible environmental stewardship, and support for the communities where we live and work.



Integrity

We will not sacrifice integrity for profit.
We are transparent in all of our business dealings.
We are accountable to our team members, customers, and shareholders for achieving our goals while protecting our reputation and assets.



Servant Leadership

We work to serve the needs of our customers, investors and team members.
We nurture a "chain of support" versus a "chain of command."
We ask what we can do to help.



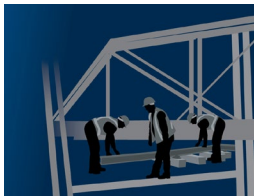
Respect

We provide a safe and healthy work environment for our team members.
We treat all people with dignity and respect.
We value the differences in people's thinking, backgrounds and cultures.
We are committed to team member development.



Courage

We have the personal and professional courage to do the right thing and take risks that may cause us to win as well as to fail periodically.
We make decisions and take action.
We don't admonish failure, only the failure to learn.



Improvement

We search for new and better ways of doing things, eliminating waste and continually improving.
We challenge the status quo and require stretch goals.
We work in teams across boundaries.



Citizenship

We're good global, local and national citizens.
We are good stewards of the environment and the communities in which we serve.
We participate in making the world we live in a better place.

Sustainability Is an Essential Part of Our Business Strategy

Dear Terex Stakeholders:

At Terex, we are accountable to our team members, customers, and investors for delivering on our annual and long-term commitments. This applies to our financial, commercial, and manufacturing performance. It also entails how we operate, which means doing so safely, responsibly, and in accordance with our [Terex Way Values](#). In 2022, we conducted a Materiality Assessment to learn from a broad range of our stakeholders about the elements of sustainability that are most important for Terex. In 2023, this feedback helped us identify and prioritize the sustainability activities that would have the greatest impact on our business and our competitive strengths. As the year progressed, we refined our sustainability strategy, aspirational goals, metrics, and the internal framework needed to enhance sustainability at Terex.

Sustainability is an essential part of our “*Execute, Innovate, Grow*” business strategy, reflecting the longstanding strengths and practices of the Company. Our stakeholders expect Terex to operate responsibly and sustainably, providing solutions to real-world challenges

and opportunities. For example, shareholders frequently ask how Terex is positioning itself for success in the emerging circular economy. Customers want to know how our products can help them work safely, assist in their success, or meet their sustainability commitments. Prospective team members, navigating a competitive hiring landscape, are looking to build a career with an ethical, sustainability-focused employer that fosters a diverse, equitable, and inclusive culture.

Below are highlights of our progress in sustainability:

Environmental: Our MP business segment includes an expanding environmental business line that is helping advance the world’s evolution to a more sustainable circular economy. In 2023, the Minister of Roads in India presented our MP team with an award for their contribution to a more sustainable environment through the machines we produce in that country. Across Terex, most of our products are offered in electric and hybrid versions, meeting the business needs of our customers while also supporting their

John L. Garrison, Jr.
Chairman of the Board
President and
Chief Executive Officer
Terex Corporation





sustainability efforts. As of year-end 2022, approximately 70% of all MP and Genie machines we produce are available in alternative power versions. With an eye to the future, we have invested in outside businesses that are developing next-generation power sources that can support and accelerate our development of new electric and hybrid products. In our manufacturing operations, we advanced our efforts by choosing processes that promote cleaner energy. We are working across our global footprint to reduce carbon emissions and energy use by setting and reviewing metrics on a regular cadence. This is done at the business and senior leadership levels.

Social: We expanded our efforts to ensure that we cultivate a culture of inclusiveness, where every team member has an

opportunity to contribute to our success. Our workforce continues to reflect higher numbers of women, and we expanded our DEI activities to leverage the strengths of our current talent. Our affinity groups continued to provide team members with a platform to be heard and supported. We introduced “I Will” Inclusion Statements to set expectations for behaviors that drive an inclusive environment and help team members put our value of respect into daily practice. We refreshed our mentorship program to ensure that team members receive the guidance and coaching they need to thrive. Our AWP, MP, and Corporate teams demonstrated support for the community through a variety of citizenship volunteering and partnership initiatives. Our teams hosted social and cultural events to celebrate team members from other countries who are part of their

workplace. And we partnered with the NOW Group, an organization that advocates for people with learning difficulties, to provide an opportunity to qualify for roles in manufacturing, including at Terex.

Governance: Terex, from our Board of Directors and Executive Leadership Team to our business and supporting functions, practices disciplined and rigorous governance. As of September 2023, serving with me on the Board are eight independent directors. Our Board is highly engaged, drawing from their collective and varied expertise to provide guidance and oversight, and each serves on one or more of our three Board committees. Our Ethics & Compliance team provides the framework and tools to our team members so that they can conduct business ethically, reinforced by regular training, information-sharing, and a Business Practices Advocate program. At every level, Terex is guided by our Terex Way Values — *Respect, Integrity, Improvement, Courage, Citizenship, and Servant Leadership*. These values are present at every stage of a team member’s career journey, from the job interview to onboarding and performance reviews, and reinforced through recognition programs. Servant Leadership means that each of our leaders has an overriding obligation to support our teams with the tools and resources needed for success. Our value of Integrity reinforces that no goal is more

important than conducting business the right way. And our value of Courage empowers team members to speak up about safety and other workplace issues or concerns.

I am proud of our Terex team members for their commitment to safety, sustainability, inclusiveness, governance, and other sustainability dimensions and for the progress that we have made. Our team members are proud and honored that Terex was named by *Newsweek* and *Statista* to their *2023 America’s Most Responsible Companies* list.

I hope you will enjoy reading this report. For more information on Terex Corporation and our sustainability initiatives, please visit www.terex.com.

Thank you, and stay healthy and safe,

John L. Garrison, Jr.
Chairman of the Board
President and Chief Executive Officer
Terex Corporation

Sustainability at Terex

Our Company Purpose is to help improve the lives of people around the world. We do this by enabling safer work practices through product innovation, designing resource-efficient solutions, fostering a workplace culture of inclusion and well-being, and actively reducing our environmental footprint. Prioritizing sustainability generates long-term value for our stakeholders. Through innovation and collaboration, our vision remains forward-looking, and we aim to be a catalyst for change, inspiring others to build a better world for generations to come.

We have 3 strategic objectives and 9 aspirational goals, which are supported by initiatives, key performance indicators, and metrics.



INNOVATE

ENGAGE

OPERATE SUSTAINABLY

STRATEGIC OBJECTIVES

We design products and offer solutions that enable our customers to operate in safe and sustainable ways. Our solutions lessen the demand on our planet’s limited resources and support the circular economy — by reducing carbon emissions, increasing waste processing, and advancing the reuse of scarce resources — leading to a better planet, better business, and better future.

Our objective is Zero Harm, keeping all Terex team members safe at work. Our inclusive culture makes team members of all backgrounds feel welcomed and valued, contributing to a team invested in their work, each other, and their communities.

We implement sustainable practices at our locations that minimize our impact on the environment because we support a healthier planet for current and future generations. We evaluate our supplier and distribution partners on factors that include their sustainability practices.

ASPIRATIONAL GOALS

- Be a leader in innovating solutions for safer work practices.
- Be a leader in providing solutions that enable sustainable growth globally.
- Be our customers’ preferred choice for solutions to meet their sustainability goals.

- Be the best and safest place to work in the industry and in the communities in which we operate — where everyone is welcome and inspired to contribute to the work we do.
- Sustain an environment that is inclusive and equitable for all team members.
- Be leaders in the communities where we operate.

- Minimize negative impacts on the environment and society by sourcing sustainably, limiting emissions, reducing waste, and using water responsibly.
- Achieve GHG emission reductions across our organization aligned with Net Zero.
- Utilize suppliers and distribution partners that are aligned with our Company’s sustainability commitments.

Materiality Assessment and Stakeholder Engagement

The results of our 2022 ESG materiality assessment,* which were based on input from stakeholders** that included team members, customers, investors, and representatives from a government agency and a trade association, guided us on the development of our sustainability strategy.

MONITOR	EXECUTE	MAXIMIZE	PRIORITIZE
<p>These issues are important to monitor for developments.</p> <hr/> <ul style="list-style-type: none"> • Biodiversity • Noise from Manufacturing and Product Use • Supplier Diversity • Responsible Tax • Public Policy and Advocacy 	<p>Actively manage for compliance or adherence to best practice as a "license to operate"/tablestakes. May also provide foundations for strategic opportunities.</p> <hr/> <ul style="list-style-type: none"> • Environmental Management Systems • Water Stewardship • Community Development • Fair Labor and Fair Wages • Human Rights • Transparency and Reporting • Stakeholder Engagement • Toxic Substances in Products 	<p>Material issues identified as strategic opportunities where the company can maximize positive impact and/or strategically mitigate or manage to minimize risks.</p> <hr/> <ul style="list-style-type: none"> • Operational Environmental Stewardship, Climate Risk, and Resilience • Waste Management • Future of Work and Automation • Responsible Procurement Practices, Including Environmental and Social Impacts • Business Ethics • Privacy and Data Protection 	<p>The most material of the issues; critical to business transformation, and therefore central to an integrated and credible sustainable strategy.</p> <hr/> <ul style="list-style-type: none"> • Product Development, Stewardship, and Innovation • Energy + GHG Emissions • Circular Economy • Product Quality and Safety • Diversity, Equity & Inclusion • Team Member Health, Safety, and Well-Being • Team Member Recruitment, Engagement, Development, and Retention

Key ● Environment ● Social ● Supply Chain ● Governance ● Products and Customers

* For more information about our ESG materiality assessment results and process, refer to the [Terex 2022 Sustainability Report](#).

** For more information on how we engage with stakeholders, refer to page 81 in this report.

Environmental Sustainability

In This Section

Operating Our Business in an Environmentally Friendly Way

Greenhouse Gas Reduction and Energy Conservation

Water Conservation at Terex

Waste Reduction at Terex

Biodiversity at Terex

Product Innovation and Solutions That Improve Sustainability



Operating Our Business in an Environmentally Friendly Way

We are good stewards of the environment in the communities where we live and where our products are used. We are implementing sustainable practices at our locations because we want to contribute to a healthier planet for current and future generations. As Terex progresses on its environmental sustainability journey, we are focused on carbon emissions reduction, energy efficiency, waste reduction, efficient water consumption, and our biodiversity impact.

Greenhouse Gas Reduction and Energy Conservation

We aim to achieve a 15% reduction in greenhouse gas (GHG) emissions intensity by year-end 2024, using 2019 as the baseline. GHG emissions are monitored from direct combustion, electricity usage, refrigerants, and vehicle fuel consumption. Our manufacturing sites are participating in our GHG reduction campaign and are implementing emission-reducing processes. All of our emission reductions are a result of actions that we have

implemented at our sites as we are not purchasing carbon credits at this time.

In line with our GHG reduction goal, we are targeting a 15% decrease in global energy intensity from the 2019 baseline by year-end 2024. We believe that our new facilities, upgrades, and process improvements enhance energy efficiency and reduce intensity. Our teams are actively engaged in projects to decrease overall energy usage and transition to renewable energy sources. Successful initiatives in 2022 and 2023 include LED lighting and control upgrades, process optimization, compressed air upgrades, heat recovery, equipment replacements, motor upgrades, and HVAC improvements.

As a result of our efforts, our GHG emission intensity and energy intensity decreased on a revenue basis from 2021 to 2022. In 2022, our total Scope 1 and Scope 2 GHG emissions were reduced by approximately 13.6% compared to 2019.² Total energy consumption decreased by 8% during the same period. We did have a slight increase in absolute GHG emissions and energy consumption in 2022,³ primarily driven by significantly heightened economic activity and customer demand across our locations compared with 2021. New business acquisitions and improved reporting across the organization also influenced the reporting figures.

SCIENCE BASED TARGETS



Terex is committed to aligning with the goal of limiting global warming to 1.5 degrees Celsius as outlined in The Paris Agreement. To achieve this, we plan to set Science Based Targets to reduce greenhouse gas (GHG) emissions in accordance with the Science Based Targets initiative (SBTi). Setting these targets for Terex involves a rigorous process, reflecting our dedication to environmental stewardship and our commitment to addressing climate change. Science Based Targets will provide a clear and effective path for Terex to progress toward a low-carbon future and make a meaningful impact on climate change mitigation efforts.

14.95%

reduction in Emissions Intensity since year-end 2022 from our 2019 baseline

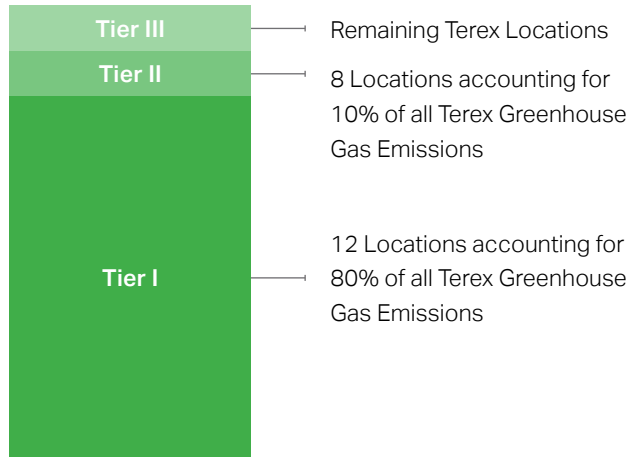
9.41%

reduction in Energy Intensity since year-end 2022 from our 2019 baseline

²⁻³ Emissions and energy metrics prior to 2022 have been revised for improved accuracy.

In 2023, we implemented a new approach. At an enterprise level, we are most focused on carbon and energy reduction efforts where they will have the greatest impact, specifically the 12 Terex locations (“Tier 1 locations”) that account for approximately 80% of our GHG emissions.⁴ Tier 1 locations are required to establish cross-functional Site Sustainability Committees. These committees are tasked with integrating energy-efficient practices into business processes, identifying their site-specific GHG emission and energy-consuming contributors, and implementing improvements as appropriate. We aim to maximize reductions within the overall Terex carbon footprint by concentrating efforts in areas with the highest potential for impact.

Tiered Approach to GHG Emissions Reduction



We have not taken our eyes off the rest of the organization. Carbon and energy reduction initiatives are being actively planned and implemented. Terex locations continue to conduct energy-related audits, seeking opportunities that will reduce GHG emissions and energy consumption. We are using energy more efficiently, installing or upgrading to more energy-efficient equipment and HVAC systems at manufacturing locations, continuing the installations of LED lights, and increasing waste heat recovery. We actively promote low-carbon transport methods, such as supporting the purchase of bicycles and leasing electric/hybrid Company vehicles, and we are progressing on other opportunities that encourage our team members to reduce their GHG emissions.

⁴ In 2022, we developed our new approach based on available emissions data from 2021 and our estimation of emissions from our new Genie Monterrey location.

SPOTLIGHT

Leading the Reduction of Our Environmental Footprint

Kelly Crawford, Senior HSE Governance Manager, and Richard Moore, Sustainability Manager, are leading the efforts to reduce our environmental footprint throughout our organization, developing the tiered approach in order to maximize our impact, and supporting all our Terex sites in their sustainability journey. Examples of their impressive work in 2023 include the implementation of asset registers, the development of a tracking system for energy efficiency and carbon reduction projects, the implementation of energy and water monitoring systems, and sharing and supporting other best practices.

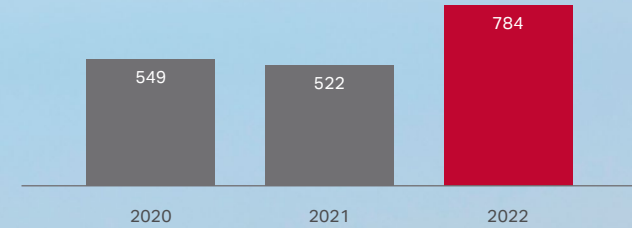


Operating from Renewable Resources

To further enhance energy efficiency, Terex utilizes renewable energy technologies. In 2023, we switched to 100% renewable energy to power our Material Processing plants at 8 locations in Northern Ireland and at our 2 Utilities plants in South Dakota. Terex has witnessed a growth in self-generated energy, with solar panels in use at our facilities in Changzhou, China; Monterrey, Mexico; and Umbertide, Italy, and there are plans in place for solar panel installations at other Terex sites.

Consumption of Self-Generated Non-Fuel Renewable Energy

MWh



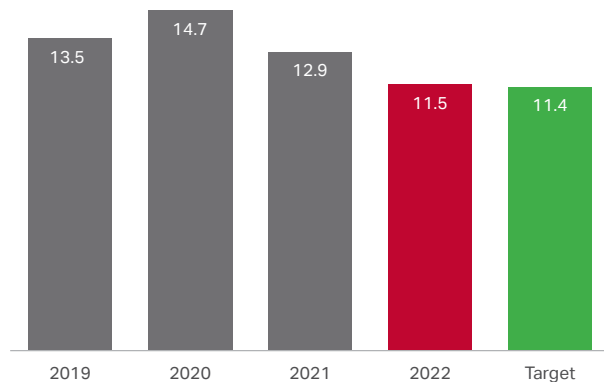
100%

Terex Utilities in South Dakota uses 100% green energy to power its facilities



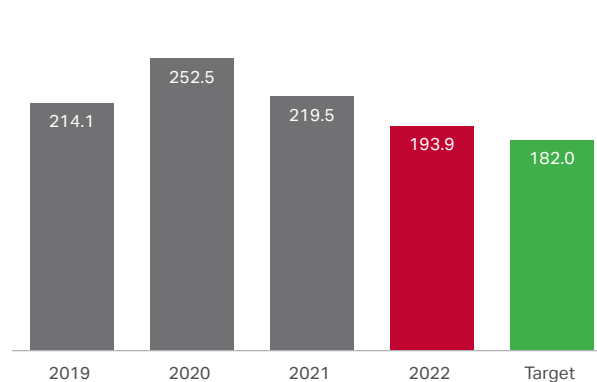
Emissions Intensity*

Absolute MTCO₂e / Million USD Revenue



Energy Intensity*

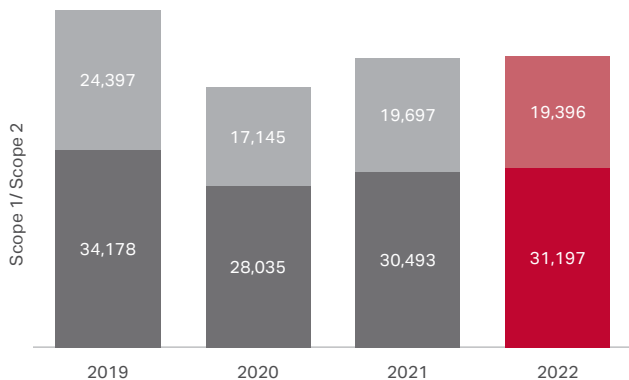
Absolute GJ / Million USD Revenue



15% We are targeting a 15% reduction in GHG emissions intensity and energy intensity by 2024 from our 2019 baseline

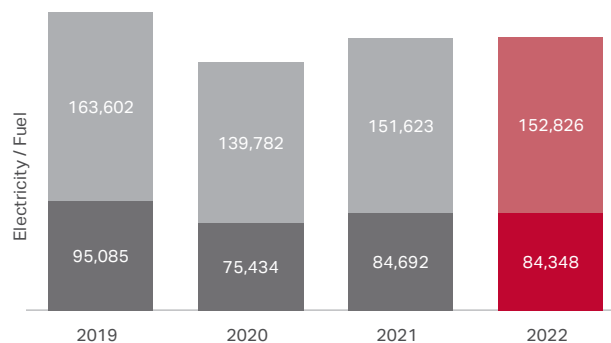
Absolute GHG Emissions*

MTCO₂e



Total Energy Consumption*

MWh



Scope 3 emissions pose challenges in measurement and management due to their involvement with activities and sources beyond our Company's direct control. Nevertheless, understanding and addressing Scope 3 emissions are vital for a comprehensive corporate sustainability approach and reducing a company's overall carbon footprint. In 2023, Terex made strides in evaluating and reporting Scope 3 emissions by assessing the 15 associated Scope 3 categories, each with a Short-, Medium-, or Long-Term reporting target. Some categories were found not applicable to Terex, such as Category 13 (Downstream Leased Assets), Category 14 (Franchises), and Category 15 (Investments). Currently, we monitor, track, and report on Scope 3, Category 3 (Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2). Scope 3, Category 3 encompasses the upstream emissions associated with purchased fuels, purchased electricity, and the transmission and distribution losses relevant to Terex. Our ongoing effort involves assessing the remaining Scope 3 categories to determine their relevance for our operations.

* The charts above include data that has been externally verified. See page 66 for the external assurance statement. The GHG Emissions Intensity, Energy Intensity, Absolute Emissions (Scope 1 and Scope 2), and Total Energy Consumption metrics include reported information from 79 Terex sites and do not include information from all Terex locations. Data prior to 2022 has been revised for improved accuracy.



Terex Genie Mexico Achieves Gold Certification for Green Building



In 2023, Genie's newest manufacturing facility in Monterrey, Mexico, earned the prestigious Leadership in Energy and Environmental Design (LEED) Gold certification from the US Green Buildings Council (USGBC). LEED is the most widely used green building rating system in the world and an international symbol of excellence. To achieve LEED certification, a project must earn points by adhering to prerequisites and credits that address carbon, energy, water, waste, transportation, materials, health, and indoor environmental quality. Buildings that are LEED certified save money, improve

efficiency, and lower carbon emissions, creating healthier places for people to work. They also are critical to addressing climate change and meeting sustainability goals. The Terex Genie Mexico facility achieved LEED certification for implementing practical and measurable strategies and solutions in areas that included, but were not limited to, reducing indoor and outdoor water usage and optimizing energy performance and renewable energy production — all identified as regional priorities. This achievement supports Terex's commitment to helping build a sustainable future. Congratulations to all those involved in the Monterrey project who helped make this happen!



Water Conservation at Terex



We place a strong emphasis on conserving water in our operations, even though our production methods naturally require low water usage. Our facilities in India, Italy, Mexico, and China are especially mindful of the limited availability of water. To address this, we have adopted various technologies and practices aimed at reducing water consumption, such as the installation of efficient taps. We have implemented advanced irrigation technology, including the reactivation of secondary wells on-site and the collection of rainwater for reuse. At our Genie plant in Changzhou, China, we are planning to introduce a system that will monitor energy and water usage, which we anticipate will spur further conservation efforts. We will continue to explore other water conservation opportunities across the Company and are developing a comprehensive water conservation strategy to promote and track best practices across all our facilities.

To ensure compliance with water permit laws, all Terex locations strictly adhere to local and regional regulations, guided by the Terex environmental roadmaps that encompass water management and various other environmental aspects. These roadmaps provide a structured approach for Terex to reduce hazards, comply with regulations, and continuously enhance processes, covering areas such as air emissions, chemical management, energy conservation, hazardous waste, groundwater, stormwater, and waste management.

Waste Reduction at Terex



Our commitment to environmental sustainability includes focusing on waste reduction. We recognize that minimizing waste sent to landfills is important to achieving our broader sustainability goals, especially in the context of climate change mitigation. Terex aims to reduce the environmental impact of waste while also enhancing resource efficiency.

Terex locations across different regions are embracing waste reduction by launching site-specific initiatives. Our MP Hosur, India facility has introduced on-site recycling of

process byproducts. This approach not only reduces waste but also minimizes the overall consumption of the product, supporting a circular economy mindset.

Our Fort Wayne, Indiana, and Umbertide, Italy sites are proactively managing wood waste through wood waste crushing, in turn reducing disposal impact. At MP locations in Northern Ireland, cardboard is being recycled. Waste segregation practices further emphasize responsible handling across our sites. By actively engaging in recycling, reusing, and innovative waste management practices, we are supporting a more sustainable future.



Waste segregation at our Monterrey, Mexico manufacturing facility.

Biodiversity at Terex

Terex recognizes the paramount importance of addressing biodiversity conservation at its operational facilities. Our commitment involves not only minimizing the negative impact of our operations on biodiversity, but also proactively working to enhance the ecological value of these sites.

As part of our ongoing environmental efforts, we plan to develop a comprehensive Biodiversity Action Plan to strengthen our biodiversity initiatives. This plan will guide our facilities in assessing their current impact on local biodiversity, identifying areas for improvement, and implementing specific measures for mitigation and enhancement.

Recognizing Terex's global presence, we acknowledge that each facility faces distinct biodiversity challenges. We aim to conduct site-specific biodiversity assessments of our Terex locations. These assessments will offer a detailed analysis of local flora and fauna, allowing us to customize our conservation efforts to each site's unique requirements.

SPOTLIGHT

Combating Climate Change and Supporting Local Communities

Tree planting is vital for combating climate change because trees absorb greenhouse gases and help stabilize the climate. While not a standalone solution, it is a powerful and accessible strategy in conjunction with emission reduction initiatives, thereby contributing to meaningful climate action.

Tree planting initiatives raise awareness about climate change, encouraging broader climate action and sustainable practices within the local community. To mark World Earth Day 2023, our Campsie, Northern Ireland site planted trees in alignment with the new layout of the site's parking lot. In support of our ongoing outreach to local schools, the site invited a locally based school (children from its Eco Club) to assist with the tree planting. In 2022, our Umbertide, Italy site collaborated with the local municipality to regenerate a green area in the community by planting new trees. This initiative aims to enhance air quality and the overall quality of life for residents in the area.

In 2023, our Genie team in Nuevo Leon, Mexico committed to planting 450 native trees on-site to enhance regional biodiversity. Tree planting can enhance biodiversity by creating new habitats and providing resources to support a variety of species. Careful planning, site selection, and ongoing management are essential to ensure that tree-planting efforts lead to thriving and diverse ecosystems.



Tree Plantation Project in Campsie, Northern Ireland





Terex Advance all-electric mini-mixer

Product Innovation and Solutions That Improve Sustainability

Terex designs products and provides solutions for our customers that ease the demands on our planet's limited resources and support the circular economy — reducing carbon emissions, increasing waste processing, and advancing recycling and reuse of scarce resources.

Electrification

Our customers want products that operate on battery-electric and fuel-electric hybrid options. By year-end 2022, approximately 70% of MP products and Genie machines offered electric and/or hybrid options.

Terex is proud to be a leader in electric vehicles (EVs). In 2022, Terex was the first-to-market with an all-electric utility bucket truck. We partnered with Navistar using their International eMV electric chassis, and Viatec using their SmartPTO technology, to offer a noise- and emission-free truck. In 2023, Terex Advance followed suit, introducing a zero-emission mini-concrete mixer truck (using the same technology) to the market.

As regulations and jobsite needs for cleaner, quieter equipment have evolved, Terex has been there, innovating its equipment in ways that improve sustainability and help customers meet

their business goals. Many Genie lift models offer electric or hybrid options that deliver quieter, reduced, or emission-free performance, needed for indoor working environments as well as city centers and other jobsites with noise and emission restrictions.

In October 2022, Genie introduced a lithium-ion battery for its GS slab scissor lifts. Our lithium-ion battery has an expected lifespan of approximately 10 years, delivering the benefits of electric power while reducing one of the biggest ongoing maintenance requirements for electric lift owners — battery replacement. Genie lithium-ion batteries

are purposefully designed for use in MEWPs, have undergone 2.5 years of rigorous testing to ensure performance and reliability, and are certified by Underwriters Laboratory (UL) against fire, electric shock, and explosion.



Our MP segment offers cranes, crushers, and screeners that can operate from electrical power supply lines, reducing the use of fuel. MP also offers electric shredders and material handlers.

Within MP, there are many examples of how our equipment supports customers in reducing their carbon emissions. Powerscreen's "Pillars of Decarbonisation" highlights our ongoing commitment to providing solutions that work toward greater sustainability, beginning with the introduction of the concept of mobile crushing and screening and the addition of conveyors to reduce double handling of materials, evolving to solutions that increase fuel efficiency, and looking

to the future with Powerscreen's electrification strategy.

An example of new technology is the Powerscreen Gladiator™ MT1150SR that debuted this year and is part of a range of wheeled crushing and screening plants that are easy to operate and move while being reliable and environmentally friendly. The Powerscreen Gladiator™ has the highly efficient crushing chambers and screenboxes that Powerscreen is famed for and is electrically driven using Powerscreen Hybrid™ technology. This makes the Powerscreen Gladiator™ an ideal choice in locations with strict environmental regulations.

POWERSCREEN'S "PILLARS OF DECARBONISATION"

1

The "Mobile" Concept

- Reduces unnecessary material handling
- Ability to recycle and reuse material at point of use

2

Conveyors

- Reduces double handling of material
- Less requirement for wheel loaders

3

Fuel Efficiency

- Drive-Train Design: engine technologies and machine innovations for reduced fuel usage
- Telematics: actionable data for most fuel-efficient operation

4

Electrification

- Powerscreen Hybrid models: alternative power train options
- Future: Eco-Warrior battery-powered screener

**POWERSCREEN®
HYBRID**





SPOTLIGHT

Machines Powered by Wind Energy

Pictured above is a customer in Ireland using a Finlay jaw and cone crusher that is powered by an on-site wind turbine. The equipment is set up to automatically prioritize consumption of electrical power from the turbine before consuming it from the grid, if needed. When fully operational, the wind turbine produces enough electricity to power both machines. When the wind turbine is not operational, the grid supplies the electricity to power the crushers, allowing the equipment to continue working with zero emissions.

Fuchs® launched the MHL820 BATTERY+, a new battery-powered material handler that features a modular drive system. Its zero-emissions rechargeable battery pack enables customers to operate in either a semi-stationary mode (with a mains connection) or independently for up to two hours at full performance. The machine can return to its intended location and continue working there with a mains supply while the battery is automatically and quickly recharged.

We have defined product roadmaps to increase penetration of electrified and alternative energy environmentally friendly products. In addition to our own internal research and development, we are partnering with tech companies and several universities to develop lower and no-carbon energy alternatives.

We are excited about our recently announced collaboration with CATAGEN, a net-zero technology company, and Wrightbus, a leader in transport innovation, on a research and development project

that has been awarded the equivalent of \$8.3 million in funding by the UK Department for Energy Security and Net Zero (DESNZ). In total, this funding is part of a \$10.5 million initiative to decarbonize off-road mobile machinery. The project will deliver a decarbonized, end-to-end demonstration of a Powerscreen Premiertrak crusher and Chieftain screener, powered by green hydrogen and e-diesel, at a working quarry site in Northern Ireland in 2024.

Terex Advance and Cummins also recently announced their collaboration on the integration of the Cummins X15H hydrogen internal combustion engines into the Terex Advance Commander series of concrete mixer trucks. Currently powered by Cummins diesel engines, the Terex Advance Commander series will include a zero-carbon hydrogen fuel option when series production of the Cummins X15H engines begins later this decade.

Overall, we believe that these developments pave the way for an even greater change to powering equipment in the future. Terex has taken the lead on many of these developments within the industries that we serve, and we will continue to evolve our approach to alternative, environmentally friendly power options as technical capabilities advance and customer demand for these solutions increases.

Awarded
\$8.3M

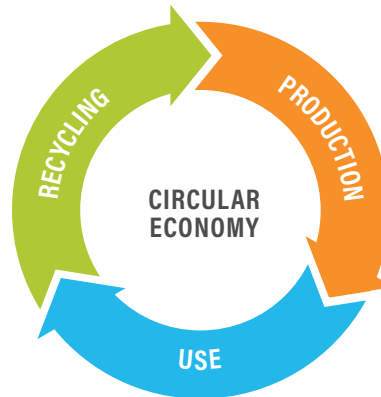
in funding by the UK Department
for Energy Security and Net Zero

Recycling and the Circular Economy

Sustainability is fundamentally linked to the products produced across the MP portfolio, which not only offers solutions to recycle and repurpose waste material, but also safeguards our planet’s limited resources.

Terex® Recycling Systems and ZenRobotics® are putting waste back to

work. Our recycling systems consist of feeders, conveyors, screeners, shredders, sorters, and separators that can be used for a variety of different waste applications: construction and demolition (C&D) waste, commercial and industrial (C&I) waste, wood waste, alternative fuels and other applications such as compost/organics, municipal solid waste, incinerator bottom ash, and dry mixed recyclables. With ZenRobotics’ proprietary AI technology,



TEREX RECYCLING SYSTEMS

In March 2023, Terex Recycling Systems (TRS) completed an installation at a UK recycling and waste management company. The installation incorporated advanced mechanical separation to increase the customer’s processing capacity and recover products of a higher purity than what was previously achieved, while not adding to manual labor requirements. The TRS team worked within a restricted space and the constraints of fitting the plant inside and around the customer’s existing building. The outcome is a highly efficient plant that is processing skip waste — a mixture of C&I and C&D waste — to produce metals, wood, plastic, paper, and cardboard, diverting this material from landfills.



VIDEO EXTRAS

ZenRobotics Fast Picker

The ZenRobotics Fast Picker module can be easily fitted onto new and existing processing lines and can process up to 80 picks per minute.

waste management facilities can upgrade their recycling infrastructure with smart robotic recycling to make their operations safer and more efficient, accurate, and profitable.

C&D waste is made up of debris from construction and demolition projects and generally contains a wide variety of heavy materials such as brick, concrete, sand, soil, and many others. If correctly processed, these materials can be recovered and used as secondary aggregates or fuel or can be recycled. For example, wood can be used as an alternative fuel source, and metals, which have a high resale value, can be recycled. Our recycling systems are designed to withstand the harsh and abrasive nature of construction and demolition waste.

C&I waste arises from manufacturing and retail operations and generally consists of light packaging materials, such as cardboard, paper, and plastic. Our equipment is designed to process large volumes of commercial waste efficiently and offer high recovery and purity rates.

Wood waste comes from a variety of sources including construction, demolition, and manufacturing. It is often separated at the source but can also arise from sorting processes of other mixed waste streams.

Our recycling systems are designed to process wood waste efficiently.

Waste that is not suitable for recycling can be used as a substitute for fossil fuels to generate electricity, usually known as RDF (refuse-derived fuel). Our environmental equipment can process residual waste efficiently and produce high-quality products that can be used as a substitute for fossil fuels.

Recently, the UK's largest independent supplier of integrated waste management and environmental services optimized their waste sorting process to pick higher-value products and increase efficiency using a ZenRobotics Fast Picker. By integrating this piece of equipment into their existing processes, the company is now able to sort food-grade plastics, including milk bottles and soft drink bottles, allowing these valuable materials to achieve higher market value, and be recycled as food-grade plastics.

Terex is also active within global waste markets through Terex Ecotec, CBI, and Fuchs. Fuchs material handlers feed complex material, such as scrap steel, forestry waste, and demolition waste, into downstream equipment, such as our CBI grinders, Terex Ecotec shredders and trommels, and mobile crushing and screening equipment from our Powerscreen, Finlay, and EvoQuip® brands. Our downstream equipment then size-reduces and separates the material into stacks of uniform material that can be repurposed or recycled. Without the processing performed by our Company's equipment, much of the material being processed would end up in landfills or incinerators.

The Cobra 230 Portable Impact Crusher is a machine that provides class-leading productivity, unmatched versatility, and excellent fuel efficiency.



 SPOTLIGHT

Protecting Iron Ore Resources

This photograph is of a Fuchs machine at work, used by a customer in the Netherlands to turn mixed scrap into high-quality raw materials for new products, protecting the Earth's natural reserves of iron ore. In recent years, the customer has experienced a strong increase in demand for sorted raw material and opted for the Fuchs MHL390 F to aid them in satisfying the demand. This diesel-efficient machine ensures fast ship loading of material and is used around the clock, five days a week.



Terex Ecotec designs and manufactures equipment for the wood processing, biomass, and recycling industries. Recently, Europe's leading producer of circular and low-emission steel used a Terex Ecotec TMS 320 Metal Separator to boost its metal recovery capacity. Primarily designed for separating metal from compost, biomass, IBA (Incinerated Bottom Ash), and waste, Terex Ecotec further developed the machine to make it suitable for the heavy demands of a solely metal processing

waste stream. The machine is processing over 10 tons of non-ferrous metals per day — material that would have been sent to a landfill. The remaining organic material is being used as recycled fill. Powered by either an onboard engine with sound attenuated canopy or mains electrical supply, the machine also provides the customer with reduced operating costs, fuel usage, emissions, and noise levels.

Terex Ecotec and CBI were proud to have been granted a [Sourcewell](#) contract

for the "Recycling and Repurposing Equipment with Related Accessories, Supplies, Technology, and Services" RFP. This contract will make Terex Ecotec and CBI equipment available to public sector agencies, educational institutions, and nonprofit organizations across the United States, which will enable these organizations to optimize their waste management processes, reduce landfill waste, and contribute to a more sustainable future.

Sourcewell 
Awarded Contract



Sustainable Applications in the Aggregates Industry

The mobile aspect of our mobile crushing and screening brands has always contributed to decreasing the carbon footprint per ton of material produced. This is done by reducing unnecessary material handling involved in hauling and loading material to static plants in aggregate production and allows for

recycling and reuse of material at the point of use, as in road building projects where sub-base material is produced on-site. Additionally, mobile screens are capable of screening and separating a wide variety of materials for further recycling or reuse. Our Powerscreen Warrior 1200 screen, for example, is used for cleaning various landfills in urban centers of India, enabling future land development.

Historically, waste in India, such as construction, demolition, and municipal solid waste, was not segregated at the source. Now, a single screen can separate material into three streams while processing 500-600 tons of waste per day. Our mobile machine works directly on-site, eliminating the transportation of material, thereby reducing the carbon footprint.





Terex Washing Systems provides sustainable solutions for the minerals washing industry. Through the combination of a broad spectrum of specialized equipment, our systems use water to recover useful materials from waste. Our water treatment product portfolio contains various technologies and systems that convert the resulting dirty water to clean water that can be reused in the wash recovery process. For example, we developed a solution for one customer that turned waste into two different recycled sands and three different recycled aggregate products from several waste streams. Of the water used during the process, 95% is available for reuse.

The Terex Washing System's VacRecover plant has an innovative design that

enables it to process dirt slurry and transform it into saleable materials. Dirt slurry is made up of diverse material compositions, such as sand, rock, or mud that is ordinarily destined for landfills. An asphalt and aggregate supplier in Canada is using our VacRecover plant to handle diverse material, reclaiming approximately 80% of the waste and transforming it into saleable materials. By recovering and salvaging materials that were once destined for landfills, the VacRecover plant significantly reduces the environmental impact associated with quarry depletion and transportation of materials from distant sources.

In Europe, Terex Washing Systems is actively supporting urban quarries. Traditionally, quarries are located outside

the area that will use the material generated from the quarry. Urban quarries, however, are located within the perimeter of the area (typically, the city) in which the new material will be used. Urban quarries reduce the carbon footprint because materials do not have to be hauled to and from a more distant quarry. At an urban quarry site, our Terex Washing Systems use a combination of 20-30 different process and water treatment equipment to treat and recycle waste, reducing the amount of waste disposed of in landfills. Terex Washing Systems also reduces the amount of new material taken out of the ground because the recycled material lessens the need for new reserves. About 90% of the water used during our recycling process is reused, and only 10% is lost in the aggregate.

VIDEO EXTRAS

Capital City VacRecover Plant



Capital City Paving is using a Terex VacRecover Washplant to recover and reuse materials that would traditionally end up in landfills.



SPOTLIGHT

Making Quarries More Sustainable

Overburden is sludge-like material found on top of fresh rock at a quarry. Traditionally, overburden is discarded as waste product because it is difficult to process. Our Terex MDS® equipment has the technology to process and recycle overburden, turning it into usable, saleable material.

Concrete is fundamental to economic advancement and global growth, and second only to water as the most consumed global resource. Fostering efficient and sustainable practices for concrete production and delivery is essential, contributing to a more sustainable future for the industry. ProAll® produces volumetric mixers, which are mixers mounted on a truck or trailer with

separate compartments for sand, stone, cement, and water. On arrival at a jobsite, the machine mixes the materials on the spot to produce the exact amount of concrete needed. Volumetric mixers reduce waste and associated costs by providing exact quantities and by hauling just the amount of concrete needed at a site.

Alternative Energy

CBI grinders create pulp used to produce pellets for wood energy and sort waste used to power waste-to-energy plants. Genie lifts and telehandlers are used in the installation and maintenance of solar roofs. Without our products, these applications would be impractical or far less efficient for customers to perform.



Social Sustainability

In This Section

A Strong and Supportive Team Committed to Safe Work Practices

Safety at Terex

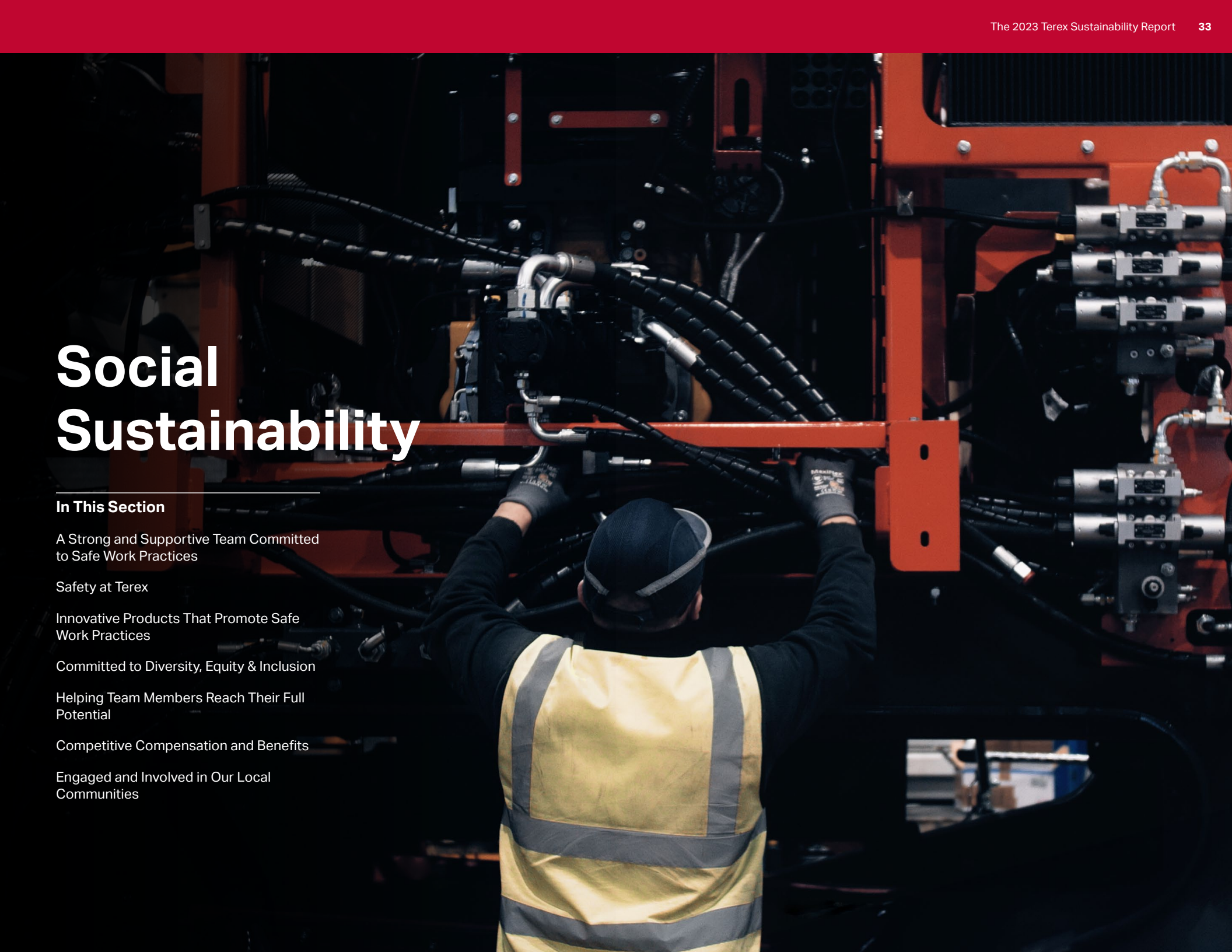
Innovative Products That Promote Safe Work Practices

Committed to Diversity, Equity & Inclusion

Helping Team Members Reach Their Full Potential

Competitive Compensation and Benefits

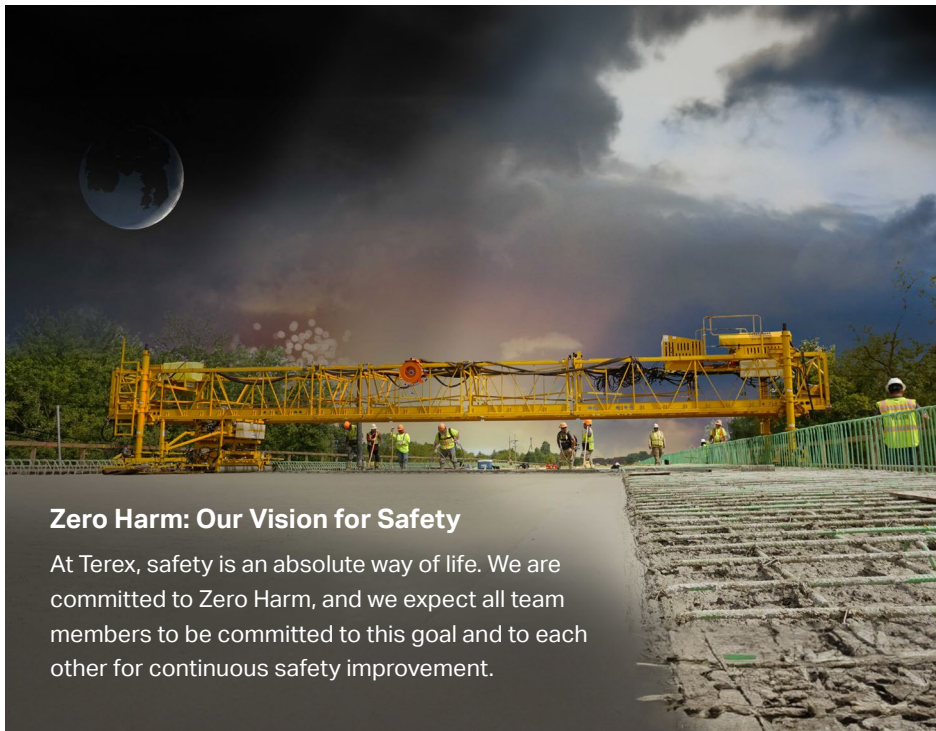
Engaged and Involved in Our Local Communities



A Strong and Supportive Team Committed to Safe Work Practices



Terex attracts, develops, and retains top talent to be part of our team. We have a diverse and highly engaged global workforce, and we strive for an inclusive culture where team members of all backgrounds feel welcome and valued. The safety of our team and our end-users is our number one priority.



Zero Harm: Our Vision for Safety

At Terex, safety is an absolute way of life. We are committed to Zero Harm, and we expect all team members to be committed to this goal and to each other for continuous safety improvement.

In our Zero Harm environment:

- Team members look out for each other, raise awareness of hazards they identify, and correct at-risk situations without hesitation. ("We don't walk by.")
- Near-Miss reporting is viewed as a positive. Near-Misses are incidents that had the potential to cause, but did not actually result in, injury or death. The issues are discussed openly, resolved as promptly as possible, and shared as learning moments.
- Pausing the job is used when needed.
- Management team meetings regularly include discussion of leadership's impact on the Terex safety vision and our progress toward a strong safety culture.
- Continuous improvement discussions start with safety, end with safety, and go beyond compliance.

- Leaders conduct safety observations on a regular basis. This is viewed as a standard business activity.
- Senior leaders and front-line team members have regular, routine, and positive interactions focused on safety.

Safety at Terex

The Terex Board of Directors oversees our Company's Health Safety and Environment (HSE) Management System. Five times a year, during our regularly scheduled Board meetings, the Company reports on team member health and safety.

John L. Garrison, Jr., our Chairman, President and Chief Executive Officer, chairs monthly global meetings with local management and HSE team members to review Near-Misses and Lost Time injuries

so we can learn from these incidents and prevent them in the future.

We maintain a Global Environment, Health and Safety Policy and clear standards. All businesses within Terex are responsible for day-to-day risk mitigation, compliance assurance, and HSE culture. Our robust HSE Management System is the foundation for our journey to Zero Harm and includes:

- Management leadership
- Team member involvement
- Serious injury and fatality prevention
- Compliance management
- Safety culture
- Risk reduction and improvement plans
- Metrics and monitoring
- Resources and competency
- Problem identification and resolution
- Health management

Currently, Terex has a global network of more than 75 HSE professionals who support health and safety at our sites. Several times a year, HSE leaders convene to review trends, assess process effectiveness, share best practices, and plan the organization's next steps in its HSE journey to Zero Harm.

Our HSE program drives accountability through detailed metrics and data transparency. Our enterprise-wide system records most of our HSE data,



75+

Terex has a global network of more than 75 HSE professionals who support health and safety at our sites

enabling robust analysis to identify continuous improvement opportunities. Key performance indicators (KPIs) such as injuries, illnesses, Near-Miss events, counter-measure closures, training completions, and regulatory activities are tracked using industry-standard benchmarks. However, our focus on metrics does not diminish what is most important: our team members' safety at work.

Safety culture is deeply ingrained in our business, empowering our teams to

prioritize safe work practices. We provide our team members with the tools, training, and systems needed to plan and perform their work safely. All team members are expected to pause any job if they encounter or observe an unsafe condition, at-risk behavior, or any situation that poses a risk to the team. Our leaders are expected to foster a culture of safety, ensure that their teams are equipped for safe operations, and support pausing a job.

Preventing Serious Injuries and Fatalities Through Our Life Saving Behaviors

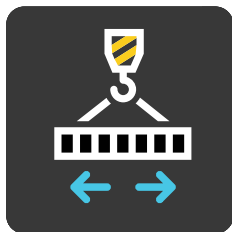
At Terex, the HSE program places significant emphasis on Serious Injury and Fatality (SIF) Prevention. To achieve this, 9 Life Saving Behaviors have been identified as crucial for preventing the most severe incidents. These non-negotiable rules are mandatory for all team members to follow and are supported by our Company’s Safety Leadership Standard Work, which sets expectations for leaders throughout the organization.

Exposures with the potential for serious injuries or fatalities are categorized, communicated, and investigated following a unified Company-wide standard. To drive improvement, there are 11 SIF Roadmaps in place, specifically designed to reduce the risk of SIF events and promote adherence to the Life Saving Behaviors. Implementation of these SIF Roadmaps is mandatory for all manufacturing sites and is tied to performance management. Progress is closely monitored by the CEO, the Executive Leadership Team, and the Board of Directors.

Safety Saves Lives



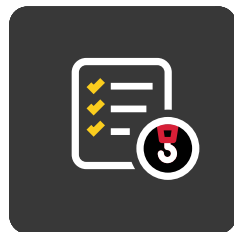
I protect myself against falls when working at heights.



I stand clear of the danger zone from unstable/suspending loads.



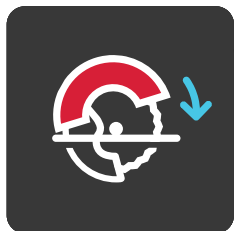
I verify isolation — lock, tag, and try — when work involves hazardous energy.



I follow my lifting plan: No Plan, No Lift.



I obtain authorization and validate air quality before entering a confined space.



I check that my interlocks and guarding work correctly on my equipment and never bypass them.



I wear my seat belt.

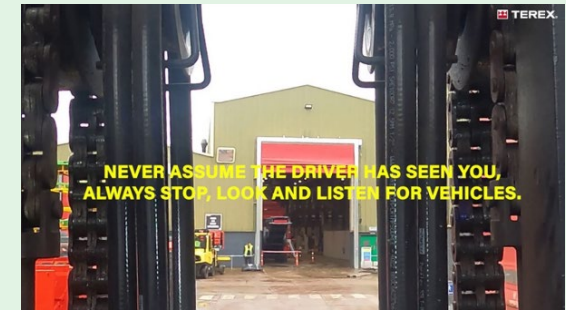


I position myself in a safe zone in relation to moving equipment.



I pause and ask for help from my supervisor if a condition is not safe or I cannot take these actions. If a Near Miss occurs, I report it immediately.

FORKLIFT “LINE OF FIRE” SAFETY



Recently, the MP Health, Safety & Environment team developed and released a “Line of Fire” safety video showing the view of a forklift driver. In the video, team members can observe how a forklift driver’s field of vision is obscured by the mast of the truck and can be further obscured by the height of the items that are being transported. The video instructs team members that they should never assume they have been seen by the forklift operator and are reminded of the Life Saving Behavior “I position myself in a safe zone in relation to moving equipment.”

Keeping the Team Safe Every Day with the Terex Injury Prevention Behaviors

The Injury Prevention Behaviors (IPBs) at Terex are fundamental to keeping our team members safe. These behaviors have been carefully developed and are based on the most prevalent risks faced by our workforce, making them crucial in preventing injuries.

The Terex Injury Prevention Behaviors serve as a universal language, facilitating the recognition and discussion of key factors contributing to injuries within our organization. Comprehensive training is provided to familiarize team members with these essential behaviors. Moreover, our leaders play a vital role by effectively communicating and demonstrating the importance of adhering to the IPBs.

How Team Members Prevent Injuries While on the Job



Seek Help for Discomfort



Don't Use Excessive Force



Careful Material Handling



Firm Foundation



Keep Hands and Fingers Clear of Machines



Always Wear Gloves



Follow Standard Work



Know What Moves



Report Near Misses



SPOTLIGHT

MP Hosur Surpasses Safety Milestone

In 2023, MP Hosur surpassed a milestone of 3,000 days with No Lost Time Injuries and has reduced recordable injuries by 70% since 2016. This accomplishment reflects the team's unwavering commitment to safety and Zero Harm.

 SPOTLIGHT

Safety Month at Terex

April is Safety Month at Terex, coinciding with the World Day for Safety and Health at Work, which is an annual international campaign by the Geneva-based International Labour Organization (ILO) to promote safe, healthy, and decent work. This year, we recommitted to our Safety Leadership Behaviors and refocused on elements of our systems: the people, processes, and practices we use to improve safety at Terex.

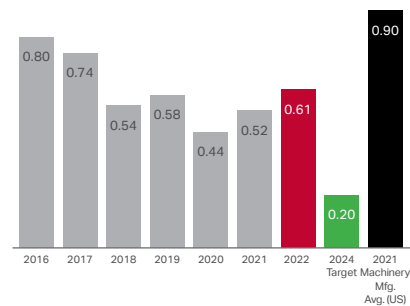
"This quote sums up safety for me... 'Work safely today. Remember, somebody expects you home tonight.'"

Deividas
Quality Inspector

Health and Safety Metrics

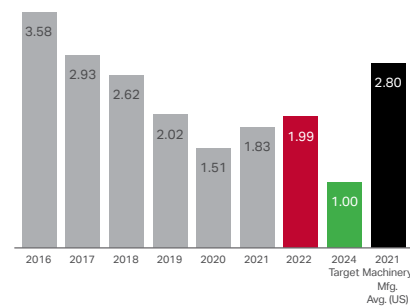
Lost Time Incident Rate

Lost Time Injuries *200k/ Hours



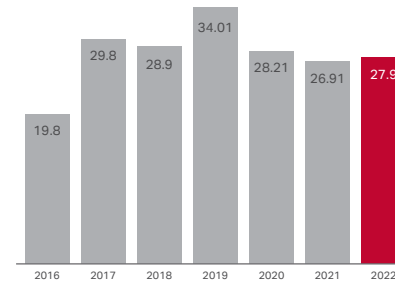
Total Recordable Incident Rate

Recordable Injuries *200k/ Hours



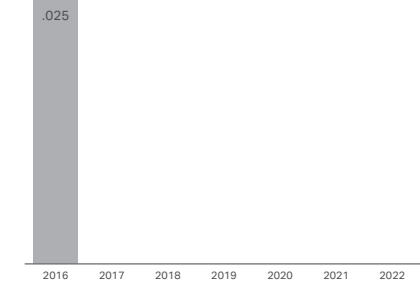
Near Miss Reporting Rate

Near Miss Reports *200k/ Hours



Work Related Fatality Rate

Work Related Fatalities *200k/ Hours



In 2016, Terex set the long-term goals of reaching a 0.2 Lost Time Injury Rate and a 1.0 Total Recordable Incident Rate by year-end 2024. Our aspirational goal will always be zero injuries, but the goals set in 2016 represent milestones along our journey to Zero Harm. We encourage and empower team members to report Near Misses and have seen success with this metric, as evidenced by increasing numbers of these reports. This is a key indicator of increased awareness and engagement in safety initiatives. It is also a contributor to our overall decrease in recordable injuries.

In 2022, we saw an increase in our total recordable and lost time injury rates. As a result, we re-evaluated our existing health and safety systems to ensure they meet the safety needs of the changing workforce, environment, and processes shaped by the aftermath of the pandemic. We have refocused on the most common drivers of injury in our business and are re-engaging our leaders on our ongoing safety initiatives.

Total Recordable Incident Rate*

↓ 44%

Lost Time Injury Rate*

↓ 25%

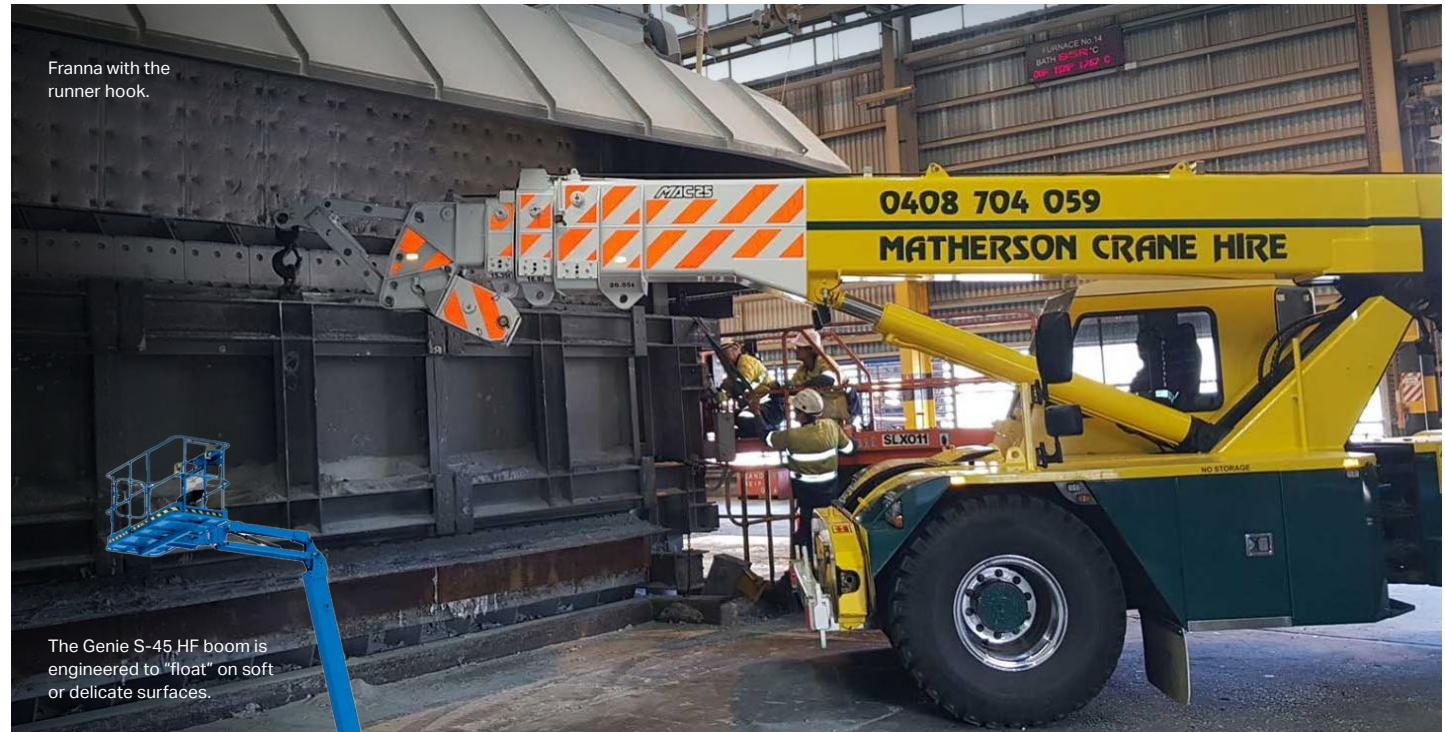
* 2022 vs. 2016



Innovative Products That Promote Safe Work Practices

Safety for our end-users is Priority One. Our distributors, customers, and end-users trust Terex to produce products that help end-users perform their jobs safely and operate jobsites more efficiently.

Our Genie products do more than just change how the job is done — they change the job itself by providing end-users with safe ways of working at height. That is what we strive for — getting people and materials safely to aerial work spaces, keeping people safe while they complete their work, and getting them back down safely. Genie scissor and boom lifts have become increasingly common on jobsites around the world, especially with the adoption of global growth in Aerial Work Platforms, also known as Mobile Elevating Work Platforms (MEWPs), as they offer a number of advantages over ladders and scaffolding systems in terms of safety, access, and productivity. With platforms spacious enough to accommodate workers and their tools, and accessories designed to increase productivity while keeping workers safe, Genie equipment helps people work safely at height — something Genie has been doing since its founding nearly 60 years ago.



Franna with the runner hook.

The Genie S-45 HF boom is engineered to "float" on soft or delicate surfaces.

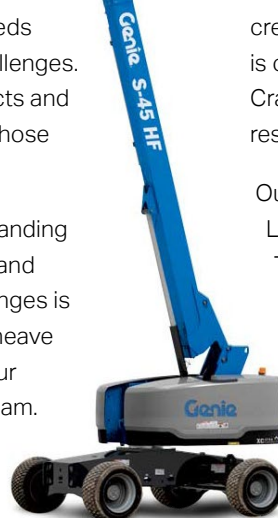
We collaborate with customers to understand their needs and solve worksite challenges. We then design products and features that address those challenges.

An example of understanding our customers' needs and solving worksite challenges is the runner hook and sheave option developed by our Franna® engineering team.

The team developed this option to create a higher lift point when the crane is operating in an area of low headroom. Crane operators can work productively in restricted situations such as low doorways.

Our Z®-45 SUB (Substation Utility Boom Lift), a joint project of our Genie and Terex Utilities teams, is another prime example of a work practice innovation that resulted from close collaboration with substation operators, the end-users of our Utilities product line. In a

substation, operators use very specialized work practices in areas where there is limited room to maneuver an insulated utility bucket truck due to its size. The Z-45 SUB is a Genie articulating boom lift up-fitted with dielectric protection. It is smaller and more agile than a utility bucket truck, making users' work practices safe and easier for substation operators. In 2023, the Z-60 SUB was introduced. Based on a Genie Z-60 FE, the Z-60 SUB is hybrid-powered, assisting utilities in their goal of achieving sustainable fleets.



Technology through connected assets, in particular telematics, allows Terex to provide early maintenance detection to our customers and dealers. By year-end 2022, telematics hardware was active on approximately 12,600 MP and 63,500 Genie machines, enabling Terex to provide in-time maintenance support, enhance uptime performance, and promote end-user safety.

Terex has a longstanding commitment to designing, manufacturing, and selling products that enhance safe work practices. We continue to develop new products and features, always considering the safety of the operators who use our equipment and the communities in which that equipment is operated.

Our quality standards and practices are rigorous. All Terex products are designed and manufactured in compliance with the standards and regulations applicable to the product.

Product Quality & Compliance

Our goal is that every machine coming out of our plants is high in quality and free from defects. Zero-Defects is a key element of the Materials Processing Operating System. Zero-Defect KPIs are tracked, and countermeasures are implemented when required. Quality and safety go hand-in-hand.

QUALITY BY DESIGN

- 1 Quality Engineering
- 2 Quality Product
- 3 Quality Manufacturing
- 4 Quality Service, Sales & Support
- 5 Quality Talent Development

More than two years ago, Genie introduced its “Quality By Design” brand promise, which reinforces Genie’s commitment, dating back nearly 60 years ago, to deliver quality for customers and team members. Quality By Design encompasses all aspects of Genie’s operations and is integral to the manufacturing process — consistent with the Terex goal of high-quality, zero-defect machines.

Terex remains committed to protecting our customers and product users by purchasing, designing, manufacturing, and selling safe products in compliance with standards and regulations for the markets in which we conduct business. This commitment necessitates our participation with industry organizations and standards development committees, as well as the continuous monitoring of regulations



globally to ensure our products remain in compliance. Terex’s compliance includes such key legislation as:

- The European Union (EU) Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation;
- EU Restriction of Hazardous Substances (RoHS) Directive;

- EU Waste Electrical & Electronic Equipment (WEEE) Directive, Asbestos Regulations; and
- California’s Safe Drinking Water and Toxic Enforcement Act (Proposition 65).

Committed to Diversity, Equity & Inclusion

Terex is committed to recruiting, engaging, developing, and retaining diversity at all levels of our global workforce. We encourage, value, and support team members of every race, gender, age,

ability, religion, orientation, identity, and experience. We firmly believe that diversity of background, thought, and experience cultivates innovation and better decision-making.

We want all our team members to reach their full potential. Our culture is defined by our Terex Way Values — Integrity, Respect, Improvement, Servant Leadership, Courage, and Citizenship. Our values are the driving force behind our commitment to an inclusive, supportive, equitable, and safe workplace.

We know that diversity alone is not sufficient. We are committed to creating a culture of inclusion, which starts with the tangible, intentional actions that all Terex team members — regardless of title or tenure — must make to ensure our team feels safe, supported, and valued. Fundamentally, Inclusion starts with “I.”

INCLUSION STARTS WITH “I”

I will make time
to be available when a team member asks to speak with me and will take action as appropriate.



I will make team members feel valued
by consistently recognizing their efforts and contributions.



I will speak up
when a team member says or does something hurtful or inappropriate.



I will own up
to my mistakes and shortcomings.



I will identify my own biases
and will not let these biases cloud my judgment.



I will communicate transparently
to other team members about why decisions have been made.



I will listen attentively
and withhold judgment when a team member is sharing their point of view.



I will seek the input
of other team members for important decisions.



I will take an active interest
in learning about other cultures so that I can work well with team members from diverse backgrounds.



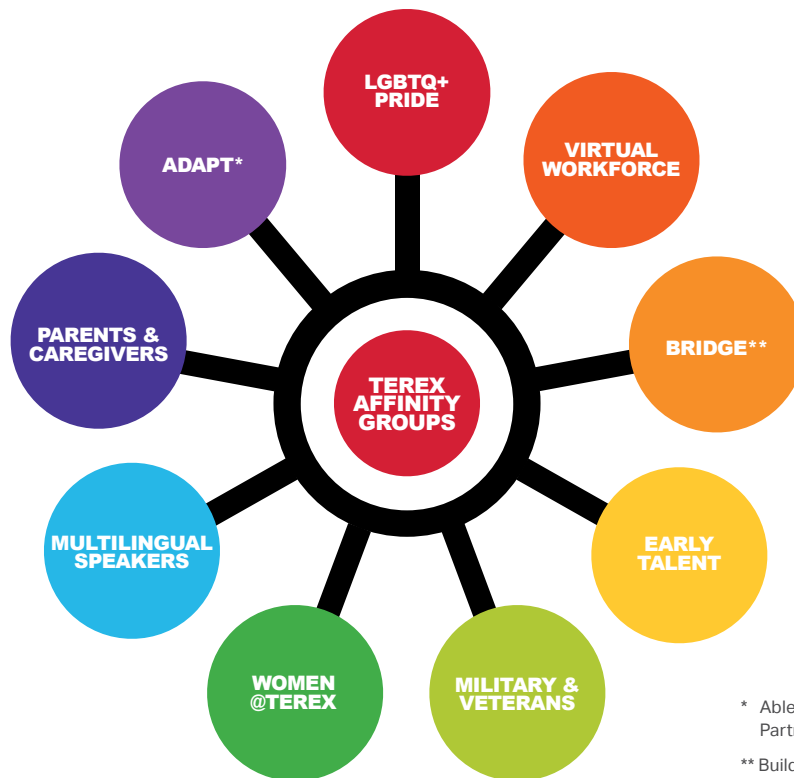
I will give a voice
to everyone on the team and will encourage collaboration.



Terex believes that our strength lies in the diversity of our team. We are committed to cultivating an inclusive work environment where the perspectives, ideas, and unique talents of all team members are valued and respected.



The creative way our Changzhou, China team incorporated the 'I Will' inclusion statements at their site.



* Able & Disabled Allies Partnering Together
 ** Building Relationships in Diverse Group Environments

Diversity, Equity & Inclusion Strategy

Our DEI focus is to ensure we sustain an environment that is inclusive, safe, and equitable for all team members. We have built on these efforts by delivering unconscious bias training and developmental webinars, promoting our Terex Affinity Groups, encouraging Company-wide

accountability with our "I Will" Inclusion Statements, and creating our DEI Site Roadmaps. The DEI Site Roadmaps provide step-by-step guidance for our sites to increase recruitment, engagement, development, and retention for all team members at Terex.

MILITARY-FRIENDLY



Terex is a military-friendly Company. We strive to bring forward and empower the unique, applicable skills and tools that our veterans can bring to Terex. In the US, 6.8% of our workforce are self-identified veterans. Our Military & Veterans Affinity Group facilitates a network of team members interested in, or involved with, the military community. Our members include military veterans, team members serving in the Guard and Reserves, and team members with friends or family in the military. The mission of this group is to provide Terex's veteran and military team members with a supportive community that encourages professional development.

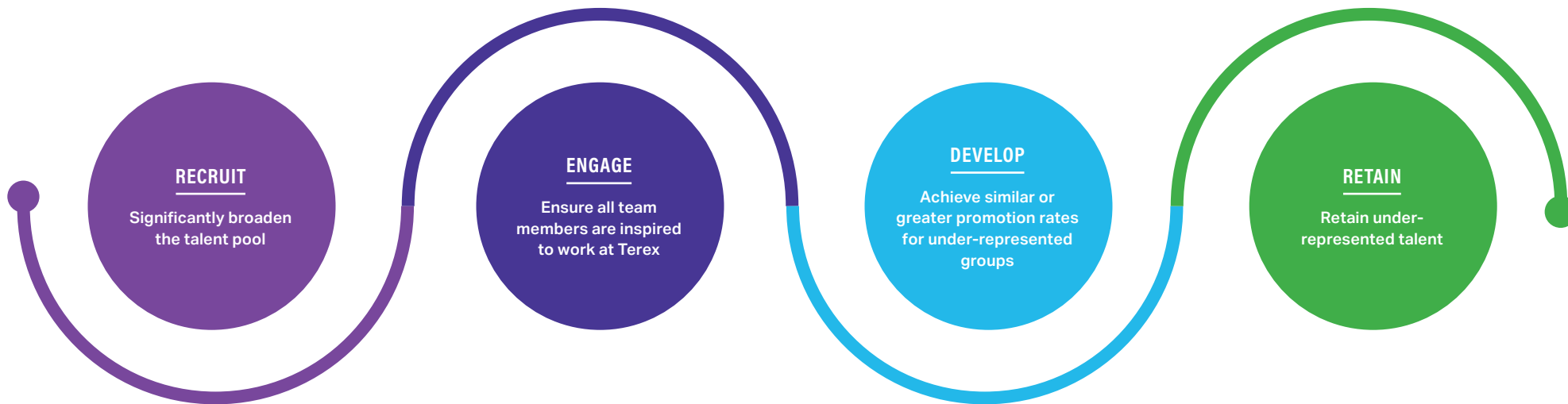
SPOTLIGHT

Focus on Diversity, Equity & Inclusion Training

Gabrielle Tilley, our Senior Director of Global Inclusion and Culture, has led our continued efforts to create a more inclusive environment where every team member feels safe, supported, and valued. In the past several years, Gabrielle has helped accelerate our efforts in a variety of significant ways, such as spearheading the creation of our nine affinity groups, developing and delivering inclusion training, and creating a series of webinars to spotlight career opportunities at Terex. In 2023, Gabrielle traveled across the globe to deliver in-person training to more than 500 team members that work in 19 different countries. Thank you, Gabrielle, for leading the charge to a more supportive environment for our team members!



Global Diversity, Equity & Inclusion Strategy*



- Expanded the talent pipeline to ensure additional focus on female/non-majority talent
- Developed relationships with diverse recruiting agencies
- Developed partnerships with local and national orgs who are committed to supporting diverse talent
- Continued to integrate DEI into interview training

- Delivered Fundamentals of DEI Training to over 500 team members
- Launched Affinity Groups, creating a safe space for team members to interact, exchange ideas, network, and grow; currently, there are over 550 team members participating
- Partnered with Health and Safety to spotlight mental health
- Launched "I Will" Inclusion Statements globally

- Launched an enhanced Global Mentorship Program; currently, there are over 390 mentoring partnerships
- Hosted development webinars (Self-Advocacy, Individual Development Plans, Work-Life Balance, Financial Awareness)
- Created Bias Interrupter Resources for managers during talent reviews

- Creation of a Formal Exit Interview Questionnaire to further understand and address retention challenges
- Completed a comprehensive Pay Equity Study
- Established a DEI Inclusion Roadmap to provide step-by-step guidance for sites on their DEI journey

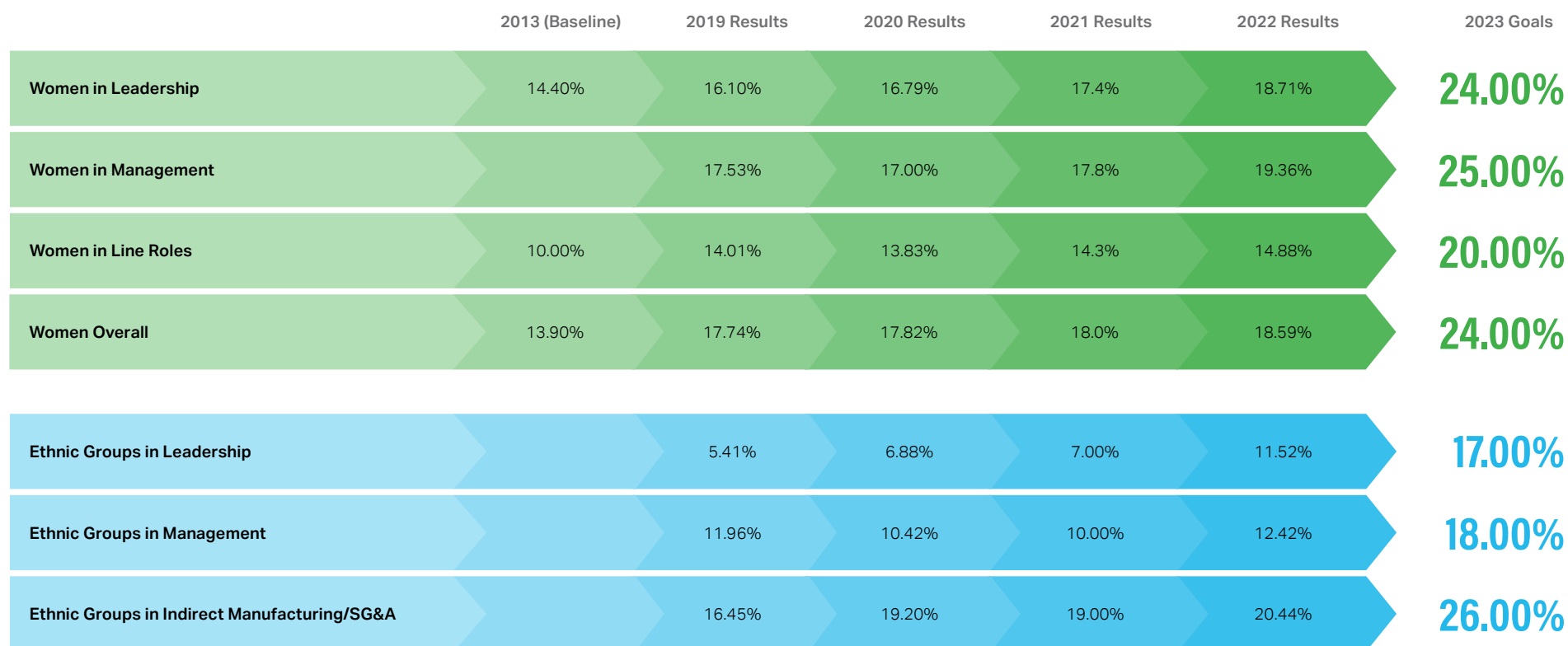
To sustain an environment that is inclusive, safe, and equitable for all team members

*2023 metrics

Significant Progress on Diversity, Equity & Inclusion Initiatives

In 2022, we added a “DEI Stretch Plan” to the Company’s Management Incentive Bonus program to help accelerate our DEI journey. Our stretch plan is intended to fully support all of our DEI objectives: more women in leadership, management, and line roles globally, and more ethnic diversity in the United States in leadership, management, indirect manufacturing and sales, and general and administrative (SG&A) roles.

We have seen significant progress in our DEI metrics, and have increased our long-term goals as follows:



Women@Terex

As is typical of the manufacturing industry, women are often under-represented. Our Company has a long-standing, vibrant, global initiative to increase representation of women throughout our workforce. We expect diverse candidate slates and support women through mentoring, training, and development opportunities. We also use our talent review process to identify qualified women for their next role(s) within our organization, including implementing meaningful development plans.

International Women's Day

International Women's Day is one way Terex celebrates the achievements of women. In 2023, Terex teams offered 40 interactive learning events globally. Examples include:

Norwalk, Connecticut, US: Executive Leadership Team members Amy George, Julie Beck, and Stacey Babson Kaplan shared their candid thoughts about maintaining work-life balance as a working parent.

Olds, Alberta, Canada: Celebrated the occasion by inviting the Mayor of Olds, AB, Judy Dahl, to share her experiences, struggles, and achievements over the years with the group.

Hosur and Bangalore, India: India's Women@Terex team held an interactive lunch, discussion, and team-building activities.

Great Britain and Northern Ireland sites collaborated to organize a webinar that included discussions on how to create a more gender-balanced world.

Newton, New Hampshire, US: The team held a "Chili Cook-Off" taste competition, proceeds of which were donated to Girls Inc., a nonprofit organization focused on empowering young girls and helping them to achieve their full potential.

Multiple Locations, Australia: The teams discussed equity in the workplace, covering topics such as objective and perceived barriers to entry and challenging biases. They also held a fundraiser for charity.

Oklahoma City, Oklahoma, US: The team hosted a women's lunch including engineering students, followed by a plant tour and Q&A with the students.

Roosendaal and Benelux, Netherlands: The teams discussed "What is equity?" and focused on our "I Will" Inclusion Initiatives. The teams distributed purple bracelets with messages to female team members and presented cacti, a symbol of perseverance and self-sufficiency.

Jiading, China: The IWD events included team-building activities.

Bad Schönborn, Germany: Female team members enjoyed breakfast with the site management team, who emphasized the importance of women as an integral part of the Fuchs team.

Chartres, France: Women@Terex organized a viewing of the film *Woman of the Century*, starring women's activist Simone Veil, followed by a discussion of the movie's themes related to International Women's Day. "I Will" Inclusion posters were distributed in French.

MP, Jiading, China



MP, Ballymoney, Northern Ireland



Genie, Monterrey, Mexico



MP, Hosur, India



SPOTLIGHT

Inclusion in Action

Strategic Partnership with the NOW Group in Northern Ireland

In 2023, Terex became the first manufacturing company to enter into a strategic partnership with the NOW Group in Northern Ireland. The NOW Group is an award-winning social enterprise, focused on providing employment support and training for people with learning difficulties and, more specifically, autism. Through this partnership, Terex provides training, mentoring, and different employment opportunities with the aim of supporting an inclusive and diverse workforce.



Participation in 2023 Pride Events in Watertown and Omagh

Our LGBTQ+ affinity group celebrated Pride during June's Pride Month, which commemorates the community, its history, and its ongoing fight for equal rights and acceptance.

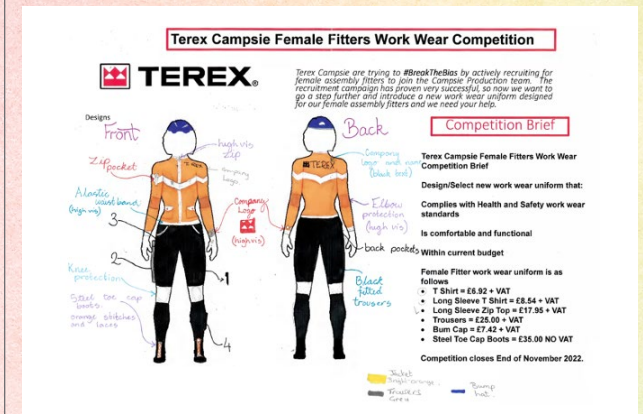
Our team members participated in the Omagh, Northern Ireland Pride Parade, and in Watertown, South Dakota, US, our team set up a booth and flew the Pride flag from a Terex truck at the Watertown Pride in the Park event.



Terex Campsie Hosts Innovative Workwear Design Competition

To challenge gender biases and promote inclusivity, Terex Campsie, Northern Ireland recently hosted a Female Workwear Competition, inviting local schools to participate in designing new uniforms for the female workforce at their facility. As part of the ongoing #BreakTheBias campaign, Terex Campsie actively recruits female assembly fitters to join their production team. The competition aimed to introduce a new workwear uniform that is not only compliant with health and safety standards but is also comfortable, functional, and budget-friendly.

The Female Workwear Competition at Terex Campsie provided an opportunity for students to showcase their creative talents. It also underscored Terex's commitment to gender equality and diversity in the workplace. Terex Campsie looks forward to implementing the winning workwear designs and continuing its commitment to fostering a more inclusive and supportive environment for female assembly fitters.



Helping Team Members Reach Their Full Potential

Engaged, capable, and highly skilled team members are key to successfully implementing our Execute, Innovate, Grow business strategy.

Nearly 90% of Team Members Responded to Our Global Engagement Survey

Engagement is key to executing our business strategy and achieving our Company goals. Consistent with the Terex Way Values of Respect, Servant Leadership, and Improvement, we conduct an annual Engagement Survey and then act on team member input.

Our 2023 Engagement Survey participation rate was world-class, with 89% of team members worldwide participating in the survey. The response rate increased by nearly 6% from the prior year (84%), indicating that team members believe that their input is valued and used to drive improvements. Survey metrics included:

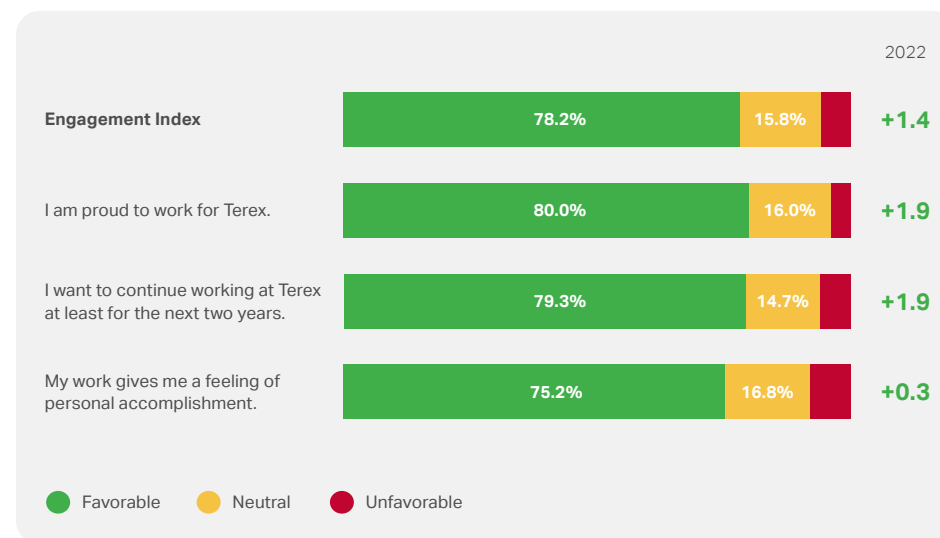
- Engagement Index
- Team Member Net Promoter Score
- Manager Net Promoter Score
- Work Environment
- Supervisor Behavior
- Teamwork
- Professional Development
- Rewards and Recognition
- Intent to Stay
- Change Management
- Safety
- Diversity, Equity & Inclusion
- Health/Well-Being
- Ethics Index
- Survey Effectiveness

For several years, Terex has used the Net Promoter Score (NPS)⁵ in our team member surveys. The total Terex Team NPS and the total Manager NPS improved over 2022. The overall increase in global Team Member NPS (“How likely are you to recommend Terex to others as a place to work?”) reflects increased team member confidence in our future. In addition, managers continued to demonstrate Servant Leadership and focus on creating an inclusive work environment, leading to a higher Manager NPS (“How likely are you to recommend your immediate supervisor as someone to work for?”).

We improved across all elements of the engagement index this year, driven by improvements in specific areas such as recognition, listening, team member development, and change management.

TOTAL TEAM MEMBER NPS IMPROVED FROM +8.7 TO +15.9

TOTAL MANAGER NPS IMPROVED FROM +37.1 TO +38.5



Consistent with our Zero Harm journey, safety items were among the highest-rated responses in the 2023 survey. These included:

I AM COMFORTABLE REPORTING A SAFETY ISSUE

I WORK IN A SAFE ENVIRONMENT

SAFETY PROBLEMS ARE ADDRESSED WHEN THEY OCCUR

⁵ NPS is based on a 0-10 rating scale (0 = not at all likely and 10 = highly likely). NPS is calculated by subtracting the percentage of detractors (ratings of 0-6) from the percentage of promoters (ratings of 9 and 10). “Passive” ratings (7 and 8) are excluded from the calculation. NPS scores range from -100 to +100.



In addition, “My immediate supervisor treats me with respect and dignity” was among the top-rated items, scoring above the manufacturing benchmark with 88.6% of team members rating this item favorably. This reflects our commitment to the Terex Way Value of Respect and is a result of the intentional actions our leadership is taking to ensure inclusive behaviors.

One of our most improved items over 2022 was “I receive praise and recognition when I do a good job.” This item has continued to trend in a positive direction over the last three years as a result of prioritizing recognition across our Company and from our “I Will” Inclusion Statements to make team members feel valued by continuously recognizing their efforts and contributions. Our global Crowning Achievement program receives, on average, over 100 nominations each month for team members across roles, levels, and locations. These are further amplified by our Chairman Select and Execute to Win awards.

Finally, all of the DEI survey questions improved over 2022, which suggests that our initiatives continue to promote an inclusive, safe, and equitable organization for team members of all diversity dimensions.

We strongly believe that collecting feedback is only the first step. Communicating results and driving actions in response to feedback are the most critical parts of the survey process. Therefore, all locations have survey action plans that are reviewed and updated regularly. In addition to local plans, we also have identified actions at the Company-wide level in response to feedback from our team members. For example, we are offering enhanced development opportunities for team members and continued flexibility in working arrangements while supporting business needs. Our sites also conduct periodic focus groups with team members to help monitor progress and create an ongoing feedback loop.

Our Early Talent Programs

Terex has several Early Talent programs in place to support individuals who are early in their careers, including two corporate leadership development programs, internship programs, and apprenticeship programs. The Terex Finance Leadership Development Program (FLDP) gives early talent the opportunity to improve finance skills, develop leadership skills, and expand their knowledge of our businesses through cross-functional and cross-segment placements. FLDP participants are selected through a rigorous recruitment process and move through three one-year rotations in Corporate, MP, and AWP. They are supported in their development by a mentor, manager, and peer coach while in the FLDP and are guaranteed a placement within Terex Finance at the end of their final rotation. Similarly, our Terex internship programs immerse high-potential students in challenging, real-world projects that help drive business results. Our strong beliefs in innovation and continuous improvement, paired with the diverse and creative mindsets of our students, lead to the development of our best-in-class products that positively impact the lives of people all around the world. We are committed to the personal and professional development of our students and are proud to encourage their growth into our leaders of tomorrow.



Amelia's Apprenticeship

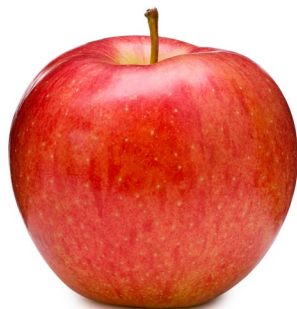
In 2023, Amelia completed an apprenticeship in business management with Terex. Watch Amelia's video to hear her talk about her work with Terex, the flexibility she has with her apprenticeship program, and how she has a mentor who helps her apply what she is learning in the class to her day-to-day job.



Employee Well-Being

Terex has a long-established practice of caring for our team and their family members, including their physical, emotional, mental, and financial wellness. For many years, the Company has provided a Global Employee Assistance Program (EAP) available to all team and family members in every country where Terex operates.

The Global EAP helps our team and family members achieve their personal goals and work through issues such as work-life support, health, well-being, legal, financial, counseling on almost any matter, and crisis intervention services. The support provided is free and confidential.



In addition to the Global EAP, the Company has provided a physical wellness program in the US since 2007. This program is utilized by almost half of our health plan members and supports increased use of preventive care and reduced emergency room utilization. It also provides programs and information to help members assess their health and engage in a variety of activities that promote healthy eating,

exercising, and sleeping. A health support program has been in place for a number of years for most of our UK-based team and family members. This program supports access and subsidies for health services not provided by the National Health Service. Together, the programs in the US and UK cover 65% of our global workforce.

For financial wellness, a number of services are provided, including access to subject matter experts, advisors, and educational and support materials from our retirement program providers in several countries, including the US and UK. Financial education efforts increased over the last several years and will continue.

During the past year, team members across the globe attended live webinars on a variety of mental, physical, and financial health topics.

The Company has a governance process for oversight of benefits provided to our team members in virtually every country and leverages the process to ensure that support is provided to our team members everywhere.

SPOTLIGHT

Focusing on Wellness

For the Roosendaal Team's Walking Challenge, 10 teams took on the challenge of walking enough steps between May and September 2023 to equal the distance between eight of our European locations (Oud Gastel, South Witham, Grantham, Bremen, Chartres, Montcada i Reixac, Umbertide, and Schaffhausen), about 2,460 miles or 5,174,477 steps. The challenge had team members walking together at lunch, rain or shine, encouraging one another to be active.



5M+ steps walked in Roosendaal Team's Walking Challenge

Training

Our Company offers a wide range of training programs to support team members in their current roles and in achieving advancement opportunities. Team members are assigned different training courses based on their position in the Company. In 2022, more than 7,000 team members completed approximately 40,500 training hours.

Our core curriculum of Terex “Success” programs is designed for all team members — from individual contributors to front-line supervisors, managers,

and executives. These programs are grounded in the Terex Way Values and help participants build key skills that are part of the Terex Success Model. In response to team member input obtained in our engagement survey and through focus groups, we updated the model to include a core set of competencies as well as level-specific competencies to better focus development discussions and on-the-job experiences. The competencies are organized around the framework of Know Yourself, Know Where You’re Going, Bring Others with You, and Drive Results.

Our “Success” programs are delivered by internal trainers and are designed to help participants translate concepts into on-the-job applications. Our philosophy is that training is only as good as the extent to which behavior is changed back on the job. The content is highly relevant, practical, and allows plenty of time for discussion so that participants learn from the experiences of their peers. We have made significant progress in 2023 by conducting in-person training, including offering a total of three Leading for Success programs for approximately 50 senior leaders, and over 260 people managers globally have completed Managing for Success or Supervising for Success. In addition, we updated and prepared internal trainers to deliver Accelerating for Success (AfS) — a program for individual contributors that covers key competencies in the Terex Success Model. We have conducted several AfS modules this year, and the program will be rolled out broadly in 2024.

We offer voluntary training courses for team members who are seeking further development or enhancement of skills. Most recently and in response to team member feedback from our annual Perspectives Survey, Terex has invested in LinkedIn Learning. With over 20,000 courses in multiple languages as well as the opportunity to earn credits for continuing education, LinkedIn offers a

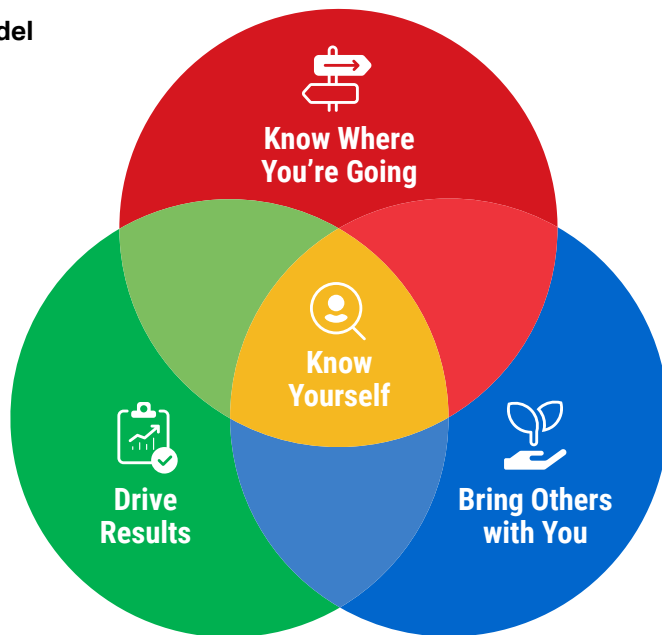
highly personalized learning experience in support of professional development. Terex has also created custom LinkedIn Learning collections for each of our Terex Success Model competencies and our Inclusion Behaviors so that team members can focus on the areas that are most relevant to their development.

We also encourage team members across levels and roles to participate in our structured Mentoring Program to further develop their skills. Both mentors and mentees gain valuable insights and experience through their participation in the program.

Our development philosophy closely aligns with our value of Improvement. We believe that improvement is a partnership between managers and team members, and everyone is responsible for professional development. As with our value of Improvement, development does not stop when we reach a certain age, position, or level. It’s a journey. We are proud to offer a range of tools and resources to support our team members on this journey. With the recent implementation of our world-class human capital management system, we provide even more tools such as a Career Hub (which matches skills to internal job opportunities and suggests networking connections), mentoring, and self-guided training in Terex University.

Terex Success Model

Our Terex Success Model serves as a common language for developing team members.





To help team members achieve their education goals, including GED, associate, undergraduate, and graduate courses, degrees, and certificate programs, our Company sponsors tuition reimbursement programs in a number of countries, including Australia, Brazil, Canada, China, Germany, India, Singapore, the UK, and the US. Additionally, in the US, a scholarship program is made available to team members and their dependent children to help with the high cost of advanced programs.

Performance Management

We have a robust Talent Review process in which we assess talent strengths and opportunity areas, matching team members' career aspirations with the needs of the business.

It is important that all team members understand how their day-to-day work supports broader organizational goals. It is also essential that they receive ongoing feedback on their performance — both positive and developmental. To enable this,

Terex has a performance management process that includes setting clear business and professional objectives each year, with mid-year calibration, annual performance reviews, and succession planning. In 2022, 70% of our workforce (excluding direct manufacturing team members) participated in mid-year and end-of-year performance and career development reviews. Of this same group, 73% were male and 27% were female. Both team members and managers play active roles in the performance management process, strengthening a culture of accountability that supports team member development. As part of our year-end performance review, team members are formally evaluated on the achievement of their objectives and their demonstration of the [Terex Way Values](#) and Safety Leadership behaviors. This reinforces the principle that it is not only “what” we achieve, but “how” we achieve results that align with our values. Our world-class human capital management system supports performance management, along with other key processes across the employment life cycle.

Competitive Compensation and Benefits

We offer competitive compensation and comprehensive benefits to attract, develop, and retain our talented workforce. Market studies are conducted regularly to confirm that team members receive competitive compensation and are paid according to their abilities, responsibilities, qualifications, and experience. Additionally, in 2022, Terex completed a comprehensive pay equity review based on gender in the US and UK, and across race and ethnicity in the US. Our incentive programs are designed to encourage and reinforce desired behaviors and are linked to Terex business, stock performance, and the acceleration of our DEI progress.

We design our benefits and programs to support the way our team members live and work. Some benefits are offered broadly, such as our Employee Stock Purchase Plan and our Global Employee Assistance Program, the latter of which supports team and family members facing challenges in their personal lives. In addition, in virtually every country, we provide life and/or accident insurance for the protection of our team members' families. Where we can, we offer a flexible work environment, enabling team members to manage the demands of their personal and professional lives. Many countries provide medical and other benefits, which

we may supplement. In countries that do not provide medical and other benefits, such as the US, we offer comprehensive benefits such as medical, dental, vision, flexible spending, short- and long-term disability, life insurance, parental leave, and 401k participation. We review our benefits annually to make sure they are competitive, useful, and affordable for our team and family members. Governance processes are in place to oversee, monitor, protect, and manage risk in our programs, including our retirement plans.



Engaged and Involved in Our Local Communities

As stated in our Purpose, our products help improve the lives of people around the world. We help build hospitals, schools, and critical infrastructure.

One of our key values is Citizenship, and we embody this value by encouraging our

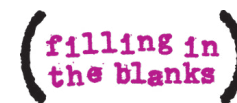
team members to get involved in their local communities. This could take many shapes and forms, but the one constant is that it happens. Whether supporting STEM education in middle schools, participating in a bike race or run for a local charity, cleaning up a park, or building a home for a family in need, our team members are always ready to give back.

In 2023, Terex contributed to these and other nonprofits: American National Red

Cross and its international branches, American Heart Association, Boys and Girls Club of Stamford, Byzantine Rite Diocese of Stamford – Ukraine, CAST for Kids Foundation, Center for Family Justice, Chicago Scholars Foundation, Dress for Success, Filling in the Blanks, Friends of Hope, Habitat for Humanity, Hope for MVC Kids, Hudson Valley Honor Flight, Junior Achievement of Fairfield County, Leukemia and Lymphoma Society, Pro Bono Partnership Inc., Save the Children,

SoundWaters, Sparsha Trust, St. Anthony’s High School South Huntington, Stepping Stones, and the Sterling House Community Center Inc.

The missions of these and the other supported organizations align with our [Terex Way Values](#) and provide opportunities for our team members to volunteer and give back to the community.





Our Terex Utility trucks operated day and night to restore the power grid.



Our Genie equipment supported the rebuilding and inspection of civil, commercial, and residential infrastructure.

SPOTLIGHT

Terex Supports Relief and Rebuilding Efforts

At Terex, we design products that assist in the rebuilding efforts for communities impacted by natural disasters. During and after Hurricane Ian, we partnered with customers to deliver the necessary resources to help rebuild communities and improve the lives of people impacted by natural disasters. Our utility trucks operated day and night to restore the power grid. Our MP environmental equipment supported clean-up activities by processing biomass, construction, and demolition waste. Our Genie equipment supported the rebuilding and inspection of civil, commercial, and residential infrastructure.

Our equipment in action demonstrates our Company Purpose: To help improve the lives of people around the world.





Citizenship in Action

Fuchs Females Fearlessly Conquer 2023 Muddy Angel Run

The Fuchs team took part in the Muddy Angel Run in Mannheim, Germany. With sheer determination and camaraderie, our all-female team fearlessly conquered a 5 km-long obstacle course, while supporting breast cancer initiatives.



Neal Hanratty Cup Raises Funds for Charities

During the summer of 2023, Terex Omagh proudly hosted the 6th annual Neal Hanratty Memorial Cup, a thrilling 7-a-side football tournament and charity fundraiser. The event brought together 24 teams from Terex sites across Northern Ireland and the Republic of Ireland. With a day filled with football, delicious barbecue, and entertainment, the event proved to be a resounding success, raising funds that were split among 4 worthy causes: Guide Dogs NI, Air Ambulance NI, Marie Curie, and Aware NI.



Genie Helps Wishes Come True

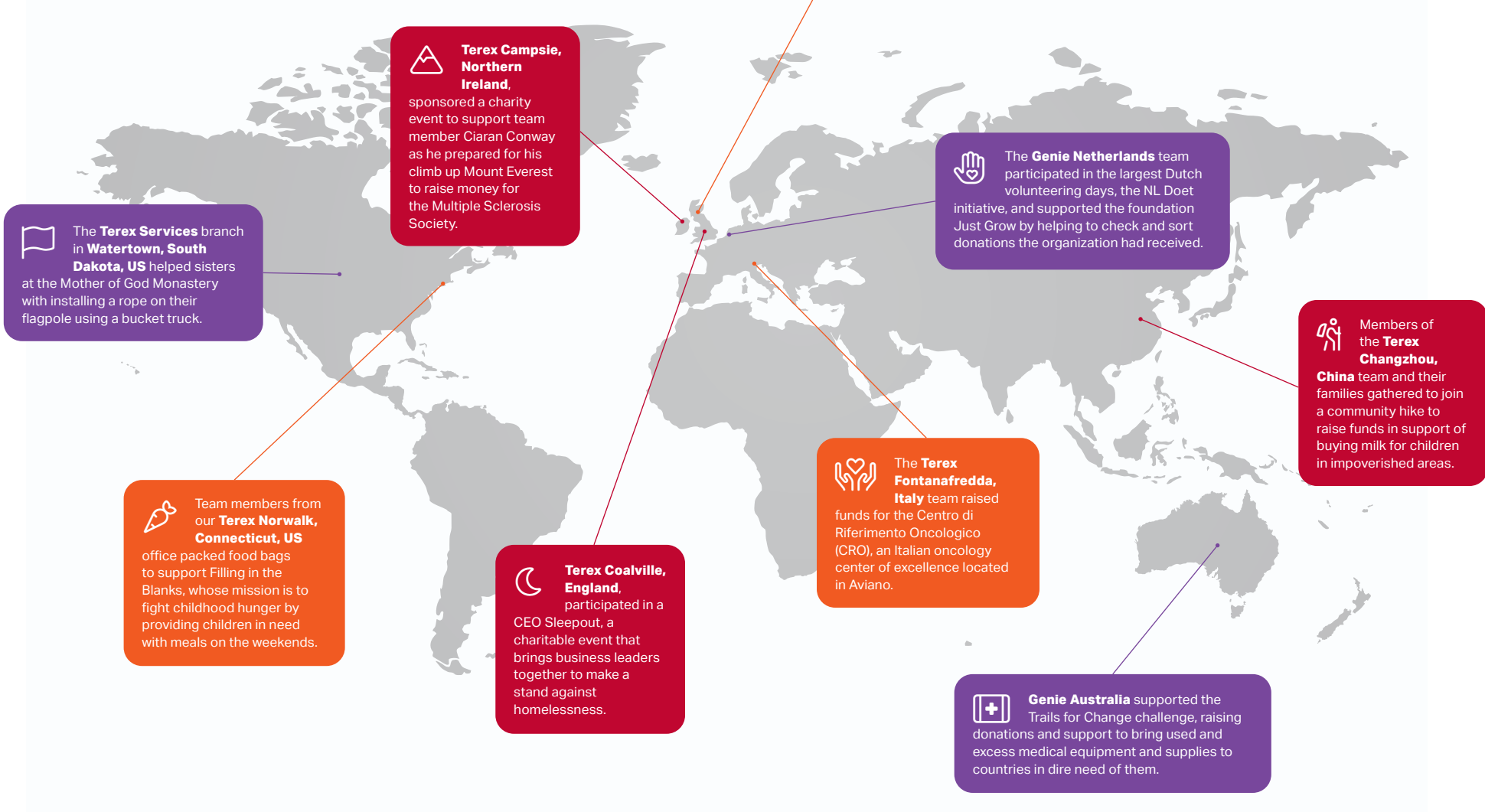
During the EMEA and LATAM joint Genie Sales Meeting in The Netherlands earlier in 2023, team members participated in a unique team-building activity: designing "wishes" for Make-A-Wish International. The ideas that emerged from the workshop served as powerful inspiration in designing the wish journeys for two children, one who wanted to sleep in his own pirate ship, and another who loves soccer and wished for the ability to play his own video game. The team worked to develop memorable experiences and, in the process, helped to transform lives and bring joy. For the first child's wish, they "sailed the high seas" using clues to search for treasure before the child returned home to find his bedroom had been transformed into a pirate ship. During the second child's wish day, they visited a famous football museum, where a special surprise awaited — a PlayStation that the child could take home.

The International Wish Workshop demonstrated the incredible value of bringing teams together to foster creativity, problem-solving, and teamwork while making a profound impact on children's lives.



2022 and 2023 Community Volunteering Around the World

By helping our communities, we are actively participating in making the world we live in a better place.



Governance

In This Section

Responsible, Ethical Leadership Is in the Terex DNA

The Ethics & Compliance Program

Protecting Human Rights

Public Policy and Political Contributions

Information and Cybersecurity

An Engaged, Diverse, and Independent Board of Directors

Sustainability Governance at Terex



Responsible, Ethical Leadership Is in the Terex DNA

At Terex, we are committed to creating and maintaining an ethical business culture, based on the values embodied in the Terex Way; most specifically, with our foundational value of Integrity, which is part of our DNA. At Terex, it is not enough for an action to be legal; it must also be ethical and align with our Terex Way Values.

Our reputation is among our most important assets, and every Terex team member is a guardian of our reputation. We protect our reputation by making decisions and taking actions that align with the highest ethical standards.

We measure our ethical culture through our Perspectives Engagement Survey. In 2023, approximately 86% of our team members who participated in our survey said they do not feel pressure to perform their jobs in violation of the Terex Code of Ethics & Conduct, Terex policy, or the law. We are pleased that the response

has been positive and stable over the years. However, we do not rest on our laurels. We look for and analyze trends by business and function and address them when warranted. Additionally, each Terex business is tasked with developing a survey action plan that includes improvements regarding ethical culture.



The Ethics & Compliance Program

Our Terex Code of Ethics & Conduct: Living Our Values (the “Code”) is a reflection of what we believe and what we are committed to doing as an ethical and law-abiding business. Our Code defines how we conduct ourselves and sets forth our commitment to:

- Avoid conflicts of interest;
- Maintain the confidentiality of information;
- Prohibit corruption and fraud;
- Respect human rights;
- Reduce our carbon emissions;
- Consider the impact on the environment when making business decisions;
- Ensure compliance with laws;
- Foster a work atmosphere of mutual respect;
- Use Company assets properly; and
- Observe accounting and control procedures to ensure accurate recording, dissemination, and reporting of information.



These are a few examples of the many commitments that we at Terex make to each other and to our customers, suppliers, and other stakeholders. Each year, team members affirm that they have disclosed all actual or potential conflicts of interest, have complied and will continue to comply with our Code, and have not and will not commit fraud. All team members are required to complete Code training, either online or in person.

Our comprehensive Ethics & Compliance Program grows from our Code and includes strong anti-corruption, export compliance, and trade sanctions programs, general and risk-based compliance training, regular risk reviews, and strong advocacy and awareness programs. Where issues arise, investigations are conducted swiftly, thoroughly, and fairly. Our Audit Services team tests compliance controls during each scheduled audit and, where required, management reports on remediation progress until remediation is completed. At year-end 2022, our sites received a 97% passing rate on their applicable compliance controls, which is an improvement from the 93% passing rate received in the prior year.

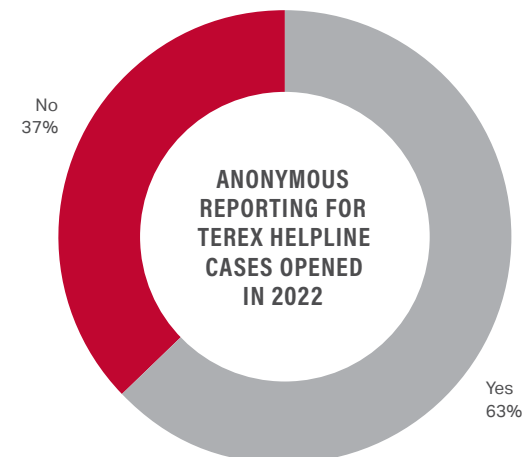
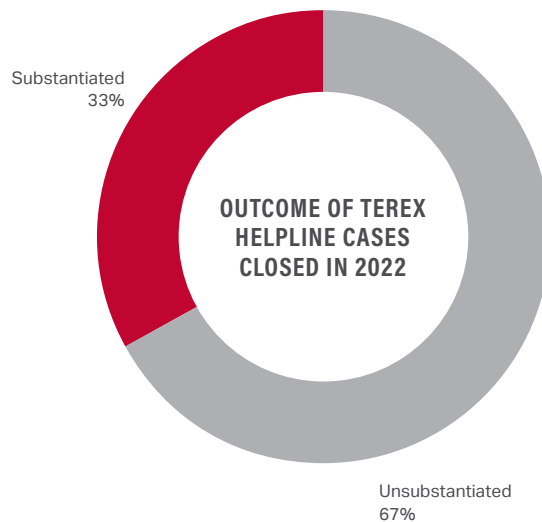
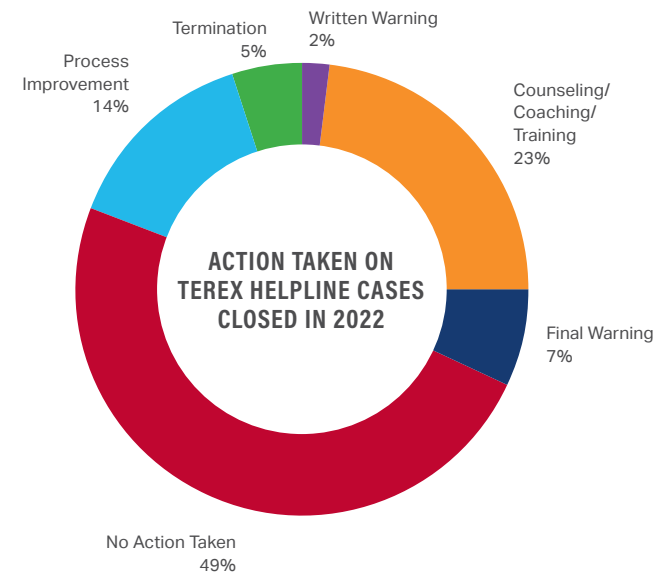
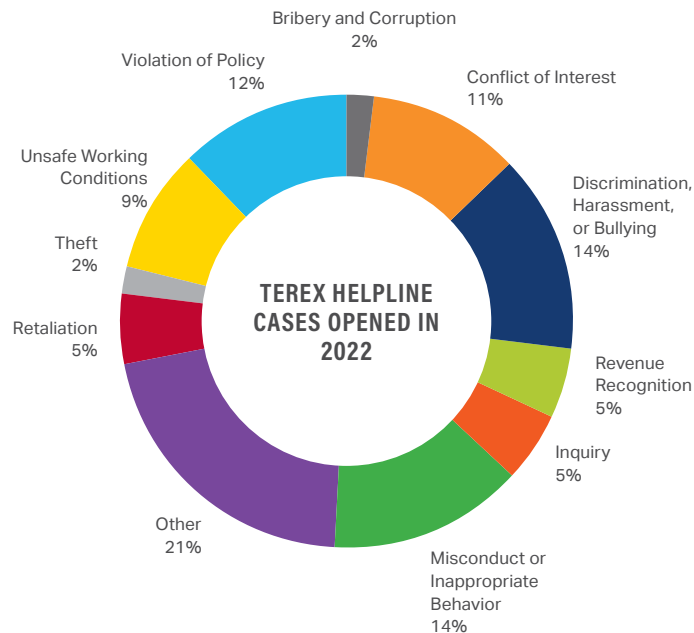
Business Practices Advocates

In 2009, Terex implemented a Business Practices Advocates (BPA) program. The objective of our BPA program is to drive responsible business practices at the local level. Our BPAs are advocates, resources, and facilitators for their colleagues. They work directly with their local leadership to identify opportunities to deepen the culture of compliance. In addition, they are key liaisons between a local Terex site and the Terex Ethics & Compliance team. It is an honor to be nominated and appointed as a BPA. Terex relies on our BPAs' business experiences and cultural insights to enhance the Terex Ethics & Compliance Program and the Company's reputation for integrity. BPAs also participate in their local risk reviews conducted by the Terex Ethics & Compliance team.

The Terex Helpline

Terex firmly believes that the best way to resolve a concern or ask a question is to raise it. We offer many ways for anyone to make their concerns known. One important avenue that has been in place for nearly two decades is our [Terex Helpline](#). The [Terex Helpline](#) is available to anyone to ask a question or report any conduct that may be unethical, inappropriate, illegal, or otherwise contrary to the [Terex Code of Ethics & Conduct](#) or the [Terex Way Values](#). Since we have a global workforce, our [Terex Helpline](#) is available in more than 15 different languages and through multiple avenues: online, via QR Code, or by phone. We act on every report we receive.

In 2022, we received one allegation of bribery involving an internal team member. With the assistance of an external third party, and after a thorough investigation, we concluded that there was no evidence to substantiate the allegation. We did not terminate any contracts with business partners or others due to violations related to corruption or bribery as we did not receive any allegations indicating a concern or suspicion. Similarly, we are unaware of any convictions or fines for violations of anti-corruption laws or bribery during 2022.



Protecting Human Rights

We Prohibit All Forms of Modern Slavery

Standing for human rights is consistent with our [Terex Way Values](#). We care about, respect, and support the fundamental human rights and freedoms of all. Human rights are the basis of an equal, fair, and sustainable society. Protecting human rights is the responsibility of all team members.

Our Company has zero tolerance for any form of slavery, servitude, human trafficking, or child or forced labor (collectively, modern slavery) within our business or in our supply chains. We prohibit any form of modern slavery in our organization. To date, to our knowledge, there have been no incidents within our Company or within our supply chain that violate our prohibition against slavery, servitude, human trafficking, or child or forced labor. Our [Board of Directors](#) annually reviews and approves our [Company statement](#) prohibiting modern slavery.

Collective Bargaining

We recognize the right to freedom of association. As of December 31, 2022, we had approximately 9,300 team members worldwide, including approximately 3,800

team members in the US. Approximately one percent of our team members in the US are represented by labor unions. Outside of the US, we enter into collective agreements in those countries in which such relationships are mandatory or customary.

Our Suppliers

We set high standards for our suppliers and expect them to be socially, legally, and ethically responsible. We expect all suppliers who do business with Terex to uphold the human rights, labor, health and safety, environmental, and business ethics practices that are prescribed in our [Supplier Code of Conduct](#) (such as anti-bribery/anti-corruption, fair business practices, wage and labor standards, prohibitions against fraud and harassment/discrimination, guidance around conflicts of interest, and data protection compliance) and in the disclosures listed below:

- [Conflicts Minerals Policy](#)
- [California Transparency in Supply Chains Act](#)
- [California Proposition 65](#)
- [EU REACH Regulation](#)
- [Terex Prohibits Modern Slavery Statement](#)

We expect our suppliers to hire employees who are of legal age, as established by the laws of their country, and to comply with all applicable laws and regulations regarding

payment of wages, provision of mandated benefits, working hours, and break periods. Suppliers are required to comply with all applicable anti-discrimination employment laws and prohibit all types of harassment, including but not limited to physical, verbal, psychological, and sexual harassment.

Agreements with our suppliers are frequently in force for multiple years, making it difficult to unilaterally impose new contract terms. However, as we enter into new or renewal agreements, we are incorporating the terms of our [Supplier Code of Conduct](#) into them.

By year-end 2023, we plan to implement a human rights assessment that will allow us to identify suppliers that may have a higher rate of risk for violating international human rights standards and will work to mitigate those risks.

Conflict Minerals

We have effective systems in place to comply with conflict minerals reporting requirements, surveying approximately 800 suppliers, or 92% of our 2022 direct material spend. Additionally, any new potential suppliers that are considered for future sourcing are evaluated for their conflict minerals usage and policy.

Public Policy and Political Contributions

Terex has not contributed to political campaigns for several years, and no member of senior management holds a political position. While our Company has a legitimate interest in participating with and educating public policy makers, currently we do so through trade associations. Our Company policy permits team members to engage in political activities on their own behalf, on their own time, and with their own resources.



Our electric utility truck featured outside the New York Stock Exchange as part of Terex Corporation Investor Day.

Information and Cybersecurity

Data Protection and Privacy

Terex respects the privacy of its customers, business partners, and team members. Recognizing the need for protection and management of personal information, we are compliant with applicable data protection laws and regulations to ensure that personal data remains safe, Terex

5 TIPS FOR PROTECTING PERSONAL DATA

- 

1
Use as Intended
- 

2
Keep It Secure
- 

3
Check Before Sending
- 

4
Dispose When Done
- 

5
Report Suspected or Potential Data Breaches Immediately

business operations are secure, and the rights of individuals are respected. To ensure Company-wide compliance, the Terex Corporation Privacy Policy sets forth our general practices in connection with the collection of personal data, and our Data Protection Policy informs team members on how to protect personal data.

Cybersecurity

Our commitment to strong governance practices includes ensuring that our cybersecurity practices are aligned with best practices in the industry. We have adopted the National Institute of Standards and Technology (NIST) Cybersecurity Framework so that our cybersecurity measures are rigorous, adaptable, and transparent.

Our global cybersecurity group is tasked with the development and implementation of information security policies and controls. Annually, the Terex Board of Directors is updated on long-term cybersecurity roadmap progress and the overall state of cybersecurity. Quarterly updates on cybersecurity metrics are provided to the Audit Committee.

We regularly assess our digital infrastructure, enabling our Company to identify, prioritize, and effectively manage risks. Our assessments cover Information Technology (IT), Operational Technology (OT), and Cloud infrastructure.



With respect to protection measures, we use the concept of defense in depth and have deployed multiple layers of controls across our operations. Controls include but are not limited to: multi-factor authentication, endpoint detection and response, sandboxing, web filtering, network segmentation, vulnerability scanning, and automated patch management.

Advanced monitoring tools are deployed across our IT, OT, and Cloud networks, ensuring that potential threats are detected promptly. Our threat detection capabilities are enhanced by commercial threat intelligence feeds and third-party monitoring of the dark web. Our dedicated cybersecurity team is trained to respond swiftly and effectively to minimize potential threats. We perform two cyber-incident tabletop exercises a year, and we update our incident response plan with lessons learned.

Newly hired team members are required to complete cybersecurity training within 30 days of hire, and current team members complete cybersecurity training annually. All cybersecurity training courses are updated on an annual basis. Additionally, webinars are hosted by the cybersecurity team covering new threats and risks. Team members are "phish-tested" each month,

and additional training is provided to those who fail phishing tests.

Terex has policies outlining practices to mitigate various forms of information security risk. Acceptable system use and protection of Company information are covered in the Code, which requires annual certification by team members. These policies are available on our intranet for team members to access. We are also implementing training regarding the emerging risks related to the use of third-party messaging applications and artificial intelligence tools in the business.

We perform monthly internal penetration tests to identify cyber-risks and validate internal control effectiveness. Additionally, we perform an annual test to assess our preparedness for an advanced cyber-attack.

We remain steadfast in our commitment to cybersecurity, seeing it not merely as a technical necessity but as an embodiment of our core values. Through the combination of our Terex Way Values and the NIST Framework, we ensure a safer, more secure, and responsible digital future for all stakeholders.

TEREX

4 ways that bad guys try to get your password and how to fight back!

HOW IT WORKS

A bad guy takes your password by watching you type it in or seeing it on the note that you taped to your computer.

SHOULDER SURFING

HOW TO FIGHT IT

- Never post your password on your computer or on a wall in your office
- Don't let others watch you log in to your computer

HOW IT WORKS

Bad guys use a phishing attack or another scam to get you, or anyone with access to, your password to just hand it over to them.

SOCIAL ENGINEERING

HOW TO FIGHT IT

- Never give your password out
- Only click on trusted links

HOW IT WORKS

Bad guys use special software to guess potential passwords until they get a match to yours.

BRUTE FORCE ATTACK

HOW TO FIGHT IT

- Use passwords that are at least 12 characters
- Mix letters, numbers, and special characters

HOW IT WORKS

Bad guys use information about you to crack your password with a brute force attack or by guessing your password reset questions.

DATA MINING

HOW TO FIGHT IT

- Don't use recovery answers someone can find on social media
- Don't use words from your social media profiles as passwords

Have a Question or Concern?
 +1866-Ethicsp, +1866-493-1856, +1877-584-8488
 Or www.ethicspoint.com. Confidential. 24/7

Our Second Quarter 2023 poster distributed throughout the Terex organization on preventing cyber-fraud.

An Engaged, Diverse, and Independent Board of Directors

The Terex Board of Directors is committed to ethical conduct and good corporate governance. Our Board oversees the strategic direction of our Company, promotes the long-term interests of our shareholders, and drives management accountability.

As of September 2023, our Board is comprised of John L. Garrison, Jr. and 8

independent directors. Mr. Garrison, Terex Chief Executive Officer and President, is also Chairman of the Board. David Sachs is the Lead Director. Directors are selected to serve on our Board based on their integrity, diversity, experience, sound judgment in areas relevant to the Company’s businesses, and willingness to commit the time required to the Board.

We are proud of the diversity of our Board. Of our 9 directors, 33% are women and 33% are racially diverse.

Diversity is an integral part of our Board recruiting strategy. Our skill-mapping

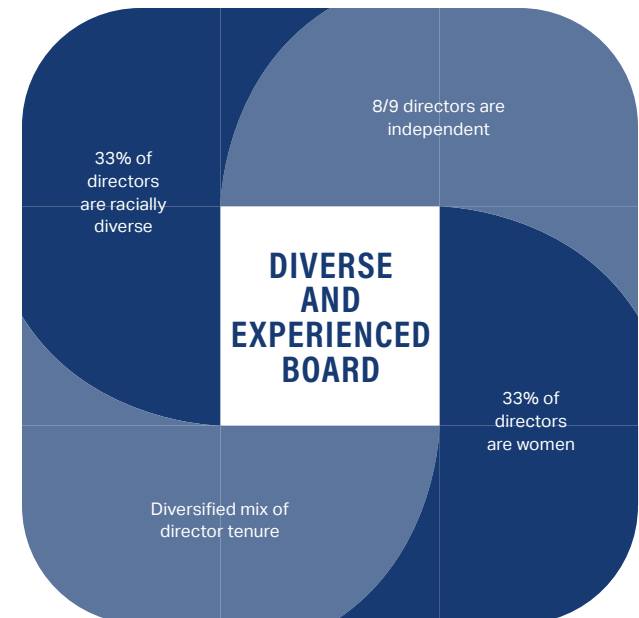
process identifies opportunities to ensure that our directors are diverse in their skills and experiences in industry, operations, financial, international, and other attributes such as demographic dimensions.

Sustainability Governance at Terex

Our Board of Directors oversees sustainability, including risks, opportunities, and how sustainability informs and influences our Company’s strategy. The Board is updated regularly on many

aspects of sustainability, both as a full Board and in committee meetings.

John Garrison leads sustainability at Terex. In 2022, we appointed Stacey Babson Kaplan as Senior Vice President, Chief Sustainability & Compliance Officer. Ms. Babson Kaplan collaborates with the rest of the Terex Executive Leadership team and others within Terex and liaises closely with the Terex Board of Directors on the execution of the Company’s sustainability strategy, including measuring and monitoring progress.



Board of Directors



John L. Garrison, Jr.

Chairman & Chief Executive Officer



Paula H.J. Cholmondeley



Donald DeFosset



Thomas Hansen



Sandie O'Connor



Christopher Rossi



Andra Rush



David Sachs



Seun Salami

Executive Leadership Team



John L. Garrison, Jr.

Chairman & Chief Executive Officer



Julie A. Beck

SVP & Chief Financial Officer



Kieran Hegarty

President, Terex Materials Processing



Simon A. Meester

President, Aerial Work Platforms



Stacey Babson Kaplan

SVP, Chief Sustainability & Compliance Officer



Amy J. George

SVP & Chief Human Resources Officer



Scott J. Posner

SVP, General Counsel & Secretary



Aroon Sehgal

Senior Vice President, Chief Digital Officer



Randy S. Williamson

SVP, Corporate Development & Chief Strategy Officer

Terex Board of Directors Strategic Oversight			
Audit Committee Chaired by Director Paula Cholmondeley	Compensation and Human Capital Committee Chaired by Director Don DeFosset	Governance, Nominating, and Corporate Responsibility Committee Chaired by Lead Director David Sachs	
<ul style="list-style-type: none"> Information Security Disclosures Accuracy of reported ESG metrics Controls and procedures to support the accuracy and consistency of ESG disclosures 	<ul style="list-style-type: none"> Diversity, Equity & Inclusion Management Development Executive Succession Planning 	<p>ESG Governance</p> <ul style="list-style-type: none"> Assist the Board and the Compensation and Human Capital Committee with providing oversight to the Company's general approach and strategy for addressing ESG matters relevant to the Company (the "ESG Strategy") Provide oversight, guidance and perspective (with the Compensation and Human Capital Committee) to management regarding the Company's initiatives, processes, policies, and disclosures pertaining to ESG matters within the ESG Strategy 	<p>Safety</p> <ul style="list-style-type: none"> Review, monitor, and assess team member health and safety as well as product safety and regulations <p>Environment</p> <ul style="list-style-type: none"> Review, monitor, and assess the environmental impact of the Company's operations <p>Governance</p> <ul style="list-style-type: none"> Board governance, including Board composition and skills Ethics & Compliance oversight

External Assurance

Our Company engaged EcoAct, an independent carbon management company, to verify our year-end 2022 Scope 1 and Scope 2 GHG emissions. Based on the data and information provided by our Company, EcoAct issued its opinion that the following GHG emissions totals are fairly stated and free from material error:

Terex Carbon Emissions Sources	2022 Emissions (tCO2e)
Scope 1 Emissions:	31,197
Scope 2 Emissions (location-based):	19,396
Total tCO2e Scope 1 and 2 (location-based):	50,593

THANK YOU

Thank you for reading our 2023 Sustainability Report. If you have any questions or would like additional information, please contact Stacey Babson Kaplan, Senior Vice President, Chief Sustainability & Compliance Officer, at Stacey.BabsonKaplan@terex.com.

Appendix

GRI STANDARDS INDEX (FULL YEAR ENDING DECEMBER 31, 2022)

Disclosure	Location and Information
2-1 Organizational details	Terex Corporation is a publicly traded company listed on the New York Stock Exchange. Terex's headquarters are located in Norwalk, Connecticut, US. For a list of other locations, refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
2-2 Entities included in the organization's sustainability reporting	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
2-3 Reporting period, frequency, and contact point	Terex reports annually in the 4th quarter.
2-4 Restatements of information	No restatements have been required.
2-5 External assurance	See page 66 of the 2023 Sustainability Report.
2-6 Activities, value chain, and other business relationships	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
2-7 Employees	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
2-8 Workers who are not employees	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
2-9 Governance structure and composition	Refer to our 2023 Annual Stockholder Meeting and Proxy Statement .
2-10 Nomination and selection of the highest governance body	Refer to our 2023 Annual Stockholder Meeting and Proxy Statement .
2-11 Chair of the highest governance body	Refer to our 2023 Annual Stockholder Meeting and Proxy Statement .

Disclosure	Location and Information
2-12 Role of the highest governance body in overseeing the management of impacts	See pages 64-66 of the 2023 Sustainability Report.
2-13 Delegation of responsibility for managing impacts	The Terex Board of Directors is the highest governance body for Terex Corporation. The Board delegates responsibility for managing the organization's impacts on the economy, environment, and people to the Chief Executive Officer of the Company and the Executive Leadership Team . Five times a year, during regularly scheduled Board meetings, the Executive Leadership Team reports to the Board with respect to the management of the organization's impacts on the economy, environment, and people.
2-14 Role of the highest governance body in sustainability reporting	See pages 64-66 of the 2023 Sustainability Report.
2-15 Conflicts of interest	Refer to our 2023 Annual Stockholder Meeting and Proxy Statement .
2-16 Communication of critical concerns	See pages 59-60 and 64-66 of the 2023 Sustainability Report.
2-17 Collective knowledge of the highest governance body	Refer to our 2023 Annual Stockholder Meeting and Proxy Statement .
2-18 Evaluation of the performance of the highest governance body	Refer to our 2023 Annual Stockholder Meeting and Proxy Statement .
2-19 Remuneration policies	Refer to our 2023 Annual Stockholder Meeting and Proxy Statement .
2-20 Process to determine remuneration	Refer to our 2023 Annual Stockholder Meeting and Proxy Statement .

Disclosure	Location and Information
2-21 Annual total compensation ratio	Refer to our 2023 Annual Meeting and Proxy Statement .
2-22 Statement on sustainable development strategy	See pages 12-13 of the 2023 Sustainability Report.
2-23 Policy commitments	See page 61 of the 2023 Sustainability Report.
2-24 Embedding policy commitments	See pages 61 and 64-66 of the 2023 Sustainability Report.
2-25 Processes to remediate negative impacts	See pages 59-60 of the 2023 Sustainability Report and the Terex Code of Ethics & Conduct .
2-26 Mechanisms for seeking advice and raising concerns	See the Terex Code of Ethics & Conduct .
2-27 Compliance with laws and regulations	See the Terex Code of Ethics & Conduct .
2-28 Membership associations	See page 61 of the 2023 Sustainability Report.
2-29 Approach to stakeholder engagement	See pages 13 and 81 of the 2023 Sustainability Report.
2-30 Collective bargaining agreements	See page 61 of the 2023 Sustainability Report.
3-1 Process to determine material topics	See page 13 of the 2023 Sustainability Report.
3-2 List of material topics	See page 13 of the 2023 Sustainability Report.
3-3 Management of material topics	See page 12 of the 2023 Sustainability Report.
201-1 Direct economic value generated and distributed	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
201-2 Financial implications and other risks and opportunities due to climate change	Refer to our '21, '22, and '23 CDP responses .
201-3 Defined benefit plan obligations and other retirement plans	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
201-4 Financial assistance received from government	This information is either not available or is not publicly disclosed by Terex.

Disclosure	Location and Information
202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	This information is either not available or is not publicly disclosed by Terex.
202-2 Proportion of senior management hired from the local community	All members of senior management employed by the Company have the legal right to reside indefinitely in the same geographic market as the operation.
203-1 Infrastructure investments and services supported	Except as otherwise indicated in the 2023 Sustainability Report, this information is either not available or is not publicly disclosed by Terex.
203-2 Significant indirect economic impacts	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
204-1 Proportion of spending on local suppliers	This information is either not available or is not publicly disclosed by Terex.
205-1 Operations assessed for risks related to corruption	See page 59 of the 2023 Sustainability Report.
205-2 Communication and training about anti-corruption policies and procedures	See page 59 of the 2023 Sustainability Report.
205-3 Confirmed incidents of corruption and actions taken	See page 60 of the 2023 Sustainability Report.
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
207-1 Approach to tax	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
207-2 Tax governance, control, and risk management	Refer to our Annual Report on Form 10-K for the year ended December 31, 2022.
207-3 Stakeholder engagement and management of concerns related to tax	Terex complies with applicable tax laws, cooperates with tax authorities, and advocates through trade associations on matters relating to tax policy.
207-4 Country-by-country reporting	While Terex does not publicly disclose this information, Terex complies with all applicable tax laws, including payment of taxes in the jurisdictions where it is required by law to do so.

Disclosure	Location and Information
301-1 Materials used by weight or volume	This information is either not available or is not publicly disclosed by Terex.
301-2 Recycled input materials used	This information is either not available or is not publicly disclosed by Terex.
301-3 Reclaimed products and their packaging materials	This information is either not available or is not publicly disclosed by Terex.
302-1 Energy consumption within the organization	See pages 15-18 of the 2023 Sustainability Report and refer to our '21, '22, and '23 CDP responses .
302-2 Energy consumption outside of the organization	This information is either not available or is not publicly disclosed by Terex.
302-3 Energy intensity	See pages 15-18 of the 2023 Sustainability Report and refer to our '21, '22, and '23 CDP responses .
302-4 Reduction of energy consumption	See pages 15-18 of the 2023 Sustainability Report and refer to our '21, '22, and '23 CDP responses .
302-5 Reductions in energy requirements of products and services	See pages 22-32 of our 2023 Sustainability Report.
303-1 Interactions with water as a shared resource	See page 20 of the 2023 Sustainability Report.
303-2 Management of water discharge-related impacts	See page 20 of the 2023 Sustainability Report.
303-3 Water withdrawal	This information is either not available or is not publicly disclosed by Terex.
303-4 Water discharge	This information is either not available or is not publicly disclosed by Terex.
303-5 Water consumption	This information is either not available or is not publicly disclosed by Terex.
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	This information is either not available or is not publicly disclosed by Terex.

Disclosure	Location and Information
304-2 Significant impacts of activities, products and services on biodiversity	This information is either not available or is not publicly disclosed by Terex.
304-3 Habitats protected or restored	See page 21 of the 2023 Sustainability Report.
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	This information is either not available or is not publicly disclosed by Terex.
305-1 Direct (Scope 1) GHG emissions	See page 18 of the 2023 Sustainability Report and refer to our '21, '22, and '23 CDP responses .
305-2 Energy indirect (Scope 2) GHG emissions	See page 18 of the 2023 Sustainability Report and refer to our '21, '22, and '23 CDP responses .
305-3 Other indirect (Scope 3) GHG emissions	Refer to our '23 CDP response .
305-4 GHG emissions intensity	See page 18 of the 2023 Sustainability Report and refer to our '21, '22, and '23 CDP responses .
305-5 Reduction of GHG Emissions	See page 18 of the 2023 Sustainability Report and refer to our '21, '22, and '23 CDP responses .
305-6 Emissions of ozone-depleting substances (ODS)	This information is either not available or is not publicly disclosed by Terex.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This information is either not available or is not publicly disclosed by Terex.
306-1 Waste generation and significant waste-related impacts	This information is either not available or is not publicly disclosed by Terex.
306-2 Management of significant waste-related impacts	This information is either not available or is not publicly disclosed by Terex.
306-3 Waste generated	This information is either not available or is not publicly disclosed by Terex.
306-4 Waste diverted from disposal	This information is either not available or is not publicly disclosed by Terex.
306-5 Waste directed to disposal	This information is either not available or is not publicly disclosed by Terex.

Disclosure	Location and Information
308-1 New suppliers that were screened using environmental criteria	This information is either not available or is not publicly disclosed by Terex.
308-2 Negative environmental impacts in the supply chain and actions taken	This information is either not available or is not publicly disclosed by Terex.
401-1 New employee hires and employee turnover	See page 80 of the Sustainability Report.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits are provided to team members in accordance with applicable laws and summary plan descriptions. Benefits vary from country to country and may vary within a country. See pages 50 and 52 of the 2023 Sustainability Report.
401-3 Parental leave	Terex does not track parental leave data for our global population of team members. We comply with all applicable laws with respect to parental leave, including taking leave and returning to work to the same or comparable positions.
402-1 Minimum notice periods regarding operational changes	Terex provides reasonable notice of significant operational changes to team members and their representatives, as well as to appropriate government authorities, taking into consideration the nature of the circumstances leading up to the organizational changes. We do not have one standard notification period across the organization and notice may vary depending upon circumstances, national or local legislation, or collective bargaining or trade agreement.
403-1 Occupational health and safety management system	See pages 34-35 of the 2023 Sustainability Report.
403-2 Hazard identification, risk assessment, and incident investigation	See pages 34-39 of the 2023 Sustainability Report.
403-3 Occupational health services	See pages 35, 50, and 52 of the 2023 Sustainability Report.
403-4 Worker participation, consultation, and communication on occupational health and safety	See pages 50 and 61 of the 2023 Sustainability Report.

Disclosure	Location and Information
403-5 Worker training on occupational health and safety	See pages 34-37 of the 2023 Sustainability Report.
403-6 Promotion of worker health	See pages 34-37, 50, and 52 of the 2023 Sustainability Report.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See pages 34-37 of the 2023 Sustainability Report.
403-8 Workers covered by an occupational health and safety management system	See pages 34-37 of the 2023 Sustainability Report.
403-9 Work-related injuries	See page 39 of the 2023 Sustainability Report.
403-10 Work-related ill health	In 2022, we recorded two illnesses with both being repetitive motion/cumulative trauma in nature. The top 5 exposures are: noise exposure (all production and service areas); musculoskeletal disorders (all tasks that are repetitive or out of safe work zone); weld fumes/respirable dust (welding, cutting, and grinding); carbon monoxide (testing equipment); and vibration (tools and equipment).
404-1 Average hours of training per year per employee	See page 51 of the 2023 Sustainability Report.
404-2 Programs for upgrading employee skills and transition assistance programs	See pages 51-52 of the 2023 Sustainability Report.
404-3 Percentage of employees receiving regular performance and career development reviews	See page 52 of the 2023 Sustainability Report.
405-1 Diversity of governance bodies and employees	See pages 45, 64-65, and 78-80 of the 2023 Sustainability Report.
405-2 Ratio of basic salary and remuneration of women to men	See page 52 of the 2023 Sustainability Report.
406-1 Incidents of discrimination and corrective actions taken	From time to time, we do receive allegations of discrimination. When we do, we investigate the allegations thoroughly and fairly and implement corrective actions as appropriate. See page 60 of the 2023 Sustainability Report.

Disclosure	Location and Information
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Terex recognizes and has not violated its workers' rights to exercise freedom of association and collective bargaining. To date, we are not aware of suppliers that have violated their workers' rights to exercise freedom of association or collective bargaining. By year-end 2023, Terex plans to conduct a human rights assessment of its suppliers and will develop mitigation plans to address any concerns or risks. See page 61 of the 2023 Sustainability Report.
408-1 Operations and suppliers at significant risk for incidents of child labor	Terex complies with all applicable laws regarding minimum age of employment and does not have any incidents of child labor or young workers exposed to hazardous work. To date, we are not aware of suppliers employing child labor or exposing young workers to hazardous work. By year-end 2023, Terex plans to conduct a human rights assessment of its suppliers and will develop mitigation plans to address any concerns or risks. See page 61 of the 2023 Sustainability Report.
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Terex prohibits any forced or compulsory labor and has had no incidents of forced or compulsory labor at our Terex facilities. To date, we are not aware of suppliers that use forced or compulsory labor. By year-end 2023, Terex plans to conduct a human rights assessment of its suppliers and will develop mitigation plans to address any concerns or risks. See page 61 of the 2023 Sustainability Report.
410-1 Security personnel trained in human rights policies or procedures	Under circumstances where Terex might employ security personnel, such personnel would receive training on the Company's human rights policies. Terex does not train security personnel employed directly or through third parties on human rights policies and procedures.
411-1 Incidents of violations involving rights of indigenous peoples	Terex does not have any identified incidents of violations involving the rights of indigenous peoples.

Disclosure	Location and Information
413-1 Operations with local community engagement, impact assessments, and development programs	See pages 12-13 of the 2023 Sustainability Report.
413-2 Operations with significant actual and potential negative impacts on local communities	This information is either not available or is not publicly disclosed by Terex.
414-1 New suppliers that were screened using social criteria	See page 61 of the 2023 Sustainability Report. Additionally, by year-end 2023, Terex plans to conduct a human rights assessment of its suppliers and will develop mitigation plans to address any concerns or risks.
414-2 Negative social impacts in the supply chain and actions taken	See page 61 of the 2023 Sustainability Report. Additionally, by year-end 2023, Terex plans to conduct a human rights assessment of its suppliers and will develop mitigation plans to address any concerns or risks.
415-1 Political contributions	See page 61 of the 2023 Sustainability Report.
416-1 Assessment of the health and safety impacts of product and service categories	See page 41 of the 2023 Sustainability Report.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	This information is either not available or is not publicly disclosed by Terex.
417-1 Requirements for product and service information and labeling	Terex complies with all applicable product and service information and labeling requirements.
417-2 Incidents of non-compliance concerning product and service information and labeling	This information is either not available or is not publicly disclosed by Terex.
417-3 Incidents of non-compliance concerning marketing communications	Terex uses fair and responsible marketing practices, communicating transparently about its brands, products, and services. Terex is unaware of any incidents of non-compliance with its marketing communications.
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Terex does not have any substantiated complaints concerning breaches of customer privacy.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Table 1. Sustainability Disclosure Topics & Accounting Metrics for Industrial Machinery and Goods – Full year ending December 31, 2022

Topic	Accounting Metric	Unit of Measure	Response/Comment	SASB Code
Energy Management	Total Energy Consumed	Gigajoules (GJ)	856,784	RT-IG-130.a.1
	Percentage of Grid Electricity	%	35.45	
	Percentage of Renewable Energy	%	12.08	
Employee Health & Safety	Total Recordable Incident Rate (TRIR)	Rate	1.99	RT-IG-320a.1
	Fatality Rate	Number	0	
	Near Miss Frequency Rate (NMFR)	Rate	27.9	
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1000 ton-miles	We continue to invest in the development of products that generate lower emissions. Given the diversity of our products, we do not calculate sales-weighted fuel efficiency or emissions in this manner.	RT-IG-410a.1
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour		RT-IG-410a.2
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon		RT-IG-410a.3
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matters (PM) for a. marine diesel engines, b. locomotive diesel engines, c. on-road medium- and heavy-duty engines, and d. other non-road diesel engines	Grams per kilowatt-hour		RT-IG-410a.4

Topic	Accounting Metric	Unit of Measure	Response/Comment	SASB Code
Materials Sourcing	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>Terex is exposed to supply chain risks when critical materials are used in our products. To mitigate these risks, Terex expects that all suppliers adhere to The Terex Corporation Supplier Code of Conduct. The Supplier Code of Conduct conveys our expectations for sustainability performance, including:</p> <ul style="list-style-type: none"> • Protecting both the environment and employees through safe work practices; • Adhering to all applicable laws and regulations; and, • Combating human trafficking and not engaging or supporting forced, compulsory, or child labor. <p>A core value at Terex is our Zero Harm Safety Culture. We extend that value to our supply base by expecting suppliers to:</p> <ul style="list-style-type: none"> • Commit to the safety and health of their employees; • Conform to all applicable health and safety laws and regulations and applicable industry codes; and, • Maintain an active program to enforce and monitor compliance with health and safety requirements. 	RT-IG-440a.1

Topic	Accounting Metric	Unit of Measure	Response/Comment	SASB Code
Materials Sourcing (cont.)	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>From a labor perspective, Terex suppliers are expected to adhere to the following standards:</p> <ul style="list-style-type: none"> • Supplier will ensure that its employees work in compliance with all applicable wage and hour laws and industry standards; • Supplier will not use child labor or any form of slave, forced, or compulsory labor, including involuntary prison labor; • Supplier will comply with all applicable anti-discrimination employment laws and will provide a workplace free from harassment; and • Supplier will not subject workers to inhumane treatment such as sexual harassment, bullying, or corporal punishment. 	RT-IG-440a.1

Topic	Accounting Metric	Unit of Measure	Response/Comment	SASB Code
Materials Sourcing (cont.)	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>We expect our suppliers to comply with our conflict minerals reporting rules, including:</p> <ul style="list-style-type: none"> • Completing Terex’s annual Conflict Minerals survey; • Identifying 3TG products—tungsten, tantalum, tin, and gold, considered conflict minerals under US law— that they sell to Terex and the smelter that provided the original 3TG material. (Terex’s direct suppliers may have to require successive upstream suppliers to complete Terex’s Conflict Minerals survey until the smelter is identified); • Agreeing to cooperate with Terex in connection with any due diligence that Terex chooses to perform with respect to country-of-origin inquiries; and • Providing reasonable proof of due diligence when Terex deems it necessary to support the country-of-origin certification provided by the supplier to Terex. 	RT-IG-440a.1

Topic	Accounting Metric	Unit of Measure	Response/Comment	SASB Code
Materials Sourcing (cont.)	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>Terex completes an extensive screening process for new suppliers, including the completion of a Request for Information (RFI) that details the controls and practices the supplier follows to ensure compliance in Environmental, Health and Safety, Conflict Minerals, and other Compliance areas. Our risk assessment and due diligence process also includes supplier on-site visits where appropriate.</p> <p>In all cases, Terex reserves the right to verify, through an audit or otherwise, the supplier's compliance with our standards.</p>	RT-IG-440a.1
Remanufacturing Design & Services	Revenue from Remanufactured Products and Remanufacturing Services	Discussion	<p>Terex services and restores Terex and other industrial company equipment and parts back to original working condition. We do not disclose revenue as it is competitive information.</p>	RT-IG-440b.1

**The information in the table above is based on the best available data at time of publication. The energy management information includes metrics that have been externally verified. The metrics are from 79 Terex sites and not the entirety of all Terex locations. The data and metrics are not prepared in accordance with generally accepted accounting principles (GAAP).*

Table 2. Activity Metrics - Full year ending December 31, 2022

Activity Metric	Unit of Measure	Response/Comment	SASB Code
Number of Units Produced by Product Category	Number	We do not disclose units produced as it is competitive information.	RT-IG-000.A
Number of Employees	Number	~9,300	RT-IG-000.B

**The information in the table above is based on the best available data at time of publication and is subject to change. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).*

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Core Elements	Disclosure
Governance	<p>Our Board of Directors oversees sustainability, including risks, opportunities, and how sustainability informs and influences our Company's strategy. Our Board is updated five times annually on sustainability matters, including climate-related impacts.</p> <p>John L. Garrison, Jr., Terex Chairman, President and Chief Executive Officer, leads sustainability at Terex. In 2022, we appointed Stacey Babson Kaplan as Senior Vice President, Chief Sustainability & Compliance Officer. Ms. Babson Kaplan collaborates with the rest of the <u>Terex Executive Leadership team</u> and others within Terex and liaises closely with the <u>Terex Board of Directors</u> on the execution of the Company's sustainability strategy, including measuring and monitoring progress.</p>
Strategy	<p>We have a sustainability strategy in place that includes reducing negative impacts on the environment. We are focused on carbon emissions reductions, energy efficiency, waste reduction, efficient water consumption, and our biodiversity impact.</p> <p>Our <u>Executive Leadership Team</u> meets regularly to discuss risks and opportunities, which would include climate risk as applicable. To date, we have not determined that climate risk is material to the Company; however, we continue to monitor climate risk and the financial and strategic implications.</p>
Risk Management	<p>Our risk management processes will align with identified environmental risks and opportunities that are relevant to our stakeholders. We are currently evaluating our alignment with <u>TCFD</u> and have completed a gap analysis.</p>
Metrics and Targets	<p>We are targeting a 15% reduction in GHG emissions intensity by 2024. Similarly, our global energy intensity conservation goal is a 15% reduction from our 2019 baseline by 2024. We disclose Scope 1 and Scope 2 emissions and are working on our Scope 3 emissions. We are also planning to establish near- and long-term SBT targets.</p>

**The information in the table above is based on the best available data at time of publication. The environmental metrics include information from 79 Terex sites and not the entirety of all Terex locations. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).*

TEAM MEMBER DEMOGRAPHICS

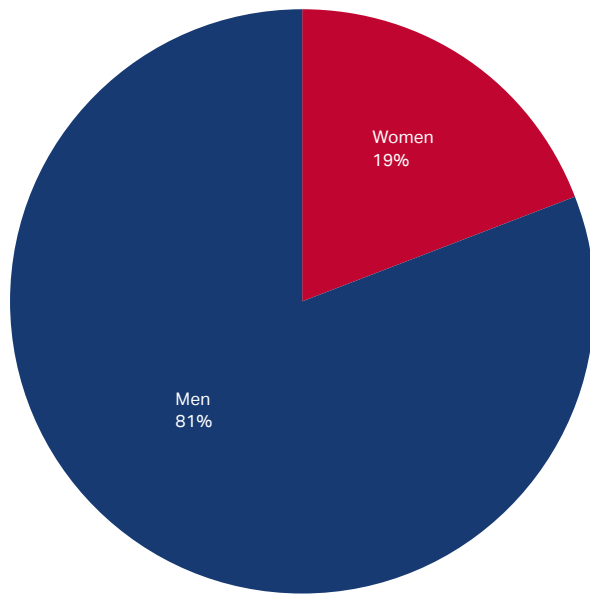
2022 Diversity Data for US Team Members*

Job Categories	Number of Team Members														Overall Totals
	Race/Ethnicity														
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive / Sr. Level Officials and Managers	0	0	22	0	0	0	0	0	5	0	0	0	0	0	27
First / Mid Level Officials and Managers	21	3	362	5	4	12	1	7	83	4	0	9	0	3	514
Professionals	13	8	240	11	0	19	3	10	105	6	0	10	1	3	429
Technicians	8	1	82	3	0	9	0	2	7	1	0	0	0	1	114
Sales Workers	6	0	79	6	0	2	2	0	17	2	0	1	0	0	115
Administrative Support Workers	22	17	172	13	0	10	2	7	150	16	0	10	2	3	424
Craft Workers	39	1	308	12	2	4	3	8	14	0	0	0	0	1	392
Operatives	266	66	886	67	13	226	14	44	153	2	4	43	2	8	1,794
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Total	375	96	2,153	117	19	282	25	78	534	31	4	73	5	19	3,811
Prior Year Total	334	78	2,166	122	16	312	25	75	491	28	3	67	4	21	3,742

*Data is as of December 18-December 31, 2022.

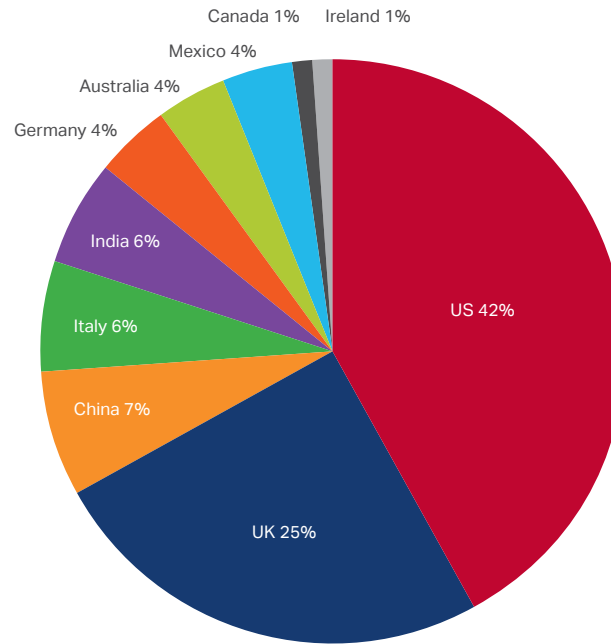
Gender Demographics

(Company-wide as of year-end 2022)



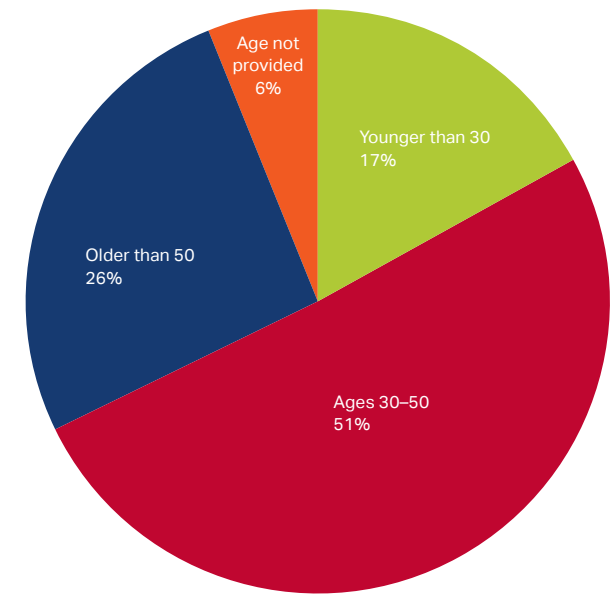
Geographic Demographics

Ten Countries with the Highest Percentage of Terex Team Members (as of year-end 2022)



Age Demographics

(Company-wide as of year-end 2022)



New Hire Demographics

Team Members Joining the Organization in 2022	Number of New Hires	New Hire Rate
Total	2654	29%
By Age Group		
Under 30	965	61%
30-50	1145	24%
50+	346	14%
Not Provided	198	38%
By Region		
APAC	250	27%
China	109	17%
EMEAR	777	23%
North & South America	1518	35%
Gender		
Male	2105	28%
Female	549	32%

Turnover Demographics

Team Members Leaving Employment in 2022	Number of Team Members Leaving	Turnover Rate
Total	1838	20%
By Age Group		
Under 30	595	38%
30-50	845	18%
50+	359	15%
Not Provided	39	7%
By Region		
APAC	172	19%
China	96	15%
EMEAR	516	15%
North & South America	1054	24%
Gender		
Male	1507	20%
Female	331	19%

STAKEHOLDER ENGAGEMENT

How we engage with Stakeholders	Team Members	Customers	Investors	Suppliers	Communities	Government & NGOs	Industry
ESG Materiality Assessment	X	X	X	X		X	X
Annual Engagement Survey	X						
Earnings Calls	X	X	X	X	X	X	X
Internal Events, Town Halls & Webinars	X						
Training	X	X					
Annual Meeting	X	X	X	X	X	X	X
Say on Pay Meetings			X				
Social Media and News Events	X	X	X	X	X	X	X
External Meetings		X	X	X	X	X	X
Site Visits	X	X	X	X	X	X	X
Trade Association Meetings, Conferences, and Exhibitions		X	X	X		X	X
Terex Helpline System	X	X	X	X	X	X	X
Volunteering					X		
Sponsorships		X			X		
Company Websites	X	X	X	X	X	X	X

ABOUT THIS REPORT

Unless specifically stated otherwise, the metrics in this report cover Terex Corporation's performance in 2022. This report, which speaks only as of its date, is not comprehensive and for that reason, this report should be read in conjunction with our [2022 Annual Report on Form 10-K](#) and our [2023 Proxy Statement](#), which can be found at [Terex.com](#). The goals and projects described in this report are aspirational; as such, no guarantees or promises are made that these goals and projects will be met or successfully executed. Except as otherwise indicated, data, statistics, and metrics included in this report are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP). In some cases, environmental data reported includes metrics from 79 Terex sites and not the entirety of all Terex locations. Certain information in this report includes forward-looking statements (within the meaning of Section 27A of the Securities Act of 1933, Section 21E of the Securities Exchange Act of 1934, and the Private Securities Litigation Reform Act of 1995), including statements regarding our Sustainability goals and strategies. In addition, when included in this report, the words "may," "expects," "should," "intends," "anticipates," "believes," "plans," "projects," "estimates," "will," and the negatives thereof and analogous or similar expressions are intended to identify forward-looking statements. However, the absence of these words does not mean that the statement is not forward-looking. We have based these forward-looking statements on current expectations and projections about future events. These statements are not guarantees of future performance. Such statements are inherently subject to a variety of risks and uncertainties that could cause actual results to differ materially from those reflected in such forward-looking statements. More information on risks, uncertainties and other potential factors that could affect our business and performance is included in our filings with the SEC, including in the "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" sections of our most recently filed periodic reports on [Form 10-K](#), [Form 10-Q](#), and subsequent filings. The forward-looking statements in our report are made as of the date first published, unless otherwise indicated and except as required by law, we undertake no obligation to update these forward-looking statements as a result of new information or to reflect subsequent events or circumstances.



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