

TEREX[®]

**2024
SUSTAINABILITY
REPORT**

**GO
BEYOND**

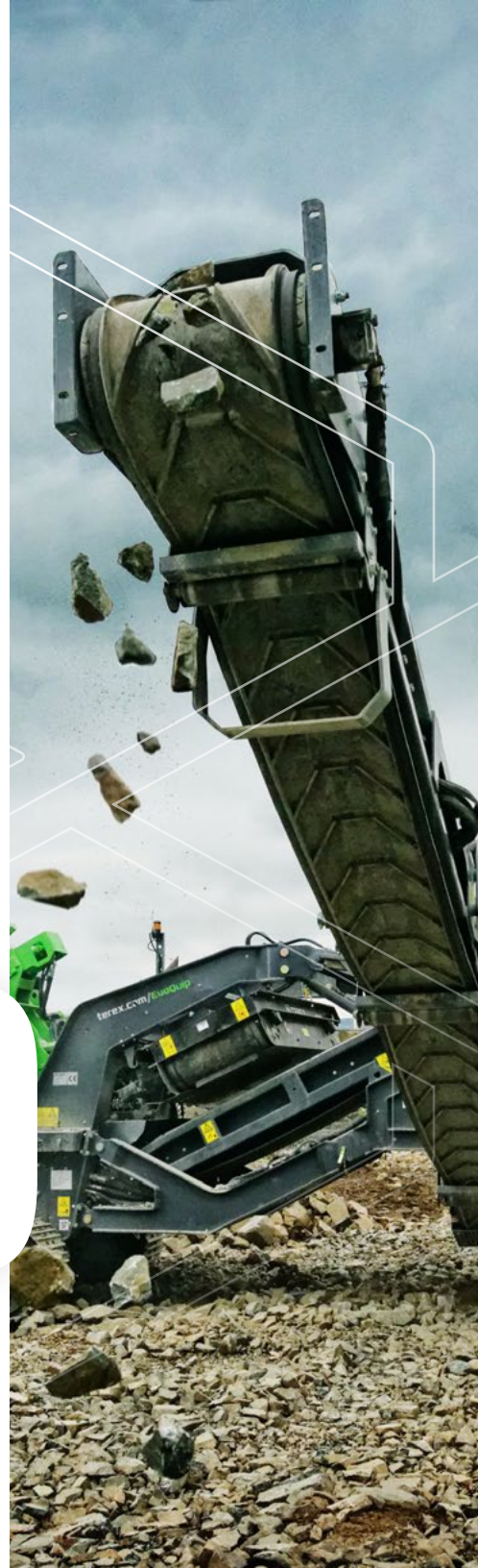


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LETTER FROM OUR CEO

Dear Terex Stakeholders,

Thank you for taking the time to read our 2024 Sustainability Report. I also want to welcome the Environmental Solutions Group (ESG) team to the Terex family.¹

At Terex, we are focused on accelerating the Company's growth. At the same time, we are passionately committed to protecting our natural environment. Our [Board of Directors, Executive Leadership Team](#), and team members share an unwavering dedication to operating sustainably. Our products enable customers to operate in safe and sustainable ways. And our solutions lessen the demand for our planet's limited resources and support the circular economy by reducing carbon emissions and increasing waste recycling. Alternative power options are no longer just a "nice to have." Today, we offer a diverse range of electric and hybrid products. At the close of 2023, 87.5% of our 8 Terex product portfolios offered alternative power options that significantly reduce the impact of the end user's carbon footprint. Nearly three quarters of Genie's units sold had electric/hybrid options, demonstrating the adoption of alternative power options.

We are working systematically to reduce carbon emissions within our facilities, using energy and

water more efficiently, reducing waste, and improving our impact on biodiversity. Just as we do in our manufacturing process, our operational sustainability program employs process discipline and reliance on metrics to measure progress against targets. Our goal was to achieve a 15% reduction in greenhouse gas (GHG) emissions intensity by the end of 2024 (versus our 2019 baseline), and we exceeded this goal in 2023. Our approach involves enhancing energy efficiency, transitioning to renewable energy sources, and optimizing resource utilization across our facilities.

Terex has conducted two materiality assessments. In 2022, we completed our first perception-based Materiality Assessment, which guided the development of our corporate sustainability strategy, aspirational goals, initiatives, metrics, and internal framework needed to enhance sustainability at Terex. In 2024, we completed a Double Materiality Assessment to align with leading practices in sustainability governance and the European Union's Corporate Sustainability Reporting Directive (CSRD). Our Double Materiality Assessment focused on areas of sustainability that impact the Terex enterprise value and financial performance as well as society and the environment.

Sustainability is embedded in longstanding strengths and practices of the Company, which means operating safely, responsibly, and true to our [Terex Way Values](#).

Thank you for reading about our commitment to achieving a sustainable future. For more information, please visit [terex.com](https://www.terex.com).



Simon A. Meester
President and Chief Executive Officer
Terex Corporation

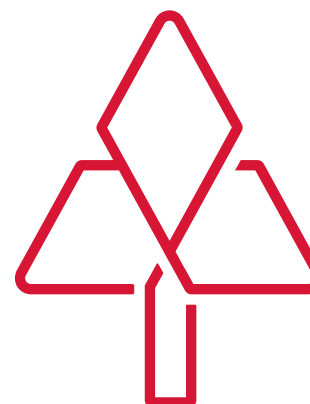


Simon A. Meester
President and Chief Executive Officer

¹Due to the very recent acquisition of ESG, data regarding ESG is not included in any metrics in this report but we look forward to including details in our next sustainability report.

TEREX SUSTAINABILITY STRATEGY²

Our Company's 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.



INNOVATE

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.



OPERATE SUSTAINABLY

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.



ENGAGE

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

Strategic Objectives



RECOGNIZED FOR SUSTAINABILITY, INNOVATION, AND OVERALL EXCELLENCE

For the second year in a row, Terex Corporation was named to Newsweek's list of [America's Most Responsible Companies 2024](#).

Terex proudly received the "[Equality 100 Award](#)" from the Human Rights Campaign (HRC) Corporate Equality Index (CEI) for the second consecutive year.

In June 2024, Terex MP was awarded "Strategic Partner of the Year" by the [NOW Group](#), a Northern Ireland social enterprise that supports people with learning difficulties and autism.

The [Genie® ZX™-135](#) articulating boom lift won a [Construction Machinery ME Award](#) in the access machinery category.

The Genie® GTH™-1256 telehandler earned a spot in Construction Equipment magazine's [Top 100 New Products of 2023](#).

In the 2023 LLEAP Awards from Lift & Access magazine, Genie won gold for its S-60 FE/DC boom lift in the mobile elevating work platforms (MEWPs) category and was a finalist for material handlers for its GTH™-1256 telehandler.

²In 2022, we conducted our first perception-based Materiality Assessment which highlighted the most important areas of sustainability for Terex to focus on as a Company. We used the results from the 2022 Materiality Assessment together with our corporate strategic priorities to develop our comprehensive corporate sustainability strategy. For more information about our Materiality Assessment results and process, refer to the [2022 Sustainability Report](#).

TEREX SUPPORTS THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

While we support all [17 SDGs](#), we have identified 7 that we have the greatest impact on.



INNOVATE

Design products and offer solutions that enable our customers to operate in safe and sustainable ways.

Our products are designed to support sustainable applications. 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](#) section of the report.



OPERATE SUSTAINABLY

Implement sustainable practices that minimize negative impacts on the environment and society.

Across Terex, we are reducing emissions, increasing the use of renewable energy, increasing recycling, reducing waste, lowering water consumption, improving our impact on biodiversity, and mitigating other adverse environmental impacts. For more information, please visit the [Responsible Operations](#) section of the report.



We prohibit any form of forced labor and are committed to ensuring human rights and decent work conditions, including from our suppliers. Over the course of 2023 and 2024, we conducted our first supplier human rights risk assessment. For more information, please visit the [Responsible Operations](#) section of the report.



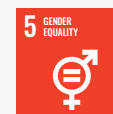
ENGAGE

Keep all Terex team members safe at work and foster an inclusive culture where team members are invested in their work, each other, and their communities.

Safety is an absolute way of life at Terex. We are committed to continuous improvement and promoting a Zero Harm safety culture. Additionally, we engage with team members in various ways to support their professional development. For more information, please visit the [Engagement](#) section of the report.



We strive 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. For more information, please visit the [Engagement](#) section of the report.



PRODUCT INNOVATION AND CUSTOMER SOLUTIONS

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.

IN THIS SECTION

Enabling Safe Work Practices
and Product Quality

Environmental Stewardship
Through Product Solutions



ENABLING SAFE WORK PRACTICES AND PRODUCT QUALITY

Safety for our end users is priority one. Our distributors, customers, and end users trust us to manufacture products that help end users perform their jobs safely and operate jobsites more efficiently and sustainably, reducing risks and improving outcomes.

INNOVATIVE PRODUCTS THAT PROMOTE SAFE WORK PRACTICES

Our Genie products provide safe ways to work at height. Our scissor and boom lifts, also known as MEWPs, offer significant advantages over ladders and scaffolding in terms of safety, access, and productivity. Our Utilities trucks support the safe work practices of our customers and utilities crews in the field. And, our Materials Processing (MP) equipment is designed for safe operations in all applications the equipment supports, including crushing, screening, material handling, and more.

As part of our sustainability practices, we partner with associations, customers, and end users to continue developing products or implementing improvements that enable safe work practices. An outstanding example of this work is the safety initiative “Excellence in the Sky,” launched by our Tower Cranes team working with a U.K.-based customer. Excellence in the Sky focused on preventing falling objects during tower crane erection and dismantling, as well as during maintenance and repairs. Mesh was added around the crane floor to help prevent objects, such as tools, from falling. This enhancement is now incorporated into our new product designs.

Another example is Genie’s new virtual reality (VR) training program, which is an add-on to our “train the trainer” program. VR training enhances safety by allowing operators to gain experience in a virtual environment before getting into an actual lift and working at height.

Technology through connected assets, telematics in particular, allows Terex to provide early maintenance detection to our customers and dealers. By year-end 2023, telematics hardware was active on approximately 15,500 MP and 60,000 Genie machines, enabling Terex to provide in-time maintenance support, enhance uptime performance, and promote end-user safety.

PRODUCT QUALITY AND SAFETY

We believe quality and safety go hand in hand, and part of our commitment to protecting our customers and end users is compliance with quality and safety regulations. Terex products are designed and manufactured in compliance with the applicable standards and regulations.

We strive for every machine manufactured in our facilities to be free from defects. We follow rigorous quality standards and practices. As of July 1, 2024, 7 Terex sites have implemented a Quality Management System (QMS) certified to the ISO 9001 standard. This achievement is consistent with our initiative to drive continuous improvement by deploying Terex Operating Systems across our enterprise. Our ultimate goal is zero defects.

MP’s Total Quality Management (TQM) system includes a core principle of “AMP”: Don’t Accept a defect, don’t Make a defect, and don’t Pass on a defect. This reminds team members to take responsibility for product quality at every stage of the process and never rely on final inspections to discover issues.



Genie’s “Quality By Design” brand promise reinforces its focus on delivering quality for customers. Additionally, in 2024, Terex Utilities announced its new brand promise: “Built. Different.” This brand promise embraces the unmatched quality of our utility and digger derrick trucks, which are ready to work in the rain, snow, or any environmental conditions utility crews might face.

We remain committed to developing new products and features that support safety of the operators who use our equipment and the communities in which the equipment is used.

ENVIRONMENTAL STEWARDSHIP THROUGH PRODUCT SOLUTIONS

Our products and offerings enable our customers to reduce emissions, minimize waste, and conserve resources. Our approach centers on several key solutions, including alternative power offerings, recycling systems, and equipment that enables sustainable applications. By innovating our product lines to meet customer demand for sustainable solutions, our customers' sustainability and business goals are met, and we make a positive impact on the planet.

ALTERNATIVE POWER

Terex is proud to be a global leader in the shift to alternative power offerings. 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 miniconcrete mixer truck (using the same technology) to the market.

The demand for low-emission, quieter equipment has increased, and we are committed to expanding the availability of electric, hybrid, and alternative power solutions and technology across the Terex product portfolio to meet the demand.

As of year-end 2023, 87.5% of all 8 of our product portfolios³ offer alternative power options that significantly reduce the impact of the end user's carbon footprint. In 2023, 74% of units sold for Genie had electric/hybrid options, and approximately 43% of Genie's 2023 sales revenue was attributable to electric/hybrid offerings. We are excited about the market adoption of alternative power.

Looking ahead, we believe alternative power developments pave the way for providing customers with sustainable options. 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, regulations evolve, and customer adoption grows.

³A product portfolio is a group of related core products under the same brand or category. As of end of year 2023, our 8 product portfolios include aggregates, environmental, concrete, handling, lifting, mobile elevating platform, material handling, and utilities.



SPOTLIGHT

Alternative Power Research & Development

In addition to our own internal research and development, we are partnering with tech companies and universities to develop low- and no-carbon energy alternatives. We continue to collaborate with CATAGEN, a net-zero technology company, and Wrightbus, a leader in transport innovation, on a research and development project to decarbonize off-road mobile machinery. The goal of the project is to deliver a decarbonized end-to-end solution using a Powerscreen® Premiertrak 450E crusher and Chieftain 1700XE screener, powered by green hydrogen and e-diesel, to a working quarry site in Northern Ireland by Q1 2025.

Our Terex Rough Terrain (RT) cranes team is working with the University of Modena in Italy to research alternative power options to diesel fuel for mobile cranes, as no such solution is currently available on the market. Using data from the university research team, RT cranes will study potential alternative power solutions, including battery packs, fuel cells, and hydrogen engines.

Fuchs® is participating in an innovative research project focused on the development, design, and testing of a hybrid-fuel-cell-driven material handler. This initiative will enable Fuchs to meet future emissions standards and offer a diverse range of alternative power solutions.



RECYCLING AND THE CIRCULAR ECONOMY

Terex is continuing to increase its product offerings that recycle and reuse materials. This includes machines that process forestry waste, scrap steel, demolition debris, and more, giving material a new life rather than sending it to landfills or incinerators.

For example, [Terex Recycling Systems](#) specializes in building systems that can be used for many waste recycling applications, including construction and demolition waste, commercial and industrial waste, wood waste, and more. Terex Recycling Systems has partnered with [ZenRobotics](#), a Terex brand and a global leader in smart robotic recycling, on several projects to upgrade customers' recycling infrastructure. Using AI intelligence, our new offering increases recovery rates of valuable materials, improves sorting quality, and enhances safety and efficiency through the use of robots.

[Terex Washing Systems](#) offers sustainable solutions for the minerals washing industry that reclaim over 95% of the water used through efficient filter presses. Our presses reduce water consumption, produce easily transportable dry waste, and help meet environmental regulations by minimizing waste and maximizing water recycling. Terex Washing Systems also enhances plant efficiency and improves the quality of washed materials.

OVER
 **95%** **OF WATER IS RECLAIMED**
 using Terex Washing Systems solutions



In 2024, we launched the M518R Compact Recycling Trommel from [MDS](#), which separates compost, green waste, biomass, municipal waste, and other materials in recycling applications. Our recently launched TTS-620SE Static Electric Trommel Screen from Terex Recycling Systems offers lower emissions, noise, and maintenance than a diesel model, making it ideal for customers seeking cleaner, more cost-effective solutions for their recycling operations.

In 2024, we acquired [Environmental Solutions Group \(ESG\)](#), a leader in waste and recycling solutions. Due to the very recent acquisition of ESG, data regarding ESG is not included in any metrics in this report but we look forward to including details in our next sustainability report.

We expect significant market expansion over the next 10 years with the global adoption of recycling. As a leader in the fast-growing waste and recycling management end market, we continue to look for more opportunities to expand our product offerings and leverage technology to innovate recycling solutions.



SPOTLIGHT

Recycling Windmill Blades

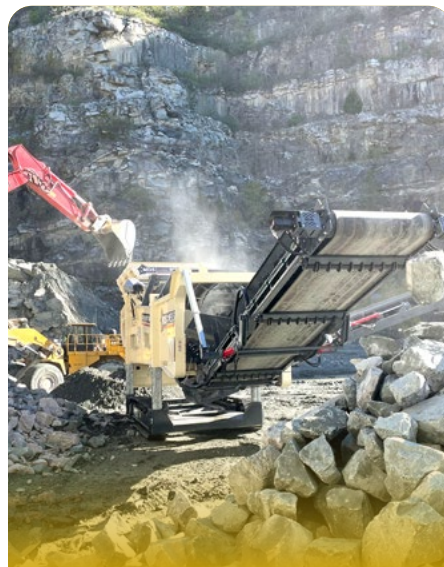


Windmill blades are manufactured with carbon fiber, resulting in a highly durable product that poses significant recycling challenges. Our Terex Ecotec and CBI equipment facilitate the recycling of these blades. Blade pieces are shredded using Terex Ecotec shredding equipment and then processed through a CBI grinder to achieve the appropriate size of material needed for the intended use application.

OTHER SUSTAINABLE APPLICATIONS



Genie lifts and telehandlers play a key role in solar roof installations and wind farm maintenance projects, making tasks like blade cleaning, inspections, and repairs more efficient.



Our MP equipment assists in various sustainable applications, such as preventing coastal land erosion. For a sea defense project, a customer turned to MDS to provide them with a machine that was capable of producing rip rap rock and other material used to protect shoreline structures against land erosion. Our MDS M515 was perfect for the job due to its sizable feeder handling large rocks that traditional tromme screens cannot process.



Traditional quarries are often located a significant distance from where the material will be used. In Europe, our Company is playing a key role in supporting urban quarries, which are typically situated within the perimeter of a city. We locate our Terex Washing Systems in proximity to the urban quarry, reducing transportation requirements, carbon emissions, and cost.



Our mobile crushers, screens, and conveyors process raw materials into sorted, usable aggregates on-site, reducing transportation and lowering our customers' carbon footprint.

RESPONSIBLE OPERATIONS

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. Our broad array of sustainable practices extends beyond our footprint as we evaluate our supplier and distribution partners on factors that include their sustainability practices.

IN THIS SECTION

Operational Impact on the Environment and Climate

Responsible Procurement Practices



OPERATIONAL IMPACT ON THE ENVIRONMENT AND CLIMATE

Terex prioritizes reducing negative impacts on the environment and the climate. We believe that proactive environmental stewardship drives operational efficiency and creates a healthier planet for future generations. We are focused on several key areas, including greenhouse gas (GHG) and energy reduction, water conservation, waste reduction, and biodiversity.

GREENHOUSE GAS AND ENERGY REDUCTION

We set goals to reduce our CO₂e emissions and energy intensity by 15% by year-end 2024⁴ from our 2019 baseline. We surpassed our emissions intensity goal by reaching a 19% reduction at year-end 2023 and our energy intensity decreased by 12.4% from our baseline. We achieved these reductions by enhancing energy efficiency, transitioning to renewable energy sources, and optimizing resource utilization across our facilities. We are not purchasing carbon credits at this time.

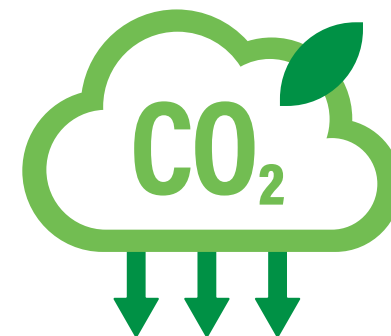
At an enterprise level, we focused our carbon and energy reduction efforts where they have the greatest impact, specifically the 12 Terex locations, our "Tier 1 locations," that account for approximately 80% of our GHG emissions. Cross-functional Site Sustainability Committees at our Tier 1 locations 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.

EMISSION INTENSITY REDUCED BY 19% *compared to 2019*

In 2023, Site Sustainability Committees made significant progress toward achieving our climate initiatives. They analyzed energy consumption patterns to identify systems, equipment, or processes that are the greatest energy users. This information will drive smart energy-reducing investment decisions as we continue to make on-site improvements.

We also implemented a Terex-wide reporting system to determine Scope 1 and Scope 2 environmental impact. Our total Scope 1 and Scope 2 GHG emissions were reduced by approximately 4% compared to 2019, despite a 3.8% increase in absolute energy consumption during the same period. While the increase in absolute energy consumption reflects the Company's growth, including increased hours worked across the organization, our increase in renewable energy usage underscores our commitment to consuming cleaner energy.

Terex is actively working on capturing Scope 3 emissions across our global operations. Early in 2024, we completed a discovery assessment of our Scope 3 emissions, mapping our activities to the relevant Scope 3 categories, identifying data requirements and sources, and determining a calculation methodology for the full value chain.



Terex submitted its annual report to the Carbon Disclosure Project (CDP) and earned a grade of B (Management Band), a significant improvement from last year's grade of C (Awareness Band). This achievement surpasses industry, North American, and global averages. The report highlights Terex's progress in climate risk management, emissions reduction, and energy efficiency initiatives across global sites.

We are proud to report that 2 sites have an Environmental Management System (EMS) certified to ISO 14001. We are not aware of any monetary losses from legal proceedings regarding non-compliance with environmental regulations.

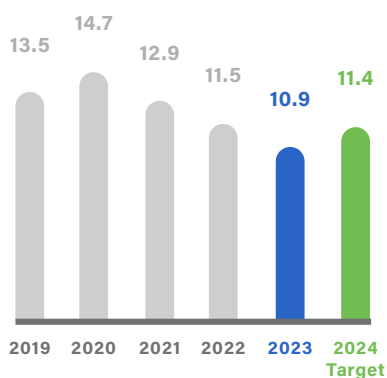
As we look to the future, we will continue to evaluate and implement actions that reduce emissions across our sites and within our value chain.

⁴We are currently defining our post-2024 climate targets.

TEREX EMISSIONS AND ENERGY METRICS⁵

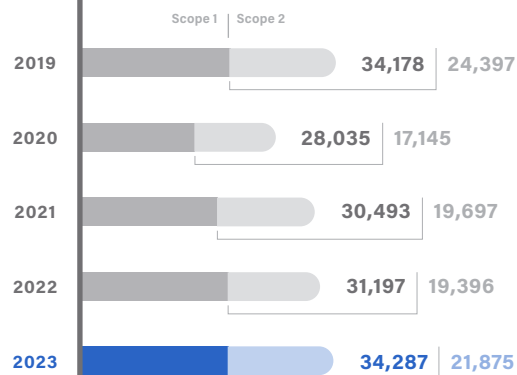
EMISSIONS INTENSITY

ABSOLUTE MTCO₂e /
MILLION USD REVENUE



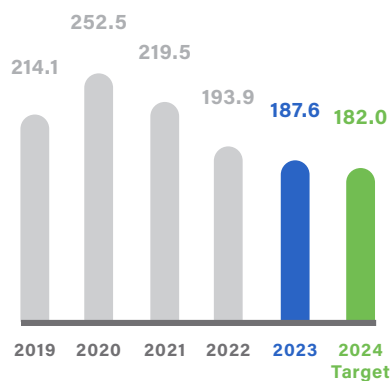
ABSOLUTE GHG EMISSIONS

MTCO₂e



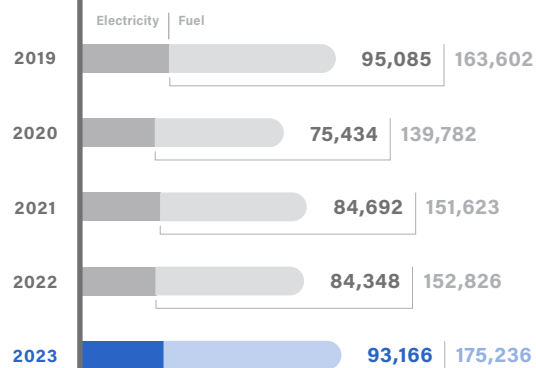
ENERGY INTENSITY

GJ / MILLION USD REVENUE



ABSOLUTE ENERGY CONSUMPTION

MWh



SPOTLIGHT

Commitment to Renewable Energy

Renewable energy technologies are essential for transitioning to a sustainable energy future. We have increased on-site annual renewable energy generation by 33% from 2022 to 2023.

As of end-of-year 2023, 8 material processing plants in Northern Ireland and 2 Utilities plants in South Dakota are powered by 100% renewable energy. Each of these sites purchase Renewable Energy Guarantees of Origin (REGOs), certificates that verify electricity is generated from 100% renewable energy.

We have made significant strides in integrating solar power into our operations, particularly at our Changzhou, China site, helping us earn a Green Factory Award from the Chinese government. In just one year, our Changzhou site tripled their renewable energy generation and are now able to run their operations entirely off renewable solar power year-round. Solar panel installations are planned for other Terex sites worldwide as we expand our renewable energy efforts to support our low-carbon, clean energy strategy.

⁶The Consumption of Self-Generated Non-Fuel Renewable Energy metrics include reported information from 85 Terex sites and do not include information from all Terex locations.

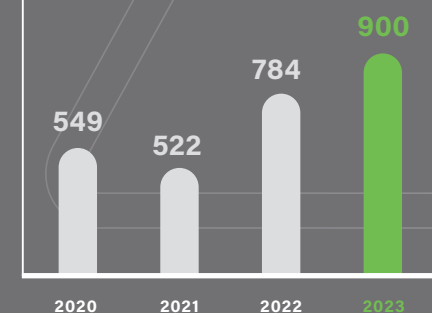
33% INCREASE

IN ON-SITE ANNUAL
RENEWABLE ENERGY
GENERATION

from 2022 to 2023

CONSUMPTION OF SELF-GENERATED NON-FUEL RENEWABLE ENERGY⁶

MWh



⁵The charts above include data that has been externally verified. See the External Assurance section of the Appendix for the assurance statement. The Emissions Intensity, Energy Intensity, Absolute GHG Emissions (Scope 1 and Scope 2), and Absolute Energy Consumption metrics include reported information from 85 Terex sites and do not include information from all Terex locations.

WATER CONSERVATION

Although our operations are not heavily reliant on water, we are committed to responsible water management by reviewing current practices, identifying efficiency opportunities, implementing conservation measures, and raising team member awareness about water usage. In 2024, as part of our water conservation initiative, we conducted initial water risk assessments at our Tier 1 locations and 6 additional high-risk water locations.⁷ Using the data collected from the assessments, we are developing tailored water strategies to enhance efficiency, increase recycling, and promote reuse initiatives.

Outside of our enterprise focus, we are pleased that some of our Terex facilities have implemented location-specific water conservation practices. Our Genie location in India recycles 50% of its freshwater intake, repurposing this water for gardening and landscaping needs, and the site established a rainwater harvesting system to collect rainwater and recharge the groundwater. This dual approach reduces the demand for external water sources and promotes sustainable water management practices, supporting both environmental conservation and operational efficiency.

Several Terex locations in India and the United States have implemented water monitoring technology to measure and monitor water usage, allowing the sites to identify opportunities for further conservation. Other Terex sites are planning the installation of the same technology in the near future.

To ensure compliance with water permit laws, all Terex locations strictly adhere to local and regional regulations, guided by the Terex environmental guidelines and checklists that encompass water management and other environmental initiatives. These resources provide a structured approach for Terex to reduce hazards, comply with regulations, and continuously enhance processes.

50% OF FRESHWATER RECYCLED *at our Genie location in India*

WASTE REDUCTION

Waste reduction minimizes what we contribute to landfills, preserves natural resources, and prevents pollution. At the corporate level, we are actively monitoring our waste generation. We intend to establish baseline years for waste management and implement reduction pathways.

Some of our Terex locations already launched site waste reduction initiatives. In 2023, multiple sites in Northern Ireland participated in a Waste Awareness Week, which focused on educating team members about opportunities to reduce waste at their site. The sites that participated in Waste Awareness Week are currently evaluating several identified waste reduction initiatives.

Our Omagh site identified an opportunity to eliminate polystyrene cups in their canteen. After the cups were eliminated, team members received reusable cups to use instead, generating cost savings for our Company and preventing approximately 100,000 polystyrene cups from going into the landfill annually. These efforts reduce waste volume and support our Scope 3 reduction journey by mitigating the need for frequent waste management transportation.

At our Genie India facility, we actively collaborate with local recycling companies to achieve the site's "zero waste to landfill" initiative. By focusing on recycling and reusing materials, the Genie India team strives to preserve our planet's natural resources.

**~100K↓
POLYSTYRENE
CUPS** *prevented from going into landfills annually*

⁷The 6 locations are in regions at high risk for water scarcity according to the [Aqueduct Water Risk Atlas](#) developed by the World Resources Institute (WRI). Additional water assessments are scheduled for completion this year at the 6 high-risk water locations as part of our ongoing commitment to robust water management and conservation goals.

BIODIVERSITY

Biodiversity is essential to support all life on Earth. One way in which our Company has enhanced biodiversity is through tree planting, which provides habitats for multiple species, restores ecosystems, and improves soil stability. In 2024, Terex teams across the globe planted thousands of trees. Terex Utilities in South Dakota donated a variety of trees to the Codington County Memorial Park in South Dakota and planted spruce trees at the Terex Utilities site in Watertown, South Dakota. In January 2024, the Terex Monterrey, Mexico, team planted 438 trees outside of their facility.

Sites are also contributing to biodiversity efforts in other ways. Our Dungannon, Northern Ireland, site developed a sensory garden for a local primary school. This garden will provide opportunities for students and teachers to connect with nature, learn about local wildlife, and explore the relationships between food cultivators, pollinators, and our broader environment.

Looking forward, we will continue to implement sustainable practices at our locations that minimize the negative impacts on the environment, supporting a healthier planet for current and future generations.



SPOTLIGHT

Urban Forestation Drive

In March 2024, Terex Hosur India launched an Urban Forestation Drive. Led by Simon Meester, President and CEO of Terex, and other senior leaders, the team planted 3,000 trees, making a significant impact on biodiversity around the site.

3,000 TREES PLANTED





RESPONSIBLE PROCUREMENT PRACTICES

We are steadfast in our commitment to responsible procurement practices. We assess suppliers' sustainable practices, including the ways in which they support the protection of human rights.

We expect our suppliers to be socially, legally, and ethically responsible. All suppliers must uphold human rights, labor, health and safety, environmental management, and business ethics practices that are outlined in our [Supplier Code of Conduct](#).⁸ Suppliers are also required to follow anti-discrimination laws and prohibit harassment in all forms, including but not limited to physical, verbal, psychological, and sexual harassment.

Our [2023 Terex Prohibits Modern Slavery Statement](#) affirms our zero tolerance for slavery, servitude, human trafficking, or child and forced labor in our supply chains (collectively referred to as "modern slavery"). Suppliers are required to hire individuals of legal age (as established by the laws of their country) and comply with all applicable laws and regulations on wages, benefits, and working hours. To our knowledge, there have been no supplier violations of our prohibition on modern slavery.

We have systems in place, as outlined in our [Conflict Minerals Policy](#) and our [Supplier Code of Conduct](#), to comply with conflict minerals reporting requirements.

As part of our commitment to responsible procurement practices, in 2024 we conducted our first supplier human rights risk assessment, evaluating suppliers on their human rights practices, such as social/labor policies and initiatives, grievance mechanisms, employee training, environmental practices, management of private security forces, and more. We are pleased that we achieved a 75% response rate for our first assessment, and hope to further increase participation in the future.

We are currently analyzing results from our first supplier human rights risk assessment with the intent to identify trends, risks, and opportunities. We are planning to follow-up with low-performing/potentially high-risk suppliers regarding mitigation plans.

⁸As we enter into new or renewal agreements with suppliers, we are incorporating the terms of our [Supplier Code of Conduct](#) into such agreements.

TEAM MEMBER AND COMMUNITY ENGAGEMENT

Our sustainability strategy of engagement starts with Zero Harm, keeping all Terex team members safe at work, and our inclusive culture, where team members of all backgrounds feel welcome and valued. We believe that team members who are invested in their work are also invested in each other and their communities.

IN THIS SECTION

Workplace Safety

Culture & Inclusion

Team Member Engagement

Community Outreach



WORKPLACE SAFETY

At Terex, safety is an absolute way of life. Workplace safety is a top priority because it ensures the well-being of our team members. We are resolute in our commitment to Zero Harm, and we expect all team members to be committed to this goal as well. Our Zero Harm culture is not just about resources and programs, it is also about a mindset dedicated to improving our team's safety.

To support our Zero Harm approach, we emphasize Serious Injury and Fatality (SIF) Prevention through 9 Life Saving Behaviors 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.

Our Injury Prevention Behaviors (IPBs) were developed based on the most prevalent risks facing our workforce and are crucial to keeping our team members safe. The IPBs serve as a universal language for recognizing and discussing key factors contributing to injuries at Terex. Comprehensive training is provided to familiarize team members with these essential behaviors, and our leaders play a vital role in communicating and demonstrating their importance. To learn more about our IPBs, visit terex.com.

The [Terex Board of Directors](#) oversees our Company's Health, Safety, and Environment (HSE) Management System, which includes a Global Environment, Health, and Safety Policy and clear standards designed to ensure a safe and legally compliant working environment. We track key performance indicators, such as injuries, illnesses, near-miss events, countermeasure closures, training completions, and regulatory activities using industry-standard benchmarks. Three sites have health and safety programs certified to ISO 45001.

Simon Meester, our President and Chief Executive Officer, chairs monthly global meetings to review incidents with SIF potential. In early 2024, we introduced monthly CEO-level reviews of safety performance, ensuring top-tier leadership commitment and accountability, and visibility into our continuous improvement efforts. We believe that these reviews are moving the needle toward our goal of Zero Harm.



SPOTLIGHT

Safety Awareness Initiatives

Terex sites worldwide celebrated Terex Safety Month in April with a variety of activities, including educational and awareness programs, awards, and events.

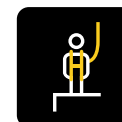
'I WILL' FOCUS — SUCCESS STORY

"Colly showed me how to complete Gemba walks and 5S audits, helping me become a 5S Auditor at our site."



Kelly Wray
Stock Controller

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.



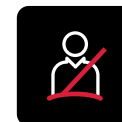
I follow my lifting plan: No Plan. No Lift.



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 seatbelt.



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



I pause and ask for help from my supervisor if a condition isn't safe or I can't take these actions. If a near miss occurs, I report it immediately.

TEREX SAFETY METRICS

In 2023, we made progress in our HSE efforts, but our incident rates remained consistent with 2022 results. Our Total Recordable Incident Rate (TRIR) remained principally unchanged from 2022, underscoring the need for a more intense focus on the drivers of injury. We saw our Lost Time Incident Rate (LTIR) decline by 5% versus 2022, a modest improvement. As a result, we reviewed our long-term incident rate targets for 2024 and beyond and revised our near-term path to Zero Harm: targeting a TRIR of 1.4 and an LTIR of 0.4 by 2026. This gives our teams meaningful targets to aspire to, and it will align with our long-term vision for health and safety at Terex.

Throughout 2023, we were proactive in addressing safety trends such as material movement and hand injuries, as well as potential SIF events. We thoroughly reviewed our sites' Pedestrian and Powered Industrial Truck (PIT) traffic flow, material handling procedures, and carts used for transport, to identify root causes and implement stricter controls. These insights are now part of our 2024 safety plan.

We will always lead with safety and relentlessly pursue Zero Harm. Through enhanced controls, rapid post-incident sharing of lessons learned, and leadership engagement and accountability, we aim to keep our team members out of harm's way.

TARGET

0.4

Lost time incident rate by 2026

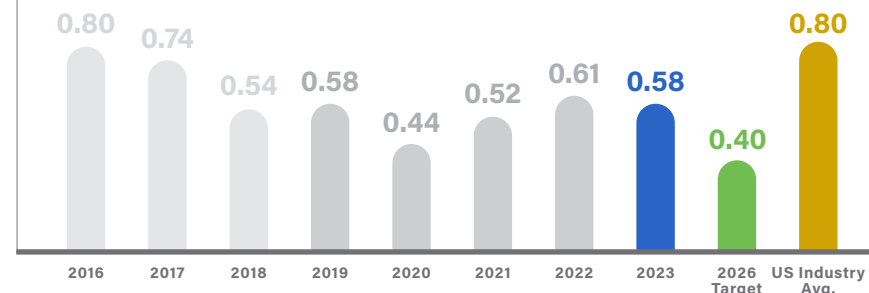
TARGET

1.4

Total recordable incident rate by 2026

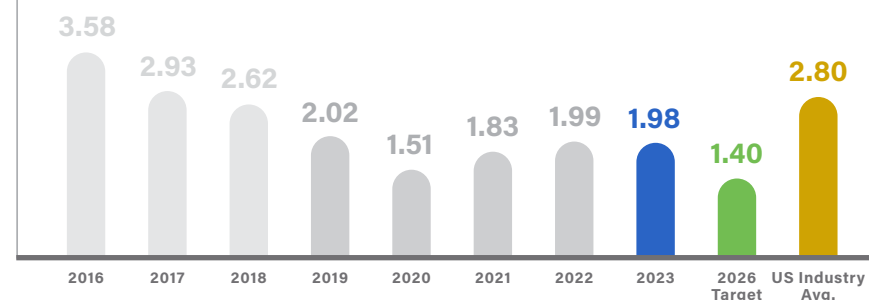
TEREX LOST TIME INCIDENT RATE

(# LOST TIME INJURIES * 200K) / HOURS



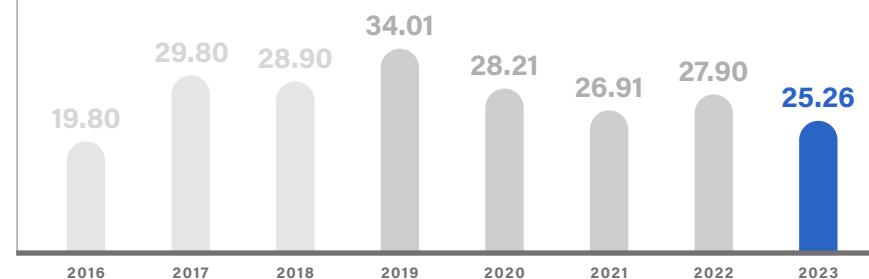
TEREX TOTAL RECORDABLE INCIDENT RATE

(# RECORDABLE INJURIES * 200K) / HOURS



TEREX NEAR MISS REPORTING RATE

(# NEAR MISS REPORTS * 200K) / HOURS



CULTURE & INCLUSION

Our culture is defined by our [Terex Way Values](#). These values drive our commitment to creating an inclusive, equitable, and welcoming environment — one where everyone feels safe, supported, and valued, and can thrive.

Our prioritization of culture and inclusion creates a dynamic workplace. We believe diverse backgrounds and perspectives enhance collaboration, creativity, problem-solving, productivity, and job satisfaction and promote a culture of achievement. Our goal is to create a positive work environment where everyone is treated with respect, dignity, and fairness. The [Terex Code of Ethics and Conduct](#) explicitly prohibits discrimination against team members on any basis, including race, gender identity, or disability status.

Our global strategy for culture and inclusion emphasizes targeted execution of our four pillars: Recruit, Engage, Develop, and Retain. Our Culture & Inclusion Site Roadmaps provide step-by-step guidance and outline specific actions under each pillar, holding sites accountable against achievement of our culture and inclusion objectives.



TEREX AFFINITY GROUPS

The Company's 9 Terex Affinity Groups are team member-led, bringing together team members with shared interests and backgrounds. Our Affinity Groups provide valuable support and resources to members and contribute to a more inclusive workplace culture where everyone feels safe, supported, and valued. As of Q2 2024, we had over 600 active individual members across the 9 Affinity Groups.

*Able & Disabled Allies Partnering Together

**Building Relationships in Diverse Group Environments

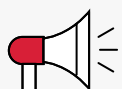
INCLUSION STARTS WITH "I"

We believe that inclusion in our workplace starts with the tangible and intentional actions that all Terex team members must make to ensure that their fellow team members feel safe, supported, and valued. Fundamentally, Inclusion starts with "I." Our "I Will" Inclusion Statements serve as a roadmap for individual actions team members can take to create an inclusive work environment.



I will make time

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



I will speak up

when a team member says or does something hurtful or inappropriate.



I will identify my own biases

and will not let these biases cloud my judgement.



I will listen attentively

and withhold judgement when a team member is sharing their point of view.



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



I will own up
to my mistakes and shortcomings.



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



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



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

We offer interactive in-person trainings covering topics that include discrimination prevention, imposter syndrome, and preventing bias towards the LGBTQ+ community. We also have expanded our inclusion training to include online modules. As of end-of-year 2023, our trainings reached over 830 team members, an increase of approximately 180% from 2022.

In 2023, we achieved a 78.9% favorability score for Culture & Inclusion in our engagement survey, up from 74.6% in 2022.

78.9%

FAVORABILITY SCORE

*for Culture & Inclusion in
our engagement survey*

Looking ahead, we are taking measures to foster an environment that is inclusive and equitable for all team members. We plan to focus on empathetic leadership training, addressing imposter syndrome, mitigating biases, and enhancing affinity groups.



SPOTLIGHT

Franna Celebrates Harmony Day

Our Franna team members celebrated Harmony Day in March 2024, emphasizing cultural diversity and inclusivity in Australia. Team members shared dishes reflecting their cultural heritage, fostering a communal atmosphere of cultural exchange and connection. This celebration highlighted the team's diverse backgrounds and strengthened bonds through shared stories and culinary traditions, reflecting Terex's commitment to a safe and supportive workplace.



SPOTLIGHT

NOW Group Recognition

In June 2024, Terex was awarded "Strategic Partner of the Year" by the NOW Group, an organization that supports people with learning difficulties and autism. Terex collaborates closely with the NOW Group to provide comprehensive training, mentoring, employment opportunities, and sponsorship, as well as to raise funds for the charity.



SPOTLIGHT

Supporting the LGBTQ+ Community

Terex proudly received the "Equality 100 Award" from the Human Rights Campaign (HRC) Corporate Equality Index (CEI). The HRC evaluates corporate policies, practices, and benefits relevant to LGBTQ+ team members across the United States. Our perfect score of 100 reflects our full support of the LGBTQ+ community within Terex and beyond.



TEAM MEMBER ENGAGEMENT

Engaged, capable, and skilled team members are necessary for the success of our “Execute, Innovate, Grow” business strategy. By listening to feedback and implementing meaningful improvements, our team feels valued, engaged, and driven to achieve.

ENGAGEMENT SURVEY

Our annual engagement survey is an opportunity for team members to provide confidential feedback on how to improve our company and their workplace. We act on team member input, communicate results, and create action plans for each site. Sites conduct focus groups to monitor progress towards achieving the actions set out in the survey action plans. Additionally, we act at a company-wide level based on the identified improvement areas from the survey responses.

In 2023, we reached a 78.2% favorability score in our Engagement Index, up from 76.8% in 2022. Our 2023 participation rate was world-class with an 89% response rate, up nearly 6% from the prior year, an indication that team members believe their input is valued and drives improvements. Our 2024 Engagement Survey was conducted in September, and we will use team members’ feedback to focus on the right priorities moving forward.

78.2% FAVORABILITY
SCORE 2023
Engagement Index

TRAINING

We offer diverse training tools and resources that support team members in their current roles and aid their development. We believe our “Success” training programs are world-class. Our core curriculum of Terex “Success” programs are grounded in the [Terex Way Values](#) and help participants build key skills that directly support the Terex Success Model. We currently offer 4 “Success” programs: Accelerating for Success, Supervising for Success, Managing for Success, and Leading for Success.

Training does not stop in the classroom. Training effectiveness is measured by on-the-job behavioral changes of the participants. We include pre- and post-training activities, such as refresher sessions, and engage participants’ managers to integrate learnings into professional development plans. We also offer voluntary courses for further skill enhancement.



In 2023, more than 9,800 team members completed more than 42,600 online training hours for a wide variety of courses.⁹ In 2023, over 520 team members participated in in-person training offered by human resources, including each of the four “Success” programs. We will continue to drive learning to support career development.

42,600 ONLINE TRAINING
HOURS completed by more than
9,800 team members in 2023

⁹Our training hours metric does not capture all completed on-the-job training and in-person training hours. Training hours of team members who left the company within 30 days of being hired are also excluded.

PROFESSIONAL DEVELOPMENT

We offer a variety of programs to support the development of our team members, including the development of individuals early in their careers, through 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. Similarly, our Terex internship programs immerse high-potential students in challenging, real-world projects that help drive business results.

Mentors provide valuable guidance that accelerates team members' skill development, boosts their confidence, and can lead to greater success. Our mentorship program is available to all team members and it lasts a minimum of 12 months. The 2024 mentorship program is focused on developing goal setting, time management, effective communication, and adaptability and resilience skills. As of Q2 2024, we had 384 active participants.

384

PARTICIPANTS

*in the 2024 mentorship program
as of Q2 2024*

It is important that all team members understand how their day-to-day work supports broader organizational goals and receive ongoing feedback on their performance — both positive and developmental. To enable this, Terex has a performance management process where team members and their managers set clear business and professional objectives through mid-year calibrations, annual performance reviews, and succession planning. 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](#), Safety Leadership, and Inclusive Behaviors; emphasizing that success isn't just about "what" we achieve, but "how" we achieve it.

In 2023, 77% of our workforce¹⁰ (excluding direct manufacturing team members) participated in mid-year and end-of-year performance and career development reviews, an increase of 7% from the prior year. Of the total population of team members that participated in performance reviews, 43% were male and 67% were female. We also conduct senior-level talent review discussions on a quarterly basis so that concrete individual development and succession plans are developed for critical and key talent roles.

We will continue to look for new ways to support the development of our team members, whether it is through formal company-wide programs, site level initiatives, or one-on-one mentoring, with the goal that they develop into successful Terex leaders. We believe that our broad focus on engagement will result in Terex being the best place to work in our industry and the communities in which we operate.



SPOTLIGHT

Developing New Engineers

In June 2024, a new group of Graduate Engineer Trainees (GETs) began their one-year term in the Early Talent Program at our Hosur, India site. The five-year program includes rotating through multiple departments, including engineering, safety, HR, sales, and more. At the end of each rotation, the GETs present their learnings to department heads for evaluation.



**Click here to learn more about
our Early Talent Program at Terex.**

¹⁰Comprising 54% indirect SG&A team members and 46% indirect manufacturing team members. This metric excludes direct manufacturing workers because their performance is managed outside of our online performance management system and is skills-based.

COMMUNITY OUTREACH

We strive to be leaders in the communities in which we operate. Citizenship is also one of our key values, and we embody this principle by encouraging our sites and our team members to get involved. By promoting volunteerism, supporting local causes and events, and fostering partnerships with local organizations, we contribute to meaningful community support.

An excellent example of community leadership comes from our Terex Utilities Field Services team. In March 2024, this team participated in a bike-building event, donating bicycles to the [East-Central Court Appointed Special Advocate Program](#) that supports abused and neglected children in South Dakota.

“Watching the excitement of these children receiving a new bicycle was very humbling and I feel grateful to be able to give back. I even heard one child ask his foster parent if he could ride his new bicycle to school tomorrow as we loaded it into the truck.”

– Scott Ashley,
Director of Field Service Operations

At the corporate level, Terex contributed to numerous local, national, and international charities and nonprofit organizations in 2023, among them the [American Red Cross](#) and its international branches, the [American Heart Association](#), [Dress for Success](#), [Habitat for Humanity](#), the [Leukemia and Lymphoma Society](#), [Save the Children](#), and more. The missions of these and the other supported organizations align with our [Terex Way Values](#).

As a community leader, we believe it is important to engage in meaningful initiatives that positively impact the places where our team members live and work. Our plans for the future include continuing to support local communities through outreach efforts, tailored to the local communities' needs. Together with our team members, we are building stronger, more resilient communities.



SPOTLIGHT

Building a Machine to Fight Breast Cancer

Our MP [Finlay](#)® team supported Australian-based Distributor OPS Screening and Crushing in the manufacturing of a vividly pink machine built with purpose: to support [Australia's National Breast Cancer Foundation](#) in their fight against cancer. A portion of the revenue generated from the rental of the pink machine will be donated to [Australia's National Breast Cancer Foundation](#).



[Click here to watch a video on the project.](#)

2023 AND 2024 COMMUNITY VOLUNTEERING AROUND THE WORLD

ProAll joined millions across **Canada** in observing **Pink Shirt Day** — a movement dedicated to raising awareness of and taking a stand against bullying.

In memory of a longtime Genie team member, the Genie Bothell team in **Washington, United States** held a **Toys for Tots** drive for the Marine Corps Reserves, which collects new, unwrapped toys and distributes them to less fortunate children at Christmas.



In **Northern Ireland**, Terex Ballymoney and Campsie team members launched the "Rest Your Mind" bench initiative, which aims to foster community connections and promote mental well-being by providing a space for reflection and open conversations about mental health.

Terex Dungannon team members and friends ran 29 miles to raise money for **Brainwaves NI**, **Northern Ireland's** leading brain tumor research and support charity that provided vital assistance to a team member's family during their son's brave battle with a brain tumor.

The "EvoQuip Knockout Challenge" at Hillhead 2024 in the **United Kingdom** raised funds for the **Cystic Fibrosis Trust** in honor of a team member's brother who lost his life to the disease.

In the **Netherlands**, 4 team members from Roosendaal volunteered to repaint an old train belonging to the **2454 CREW** foundation, which works to preserve historical trains and the stories they represent.

A fleet of Finlay crushers and screeners are playing a vital role, operating in several locations across **Ukraine** to process debris from the conflict, helping accelerate the restoration of Ukraine's infrastructure and ensuring that reconstruction efforts are efficient, cost-effective, and environmentally sustainable.

Our **Umbertide, Italy** team donated used laptops to a local nonprofit for individuals with disabilities.

Engineers at Terex India Research Center (TIRC) built 13 bicycles and donated them to children from disadvantaged backgrounds. Another bike donation from Terex India team members supported a non-governmental organization that works with underprivileged children.

GOVERNANCE

Good corporate governance at Terex is paramount, ensuring that our actions reflect the highest standards of integrity and ethical behavior. This commitment strengthens our reputation, fosters trust among stakeholders, and guides our sustainable growth and long-term success.

IN THIS SECTION

The Ethics & Compliance Program

Protecting Human Rights
in Our Business

Public Policy and
Political Contributions

Cybersecurity

Data Protection

Stakeholder Engagement

Sustainability Governance



THE ETHICS & COMPLIANCE PROGRAM

Terex is committed to creating and maintaining an ethical business culture, grounded in our [Terex Way Values](#) and in particular our foundational value of Integrity. This commitment is a core part of our identity. We strive to ensure that our actions are lawful, ethical, and align with our values. The reputation of Terex is one of our most critical assets, and every Terex team member is a guardian of it. By upholding the highest ethical standards in all our decisions and actions, we protect and enhance our reputation each and every day.

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. The [Code](#) applies to all team members and defines how we conduct ourselves. The [Code](#) sets forth our commitment to avoiding conflicts of interest, explicitly prohibits bribery and corruption of any kind, promotes fostering a work atmosphere of mutual respect, and more. Our comprehensive Ethics & Compliance Program grows from our [Code](#) and includes strong anti-corruption, export compliance, and trade sanctions programs/policies, compliance training, regular risk reviews, and strong advocacy and awareness programs.

Annually, 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.

In 2023, we achieved ~100% completion on the annual compliance certifications, annual Conflict of interest Disclosure, and [Code](#) training.¹¹ In 2023, we improved the annual certification and conflicts of interest disclosure process to improve ease of use through automation. Approximately 970 team members completed Code of Conduct training in 2023.

For 15 years, we have had a leading Business Practices Advocates (BPA) program that drives responsible business practices at the local level. Our BPAs are advocates and resources for their colleagues, work directly with local leadership to identify opportunities to deepen the culture of compliance, and serve as key liaisons between their local site and the Terex Ethics & Compliance team. By year-end 2023, we had 44 BPAs covering more than 40 sites.

¹¹The [Code](#) training is part of the onboarding process and informs team members on Terex’s anti-corruption and anti-bribery policies and procedures, along with other topics. [Board](#) members do not receive [Code](#) training. We also communicate our anti-corruption practices and expectations for business partners via our [Supplier Code of Conduct](#), our reputational due diligence process, and contracts. Currently, the highest level of executive oversight for our anti-corruption program is the Senior Vice President, General Counsel.



SPOTLIGHT

Safety Awareness Initiatives

The Terex China team celebrated Compliance Awareness Week in November 2023 with a variety of activities aimed at deepening their understanding of ethics and compliance policies, encouraging them to speak up, and educating them on how to make responsible business decisions when facing dilemmas.



Our Ethics & Compliance team conducts risk reviews with site leaders from across our Company several times per year. The information that we learn is used to anticipate and mitigate current and future risks, identify new opportunities, and share best practices across the Company.

Additionally, we conduct a company-wide formal compliance risk assessment every two years. Our site and functional leaders are surveyed regarding various risks, such as data security, corruption, money laundering, and more. The results from this assessment are used to address emerging risks and implement additional mitigation actions for current risks as needed. Risk review and assessments results are shared with the [Board, Executive Leadership Team](#), and our site and functional leaders that participated in the assessment.

In 2024, 54 leaders from across our Company provided feedback for the 2024 company-wide formal compliance risk assessment. Protecting confidential information, including the safe use of emerging technology and system security, was the most prevalent risk identified. We are actively mitigating these risks through monitoring solutions, policies, and education.

Our Audit Services team tests compliance controls during each scheduled audit. Our sites achieved a 100% pass rate on their applicable compliance controls for 2023, a 3% increase from 2022.

TEREX SITES ACHIEVED A

100% PASS RATE

on their applicable compliance controls for 2023

THE TEREX HELPLINE

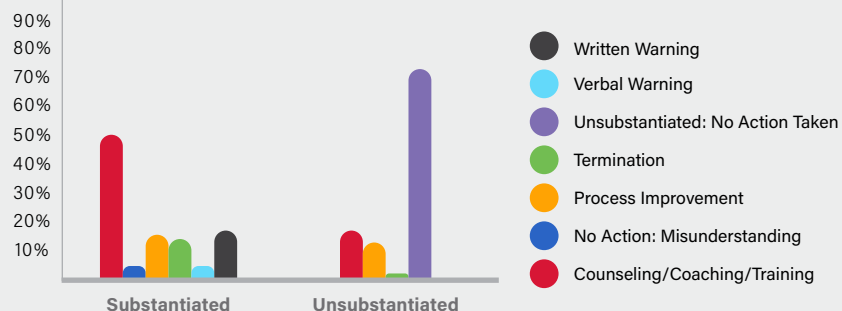
We believe the best way to resolve a concern or ask a question is to raise it. We provide multiple channels for anyone to voice their concerns or ask a question. For nearly two decades, the [Terex Helpline](#) has been a vital resource, offering a platform for anyone to ask a question or report a concern confidentially. The [Terex Helpline](#) is available in 18 different languages and available online, by phone, or via QR code. We act on every report we receive.

Historically, compliance cases are a small fraction of the total cases received through the [Terex Helpline](#); most are employment and workplace conduct cases. Counseling, coaching, and training are the main outcomes for substantiated cases.

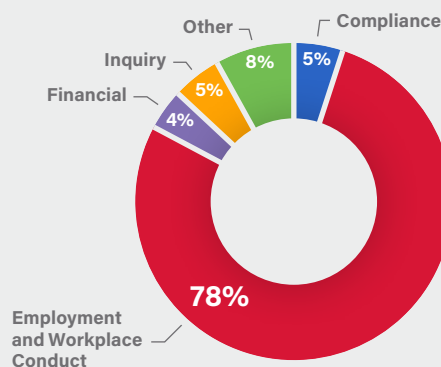
In 2023, we received 1 allegation of bribery involving an internal team member. After a thorough investigation, we concluded that there was no evidence to substantiate the allegation. We did not terminate any contracts with business partners or others due to violations related to corruption or bribery 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 2023.

HELPLINE METRICS

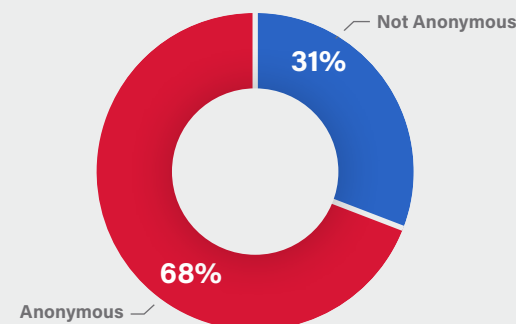
OUTCOME AND ACTION TAKEN ON TEREX HELPLINE CASES CLOSED IN 2023



2023 TEREX HELPLINE CASES



ANONYMOUS REPORTING FOR TEREX HELPLINE CASES OPENED IN 2023



PROTECTING HUMAN RIGHTS IN OUR BUSINESS

Consistent with our [Terex Way Values](#), we care about, respect, and support the fundamental human rights and freedoms of all, and we believe that 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 referred to as “modern slavery”) within our business. To our knowledge, there have been no incidents within our Company 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](#).

We support the principles covered by the [UN Guiding Principles on Business and Human Rights](#), the [OECD Guidelines for Multinational Enterprises](#), the [Universal Declaration of Human Rights](#), the [UN Declaration on the Rights of Indigenous Peoples](#), and the [ILO Convention 169 on Indigenous Peoples](#).

PUBLIC POLICY AND POLITICAL CONTRIBUTIONS

Terex does not contribute to political campaigns, and no member of senior management holds a political position. While our Company has a legitimate interest in participating with and educating public policymakers, currently we do so through trade associations, such as the Association of Equipment Manufacturers ([AEM](#)), European Materials Handling Federation ([FEM](#)), Construction Equipment Association ([CEA](#)), Crane Industry Council of Australia ([CICA](#)), Indian Construction Equipment Manufacturers' Association ([ICEMA](#)),

and more. These associations do not lobby directly for us but rather for the applicable industry on relevant industry topics.

We are proud of and will continue to support our team members who have taken leadership roles within our industries' trade associations. Through these associations, we will continue to educate public policymakers about the needs of our industry and customers.



SPOTLIGHT

Our Partnership With AEM

Terex was honored to receive the AEM Advocacy GOLD Award for 2023, recognizing its outstanding contributions to advocacy and leadership within the industry. This prestigious award from the Association of Equipment Manufacturers highlights Terex's commitment to shaping the industry's future through the grassroots advocacy program, “I Make America,” and other efforts.

In July 2024, our Terex Utilities site in Watertown, South Dakota, welcomed the AEM Manufacturing Express Bus for one of their stops on a cross-country tour to celebrate the team members who build and service our Utility equipment. AEM's passion is to not only support the equipment industry but to also create a community where we, as an industry, can make a positive and lasting change.



CYBERSECURITY

Our dedication to strong governance practices ensures our cybersecurity measures align with industry best practices. We have adopted the National Institute of Standards and Technology (NIST) Cybersecurity Framework, ensuring our cybersecurity is rigorous, adaptable, and transparent. To date, Terex has not experienced a material information security breach. Our dedicated cybersecurity team is trained to respond swiftly and effectively to minimize potential threats and act as a resource for team members.

Our comprehensive approach involves the 3 pillars of people, process, and technology to create a robust defense against cyber threats.

Annually, the [Terex Board of Directors](#) is updated by the [Executive Leadership Team](#) on our cybersecurity roadmap progress and the overall state of cybersecurity and information security matters. Quarterly updates on cybersecurity metrics are provided to the Audit Committee. Auditing is conducted by a third party for certain information security controls that we deem to be critical.

In 2024, we rolled out two new policies: a policy on the use of third-party messaging apps and a policy on the use of generative artificial intelligence (AI) tools. Both are intended to mitigate cybersecurity and confidential information risks.

We also held company-wide webinars to train team members on the emerging risks related to the use of third-party messaging applications and AI tools, and we required team members to certify to their compliance with these policies.

Given the opportunities that AI offers to our business, we will work to create enhanced AI training to promote the safe use of AI tools and mitigate cybersecurity risks. For more information on cybersecurity, see our [Annual Report](#) on [Form-10K](#).



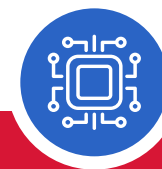
PEOPLE

To ensure that they are well-prepared for evolving cyber challenges, we provide cybersecurity training to all new hires, mandatory annual cybersecurity training for all team members, monthly phishing exercises to test and enhance awareness, and quarterly webinars on emerging cyber topics.



PROCESS

Effective cybersecurity processes are essential for protecting Terex's data and systems, ensuring continuity, and maintaining stakeholder trust. Our key cybersecurity processes include policies and standards, incident response testing, penetration testing, and cyber maturity analysis.



TECHNOLOGY

We regularly assess our digital infrastructure, enabling our Company to identify, prioritize, and effectively manage risks. With respect to protection measures, we employ a defense-in-depth strategy: deploying multiple layers of technical controls across our operations, including multi-factor authentication to ensure secure access of systems, sandboxing to isolate potential threats, vulnerability scanning to identify and mitigate risks, and more.

DATA PROTECTION

Terex respects the privacy of its customers, suppliers, team members, and others. We are compliant with applicable data protection laws and regulations to ensure that personal data remains safe, Terex business operations are secure, and the rights of individuals are respected. The [Terex Corporation Privacy Policy](#) sets forth our general practices in connection with the collection of personal data, and our internal Data Protection Policy informs team members on how to protect personal data.

We continue to train team members on how to protect their data, especially as technology evolves and new risks emerge. Additionally, we continue to monitor our compliance with various data protection frameworks and improve processes as needed.

STAKEHOLDER ENGAGEMENT

Stakeholders provide valuable feedback on areas in which we can improve. We engage with stakeholders in a variety of manners, including through an annual engagement survey, our earnings call, our annual meeting of stockholders, internal events such as town halls and webinars, investment and industry conferences, and more.

In 2024, in addition to our regular channels for stakeholder engagement, we engaged with 45 internal and external stakeholders as part of our Double Materiality Assessment process. Stakeholders included investors, customers, suppliers, universities, and team members across the globe and across functions.

We plan to continue to engage with stakeholders as their feedback is important to the direction of our Company.

STAKEHOLDER ENGAGEMENT

HOW WE ENGAGE WITH STAKEHOLDERS	Team Members	Customers	Investors	Suppliers	Communities	Government, NGOs, or Academic Universities	Industry
Double Materiality Assessment	✓	✓	✓	✓		✓	✓
Annual Engagement Survey	✓						
Earnings Call	✓	✓	✓	✓	✓	✓	✓
Human Rights & Conflict Minerals Assessments	✓			✓			
Internal Events, Town Halls, & Webinars	✓						
Training	✓	✓					
Annual Meeting	✓		✓				
Say-on-Pay Meetings			✓				
Social Media and News Events	✓	✓	✓	✓	✓	✓	✓
External Meetings		✓	✓	✓	✓	✓	✓
Site Visits	✓	✓	✓	✓	✓	✓	✓
Trade Association Meetings, Conferences, and Exhibitions	✓	✓	✓	✓	✓	✓	✓
Terex Helpline System	✓	✓	✓	✓	✓	✓	✓
Volunteering	✓				✓		
Sponsorships	✓				✓		
Company Websites	✓	✓	✓	✓	✓	✓	✓

SUSTAINABILITY GOVERNANCE

GOVERNANCE KEY

- Board of Directors
- Executive Leadership Team

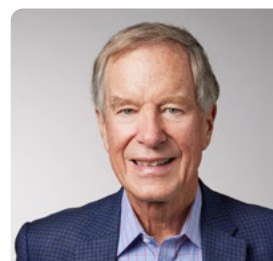
The [Terex Board of Directors](#), the highest governance body for Terex Corporation, is committed to ethical conduct and good corporate governance. As of November 2024, the [Board](#) is composed of Simon Meester, President and Chief Executive Officer, and 7 independent directors. David Sachs is the Non-Executive Chairman of the Board. Directors are selected to serve on our [Board](#) based on their integrity, skills, diversity of experiences, sound judgment in areas relevant to the Company's businesses, and willingness to commit the time required to the [Board](#).

Our [Board](#) oversees the strategic direction of our Company and the sustainability program and its goals. The [Board](#) delegates to the President and Chief Executive Officer and the [Executive Leadership Team](#) the responsibility for managing the Company's sustainability impacts on shareholders and other stakeholders, such as team members, customers, and the communities in which Terex operates. The [Board](#) has three committees that oversee various aspects of the Sustainability program¹². The [Board](#) is updated periodically throughout the year on various sustainability topics, including an annual update on climate-related topics, such as progress toward emissions targets.

Stacey Babson Kaplan, who has led the sustainability efforts at Terex for the past several years, has recently retired from Terex. Terex would like to thank Ms. Babson Kaplan for her dedication, valuable guidance, and significant contributions over the years. Kevin Trimmer, SVP, Terex Operating System, will now provide corporate oversight of business-led climate initiatives and progress toward climate goals, reporting to Simon Meester, President and Chief Executive Officer, and the [Board of Directors](#)' Governance, Nominating, and Corporate Responsibility Committee on progress toward sustainability goals and targets.



Paula H.J. Cholmondeley



Donald DeFosett



Simon A. Meester
President and Chief Executive Officer



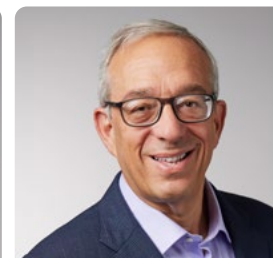
Sandie O'Conner



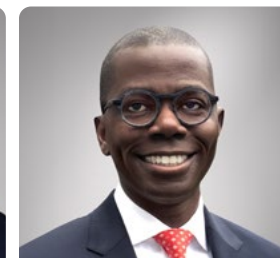
Christopher Rossi



Andra Rush



David Sachs
Non-Executive Chairman



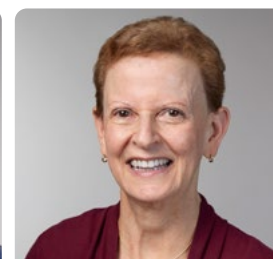
Seun Salami



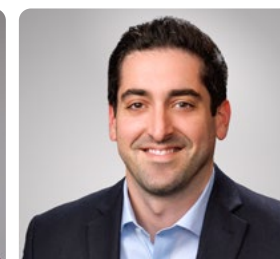
Julie A. Beck
SVP, Chief Financial Officer



R. Mark Cox
SVP, Corporate Development



Amy J. George
SVP, Chief Human Resources Officer



Joshua Gross
President, Genie



Kieran Hegarty
President, Terex Materials Processing



David Jutcawitz
SVP, Chief Digital Officer



Scott J. Posner
SVP, General Counsel & Secretary



Kevin Trimmer
SVP, Terex Operating System

¹²For more information on the Board's oversight regarding sustainability, please refer to page 67 of the [2023 Sustainability Report](#).

APPENDIX

EXTERNAL ASSURANCE¹³

ENGAGEMENT SUMMARY	
Assurance Engagement Scope and Reporting Period	Terex engaged EcoAct , an independent carbon management company, for verification of its direct (Scope 1) and indirect (Scope 2) Greenhouse Gas emissions (location-based) for the period 1st January to 31st December 2023.
Verification Opinion	"Based on the data and information provided by Terex and the processes and procedures followed, it is EcoAct's opinion that the following GHG emissions totals are fairly stated and free from material error:" • Scope 1 Emissions: 34,287 • Scope 2 Emissions (location-based): 21,875 • Total tCO₂e Scope 1 and 2 (location-based): 56,162 Source: 2023 Verification Statement
Reporting Criteria	• Calculation methodology: World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (the GHG Protocol). • Reference methodologies: UK Government GHG Conversion Factors for Company Reporting (2023); International Energy Agency Electricity Emissions Factors 2023; Other emission factor sets as applicable.
Responsibilities	Terex is responsible for the collection and recording of data regarding the organization's emissions sources and GHG related information. EcoAct's responsibility is to express an independent verification opinion on the accuracy of the GHG emissions reported by Terex and supporting processes and procedures in place to aggregate and analyze data.
Level of Assurance	A reasonable level of verification was conducted, aligned with the ISO 14064-3:2019 standard. The organizational boundary of Terex includes its operational sites in FY23, using the operational control approach.

¹³For more information, please review the [2023 Verification statement](#).

2023 EEO-1 TEREX CORPORATION CONSOLIDATED REPORT (US)

Job Categories	Number of Team Members																
	Race/Ethnicity														Total		
	Hispanic or Latino		Not Hispanic or Latino														
	Male	Female	Male							Female							
			White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaska Native	Two or More Races			
Executive or Senior Level Officials and Managers	0	0	14	0	0	0	0	0	3	0	0	0	0	0	17		
First or Mid Level Officials and Managers	26	5	374	9	15	3	1	11	97	6	9	0	0	4	560		
Professionals	13	12	283	10	23	0	3	12	123	7	12	0	1	2	501		
Technicians	9	1	79	3	6	0	0	2	8	1	1	0	0	0	110		
Sales Workers	10	1	107	4	1	0	0	1	15	2	1	0	0	0	142		
Administrative Support Workers	15	13	149	11	14	0	2	6	147	13	8	0	2	2	382		
Craft Workers	47	5	306	9	4	1	5	7	23	1	0	0	0	1	409		
Operatives	349	117	1004	75	208	8	16	47	172	5	36	4	4	12	2057		
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Service Workers	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2		
Total	469	154	2316	121	271	12	27	87	589	35	67	4	7	21	4180		
Prior Year Total	375	96	2153	117	282	19	25	78	534	31	73	4	5	19	3811		

GRI STANDARDS INDEX (FULL YEAR ENDING DECEMBER 31, 2023)

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 the countries of operation, refer to our Annual Report on Form 10-K for the year ended December 31, 2023.
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, 2023.
2-3 Reporting period, frequency, and contact point	Terex reports annually in the 4th quarter. For questions related to the report, please contact Kristen Becker, Junior Legal Counsel, at kristen.becker@terex.com .
2-4 Restatements of information	No restatements have been made.
2-5 External assurance	See the External Assurance section of the Appendix.
2-6 Activities, value chain, and other business relationships	Refer to our Annual Report on Form 10-K for the year ended December 31, 2023.
2-7 Employees	See the Team Member Demographics section of the Appendix.
2-8 Workers who are not employees	See the Team Member Demographics section of the Appendix.
2-9 Governance structure and composition	Refer to our 2024 Proxy Statement .
2-10 Nomination and selection of the highest governance body	Refer to our 2024 Proxy Statement .
2-11 Chair of the highest governance body	Effective as of January 1, 2024, the Non-Executive Chairman of the Board is not a senior executive of the Company. Refer to our 2024 Proxy Statement .
2-12 Role of the highest governance body in overseeing the management of impacts	See the Sustainability Governance section of the 2024 Sustainability Report.
2-13 Delegation of responsibility for managing impacts	The Terex Executive Leadership Team has overall responsibility for managing the organization's impacts on the economy, environment, and people and, as appropriate, internally delegates that responsibility to those with specialized skills, knowledge, and experience. A management system is in place, including a regular reporting cadence, to inform the Terex Executive Leadership team about the management of the organization's impacts on the economy, environment, and people.
2-14 Role of the highest governance body in sustainability reporting	The Governance, Nominating, and Corporate Responsibility Committee of the Terex Board of Directors reviews the sustainability report prior to publication. The President & CEO, the Chief Financial Officer, the General Counsel, the Chief Human Resources Officer, and other senior leaders of the Company review and approve the report prior to publication. See the Sustainability Governance section of the 2024 Sustainability Report.
2-15 Conflicts of interest	Refer to our 2024 Proxy Statement .
2-16 Communication of critical concerns	Critical concerns, to the extent there are any, are communicated to the Audit and Governance, Nominating, and Corporate Responsibility Committees multiple times throughout the year as required. See the Sustainability Governance section of the 2024 Sustainability Report. Shareholders and other interested parties may communicate with the Board of Directors by contacting the Terex Helpline or by directly writing to: Non-Executive Chairman of the Board, c/o Terex General Counsel, Corporate Secretary, 301 Merritt 7, Norwalk, CT 06851. All communications to the Board will be delivered to the Non-Executive Chairman. The Corporate Secretary will recommend whether it is appropriate for the communications to be provided to the full Board, a Committee of the Board or a select group of members of the Board. The Corporate Secretary has the discretion to disregard inappropriate or irrelevant communications such as advertisements, solicitations, and product inquiries.

DISCLOSURE	LOCATION AND INFORMATION
2-17 Collective knowledge of the highest governance body	Refer to our 2024 Proxy Statement .
2-18 Evaluation of the performance of the highest governance body	Refer to our 2024 Proxy Statement .
2-19 Remuneration policies	The Board has several policies and processes in place to ensure that executive compensation is in line with industry peers. Terex has a stand-alone clawback policy and maintains additional clawback provisions in the Company's incentive compensation plan and award agreements. Executive compensation is linked to the progress and achievement of Sustainability goals, including Inclusion goals, as noted in the 2024 Proxy Statement . This ensures that there is focus and support for the initiatives from our leaders. For more information, refer to our 2024 Proxy Statement .
2-20 Process to determine remuneration	We have an independent Compensation and Human Capital Committee, which is advised by an independent external compensation consultant. For more information, refer to our 2024 Proxy Statement and Compensation and Human Capital Committee Charter .
2-21 Annual total compensation ratio	Refer to our 2024 Proxy Statement .
2-22 Statement on sustainable development strategy	See the Sustainability at Terex section of the 2024 Sustainability Report.
2-23 Policy commitments	See the Responsible Procurement Practices, Ethics & Compliance Program, and Protecting Human Rights in our Business sections of the 2024 Sustainability Report.
2-24 Embedding policy commitments	Responsible business conduct is embedded in how we transact business. The President & CEO together with his Executive Leadership Team are responsible for ensuring implementation of and accountability for compliance with the Company's Code of Ethics & Conduct , policy commitments, and adherence to the Terex Way Values . See Responsible Procurement Practices, Ethics & Compliance Program, Protecting Human Rights in our Business, and Sustainability Governance sections of the 2024 Sustainability Report.
2-25 Processes to remediate negative impacts	See the Ethics & Compliance Program section of the 2024 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 and the Ethics & Compliance Program section of the 2024 Sustainability Report.
2-27 Compliance with laws and regulations	See the Ethics & Compliance Program section of the 2024 Sustainability Report.
2-28 Membership associations	See the Public Policy & Political Contributions section of the 2024 Sustainability Report.
2-29 Approach to stakeholder engagement	See the Stakeholder Engagement section of the 2024 Sustainability Report.
2-30 Collective bargaining agreements	We recognize the right to freedom of association and collective bargaining. As of December 31, 2023, we had approximately 10,200 team members worldwide, including approximately 4,180 team members in the US. Approximately 1.7% of our team members in the US are represented by labor unions. Outside of the US, we enter into collective bargaining agreements in those countries in which such relationships are mandatory or customary.
3-1 Process to determine material topics	See page 13 of the 2023 Sustainability Report and the Terex Sustainability Strategy section of the 2024 Sustainability Report.
3-2 List of material topics	See page 13 of the 2023 Sustainability Report .
3-3 Management of material topics	See the various material topic sections of the 2024 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, 2023.

DISCLOSURE	LOCATION AND INFORMATION
201-2 Financial implications and other risks and opportunities due to climate change	Refer to our 2023 CDP response .
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, 2023.
201-4 Financial assistance received from government	This information is either not available or is not publicly disclosed by Terex.
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	While the company does not publicly disclose team member wages, all team members are paid in accordance with applicable wage laws and team member wages are determined by skills, experience, education and other job-related requirements and not by gender.
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. We recognize the benefits to our Company and the community by hiring senior management from the local communities, including where our most significant operations are located. While we do hire members of senior management at significant locations from the local community, we do not collect this data.
203-1 Infrastructure investments and services supported	Except as otherwise indicated in the 2024 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, 2023.
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 the Ethics & Compliance program section of the 2024 Sustainability Report.
205-2 Communication and training about anti-corruption policies and procedures	See the Ethics & Compliance Program and Team Member Demographics sections of the 2024 Sustainability Report.
205-3 Confirmed incidents of corruption and actions taken	See the Ethics & Compliance Program section of the 2024 Sustainability Report.
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	This information is either not available or is not publicly disclosed by Terex.
207-1 Approach to tax	Refer to our Annual Report on Form 10-K for the year ended December 31, 2023.
207-2 Tax governance, control, and risk management	Refer to our Annual Report on Form 10-K for the year ended December 31, 2023.
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.
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.

DISCLOSURE	LOCATION AND INFORMATION
302-1 Energy consumption within the organization	See the Greenhouse Gas and Energy Reduction section of the 2024 Sustainability Report and refer to our 2023 CDP response .
302-2 Energy consumption outside of the organization	See the Greenhouse Gas and Energy Reduction section of the 2024 Sustainability Report.
302-3 Energy intensity	See the Greenhouse Gas and Energy Reduction section of the 2024 Sustainability Report and refer to our 2023 CDP response .
302-4 Reduction of energy consumption	See the Greenhouse Gas and Energy Reduction section of the 2024 Sustainability Report and refer to our 2023 CDP response .
302-5 Reductions in energy requirements of products and services	See the Alternative Power, Recycling and the Circular Economy, and Other Sustainable Applications sections of our 2024 Sustainability Report.
303-1 Interactions with water as a shared resource	See the Waste Reduction section of our 2024 Sustainability Report.
303-2 Management of water discharge-related impacts	See the Waste Reduction section of our 2024 Sustainability Report.
303-3 Water withdrawal	See the Waste Reduction section of our 2024 Sustainability Report.
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.
304-2 Significant impacts of activities, products and services on biodiversity	While this information is either not available or is not publicly disclosed by Terex, see the Biodiversity section of our 2024 Sustainability Report regarding our approach to biodiversity.
304-3 Habitats protected or restored	See the Biodiversity section of our 2024 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 the Greenhouse Gas and Energy Reduction and External Assurance sections of the 2024 Sustainability Report and refer to our 2023 CDP response .
305-2 Energy indirect (Scope 2) GHG emissions	See the Greenhouse Gas and Energy Reduction and External Assurance sections of the 2024 Sustainability Report and refer to our 2023 CDP response .
305-3 Other indirect (Scope 3) GHG emissions	Refer to our 2023 CDP response .
305-4 GHG emissions intensity	See the Greenhouse Gas and Energy Reduction section of the 2024 Sustainability Report and refer to our 2023 CDP response .
305-5 Reduction of GHG Emissions	See the Greenhouse Gas and Energy Reduction section of the 2024 Sustainability Report and refer to our 2023 CDP response .
305-6 Emissions of ozone-depleting substances (ODS)	This information is either not available or is not publicly disclosed by Terex.

DISCLOSURE	LOCATION AND INFORMATION
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.
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 the Team Member Demographics section of the 2024 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. 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 offer a Global Employee Assistance Program (EAP) and a US physical wellness program. We also offer a stock purchase plan. Non-employees (contractors/temps) do not receive benefits through Terex. We provide a severance pay plan in the US based on years of service, and provide separation and or notice pay in many countries. We also offer various team member well-being programs including mental health awareness webinars.
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 providing paid or unpaid leave, returning to work to the same or comparable positions, and in certain locations, we offer parental leave beyond the statutory minimum.
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. In all cases, Terex complies with all required notice periods, whether specified by law or set forth in a collective bargaining or trade agreement.
403-1 Occupational health and safety management system	Terex has a health and safety management system in place that exceeds legal requirements. Each manufacturing site has a contractor safety program designed to ensure safe third-party work while at Terex locations. HSE professionals employed by Terex are responsible for the HSE management system. Our HSE professionals meet on a regular cadence, focusing in large part on continuous improvement of our health and safety management system and our journey to Zero Harm. See the Workplace Safety section of the 2024 Sustainability Report.
403-2 Hazard identification, risk assessment, and incident investigation	We have processes in place to identify work-related hazards and assess standard and non-standard risks. We have controls in place to mitigate risks. Our HSE professionals meet regularly to evaluate risk identification and mitigation opportunities. Our team members can report safety concerns to management or directly into our online safety reporting system. Team members are encouraged to pause the job if they believe that there is a potential safety hazard. We have a process in place to investigate work-related incidents, identify hazards and assess risks relating to the incidents, and determine corrective actions and improvements needed to our health and safety management system. See the Workplace Safety section of the 2024 Sustainability Report.
403-3 Occupational health services	Occupational Health Services may be on-site or off-site for the sites that participate in this service. Where Terex provides access to occupational health services, the individuals providing such services are licensed and accredited. We respect the privacy of our team members, including the confidentiality of their personal health information. Participation in occupational health services is not used for any favorable or unfavorable treatment of team members. See the Workplace Safety section of the 2024 Sustainability Report.

DISCLOSURE	LOCATION AND INFORMATION
403-4 Worker participation, consultation, and communication on occupational health and safety	At our Durand, Michigan US location, a worker health and safety committee exists pursuant to an applicable collective bargaining agreement. The safety committee meets with management during which time safety concerns, suggestions, and improvements are discussed. See the Responsible Procurement Practices and the Workplace Safety sections of the 2024 Sustainability Report.
403-5 Worker training on occupational health and safety	Team members receive health and safety training based on their job duties. Training needs are assessed based on risk, training may be delivered online or in person, is conducted free-of-charge during working hours, and is mandatory. See the Workplace Safety and Team Member Engagement sections of the 2024 Sustainability Report.
403-6 Promotion of worker health	See the Workplace Safety and Team Member Engagement sections of the 2024 Sustainability Report.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See the Enabling Safe Work Practices and Product Quality and Workplace Safety sections of the 2024 Sustainability Report.
403-8 Workers covered by an occupational health and safety management system	100% of our team members and contractors are covered by our health and safety management system and programs. See the Workplace Safety section of the 2024 Sustainability Report.
403-9 Work-related injuries	In 2023, 195 Terex team members experienced an injury or illness serious enough to receive treatment beyond first-aid care (indicating 195 recordable work-related accidents). In 2023, 57 team members were taken off work due to a work-related illnesses or injuries. We have not had a work-related fatality since 2016. Terex currently uses the OSHA recordkeeping method to classify work related illnesses and injuries globally. See the Workplace Safety section of the 2024 Sustainability Report.
403-10 Work-related ill health	In 2023, we recorded two work-related ill health, both of which were hearing related. There were no fatalities resulting from work-related ill health. The top 5 exposures that pose a risk of ill health are: noise exposure (all production and service areas); musculoskeletal disorders (all tasks that are repetitive or out of safe work zone at Terex); 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	During the reporting period, the average training hours per employee was 4.30, the average training hours per female employee was 4.45, and the average training hours per male was 4.26. The average training hours per direct manufacturing employee was 3.55, the average training hours per indirect manufacturing employee was 4.85, and the average training hours per SG&A employee was 4.69. See the Training section of the 2024 Sustainability Report for more information. Note: Terex training hour metrics do not include all training hours. The metrics capture only those training hours that are logged in our employee management system.
404-2 Programs for upgrading employee skills and transition assistance programs	See the Training and Professional Development Sections of the 2024 Sustainability Report. Additionally, Terex offers transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.
404-3 Percentage of employees receiving regular performance and career development reviews	See the Professional Development section of the 2024 Sustainability Report.
405-1 Diversity of governance bodies and employees	Our directors are diverse in their skills and experiences, offering perspectives from different industries, operations, financial roles, international exposures, and other attributes. Of our 8 directors, 3 are women, 1 is African American, 1 is Caribbean American, and 1 is Native American. For more information, refer to our 2024 Proxy Statement .
405-2 Ratio of basic salary and remuneration of women to men	We complete annual comprehensive pay equity reviews that are based on gender in the US and UK, and across race and ethnicity in the US. Due to legal restrictions on the collection of employee information, pay equity reviews are limited to US and UK team members. We do not publish the results of our pay equity reviews and we do not make gender based decisions regarding compensation or other terms and conditions.
406-1 Incidents of discrimination and corrective actions taken	At Terex, discrimination based on race, color, sex, sexual orientation, religion, age, political opinion, national extraction, or social origin is strictly prohibited. All employment decisions are based on job-related factors only, including experience, qualifications, and merit. From time to time, we receive allegations of discrimination. When we do, we investigate the allegations thoroughly and fairly and implement corrective actions as appropriate. See the Culture & Inclusion section of the 2024 Sustainability Report.
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. In 2024, Terex conducted its first supplier human rights risk assessment and will use the assessment results to identify and engage with lower performing/higher risk suppliers with a goal to mitigate human rights risk in the Terex supply chain, including the right to freedom of association and collection bargaining. See the Responsible Procurement Practices and the Protecting Human Rights in our Business sections of the 2024 Sustainability Report.

DISCLOSURE	LOCATION AND INFORMATION
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 has not had 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. In 2024, Terex conducted its first supplier human rights risk assessment and will use the assessment results to identify and engage with lower performing/higher risk suppliers with a goal to mitigate human rights risk in the Terex supply chain, including the risk of child labor. See the Responsible Procurement Practices and the Protecting Human Rights in our Business sections of the 2024 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 not had any incidents of forced or compulsory labor. To date, we are not aware of suppliers that have used forced or compulsory labor at their facilities. In 2024, Terex conducted its first supplier human rights risk assessment and will use the assessment results to identify and engage with lower performing/higher risk suppliers with a goal to mitigate human rights risk in the Terex supply chain, including the risk of forced or compulsory labor. See the Responsible Procurement Practices and the Protecting Human Rights in Our Business sections of the 2024 Sustainability Report.
410-1 Security personnel trained in human rights policies or procedures	Under circumstances where Terex might employ security personnel directly, 100% of those team members receive training on the Company's human rights policies or procedures via Code of Conduct training. Security personnel employed through third parties are not trained on Terex human rights policies or procedures.
411-1 Incidents of violations involving rights of indigenous peoples	We are not aware of any identified incidents of violations involving the rights of indigenous peoples.
413-1 Operations with local community engagement, impact assessments, and development programs	See response to 403-4. We seek to avoid negative impacts on the communities in which we operate and engage regularly with organizations that support vulnerable groups within our communities. See the Responsible Procurement Practices, Community Outreach, and the Protecting Human Rights in Our Business sections of the 2024 Sustainability Report.
413-2 Operations with significant actual and potential negative impacts on local communities	In some of our locations, we are a major employer in the local community. We mitigate actual or potential negative impacts by complying with all local, state, federal, or national laws. See the Greenhouse Gas and Energy Reduction section of the 2024 Sustainability Report.
414-1 New suppliers that were screened using social criteria	See the Responsible Procurement Practices section of the 2024 Sustainability Report.
414-2 Negative social impacts in the supply chain and actions taken	See the Responsible Procurement Practices section of the 2024 Sustainability Report.
415-1 Political contributions	See the Public Policy & Political Contributions section of the 2024 Sustainability Report.
416-1 Assessment of the health and safety impacts of product and service categories	See the Enabling Safe Work Practices and Product Quality section of the 2024 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 has not identified 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 – FY Ending December 31, 2023

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Energy Management	Total Energy Consumed	Gigajoules (GJ)	966,246.00	RT-IG-130.a.1
Workforce Health & Safety¹⁴	Percentage of Grid Electricity	%	34.7	RT-IG-320a.1
	Percentage of Renewable Energy	%	11.7	
	Total Recordable Incident Rate (TRIR)	Rate	1.98	
	Fatality Rate	Rate	0	
	Near Miss Frequency Rate (NMFR)	Rate	25.26	
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 zero or reduced 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: a) nitrogen oxides (NOx) and b) particulate matters (PM) for: • marine diesel engines, • locomotive diesel engines, • on-road medium- and heavy-duty engines, and • other non-road diesel engines	Grams per kilowatt-hour		RT-IG-410a.4

¹⁴Our TRIR and NMFR metrics include incidents from direct employees and contract workers.

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	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: • 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. A core value at Terex is our Zero Harm Safety Culture. We extend that value to our supply base by expecting suppliers to: • 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. From a labor perspective, Terex suppliers are expected to adhere to the following standards: • 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	We expect our suppliers to comply with our conflict minerals reporting rules, including: - Completing Terex's annual Conflict Minerals Assessment; - 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. We have systems in place, as outlined in our Conflict Minerals Policy and our Supplier Code of Conduct, to comply with conflict minerals reporting requirements. Terex reserves the right to verify, through an audit or otherwise, the supplier's compliance with our standards.	RT-IG-440a.1
Remanufacturing Design & Services	Revenue from Remanufactured Products and Remanufacturing Services	Discussion	Terex services and restores Terex and other industrial company equipment and parts back to original working condition. We do not disclose revenue relating to service and restoration as it is competitive information.	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 85 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 – Fiscal Year Ending December 31, 2023

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	~10,200	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	See the Governance section of the 2024 Sustainability Report.
Strategy	We have a sustainability strategy in place that includes reducing negative impacts on the environment. We are focused on carbon emissions reduction, energy efficiency, waste reduction, water conservation, and our biodiversity impact. Our Executive Leadership Team meets regularly to discuss risks and opportunities, which would include climate risk, as applicable, and its financial and strategic implications.
Risk Management	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 the CSRD.
Metrics and Targets	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 currently evaluating how best to set and meet goals aligned with the Science Based Targets initiative (SBTi).

The information in the table above is based on the best available data at time of publication. The environmental metrics include information from 85 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).

ABOUT THIS REPORT

Unless specifically stated otherwise, the metrics in this report only cover Terex Corporation's performance in 2023. Due to the very recent acquisition of the Environmental Solutions Group (ESG), data regarding Environmental Solutions Group (ESG) is not included in any metrics in this report. 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 [2023 Annual Report](#) on [Form 10-K](#) and our [2024 Proxy Statement](#), which can be found at [terex.com](https://www.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 GAAP. In some cases, environmental data reported includes metrics from 85 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](#) and [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.

THANK YOU FOR READING OUR 2024 SUSTAINABILITY REPORT

The 2024 Sustainability Report is available on [terex.com](https://www.terex.com).

If you have any questions or would like additional information, please contact Kristen Becker, Junior Legal Counsel, at Kristen.Becker@terex.com.