



2025 SUSTAINABILITY REPORT

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MESSAGE FROM OUR CEO



Simon A. Meester
President and Chief Executive Officer

Dear Stakeholders,

At Terex, our purpose is to help improve people's lives, and our mission is to deliver superior productivity and return on investment to our customers. We achieve this through our commitment to growing sustainably while mitigating negative impacts to our planet, people, and communities.

Over the past two years, we have expanded our presence in the fast-growing waste and recycling markets. In 2024, Terex acquired Environmental Solutions Group (ESG), a leading North American manufacturer of refuse collection vehicles, waste compaction equipment, and parts and digital solutions, enabling us to provide a broader range of environmental solutions. The waste management end market is expected to grow significantly over the next decade as waste disposal methods shift from landfills and combustion towards recycling, requiring equipment with more advanced capabilities.

In addition to the sustainable applications of our products, we also contribute to sustainability through product innovation. As of year-end 2024, ~89% of our product portfolios offer alternative power options. This not only helps us meet our Company's sustainability goals, but it also helps our customers to meet theirs – and, in turn, those of their communities.

As we look to the future, our Board of Directors, Executive Leadership Team, and team members are dedicated to ensuring Terex operates sustainably and responsibly. Our Terex Way Values guide us in our sustainability journey, and this report highlights our values in action: good governance, ethical business practices, Zero Harm safety, a safe and inclusive workplace, being good citizens in the communities where we work and live, and more.

For more information, please visit [terex.com](https://www.terex.com).

Simon A. Meester
President and Chief Executive Officer
Terex Corporation

SUSTAINABILITY AT TEREX

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 to minimize our environmental impact, supporting a healthier planet for current and future generations. We evaluate our suppliers and distribution partners on factors that include their sustainability practices.

ENGAGE

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. Our objective is Zero Harm, keeping all Terex team members safe at work.



RECOGNIZED FOR SUSTAINABILITY, INNOVATION, AND OVERALL EXCELLENCE

Genie's new auger attachment for the GTH™-5519 telehandler received *Rental* magazine's Editor's Choice award.

For the third year in a row, in 2025, Terex was named one of [America's Most Responsible Companies](#). Our ranking improved significantly from the prior year.

The Genie® S®-60 DC received the Best Electric Boom Lift award from Huicong Publications, and the Genie® S®-60 FE hybrid received the Best Energy Saving Product award from the China Construction Machinery Industry Association.

The Materials Processing India facility was certified as a Great Place To Work® in India. This award recognizes their commendable efforts in fostering an inclusive, safe, and thriving workplace culture.

The U.S. News & World Report has named Terex to its published list of the 2025 - 2026 [Best Companies to Work For](#) in the Manufacturing and Agriculture industry, earning the highest scores in the culture & inclusion categories of belonging, esteem, and comfort.

Terex sites in Northern Ireland have been recognized as "Highly Commended" for the Sustainable Team of the Year category at the prestigious Business Eye Sustainability & Environmental Social Governance Awards.

Bid-Well earned the prestigious Gold Award for the 4800 concrete paver in the Bridge Pavers/Finishers category at the 2024 Contractor's Choice Awards, hosted by the Roads and Bridges magazine.

The Terex Farlough team was recognized with the Business in the Community Award at the Mid Ulster Awards, a testament to the team's positive impact on the communities where it operates.

Genie's ZX®-135/70 articulated boom lift was named Access Machinery of the Year by Construction Week Middle East.

DOUBLE MATERIALITY ASSESSMENT PROCESS & RESULTS

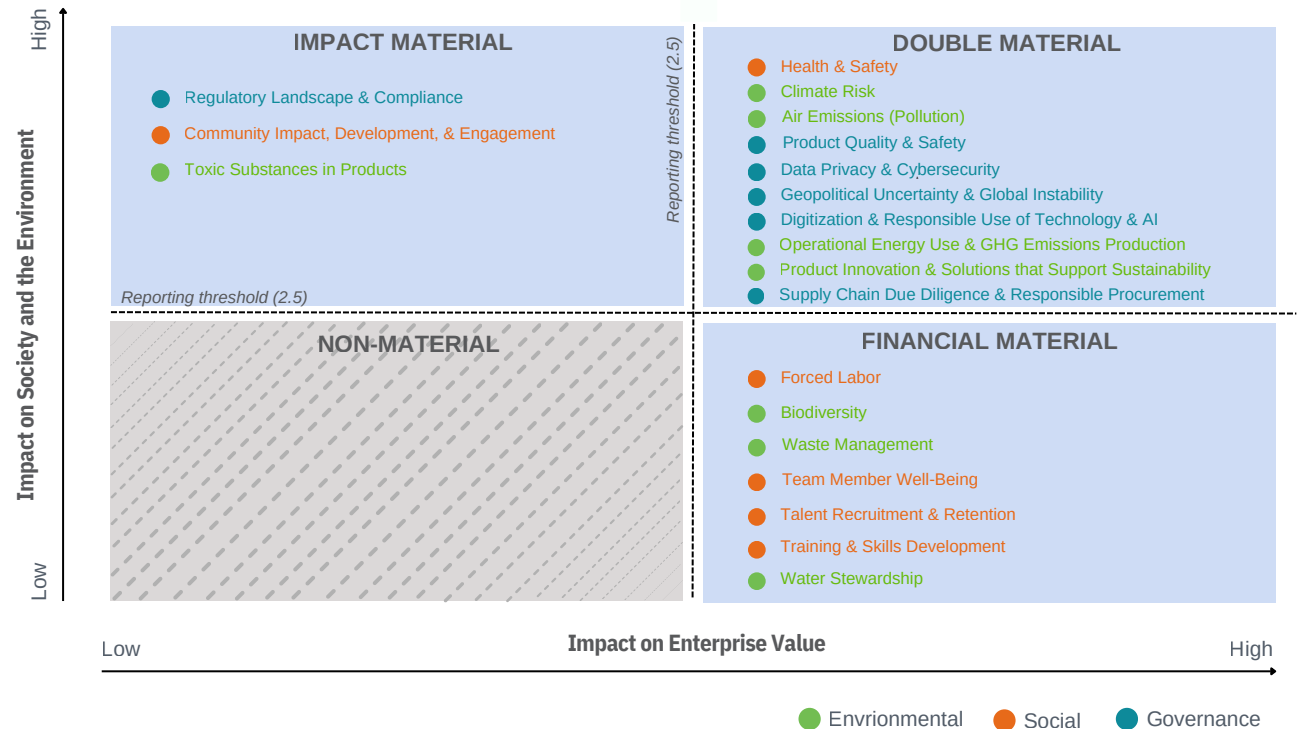
Terex has conducted two materiality assessments. In 2022, we completed our first perception-based Materiality Assessment (MA), which guided the development of our corporate sustainability strategy, aspirational goals, initiatives, metrics, and internal framework needed to enhance sustainability at Terex. For more information about our MA results and process, refer to our [2022 Sustainability Report](#).

In 2024, we completed a Double Materiality Assessment (DMA), which focused on areas of sustainability that impact Terex's enterprise value and financial performance, as well as its impacts on society and the environment. We engaged with 45 internal and external stakeholders as part of our DMA, including investors, customers, suppliers, universities, and team members from across the globe, to identify our material sustainability topics.¹ The material topics² identified through the DMA form the structure of our sustainability report. The results of our DMA were largely consistent with our MA. Therefore, the Company's sustainability strategy has not materially changed as a result of the assessment.

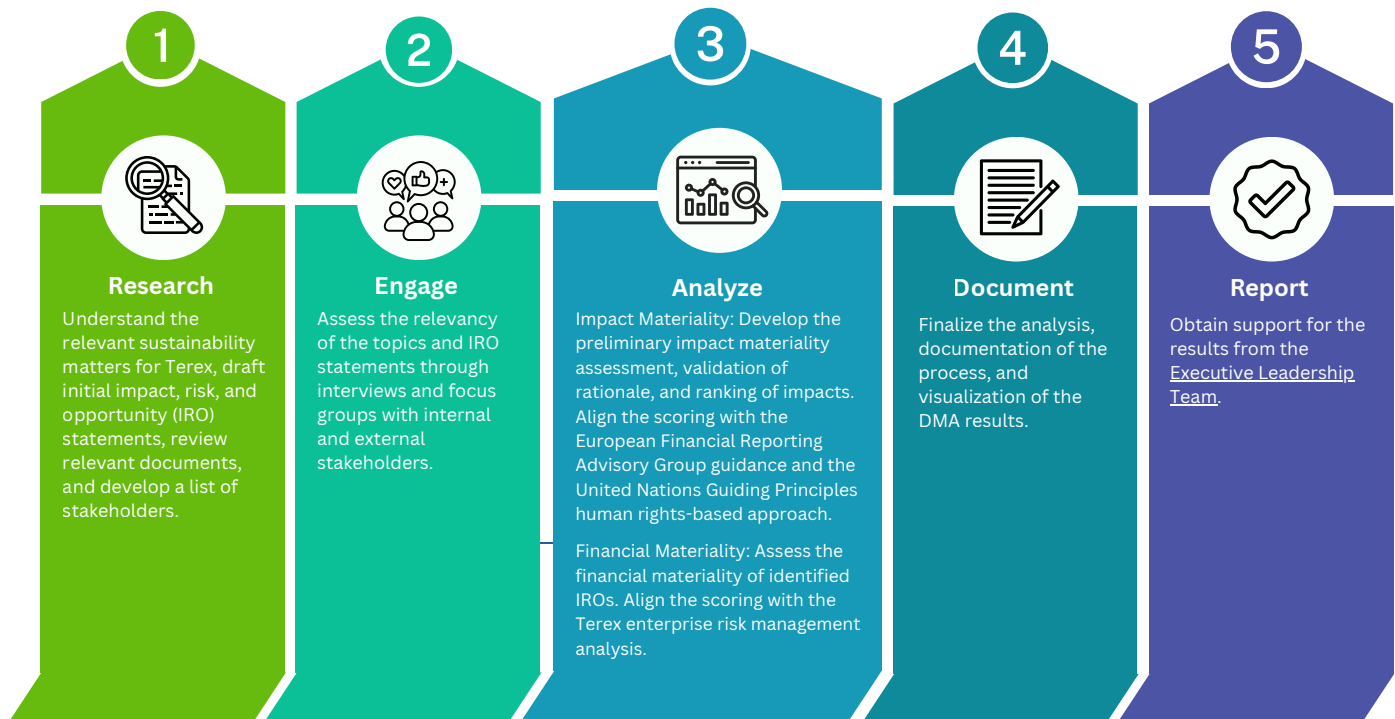
¹ See the [2024 Sustainability Report](#) for more information on our engagement with stakeholders.

² In this report, the term "material" or "materiality" is not used in the same manner as they are used under the laws of the U.S. or any other jurisdiction, or as they are used in the context of financial statements and financial reporting. Materiality, for the purposes of this document, should not, therefore, be read as equating to any use of the word in other Terex reporting or filings.

DOUBLE MATERIALITY ASSESSMENT RESULTS



DOUBLE MATERIALITY ASSESSMENT PROCESS



OVERSIGHT	<p>BOARD OF DIRECTORS</p> <p>The Board of Directors (Board), the highest governance body, oversees the strategic direction of our Company and the sustainability program and its goals. The Board, through its committees, is updated periodically throughout the year on various sustainability topics, including an annual update on climate-related topics.</p> <div> <div> <p>Audit Committee</p> <p>Oversight of controls & procedures relating to sustainability disclosures. Assists the Board with oversight of the accuracy of reported metrics, along with the review and oversight of the Company's cybersecurity, information systems, & technology risks.</p> </div> <div> <p>Compensation and Human Capital Committee</p> <p>Oversight of the Company's compensation and benefits programs, executive compensation, equity-based plans, and culture and inclusion initiatives.</p> </div> <div> <p>Governance, Nominating and Corporate Responsibility Committee</p> <p>Assists the Board and the Compensation and Human Capital Committee with providing guidance and oversight regarding the Company's general approach, strategy, initiatives, processes, policies, and disclosures pertaining to sustainability matters relevant to the Company, including but not limited to: (i) employee health and safety, (ii) environmental impact of the Company's operations, and (iii) product safety and regulation. Reviews and monitors compliance with the Company's Code of Ethics & Conduct (Code) and oversees Board governance, including Board composition and skills.</p> </div> </div> <p>Engagement with our stockholders is a key component of our corporate governance practices. The Board is available for questions regarding our sustainability program during the annual stockholder meeting.</p>
	<p>EXECUTIVE LEADERSHIP TEAM</p> <p>Responsible for managing the Company's sustainability impacts on shareholders and other stakeholders, such as team members, customers, and the communities in which Terex operates.</p>
LEADERSHIP & PLANNING	<p>SVP, TEREX OPERATING SYSTEM</p> <p>Kevin Trimmer, SVP, Terex Operating System, leads operational sustainability efforts at Terex, collaborating with the rest of the Executive Leadership Team and other senior leaders on the implementation and execution of the Company's sustainability strategy. Mr. Trimmer provides corporate oversight of business-led climate initiatives and progress toward climate goals, reporting to Simon Meester, President and Chief Executive Officer, on progress toward sustainability goals and targets.</p>
	<p>CORPORATE SUSTAINABILITY GROUP</p> <p>This group, comprised of members from various departments, steers the prioritization of sustainability-related projects and the tracking and reporting of sustainability-related information for regulatory compliance purposes.</p>
IMPLEMENTATION	<p>SITE SUSTAINABILITY COMMITTEES</p> <p>Cross-functional groups responsible for integrating energy-efficient practices into business processes, identifying site-specific greenhouse gas (GHG) emissions and energy-consuming contributors, and implementing improvements as appropriate.</p>
	<p>SUSTAINABILITY WORKSTREAMS</p> <p>Individual contributors from various departments who assist with the planning and execution of strategic sustainability-related projects.</p>

ENVIRONMENT

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. Additionally, we implement sustainable practices at our locations that minimize our impact on the environment to help support a healthier planet for current and future generations.

IN THIS SECTION:

Product Innovation & Solutions that Support Sustainability

Operational Energy Use & Greenhouse Gas Emissions Production

Toxic Substances In Products

Climate Risk

Air Pollution

Water Stewardship

Waste Management

Biodiversity

PRODUCT INNOVATION & SOLUTIONS THAT SUPPORT SUSTAINABILITY

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 and equipment that enables sustainable applications. By innovating our product lines to meet customer demand for sustainable solutions, we meet our customers' sustainability and business goals, and we make a positive impact on the planet.

Terex is proud to be a global leader in the shift to alternative power offerings. The demand for low-emission, quieter equipment has increased, and we remain committed to expanding the availability of electric, hybrid, and alternative power solutions and technology across the Terex product portfolio to meet such demand. As of year-end 2024, ~89% of our product portfolios³ offer alternative power options that significantly reduce end users' carbon footprint. Looking ahead, we will continue to evolve our approach to alternative, environmentally friendly power options as technical capabilities advance, regulations evolve, and customer adoption grows.

Our Materials Processing brands offer a comprehensive range of products that support recycling, reuse, and waste processing and have a significant and growing global presence, through our Environmental and Handling brands, in producing equipment that gives new life to forestry waste, scrap steel, demolition debris, and more, helping to divert materials from landfills and incinerators. In 2024, we introduced Green-Tec, an Environmental brand that offers a comprehensive range of tree care and vegetation management solutions that facilitate the recycling and repurposing of fallen trees and other debris, among other applications. Additionally, various Materials Processing Aggregates brands offer products that transform waste materials into sorted reusable materials, in turn, conserving natural resources and supporting our customers' sustainability goals.

Additionally, in 2024, Terex increased its product offerings that recycle and reuse materials through the acquisition of ESG, a leading North American manufacturer of refuse collection vehicles and waste compaction equipment, enabling us to provide an even broader range of environmental solutions. 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 opportunities to expand our product offerings and leverage technology to innovate recycling solutions.



ZERO EMISSIONS BUCKET TRUCK

Terex Utilities has partnered with Mack Trucks, Inc. to deliver a bucket truck that boasts enhanced range and more payload than other electric chassis available today. Preliminary testing revealed the Terex all-electric bucket truck with the Mack MD7 Electric chassis has up to 1.5-times enhanced range capabilities compared to other Class 6/7 medium duty electric chassis bucket trucks.



BATTERY INNOVATION FOR GENIE BOOMS

The Genie S[®]-85 XC™ FE hybrid boom lift is powered by a 48-volt lithium-ion battery, which is the smallest lithium-ion battery in the industry in the 85 ft / 27 m height class. These right-sized batteries are made possible by efficiency improvements throughout the machine's design that achieve lower energy consumption compared to competitors' booms.



FINLAY 883+ ELECTRIC SCALPER

The Finlay 883+ Electric Scalper has been developed to meet the growing demand for efficient, environmentally friendly equipment. With an intelligent and flexible power pack, this machine can be connected directly to the grid or powered by a genset, allowing for intuitive operation without compromising performance or application versatility.



TEREX RECYCLING SYSTEMS TDS-820SE SHREDDER

Terex Recycling Systems launched the TDS-820SE, a versatile Static Electric Low Speed Primary Shredder, designed to efficiently handle a wide range of waste materials. The machine has customizable shredding programs, which allow operators to tailor the machine's settings to their specific requirements, optimizing performance and minimizing downtime.



³ A product portfolio is a group of related core powered and mobile products under the same brand or category. As of end of year 2024, our nine product portfolios include aggregates, environmental, concrete, handling, lifting, aerial lifts, material handling, utilities, and refuse collection.

OPERATIONAL ENERGY USE & GHG EMISSIONS PRODUCTION

Terex is committed to minimizing environmental and climate-related impacts through responsible and proactive stewardship. We believe that advancing environmental sustainability not only enhances operational efficiency but also contributes to a healthier planet for future generations.

We are focused on GHG emissions and energy reduction. At the enterprise level, we focused our carbon and energy reduction efforts where they have the greatest impact, specifically at the 12 Terex locations that account for ~78% of our GHG emissions (Tier 1 locations). The 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 emissions and energy-consuming contributors, and implementing improvements as appropriate. In 2024, the Site Sustainability Committees made significant progress toward achieving our climate initiatives. They analyzed energy consumption patterns to identify systems, equipment, and processes that used the most energy. This exercise identified additional areas for improvement, such as behavioral change opportunities, control measures, and the implementation of more efficient equipment. This information will drive further smart energy-reducing investment decisions.

We previously set goals to reduce both our GHG emissions and energy intensity metrics by 15% by year-end 2024 from our 2019 baseline. By year-end 2024, we surpassed our GHG emissions intensity target by achieving a 15.5% reduction, and we also achieved an 8.8% reduction in our energy intensity. In 2024, our absolute Scope 1 and Scope 2 GHG emissions were reduced by approximately 4.9% compared to the 2019 baseline despite a 2.6% increase in absolute energy consumption during the same period. The increase in absolute energy consumption reflects the company's growth, including increased hours worked across the organization. Beginning in 2025, we have established a new goal that builds on the progress achieved so far. We are aiming to achieve a 25% reduction in GHG emissions intensity by 2029, using 2019 as the baseline year.

As of July 1, 2025, we are proud to report that three sites have an Environmental Management System (EMS) certified to ISO 14001, and two sites are certified to ISO 50001. Additionally, ~32% of suppliers that responded to the 2025 Supplier Risk Assessment have an 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 our processes and implement actions that reduce emissions across our sites and within our value chain.



2025 TEREX SUSTAINABILITY REPORT

Solar panels on the roof of our Genie Umbertide, Italy site.

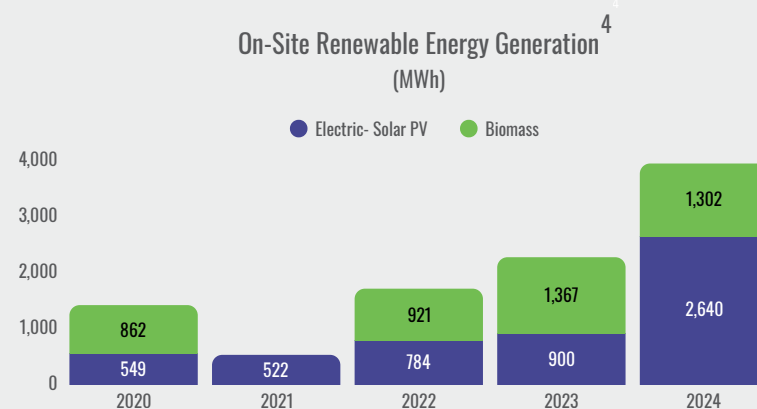


COMMITMENT TO GENERATING RENEWABLE ENERGY

Renewable energy technologies are critical to advancing a low-carbon economy and supporting the transition to a sustainable energy future. Terex currently utilizes solar photovoltaic (PV) systems and biomass heating technologies at certain facilities and has recently commissioned a ground source heating system at a new facility—the first for our organization. From 2023 to 2024, we increased our total annual on-site renewable energy generation by 74%, driven primarily by a 193% increase in solar PV energy output. This substantial growth underscores our commitment to expanding clean energy use across our operations.

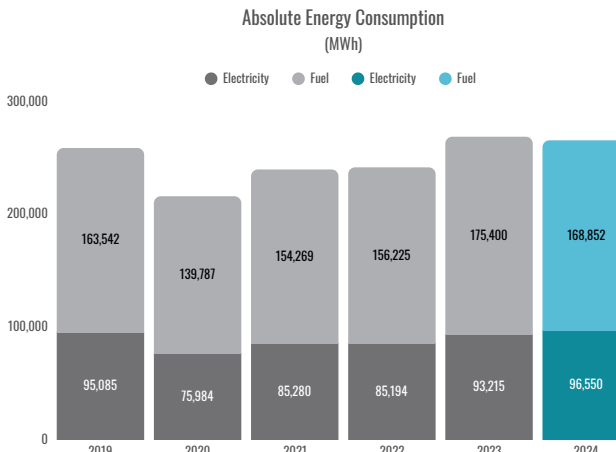
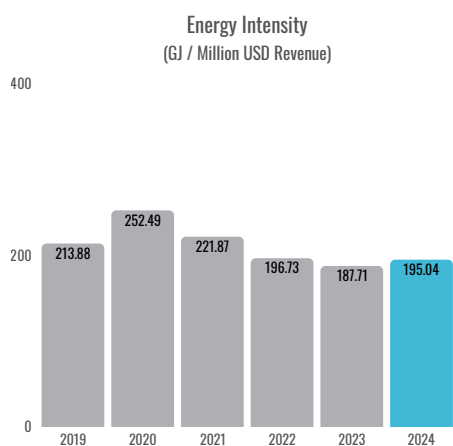
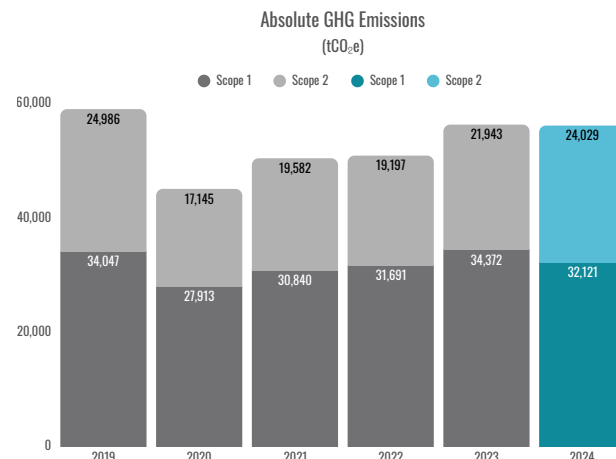
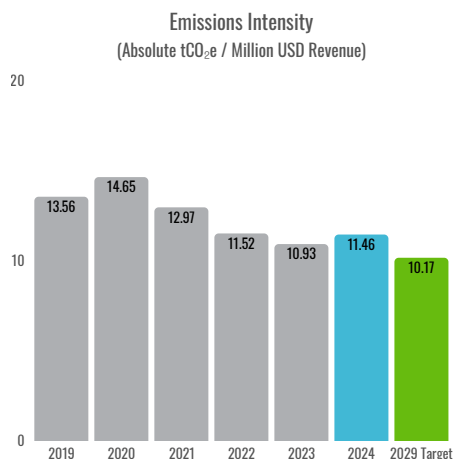
74% INCREASE
IN ON-SITE ANNUAL RENEWABLE ENERGY GENERATION
FROM 2023 TO 2024

As of year-end 2024, eight Materials Processing plants in Northern Ireland and two Utilities plants in South Dakota are powered by 100% renewable electricity. Each of these sites purchases Renewable Energy Guarantees of Origin (REGOs), which are certificates that verify the electricity is generated from 100% renewable energy sources.



⁴ The On-Site Renewable Energy Generation graph includes reported information from 82 Terex sites and does not include information from all Terex locations; data from ESG sites is excluded from 2024 and prior year metrics.

TEREX EMISSIONS & ENERGY METRICS^{5,6}



⁵ The charts include data that has been externally verified. For more information, see the [External Assurance](#) section of this 2025 Sustainability Report. The Emissions Intensity, Energy Intensity, Absolute GHG Emissions, and Absolute Energy Consumption charts include reported information from 82 Terex sites and do not include information from all Terex locations; data from ESG sites is excluded from 2024 and prior year metrics.

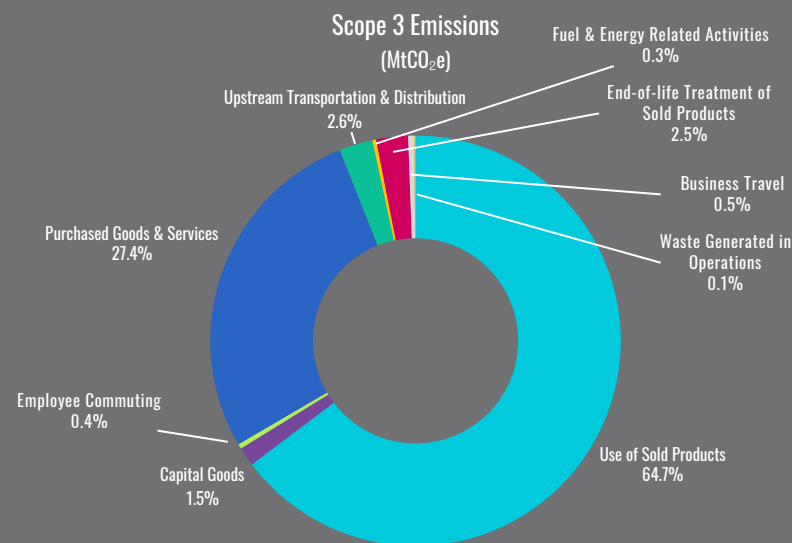
⁶ The absolute emissions for the baseline and subsequent years have been recalculated due to an updated emission conversion factor at a Tier 1 location. This has resulted in the previously stated absolute emissions and intensity metrics being adjusted accordingly. Additionally, the absolute energy consumption data has changed slightly, which resulted in the previously stated absolute energy consumption and energy intensity metrics being adjusted accordingly. All changes have been deemed immaterial.



SCOPE 3 EMISSIONS⁷

Scope 3 emissions are the indirect GHG emissions that occur across a company's value chain, encompassing both upstream and downstream activities such as purchased goods and services, transportation, product use, and business travel. Terex recognizes that addressing Scope 3 emissions is a critical component of our commitment to achieving our sustainability strategy and goals.

In 2024, Terex completed its first comprehensive Scope 3 emissions assessment and identified nine categories, located in the chart below, that are significant to our operations. The total Scope 3 emissions for 2024 is 4,778,460 tCO₂e. The largest contributor to our Scope 3 emissions was from the use of sold products, followed by goods and services purchased by our company that were used for operational purposes. This emissions profile highlights the importance of focusing on product innovation that promotes sustainability and effective product lifecycle management to drive meaningful reductions in Scope 3 emissions. Over the coming years, we aim to develop a strategic approach to Scope 3 mitigation. For more information on our Scope 3 emissions, please see the [External Assurance](#) section of this 2025 Sustainability Report.



⁷ Data from ESG sites is excluded from these metrics.

TOXIC SUBSTANCES IN PRODUCTS

We recognize the critical importance of identifying, managing, and minimizing toxic substances in our products. We comply with a wide range of international regulations regarding hazardous materials in products. We proactively survey our supply chain to identify and manage any hazardous substances. Additionally, our policies and systems help protect the environment, our customers, and our team members, reinforcing our commitment to responsible manufacturing and product stewardship.

CLIMATE RISK

Terex is committed to identifying, assessing, and managing climate risk through a structured and transparent approach. Our annual [CDP response](#) highlights our progress in climate risk management, among other topics. We look forward to reporting on plans to assess climate risk in future sustainability reports.

AIR POLLUTION

Terex addresses air pollution through operational improvements, product innovation, and stringent monitoring. Our strategy to reduce air pollution begins with minimizing GHG emissions in our operations, particularly at Tier 1 locations. We are actively implementing energy-efficient technologies and process optimizations to reduce GHG emissions. Additionally, we are investing in product innovations that reduce GHG emissions for our end-users. We also recognize the environmental and health impacts of pollution from particulate matter. Through rigorous testing protocols, we monitor and manage air pollution levels at our facilities. By addressing all of the above, Terex reinforces its dedication to responsible operations and the well-being of communities and ecosystems where we operate.

WATER STEWARDSHIP

While our operations do not heavily depend on water, Terex remains committed to responsible water stewardship by regularly reviewing our practices, identifying opportunities for increased efficiency, implementing water conservation initiatives, and educating team members about mindful water use. In 2024, as part of our water conservation initiative, we conducted initial water risk assessments at seven locations⁸. Using the data collected from the assessments, we are developing tailored water strategies to enhance efficiency, increase water 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, such as the implementation of rainwater harvesting systems, water monitoring systems, and water recycling systems, and optimization of water treatment systems in paint lines.

WASTE MANAGEMENT

At the Terex corporate level, we are actively monitoring our waste generation. We intend to establish baselines for waste management and implement reduction pathways in the near future. Outside of our enterprise focus, some of our Terex locations have launched site-level waste reduction initiatives. These include measures to reduce or reuse single use plastics and contaminated materials, and to reduce waste associated with manufacturing materials through design and specification. As of July 1, 2025, five sites have diverted more than 98% of waste from landfills.



BIODIVERSITY

Biodiversity is essential to support all life on Earth, and Terex has led various initiatives to combat biodiversity loss. One way in which our Company has enhanced biodiversity is through tree planting both on-site and off-site, which provides habitats for multiple species, restores ecosystems, and improves soil stability. Sites are also contributing to biodiversity efforts in other ways, such as by developing gardens and raising awareness for biodiversity enhancement.

Annually, our Tier 1 locations are assigned specific objectives, one of which is to implement an initiative that promotes biodiversity enhancement. Looking forward, we will continue to implement sustainable practices that minimize the negative impacts on the environment, supporting a healthier planet for current and future generations.

⁸ Six of the locations are in regions at high risk for water scarcity according to the [Aqueduct Water Risk Atlas](#) developed by the World Resources Institute (WRI).

SOCIAL

The social aspect of our sustainability strategy 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 engaged team members who are invested in their work are also invested in each other and their communities. Our broad array of sustainable practices extends to our supply chain as we evaluate our supplier and distribution partners on factors that include their social responsibility initiatives and practices.

IN THIS SECTION:

Health & Safety

Forced Labor

Team Member Well-Being

Training & Skills Development

Talent Recruitment & Retention

Community Impact, Engagement, & Development

HEALTH & SAFETY

Terex's safety philosophy is anchored in its commitment to Zero Harm, a vision that reflects our dedication to protecting team members, contractors, suppliers, and customers. This commitment is driven by a comprehensive Health, Safety, and Environment (HSE) Management Strategy built around leadership accountability, team member engagement, Serious Injury and Fatality (SIF) prevention, commitment to legal compliance, and a strong safety culture. Each business within Terex is responsible for identifying hazards, analyzing incident data, and executing annual HSE improvement plans.

The SIF prevention program is focused on preventing life-altering incidents from occurring in our business. Our SIF incident data is reviewed annually, and the trends are used to strengthen each SIF roadmap. In 2024, material handling tasks had the highest rate of potential SIF events. Every potential SIF event is thoroughly investigated, assessed for their root cause, and assigned higher-tier controls designed to prevent recurrence.

We provide a range of training programs designed to build practical skills, process knowledge, and hazard awareness. In addition, open reporting is encouraged through accessible digital tools and by creating an environment where it is safe to raise concerns.

Our HSE Management Strategy includes a global HSE Policy and clear standards designed to ensure a safe and legally compliant work environment. Key HSE metrics and progress on improvement plans are reviewed monthly by leadership and shared across the business to ensure accountability and progress. As of July 1, 2025, two Terex sites have HSE programs certified to ISO 45001. Additionally, ~21% of the suppliers that responded to the 2025 Supplier Risk Assessment have HSE programs certified to ISO 45001.

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



**BID-WELL
CELEBRATES
3,000 DAYS
WITHOUT A LOST
TIME INCIDENT**

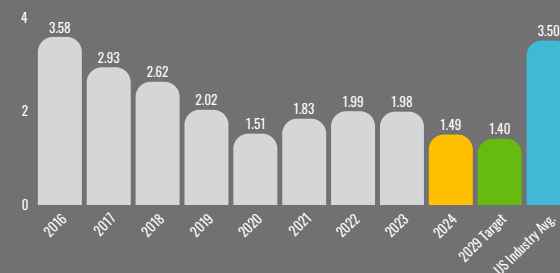
Bid-Well, a Terex Materials Processing brand that manufactures specialized concrete paving machines, achieved 3,000 consecutive days without a lost time incident at its manufacturing facility in South Dakota, United States.



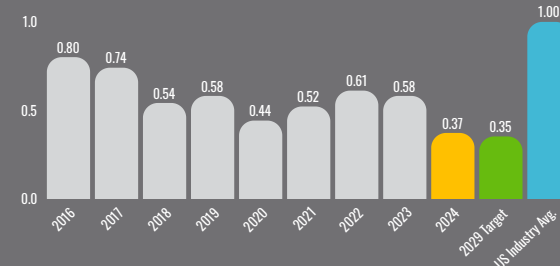
HEALTH & SAFETY METRICS⁹

For year-end 2024, we targeted short-term goals of a Total Recordable Incident Rate (TRIR) of 1.88 and a Lost Time Incident Rate (LTIR) of 0.48, both of which we surpassed. Following the acquisition of ESG, we recalibrated our long-term incident rate targets. We are now targeting a TRIR of 1.40 and a LTIR of 0.35 by year-end 2029.

Total Recordable Incident Rate
(# Recordable Injuries *200k)/Hours



Lost Time Incident Rate
(# Lost Time Injuries *200k)/Hours



Near Miss Reporting Rate
(# Near Miss Reports *200k)/Hours



⁹ Data from ESG sites is excluded from 2024 and prior year metrics.

FORCED LABOR

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 modern slavery. Our [Terex Prohibits Modern Slavery Statement](#) is annually reviewed and approved by our [Board](#).

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

TEAM MEMBER WELL-BEING

Terex has a long-established practice of caring for team members and their family members, including their physical, emotional, mental, and financial wellness. For many years, the Company has provided a Global Employee Assistance Program (EAP), which is available to all team members and their family members in every country where Terex operates. The Global EAP helps our team members and their family members achieve their personal goals and work through issues such as work-life support, health, well-being, legal, financial, counseling, and crisis intervention services. This support is provided for free and is confidential.

In addition to the Global EAP, the Company has provided a physical wellness program in the US since 2007. This program is utilized by almost half of our health plan members and supports increased use of preventive care and promotes healthy eating, exercising, and sleeping. A health support program has also been in place for a number of years for most of our UK-based team members and their family members. This program supports access and subsidies for health services not provided by the National Health Service.

A number of services are offered for financial wellness, including access to subject matter experts, advisors, and educational and support materials from our retirement program providers in several countries, including the US and UK.

Terex is committed to creating an inclusive, equitable, and welcoming environment — one where everyone feels safe, supported, and valued, and can thrive. The [Code](#) explicitly prohibits discrimination against team members on any basis, including race, family/marital status, gender identity, and disability status. Terex offers Affinity Groups to provide additional support and resources to team members. During the last year, as part of our Culture & Inclusion program, we offered several interactive in-person trainings and live global webinars covering topics that include neurodiversity, discrimination prevention, imposter syndrome, and mental, physical, and financial health topics.

The Terex Utilities Sustainability Committee planting trees at their Watertown facility.



COALVILLE CELEBRATES MENTAL HEALTH AWARENESS MONTH

Terex Coalville embraced Mental Health Awareness month through the “Tidy Yard, Tidy Mind” event. Production was paused to allow all team members to step outside and take part in a site-wide clean-up. It wasn’t just about tidying the yard—it was about clearing the mind, getting some fresh air, and connecting with colleagues beyond the usual day-to-day interactions. Throughout the month, the team also collected donations for mental health charities and held a series of mental health webinars.



TRAINING & SKILLS DEVELOPMENT

Engaged, capable, and skilled team members are necessary for the success of our “Execute, Innovate, Grow” business strategy. We offer diverse training tools and resources that support team members in their current roles and aid their development. Our core curriculum of the Terex “Success” programs is grounded in our [Terex Way Values](#) and helps participants build key skills that directly support the Terex Success Model. These trainings are provided globally to team members across all levels of management, including individual contributors, managers, and executives. We include pre- and post-training activities and engage participants’ managers to integrate learnings into professional development plans. Training effectiveness is measured by the on-the-job behavioral changes of the participants. We also offer voluntary courses for further skill enhancement, including access to LinkedIn Learning courses for all Terex team members.

Additionally, Terex Leadership Development Programs (LDPs) are designed to accelerate the growth of early-career talent through two immersive 12-month rotations within our Information Technology and Finance functions. Participants gain hands-on experience by relocating to two different Terex locations, where they contribute to day-to-day operations, lead impactful projects, and follow a structured training curriculum focused on developing leadership behaviors. Similarly, our internship programs immerse high-potential students in challenging, real-world projects that help drive business results. Our Mentorship Matters program, which is available to all team members, is focused on developing various skills, including goal setting, time management, effective communication, and adaptability and resilience skills.

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. We will continue to look for new ways to support the development of our team members with the goal that they grow successful careers at Terex.

TALENT RECRUITMENT & RETENTION

Terex is committed to recruiting, engaging, developing, and retaining talent at all levels of our global workforce. We view this as a key component to the success of our “Execute, Innovate, Grow” business strategy.

We offer a variety of programs around the globe to support the recruitment and retention of our team members. We engage team members early in their careers through internship programs and apprenticeship programs. For example, our Materials Processing apprenticeship programs empower our apprentices to grow through hands-on experience, mentorship, and real-world challenges, building skills that matter from day one. We don’t just train apprentices, we invest in them by offering career pathways, recognition, and opportunities for them to contribute meaningfully across our business.

Additionally, we offer competitive compensation and comprehensive benefits to attract and retain our talented workforce. Market studies are conducted annually to confirm that team members receive competitive compensation and are paid according to their abilities, responsibilities, qualifications, and experience.



GENIE'S AWARD WINNING VR TRAINING PLATFORM

Genie's virtual reality (VR) training platform, designed to assist with control familiarization and operation of Genie machines, received an award from *Compact Equipment* magazine. The visuals in Genie's VR experience were developed by utilizing Genie CAD drawings, real-world specs, performance characteristics, videos of equipment operating, and sound recordings of an actual Z[®]-45 FE boom.



Terex Utilities early talent team members.

COMMUNITY IMPACT, DEVELOPMENT, & ENGAGEMENT

Citizenship is 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. At the corporate level, Terex contributes annually to numerous local, national, and international charities and nonprofit organizations whose missions align with our [Terex Way Values](#). At the site level, sites with more than 50 team members are expected to complete at least two community events annually. Looking forward, we plan to continue 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.

2024 AND 2025 COMMUNITY ENGAGEMENT AROUND THE WORLD

A Utilities team in **South Dakota, United States** exceeded their 2025 fundraising goal for their local [United Way](#) nonprofit organization.



The Terex Corporate team in **Connecticut, United States** donated a Genie telehandler to [Habitat for Humanity of Coastal Fairfield County](#), a nonprofit that builds homes for low-income families.

The **Ballymoney, Northern Ireland** team joined forces with local charity [Sea2it](#) to clean up litter along the Causeway Coast.



The ESG team in **Tennessee, United States** partnered with a local breast cancer research center for the annual MAINx24 Parade and raised over \$6,000 for breast cancer research.

The Genie team in **Roosendaal, Netherlands**, made a difference in their community by engaging in gardening and renovation work at De La Vie which provides care to vulnerable individuals with unique needs.



The Terex GBS team of **Craigavon, Northern Ireland** raised money for [Women's Aid](#), which provides support to women, children, and young people experiencing domestic and/or sexual abuse.

Team members in **China** celebrated the Chongyang Festival by giving back to their community by visiting local nursing homes to spend time with the elderly residents.

The **Bangalore, India** team recently contributed to a training organized by [Sparsha Trust](#) for its staff. The goal of the program was to strengthen core competencies that are essential for delivering impactful care and education to children in need.

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:

Regulatory Landscape & Compliance

Geopolitical Uncertainty & Global Instability

Supply Chain Due Diligence & Responsible Procurement

Product Quality & Safety

Data Privacy & Cybersecurity

Digitization & Responsible Use of Technology & AI

REGULATORY LANDSCAPE & COMPLIANCE

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.

Our [Code](#), which applies to all team members, is a reflection of what we believe and what we are committed to doing as an ethical and law-abiding business. The [Code](#) sets forth our commitment to avoiding conflicts of interest, explicitly prohibits bribery and corruption of any kind, and more. Annually, team members affirm that they have complied, and will continue to comply, with our [Code](#), and they have not, and will not, commit fraud. All team members are required to complete [Code](#) training, either online or in person.

Our Ethics & Compliance program includes strong anti-corruption programs and policies, compliance training, regular risk reviews, and advocacy and awareness programs. 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, such as any risks related to corruption, new regulations, anticompetitive behavior, and more. It is also used to identify new opportunities and share best practices across the Company. Additionally, we conduct a company-wide formal compliance risk assessment every two years in which our site and functional leaders are surveyed regarding various risks, such as data security, corruption, and money laundering. Risk reviews and risk assessment results are shared with the [Board](#), [Executive Leadership Team](#), and our site and functional leaders who participate in the assessment, and actions are implemented by the relevant stakeholders to mitigate any risks identified.

We provide multiple channels for anyone to voice concerns or ask questions, one of which is the [Terex Helpline](#), a platform for anyone to ask a question or report a concern confidentially. We investigate every report we receive. We will always stand firm in our policies for ethical business practices, compliance with regulations, and responsible business practices, especially as we continue to grow our business organically, inorganically, and sustainably.



TEREX CELEBRATES ETHICS WEEK



Terex sites from across the globe held activities to celebrate Ethics Week in November 2024. The purpose of the week was to educate team members on ethical practices and promote ethics and compliance, while spotlighting our [Terex Way Values](#). The initiatives were led by site Business Practice Advocates (BPAs). 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.

GEOPOLITICAL UNCERTAINTY & GLOBAL INSTABILITY

The global operating environment has become increasingly complex and unpredictable. From regional conflicts and supply chain disruptions to tariff and trade conflicts, geopolitical uncertainty is no longer a peripheral concern—it is a central factor shaping our strategy and sustainability performance.

Our DMA identified geopolitical uncertainty and global instability as a financial and impact-material topic, which reflects its potential to effect enterprise value and cause societal impacts. However, it also presents business opportunities for Terex, such as the opportunity to further expand our supply base when trade concerns arise.

Our teams actively monitor geopolitical developments and embed scenario planning into our risk management processes and forecasting. This includes, but is not limited to, evaluating our exposure to conflict-prone regions, assessing the stability of our supply chains, and monitoring tariffs. For more information on potential geopolitical risks, refer to our [Annual Report](#) on [Form 10-K](#) for the year ended December 31, 2024.

SUPPLY CHAIN DUE DILIGENCE & RESPONSIBLE PROCUREMENT

We are steadfast in our commitment to responsible procurement practices. We expect our suppliers to be socially, legally, and ethically responsible and must uphold the human rights, labor, health and safety, environmental management, and business ethics practices that are outlined in our [Supplier Code of Conduct](#). As outlined in our [Supplier Code of Conduct](#), all suppliers are also required to follow anti-discrimination laws and prohibit harassment in all forms.

Our [Terex Prohibits Modern Slavery Statement](#) affirms our zero tolerance for 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. Suppliers are expected to pay a living wage to their employees and adhere to the principles of internationally recognized human rights frameworks such as the [Universal Declaration of Human Rights](#), [UN Guiding Principles on Business and Human Rights](#), and [ILO Declaration on Fundamental Principles and Rights at Work](#). To our knowledge, to date, 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. For more information, please see our annual [Conflict Minerals Report](#). Additionally, as part of our commitment to responsible procurement practices, we conduct an annual Supplier 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 have analyzed the responses to our 2025 Supplier Risk Assessment and are working with any low-performing/potentially high-risk suppliers on their review and implementation of their risk mitigation plans. For more information on the 2025 Supplier Risk Assessment, please see our [2025 GRI Report](#).

PRODUCT QUALITY & SAFETY

We believe quality and safety go hand in hand. Terex products are designed and manufactured in compliance with applicable standards and safety regulations. We strive for every machine manufactured in our facilities to be free from defects and we follow rigorous quality standards and practices that help us to achieve that goal. As of July 1, 2025, nine Terex sites have implemented a Quality Management System (QMS) certified to the ISO 9001 standard.

Terex Materials Processing'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. Terex Utilities' brand promise "Built. Different." 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 are of high quality and support the safety of the operators who use our equipment and the communities in which our equipment is used.



DATA PRIVACY & 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. 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 to creating a robust defense against cyber threats involves the three pillars of people, process, and technology. For more information on our cybersecurity measures, please refer to our [Annual Report](#) on [Form 10-K](#) for the year ended December 31, 2024. To date, Terex has not experienced a material third-party information security breach.

Annually, the [Board](#) is updated by David Jutcawitz, Senior Vice President, Chief Digital Officer, 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. Certain information security controls that the Company deems critical are audited by a third party.

Terex respects the privacy of its customers, suppliers, team members, and others. We are compliant with applicable data protection laws and regulations to help ensure personal data remains safe, Terex business operations are secure, and the rights of individuals are respected. The [Terex Corporation Privacy Policy](#) and the Team Member Privacy Notice set forth our external and internal practices regarding 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 and our Company's data, especially as technology evolves and new risks emerge. Additionally, we continue to monitor our compliance with various data protection frameworks and potential cyber risks and improve processes as needed.

DIGITIZATION & RESPONSIBLE USE OF TECHNOLOGY & AI

As digital transformation accelerates across industries, Terex recognizes the responsibility that comes with deploying and using advanced technologies, such as artificial intelligence (AI), automation, and data analytics in our business operations, information systems, products, and services. Our commitment to the responsible use of technology is rooted in a dual imperative: to harness innovation for operational excellence and sustainability while safeguarding human rights, data privacy, and ethical integrity. Digitization at Terex is not only a driver of productivity and efficiency—it is also a catalyst for safer workplaces, more transparent operations, and smarter, more sustainable product development. We are actively integrating AI into our systems and services with a focus on informed consent, transparency, and minimizing unintended consequences. We are also utilizing artificial intelligence technologies to help detect and defend against cyber threats. We continuously assess the societal and environmental impacts of emerging technologies, ensuring that our digital evolution aligns with our [Terex Way Values](#) and stakeholder expectations.

We recognize the business benefits of AI and emerging technologies, and we are committed to educating team members on the safe and responsible use of the technology. In 2024, we introduced policies on third-party messaging apps and AI to reduce cyber and confidentiality risk, held company-wide webinars on these topics, and required team members to certify their understanding and compliance with the policies. In the past year, we have hosted several webinars focused on the effective and safe use of AI tools.



**DIGITAL
PRODUCTS
THAT
SUPPORT
SAFETY**

3rd Eye®, part of the Environmental Solutions segment and a leading provider of integrated fleet hardware and technology, announced the expansion of its safety solutions suite with the introduction of the 360 Camera System and Reverse Automatic Braking Technology. These innovations build upon an already robust suite of safety solutions designed to enhance driver awareness, improve visibility, and provide fleet operators with powerful tools to help mitigate potential risks.



APPENDIX

EXTERNAL ASSURANCE¹⁰

	ENGAGEMENT SUMMARY
Assurance Engagement Scope and Reporting Period	Terex engaged EcoAct , an independent carbon management company, for the verification of its direct (Scope 1) and indirect (Scope 2) GHG emissions and its direct indirect Scope 3 GHG emissions for the period January 1st to December 31st, 2024.
Verification Opinion	<p>It is EcoAct's opinion that the following GHG emissions totals are fairly stated and free from material error:</p> <ul style="list-style-type: none"> • Scope 1 emissions: 32,121 • Scope 2 emissions (location-based): 24,029 • Total tCO2e Scope 1 and 2: 56,150 <p>The final, verified Scope 3 emissions total (FY24) is 4,778,460 tCO2e.</p> <p>Based of the process and procedures conducted to achieve a limited level of verification of the Scope 3 GHG emissions data, nothing has come to EcoAct's attention to indicate that the Scope 3 emissions statement:</p> <ul style="list-style-type: none"> • Is not materially correct and is not a fair representation of GHG data and information; • Has not been prepared in accordance with the reporting criteria outlined below.
Reporting Criteria	<ul style="list-style-type: none"> • 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 (2024); International Energy Agency Electricity Emissions Factors 2024; and other emission factor sets as applicable
Responsibilities	Terex is responsible for the collection and recording of data regarding the organization's emission 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	For our Scope 1 and Scope 2 emissions, a reasonable level of verification was conducted aligned with the ISO 14064-3:2019 standard. For our Scope 3 emissions, a limited level of verification aligned with the ISO 14064-3:2019 standard. The organizational boundary of Terex includes its operational sites in 2024, using the operational control approach.

¹⁰ For more information, please see the [2024 External Assurance Verification Statement](#) and [2024 Scope 3 Emissions Limited Verification Statement](#).

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURES¹¹

Table 1. Sustainability Disclosure Topics & Accounting Metrics for Industrial Machinery and Goods – FY Ending December 31, 2024

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Energy Management	Total Energy Consumed	Gigajoules (GJ)	955,446	RT-IG-130.a.1
	Percentage of Grid Electricity	%	35%	RT-IG-320a.1
	Percentage of Renewable Energy	%	12%	
Workforce Health & Safety	Total Recordable Incident Rate (TRIR)	Rate	1.49	
	Fatality Rate	Rate	0	
	Near Miss Frequency Rate (NMFR)	Rate	21.23	
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 the manner requested.	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)	Grams per kilowatt-hour		RT-IG-410a.4
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	<p>Terex is exposed to supply chain risks when critical materials are used in our products. To mitigate these risks, Terex expects that all suppliers adhere to the Supplier Code of Conduct. The Supplier Code of Conduct conveys our expectations for sustainability performance, including:</p> <ul style="list-style-type: none"> Protecting both the environment and employees through safe work practices; Adhering to all applicable laws and regulations; and, Combating human trafficking and not engaging or supporting forced, compulsory, or child labor. <p>A core value at Terex is our Zero Harm safety culture. We extend that value to our supply base by expecting suppliers to:</p> <ul style="list-style-type: none"> Commit to the safety and health of their employees; Conform to all applicable health and safety laws and regulations and applicable industry codes; and, Maintain an active program to enforce and monitor compliance with health and safety requirements. <p>From a labor perspective, Terex suppliers are expected to adhere to the following standards:</p> <ul style="list-style-type: none"> Supplier will ensure that its' employees work in compliance with all applicable wage and hour laws and industry standards; Supplier will not use child labor or any form of slave, forced, or compulsory labor, including involuntary prison labor; Supplier will comply with all applicable anti-discrimination employment laws and will provide a workplace free from harassment; and Supplier will not subject workers to inhumane treatment such as sexual harassment, bullying, or corporal punishment. <p>We expect our suppliers to comply with our conflict minerals reporting rules as outlined in our Conflict Minerals Policy. 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.</p>	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 related to service and restoration as it is competitive information.	RT-IG-440b.1

Table 2. Activity Metrics – Fiscal Year Ending December 31, 2024

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	11,418	RT-IG-000.B

¹¹ The information in the tables is based on the best available data at time of publication. The Total Energy Consumed metric has been externally verified. The energy management metrics are from 82 Terex sites and not the entirety of all Terex locations. Data from ESG sites is excluded from the Energy Management and Workplace Health & Safety metrics. The data and metrics are not prepared in accordance with generally accepted accounting principles (GAAP). Our TRIR and NMFR metrics include incidents from direct employees and contract workers.

TASK FORCE ON CLIMATE-RELATED FINANCIAL (TCFD) DISCLOSURES¹²

CORE ELEMENTS	SUBTOPIC	DISCLOSURE
Governance	Board Oversight	See the Sustainability at Terex section of this 2025 Sustainability Report.
	Management's Role	See the Sustainability at Terex section of this 2025 Sustainability Report.
Strategy	Risks & Opportunities	<p>Our sustainability strategy includes goals, targets, and initiatives aimed at reducing negative impacts on the environment. Additionally, we plan to undergo a climate scenario analysis assessment process, and our climate related risks will be updated accordingly in a subsequent Sustainability Report. The identified climate related risks from our existing risk identification process are as follows:</p> <ol style="list-style-type: none"> 1. Enhanced reporting obligations & changes to national legislation (transition risk): Concerns regarding sustainability matters have resulted, and may continue to result, in new legal and regulatory requirements, including, but not limited to, the European Union's European Sustainability Reporting Standards and California's Climate Corporate Data Accountability Act and Climate Related Financial Risk Act. We have devoted, and expect to continue to devote, expenditures and resources toward complying with sustainability-related regulations and designing and manufacturing new forms of equipment that satisfy new regulations and market expectations. 2. Natural Hazards (physical risk): Existing loss prevention reports detail physical risks associated with certain sites, such as floods and earthquakes. The risks identified vary and are specific to the facilities location. 3. Transition to low emissions technology & products (transition risk): The availability and cost of energy could have a significant impact to the company's global manufacturing operations, which in turn would cause indirect impacts to customers and our communities, which is why we are currently transitioning certain sites to energy efficient equipment and practices. Additionally, this risk is also an opportunity for the company to increase sales for alternative power products.
	Impacts of Risks & Opportunities on Company	<ol style="list-style-type: none"> 1. Enhanced reporting obligations & changes to national legislation: Maintaining a strong reputation with team members, customers, investors, stakeholders, and communities is critical to the success of our business. A failure, or perceived failure, to act responsibly with respect to the environment, achieve our sustainability goals, maintain sustainability practices, comply with sustainability regulations, or meet expectations related to sustainability concerns, could harm our reputation, adversely impact our ability to attract and retain customers and qualified and talented team members, have an adverse effect on our future financial results or cause harm to our business. At this time, we have not calculated the financial impact of this risk. We will continue to monitor existing and emerging frameworks to reduce/adapt to this risk. 2. Natural hazards: Terex understands that changes to weather patterns could impact the company and the community both directly and indirectly. At this time, we have not calculated the financial impact of this risk. We will continue to monitor this risk and diversify our operating locations to reduce/adapt to this risk. 3. Transition to low emissions technology & products: Terex would be impacted if actions on the regulatory and other levels are taken to mandate the reduction of fossil fuel use/GHG emissions. To mitigate this risk, Terex has taken several measures such as generating renewable energy at sites, transitioning to energy efficient equipment, and more, as noted in this 2025 Sustainability Report. At this time, Terex has not determined the financial impact of this risk. We will continue to invest in energy efficiency measures to reduce/adapt to this risk. If mandates for the use of low emissions products resulted in increased sales for our alternative power products, this would positively impact our Company.
	Resilience of Strategy	<p>Our sustainability strategy is purposefully designed to remain agile and responsive to both internal and external climate-related risks and opportunities, while maintaining a clear focus on delivering our long-term environmental objectives. The strategy incorporates robust mechanisms to assess and address transitional and physical risks, as well as to identify and act on opportunities that support our transition to a low-carbon economy.</p> <p><i>Transitional Risks:</i> A dedicated legislative compliance working group conducts regular reviews of current and emerging regulations. Where potential gaps are identified, targeted action plans are developed and implemented to ensure continued compliance and strategic alignment.</p> <p><i>Physical Risks:</i> Terex plans to undergo a climate scenario analysis assessment to evaluate potential future impacts of climate change on our facilities. Insights from these assessments will inform site-specific decision-making, including the implementation of mitigation measures where physical risks are identified.</p> <p><i>Opportunities:</i> Annual operating plans at our Tier 1 facilities are reviewed to assess the direct and indirect sustainability impacts of proposed low emissions technology/product initiatives. Significant energy users have been identified, enabling the development of targeted efficiency opportunities that are integrated into each facility's planning cycle. We continue to develop new innovative products to support the needs of customers for low emissions products. We recognize that our best feedback comes from our customers. We actively engage with our customers to ensure our product development initiatives meet their needs.</p> <p>All identified risks and opportunities (both transitional and physical) are continuously fed back into the strategy, ensuring it evolves in line with changing conditions. Further detail is provided in the preceding section on climate-related risks and opportunities.</p>
Risk Management	Risk Identification and Assessment Process	The risks and opportunities noted above were identified as part of our annual CDP disclosure process and correspond with Climate Risk, a material topic from our DMA. In addition to the annual CDP disclosure process, quarterly, our Executive Leadership Team reviews our enterprise risks as part of our Enterprise Risk Management (ERM) process. As part of the ERM process, risks are evaluated by analyzing their potential impact (financial and reputational) and their likelihood. Sustainability-related risks, if material to the business, would be evaluated using this risk management process. Moving forward, the intent is that the scenario analysis assessment will be used to build upon our existing risk management assessment approaches for sustainability-related risks and opportunities.
	Risk Management Processes	Terex integrates climate related risks into our wider ERM framework. Any material climate related enterprise risks would be managed with the same priority as other material enterprise risks.
	Integration Into Overall Risk Management	The CDP disclosure risk identification process is not integrated into our overall risk management approach. However, the quarterly ERM process aligns with our overall risk management approach.
Metrics & Targets	Climate-related Metrics	Please see the Environment sections of this 2025 Sustainability Report.
	GHG Emissions	We are targeting a 25% reduction in GHG emissions intensity by 2029, based on the 2019 baseline. Scope 1, Scope 2, and Scope 3 emissions are disclosed in the Operational Energy Use & GHG Emissions Production section of this 2025 Sustainability Report.
	Climate-related Targets	Terex has assessed the SBTi criteria. Due to the SBTi's current assessment of organic growth against absolute carbon emissions and Terex' short to medium terms business growth plans, achieving SBTi alignment would be difficult. However, this is being monitored should the SBTi approach change. In the interim Terex has set ambitious carbon intensity reduction targets that accommodate organic growth.

¹² The information in the table above is based on the best available data at time of publication. The data and metrics are non-audited and not prepared in accordance with Generally Accepted Accounting Principles (GAAP).

TEAM MEMBER DEMOGRAPHICS¹³

AGE DEMOGRAPHICS OF EMPLOYEES

Younger than 30:	Ages 30-50:	Older than 50:	Age not provided:
20%	53%	24%	3%

GEOGRAPHIC DEMOGRAPHICS OF EMPLOYEES

EMEAR:	APAC:	North & South America:
27%	14%	59%

GENDER DEMOGRAPHICS OF EMPLOYEES

Male:	Female:
81%	19%

EMPLOYEE BREAKDOWN¹⁴

CATEGORY	HEADCOUNT	GENDER	REGION
Regular ¹⁵	11,321	Male: 81%, Female: 19%	North & South America: 59%, EMEAR: 27%, APAC: 14%
Temporary ¹⁶	97	Male: 84%, Female: 16%	North & South America: 28%, EMEAR: 69%, APAC: 3%
Full-time	11,319	Male: 81%, Female: 19%	North & South America: 59%, EMEAR: 27%, APAC: 14%
Part-time	99	Male: 37%, Female: 63%	North & South America: 38%, EMEAR: 54%, APAC: 8%

11,418 total employees in Terex's workforce (as of year end 2024)

623 non-employees¹⁷ in Terex's workforce (as of year end 2024)

TURNOVER DEMOGRAPHICS¹⁸

TEAM MEMBERS LEAVING THE ORGANIZATION IN 2024	NUMBER OF LEAVERS	TURNOVER RATE ¹⁹
Total	2,772	24%
By Age Group		
Under 30	933	41%
30-50	1,206	20%
50+	528	20%
Age not provided	105	29%
By Region		
North & South America	1,773	26%
EMEAR	744	25%
APAC	255	30%
By Gender		
Male	2,309	25%
Female	463	21%

NEW HIRE DEMOGRAPHICS

TEAM MEMBERS JOINING THE ORGANIZATION IN 2024	NUMBER OF NEW HIRES	NEW HIRE RATE ²⁰
Total	3,464	30%
By Age Group		
Under 30	1,237	55%
30-50	1,571	26%
50+	602	22%
Age not provided	54	15%
By Region		
North & South America	3,056	45%
EMEAR	216	7%
APAC	192	20%
By Gender		
Male	2,902	31%
Female	562	26%

¹³ All data is as of 12/31/24 and is for the total employee headcount. Methodology for all demographic data: we use active headcount at the end of the period specified, each head equals 1.

¹⁴ All employees generally adhere to a minimum or fixed number of working hours, as defined by law or common practice. We do not have on-call employees or zero-contract employees.

¹⁵ Regular employees include all employees except for temporary employees. We do not categorize employees as "permanent" as legal status differs across different countries.

¹⁶ Temporary employees are individuals who are employed for a limited duration that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees). Examples of temporary workers at Terex include interns or co-ops.

¹⁷ Non-employees are individuals provided by companies primarily engaged in "employment activities" such as temp agency workers or contractors. Most non-employees are in manufacturing roles at Terex.

¹⁸ The data in this table includes involuntary and voluntary leavers.

¹⁹ The Turnover Rate is calculated by dividing the number of team members leaving by the total number of Terex team members for the relevant category. For example, the Turnover Rate for the Under 30 group is calculated by dividing the number of team members under 30 that left Terex by the number of Terex team members under 30 at year end.

²⁰ The New Hire Rate is calculated by dividing the number of new hires by the total number of Terex team members for the relevant category. For example, the New Hire Rate for the Under 30 group is calculated by dividing the number of new hires under 30 by the number of Terex team members under 30 at year end.

THANK YOU FOR READING THIS 2025 SUSTAINABILITY REPORT



ABOUT THIS REPORT

Unless specifically stated otherwise, the metrics in this report only cover Terex Corporation's performance in 2024. 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 [2024 Annual Report](#) on [Form 10-K](#) and our [2025 Proxy Statement](#), which can be found at [terex.com](#). The goals and projects described in this report are aspirational; as such, no guarantees or promises are made that these goals and projects will be met or successfully executed. Except as otherwise indicated, data, statistics, and metrics included in this report are non-audited and not prepared in accordance with GAAP. In some cases, environmental data reported includes metrics from 82 Terex sites, not the entirety of all Terex locations; data from ESG sites is excluded from 2024 and prior year metrics. 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 Securities and Exchange Commission, 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.