



# 2025 GRI REPORT

TEREX CORPORATION

# GRI CONTENT INDEX (FULL YEAR ENDING DECEMBER 31, 2024)

Statement of use	Terex Corporation has reported the information cited in this GRI Content Index for the period January 1 to December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No sector specific standards are applicable to Terex Corporation.
<b>DISCLOSURE</b>	<b>LOCATION AND INFORMATION</b>
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 <a href="#">Annual Report</a> on <a href="#">Form 10-K</a> for the year ended December 31, 2024.
2-2 Entities included in the organization's sustainability reporting	All of the entities included in our financial reporting for the relevant reporting year are also included in our sustainability report for that reporting year, unless otherwise noted in the sustainability report. For a list of our entities, refer to our <a href="#">Annual Report</a> on <a href="#">Form 10-K</a> for the year ended December 31, 2024.
2-3 Reporting period, frequency, and contact point	The reporting period for this report is January 1 to December 31 of the prior year it is published in, unless otherwise noted in the report. The publication date for this report has historically been in Q3 or Q4. Terex Corporation, being a public company, reports its financial results quarterly. For questions related to the report, please contact Kristen Becker, Junior Legal Counsel, at <a href="mailto:kristen.becker@terex.com">kristen.becker@terex.com</a> .
2-4 Restatements of information	No restatements have been made.
2-5 External assurance	See the External Assurance section of the <a href="#">2025 Sustainability Report</a> . The <a href="#">Board of Directors</a> (Board) and <a href="#">Executive Leadership Team</a> were not directly involved in the assurance process.
2-6 Activities, value chain, and other business relationships	Refer to our <a href="#">Annual Report</a> on <a href="#">Form 10-K</a> for the year ended December 31, 2024. Our activities, products, services, and markets changed compared to the previous reporting period due to our acquisition of Environmental Solutions Group.
2-7 Employees	See the Team Member Demographics section of the <a href="#">2025 Sustainability Report</a> .
2-8 Workers who are not employees	See the Team Member Demographics section of the <a href="#">2025 Sustainability Report</a> . Non-employee workers are covered by our Health, Safety, and Environment (HSE) Management Strategy and programs, several training and development programs (including the HSE training program), and have access to our grievance mechanism- the <a href="#">Terex Helpline</a> . We recognize the right to freedom of association and collective bargaining for all workers- including non-employee workers.
2-9 Governance structure and composition	Refer to our <a href="#">2025 Proxy Statement</a> .
2-10 Nomination and selection of the highest governance body	Refer to our <a href="#">2025 Proxy Statement</a> . Directors are selected to serve on our <a href="#">Board</a> based on their integrity, skills, independence, diversity of experiences, sound judgment/competencies in areas relevant to the Company's businesses/impacts, and willingness to commit the time required to the <a href="#">Board</a> .
2-11 Chair of the highest governance body	The independent Non-Executive Chairman of the <a href="#">Board</a> is not a senior executive of the Company. Refer to our <a href="#">2025 Proxy Statement</a> .
2-12 Role of the highest governance body in overseeing the management of impacts	See the Sustainability at Terex section of the <a href="#">2025 Sustainability Report</a> .
2-13 Delegation of responsibility for managing impacts	See the Sustainability at Terex section of the <a href="#">2025 Sustainability Report</a> .
2-14 Role of the highest governance body in sustainability reporting	The Governance, Nominating and Corporate Responsibility Committee of the <a href="#">Board</a> reviews the sustainability report prior to publication. The President & CEO, along with other senior leaders of the Company, review and approve the report before publication. The material topics were reviewed and approved by the <a href="#">Executive Leadership Team</a> as part of the Double Materiality Assessment (DMA) process. See the Sustainability at Terex section of the <a href="#">2025 Sustainability Report</a> .
2-15 Conflicts of interest	Refer to our <a href="#">2025 Proxy Statement</a> and our <a href="#">10-Q</a> and <a href="#">10-K</a> financial reports for the relevant reporting year.
2-16 Communication of critical concerns	Any stockholder or other interested party may communicate with the <a href="#">Board</a> , any committee of the <a href="#">Board</a> or any director by writing to: Terex Corporation, c/o Secretary and General Counsel, 301 Merritt 7, Norwalk, CT 06851. The Secretary has the discretion to disregard inappropriate or irrelevant communications such as advertisements, solicitations, and product inquiries. All relevant communications to the <a href="#">Board</a> will be delivered to the Non-Executive Chairman. The Secretary will recommend whether it is appropriate for the communications to be provided to the full <a href="#">Board</a> , a Committee of the <a href="#">Board</a> , or a select group of members of the <a href="#">Board</a> . Any 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. We do not publicly report on the number and nature of the critical concerns communicated to the <a href="#">Board</a> .
2-17 Collective knowledge of the highest governance body	Refer to our <a href="#">2025 Proxy Statement</a> regarding director onboarding and continuous education.

2-18 Evaluation of the performance of the highest governance body	Refer to our <a href="#">2025 Proxy Statement</a> .
2-19 Remuneration policies	Please refer to our 2025 Proxy Statement for detailed information concerning director and executive compensation related to any fixed and variable pay, bonuses, termination payments, clawback policies, and retirement benefits. For any information concerning executive compensation linked to sustainability objectives, see our <a href="#">2025 Proxy Statement</a> .
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 <a href="#">2025 Proxy Statement</a> and <a href="#">Compensation and Human Capital Committee Charter</a> . For results regarding our shareholder advisory vote on the compensation of the Company's named executive officers, see the Current Report on <a href="#">Form 8-K</a> filed with the Securities and Exchange Commission on May 16, 2025.
2-21 Annual total compensation ratio	Refer to our <a href="#">2025 Proxy Statement</a> .
2-22 Statement on sustainable development strategy	See the Sustainability at Terex section of the <a href="#">2025 Sustainability Report</a> .
2-23 Policy commitments	See the Regulatory Landscape & Compliance, Forced Labor, and Supply Chain Due Diligence & Responsible Procurement sections of the <a href="#">2025 Sustainability Report</a> . The Company's <a href="#">Code of Ethics &amp; Conduct</a> (Code), <a href="#">Terex Prohibits Modern Slavery Statement</a> , and <a href="#">Supplier Code of Conduct</a> are reviewed and approved by a member of the <a href="#">Executive Leadership Team</a> . These policies apply to our operations and those engaged in doing business with us. These policies are available on <a href="#">terex.com</a> . All Terex employees receive training on the <a href="#">Code</a> when they are onboarded and on an as needed basis. Terex employees certify annually that they understand and agree to comply with the <a href="#">Code</a> . Terex's template terms and conditions of purchase and supply agreements include a link to the <a href="#">Supplier Code of Conduct</a> .
2-24 Embedding policy commitments	Responsible business conduct is embedded in how we transact business. The President and Chief Executive Officer, together with the <a href="#">Executive Leadership Team</a> , are responsible for ensuring implementation of and accountability for compliance with the Company's <a href="#">Code</a> , policy commitments, and adherence to our <a href="#">Terex Way Values</a> . See the Supply Chain Due Diligence & Responsible Procurement, Forced Labor, Regulatory Landscape & Compliance, and Sustainability at Terex sections of the <a href="#">2025 Sustainability Report</a> .
2-25 Processes to remediate negative impacts	We are committed to preventing and resolving any negative impacts that we may have caused or contributed to. The <a href="#">Terex Helpline</a> , our grievance mechanism, is accessible to all stakeholders (internal and external) to ask a question or report a concern confidentially/anonymously. Every report received through the <a href="#">Terex Helpline</a> is investigated and action is taken to mitigate negative impacts, whenever present. We seek feedback from the users of the <a href="#">Terex Helpline</a> in order to improve the mechanism and the investigation process. The <a href="#">Code</a> outlines our grievance policy, which is communicated regularly to team members. We monitor the effectiveness of the <a href="#">Terex Helpline</a> by tracking and analyzing its metrics annually. See the Regulatory Landscape & Compliance section of the <a href="#">2025 Sustainability Report</a> and the <a href="#">Code</a> .
2-26 Mechanisms for seeking advice and raising concerns	The <a href="#">Terex Helpline</a> is a confidential way for individuals to raise concerns about the organization's business conduct. We also have a Manager Escalation Guide which highlights the various channels to raise concerns or seek advice about business conduct.
2-27 Compliance with laws and regulations	This information is either not available or is not publicly disclosed.
2-28 Membership associations	Terex team members participate in several membership associations, such as the Association of Equipment Manufacturers ( <a href="#">AEM</a> ), European Materials Handling Federation ( <a href="#">FEM</a> ), Construction Equipment Association ( <a href="#">CEA</a> ), Crane Industry Council of Australia ( <a href="#">CICA</a> ), Indian Construction Equipment Manufacturers' Association ( <a href="#">ICEMA</a> ), and others. We are proud of and will continue to support our team members who have taken leadership roles within our industry's trade associations. Through these associations, we will continue to educate public policymakers about the needs of our industry and customers.
2-29 Approach to stakeholder engagement	See the Stakeholder Engagement section of the <a href="#">2024 Sustainability Report</a> . We seek to ensure meaningful engagement with stakeholders by including relevant external stakeholders on projects such as materiality assessments, communicating a vast amount of information and news on <a href="#">terex.com</a> and our <a href="#">Terex investor</a> website, hosting investor engagement events, and more.
2-30 Collective bargaining agreements	We recognize the right to freedom of association and collective bargaining. As of December 31, 2024, ~1% of team members in the United States were represented by labor unions. Outside of the United States, we enter into employment contracts and collective agreements in those countries in which such relationships are mandatory or customary. The provisions of these agreements correspond in each case with the required or customary terms in the subject jurisdiction. The working conditions and terms of employment of employees not covered by collective bargaining agreements are not influenced or determined based on other collective bargaining agreements.
3-1 Process to determine material topics	See the Sustainability at Terex section of the <a href="#">2025 Sustainability Report</a> .
3-2 List of material topics	See the Sustainability at Terex section of the <a href="#">2025 Sustainability Report</a> .
3-3 Management of material topics	See the Sustainability at Terex section of the <a href="#">2025 Sustainability Report</a> .
101-1 Policies to halt and reverse biodiversity loss	We currently do not have a policy in place regarding halting or reversing biodiversity loss. Currently, initiatives are conducted at a site level to halt or reverse biodiversity loss. See the Biodiversity section of the <a href="#">2025 Sustainability Report</a> .
101-2 Management of biodiversity topics	Through our DMA process, we found one material impact regarding biodiversity: the use of Terex products in construction could accelerate biodiversity loss and reduce environmental health. We actively mitigate this potential negative impact by producing products that have sustainable applications, in turn positively impacting our environment. See the Product Innovation & Solutions that Support Sustainability section of the <a href="#">2025 Sustainability Report</a> . At this time, we have not identified Terex site specific impacts on biodiversity.
101-3 Access and benefit-sharing	This disclosure is not relevant to Terex because we do not use genetic resources to conduct research and development on the genetic or biochemical composition of resources.
101-4 Identification of biodiversity impacts	See response to GRI standard 101-2. For the 2025 Supplier Risk Assessment, the top 3 actual or potential environmental impacts that our suppliers reported were: waste management, hazardous waste production, and air pollution. Two suppliers noted deforestation as an actual or potential negative impact and 16 suppliers noted soil pollution as an actual or potential negative impact. Approximately 51% of suppliers noted they have not identified any actual or potential negative impacts on the environment.



101-5 Locations with biodiversity impacts	At this time, we have not identified Terex site specific impacts on biodiversity. The majority of suppliers that reported actual or potential deforestation and/or soil pollution impacts via the 2025 Supplier Risk Assessment are based in the EMEAR region.
101-6 Direct drivers of biodiversity loss	At this time, we have not identified Terex site specific impacts on biodiversity.
101-7 Changes to the state of biodiversity	See response to GRI standard 101-6.
101-8 Ecosystem services	See response to GRI standard 101-6.
102-1 Transition plan for climate change mitigation	At this time, we do not have a climate transition plan.
102-2 Climate change adaptation plan	At this time, we do not have a climate adaptation plan. Through our DMA process, we found two material impacts regarding climate risk: a. team members' health and safety while commuting and working due to climate-related severe weather and rising temperatures; and b. negative impacts on the economic development of communities due to climate disasters where decreased access to Terex products slows the rebuilding of infrastructure after the crisis. Through our DMA process, we also found one material risk (climate-related interruptions to supply chain, logistics, and operations could disrupt Terex's financial performance) and one material opportunity (strategic, financial, and reputational advantages driven by meeting increased expectations for net-zero transformation/lower carbon emissions, climate resilience, and climate risk management and disclosure).
102-3 Just transition	At this time, we do not have a climate adaptation plan and therefore cannot assess its impact on our workforce/communities.
102-4 GHG emissions reduction targets and progress	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> and our annual <a href="#">CDP response</a> . We currently do not have a Scope 3 emissions target. Biogenic emissions are not relevant to our organization. The emissions target is location based. Information regarding how the target aligns with the latest scientific evidence on the effort needed to limit global warming to 1.5°C is either not available or not publicly disclosed. Information regarding a gross greenhouse gas (GHG) emissions reduction target revision policy is either not available or not publicly disclosed. The GHG protocol methodology and Greenstone Software were used to calculate and report on the emissions data.
102-5 Scope 1 GHG Emissions	See the Operational Energy Use & GHG Emissions Production and External Assurance sections of the <a href="#">2025 Sustainability Report</a> and our annual <a href="#">CDP response</a> . Biogenic emissions are not relevant to our organization. Terex does not remove or trade emissions or calculate avoided emissions. The conversion factors used were aligned with the GHG protocol methodology. 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. All changes have been deemed immaterial.
102-6 Scope 2 GHG Emissions	See response to GRI standard 102-5.
102-7 Scope 3 GHG Emissions	See response to GRI standard 102-5.
102-8 GHG emissions intensity	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> . Scope 1 and Scope 2 emissions are included in the intensity ratio.
102-9 GHG removals in the value chain	Terex does not currently remove or trade GHG Emissions.
102-10 Carbon credits	To date, we have not purchased carbon credits.
103-1 Energy policies and commitments	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> .
103-2 Energy consumption and self-generation within the organization	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> . Information regarding each activity in which the fuel is consumed for each renewable and non-renewable energy source is either not available or not publicly disclosed. Information regarding the electricity, heating, cooling, and steam consumption for each renewable and nonrenewable energy source is either not available or not publicly disclosed. Calibrated utility meters and the GHG protocol methodology with regional verified conversion factors such as the IEA, EPA, & DEFRA were used to calculate and report energy consumption data.
103-3 Upstream and downstream energy consumption	This information is either not available or is not publicly disclosed.
103-4 Energy intensity	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> . The energy intensity ratio does not include energy consumption in its upstream and downstream value chain. The types of energy consumption included in the energy intensity ratio include fuel (i.e. gas, oil, LPG for process, space heating, vehicles, etc.) and electricity.
103-5 Reduction in energy consumption	See our annual <a href="#">CDP response</a> . Information regarding the types of energy consumption included in the energy reduction is either not available or not publicly disclosed. Information regarding whether the reduction in energy consumption was achieved within the organization or in its upstream and downstream value chain and the upstream and downstream categories in which reduction was achieved is either not available or not publicly disclosed. The reduction in energy consumption figures are estimated, modeled, or sourced from direct measurements. Baseline year 2019 was chosen for calculating the reduction in energy consumption due to the confidence in the accuracy in the data associated. The figures are included in the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> . The GHG protocol methodology was used to calculate the data using Greenstone software.
201-1 Direct economic value generated and distributed	Not applicable: This is not a material topic per our DMA.
201-2 Financial implications and other risks and opportunities due to climate change	Not applicable: This is not a material topic per our DMA.

201-3 Defined benefit plan obligations and other retirement plans	Not applicable: This is not a material topic per our DMA.
201-4 Financial assistance received from government	Not applicable: This is not a material topic per our DMA.
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not applicable: This is not a material topic per our DMA.
202-2 Proportion of senior management hired from the local community	Not applicable: This is not a material topic per our DMA.
203-1 Infrastructure investments and services supported	Not applicable: This is not a material topic per our DMA.
203-2 Significant indirect economic impacts	Not applicable: This is not a material topic per our DMA.
204-1 Proportion of spending on local suppliers	This information is either not available or is not publicly disclosed.
205-1 Operations assessed for risks related to corruption	Not applicable: This is not a material topic per our DMA.
205-2 Communication and training about anti-corruption policies and procedures	Not applicable: This is not a material topic per our DMA.
205-3 Confirmed incidents of corruption and actions taken	Not applicable: This is not a material topic per our DMA.
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable: This is not a material topic per our DMA.
207-1 Approach to tax	Not applicable: This is not a material topic per our DMA.
207-2 Tax governance, control, and risk management	Not applicable: This is not a material topic per our DMA.
207-3 Stakeholder engagement and management of concerns related to tax	Not applicable: This is not a material topic per our DMA.
207-4 Country-by-country reporting	Not applicable: This is not a material topic per our DMA.
301-1 Materials used by weight or volume	This information is either not available or is not publicly disclosed.
301-2 Recycled input materials used	This information is either not available or is not publicly disclosed.
301-3 Reclaimed products and their packaging materials	This information is either not available or is not publicly disclosed.
302-1 Energy consumption within the organization	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> and refer to our annual <a href="#">CDP response</a> .
302-2 Energy consumption outside of the organization	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> . Note: Energy outside of the organization is reflected in Scope 3 emissions data.
302-3 Energy intensity	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> and refer to our annual <a href="#">CDP response</a> .
302-4 Reduction of energy consumption	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> and refer to our annual <a href="#">CDP response</a> .
302-5 Reductions in energy requirements of products and services	We do not collect or report on this information for all of our products collectively. However, for specific examples of energy efficient products, see the Product Innovation & Solutions that Support Sustainability section of the <a href="#">2025 Sustainability Report</a> .
303-1 Interactions with water as a shared resource	See the Water Stewardship section of the <a href="#">2025 Sustainability Report</a> for preliminary information regarding this topic.
303-2 Management of water discharge-related impacts	See the Water Stewardship section of the <a href="#">2025 Sustainability Report</a> . Terex adheres to each facilities local regulations in relation to water discharge.
303-3 Water withdrawal	This information is either not available or is not publicly disclosed.
303-4 Water discharge	This information is either not available or is not publicly disclosed.
303-5 Water consumption	This information is either not available or is not publicly disclosed.

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.
304-2 Significant impacts of activities, products and services on biodiversity	See response to GRI standard 101-2.
304-3 Habitats protected or restored	See the Biodiversity and Community Impact, Development, & Engagement sections of the <a href="#">2025 Sustainability Report</a> for examples of efforts taken to improve/restore habitats at our sites and in our communities. We partnered with third parties for some of these initiatives.
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.
305-1 Direct (Scope 1) GHG emissions	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> and refer to our annual <a href="#">CDP response</a> . Note: biogenic emissions are not relevant to the organization.
305-2 Energy indirect (Scope 2) GHG emissions	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> and refer to our annual <a href="#">CDP response</a> .
305-3 Other indirect (Scope 3) GHG emissions	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> . Note: biogenic emissions are not relevant to the organization.
305-4 GHG emissions intensity	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> and refer to our annual <a href="#">CDP response</a> .
305-5 Reduction of GHG Emissions	See the Operational Energy Use & GHG Emissions Production section of the <a href="#">2025 Sustainability Report</a> and refer to our annual <a href="#">CDP response</a> .
305-6 Emissions of ozone-depleting substances (ODS)	This information is either not available or is not publicly disclosed.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This information is either not available or is not publicly disclosed.
306-1 Waste generation and significant waste-related impacts	Through our DMA process, we found two material impacts related to waste management: a. poor waste management of Terex end users may harm human and environmental health through pollution, landfill, and toxic chemical releases, and b. reducing waste such as waste from operations, demolition waste, hazardous waste, and single-use plastic can improve environmental health through better land use, cleaner water and soil, and reduced economic societal costs.
306-2 Management of significant waste-related impacts	For information on actions taken to minimize the generation of waste, see the Waste Management section of the <a href="#">2025 Sustainability Report</a> .
306-3 Waste generated	This information is either not available or is not publicly disclosed.
306-4 Waste diverted from disposal	This information is either not available or is not publicly disclosed.
306-5 Waste directed to disposal	This information is either not available or is not publicly disclosed.
308-1 New suppliers that were screened using environmental criteria	We surveyed some of our new suppliers that were onboarded since the previous assessment on environmental criteria via the 2025 Supplier Risk Assessment.
308-2 Negative environmental impacts in the supply chain and actions taken	We surveyed 751 suppliers regarding environmental impacts via the 2025 Supplier Risk Assessment. Approximately 49% of suppliers who responded to the survey noted actual or potential environmental impacts. The top 3 actual or potential environmental impacts that our suppliers reported were: waste management, hazardous waste production, and air pollution. We are working with low performing/potentially high-risk suppliers on their review/implementation of their risk mitigation plans. No disciplinary actions have been taken against suppliers as a result of the 2025 Supplier Risk Assessment.
401-1 New employee hires and employee turnover	See the Team Member Demographics section of the <a href="#">2025 Sustainability Report</a> .
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 and a US physical wellness program. We also offer a stock purchase plan. Non-employees (contractors/temps) do not receive benefits through Terex. Part-time team members must work a minimum of 30 hours a week to receive benefits. 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	Not applicable: This is not a material topic per our DMA.
403-1 Occupational health and safety management system	Terex has a HSE Management Strategy and programs in place that exceeds legal requirements and covers all employees. Each manufacturing site has a contractor safety program designed to help ensure safe third-party work while at Terex locations. HSE professionals employed by Terex are responsible for the HSE Management Strategy. Our HSE professionals meet on a regular cadence, focusing mostly on continuous improvement of our HSE program and our journey to Zero Harm. See the Health & Safety section of the <a href="#">2025 Sustainability Report</a> .

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. We have a strict no retaliation policy at Terex. 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 HSE program. The head of the HSE program oversees or leads all HSE investigations, unless he is conflicted out. See the Health & Safety section of the <a href="#">2025 Sustainability Report</a> .
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.
403-4 Worker participation, consultation, and communication on occupational health and safety	At our Durand, Michigan, United States facility, a worker health and safety committee exists pursuant to an applicable collective bargaining agreement. The safety committee meets with management, and during this time, safety concerns, suggestions, and improvements are discussed. All Washington state sites also have safety committees. Team members in the committees participate in risk assessments, kaizen events, incident investigations, and more.
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 and training may be delivered online or in person, is conducted free of charge during working hours, and is mandatory. For more information, see the Health & Safety and Training & Skills Development sections of the <a href="#">2025 Sustainability Report</a> and the response to GRI standard 2-8.
403-6 Promotion of worker health	See the Health & Safety and Team Member Well-Being sections of the <a href="#">2025 Sustainability Report</a> and our response to GRI standard 401-2.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See the Product Quality & Safety and Health & Safety sections of the <a href="#">2025 Sustainability Report</a> .
403-8 Workers covered by an occupational health and safety management system	100% of our team members and contractors are covered by our HSE Management Strategy and program. We audit our HSE program on a regular cadence and various sites are certified to certain health and safety standards. See the Health & Safety section of the <a href="#">2025 Sustainability Report</a> .
403-9 Work-related injuries	In 2024, 154 team members and contractors experienced an injury or illness serious enough to receive treatment beyond first-aid care (indicating 154 recordable work-related accidents). In 2024, 38 team members and contractors were taken off work due to work-related illnesses or injuries. Terex had zero work-related fatalities of employees and contractors in 2024. Terex currently uses the OSHA recordkeeping method to classify work-related illnesses and injuries globally. We do not track hours worked by contractors (non-employees) and team members separately, and we do not track the number of high-consequence work-related injuries. See the Health & Safety section of the <a href="#">2025 Sustainability Report</a> .
403-10 Work-related ill health	This information is either not available or is not publicly disclosed.
404-1 Average hours of training per year per employee	During the reporting period, the average training hours per employee was 3.55, the average training hours per female employee was 4.66, and the average training hours per male was 3.28. The average training hours per direct manufacturing employee was 1.55, the average training hours per indirect manufacturing employee was 4.56, and the average training hours per SG&A employee was 5.38. See the Training & Skills Development section of the <a href="#">2025 Sustainability Report</a> . Note: Terex training hour metrics do not include all training hours such as on-the-job training. The metrics only captures training hours logged in our employee management system.
404-2 Programs for upgrading employee skills and transition assistance programs	In 2024, all of our team members completed a combined total of ~40,500 online training hours for a wide variety of courses. In 2024, over 490 team members participated in in-person training, including each of the four "Success" programs. Terex offers transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. See the Training & Skills Development section of the <a href="#">2025 Sustainability Report</a> . Note: Terex training hour metrics do not include all training hours such as on-the-job training. The metrics only captures training hours logged in our employee management system.
404-3 Percentage of employees receiving regular performance and career development reviews	In 2024, 76% of our workforce (excluding direct manufacturing team members) participated in mid-year and end-of-year performance and career development reviews, comprising of 47% indirect SG&A team members and 53% 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. Of the total population of team members that participated in performance reviews, 74% were male and 26% 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.
405-1 Diversity of governance bodies and employees	Not applicable: This topic is not a material topic per our DMA.
405-2 Ratio of basic salary and remuneration of women to men	Not applicable: This topic is not a material topic per our DMA.
406-1 Incidents of discrimination and corrective actions taken	Not applicable: This topic is not a material topic per our DMA.
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable: This topic is not a material topic per our DMA.
408-1 Operations and suppliers at significant risk for incidents of child labor	Terex complies with all applicable laws regarding minimum age of employment. Terex is not aware of any incidents of child labor or young workers exposed to hazardous work in our supply chain or in our operations. We have not identified any suppliers engaging in child labor through the results of our 2025 Supplier Risk Assessment. No disciplinary actions have been taken against suppliers based on the results of the 2025 Supplier Risk Assessment. See the Forced Labor and Supply Chain Due Diligence & Responsible Procurement sections of the <a href="#">2025 Sustainability Report</a> .
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Terex prohibits any forced or compulsory labor and is not aware of any incidents of forced or compulsory labor in our supply chain or in our operations. See the response to GRI standard 408-1.
410-1 Security personnel trained in human rights policies or procedures	Not applicable: This topic is not a material topic per our DMA.

411-1 Incidents of violations involving rights of indigenous peoples	Terex is 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 GRI standard 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. All manufacturing sites are required to have a minimum of two community engagement events each year. See the Forced Labor, Supply Chain Due Diligence & Responsible Procurement, and Community Impact, Development, & Engagement sections of the <a href="#">2025 Sustainability Report</a> .
413-2 Operations with significant actual and potential negative impacts on local communities	Through the DMA process, we found one material (and positive) impact on the community. The assessment did not identify any material negative impacts. We mitigate actual or potential negative impacts by complying with all local, state, federal, or national laws.
414-1 New suppliers that were screened using social criteria	We surveyed some of our new suppliers that were onboarded since the previous Supplier Risk Assessment on social criteria via the 2025 Supplier Risk Assessment. Suppliers selected to complete the Supplier Risk Assessment are also offered training to help them complete it.
414-2 Negative social impacts in the supply chain and actions taken	751 suppliers were surveyed regarding social impacts (including human rights related questions) via the 2025 Supplier Risk Assessment. Of the suppliers who responded to the 2025 Supplier Risk Assessment, ~21% do not have a grievance mechanism in place for their employees and ~5% do not pay all employees a living wage. The Supplier Risk Assessment has scoring built into it to identify and analyze high-level actual or potential negative impacts based on the responses from suppliers. Additionally, we ask suppliers what human rights-related risks are most likely to have the greatest negative impact on their workforce, society, and the environment given their company's activities and business relationships. For the 2025 Supplier Risk Assessment, the top three human rights risks that are most likely to have the greatest impact on their business were: pollution/environmental impacts, climate change, and unsafe working conditions. Approximately 68% of suppliers noted they have not identified any risks.
415-1 Political contributions	Not applicable: This topic is not a material topic per our DMA.
416-1 Assessment of the health and safety impacts of product and service categories	See the Product Quality & Safety section of the <a href="#">2025 Sustainability Report</a> for general information regarding this topic. The percentage of significant product and service categories for which health and safety impacts are assessed for improvement is either not available or not publicly disclosed.
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.
417-1 Requirements for product and service information and labeling	Terex complies with all applicable product and service information and labeling requirements. The information requested is either not available or is not publicly disclosed.
417-2 Incidents of non-compliance concerning product and service information and labeling	This information is either not available or is not publicly disclosed.
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 not aware of any incidents of non-compliance with regulations concerning 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. Terex is not aware of any identified leaks, thefts, or losses of customer data that occurred in 2024.

## 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](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 Generally Accepted Accounting Principles. 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 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.