

ESG 22



Spotlight on Our Company

8,600

Team Members Worldwide
as of 12/31/21

31



Located in
31 different
countries



NEWEST LOCATIONS IN 2022
Ireland, Finland, Canada

3.9

billion in
revenue
increased 26%
year-over-year
(as of 12/31/21)



First ESG Materiality
Assessment Completed

DIVERSE & INCLUSIVE BOARD OF DIRECTORS, OF EIGHT

- 3** Women
- 1** Caribbean-American
- 1** Native American




1st in 2022 to
market with an all
Electric Utility Truck

ELECTRIC & HYBRID OFFERINGS

~ **60%** of MP products
&
~ **70%** of Genie Mobile
Elevating Work
Platforms
(as of 12/31/21)

9

Affinity Groups with
more than **350** team
members



Telematics hardware was active on approximately
53,000 MP and AWP machines
(as of 12/31/21)

What our team members are saying

"I enjoy the flexibility my job provides me and the fact I am involved in more than one aspect of the business. My global leader is amazing, and he pushes me to be better, learn more and develop my existing skills." **Australia**

"The team that I work with is **WORLD CLASS**. I have never worked with a team that gets work done in the way that we do, without compromising safety and quality while we do it." **US**

"There's a real culture of growth and continuous improvement that stands as a foundation of our leadership team... I think leadership does a great job of Servant Leadership, and I am proud of where I work and what I do."
US

"We work well as a team, the work environment is great and we are well supported by our immediate leader as well as the broader regional leadership." **UAE**

"As a graduate new to the business, I feel like everyone made an extra effort to help me feel welcomed into the business. I am made to feel capable through trust invested in me from my manager and other managers within the business."
UK

Terex Supports UN Sustainable Development Goals (SDGs)

While Terex supports all 17 SDGs, we have identified 8 where we have the greatest impact.

Product Development, Stewardship, and Innovation: Energy & GHG Emissions

Sustainable Development Goals



Our Commitment

We are committed to product innovation and environmental stewardship.

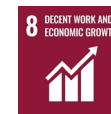
Our Progress & Actions

By year-end 2021, approximately 60% of MP products and 70% of Genie's mobile elevating work platforms (MEWPs) offered electric and/or hybrid options. MP offers products that support the circular economy.

For more information, please refer to the "Innovating Environmentally Friendly Products" section of this report.

Product Development, Stewardship, and Innovation: Product Quality & Safety

Sustainable Development Goals



Our Commitment

Our Zero Defects goal is that every machine coming out of our plants is high quality and free from defects.

Our Progress & Actions

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

Zero Defects is a key element of MP's Operating System. The Genie "Quality By Design" brand promise encompasses all aspects of Genie's operations and is consistent with the Terex goal of high-quality, zero-defect machines.

For more information, please refer to the "Product Quality & Compliance" and the "Innovating Products for Safer Work Practices" sections of this report.

Operational Environmental Stewardship, Climate Risk & Resilience

Sustainable Development Goals



Our Commitment

- 15% reduction in GHG emissions by 2024
- 15% reduction in our global energy intensity by 2024

Our Progress & Actions

Carbon and energy reduction initiatives are planned throughout the organization and Terex locations are conducting energy-related audits to reduce reliance on energy consumption, reduce GHG emissions and identify other areas for short, medium and long-term improvements.

In 2021, Terex's overall GHG emissions and energy consumption did increase principally due to improved economic activity across our locations as compared with 2020, easing of COVID-19 restrictions, and the return of the workforce to our sites. Business acquisitions and an increase in reporting activity across many sites have also had an impact on reporting figures.

For more information, please refer to the "Environment" section of this report.

Team Member Health, Safety & Well-Being

Sustainable Development Goals



Our Commitment

- 0.2 Lost Time Rate by 2024
- 1.0 Total Recordable Incident Rate by 2024

Our Progress & Actions

The Terex HSE program drives accountability through detailed metrics and transparency of health, safety, and environment data.

In 2021 we saw an increase in our total recordable and lost time injury rates. Because of this, we have reevaluated our existing health and safety systems to ensure they meet the needs of the current workforce. We have refocused on the most common drivers of injury in our business and are reengaging leaders in our health and safety processes.

For more information, please refer to the section of the report "A Strong and Engaged Team Committed to Safe Work Practices."

Diversity, Equity & Inclusion

Sustainable Development Goals



Our Commitment

Increase global female representation by Year End 2023:

- Leadership from 14% to 22%
- Line roles from 10% to 15%
- All women from 14% to 19%

Increase minority representation in the U.S. by 2025:

- Leadership from 7% to 10%
- Management from 11% to 15%
- Indirect manufacturing and SG&A from 18% to 22%

Increase female representation in APAC and EMEAR by 2025:

- APAC female leadership from 7% to 14%
- EMEAR female leadership from 19% to 22%
- EMEAR female management from 16% to 19%
- EMEAR female line roles from 11% to 14%

Our Progress & Actions

Since 2013 we have seen a 3% increase of women in leadership, a 4% increase of women in line roles, and a 4% increase of women in the Company.

We continue to develop female and non-majority team members into leadership, management, and other roles.

For more information, please refer to the "Diversity, Equity & Inclusion" section of this report.

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About Our Company

Terex is a diversified global manufacturer of materials processing machinery and aerial work platforms. We design, build and support products used in construction, maintenance, manufacturing, recycling, energy, minerals, and materials management applications. Our products are manufactured in North and South America, Europe, Australia, and Asia and sold worldwide. We operate in two segments: (i) Materials Processing (MP) and (ii) Aerial Work Platforms (AWP).

Our MP segment designs, manufactures, services, and markets materials processing and specialty equipment, including crushers, washing systems, screens, apron feeders, material handlers, pick and carry cranes, rough terrain cranes, tower cranes, wood processing, biomass and recycling equipment, concrete mixer trucks and concrete pavers, conveyors, and their related components and replacement parts. Our AWP segment designs, manufactures, services and markets aerial work platform equipment, utility equipment, and telehandlers.

We are excited about our continued expansion of environmentally friendly product lines. Our AWP and MP product offerings include electric and hybrid options. We were the first in our industry to introduce an all electric utility truck. We invested in two companies that specialize in electrification, enabling our Company to have access to leading battery technology and products. In 2021, approximately 60% of MP products and 70% of Genie's MEWPs offered electric and/or hybrid options.



Purpose, Mission, Vision

At Terex, our Purpose, Mission, Vision and Terex Way values are the foundation upon which our Company is based. They influence everything we do as we work to serve all of our core constituencies: team members, customers, and investors.

Our Purpose

To help improve the lives of people around the world

Our Mission

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

Our Vision

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

Terex Way Values

ESG has been front and center at Terex for many years. Our Terex Way values continue to guide how we conduct business with our stakeholders: team member, customers, shareholders, suppliers, our communities and many others. Our values drive our unwavering focus on Zero Harm safety, strong governance, Diversity, Equity & Inclusion (DEI), responsible environmental stewardship, and support for the communities where we live and work.



Integrity

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



Servant Leadership

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



Respect

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



Courage

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



Improvement

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



Citizenship

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

ESG Governance at Terex

In 2021, Terex formalized its ESG Governance structure. Our Board of Directors oversees ESG, including risks, opportunities, and how ESG informs and influences our Company's strategy. The Board is updated regularly on many aspects of ESG, both as a full Board and in committee meetings.

John Garrison, Terex Chairman and President and Chief Executive Officer, is the leader for ESG at Terex. Under Mr. Garrison, we formed an ESG Executive Steering Committee to provide leadership and support. Responsibilities include developing and implementing the Company's ESG strategy, incorporating ESG into management routines, and measuring and monitoring progress.

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

The committee is comprised of the following:

Environmental

Tony Webb, Senior Director, Health Safety & Environment

Social

Amy George, Senior Vice President, Chief Human Resources Officer

Governance

Scott Posner, Senior Vice President, General Counsel & Secretary

Stacey Babson Kaplan, Vice President, Chief Ethics & Compliance Officer

External Engagement

Julie Beck, Senior Vice President & Chief Financial Officer

Message from John Garrison

Dear Terex Stakeholders:



Terex continues to make great strides in our Environmental, Social and Governance initiatives despite a challenging macro

business environment. Our progress extended across industrial safety, strong governance, Diversity, Equity & Inclusion, and environmental stewardship. Our team members showed resilience and perseverance as we continued to safely deliver for our customers despite supply chain and logistics disruptions, significant inflationary pressures, as well as other global headwinds.

ESG is an essential part of our Execute, Innovate and Grow business strategy. Our Board of Directors is directly involved with ESG at both the full board and committee levels. As Chairman and CEO, I am personally accountable for our ESG commitment. To underscore that ESG is integral to all we do, Terex oversees ESG through an executive-level ESG Steering Committee.

In 2022, we conducted our first ESG materiality assessment, resulting in the prioritization of ESG issues having the greatest impact on our business

and a broad range of stakeholders. We interviewed 34 internal and external stakeholders and surveyed our early talent team members. We are grateful for everyone's engagement and feedback, and we are excited to share the results in this report. Our next steps include further developing our strategy, key themes, goals, metrics and the internal framework to support our sustainability program.

Guided by our Terex Way values, we have been practicing ESG long before it became a universal focus. Our value of Respect supports an inclusive culture where all team members are recognized and have the opportunity to develop in their careers. Our value of Improvement encourages us to set continually higher standards for sustainability, while our value of Servant Leadership supports strong governance. The high value we place on Integrity reminds us that no goal is more important than conducting business ethically, and our value of Courage enables team members to speak up about any issues, ideas, or suggestions. Finally, our value of Citizenship encourages team members to personally support the communities where we live and work. I couldn't be prouder of our team for their continued commitment to ESG, and this commitment is only growing stronger.

During the year, we expanded efforts to support sustainability in the way we operate our facilities by choosing processes that promote clean energy. On a regular cadence, we are tracking essential metrics for reducing greenhouse gas and other targets.

In manufacturing, we significantly increased production of electric and hybrid machines across our product lines, providing our customers with equipment that meets their needs, and the needs of their communities, while reducing their carbon footprint. In 2022, we invested in two technology companies that specialize in electrification to help us accelerate our progress in this critical arena. Our MP segment includes an expanding environmental business line that is helping advance the world's evolution to a more sustainable, circular economy.

This was also a year of significant progress for our DEI program. Here are a few examples:

- We expanded DEI globally and mobilized DEI Advisory Committees focused on recruitment, engagement, development, and retention.
- We launched nine affinity groups to give team members an opportunity to be heard and supported by others with similar interests or frames of reference.

- We continued to provide DEI training throughout the organization.
- We used our internal communications channels to celebrate the diversity of our global workforce including Hispanic Heritage Month, African American History Month, Native American Heritage Month, Pride Month, Diwali, and Lunar New Year.

We are excited about our DEI commitment to make sure our team members feel accepted and have opportunities to grow within Terex.

Thank you for reading these highlights of our year in ESG. For more information on Terex Corporation and our sustainability initiatives, please visit www.terex.com.

Thanks, and stay healthy and safe,

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

ESG Materiality Assessment

This year, we conducted a materiality assessment to identify and prioritize the ESG issues that have the greatest impact on our business and a broad range of stakeholders.

Our materiality assessment, which was facilitated by BSR™, included six steps:



Terex Materiality Assessment Results

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

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

Materiality Assessment Priorities

All ESG topics identified in the materiality assessment are important to Terex. Five areas were identified as priority areas by internal and external stakeholders.

PRIORITY

Product Development, Stewardship & Innovation

Why it is important to Terex

Terex is uniquely positioned to positively impact the environment through product innovation and environmental stewardship. Regulations and job site needs for cleaner-powered and quieter equipment are driving the demand for our electric and hybrid equipment. Our product offerings support recycling and the circular economy, turning waste into useful material, reducing reliance on raw materials, and reducing environmental pollution. Product Development, Stewardship & Innovation is important to maintaining and evolving our brand and for building upon our Terex Way values of Citizenship, in particular good stewards of the environment, and Improvement.

What feedback we received

Our stakeholders uniformly agreed that product development, stewardship and innovation are core business differentiators

and significant areas of opportunity. With the increase in demand for products that support sustainability, Terex should continue to expand into green markets.

What we are doing about it

We have expanded our product offerings to meet regulatory and customer requirements, along with our Company's commitment to being good stewards of the environment. By year-end 2021, approximately 60% of MP products and 70% of Genie's products offered electric and/or hybrid options. MP continues to expand its product offerings that support the circular economy.

For more information about Terex's product development, stewardship and innovation refer to the section "Innovating Environmentally Friendly Products" in this report.

What challenges exist

Currently, supply chain challenges exist, making it difficult to keep up with demand. We have processes in place to manage supply chain challenges and are staying close to our suppliers and our customers.

PRIORITY

Product Quality & Safety

Why it is important to Terex

Innovating products for safer work practices is Priority One when it comes to our end-users. Our distributors, customers, and end-users trust Terex to provide products that help end-users perform their jobs safely. Our product quality goal is that every machine leaving our plants is high quality and defect-free.

Product quality and safety builds upon our Terex Way values of Improvement, Servant Leadership and Citizenship. We are always searching for ways to improve our products, we work to serve the needs of our customers, and we aim to be good stewards of the communities in which we serve.

What feedback we received

Stakeholders regarded Product Quality and Safety as business-critical for meeting regulatory requirements and customer expectations. Failure to do so would significantly damage Terex's reputation and position as a supplier of choice and

could put lives at risk given the nature of the equipment we produce.

What we are doing about it

We purchase, design, manufacture and sell products in compliance with standards and regulations for the markets in which we conduct business. Our safety standards and practices are rigorous. Zero defects is our goal.

We innovate for safer work practices by collaborating with customers to understand their challenges and then design products and features to address these challenges. We also offer telematics technology to provide early safety detection to our customers and distributors.

For more information, please refer to the "Innovating for Safer Work Practices" and "Product Quality & Compliance" sections of this report.

What challenges exist

Due to supply chain impacts, standard work processes are challenged. We have implemented counter measures to continue to implement product safety processes and standards that are rigorous.

PRIORITY

Diversity, Equity & Inclusion

Why it is important to Terex

At Terex, we are committed to DEI. Our vision is to sustain an environment that is inclusive, safe, and equitable for all team members. A workforce that is diverse in background, thought, and experience leads to improved problem-solving and greater innovation. Being fair and impartial in our decisions ensures equity in our workplace. Creating a culture of inclusion is essential for our team members to feel valued, listened to and appreciated. In turn, our team members will be engaged, and we will be an employer of choice. DEI is embedded in our Terex Way value of Respect, which ensures that we value the differences in people's thinking, backgrounds, and cultures and treat all people with dignity and respect.

What feedback we received

Our stakeholders identified DEI as a critical issue for Terex's business success and reputation, especially in relation to talent recruitment and retention. Diversity of background and thought was viewed as a path for Terex to remain innovative and competitive, especially as the industry has had challenges attracting diverse talent.

What we are doing about it

We expanded our DEI focus from increasing the representation of women at Terex globally to increasing the representation of under-represented groups. Our strategy includes recruiting, engaging, developing, and retaining team members, with an emphasis on female and non-majority team members.

For more information about our DEI program and progress, refer to the "Diversity, Equity & Inclusion" section of this report.

What challenges exist

The availability of talent and attracting diverse talent to our industry is challenging. The competition for talent across the globe makes it difficult to retain team members. We are addressing these issues through our recruit, engage, develop and retain strategies.

PRIORITY

The Team Member Health, Safety & Well-Being

Why it is important to Terex

As it has for many years, safety continues to be an absolute way of life at Terex. We are committed to continuous safety improvement and "Zero Harm" to each. We believe that our team should be safe at work every day.

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

We strive to be the safest and best place to work in our industry. Our Terex Way value of Respect includes providing a safe and healthy environment for our team members.

What feedback we received

Team member health and safety are important to internal and external stakeholders. Keeping team members safe and driving our Zero Harm culture was described as paramount for Terex. Team member well-being is viewed as increasingly important.

What we are doing about it

We continue to press for a Zero Harm safety culture, implementing new programs to prevent injuries. We have added resources to improve the well-being of our team members and their families.

Please refer to the "A Strong and Supportive Team Committed to Safe Work Practices" section in this report to learn more about our Zero Harm commitment, safety programs, and safety targets. Refer to the "Team Member Well-Being" section of this report for more information about resources available to team members.

What challenges exist

We are challenged by the supply chain impact on our team members' daily work and the resulting safety challenges. Team member turnover also impacts our safety practices, with the high rate of new team members joining our Company. We have implemented counter measures to address these challenges.

PRIORITY

Team Member Attraction, Engagement, Development & Retention

Why it is important to Terex

At Terex, we believe that an engaged, capable, and highly skilled team is key to successfully executing our Company's Execute, Innovate & Grow strategy, being the employer of choice, and attracting and retaining team members. Team member attraction, engagement, development and retention are reflected in our Terex Way values of Respect, Improvement and Servant Leadership.

What feedback we received

Our external and internal stakeholders underscored that team member attraction, retention, engagement, and development are crucial to building a strong team that will execute our Company strategy. Offering benefits that will attract and retain team members is viewed as critical for continuous innovation and remaining competitive, especially as Terex adapts and seeks to capture emerging opportunities related to energy transition, automation, and new technologies.

What we are doing about it

We promote professional growth and learning among new and existing team members, foster involvement in and enthusiasm for work, and drive a positive attachment to the organization. We measure our engagement through our annual team member survey and follow up with action plans. We match team member aspirations with the needs of the business and provide competitive compensation and benefits to remain an employer of choice and retain key talent.

For more information, please refer to the "Team Member Engagement," "Team Member Well-Being," "Training," "Performance Management," and "Competitive Compensation and Benefits" sections in this report.

What challenges exist

Due to the post-pandemic economic environment, talent is increasingly difficult to attract and retain in a competitive landscape, a volatile labor market, and an often-overlooked industry. Please refer to "What we are doing about it" in the section above, which describes our plan to overcome these challenges.

Environment

In This Section

Operating Our Business in an Environmentally Friendly Way

Innovating Environmentally Friendly Products

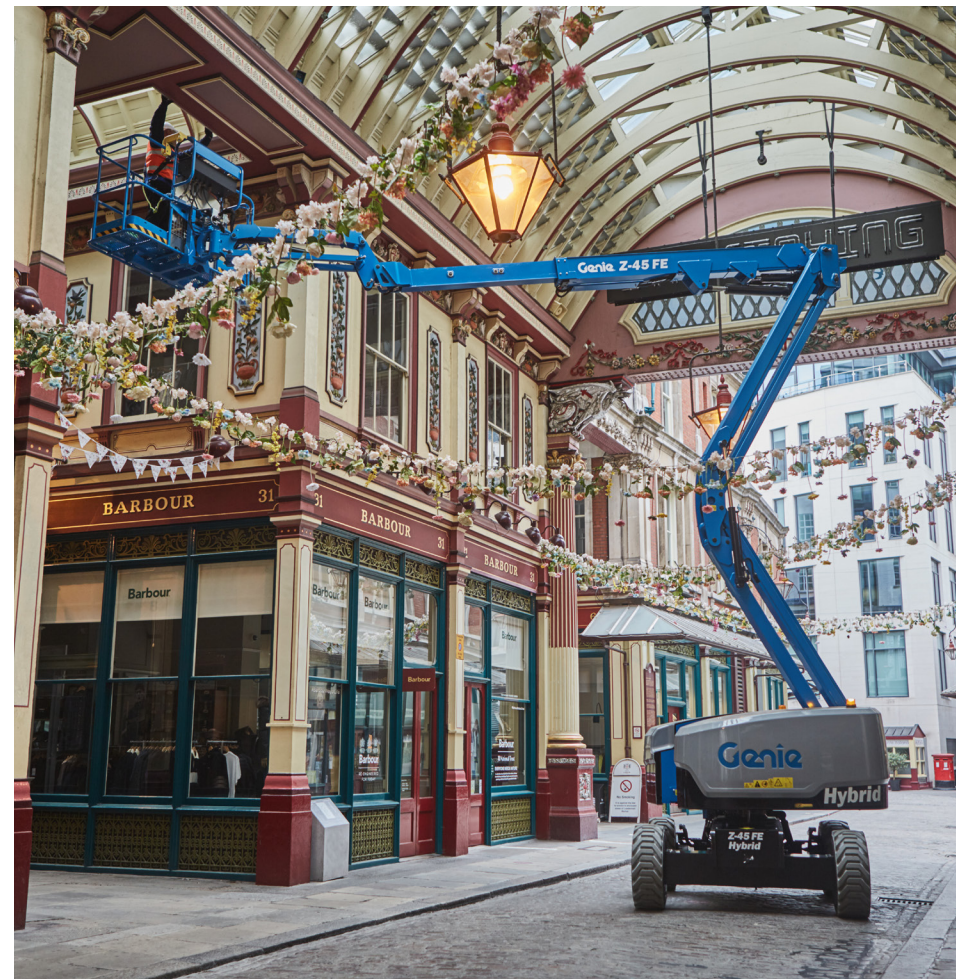


Operating Our Business in an Environmentally Friendly Way

We are good stewards of the environment in the communities where we live and where our products are used. We comply with all permitting laws, implement processes that reduce sources of pollution, and have controls in place to prevent and detect non-compliance.

We are on a carbon reduction journey and believe that our Company and all team members play an important role in reversing climate change. In 2021, our Terex locations worldwide continued to actively move forward with projects to increase energy efficiency and to reduce emissions and waste. We have implemented a wide range of carbon reduction initiatives and energy efficiency actions while simultaneously increasing our use of clean energy technology and promoting the utilization of renewable energy sources to minimize our impact on the environment.

During 2021, Terex integrated several sustainable solutions into its business operations. On a wide-scale basis, we installed LED lighting at our facilities, with approximately 65% of our Terex plants either having already implemented or begun the process of converting to LED lighting. Terex optimized requirements for compressed air at various locations in the US, EU and the UK, resulting in significant energy savings. Terex replaced and updated standard office printing equipment with more energy-efficient multiservice models and created centralized printing stations, lowering respective waste streams and energy usage. Terex updated breakroom materials to be eco-friendly, replacing plastic utensils and cups with paper options, promoting packaging recovery and recycling. Terex continues to implement additional recycling programs to include personal protective equipment and manufacturing substances and materials. On an individual team member level, we continue to contribute to purchasing bicycles and leasing of electric/hybrid vehicles.





SPOTLIGHT

Terex Supports Children’s Playground Improvements — Recycling Safety Shoes

AWP Umbertide (Italy) has partnered with Back to Work® to generate secondary raw materials by recycling work shoes. The Umbertide team collects and donates old work shoes for the redevelopment of public playgrounds with anti-trauma flooring generated by the shoe recycling process. For one square meter of flooring, 70 pairs of safety shoes are needed.

Our environmental roadmaps outline a structure for Terex to reduce hazards and exposures, adhere to the law, and proactively improve processes. We have environmental roadmaps for air emissions, chemical management, energy conservation/GHG reduction, hazardous waste solid groundwater and stormwater, water management, waste management, and environmental management.

Additionally, we expect all suppliers to demonstrate a commitment to responsible stewardship. We retain the right to verify compliance through supplier audits, and we expect suppliers to conduct self-evaluations to maintain compliance and correct any deficiencies. See the [Terex Supplier Code of Conduct](#) for more information.

Greenhouse Gas Reduction & Energy Conservation

We are targeting a 15% reduction in Greenhouse Gas (“GHG”) intensity emissions by 2024 from our 2019 baseline. We monitor GHG emissions from direct combustions, electricity, refrigerants and vehicle fuel usage. Our manufacturing sites participate in our greenhouse gas emission reduction campaign and are required to put processes in place that will reduce emissions. A successful example of this is the elimination of forklift use for transport and material movement in key manufacturing areas within the Terex Hosur India plant. Alternative equipment was introduced, which utilizes cleaner energy sources, resulting in significant on-site fuel reduction usage.

15%

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

Similar to our Greenhouse Gas reduction goal, our global energy intensity conservation goal is a 15% reduction from our 2019 baseline by 2024. We believe our new facilities, our upgrades, and our process improvements will continue to increase our energy efficiency. Teams across Terex are actively engaged in projects to reduce their overall energy consumption and transition to renewable energy sources. Successful examples of our energy reduction initiatives include: compressed air leak optimization projects that identified and fixed leaks at a number of Terex locations resulting in a reduction of the compressor run times; solar panel installations for renewable energy generation; lighting replacement projects; and speed roller door implementations that optimized energy retention at our plants.

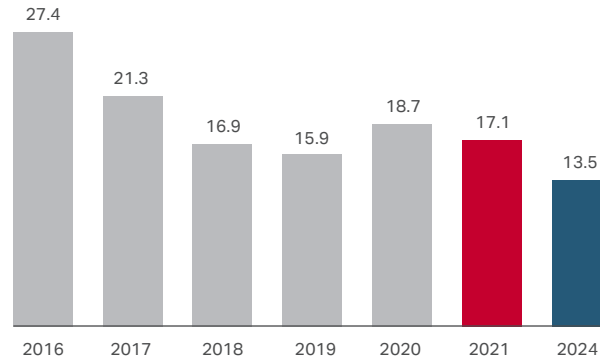
ENVIRONMENT

On a revenue basis, our GHG emissions and energy consumption decreased from 2020 to 2021. However, absolute GHG emissions and energy consumption did increase during 2021, mainly due to increased economic activity across our locations as compared to 2020, with COVID-19 restrictions being lifted and the return of the workforce to our sites and more work-related travel. Business acquisitions and an increase in reporting activity across many sites has also had an impact on reporting figures.

Carbon and energy reduction initiatives are planned and being implemented throughout the organization globally. Terex locations are conducting energy-related audits to identify opportunities that will support our 15% reduction goals in GHG emissions and energy consumption globally.

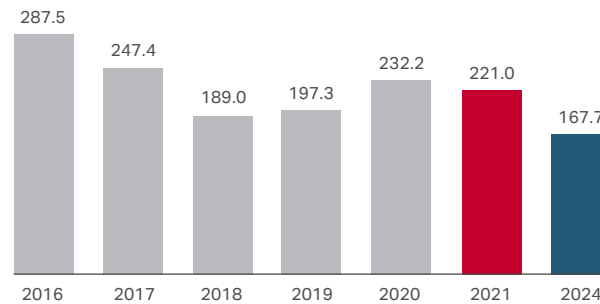
GHG Emissions Intensity

Absolute metric tons CO₂e/ million dollars of revenue



Energy Intensity

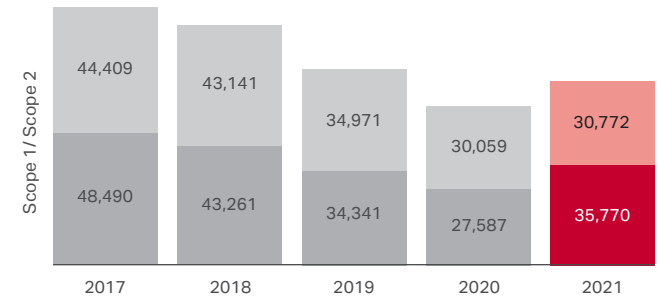
Absolute gigajoules energy use/million dollars of revenue



*The GHG Emissions Intensity, Energy Intensity, Absolute Emissions (Scope 1 & Scope 2) and Total Energy Consumption data includes reported information from 76 Terex sites and does not include information from all Terex locations. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).

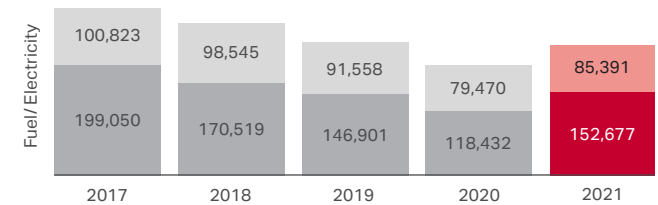
Absolute GHG Emissions

MT CO₂e



Total Energy Consumption

MWh





SPOTLIGHT

Terex Global Energy Audit Program

One of many steps Terex is taking along its journey towards environmental sustainability is performing energy audits at its plants, with a focus on identifying energy-saving opportunities. Plants gain enhanced understanding of their energy utilization, energy costs and their current state in relation to energy usage and optimization.

Innovating Environmentally Friendly Products

Terex is uniquely positioned to positively impact the environment through product innovation and environmental stewardship.

Electric/Hybrid Electric

Our customers want products that operate on battery-electric and fuel-electric hybrid options. We have defined product roadmaps to increase penetration of electrified and alternative energy environmentally friendly products. In fact, by year end 2021, approximately 60% of MP products and 70% of Genie MEWPs offered electric and/or hybrid options.

In 2022, Terex was the first to market with an all-electric utility truck. We partnered with Navistar using their International eMV electric chassis and Viatec using their SmartPTO technology to offer a noise- and emission-free truck. Our all-electric utility truck supports the sustainability goals of our Company, customers and communities.



VIDEO

Genie electric and hybrid options deliver quieter and low or emission free performance. [Watch Video](#)

ENVIRONMENT

As regulations and job site needs for cleaner, quieter equipment have evolved, Terex has been there, innovating its equipment in ways that improve sustainability and help its customers meet their business goals. Many Genie lift models offer electric or hybrid options that deliver quieter, reduced or emission-free performance, which is necessary for indoor working environments, as well as city centers and other job sites with noise and emission restrictions.

In October 2022, Genie introduced to the market its newest electric option, a Lithium-Ion battery for its GS slab scissor lifts. Our Lithium-Ion battery has an expected lifespan of about 10 years, delivering the benefits of electric power while reducing one of the biggest ongoing

maintenance requirements for electric lift owners — battery replacement. Genie Lithium-Ion batteries are purposefully designed for use in MEWPs, have undergone 2.5 years of rigorous testing to ensure performance and reliability, and are certified by Underwriters Laboratory (UL) against fire, electric shock and explosion.

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

Hybrid solutions are available on select utility aerial devices, cranes, and mixer trucks, using battery power to perform certain equipment functions without the engine running.

Overall, we believe that these developments pave the way for much greater change to the way equipment in the future will be powered. Terex has taken the lead on many of these

developments within the industries that we serve, and we will continue to evolve our approach to alternative, environmentally friendly power options as technical capabilities advance, solution economics improve, and customer demand for these solutions increase.





SPOTLIGHT

Environmental Stewardship Through Investments and Supplier Partnerships

Terex has taken a step forward in electrifying America's utility fleets by investing in Viatic, Inc., a leading manufacturer of plug-and-play electronic power take-off ("PTO") systems that support electrification of utility fleets. Viatic's technology is important to reducing the carbon footprint of utility fleets and the investment positions Terex as a strategic partner in fleet electrification. In September 2021, Terex and Viatic launched their latest family of SmartPTO products, which Terex offers on a variety of its Terex Utility trucks. SmartPTO eliminates noise and carbon emissions while also lowering operating costs and extending the life of utility equipment by reducing engine operating hours.

In 2022, Genie and Terex Corporation invested in Acculon Energy, an engineering and connectivity company focused on developing the next generation of electrification solutions for non-automotive equipment applications. Acculon has years of experience at the forefront of advanced battery technology. By partnering with Acculon, Genie is reinforcing its role as a leader in the electrification of the aeriels industry.

Recycling and the Circular Economy

Our MP segment offers products used extensively in the recovery of useful materials from various types of waste. We believe there is an opportunity to capitalize on innovative products that contribute to the circular economy.

We recently acquired the assets of ZenRobotics, a company that designs and creates robots that pick, sort, and recycle waste material. ZenRobotics is a global leader in smart robotic recycling. Its robots, powered by proprietary AI software, make recycling more efficient, accurate and profitable. With ZenRobotics technology, operators can upgrade their recycling infrastructure and lead the way towards a more efficient, circular economy.



ENVIRONMENT

MP's Wash Recycling Plant is another great example of our Company's commitment to offering products that recover useful materials from waste. This plant, an end-to-end solution integrating MP's crushing and screening and washing products, turns waste into clean, re-usable materials. The plant produces two different recycled sands and three different recycled

aggregate products from several waste streams. Of the water used during the process, 95% is available for re-use.

Terex is also active within global waste markets through Terex Ecotec, CBI, Fuchs, and Terex Recycling Systems. Fuchs' material handlers feed complex material (scrap steel, forestry waste, demolition

waste) into downstream equipment, such as our CBI® grinders, Terex® Ecotec shredders and trommels, and mobile crushing and screening equipment from our Powerscreen®, Finlay® and EvoQuip® brands. Our downstream equipment then size-reduces and separates the material into stacks of uniform material that can be repurposed or recycled. Without the

processing performed by our Company's equipment, much of the material being processed would end up in landfills or incinerators.



Wash Recycling Plant — Geneva, Switzerland



Alternative Energy

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

Social

In This Section

A Strong and Supportive Team Committed to Safe Work Practices

Innovating Products for Safer Work Practices

Committed to Diversity, Equity & Inclusion

Helping Team Members Reach Their Full Potential

Competitive Compensation and Benefits

Engaged and Involved In Our Local Communities



A Strong and Supportive Team Committed to Safe Work Practices

Terex attracts, develops, and retains the best people to be part of our team. We have a diverse and highly engaged global workforce. The safety of our team and our end-users is our Number One priority.

Zero Harm: Our Vision for Safety

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



In our Zero Harm environment:

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

SOCIAL

Safety at Terex

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

John Garrison, our Chairman, President and Chief Executive Officer, chairs monthly global meetings with local management and HSE team members to review Near-Misses and lost time injuries so that we can learn from these incidents and prevent them in the future.

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

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

Implementing these programs and achieving their expectations is carried out by a network of HSE professionals supporting our teams across the globe.

The HSE program at Terex drives the organization forward by providing accountability through detailed metrics and transparency of data. We assess the impacts of our businesses globally using an enterprise-wide system to record most of our HSE data. This allows for robust analysis and trending to identify continuous improvement opportunities. We track industry-standard key performance indicators (KPIs), such as injuries, illnesses, Near-Miss events, counter measure closure, training completion and regulatory activities.

Our culture cultivates safe behaviors across our business and empowers our team to act when safe work is not possible. We do this by giving our team members the tools, training, and systems to plan and execute safe work. Every team member at Terex is expected to pause the job if an unsafe condition, an at-risk behavior, or any other condition that poses a risk to the team is present and cannot be resolved in a satisfactory manner. Pausing the job is recognized, and lessons learned are shared with the broader team.



SOCIAL

Preventing Serious Injuries and Fatalities Through Our Life Saving Behaviors

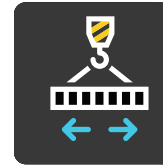
One important component of the HSE program at Terex is Serious Injury and Fatality (“SIF”) Prevention. Terex has identified nine behaviors critical to preventing the most serious incidents in our business. Known as the Life Saving Behaviors, these are non-negotiable rules every team member must follow. The nine Life Saving Behaviors are enabled through our Safety Leadership Standard Work, a framework of expectations for

leaders at all levels of the organization. Exposures that have the potential to result in serious injuries or fatalities are classified, communicated and investigated in accordance with a single Company-wide standard. Improvement is driven by a detailed framework of 11 SIF Road Maps, all designed to reduce the risk of SIF events and enable the Life Saving Behaviors. Implementation of the SIF Road Maps is required for all Terex businesses and is tied to performance management. Progress is monitored by both the CEO and the Board of Directors.

Safety Saves Lives



I protect myself against falls when working at heights.



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



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



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



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



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



I wear my seat belt.



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



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

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

Injury Prevention Behaviors is an important new safety initiative at Terex. Terex analyzed several years of accumulated injury and incident data to identify trends that increased the risk of common hazards and injuries in the

workplace. Injury Prevention Behaviors addresses these preventable injuries to our team members. The initiative was rolled out across the organization, to the shop floor, field and office environments, providing a common language for recognizing and discussing the most common hazards at Terex.

How Team Members Prevent Injuries While on the Job



Seek Help for Discomfort



Don't Use Excessive Force



Careful Material Handling



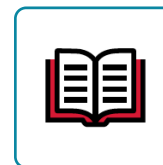
Firm Foundation



Keep Hands and Fingers Clear of Machines



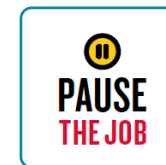
Always Wear Gloves



Follow Standard Work



Know What Moves



Report Near Misses

SPOTLIGHT

Injury Prevention Behaviors

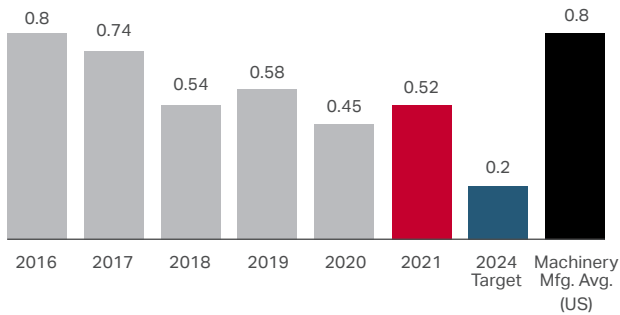
In 2022, Jim Hanley, Genie's HSE Director, received an Execute to Win Award, the Company's highest honor, for developing and championing Injury Prevention Behaviors, an extension of Life Saving Behaviors. The photo shows an enthusiastic training session at Genie's Monterrey, Mexico, facility. By identifying eight key behaviors and emphasizing job pause, the program is helping to avoid injuries and first aid events. The project is a great example of safety leadership and initiative that can impact team members worldwide.



HEALTH AND SAFETY METRICS

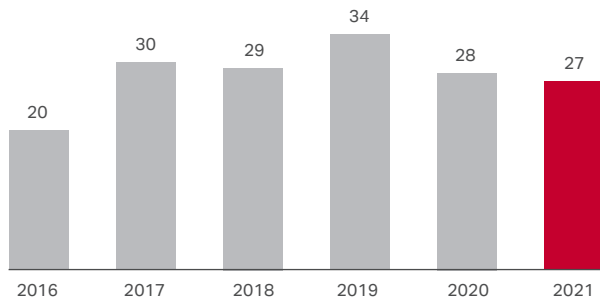
Lost Time Rate

(# Lost Time Injuries *200k)/ Hours



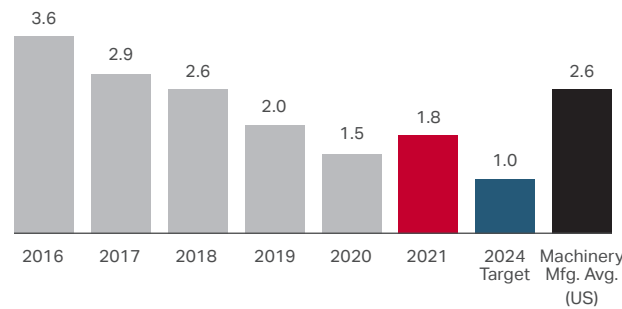
Near Miss Reporting Rate

(# Near Miss Reports *200k)/ Hours



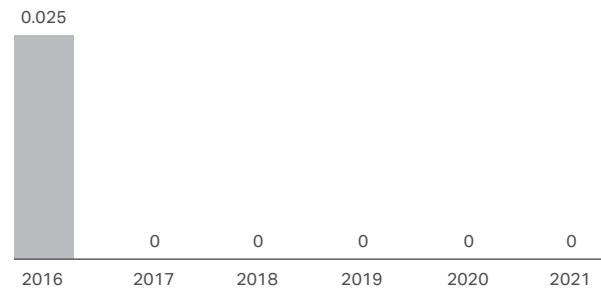
Total Recordable Incident Rate

(# Recordable Injuries *200k)/ Hours



Work Related Fatality Rate

(# Work Related Fatalities *200k)/ Hours



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

In 2021, we saw an increase in our total recordable and lost time injury rates. As a result, we reevaluated our existing health and safety systems to ensure they meet the changing workforce, environment and processes shaped by the aftermath of the pandemic. We have refocused on the most common drivers of injury in our business and are reengaging leaders in our health and safety process.

SOCIAL

Proactive COVID-19 Response

We remain committed to navigating the evolving circumstances surrounding COVID-19. Our goal is to ensure we provide a safe and healthy place for our team members and prevent the spread of illness in our communities. Terex has been diligent in aligning with the latest information and global guidance to protect our team and continue to serve our customers in this challenging environment.

We have put in place precautionary measures covering all areas of our business to protect the health and well-being of our team members, customers, and communities. As the nature of the pandemic evolved, we have adapted to meet the challenge. Since the onset of the pandemic, Terex has implemented remote work more broadly to reduce team member density, enhanced travel safety protocols, modified work processes to enable social distancing, used masking protocols when needed, and enhanced cleaning schedules. We remain diligent in ensuring that team members who feel ill stay home. When needed, we conduct thorough contact tracing when the possibility of exposure exists in our work environment. We continue to actively encourage our team members to get vaccinated and have held vaccine drives at many facilities. Terex has also maintained a consistent line of communication with our teams globally,

sharing the latest health, safety, and well-being information related to COVID-19.

We are pleased with the high level of cooperation from our team members and their commitment to keeping themselves, their colleagues, our customers, and our communities safe and healthy.

Innovating Products for Safer Work Practices

Safety is Priority One for our end-users. Our distributors, customers and end-users trust Terex to produce products that help end-users perform their jobs safely and make job sites operate more efficiently. We do this by collaborating with customers to understand their needs and challenges. We then design products and features that address those challenges.

Our Z-45 SUB (Substation Utility Boom Lift), a joint project of our Genie and Terex Utilities teams, is a prime example of a work practice safety innovation that resulted from close collaboration with substation operators, the end-users of our Utility product line. In a substation, operators use very specialized work practices in areas where there is limited room to maneuver an insulated utility bucket truck due to its size. The Z-45 SUB is a Genie® articulating boom lift that has been upfitted with



Our Z-45 SUB is a prime example of a work practice safety innovation that resulted from close collaboration with substation operators, the end-users of our Utility product line.

dielectric protection. It is smaller and more agile than a utility bucket truck, making users' work practices safer and easier for substation operators to use.

Mobile Elevating Work Platforms such as Genie scissor and boom lifts have become increasingly common on job sites around the world, as they offer a number of advantages over ladders and scaffolding systems in terms of safety, access and

productivity. With platforms spacious enough to accommodate workers and their tools, as well as accessories designed to increase productivity while keeping workers safe, Genie equipment helps people work safely at height — something Genie has been doing since its founding more than 55 years ago.

Technology through connected assets, in particular telematics, allows Terex to provide early safety detection to our customers and dealers. By year-end 2021, telematics hardware was active on approximately 53,000 MP and AWP machines, enabling Terex to provide in-time maintenance support and enhance uptime performance and end-user safety.

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

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



Product Quality & Compliance

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

More than a year ago, Genie introduced its “Quality By Design” brand promise, which reinforces Genie’s commitment,

dating back more than 55 years, to delivering quality for customers and team members. Quality By Design encompasses all aspects of Genie’s operations and is integral to the manufacturing process — consistent with the Terex goal of high quality, zero-defect machines.

Terex remains committed to protecting our customers and product users by purchasing, designing, manufacturing and selling safe products in compliance with standards and regulations for the



QUALITY BY DESIGN

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

markets in which we conduct business. This commitment necessitates our participation with industry organizations and standards development committees as well as continuous monitoring of regulations globally to ensure our products remain in compliance. Terex’s compliance includes such key legislation as:

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

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

Committed To Diversity, Equity & Inclusion

Terex is committed to recruiting, engaging, developing and retaining demographic diversity at all levels of our global workforce. We encourage, value and support team members of every race, gender, age, ability, religion, identity and experience. We strive to create an environment in which our team members feel inspired to work at Terex. We actively seek their engagement and partnership, as we firmly believe that diversity of background, thought and experience leads to improved problem-solving and greater innovation.

We want all our team members to reach their full potential in support of Terex goals. Our culture is defined by our Terex Way values — Integrity, Respect, Improvement, Servant Leadership, Courage, and Citizenship. Our values of Respect and Improvement are driving forces behind our commitment to an inclusive, supportive, equitable, and safe workplace — and encouraging and embracing diverse voices.

We know that diversity alone is not sufficient. We strive to be fair and impartial in our decisions, ensuring equity within our workplace. And we know that creating a culture of inclusion for all our team members is essential. We are committed to all three elements of Diversity, Equity & Inclusion so that every Terex team member feels valued, listened to and appreciated.



*Able & Disabled Allies Partnering Together

**Building Relationships in Diverse Group Environments



SPOTLIGHT

Utilities Team Joins Watertown, South Dakota's Pride in the Park

PRIDE in the Park took place on Saturday, June 25, 2022 at McKinley Park in Watertown, South Dakota, US. This was the 3rd annual PRIDE event in Watertown, and it saw the biggest turnout since the event began. Terex was on-site with a Terex Utility bucket truck displaying the progress flag. During the event, the Terex Utilities team had an opportunity to talk to community members about job opportunities and benefits that we offer.

Expanded Diversity, Equity & Inclusion Focus

In 2020, we pledged to expand our primary Diversity, Equity & Inclusion focus from increasing the representation of women globally to also increasing the representation of under-represented groups in the United States.

We made great progress on this pledge since 2020. Our Company appointed a director to lead global diversity. We also established a DEI Global Governance Council to provide leadership and support. The council includes:

- John Garrison, Terex Chairman, President and CEO
- Amy George, Senior Vice President, Chief Human Resources Officer
- Simon Meester, President, Genie
- Kieran Hegarty, President, Materials Processing
- Gabrielle Tilley, Director, Ethics, Compliance & Diversity and chair of the DEI Global Governance Council
- Pat Brian, Vice President & Managing Director, Mobile Crushing & Screening
- Sharon Foong, General Manager, Southeast Asia, Genie

SOCIAL

We are globally focused on DEI through our Women@Terex initiatives and our U.S., EMEAR and APAC DEI Councils. Across Terex globally, we have implemented actions that focus on recruitment, engagement, development, and retention, consistent with our Diversity, Equity & Inclusion vision and strategy:

OUR VISION

Diversity, Equity & Inclusion

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

Themes	RECRUIT	ENGAGE	DEVELOP	RETAIN
Strategic Objectives	Significantly expand the applicant talent pool and increase representation of female and non-majority professionals.	Ensure that all team members are inspired to work at Terex.	Develop female and non-majority team members into leadership and management roles.	Retain our female and non-majority talent at all levels.
Aspirational Goals	.5% YOY increase of female and non-majority representation in indirect manufacturing, SG&A, management, and leadership roles.	Build on recent trends to increase our DEI index favorability to 85% within our Team Member Perspectives Survey.	Continue to achieve parity or greater promotion rates for women and non-majority team members. <ul style="list-style-type: none"> Women in leadership from 14% to 22% Women in management from 18% to 24% Non-majority in leadership from 7% to 10% Non-majority in management from 11% to 15% 	Retain female and non-majority talent at the same or higher rates than majority team members.
Initiatives Completed	<ul style="list-style-type: none"> Provided Interview Skills Training to more than 350 managers Delivered Unconscious Bias Training to more than 350 leaders Revised job descriptions to establish inclusive language Partnered with CIRCA Works, a diversity recruitment solution, completing more than 50 proactive outreach actions to organizations that represent diverse individuals 	<ul style="list-style-type: none"> Launched nine (9) Affinity Groups, creating a safe space for team members to interact, exchange ideas, network, support one another, and grow. Currently, we have more than 350 team members who actively participate Embarked on a mental health awareness and advocacy initiative 	<ul style="list-style-type: none"> Implemented objective criteria to mitigate unconscious bias during talent reviews Launched Career Corner on our Terex intranet, which is a centralized hub for career-related information, internal job postings, news, events, and other resources Hosted webinars on self-advocacy, internal mobility, authenticity and allyship Enhanced the Terex mentorship program 	<ul style="list-style-type: none"> Completed a comprehensive pay equity study Consistently complete exit interviews to further understand and address retention challenges

Our Company's 2020 Diversity, Equity & Inclusion progress against aspirations

Increase minority representation in the U.S. by 2025:

Leadership from 7% to 10%.

At year-end '21, we were at 7%

Management from 11% to 15%.

At year-end '21, we were at 10%

Indirect Manufacturing and SG&A from 18% to 22%. At year-end '21, we were at 19%

Increase female representation in APAC and EMEAR by 2025:

APAC female leadership from 7% to 14%.

At year-end '21, we were at 4%

EMEAR female leadership from 19% to 22%. At year-end '21, we were at 20%

EMEAR female management from 16% to 19%. At year-end '21, we were at 19%

EMEAR female line roles from 11% to 14%. At year-end '21, we were at 12%

SOCIAL

Women@Terex

For many years, our Company has had in place a vibrant, global initiative to increase representation of women in our workplace because women are often under-represented in manufacturing organizations. We are making excellent progress, requiring diverse candidate slates and supporting women through mentoring, training, and colleague-to-colleague education. We also use our talent development process to identify qualified women for their next role(s) within our organization.

In 2014, we established five-year goals to increase representation in three areas: women in leadership, women in line roles (such as operations, engineering, and sales), and women throughout the organization. Having made progress against these goals, we have extended them for another five years.

Women@Terex 5-Year Goals

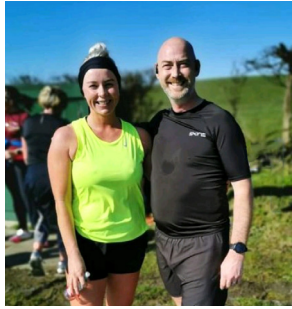
Female Representation	12/31/13 Baseline	12/31/18 Actual	5-Year Goals	12/31/21 Actual	12/31/23 Goals
Leadership	14.4%	16.9%	1% Year-over-Year Improvement	17.4%	21.5%
Line Roles	10%	12.8%	0.5% Year-over-Year Improvement	14.3%	15.2%
All Women	13.9%	16.5%	0.5% Year-over-Year Improvement	18.0%	19.0%

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

At a Terex Board of Directors meeting, our directors and several members of our Executive Leadership team showed their support for #BreakTheBias and a work environment free of bias.



SOCIAL



SPOTLIGHT

International Women's Day

Terex celebrated the 2022 International Women's Day across the organization. Terex teams offered more than 30 webinars and interactive learning events around the world, engaging an estimated 3,000 team members — both women and men — who explored this year's theme, #BreakTheBias. The goal was to hold candid discussions about challenges to gender equity in the world, and to seek solutions to achieving gender parity. Shown here are the International Women's Day events in Australia, including activities to raise funds for Suited to Success, a non-profit that helps people in under-served communities prepare for job interviews. Taking part were MP Jaques and Franna teams, AWP's Genie team (a combined event in Dandenong), as well as Engineering, Production, and Service events in Eagle Farm, Queensland, Australia.

MP Human Resources in Dungannon, Northern Ireland and Coalville, UK, created a unique challenge to encourage team members to be active, re-connect, and support one another. In "Get Moving," seven teams, with 128 team members, competed to cover at least the distance of a round trip between our UK and Ireland sites — a total of 891 miles! The team members walked, ran, rowed, cycled, or swam — anything that clocked in miles! The event welcomed women and men, and highlighted Women's health and well-being, two sub-themes under this year's IWD theme, #BreakTheBias.



Helping Team Members Reach Their Full Potential

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

More than 80% of Team Members Responded to Our Global Engagement Survey

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

Our 2022 Engagement Survey participation rate was world-class, with 84% of team members worldwide participating in the survey. The response rate increased 3% from the prior year (81%), indicating that team members believe that their input is valued and used to drive improvements. Survey metrics included:

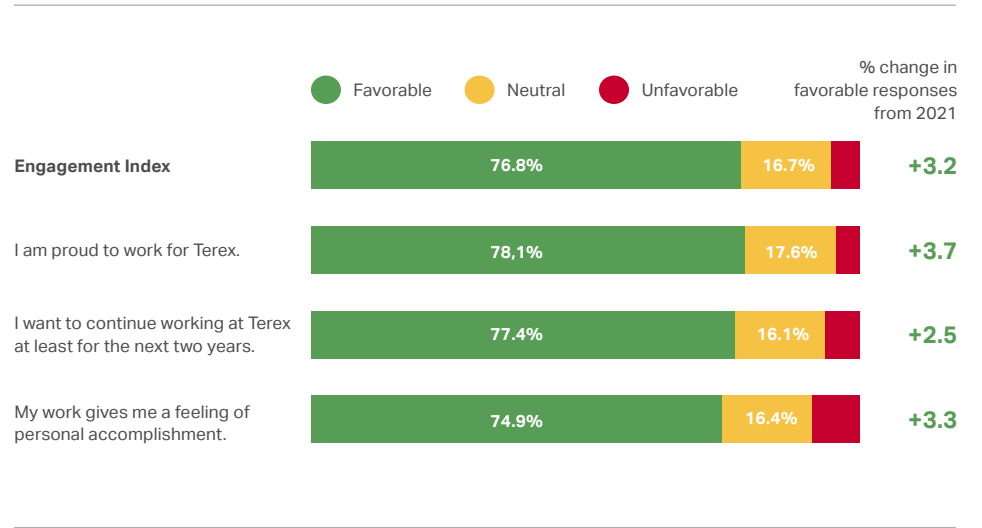
- Engagement Index
- Retention
- Diversity, Equity & Inclusion
- Health/Well-Being
- Team Member Net Promoter Score
- Commitment
- Ethics Index
- Change Management
- Manager Net Promoter Score
- Compensation & Recognition

For several years, Terex has used the Net Promoter Score (NPS) in our team member surveys. The total Terex Team NPS and the total Manager NPS improved over 2021. The overall increase in global Team Member NPS (“How likely are you to recommend Terex to others as a place to

- Total Team Member NPS improved from +3.0 to +8.7
- Total Manager NPS improved from +34.0 to +37.1

work?”) reflects increased team member confidence in our future. In addition, managers’ continued demonstration of Servant Leadership in a challenging environment led to a higher Manager NPS (“How likely are you to recommend your immediate supervisor as someone to work for?”).

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



Consistent with our Zero Harm journey, safety items were among the highest-rated responses in the 2022 survey. These included:

- I am comfortable reporting a safety issue.
- I work in a safe environment.
- Safety problems are addressed when they occur.

SOCIAL

Finally, all of the DEI items improved, which suggests that our initiatives are on track to promote an inclusive, safe and equitable organization for team members of all diversity dimensions.

We strongly believe that collecting feedback is only a first step. Communicating results and driving actions in response to feedback is the most critical part of the survey process. Therefore, all locations have survey action plans that are reviewed and updated regularly. In addition to local plans, we also have identified actions at the Company-wide level in response to feedback from our team members. For example, we are offering enhanced development opportunities for team members, and continued flexibility

in working arrangements while supporting business needs. We also conduct periodic “pulse surveys” to help us monitor progress and create an ongoing feedback loop.

Employee Well-being

Terex has a long-established practice of caring for our team and family members, including their physical, emotional, mental and financial wellness. For over 10 years, the Company has provided a Global Employee Assistance Program (EAP) available to all team and family members in every country where Terex operates.

The Global EAP helps our team and family members with achieving personal goals and working through issues including but not limited to work-life support, health,

well-being, legal, financial, counseling on almost any matter, and crisis intervention services. The support provided is free and confidential.

In addition to the Global EAP, the Company has provided a physical wellness program in the US since 2007. Subsequently, a health support program was added for most of our UK-based team and family members. These programs cover 65% of our global workforce. For financial wellness, a number of services are provided, including subject matter experts, advisors, and educational and support materials from our retirement program providers in several countries, including the US and UK. Financial education efforts were stepped up in the last several years and continue in 2022 with planning underway for 2023.

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



Training

Our Company offers a wide range of training programs to support team members in their current roles and in achieving advancement opportunities. Our core curriculum of Terex “Success” programs is designed for all team members — from individual contributors to front-line supervisors, managers, and executives. These programs are grounded in the Terex Way values and help participants build key skills that are part of the Terex Success Model.

Our classroom-based “Success” programs are delivered by internal trainers and are designed to help participants translate concepts into on-the-job application. Our philosophy is that training is only as good as the extent to which behavior is changed back on the job. The content



SOCIAL

is highly relevant, practical, and allows plenty of time for discussion so that participants learn from the experiences of their peers. Over the last two years, Terex, like many organizations, paused in-person training due to COVID-19 safety protocols. While we converted some content to virtual and self-guided delivery, our “Success” programs are most impactful in a classroom setting. We certified new trainers from across geographies this year and are offering these programs again at our sites around the world.

Performance Management

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

It is important that all team members understand how their day-to-day work supports broader organizational goals. Also essential is that they receive ongoing feedback on their performance — both positive and developmental. To enable this, Terex has a performance management process that includes setting clear business and professional objectives each year, mid-year calibration, annual performance reviews, and succession planning. Both team members and managers play active roles in the performance management process,

strengthening a culture of accountability that supports team member development. As part of our year-end performance review, team members are formally evaluated on the achievement of their objectives as well as their demonstration of the Terex Way values and Safety Leadership behaviors. This reinforces the principle that it is not only “what” we achieve, but “how” we achieve results that align with our values.

In 2022, Terex invested in a world-class human capital management system that supports performance management, along with other key processes across the employment lifecycle.

Competitive Compensation and Benefits

We offer competitive compensation and comprehensive benefits to attract, develop, and retain our talented workforce. Market studies are conducted regularly to confirm that team members receive competitive compensation and are paid according to their abilities, responsibilities, qualifications, and experience. Our incentive programs are designed to encourage and reinforce desired behavior and are linked to Terex business, stock performance and the acceleration of our DEI progress.

We design our benefits and programs to support the way our team members live and work. Some benefits are offered broadly, such as our Employee Stock Purchase Plan, as discussed earlier, and our Global Employee Assistance Program, which supports team and family members facing challenges in their personal lives. In addition, in virtually every country, we provide life and/or accident insurance for protection of our team members’ families. Where we can, we offer a flexible work environment, enabling team members to manage the demands of their personal and professional lives. Many countries provide medical and other benefits, which we may supplement. In countries that do not provide medical and other benefits, such as the United States, we offer comprehensive benefits such as medical, dental, vision, flexible spending, short- and long-term disability, life insurance, parental leave, and 401k participation. We review our benefits annually to make sure they are competitive, useful and affordable for our team and family members. Governance processes are in place to oversee, monitor, protect and manage risk in our programs, including our retirement plans. In 2022, Terex completed a comprehensive pay equity review based on gender in the US and UK, and across race and ethnicity in the US.

Engaged and Involved in Our Local Communities

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

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

Terex citizenship activities include volunteering in the community, fundraising to help worthy causes, and direct corporate donations to not-for-profit organizations. In 2022, corporate contributions included Boys & Girls Club chapters, Soundwaters, Habitat for Humanity, International Rescue Committee (for Ukrainian refugees), Junior Achievement, Sterling House Community Center, Non-Profit Partnership, Sparsha Trust children's home, Skills USA, Relay for Life, Pride in the Park, Cancer Focus Northern Ireland, and the American Cancer Society. Terex also aided team members whose families were displaced by the hostilities in the Ukraine through Aires, its global mobility partner. The missions of these and the other supported organizations align with our Terex Way values and provide opportunities for our team members to volunteer and give back to the community.



SPOTLIGHT

Terex India Supports Vulnerable Children

In 2022, Terex India continued its partnership with Sparsha Trust, a non-governmental organization (NGO) that helps children who have an urgent need for community support. This trust works for the holistic development of poor and vulnerable children focusing on the right to education and India's program of "Rights of Children." Terex India has supported this charity since 2018 with donations and volunteerism. Sparsha Trust sponsors a facility that houses 300 children and includes dormitories for boys and girls, plus a learning center, kitchen and dining hall, multipurpose hall, library, computer and science labs, theater center, arts and crafts center, and a playground for exercise and games. Terex India is one of the core sponsors for this project. A critical phase was inaugurated in December 2021 with a full day of volunteering on site, including interacting with the children.

SPOTLIGHT

Terex Norwalk Team Supporting Habitat For Humanity

Another activity that is also part of the Terex Way pillar of Citizenship is community service — helping those in our local surrounding areas. During the summer, groups of Norwalk team members volunteered their time at Habitat for Humanity of Coastal Fairfield County to help build houses for those in need.



SOCIAL

Other examples of community volunteering during 2022 included:

- In **Changzhou, China**, during the 2022 Chinese Lunar New Year, our teams provided food, snacks and drinks to local fire departments.
- In **Bad Schönborn, Germany**, our team members supported a rescue organization by making our industrial site available for training rescue dogs to find incapacitated people in challenging environments.
- In **Watertown, South Dakota, US**, our team members participated in a Boys & Girls Club career fair, where our team members shared their career paths with children.
- In **Omagh, Northern Ireland**, our team members sponsored the 5th Annual Neal Hanratty Memorial Cup, a football (soccer) match that raised funds for charity.
- In **Washington State, US**, team members walked, ran or biked in a 5k race to raise funds and threw a party to bring hope, joy and sense of self-worth to homeless children.

- In **Umbertide, Italy**, team members volunteered to collect used mobile phones as part of a Terex Earth Day event to raise awareness of the environmental crisis we all face.
- In **Norwalk, Connecticut, US**, team members volunteered to support Soundwaters, a shoreline environmental organization, by cleaning up the facility, repairing boats and gardening.
- In **South Witham and Grantham, England**, team members collected Easter eggs for nursing home residents and cheered them with a visit that included children handing out candy.
- In **Northern Ireland**, our teams spent a day running a "Cancer Focus NI" charity shop, raising funds to help fight cancer.

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



Governance

In This Section

Responsible, Ethical Leadership is in the Terex DNA

Protecting Human Rights

An Engaged, Diverse and Independent Board of Directors



Responsible, Ethical Leadership is in the Terex DNA

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

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

We measure our ethical culture through our Perspectives Engagement Survey. In 2022, 86% of our team members who participated in our survey said they do not feel pressure to perform their jobs in violation of the Terex Code of Ethics & Conduct, Terex policy or the law. We are pleased that the response has been positive and stable over the years with small, steady increases. We do not rest on our laurels; we look for and analyze trends by business and function and address when warranted. Additionally, each Terex business is tasked with developing a survey action plan that includes improvements regarding ethical culture.



GOVERNANCE

The Terex Code of Ethics & Conduct and The Ethics & Compliance Program

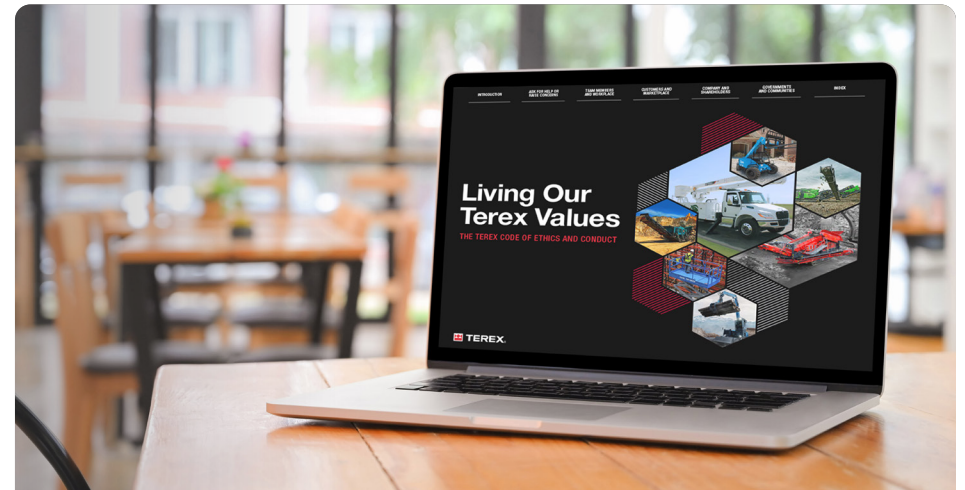
In 2022, we executed “Project Refresh” for our Terex Ethics & Compliance Program, updating our [Terex Code of Ethics & Conduct](#) (the “Code”), our Code training, our Terex Helpline, our Compliance Risk Assessment program, and our Business Practices Advocates program.

Our revised “[Terex Code of Ethics & Conduct: Living our Values](#)” defines how we conduct ourselves and sets forth our commitment to:

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

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

Our comprehensive Ethics & Compliance Program grows from our Code and includes strong anti-corruption, export compliance and trade sanctions programs, general and risk-based compliance training, regular risk reviews, and strong advocacy and awareness programs. Where issues arise, investigations are conducted swiftly, thoroughly, and fairly. Our Audit Services team tests compliance controls during each scheduled audit and, where required, management reports on remediation progress until remediation is completed. Over the last two years (2020 and 2021), 93% of our sites received a 100% passing rate on their applicable compliance controls, which is a significant improvement from the 70% passing rate in 2019.



SPOTLIGHT

Terex Code of Ethics & Conduct

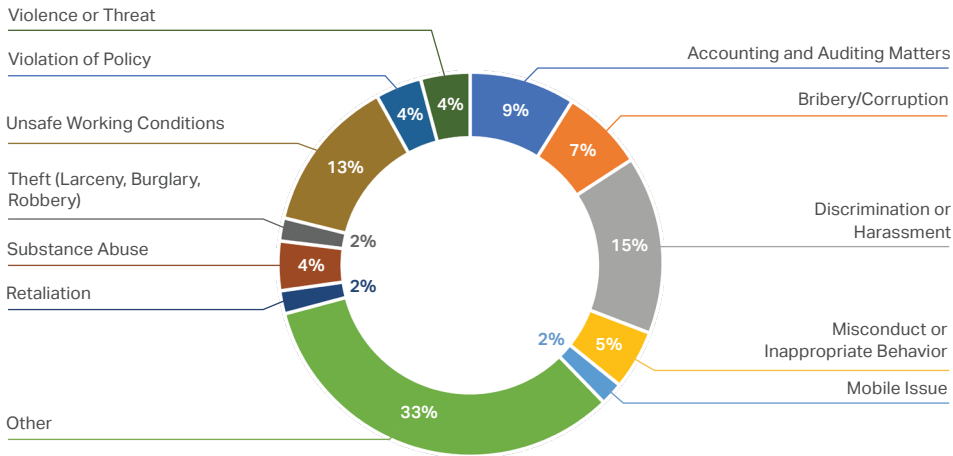
We are excited about the refresh of our [Code of Ethics & Conduct](#). More than 35 team members from across our organization, in different geographies, functions and product lines provided input into our Company’s revised Code. We offer the Code and our Code training in more than 15 languages so that our team members can understand our “rules of the road” in the language they are most comfortable.

GOVERNANCE

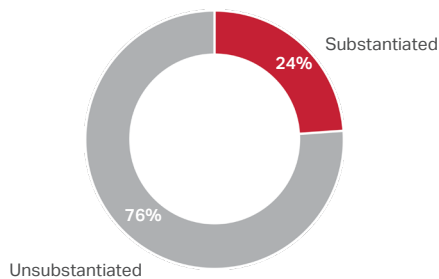
The Terex Helpline

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

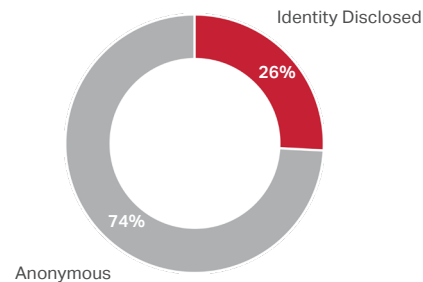
Terex Helpline Reports Opened in 2021



Results from Closed Terex Helpline Cases in 2021



Anonymous Reporting Rate for Cases Failed Through the Terex Helpline in 2021



SPOTLIGHT

The Terex Helpline

As part of Project Refresh, we modernized our Terex Helpline by making it more welcoming, easier to use, and clarifying exactly what happens when a team member contacts our Helpline. Our Business Practices Advocates were instrumental in this process, and it was their suggestions that drove our final product. Following the launch of the refreshed Helpline, we offered a Helpline webinar that was well attended by nearly 600 team members throughout the organization.

Business Practices Advocates

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

This year, as part of Project Refresh, we added BPA workshops to improve the BPA experience and elements of the Terex Ethics & Compliance program. Our workshops focused on refreshing the Terex Helpline and on creative ways to encourage team members to use the Terex Helpline. Our BPAs played a key role in the revised Code, weighing in on the messaging, content, and translations.

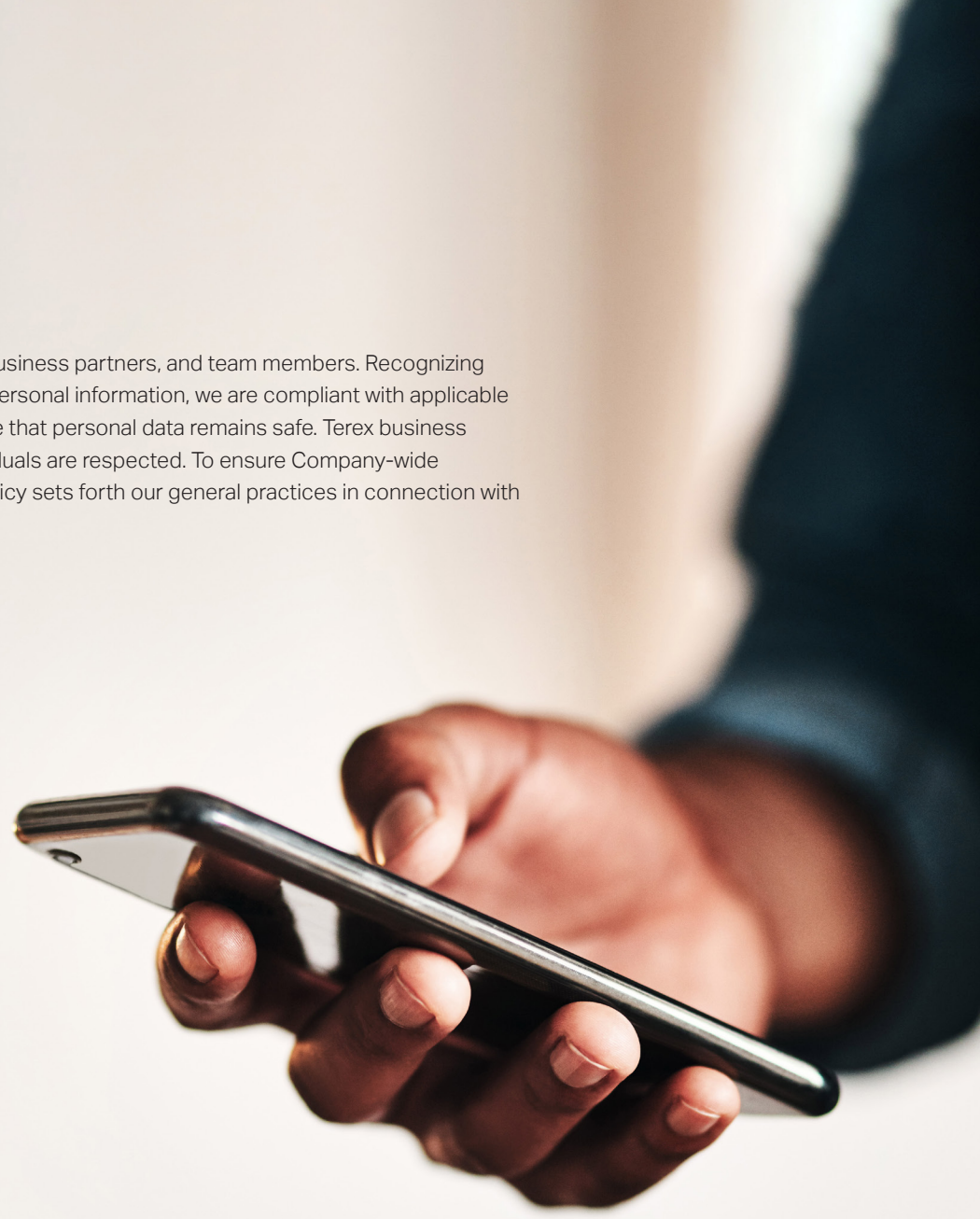
Protecting Human Rights

Data Protection and Privacy

Terex respects the privacy of its customers, business partners, and team members. Recognizing the need for protection and management of personal information, we are compliant with applicable data protection laws and regulations to ensure that personal data remains safe. Terex business operations are secure, and the rights of individuals are respected. To ensure Company-wide compliance, the Terex Corporation Privacy Policy sets forth our general practices in connection with the collection of personal data.

5 TIPS FOR PROTECTING PERSONAL DATA

-  **1 Use as Intended**
-  **2 Keep It Secure**
-  **3 Check Before Sending**
-  **4 Dispose When Done**
-  **5 Report Suspected or Potential Data Breaches Immediately**



GOVERNANCE

Human Rights

Standing for human rights is consistent with our Terex Way values. We care, respect, and support the fundamental human rights and freedoms of all. Human rights are the basis of an equal, fair and sustainable society, and protecting human rights is the responsibility of all team members.

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

We have effective systems in place to comply with conflict minerals reporting requirements, surveying approximately 800 suppliers, or 96% of our 2021 direct material spend. We incorporated conflict mineral questions into all supplier evaluations conducted during our most recent strategic sourcing initiative. Additionally, any new potential suppliers that are considered for future sourcing are evaluated for their conflict minerals usage and policy. Our [Supplier Code of Conduct](#) includes a section on conflict minerals and our expectations from suppliers in this area. Agreements with our suppliers are frequently in force for multiple years and we cannot unilaterally impose new contract terms. However, as we enter into new agreements, we are incorporating the terms of our [Supplier Code of Conduct](#) into our new agreements.

Supplier Code of Conduct

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

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

An Engaged, Diverse and Independent Board of Directors

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

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

We are proud of the diversity of our Board. Three of our eight directors are women, one is Caribbean-American and one is Native American.

Diversity is an integral part of our Board recruiting strategy. Our skill mapping process identifies where we have opportunities and ensures that our directors are diverse in their skills and experiences in industry, operations, financial, international, and other attributes such as demographic dimensions.



John Garrison



Paula H.J. Cholmondeley



Donald DeFosset



Thomas Hansen



Sandie O'Connor



Andra Rush



David Sachs



Christopher Rossi

Thank you for reading our 2022 Terex Environmental, Social and Governance Report. If you have any questions or would like additional information, please contact Stacey Babson Kaplan at Stacey.BabsonKaplan@terex.com.

APPENDIX

2021 GRI STANDARDS INDEX

Disclosure	Location
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, US. For a list of other locations refer to our Annual Report on Form 10-K for the year ended December 31, 2021.
2-2 Entities included in the organization's sustainability reporting	Refer to our Annual Report on Form 10-K for the year ended December 31, 2021.
2-3 Reporting period, frequency and contact point	Terex reports annually, in the 4th quarter.
2-4 Restatements of information	No restatements have been required for FY2021.
2-6 Activities, value chain and other business relationships	Refer to our Annual Report on Form 10-K for the year ended December 31, 2021.
2-7 Employees	Refer to our Annual Report on Form 10-K for the year ended December 31, 2021.
2-8 Workers who are not employees	Refer to our Annual Report on Form 10-K for the year ended December 31, 2021

Disclosure	Location
2-9 Governance structure and composition	Refer to our 2022 Annual Meeting and Proxy Statement .
2-10 Nomination and selection of the highest governance body	Refer to our 2022 Annual Meeting and Proxy Statement .
2-11 Chair of the highest governance body	Refer to our 2022 Annual Meeting and Proxy Statement .
2-12 Role of the highest governance body in overseeing the management of impacts	See page 47 of the 2022 ESG Report
2-14 Role of the highest governance body in sustainability reporting	See page 7 of the 2022 ESG Report
2-15 Conflicts of interest	Refer to our 2022 Annual Meeting and Proxy Statement .
2-16 Communication of critical concerns	See page 47 of the 2022 ESG Report
2-17 Collective knowledge of the highest governance body	Refer to our 2022 Annual Meeting and Proxy Statement .

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Disclosure	Location
2-18 Evaluation of the performance of the highest governance body	Refer to our 2022 Annual Meeting and Proxy Statement .
2-19 Remuneration policies	Refer to our 2022 Annual Meeting and Proxy Statement .
2-20 Process to determine remuneration	Refer to our 2022 Annual Meeting and Proxy Statement .
2-21 Annual total compensation ratio	Refer to our 2022 Annual Meeting and Proxy Statement .
2-22 Statement on sustainable development strategy	See page 10 of the 2022 ESG Report
2-26 Mechanisms for seeking advice and raising concerns	See Terex Code of Ethics & Conduct .
2-27 Compliance with laws and regulations	See Terex Code of Ethics & Conduct .
2-29 Approach to stakeholder engagement	See page 9 of the 2022 ESG Report
3-1 Process to determine material topics	See page 9 of the 2022 ESG Report
3-2 List of material topics	See page 10 of the 2022 ESG Report
3-3 Management of material topics	See pages 11–13 of the 2022 ESG Report

Disclosure	Location
201-1 Direct economic value generated and distributed	Refer to our Annual Report on Form 10-K for the year ended December 31, 2021.
201-2 Financial implications and other risks and opportunities due to climate change	Refer to our 2021 and 2022 CDP responses .
201-3 Defined benefit plan obligations and other retirement plans	Refer to our Annual Report on Form 10-K for the year ended December 31, 2021.
205-1 Operations assessed for risks related to corruption	See page 43 of the 2022 ESG Report
205-2 Communication and training about anti-corruption policies and procedures	See page 43 of the 2022 ESG Report
205-3 Confirmed incidents of corruption and actions taken	See page 44 of the 2022 ESG Report
206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Refer to our Annual Report on Form 10-K for the year ended December 31, 2021.
302-1 Energy consumption within the organization	See page 17 of the 2022 ESG Report and refer to our 2021 and 2022 CDP responses .
302-3 Energy intensity	See page 17 of the 2022 ESG Report and refer to our 2021 and 2022 CDP responses .
302-4 Reduction of energy consumption	See page 17 of the 2022 ESG Report and refer to our 2021 and 2022 CDP responses .

APPENDIX

Disclosure	Location
305-1 Direct (Scope 1) GHG emissions	See page 17 of the 2022 ESG Report and refer to our 2021 and 2022 CDP responses .
305-2 Energy indirect (Scope 2) GHG emissions	See page 17 of the 2022 ESG Report and refer to our 2021 and 2022 CDP responses .
305-4 GHG emissions intensity	See page 17 of the 2022 ESG Report and refer to our 2021 and 2022 CDP responses .
305-5 Reduction of GHG emissions	See page 17 of the 2022 ESG Report and refer to our 2021 and 2022 CDP responses .
403-1 Occupational health and safety management system	See page 24 of the 2022 ESG Report
403-2 Hazard identification, risk assessment, and incident investigation	See page 24 of the 2022 ESG Report
403-5 Worker training on occupational health and safety	See page 24 of the 2022 ESG Report
403-6 Promotion of worker health	See page 23 of the 2022 ESG Report
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See page 24 of the 2022 ESG Report
403-8 Workers covered by an occupational health and safety management system	See page 24 of the 2022 ESG Report
403-9 Work-related injuries	See page 27 of the 2022 ESG Report
405-1 Diversity of governance bodies and employees	See pages 31–32, 47, 57 of the 2022 ESG Report
405-2 Ratio of basic salary and remuneration of women to men	See pages 32, 37 of the 2022 ESG Report

Disclosure	Location
408-1 Operations and suppliers at significant risk for incidents of child labor	See page 46 of the 2022 ESG Report
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	See page 46 of the 2022 ESG Report
411-1 Incidents of violations involving rights of indigenous peoples	See page 46 of the 2022 ESG Report
415-1 Political contributions	See Terex Code of Ethics & Conduct .

APPENDIX

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Table 1. Sustainability Disclosure Topics & Accounting Metrics for Industrial Machinery & Goods — FY Ending December 31, 2021

Topic	Accounting Metric	Unit of Measure	Response/Comment	SASB Code
Energy Management	Total Energy Consumed	Gigajoules (GJ)	858920.4	RT-IG-130.a.1
	Percentage of Grid Electricity	%	35.79%	
	Percentage of Renewable Energy	%	0.22%	
Employee Health & Safety	Total Recordable Incident Rate (TRIR)	Rate	1.77	RT-IG-320.a.1
	Fatality Rate	Number	0	
	Near Miss Frequency Rate (NMFR)	Rate	26.9	
Fuel Economy & Emissions in Use -phase	Sales-weighted fuel efficiency for medium - and heavy-duty vehicles	Gallons per 1000 ton-miles	We continue to invest in the development of products that generate lower emissions. Given the diversity of our products, we do not calculate sales-weighted fuel efficiency or emissions in this manner.	RT-IG-410a.1
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour		RT-IG-410a.2
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon		RT-IG-410a.3
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matters (PM) for a. marine diesel engines, b. locomotive diesel engines, c. on-road medium — and heavy-duty engines, and d. other non-road diesel engines	Grams per kilowatt-hour		RT-IG-410a.4

APPENDIX

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

APPENDIX

Topic	Accounting Metric	Unit of Measure	Response/Comment	SASB Code
Materials Sourcing (cont.)	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>From a labor perspective, Terex suppliers are expected 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, any form of slave, forced or compulsory labor, including involuntary prison labor; • Supplier will comply with all applicable anti-discrimination employment laws and will provide a workplace free from harassment; and, • Supplier will not subject workers to inhumane treatment such as sexual harassment, bullying or corporal punishment. 	RT-IG-440a.1

APPENDIX

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

APPENDIX

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

**The information in the table above is based on the best available data at time of publication. The energy management data includes information from 76 Terex sites and not the entirety of all Terex locations. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).*

Table 2. Activity Metrics — FY Ending December 31, 2020

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	~8,600	RT-IG-000.B

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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Core Elements	Disclosure
Governance	<p>In 2021, Terex formalized its ESG Governance structure. Our Board of Directors oversees ESG, including risks, opportunities, and how ESG informs and influences our Company’s strategy. The Board is regularly updated on many aspects of ESG, including climate-related impacts.</p> <p>John Garrison, the Company’s Chairman, President, and Chief Executive Officer is the leader for ESG at Terex. In 2021, under Mr. Garrison, we formed an ESG Executive Steering Committee. Its responsibilities include developing and implementing the Company’s ESG strategy, incorporating ESG into management routines, and measuring and monitoring progress.</p>
Strategy	<p>We are targeting a 15% reduction in Greenhouse Gas (GHG) emissions intensity by 2024. Similarly, our global energy intensity conservation goal is a 15% reduction from our 2019 baseline by 2024.</p> <p>In 2021, we committed to identifying environmental risks and opportunities that are relevant to our stakeholders. We met our commitment with our ESG materiality assessment, where we identified areas of focus based on feedback from our internal and external stakeholders. These areas include climate risk and resilience relating to our operations, energy and GHG emissions, and the circular economy relating to our product lines and waste management. Our next step is to develop our strategy and metrics, which we plan to share in our 2023 ESG Report.</p>
Risk Management	<p>Our risk management processes will align with identified environmental risks and opportunities that are relevant to our stakeholders. A plan to identify those risks and opportunities is under discussion.</p>
Metrics and Targets	<p>We are currently reporting our GHG emissions intensity, our Scope 1 and Scope 2 GHG emissions, our energy intensity, and our energy consumption. Our plants are required to complete energy audits. Executive leadership has energy reduction projects and targets included in their performance objectives.</p>

**The information in the table above is based on the best available data at time of publication. The environmental data includes information from 76 Terex sites and not the entirety of all Terex locations. The data and metrics are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP).*

APPENDIX

2021 EEO-1 TEREX CORPORATION CONSOLIDATED REPORT

Job Categories	Hispanic or Latino		Not-Hispanic or Latino												Overall Totals
			***** Male *****						***** Female *****						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive /sr Officials & Mgrs	0	0	7	0	0	0	0	0	3	0	0	0	0	0	10
First/mid Officials & Mgrs	16	1	353	4	4	7	1	6	68	3	0	5	1	2	471
Professionals	9	4	234	7	1	20	2	8	107	3	0	10	0	3	408
Technicians	8	1	65	3	0	5	0	1	7	0	0	0	0	0	90
Sales Workers	7	0	94	4	0	3	0	2	14	2	0	2	0	0	128
Administrative Support	14	13	177	15	0	10	2	7	117	14	0	9	1	1	380
Craft Workers	34	1	232	9	2	1	0	7	6	1	0	0	0	0	293
Operatives	246	58	998	80	9	266	20	44	169	5	3	41	2	15	1956
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6
Total	334	78	2166	122	16	312	25	75	491	28	3	67	4	21	3742
Previous Report Total	335	74	2246	155	16	287	22	69	457	39	3	68	2	21	3794

About This Report

Unless specifically stated otherwise, this report covers Terex Corporation's performance in 2021. 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 2021 Annual Report on Form 10-K and our 2022 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. Furthermore, data, statistics and metrics included in this report are non-audited and not prepared in accordance with generally accepted accounting principles (GAAP). In some cases, environmental data reported includes information from 76 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 ESG goals and strategies. In addition, when included in this report, the words "may," "expects," "should," "intends," "anticipates," "believes," "plans," "projects," "estimates," "will" and the negatives thereof and analogous or similar expressions are intended to identify forward-looking statements. However, the absence of these words does not mean that the statement is not forward-looking. We have based these forward-looking statements on current expectations and projections about future events. These statements are not guarantees of future performance. Such statements are inherently subject to a variety of risks and uncertainties that could cause actual results to differ materially from those reflected in such forward-looking statements. More information on risks, uncertainties and other potential factors that could affect our business and performance is included in our filings with the SEC, including in the "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" sections of our most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. The forward-looking statements in our report are made as of the date first published, unless otherwise indicated and except as required by law, we undertake no obligation to update these forward-looking statements as a result of new information or to reflect subsequent events or circumstances.



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