



2021

The Terex Environmental, Social & Governance Report

Terex Supports UN Sustainable Development Goals (SDGs)

While Terex supports all 17 SDGs, we have identified 11 where we have the greatest impact:



- Consistent with our Terex Way value of Citizenship, we support organizations that help the underserved.
- We provide food and other necessities to communities in need.
- We provide living wages and benefits.



- Consistent with our Terex Way value of Citizenship, we support our local communities to aid food security.



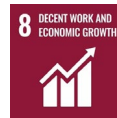
- We sponsor quality technical and vocational training, enabling members of our community to have the skills needed to be employed by our Company.
- We sponsor STEM education initiatives.



- Consistent with our Terex Way value of Respect, our policies and practices promote full and effective participation for women and equal opportunities for leadership in our Company.
- We attract, retain and develop female talent through our DEI and Women@Terex initiatives and our talent management and recruiting processes.
- Our practices and policies support equal employment opportunity.
- We promote STEM educational opportunities for women.
- We promote and enforce non-discrimination laws.
- Our Company's human rights policy prohibits slavery, servitude, human trafficking, or child or forced labor in our organization and by our suppliers.



- Our products support expanding infrastructure and upgrading technology for supplying modern and sustainable energy services across the globe.
- We offer products that utilize clean energy sources.
- We are increasing our use of renewable energy.



- Consistent with our Terex Way value of Citizenship, our Company's human rights policy prohibits slavery, servitude, human trafficking, or child or forced labor in our organization and by our suppliers.
- We sponsor quality technical and vocational training, enabling members of our community to acquire the skills needed to be employed by our Company.



- Our equipment is used to build buildings, roads, hospitals, schools, and enables electricity to flow. Our equipment is the backbone for building and improving infrastructure.
- We offer products that utilize clean energy sources.



- Consistent with our Terex Way value of Respect, our policies and practices promote equal opportunities for all applicants and team members.
- We have adopted initiatives and practices that drive greater equality.
- We promote and enforce non-discrimination laws and have practices in place that support equal employment opportunity.



- Our equipment is used to build roads, improving road safety and access to transportation.
- We offer products that utilize clean energy sources, reducing the environmental impact on cities.



- We comply with all applicable environmental laws, reducing air pollution in order to minimize adverse impacts on human health and the environment.
- We have implemented recycling programs to reduce waste generation.



- Consistent with our Terex Way value of Citizenship, we are good corporate citizens, following all applicable national and local laws.
- Our Company's human rights policy prohibits slavery, servitude, human trafficking, or child or forced labor in our organization and by our suppliers.
- Our Company's anti-bribery and anti-corruption policy and program strictly prohibit all forms of corruption and bribery in our business dealings.
- We promote and enforce non-discrimination laws and have practices in place that support equal employment opportunity.

Table of Contents

ABOUT OUR COMPANY.....	4	SOCIAL	12	ENVIRONMENT.....	23
MESSAGE FROM JOHN GARRISON	6	A Strong and Supportive Team		Operating Our Business in	
GOVERNANCE	7	Committed to a Culture of Safety.....	12	an Environmentally Friendly Way	23
Responsible, Ethical Leadership		Committed to Diversity,		Safe and Environmentally	
is in the Terex DNA	7	Equity & Inclusion	16	Friendly Products.....	25
Protecting Human Rights.....	9	Helping Team Members		APPENDIX	27
An Engaged, Diverse and Independent		Reach Their Full Potential	19	Sustainability Accounting	
Board of Directors	10	Competitive Compensation		Standards Board (“SASB”).....	27
		and Benefits	20	Task Force on Climate-Related Disclosures	32
		Engaged and Involved In		2020 EEO-1 Terex Corporation	
		Our Local Communities	22	Consolidated Report.....	33

About Our Company

ABOUT OUR COMPANY

Terex is a diversified global manufacturer of aerial work platforms and materials processing machinery. 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) Aerial Work Platforms (“AWP”) and (ii) Materials Processing (“MP”).

Our AWP segment designs, manufactures, services and markets aerial work platform equipment, utility equipment and telehandlers. 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.

We are excited about our continued expansion of environmentally friendly product lines. Our AWP and MP product offerings include electric and hybrid options. And, we recently launched Terex Recycling Systems, which will provide customers with a tailored, “one stop shop” to meet their recycling needs.



PURPOSE, MISSION, VISION

Statements of “purpose,” “mission” and “vision” can come across as platitudes; just words on a page that serve to “check the box” that, yes, we are an honorable organization. But 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 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 ROIC

Terex Way Values

ESG has been front and center at Terex for many years. Our Terex Way values have and continue to guide how we conduct business and interact with our stakeholders: customers, team members, suppliers, shareholders, our communities and many others. Our values drive our unwavering focus on Zero Harm safety, strong governance, Diversity, Equity & Inclusion, 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.



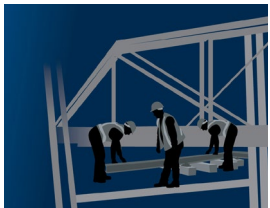
RESPECT

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.

Message from John Garrison



Dear Terex Stakeholders:

The pandemic tested the mettle of our 8,200 team members in 2021 as we faced the challenges of COVID-19. Thanks to our teamwork and commitment to our values, we met those challenges and succeeded. We continued to operate safely as we delivered for our customers. I couldn't be prouder of our team members and our company.

I am also proud that we did not allow any challenges to distract us from our Environmental, Social, and Governance (ESG) commitments, which are reflected in our Execute, Innovate and Grow business strategy. We made progress in industrial safety, strong governance, Diversity, Equity & Inclusion, and environmental stewardship.

To underscore that ESG is integral to all we do, in 2021, Terex established an executive level ESG Steering Committee. 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.

This was a year of significant progress for our Diversity, Equity & Inclusion program. During 2021, we extended our historical focus on Women@Terex to also focus on under-represented groups in the United States. We expanded DEI globally, establishing executive champions and steering committees in EMEAR and APAC to complement our U.S. committees and teams. We mobilized DEI Advisory Committees that are focused on recruitment, engagement development, and retention. We conducted instructor-led training at the executive level and began cascading training through Human Resources and managers globally. We used our internal communications channels to celebrate the diversity of our global workforce, with special focus on Hispanic Heritage Month, African American History Month, Native American Heritage Month, Pride Month, Diwali, and Lunar New Year, among others. We are excited about our DEI commitment to

make sure all non-majority team members feel accepted and have opportunities to grow within Terex.

Finally and importantly, we expanded efforts to support sustainability in the way we operate our facilities by choosing processes that promote clean energy. In manufacturing, we have significantly increased production of electric and hybrid machines, providing our customers with equipment that meets their needs while reducing their carbon footprint. To track our progress, we are now including essential metrics for reducing environmental impact on a regular cadence.

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.

Best regards,

A handwritten signature in black ink, appearing to read "John L. Garrison, Jr.".

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

Governance

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.

THE TEREX CODE OF ETHICS & CONDUCT

Our reputation is among our most important assets, and every Terex team member is a guardian of our Company's reputation. We protect our reputation by making decisions and taking actions that align with the highest ethical standards. We are guided by the ethical framework outlined in our [Terex Code of Ethics and Conduct: Doing It Right](#) > [The Terex Way](#)—also known as the “Code.”

Our Code defines how we at Terex conduct ourselves and sets forth our commitment to:

- Avoid conflicts of interest;
- Maintain the confidentiality of information;
- Prohibit corruption and fraud;
- 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 examples of the many commitments that we make to each other and to our customers, suppliers, and other stakeholders. Team members annually affirm that they have disclosed all actual or potential conflicts



of interests, have complied and will continue to comply with our Code, and have not and will not commit fraud.

Our comprehensive Ethics & Compliance Program grows from our Code and includes strong anti-corruption and export compliance and trade sanctions programs and systems, general and risk-based compliance training, quarterly risk reviews, and strong advocacy and awareness programs and processes. Where issues arise, investigations are conducted swiftly, thoroughly, and fairly. We have a standardized process for testing compliance controls. Our Audit Services team tests compliance

GOVERNANCE

controls during each scheduled audit and, where required, management reports on remediation progress until remediation is completed.

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 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. Given the global nature of our workforce, our Terex Helpline is available in multiple languages. We take action on every report we receive.

BUSINESS PRACTICES ADVOCATES

In 2009, Terex implemented a Business Practices Advocates (“BPA”) program. Its objective 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.

ETHICS
IT'S EVERYONE'S JOB.

Have a Question or Concern?
Scan the QR Code to create your confidential report today.

WE'RE HERE WHEN YOU NEED US

THE TEREX HELPLINE

+1 866 493 1856 • ethicspoint.com

TEREX CORPORATION

Always Available • Always Responsive • Always Confidential • 24/7

Allegations raised through the Terex Helpline or the Terex Ethics & Compliance Team	2018	2019	2020
Number of Allegations Received Through Any Channel Per 1000 Employees	6.83	8.77	9.65
Number of Allegations Through the Hotline/Helpline	74	63	68
Anonymous Reporting Rate for Helpline cases	70%	78%	82%
Substantiation Rate for Helpline case	44%	25%	37%

PROTECTING HUMAN RIGHTS

DATA 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.

MODERN SLAVERY AND HUMAN TRAFFICKING PROHIBITION

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 and have put effective systems and controls in place to mitigate the risk against any form of Modern Slavery within our supply chain. 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](#).

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, prohibition against fraud and conflicts of interest, data protection compliance) and in the disclosures listed below:

- [Conflicts Minerals Policy](#)
- [California Transparency in Supply Chains Act](#)
- [California Proposition 65](#)
- [European Union 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. John 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.

GOVERNANCE

Terex Board of Directors Strategic Oversight			
Audit Committee Chaired by Director Paula Chomondeley	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 [Effective 3/22:] 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 Environmental, Social and Governance ("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 Assist the Board, the Compensation and Human Capital Committee and management regarding the development and tracking of appropriate metrics, procedures and targets relating to ESG matters 	<p>Safety</p> <ul style="list-style-type: none"> Review, monitor, and assess employee 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

ESG GOVERNANCE AT TEREX

In 2021, Terex formalized its ESG Governance structure. Our Board 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. Each of our Committee meetings are well attended by their respective members.

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 that includes:

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

John Sheehan, Senior Vice President &
Chief Financial Officer
Randy Wilson, Director, Corporate Treasury
and Investor Relations

ESG Executive Steering Committee responsibilities include developing and implementing the Company's ESG strategy, incorporating ESG into management routines, and measuring and monitoring progress.

Social



A STRONG AND SUPPORTIVE TEAM COMMITTED TO A CULTURE OF SAFETY

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 is our number one priority.

ZERO HARM: OUR VISION FOR SAFETY

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

In our Zero Harm environment:

- Team members look out for each other, raise awareness of hazards they identify, and correct at-risk situations without hesitation. (“We don’t walk by.”)
- Near-Miss reporting is viewed as a positive. Near-Misses are incidents that had the potential to cause, but did not actually result in, injury or death. The issues are discussed openly, resolved as promptly as possible, and shared as learning moments.
- Pausing the job is used when needed.
- Management team meetings regularly include discussion of leadership’s impact on the Terex safety vision and our progress 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.
- Our safety record is characterized by a continuous, sustained decrease in injuries.





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, environmental impact, and product 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 serious 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.

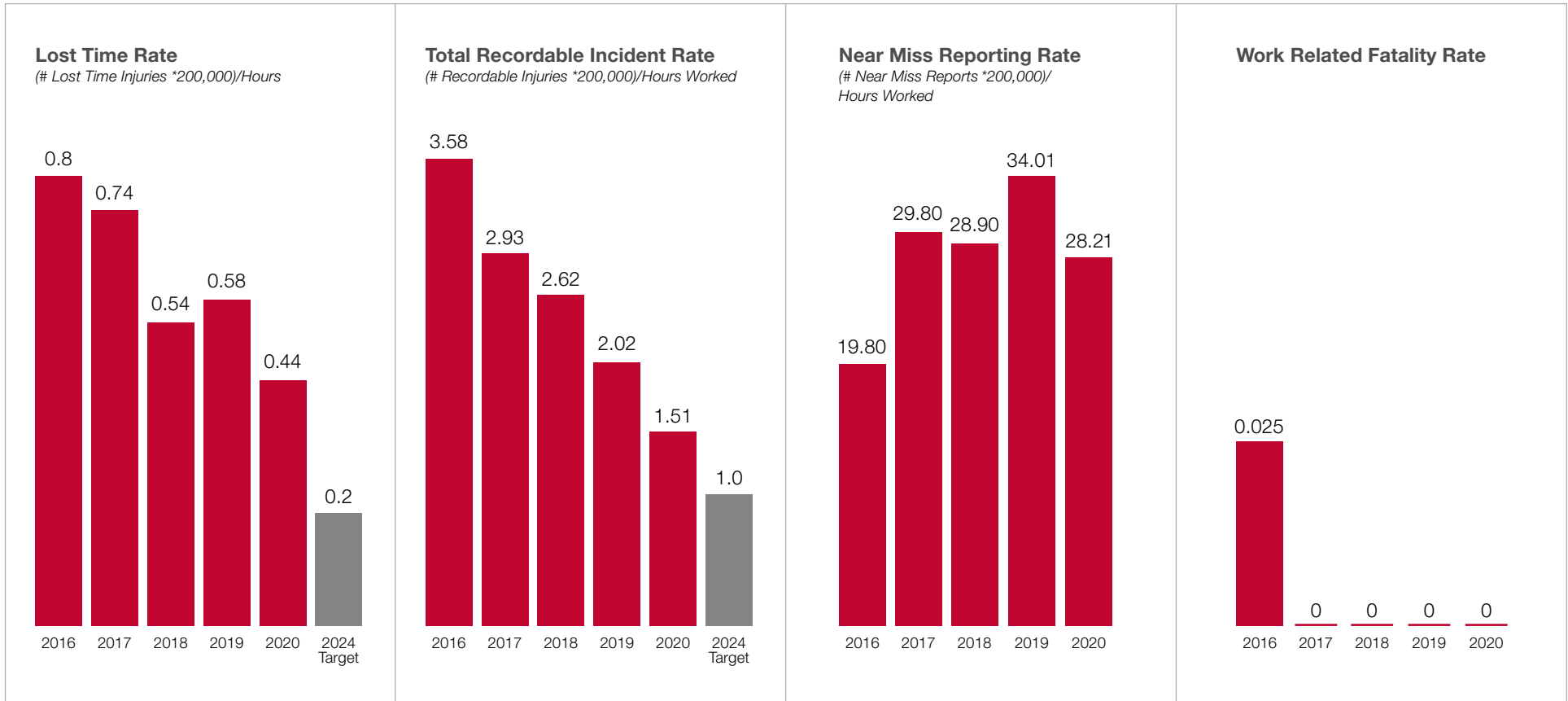
The HSE program at Terex drives the organization forward by ensuring accountability through detailed metrics and transparency of data. We assess the impacts of our businesses globally using an enterprise-wide system to record the majority of our HSE data. This allows for robust analysis and trending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

Our goal at Terex is to foster a culture that cultivates safe behaviors across our business and empowers our team to speak up when safe work isn’t possible. We do this by giving our Team Members the tools, training, and systems to plan and execute safe work

PREVENTING SERIOUS INJURIES AND FATALITIES

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

SOCIAL



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 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.

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 reported Near-Misses. This is a key indicator of the increased awareness and engagement in safety initiatives. It is also a contributor to our overall decrease in Recordable Injuries.



Terex team members in Brazil after receiving their COVID-19 vaccinations as part of the National Vaccination Plan.

PROACTIVE COVID-19 RESPONSE

We continue to proactively address the implications from COVID-19. Our team members are working together to serve our customers while following strict preventive guidelines to ensure everyone's safety. Our cross-functional Coronavirus Response Team meets regularly to address the current state of COVID-19, establish or refine processes, share best practices, and implement appropriate protocols across our global footprint.

We are taking stringent precautions, following the advice and guidance of the Centers for Disease Control and Prevention, the World Health Organization, and the local directives of the communities in which we work. We strongly encourage team members to get vaccinated and regularly communicate the effectiveness of vaccinations in fighting COVID-19 and its serious health consequences, such as hospitalizations and the emergence and spread of variants. For those working on-site, we follow recommended preventive protocols,

including face coverings, distancing, reducing team member concentration, disinfecting surfaces, sending team members home if they feel ill, quarantining, and other steps to keep the work environment safe.



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.

COMMITTED TO DIVERSITY, EQUITY & INCLUSION



Terex is committed to recruiting, engaging, developing, and retaining demographic diversity at all levels of our global

workforce. We extend a warm welcome to team members of every race, gender, age, ability, religion, identity or experience. We encourage, value, and support non-majority team members in all of our facilities worldwide. 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.

 <p>DIVERSITY ... of people and perspectives</p>	 <p>EQUITY ... of treatment, policies and practices</p>	 <p>INCLUSION ... of all voices and appreciation of differences</p>
--	---	---

We want all of 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 to encourage and embrace diverse voices.

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

SOCIAL

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 increasing the representation of under-represented groups in the United States. We seek to ensure that members of under-represented groups have the sense of belonging and can thrive within our organization.

We made great progress on this pledge in 2021. 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, Aerial Work Platforms
- Kieran Hegarty, President, Material 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, South East Asia

We are globally focused on DEI through our Women@Terex initiatives and our U.S., EMEAR and APAC DEI Diversity Councils. Across Terex globally, we have implemented actions that focus on recruitment, engagement, development, and retention. To date we have:

- Conducted instructor-led DEI training with our Executive Leadership team, HR community, and most senior managers. Our training covered inherent privilege, unconscious bias, micro-aggressions and becoming a DEI champion.
- Trained more than 2500 managers via a 5 module on-line DEI curriculum.
- Refreshed our DEI Index in our 2021 Engagement Survey to better understand our team members' perspective and to benchmark our results with other organizations.
- Expanded our DEI communications to celebrate workforce diversity by honoring holidays and events.

- Revised our Careers website and social media messages to better understand our team members perspective.
- Embarked on initiatives to expand development opportunities for our team members, including career ladders, mentorship programs, and financial literacy education.

We continue to develop resources for use at the site level to foster inclusion.

Our Company has defined specific Diversity, Equity & Inclusion aspirations, initially focused on our U.S. workforce but since expanded to include global aspirations:

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

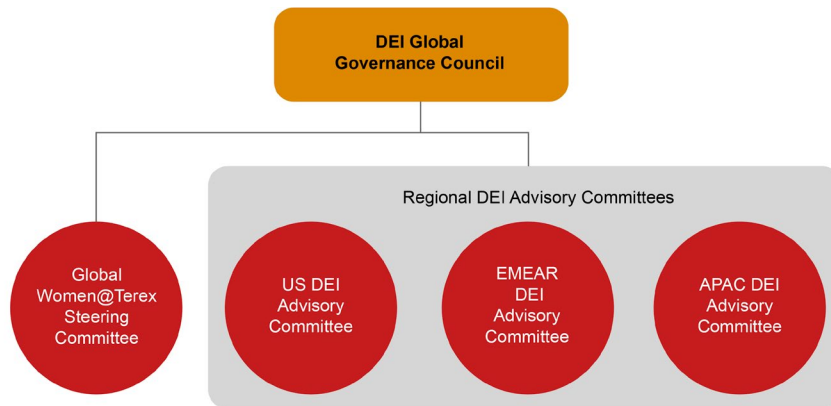
- Leadership from 7% to 10%
- Management from 11% to 15%
- Indirect Manufacturing from 24% to 28%
- Indirect SG&A from 16% to 20%

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%

To provide parity in promotion and retention rates of non-majority team members in both shop floor and nonproduction roles.

To strive for all team members to have a positive and consistent experience at Terex as determined by periodic surveys.



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 we recognize that 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

Non-Majority	12/31/13 Baseline	5 Year Goals	12/31/19 Actual	12/31/23 Goals
Leadership Roles	14.4%	1% Year over Year Improvement	16.1%	21.5%
Line Roles	10%	0.5% Year over Year Improvement	14.0%	15.2%
All Women	13.9%	0.5% Year over Year Improvement	17.7%	19.0%



HSE leader speaking about returning to the worksite.



Our Shanghai team celebrating International Women's Day in 2021.

HELPING TEAM MEMBERS REACH THEIR FULL POTENTIAL

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

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 a bi-annual Engagement Survey and take action on team member input.

Our 2021 Engagement Survey participation rate was world-class, with 81% of team members worldwide participating in the survey. Survey metrics included:

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

Consistent with our Zero Harm Journey, safety items were among the highest-rated responses in the 2021 survey. These included:

- I am comfortable reporting a safety issue.
- I enjoy working with my fellow team members.
- I work in a safe environment.
- Safety problems are addressed when they occur.

While it is important to collect feedback from our team members, it is even more important that we ACT on their input. Action plans are in place across the organization, as well as by site and within functions. We conduct periodic "pulse surveys" to help us monitor progress and create an ongoing feedback loop.



THE TEREX SUCCESS MODEL

Along with the Terex Way values, the Terex Success Model is a framework for achieving success at Terex. The Terex Success Model is a roadmap of four areas with 19 competencies. Each competency describes the specific behaviors that are important for team members to demonstrate as they progress through their careers. As part of our annual performance management process, all team members who participate in the Terex Talent Management System (TTMS) are formally evaluated on their demonstration of The Terex Success competencies. The competencies also serve as a useful guide in creating professional development objectives and individual development plans (IDPs) to help team members achieve their career goals.



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 “Success” programs are delivered by internal trainers and are designed to help participants translate concepts into on-the-job practice. Our philosophy is that training is only as good as the extent to which behavior is changed back on the job. The content is highly relevant, practical, and allows plenty of time for discussion so that participants learn from the experiences of their peers.

PERFORMANCE MANAGEMENT

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 ensure this Terex has a robust 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.

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 ensure 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 and stock performance.

We design our benefits and programs to support the way our team members live and work. Some benefits are offered broadly, such as our Employee Stock Purchase Plan and our Global Employee Assistance Program, which supports team members facing challenges in their personal lives. 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.

Terex Utilities team members supporting the Susan Komen Foundation with its Digging for a Cure truck.



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. During the current global pandemic, we have seen our team members continue to support our communities in many ways—from making masks for local hospitals to donating plasma to COVID-19 patients to delivering

home-heating fuel to needy families who live in rural locations.

In 2021 to date, Terex-designated contributions to community not-for-profit organizations include, but are not limited to Habitat for Humanity of Coastal Fairfield County, SoundWaters, Inc., Sterling House Community Center, Soldiers Angels Treats for Troops Collection Drive, Rainbows Hospice, The Home Depot Foundation, Nai Dharti Corpus Fund for Land & Building (shelter for underprivileged girls), Sparsha Trust (shelter for underprivileged boys), Skills USA for Watertown, Relay for Life, and the Boys & Girls Club of Watertown STEM Club. The mission of these organizations aligns with our Terex Way values and provide opportunities for our team members to volunteer and give back to the community.

Other examples of community volunteering during 2021 include:

- Redmond, Washington (USA) — Team members held an event that raised funds for the local Boys & Girls Club, which has seen an increase in children seeking support from its programs during the pandemic.
- Hosur (India) — The team sponsored food drives to help underserved communities and sponsored a COVID vaccination camp in rural communities, vaccinating more than 2,200 people to date. An additional 1,000 people are expected to be vaccinated by YE 2021.
- Watertown, South Dakota (USA) and Dungannon (Northern Ireland) — Team members raised money to fight breast cancer.
- Changzhou (China) — Our team members participated in a charity walk to help make sure underprivileged children have a carton of milk to drink every day.
- Dungannon (Northern Ireland) — Team members participated in a cycling fundraiser to support cancer research and other non-profit causes, including one team member who traveled the entire circumference of Ireland on his bicycle.

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



Environment



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 or eliminate sources of pollution, and have controls in place to prevent and detect non-compliance.



We believe that our Company and each team member play an important role in reversing climate change. Our Terex locations have implemented a wide range of actions that increase the use of clean energy technology and renewable energy to reduce carbon emissions, energy

consumption, and waste-water output. For example, we have installed solar paneled roofing, skylights, LED lighting, occupancy sensing lighting, energy-efficient HVAC systems, energy-efficient insulation, and implemented recycling programs for plastics, cardboard, batteries, and coolant. We also use recycled material packaging and capture and use rainwater. On an individual team member level, we contribute to the purchases of bicycles and lease electric/hybrid vehicles. On a community basis, we have donated solar street lamps to a school and a home for the elderly.

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 ensure compliance and correct any deficiencies. See the [Terex Supplier Code of Conduct](#) for more information.



GREENHOUSE GAS REDUCTION

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. All of our manufacturing sites participate in our greenhouse gas emission reduction campaign and are required to put processes in place that will reduce emissions.

ENERGY CONSERVATION

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 resources. One case in point is Northern Ireland, where all of our sites have transitioned to using local renewable energy.

**The GHG Emissions Intensity, Energy Intensity, Emissions Scope 1 & Scope 2 and Energy Consumption data includes reported information from 52 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).*



SAFE AND ENVIRONMENTALLY FRIENDLY PRODUCTS

Safety is Priority One not only for our team members but also our customers. Terex has a longstanding commitment to designing, manufacturing, and selling safe and efficient products. Our safety standards and practices are rigorous. To ensure that our equipment helps make job sites operate efficiently and safely, we collaborate with customers to design features that help keep operators safe, improve working environments, and help maintain equipment uptime and utilization. All Terex products are designed and manufactured in compliance with the standards and regulations applicable to the product. We also have defined product roadmaps to increase penetration of electrified and alternative energy environmentally friendly products. As we continue to develop new products and features, we will always consider the safety of the operators who use our equipment and the communities in which that equipment is operated.

RESOURCE-EFFICIENT SOLUTIONS

Terex products are used in applications that help make the world safer and more ecologically sustainable. Our design processes are focused on delivering high efficiency and superior performance through quality machines that have a lower total cost of ownership, use less energy, and add value to our customers. When we do this, we reduce our environmental impact, benefitting all stakeholders.

ALTERNATIVE ENERGY

Customers rely on our products to support renewable energy. Terex® Ecotec chippers and CBI® grinders create pulp used to produce pellets for wood energy and sort waste used to power waste-to-energy plants. Genie® lifts and telehandlers are used in the installation and



maintenance of solar roofs. Without our products, these applications would be impractical or far less efficient for customers to perform.

GRID POWER RELIABILITY

Modern life depends on access to electrical power. The large majority of this power is distributed through local and national power grids. When the grids fail due to weather or other events, lives are at risk. Although generators are used as backup systems during power outages, they are a temporary and less efficient means of generating electricity. Utility crews use Terex® aerial devices and digger derricks to help build and maintain our power grids—and restore them quickly when they fail.

AERIAL WORK PLATFORMS

Before the introduction of aerial work platforms (AWPs) in the 1970s, construction industry professionals relied almost exclusively on ladders and scaffolding to access major work-at-height projects. In the decades since their introduction, AWPs have become increasingly common as they offer a number of advantages over ladders and scaffolding systems in terms of job-site safety, access,



and productivity. AWPs allow for most jobs to be completed in the same or less time, with fewer workers, than scaffolding. AWPs, such as Genie® scissor lifts and boom lifts, provide large platforms designed to transport workers and their tools and supplies to platform heights up to 180 ft (54.9 m) in under six minutes. AWPs help workers stay efficient and safe when working at heights while reducing work environment hazards such as noise and air emissions, if using electric or hybrid units.

SCRAP HANDLING/RECYCLING

The Terex Materials Processing segment offers products used extensively in the recovery of useful materials from various types of waste. In 2021, we introduced Terex Recycling Systems, which will provide customers with a tailored, “one stop shop” to meet their recycling needs. Fuchs® material handlers feed complex material (scrap steel, forestry waste, demolition waste) into downstream equipment, like our CBI® grinders, Terex® Ecotec shredders and trommels, and mobile crushing and screening equipment from our Powerscreen®, Finlay®, and EvoQuip® brands. This downstream equipment then size-reduces and separates the material into stacks of uniform material that can then be repurposed

ENVIRONMENT

or recycled. Without the processing performed by our Company's equipment, much of the material being processed would end up in landfills or incinerators.

ELECTRIC / HYBRID ELECTRIC

Terex is active in the development of incorporating alternative power solutions within its different product lines. Globally, job site regulations have become increasingly stringent, requiring quieter equipment with lower or zero emissions. At the same time, for our Genie® equipment, there has been an increased need to work in more and larger job sites that require machines capable of working both outdoors and indoors.

Our customers want products that operate on battery-electric and fuel-electric hybrid options. Many Genie® lift models offer all-electric or hybrid (FE) options that deliver quiet, emission-free performance, which is necessary for indoor working environments, as well as city centers with noise and emission restrictions. We offer crushers and screens that can operate from electrical power supply lines to help reduce the use of fuel. Hybrid solutions are also available on select utility aerial devices, cranes, and mixer trucks that use battery power to perform certain equipment functions without the engine running. Overall, we believe that these developments are the leading edge of 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 it serves, and we will continue to evolve our approach to alternative, environmentally friendly equipment power as technical capabilities advance, solution economics improve, and customer demand for these solutions continues to increase.

PRODUCT COMPLIANCE

Terex remains committed to purchasing, designing, manufacturing, and selling products in compliance with country-specific/regional legislation for the markets in which we conduct business. Terex complies with various regulations, which include such key legislation as the European Union (EU) Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation; The European Union (EU) Restriction of Hazardous Substances (RoHS) Directive; The European Union (EU) Waste Electrical & Electronic Equipment (WEEE) Directive, Asbestos Regulations; and California's Perchlorate Contamination Prevention Act.



APPENDIX

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (“SASB”)

Table 1. Sustainability Disclosure Topics & Accounting Metrics for Industrial Machinery and Goods – FY Ending December 31, 2020

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Energy Management	Total Energy Consumed	Gigajoules (GJ)	696,830.4	RT-IG-130.a.1
	Percentage of Grid Electricity	%	40.05 %	
	Percentage of Renewable Energy	%	2.01 %	
Employee Health & Safety	Total Recordable Incident Rate (TRIR)	Rate	1.5	RT-IG-320a.1
	Fatality Rate	Number	0	
	Near Miss Frequency Rate (NMFR)	Rate	28.6	
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

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

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

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 U.S. law—that they sell to Terex and the smelter that provided the original 3TG material. (Terex's direct suppliers may have to require successive upstream suppliers to complete Terex's Conflict Minerals survey until the smelter is identified); • Agreeing to cooperate with Terex in connection with any due diligence that Terex chooses to perform with respect to country of origin inquiries; and, • Providing reasonable proof of due diligence, when Terex deems it necessary, to support the country- of- origin certification provided by the supplier to Terex. 	RT-IG-440a.1

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Materials Sourcing (cont.)	Description of the Management of Risks Associated with the Use of Critical Materials	Discussion and Analysis	<p>Terex completes an extensive screening process for new suppliers, including the completion of a Request for Information (RFI) that details the controls and practices the supplier follows to ensure compliance in Environmental, Health and Safety, Conflict Minerals, and other Compliance areas. Our risk assessment and due diligence process also includes supplier on-site visits where appropriate.</p> <p>In all cases, Terex reserves the right to verify, through an audit or otherwise, the Supplier's compliance with our standards.</p>	RT-IG-440a.1
Remanufacturing Design & Services	Revenue from Remanufactured Products and Remanufacturing Services	Discussion	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 52 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	~8,200	RT-IG-000.B

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

TASK FORCE ON CLIMATE-RELATED DISCLOSURES

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>A plan to identify environmental risks and opportunities that are relevant to our stakeholders is under discussion.</p>
Risk Management	<p>Our risk management processes will align to identified environmental risks and opportunities that are relevant to our stakeholders.</p> <p>A plan to identify those risks and opportunities are 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.</p>

**The information in the table above is based on the best available data at time of publication. The environmental data includes information from 52 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).*

2020 EEO-1 TEREX CORPORATION CONSOLIDATED REPORT

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals	
	Male	Female	***** Male *****						***** Female *****							
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races		
Exec/Sr. Officials & Mgrs	0	0	8	0	0	0	0	0	2	0	0	0	0	0	0	10
First/Mid Officials & Mgrs	12	1	381	9	2	8	2	6	68	3	0	7	0	1	500	
Professionals	10	6	260	8	2	19	3	8	115	5	0	5	0	5	446	
Technicians	7	1	75	4	0	6	0	3	11	0	0	1	0	0	108	
Sales Workers	9	1	98	3	0	3	0	2	11	1	0	4	0	0	132	
Administrative Support	14	8	188	16	0	10	1	5	127	16	0	10	0	1	396	
Craft Workers	32	1	233	10	0	0	0	4	5	1	0	0	0	0	286	
Operatives	251	56	998	105	12	241	16	41	118	13	3	41	2	14	1911	
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Workers	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5	
Total	335	74	2246	155	16	287	22	69	457	39	3	68	2	21	3794	
Previous Year Total	408	87	2704	209	19	356	31	88	565	53	4	75	3	27	4629	

About This Report

Unless specifically stated otherwise, this report covers Terex Corporation's performance in 2020. 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 2020 Annual Report on Form 10-K and our 2021 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 52 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.



terex.com
© 2021 Terex Corporation

