

Terex Corporation

2026 SUSTAINABILITY REPORT



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LETTER FROM OUR CEO

DEAR STAKEHOLDERS,

Thank you for taking the time to read our 2026 Sustainability Report. Sustainability is embedded in how we operate, innovate, and create long-term value for our stakeholders.

2026 was a transformative year for our company. The merger with REV Group, Inc (“REV Group”)¹ expands our ability to serve the essential industries and communities that rely on us every day. Together, our businesses help enable critical infrastructure, support emergency response, advance recycling and waste management, and provide solutions that improve the safety and productivity of the people who use our products.

Our customers continue to face increasingly complex challenges, from growing infrastructure demands and resource constraints to evolving environmental expectations and workforce needs. At Terex, we view these changes as an opportunity to innovate, grow, and make a difference through the products, services, and solutions we provide. Through product innovation, digital capabilities, alternative power solutions, and the essential services our equipment supports, we are committed to helping our customers operate more safely, efficiently, and sustainably.

Beyond helping our customers achieve their goals, we remain focused on advancing sustainability across our own operations through responsible environmental stewardship, a strong safety culture, investing in our team members, and sound governance practices that support long-term value creation.

As we look ahead, our priorities remain clear: operate safely, innovate with purpose, and create long-term value for all our stakeholders. By executing with discipline and investing in our people, products, and operations, we are building a stronger and more resilient Terex for the future.

Thank you for your continued trust and partnership as we build that future together.

¹ Because the merger with REV Group was completed in 2026, data regarding REV Group is not included in any metrics in this report. We look forward to including details in our next sustainability report.



Simon A. Meester
President and Chief Executive Officer
Terex Corporation



SUSTAINABILITY AT TEREX

Our Company's purpose is to help improve the lives of people around the world. We do this by enabling safer work practices through product innovation, designing resource-efficient solutions, fostering a workplace culture of inclusion and well-being, and actively reducing our environmental footprint.



INNOVATE

OPERATE SUSTAINABLY

ENGAGE

STRATEGIC OBJECTIVES

We aspire to design products and offer solutions that enable our customers to operate in safe and sustainable ways. Such solutions may help lessen the demand on our planet's limited resources and support the circular economy by reducing carbon emissions, increasing waste processing, and advancing the reuse of scarce resources.

We implement practices at our locations that aim to minimize our environmental impact to help support a healthier planet for current and future generations. We evaluate our suppliers and distribution partners on factors that include their sustainability practices.

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



RECOGNIZED FOR SUSTAINABILITY, INNOVATION, AND OVERALL EXCELLENCE

The Fuchs G-Series machine received an award at the Focus Open Design Award event in the category Special Mention. The Focus Open Design Award event is an international competition recognizing exceptional, future-oriented, and sustainable designs. The G-Series introduces a state-of-the-art display interface and enables operators to control sensitivity, speed, and joystick configurations.

Genie's Redmond, Washington (United States) site recently received the King County Department of Natural Resources' Gold Medal Award for Perfect Compliance with Industrial Waste Regulations—placing Genie among the top 31 of 650 regulated companies.

Genie's manufacturing facility in Sanand, Gujarat (India) has been awarded LEED Gold certification by the U.S. Green Building Council, recognizing the site's commitment to sustainability-focused building practices and environmental stewardship.

For the fourth year in a row, in 2026, Terex was named one of [America's Most Responsible Companies](#).

Terex Materials Processing UK sites have achieved the Gold Award from the Royal Society for the Prevention of Accidents, demonstrating our commitment to creating a safe working environment.

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

Powerscreen was recognized at the India RAHSTA Awards 2026, receiving the "Most Innovative Road Construction Equipment" award for its Premiertrak 410 TE Hybrid Jaw Crusher. The product was recognized for its innovative approach to crushing operations, combining proven performance with hybrid technology to help customers improve efficiency and reduce operating costs.

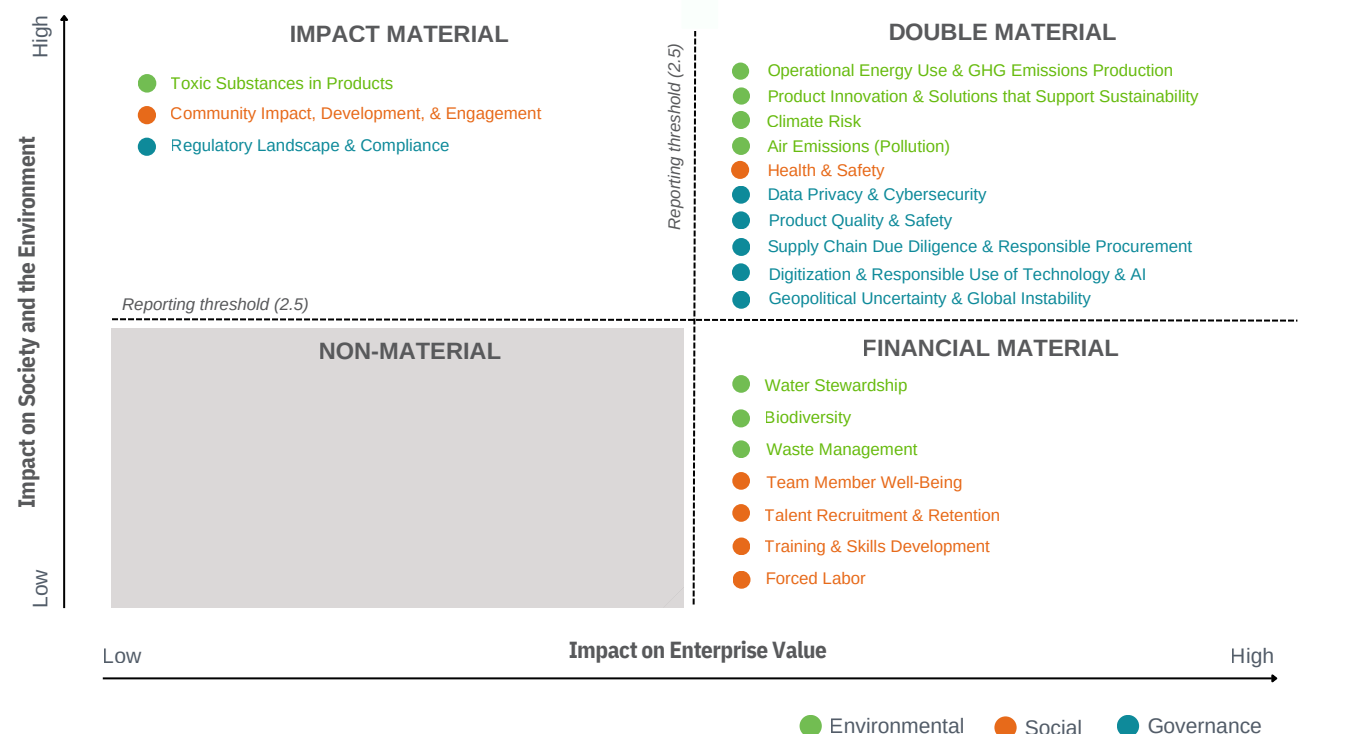
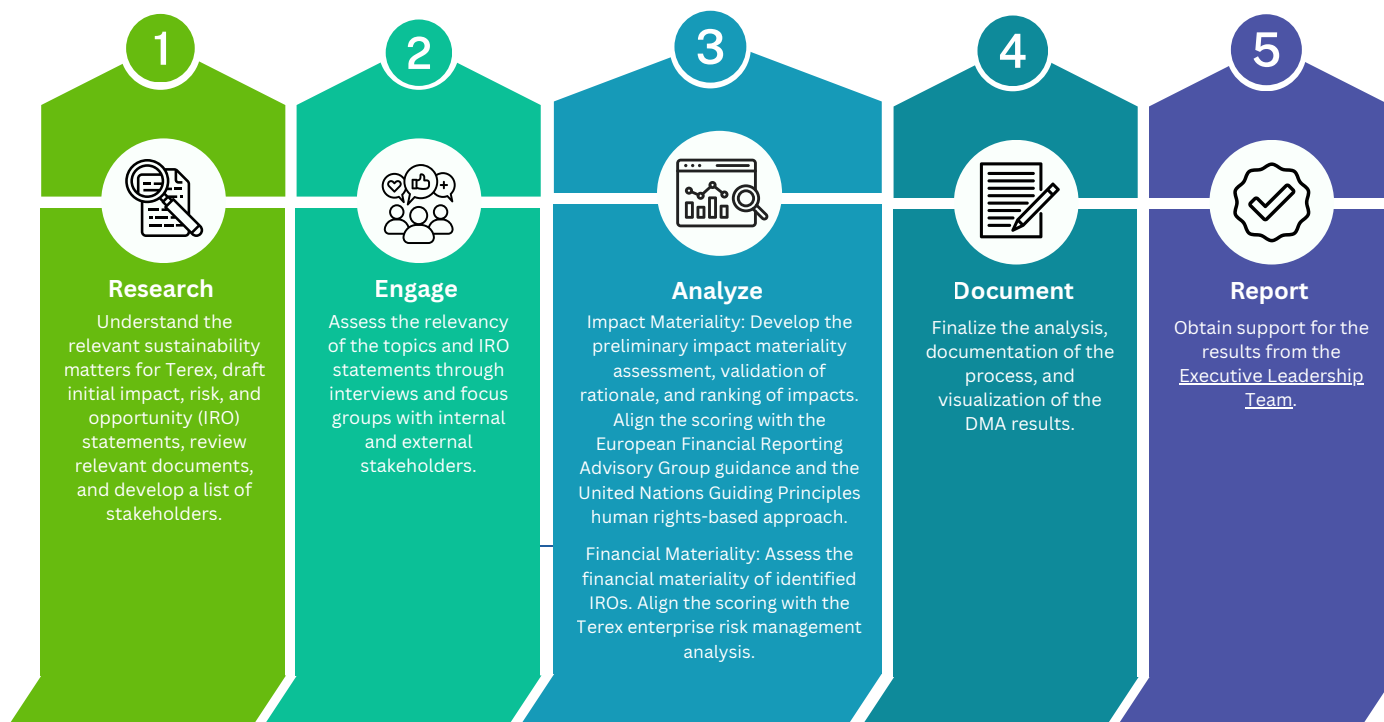
DOUBLE MATERIALITY ASSESSMENT PROCESS & RESULTS

Terex has conducted two materiality assessments. In 2022, we completed our first perception-based Materiality Assessment (MA). For more information about our MA results and process, refer to our 2022 Sustainability Report.

In 2024, we completed a Double Materiality Assessment (DMA), which focused on areas of sustainability that impact Terex's enterprise value and financial performance, as well as its impacts on society and the environment. We engaged with 45 internal and external stakeholders as part of our DMA, including investors, customers, suppliers, universities, and team members from across the globe, to identify our material sustainability topics.² The material topics³ identified through the DMA form the structure of our sustainability report. The results of our DMA were largely consistent with our MA; therefore, the Company's sustainability strategy has not materially changed as a result of the assessment.

² See the 2024 Sustainability Report for more information on our engagement with stakeholders.

³ In this report, the term "material" or "materiality" is not used in the same manner as they are used under the laws of the U.S. or any other jurisdiction, or as they are used in the context of financial statements and financial reporting. Materiality, for the purposes of this document, should not, therefore, be read as equating to any use of the word in other Terex reporting or filings.



SUSTAINABILITY GOVERNANCE STRUCTURE

OVERSIGHT

BOARD OF DIRECTORS

The [Board of Directors](#) (Board), the highest governance body, oversees the strategic direction of our Company and the sustainability program and its goals. The [Board](#), through its committees, is updated periodically throughout the year on various sustainability topics, including an annual update on climate-related topics.

Audit Committee

Oversight of controls & procedures relating to sustainability disclosures. Assists the [Board](#) with oversight of the accuracy of reported metrics, along with the review and oversight of the Company's cybersecurity, information systems, & technology risks.

Compensation and Human Capital Committee

Oversight of the Company's compensation and benefits programs, executive compensation, equity-based plans, and culture and inclusion initiatives.

Governance, Nominating and Corporate Responsibility Committee

Assists the [Board](#) and the Compensation and Human Capital Committee with providing guidance and oversight regarding several sustainability matters relevant to the Company, including but not limited to: (i) health, safety, & environmental program (ii) environmental impact of the Company's operations, and (iii) product safety and regulation. Reviews and monitors compliance with the Company's [Code of Ethics & Conduct](#) (Code) and oversees [Board](#) governance, including [Board](#) composition and skills.

Engagement with our stockholders is a key component of our corporate governance practices. Stockholders may submit questions regarding our sustainability program to the [Board](#) during the annual stockholder meeting.

EXECUTIVE LEADERSHIP TEAM

Responsible for managing the Company's sustainability impacts on shareholders and other stakeholders, such as team members, customers, and the communities in which Terex operates.

LEADERSHIP & PLANNING

SVP, TEREX OPERATING SYSTEM

Kevin Trimmer, SVP, Terex Operating System, leads operational sustainability efforts at Terex, collaborating with the rest of the [Executive Leadership Team](#) and other senior leaders on the implementation and execution of the Company's sustainability strategy. Mr. Trimmer provides corporate oversight of business-led climate initiatives and progress toward climate goals, reporting to Simon Meester, President and Chief Executive Officer, on progress toward sustainability goals and targets.

CORPORATE SUSTAINABILITY GROUP

This group, comprised of members from various departments, steers the prioritization of sustainability-related projects and the tracking and reporting of sustainability-related information for regulatory compliance purposes.

SITE SUSTAINABILITY COMMITTEES

Cross-functional groups responsible for integrating energy-efficient practices into business processes, identifying site-specific greenhouse gas (GHG) emissions and energy-consuming contributors, and implementing improvements as appropriate.

SUSTAINABILITY WORKSTREAMS

Individual contributors from various departments who assist with the planning and execution of strategic sustainability-related projects.

IMPLEMENTATION

ENVIRONMENT

Our objective is to design products and offer solutions that help enable our customers to operate in safe and sustainable ways. Certain of our products lessen the demand on our planet's limited resources and support the circular economy by reducing carbon emissions, increasing waste processing, and advancing the reuse of scarce resources. Additionally, we implement practices at our locations that help minimize our impact on the environment to help support a healthier planet for current and future generations.

IN THIS SECTION:

Product Innovation & Solutions

Operational Energy Use & Greenhouse Gas Emissions Production

Climate Risk

Air Pollution

Water Stewardship

Waste Management

Biodiversity

Toxic Substances In Products

PRODUCT INNOVATION & SOLUTIONS

Several of our products and offerings, including the products outlined below, enable our customers to reduce emissions, minimize waste, and conserve resources by providing our customers with alternative power offerings and equipment that enables sustainable applications, such as recycling applications.

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

Our Materials Processing brands offer a comprehensive range of products that support recycling, reuse, and waste processing, especially through our Environmental and Handling brands, which give new life to forestry waste, scrap steel, demolition debris, and more, helping to divert materials from landfills and incinerators. Additionally, various Materials Processing Aggregates brands offer products that transform waste aggregate materials into sorted reusable materials, in turn conserving natural resources. In 2024, Terex increased its product offerings that aid in recycling and reuse of materials through the acquisition of Environmental Solutions Group (ESG), a leading North American manufacturer of refuse collection vehicles and waste compaction equipment, enabling us to provide an even broader range of environmental solutions for our customers.

In February 2026, Terex Corporation merged with REV Group, a leader in the design and manufacture of specialty vehicles, including essential vehicles for public services, thereby supporting our purpose to help improve the lives of people around the world. Because the merger with REV Group was completed in 2026, data regarding REV Group is not included in any metrics in this report. We look forward to including details in our next sustainability report.

Looking ahead, we strive to continue to evolve our approach to alternative, environmentally friendly power options as technical capabilities advance, regulations evolve, and customer adoption grows.

ECOTEC INTRODUCES THE TSS 390 PLUS

Ecotec has introduced the TSS 390 Plus slow speed shredder, a new addition to its recycling portfolio. The single shaft shredder has the ability to process a broader range of materials than its predecessor (TSS 390), including organic waste, and delivers greater versatility and more effective shredding.



BATTERY INNOVATION FOR GENIE BOOMS

The Genie S-85 XC FE hybrid and S-85 XC E electric telescopic boom lifts, which are powered by Lithium-ion batteries, were awarded the New Product Award in the Boom Lifts category at the American Rental Association conference. The highly efficient Lithium-ion technology eliminates the need for battery replacement and maintenance, reducing the cost of ownership for the product.



SPARTAN ELECTRIC FIRE TRUCKS

Spartan Emergency Response, a Specialty Vehicles brand, delivered two all-electric Vector™ fire trucks to Toronto Fire Services in May 2025, making it one of the first fire departments in Canada to have fully electric, North American-style pumper trucks in its fleet. The Vector fire truck energy-efficient technology enables the Toronto Fire Services crews to complete their typical driving and pumping tasks exclusively on electric power.



EVOQUIP LAUNCHES ITS FIRST CONE CRUSHER

EvoQuip has expanded its product range with the introduction of the Boa 950, the first cone crusher in the brand's portfolio. This product is designed for recycling applications and its compact, transport-friendly design reflects the EvoQuip ethos on intuitive solutions suited to smaller sites.



OPERATIONAL ENERGY USE & GHG EMISSIONS PRODUCTION

Terex is committed to minimizing environmental and climate-related impacts by evaluating our processes and looking for opportunities to reduce our GHG emissions and energy use. At the enterprise level, we focus our carbon and energy reduction efforts where they have the greatest impact, specifically at the 12 Terex locations that account for 62% of our GHG emissions (Tier 1 locations) as of year-end 2025. Following the recent ESG acquisition and REV Group merger, the Tier 1 facilities are currently being reassessed in order to return to Tier 1 sites accounting for ~80% of Terex global GHG emissions. The cross-functional Site Sustainability Committees at our Tier 1 locations are tasked with integrating energy-efficient practices into business processes, identifying their site-specific GHG emissions and energy-consuming contributors, and implementing improvements as appropriate. In 2025, the Site Sustainability Committees were tasked with delivering at a minimum, one initiative per sustainability pillar. The sustainability pillars are Carbon Reduction, Waste Reduction, Water Conservation, and Enhancing Biodiversity. Additionally, as part of our “Sharing Success” objective, each committee produced a case study detailing a successful initiative with the potential to be replicated across the organization.

In 2025, we established a new emissions reduction goal that builds on the progress achieved so far. We are now aiming to achieve a 25% reduction in GHG emissions intensity by 2029, using 2019 as the baseline year.

We are proud to report that, as of August 2026, three sites had an Environmental Management System (EMS) certified to ISO 14001, and one site is certified to ISO 50001. Additionally, 31% of suppliers that responded to the 2026 Supplier Risk Assessment have an EMS certified to ISO 14001. We are not aware of any monetary losses from legal proceedings regarding non-compliance with environmental regulations. Looking ahead, we will continue to evaluate our processes and look for opportunities to reduce emissions across our sites and within our value chain.



SITE-LEVEL SUSTAINABILITY INITIATIVES

Several Terex sites across the globe are implementing sustainability-focused initiatives, such as the Genie Umbertide team who reduced their environmental footprint while building community through carpooling. Umbertide team members carpool through a corporate mobility platform that enables them to collaborate on shared commuting. Additionally, the Genie North Bend team eliminating the use of styrofoam as padding in their outbound packages. The styrofoam was replaced with shredded recycled cardboard from inbound packaging. This has significantly reduced the waste associated with packaging at the facility.



COMMITMENT TO GENERATING RENEWABLE ENERGY

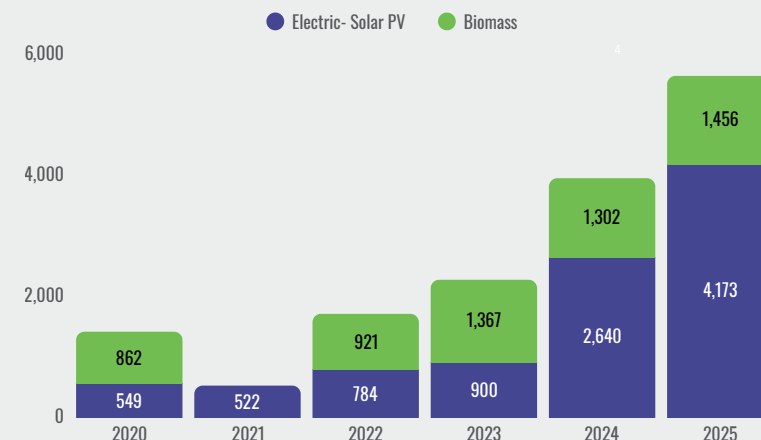
In support of the use of renewable energy technology, Terex currently utilizes solar photovoltaic (PV) systems and biomass and ground source heating technologies at certain facilities. From 2024 to 2025, we increased our total annual on-site renewable energy generation by 43%, driven primarily by increased solar PV capacity. This significant increase in renewable energy generation shows our commitment to expanding clean energy use across our operations.

43% INCREASE
IN ON-SITE ANNUAL
RENEWABLE ENERGY
GENERATION

FROM 2024 TO 2025

As of year-end 2025, eight Materials Processing plants in Northern Ireland were powered by 100% renewable electricity. Each of these sites purchases certificates that verify the electricity is generated from 100% renewable energy sources.

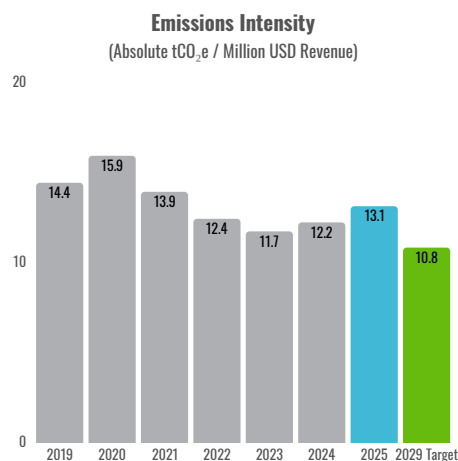
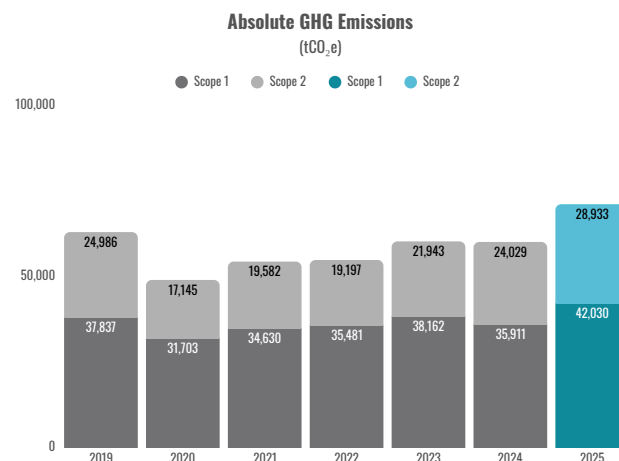
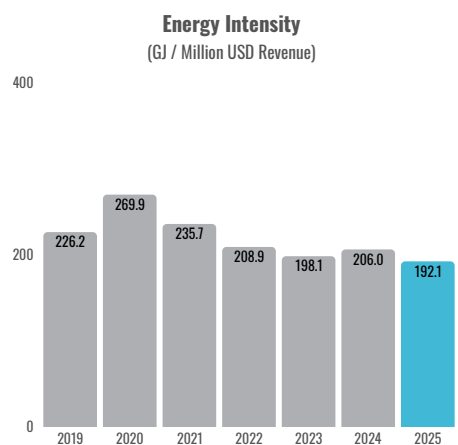
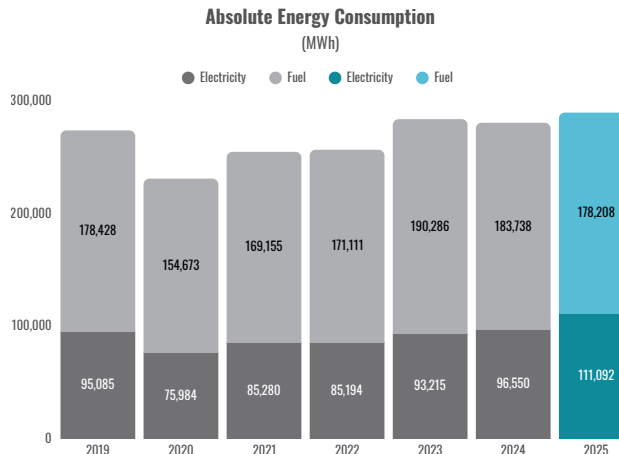
On-Site Renewable Energy Generation ⁴ (MWh)



⁴ The On-Site Renewable Energy Generation graph includes reported information from 81 Terex sites and does not include information from all Terex locations.

TEREX EMISSIONS & ENERGY METRICS ^{5,6}

In 2025, we experienced an 18% increase in absolute emissions, in part due to an increase in the average carbon intensity of global grid electricity. Additionally, because emissions growth exceeded revenue growth during the year, Terex's emissions intensity reduction progress decreased to a 9% reduction in emissions intensity against the 2019 baseline. Terex's absolute energy consumption increased by 3.2% compared to 2024, primarily driven by organizational growth through acquisitions. However, we continued to make progress in improving our energy efficiency, achieving an energy intensity reduction of more than 15% against the 2019 baseline.



⁵ The charts include data that has been externally verified. For more information, see the [External Assurance](#) section of this 2026 Sustainability Report. The Emissions Intensity, Energy Intensity, Absolute GHG Emissions, and Absolute Energy Consumption charts include reported information from 81 Terex sites and do not include information from all Terex locations.

⁶ The emissions and energy consumption and associated intensity metrics for historical years have been recalculated due to an additional data source (a US-based fuel card) being included within the boundary. The previously stated metrics have been adjusted accordingly.

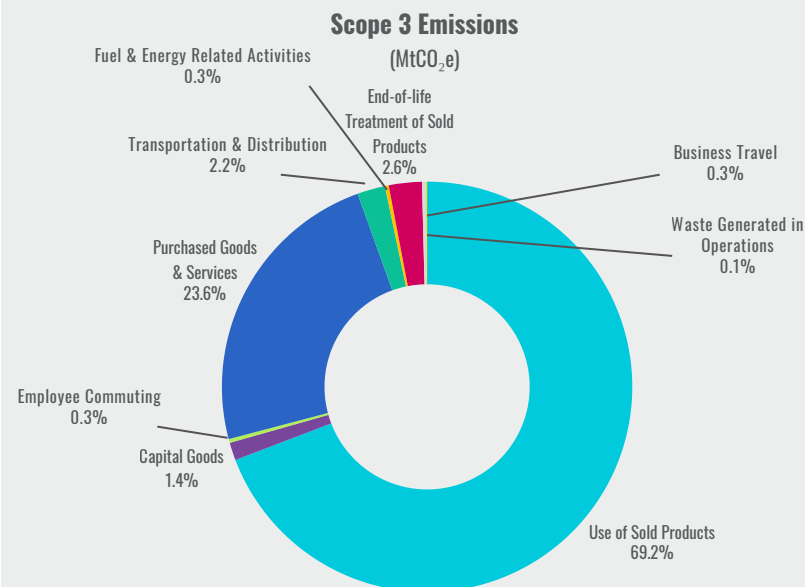


SCOPE 3 EMISSIONS

Scope 3 emissions are the indirect GHG emissions that occur across a company's value chain, encompassing both upstream and downstream activities such as purchased goods and services, transportation, product use, and business travel.

In 2025, Terex completed its second Scope 3 emissions verification assessment and identified nine categories, located in the chart below, that are significant to our operations. The verified total Scope 3 emissions for 2025 is 5,571,837 tCO₂e. The largest contributor to our Scope 3 emissions was from the use of sold products, followed by goods and services purchased by our company that were used for operational purposes. This emissions profile highlights the importance of focusing on product innovation that promotes sustainability and effective product lifecycle management to drive meaningful reductions in Scope 3 emissions.

Since 2024, we have reduced our Scope 3 emissions intensity by over 5%. Over the coming years, we aim to develop a strategic approach to Scope 3 mitigation. For more information on our Scope 3 emissions, please see the [External Assurance](#) section of this 2025 Sustainability Report.





CLIMATE RISK

Our annual [CDP Report](#) highlights our progress in climate risk management, among other topics. We are currently undergoing our climate scenario analysis to evaluate the potential financial, operational, and reputational impacts of climate-related risks and opportunities, which will inform our disclosures in future sustainability reports and support compliance with emerging regulations. This work is complemented by our broader ongoing climate transition planning work, which outlines how Terex will adapt its operations and value chain to support a low-carbon economy while maintaining business continuity and stakeholder trust.



WASTE MANAGEMENT

We are actively monitoring our waste generation and intend to establish baselines for waste management and implement reduction pathways in the near future. Some of our locations have launched site-level waste reduction initiatives. These include measures to reduce or reuse single-use plastics and contaminated materials, and to reduce waste associated with manufacturing materials through design and specification. As of August 2026, 9 sites have diverted ~90% or more of their waste from landfills.



AIR POLLUTION

Terex addresses air pollution through operational improvements (such as processes/practices to reduce GHG emissions), product innovation (such as the development of alternative power products), and the stringent monitoring of air quality at our production sites. Our strategy to reduce air pollution begins with minimizing GHG emissions in our operations, particularly at Tier 1 locations. We are actively implementing energy-efficient technologies and process optimizations to reduce GHG emissions. Additionally, we are investing in product innovations that reduce GHG emissions for our end-users. We also recognize the environmental and health impacts of pollution from particulate matter. Through rigorous testing protocols, we monitor and manage air pollution levels at our production facilities.



BIODIVERSITY

Biodiversity is essential to support all life on Earth, and Terex has led various initiatives to combat biodiversity loss. Annually, our Tier 1 locations are assigned specific objectives, one of which is to implement an initiative that promotes biodiversity enhancement. The Advance team in Fort Wayne, Indiana set up and actively manages four beehives on a low-traffic area of the site near neighboring farmland, creating a practical opportunity to support local pollinator health and make productive use of available land. Additionally, our Franna team marked Clean Up Australia Day 2026 by taking part in the nationwide environmental initiative, with a dedicated team of volunteers coming together to clean up a large green space in Brisbane that had a growing littering problem. These site-level biodiversity initiatives support local ecosystems, while also serving as great employee engagement and educational opportunities.



WATER STEWARDSHIP

We recognize the ongoing concern about global water scarcity and the potential impacts it may have on operations, ecosystems, and biodiversity in the communities surrounding our businesses. While our operations do not heavily depend on water, we regularly review our water consumption practices, identifying opportunities for increased efficiency, implement water conservation initiatives, and educate team members about mindful water use. As part of our water conservation initiative, we have conducted initial water risk assessments at seven locations⁷ and using the data collected from the assessments, we are developing tailored water strategies to enhance efficiency, increase water recycling, and promote reuse initiatives. We are pleased that some of our Terex facilities have implemented location-specific water conservation practices, such as the implementation of rainwater harvesting systems, water monitoring systems, and water recycling systems, and optimization of water treatment systems in paint lines.



TOXIC SUBSTANCES IN PRODUCTS

We recognize the critical importance of identifying, managing, and minimizing toxic substances in our products. We have several policies and practices in place to comply with a wide range of regulations regarding hazardous materials in products. We proactively survey our supply chain to identify and manage any hazardous substances.

⁷ Six of the seven locations are in regions at high risk for water scarcity according to the [Aqueduct Water Risk Atlas](#) developed by the World Resources Institute (WRI).

SOCIAL

The social aspect of our sustainability strategy starts with Zero Harm, our objective to keep all Terex team members safe at work, and our inclusive culture, where team members of all backgrounds feel welcome and valued. We believe that engaged team members who are invested in their work are also invested in each other and their communities. We also evaluate our supplier and distribution partners on factors that include their social responsibility initiatives and practices.

IN THIS SECTION:

Health & Safety

Forced Labor

Team Member Well-Being

Training & Skills Development

Talent Recruitment & Retention

Community Impact, Engagement, & Development

HEALTH & SAFETY

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

The SIF prevention program is focused on preventing life-altering incidents from occurring in our business. Our SIF incident data is reviewed annually, and the trends are used to strengthen each SIF roadmap. Every potential SIF event is thoroughly investigated, assessed for its root cause, and assigned higher-tier controls designed to prevent recurrence. In 2025, we shifted toward more proactive reporting methods, with increased emphasis on identifying risks early and taking corrective action in the moment.

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

Our HSE Management Strategy includes a global HSE Policy and clear standards designed to help ensure a safe and legally compliant work environment. Key HSE metrics and progress on improvement plans are reviewed monthly by leadership and shared across the business to ensure accountability and progress. As of August 2026, four Terex sites have HSE programs certified to ISO 45001. Additionally, ~23% of the suppliers that responded to the 2026 Supplier Risk Assessment have HSE programs certified to ISO 45001.

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



**FARLOUGH SITE
REACHES
MAJOR
SAFETY
MILESTONES**

The Terex Farlough team recently achieved two significant safety milestones: 1,000 days since the last lost time injury and 500 days since the last recordable injury. These achievements reflect the site's ongoing commitment to proactive safety measures.

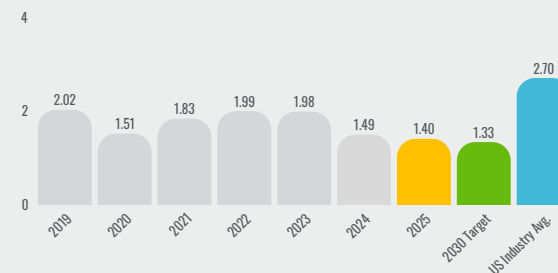


HEALTH & SAFETY METRICS

Compared to the previous year, we achieved a 6% reduction in the Total Recordable Incident Rate (TRIR), demonstrating continued progress in reducing workplace injuries. In keeping with our practice of annually updating our five-year targets, we are now targeting the long-term objective of reaching a TRIR of 1.33 and a LTIR of 0.33 by year-end 2030.

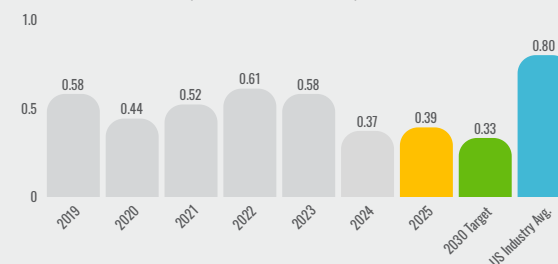
Total Recordable Incident Rate

(# Recordable Injuries *200k)/Hours



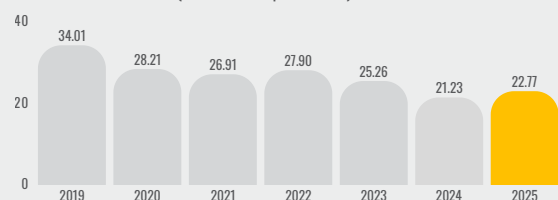
Lost Time Incident Rate

(# Lost Time Injuries *200k)/Hours



Near Miss Reporting Rate

(# Near Miss Reports *200k)/Hours



FORCED LABOR

Consistent with our [Terex Way Values](#), we care about, respect, and support the fundamental human rights and freedoms of all, and believe that protecting human rights is the responsibility of all team members.

Our Company has zero tolerance for any form of slavery, servitude, human trafficking, or child or forced labor (collectively referred to as “modern slavery”) within our business. To our knowledge, there have been no incidents within our Company that violate our prohibition against modern slavery. Our [Terex Prohibits Modern Slavery Statement](#) is annually reviewed and approved by our [Board](#).

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

TEAM MEMBER WELL-BEING

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

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

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

Terex aspires to create an inclusive, equitable, and welcoming environment — one where everyone feels safe, supported, and valued, and can thrive. As our organization continues to evolve, we are strengthening how we connect teams across the globe to help ensure consistent access to support resources and our community. Terex offers Affinity Groups, which are evolving into a more connected Affinity Network model, to provide support, resources, and opportunities for team member engagement. This evolution reflects feedback from team members and a focus on creating simpler, more accessible ways to get involved across the company.

The [Code](#) prohibits discrimination against team members on any basis, including race, ethnicity, family/marital status, gender identity, and disability status.

As part of our Culture & Inclusion program, we enhanced how we deliver well-being and inclusion content by combining global webinars with interactive sessions, including sessions delivered through our Spring Health partnership. These sessions were designed to be more practical, engaging, and accessible, supporting team members in building skills and confidence in several areas. Topics included discrimination prevention, imposter syndrome, stress management, and mental, physical, and financial health. These offerings are available to all team members, including those in managerial roles, and are intended to promote open conversation, reduce stigma, and strengthen support across the organization.



**FRANNA
LAUNCHES
SPECIAL CRANE
IN SUPPORT OF
MENTAL HEALTH**

In 2025, the Franna team held an event in Brisbane, Australia to raise funds for Beyond Blue, an organization that supports lifesaving conversations and mental health awareness nationwide. As part of the event, the Franna team launched a custom MAC25 252000 crane, a tribute in memory of an individual who tragically lost their life to suicide.



TRAINING & SKILLS DEVELOPMENT

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

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

It is important that all team members understand how their day-to-day work supports broader organizational goals and receive ongoing feedback on their performance, both positive and developmental. To enable this, Terex has a performance management process where team members and their managers set clear business and professional objectives through mid-year calibrations, annual performance reviews, and succession planning. We will continue to look for new ways to support the development of our team members with the goal that they build successful careers at Terex.

TALENT RECRUITMENT & RETENTION

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

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

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



INVESTMENT INTO TRAINING HUB

Our engagement survey showed that team members at the Dungannon, Northern Ireland site wanted more opportunities to develop their skills. In response to this, the leadership team launched a new Training Hub, a dedicated space designed to support learning, collaboration, and career development across all levels of the business. The Training Hub offers a blend of instructor-led sessions and online modules delivered through Terex University and LinkedIn Learning, available free to all Terex team members. This approach allows individuals to engage with content in a way that suits their learning style, pace, and schedule.



SUPPORTING THE DEVELOPMENT OF FUTURE ENGINEERS

The Genie Umbertide, Italy team collaborated with a local school to help develop the next generation of engineers by showing them what it is like to work at Genie. Collaborations like these with students are an important tool to support the development of the next generation of engineers and highlight innovation, teamwork, and the power of community partnerships.



COMMUNITY IMPACT, DEVELOPMENT, & ENGAGEMENT

Citizenship is one of our key values, and we embody this principle by encouraging our sites and our team members to get involved. By promoting volunteerism, supporting local causes and events, and fostering partnerships with local organizations, we strive to make a positive impact on the community. At the corporate level, Terex contributes annually to numerous local, national, and international charities and nonprofit organizations whose missions align with our [Terex Way Values](#). At the site level, sites with more than 50 team members are expected to complete at least two community events annually.

2025 AND 2026 COMMUNITY ENGAGEMENT AROUND THE WORLD

The Utilities team in **South Dakota, United States** helped a Costa Rica community in crisis reconstruct a vital bridge that torrential flooding washed away.

The Smeal team in **Nebraska, United States** donated to the Wildfire Disaster Relief Fund to support communities affected by the recent wildfires across the state.



The MDS team in **Carrickmacross, Republic of Ireland** took part in the Moylagh JFK 50-Mile Challenge, raising funds for the [Irish Cancer Society](#) and local cancer charities.

The Genie team in **Roosendaal, Netherlands** took part in the Dutch Volunteer Days event by refreshing an outdoor seating area at a local elderly care home for people living with dementia and Alzheimer's.



The Terex GBS team in **Lurgan, Northern Ireland** raised money for [Air Ambulance NI](#), a charity that helps provide helicopter emergency medical services across the region.



The Materials Processing team in **Hosur, India** participated in International Women's Day (IWD) by hosting a blood donation event to support the 2026 IWD's theme of "Give To Gain."

The Franna team in **Eagle Farm, Australia** raised money for [YoungCare](#), an Australian not-for-profit organization supporting young people with high care disabilities.

GOVERNANCE

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

IN THIS SECTION:

Geopolitical Uncertainty & Global Instability

Supply Chain Due Diligence & Procurement

Product Quality & Safety

Data Privacy & Cybersecurity

Digitization & Use of Technology & AI

Regulatory Landscape & Compliance

PRODUCT QUALITY & SAFETY

Our safety commitment to Zero Harm extends beyond our facilities to the vehicles we design, manufacture, and deliver. We believe quality and safety are fundamental to building reliable products, and we aspire to achieve the highest standards of product quality and safety for our products. To support this aspiration, we engage with industry associations and standards development organizations, while continuously monitoring evolving global regulations to ensure ongoing product compliance and drive continuous improvement across our products and processes. This includes the monitoring of and adherence to key regulations and directives, including, but not limited to:

- Machinery and equipment safety regulations in the jurisdictions where our products are designed, manufactured, and sold.
- CE marking requirements and applicable European Union directives and regulations.
- Environmental regulations, including restrictions on hazardous substances and end-of-life product requirements, such as RoHS, REACH, and WEEE, where applicable.
- Product-specific certification and conformity requirements applicable to the industries in which we operate.
- ISO quality and environmental management standards. As of August 2026, seven Terex sites have implemented a Quality Management System (QMS) certified to the ISO 9001 standard.
- Supplier quality and compliance requirements that promote ethical sourcing, product conformity, and continuous improvement throughout the supply chain.

Through our product quality and safety compliance program, we remain committed to developing new products and features that are of high quality and support the safety of the operators who use our equipment and the communities in which our equipment is used.



3RD EYE EXPANDS SAFETY SOLUTIONS SUITE

3rd Eye®, part of the Environmental Solutions segment and a leading provider of integrated fleet hardware and technology, expanded its safety solutions suite with the introduction of the 360 Camera System and Reverse Automatic Braking Technology, designed to enhance driver awareness, improve visibility, and help mitigate potential risks.



CHANGZHOU HOSTS SUPPLIER QUALITY DAY

The Genie Changzhou, China site held the 2026 Supplier Quality Day with representatives from 35 key supply chain suppliers in attendance. The event promoted our quality standards and expectations and awarded ten outstanding suppliers with Supplier Quality Awards in recognition of their consistent high quality performance.



CBI HOSTS ON-SITE TECHNICAL TRAINING

CBI, a Materials Processing brand, hosted a Technical Sales Training program to strengthen distributor confidence in machine safety, setup, and application performance. The training combined classroom-based learning with practical, hands-on experience in a working environment, enabling attendees to apply their learning directly in real-world conditions.



DIGITIZATION & USE OF TECHNOLOGY & AI

As digital transformation accelerates across industries, Terex recognizes the responsibility that comes with deploying and using advanced technologies, such as artificial intelligence (AI), automation, and data analytics in our business operations, information systems, products, and services. Our goal is to utilize innovative tools to achieve operational excellence while safeguarding human rights, data privacy, and ethical integrity. We are actively integrating AI into our systems and services with a focus on informed consent, transparency, and minimizing unintended consequences. We are also utilizing artificial intelligence technologies to help detect and defend against cyber threats. We continuously assess the societal and environmental impacts of emerging technologies, ensuring that our digital evolution aligns with our [Terex Way Values](#) and stakeholder expectations.

We recognize the business benefits of AI and emerging technologies, and we are committed to educating team members on the safe use of the technology. We have policies on third-party messaging apps and AI to reduce cyber and confidentiality risk. In the past year, we have held several webinars focused on the effective and safe use of AI tools.

DATA PRIVACY & CYBERSECURITY

Terex is committed to protecting its information assets, business operations, customers, suppliers, and team members from evolving cybersecurity and data privacy risks. Our cybersecurity program is aligned with recognized industry frameworks, including the National Institute of Standards and Technology (NIST) Cybersecurity Framework, which supports a risk-based approach to identifying, protecting against, detecting, responding to, and recovering from cybersecurity threats.

Our cybersecurity strategy is built on three pillars: people, process, and technology. Terex continually enhances its cybersecurity capabilities through ongoing investments in threat detection, identity security, incident response preparedness, and third-party risk management. We also foster a culture of cybersecurity awareness through regular training and phishing awareness exercises designed to help team members identify, prevent, and respond to evolving cyber threats. To date, Terex has not experienced a material third-party information security breach.

Strong governance is a key component of our cybersecurity program. The [Board](#) receives annual updates from the Chief Cyber Security Officer regarding cybersecurity strategy, key risks, and program maturity. In addition, the Audit Committee receives quarterly updates on cybersecurity metrics, emerging risks, and risk management activities. Certain information security controls deemed critical by the Company are independently assessed by qualified third parties to help validate their effectiveness.

Terex respects the privacy of its customers, suppliers, team members, and others. The [Terex Corporation Privacy Policy](#) and the Team Member Privacy Notice describe our external and internal practices regarding the collection and use of personal data, while our internal Data Protection Policy guides team members on protecting personal information. As privacy regulations and cybersecurity risks continue to evolve globally, Terex regularly reviews and enhances policies, controls, and processes as appropriate.

GEOPOLITICAL UNCERTAINTY & GLOBAL INSTABILITY

The global operating environment has become increasingly complex and unpredictable. From regional conflicts and supply chain disruptions to tariff and trade conflicts, geopolitical uncertainty is no longer a peripheral concern— it is a central factor shaping our company strategy and performance. Our DMA identified geopolitical uncertainty and global instability as a financial and impact-material topic, which reflects its potential to affect enterprise value and cause societal impacts. However, it also presents business opportunities for Terex, such as the opportunity to further expand our supply base when trade concerns arise.

Our teams actively monitor geopolitical developments and embed scenario planning into our risk management processes and forecasting. This includes, but is not limited to, evaluating our exposure to conflict-prone regions, assessing the stability of our supply chains, and monitoring tariffs. For more information on potential geopolitical risks, refer to our [Annual Report on Form 10-K](#) for the year ended December 31, 2025.

SUPPLY CHAIN DUE DILIGENCE & PROCUREMENT

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

Our [Terex Prohibits Modern Slavery Statement](#) affirms our zero tolerance for modern slavery. Suppliers are required to hire individuals of legal age (as established by the laws of their country) and comply with all applicable laws and regulations on wages, benefits, and working hours. Suppliers are expected to pay a living wage to their employees and adhere to the principles of internationally recognized human rights frameworks such as the [Universal Declaration of Human Rights](#), [UN Guiding Principles on Business and Human Rights](#), and [ILO Declaration on Fundamental Principles and Rights at Work](#). To our knowledge, to date, there have been no supplier violations of our prohibition on modern slavery.

We have systems in place, as outlined in our [Conflict Minerals Policy](#) and our [Supplier Code of Conduct](#), to comply with conflict minerals reporting requirements. For more information, please see our annual [Conflict Minerals Report](#). Additionally, we conduct an annual Supplier Risk Assessment, evaluating suppliers on their human rights practices, such as social/labor policies and initiatives, grievance mechanisms, employee training, environmental practices, management of private security forces, and more. We have analyzed the responses to our 2026 Supplier Risk Assessment and are working with any low-performing/potentially high-risk suppliers on their review and implementation of their risk mitigation plans. For more information on the 2026 Supplier Risk Assessment, please see our [2026 GRI Report](#).

REGULATORY LANDSCAPE & COMPLIANCE

Terex is committed to creating and maintaining an ethical business culture, grounded in our [Terex Way Values](#) and, in particular, our foundational value of Integrity. This commitment is a core part of our identity. We strive to ensure that our actions are lawful, ethical, and align with our values.

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

Our Ethics & Compliance program includes strong anti-corruption programs and policies, compliance training, regular risk reviews, and advocacy and awareness programs. Our Ethics & Compliance team regularly conducts risk reviews with site leaders from across our Company. The information that we learn is used to anticipate and mitigate current and future risks, such as any risks related to corruption, new regulations, anticompetitive behavior, and more. It is also used to identify new opportunities and share best practices across the Company. Additionally, we track key compliance indicators in real time (including Helpline activity, gifts and entertainment spend, and media reports concerning our third-party intermediaries), enabling ongoing monitoring of emerging risks and trends across all our businesses. Risk reviews and risk assessment results are shared with the [Board](#), [Executive Leadership Team](#), and our site and functional leaders who participate in the assessment, and actions are implemented by the relevant stakeholders to mitigate any risks identified.

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

APPENDIX

EXTERNAL ASSURANCE⁸

	ENGAGEMENT SUMMARY
Assurance Engagement Scope and Reporting Period	Terex engaged SE Advisory Services, an independent carbon management company, for the verification of its direct (Scope 1) and indirect (Scope 2) GHG emissions and its direct indirect Scope 3 GHG emissions for the period January 1st to December 31st, 2025.
Verification Opinion	<p>It is SE Advisory Services' opinion that the following GHG emissions totals are materially correct and are a fair representation of the GHG data and information provided:</p> <ul style="list-style-type: none"> • Scope 1 emissions: 42,029.5 tCO₂e • Scope 2 emissions (location-based): 28,933.3 tCO₂e • Scope 2 emissions (market-based): 37,778.9 tCO₂e • Total Scope 1 and 2 (location-based): 70,962.9 tCO₂e • Total Scope 1 and 2 (market-based): 79,808.4 tCO₂e • Total Scope 3 emissions: 5,571,837 tCO₂e <p>Based on the process and procedures conducted to achieve a limited level of verification of the Scope 3 GHG emissions data, nothing has come to SE Advisory Services' attention to indicate that the Scope 3 emissions statement:</p> <ul style="list-style-type: none"> • Is not materially correct and is not a fair representation of GHG data and information; • Has not been prepared in accordance with the reporting criteria outlined below.
Reporting Criteria	<ul style="list-style-type: none"> • Calculation methodology: World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (the GHG Protocol). • Reference methodologies: UK Government GHG Conversion Factors for Company Reporting (2025); International Energy Agency Electricity Emissions Factors 2025; and other emission factor sets as applicable.
Responsibilities	Terex is responsible for the collection and recording of data regarding the organization's emission sources and GHG-related information. SE Advisory Services' responsibility is to express an independent verification opinion on the accuracy of the GHG emissions reported by Terex and supporting processes and procedures in place to aggregate and analyze data.
Level of Assurance	For our Scope 1 and Scope 2 emissions, a reasonable level of verification was conducted aligned with the ISO 14064-3:2019 standard. For our Scope 3 emissions, a limited level of verification aligned with the ISO 14064-3:2019 standard. The organizational boundary of Terex includes its operational sites in 2025, using the operational control approach.

⁸ For more information, please see the [2025 External Assurance Verification Statement](#) and [2025 Scope 3 Emissions Limited Verification Statement](#).

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURES⁹

Table 1. Sustainability Disclosure Topics & Accounting Metrics for Industrial Machinery and Goods – FY Ending December 31, 2025

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Energy Management	Total Energy Consumed	Gigajoules (GJ)	1,041,481	RT-IG-130.a.1
	Percentage of Grid Electricity	%	32%	RT-IG-320.a.1
	Percentage of Renewable Energy	%	7%	
Workforce Health & Safety	Total Recordable Incident Rate (TRIR)	Rate	1.40	
	Fatality Rate	Rate	0	
	Near Miss Frequency Rate (NMFR)	Rate	22.77	
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1000 ton-miles	We continue to invest in the development of alternative power products. Given the diversity of our products, we do not calculate sales-weighted fuel efficiency or emissions in the manner requested.	RT-IG-410a.1
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour		RT-IG-410a.2
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon		RT-IG-410a.3
	Sales-weighted emissions of: a) nitrogen oxides (NOx) and b) particulate matters (PM)	Grams per kilowatt-hour		RT-IG-410a.4
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	<p>Terex is exposed to supply chain risks when critical materials are used in our products. To mitigate these risks, Terex expects that all suppliers adhere to the Supplier Code of Conduct. The Supplier Code of Conduct conveys our expectations for sustainability performance, including:</p> <ul style="list-style-type: none"> Protecting both the environment and employees through safe work practices; Adhering to all applicable laws and regulations; and, Combating human trafficking and not engaging or supporting forced, compulsory, or child labor. <p>A core value at Terex is our Zero Harm safety culture. We extend that value to our supply base by expecting suppliers to:</p> <ul style="list-style-type: none"> Commit to the safety and health of their employees; Conform to all applicable health and safety laws and regulations and applicable industry codes; and Maintain an active program to enforce and monitor compliance with health and safety requirements. <p>From a labor perspective, Terex suppliers are expected to adhere to the following standards:</p> <ul style="list-style-type: none"> Suppliers will ensure that its employees work in compliance with all applicable wage and hour laws and industry standards; Suppliers will not use child labor or any form of slave, forced, or compulsory labor, including involuntary prison labor; Suppliers will comply with all applicable anti-discrimination employment laws and will provide a workplace free from harassment; and Suppliers will not subject workers to inhumane treatment such as sexual harassment, bullying, or corporal punishment. <p>We expect our suppliers to comply with our conflict minerals reporting rules as outlined in our Conflict Minerals Policy. We have systems in place, as outlined in our Conflict Minerals Policy, and our Supplier Code of Conduct, to comply with conflict minerals reporting requirements. Terex reserves the right to verify, through an audit or otherwise, the supplier's compliance with our standards.</p>	RT-IG-440a.1
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Discussion	Terex services and restores Terex and other industrial company equipment and parts back to original working condition. We do not disclose revenue related to service and restoration as it is competitive information.	RT-IG-440b.1

Table 2. Activity Metrics – Fiscal Year Ending December 31, 2025

ACTIVITY METRIC	UNIT OF MEASURE	RESPONSE/COMMENT	SASB CODE
Number of Units Produced by Product Category	Number	We do not disclose units produced as it is competitive information.	RT-IG-000.A
Number of Employees	Number	10,665	RT-IG-000.B

⁹ The information in the tables is based on the best available data at time of publication. The Total Energy Consumed metric has been externally verified. The energy management metrics are from 81 Terex sites and not the entirety of all Terex locations. The data and metrics are not prepared in accordance with generally accepted accounting principles (GAAP). Our TRIR, fatality rate, and NMFR metrics include incidents from direct employees and contract workers.

TASK FORCE ON CLIMATE-RELATED FINANCIAL (TCFD) DISCLOSURES¹⁰

CORE ELEMENTS	SUBTOPIC	DISCLOSURE
Governance	Board Oversight	See the Sustainability at Terex section of this 2026 Sustainability Report.
	Management's Role	See the Sustainability at Terex section of this 2026 Sustainability Report.
Strategy	Risks & Opportunities	<p>Our sustainability strategy includes goals, targets, and initiatives aimed at reducing negative impacts on the environment. Additionally, we initiated a Munich Re aligned climate scenario analysis assessment in 2026, and our climate-related risks will be updated accordingly in a subsequent Sustainability Report. The identified climate-related risks from the existing risk identification process that was in place in 2025 are as follows:</p> <ol style="list-style-type: none"> 1. Enhanced reporting obligations (transition risk): Concerns regarding sustainability matters have resulted, and may continue to result, in new legal and regulatory requirements. We have devoted, and expect to continue to devote, expenditures and resources toward complying with sustainability-related regulations and designing and manufacturing new forms of equipment that satisfy new regulations and market expectations. 2. Climate Change & Natural Hazards (physical risk & opportunity): Potential physical risks, such as floods and earthquakes, could impact certain sites. The risks identified vary and are specific to the facilities' location. This risk is also an opportunity because extreme weather conditions could provide adverse conditions for our end-users resulting in demand for Terex equipment and parts/services, especially in our Utilities business. Also, this could lead to an increase in demand for alternative power products or products with sustainable applications to help minimize the effects of climate change. 3. Transition to low emissions technology & products (transition risk & opportunity): The availability and cost of energy could have a significant impact to the Company's global manufacturing operations, which in turn would cause indirect impacts to customers and our communities. This risk is also an opportunity for the company to develop alternative power products through R&D and innovation.
	Impacts of Risks & Opportunities on Company	<ol style="list-style-type: none"> 1. Enhanced reporting obligations: Maintaining a strong reputation with team members, customers, investors, stakeholders, and communities is critical to the success of our business. A failure, or perceived failure, to act responsibly with respect to the environment, achieve our sustainability goals, maintain sustainability practices, comply with sustainability regulations, or meet expectations related to sustainability concerns, could harm our reputation and adversely impact our ability to attract and retain customers and qualified team members, have an adverse effect on our future financial results, or cause harm to our business. At this time, we have not calculated the financial impact of this risk. 2. Climate Change & Natural Hazards: Terex understands that changes to weather patterns (acute and chronic) could impact the company and the community both directly and indirectly. At this time, we have not calculated the financial impact of this risk/opportunity. However, extreme weather events could cause increased sales of our products as discussed above. 3. Transition to low emissions technology & products: Terex would be impacted if actions on the regulatory and other levels are taken to mandate the reduction of fossil fuel use. At this time, Terex has not determined the financial impact of this risk/opportunity. However, if mandates for the use of low emissions products resulted in increased sales of our alternative power products, this would positively impact the Company.
	Resilience of Strategy	<p>Our sustainability strategy is purposefully designed to remain agile and responsive to both internal and external climate-related risks and opportunities, while maintaining a clear focus on delivering our long-term environmental objectives. The strategy incorporates robust mechanisms to assess and address transitional and physical risks, as well as to identify and act on sustainability-focused opportunities.</p> <p><i>Transition Risks:</i> A dedicated legislative compliance working group conducts regular reviews of current and emerging regulations. Where potential gaps are identified, targeted action plans are developed and implemented to ensure continued compliance and strategic alignment. Terex has taken several measures, such as generating renewable energy at sites, transitioning to energy efficient equipment, and more (as noted in this 2026 Sustainability Report), to help mitigate any impacts from the availability and cost of energy.</p> <p><i>Physical Risks:</i> Terex initiated a climate scenario analysis assessment in 2026 to evaluate potential acute and chronic risks in relation to varying pathways and timescales. Insights from these assessments will inform site-specific decision-making, including the implementation of mitigation measures where physical risks are identified.</p> <p><i>Opportunities:</i> We actively engage with our customers to ensure our product development initiatives meet their needs for lower emissions/alternative power products and products that aid in sustainable applications/extreme weather events.</p> <p>All identified risks and opportunities (both transitional and physical) are continuously fed back into the strategy, ensuring it evolves in line with changing conditions. Further detail is provided in the preceding section on climate-related risks and opportunities.</p>
Risk Management	Risk Identification and Assessment Process	The risks and opportunities noted above were identified as part of our annual CDP disclosure process and correspond with Climate Risk, a material topic from our DMA. In addition to the annual CDP disclosure process, quarterly, our Executive Leadership Team reviews our enterprise risks as part of our Enterprise Risk Management (ERM) process. As part of the ERM process, risks are evaluated by analyzing their potential impact (financial and reputational) and their likelihood. Sustainability-related risks, if material to the business, would be evaluated using this risk management process. Moving forward, the intent is that the climate scenario analysis assessment will be used to build upon our existing risk management assessment approaches for sustainability-related risks and opportunities.
	Risk Management Processes	Terex integrates climate-related risks into our wider ERM framework. Any material climate-related enterprise risks would be managed with the same priority as other material enterprise risks.
	Integration Into Overall Risk Management	The CDP disclosure risk identification process is not integrated into our overall risk management approach. However, the quarterly ERM process aligns with our overall risk management approach.
Metrics & Targets	Climate-related Metrics	Please see the Environment section of this 2026 Sustainability Report.
	GHG Emissions	We are targeting a 25% reduction in Scope 1 and 2 GHG emissions intensity by 2029, based on the 2019 baseline. Scope 1, Scope 2, and Scope 3 emissions are disclosed in the Operational Energy Use & GHG Emissions Production section of this 2026 Sustainability Report.
	Climate-related Targets	Terex has assessed the SBTi criteria. Due to the SBTi's current assessment of organic growth against absolute carbon emissions and Terex' short- to medium-term business growth plans, achieving SBTi alignment would be difficult. However, this is being monitored should the SBTi approach change. In the interim Terex has set an emissions reduction target that accommodates organic growth.

¹⁰ The information in the table above is based on the best available data at time of publication. The data and metrics are non-audited and not prepared in accordance with Generally Accepted Accounting Principles (GAAP).

TEAM MEMBER DEMOGRAPHICS¹¹

AGE DEMOGRAPHICS OF EMPLOYEES

Younger than 30:	Ages 30-50:	Older than 50:	Age not provided:
20%	54%	24%	2%

GEOGRAPHIC DEMOGRAPHICS OF EMPLOYEES

EMEAR:	APAC:	North & South America:
26%	14%	60%

GENDER DEMOGRAPHICS OF EMPLOYEES

Male:	Female:
81%	19%

EMPLOYEE BREAKDOWN¹²

CATEGORY	HEADCOUNT	GENDER	REGION
Regular ¹³	10,592	Male: 81%, Female: 19%	North & South America: 61%, EMEAR: 25%, APAC: 14%
Temporary ¹⁴	73	Male: 70%, Female: 30%	North & South America: 52%, EMEAR: 45%, APAC: 3%
Full-time	10,543	Male: 82%, Female: 18%	North & South America: 61%, EMEAR: 25%, APAC: 14%
Part-time	122	Male: 40%, Female: 60%	North & South America: 49%, EMEAR: 44%, APAC: 7%

10,665 total employees in Terex's workforce (as of year end 2025)

861 non-employees¹⁵ in Terex's workforce (as of year end 2025)

NEW HIRE DEMOGRAPHICS

TEAM MEMBERS JOINING THE ORGANIZATION IN 2025	NUMBER OF NEW HIRES	NEW HIRE RATE ¹⁶
Total	2,335	22%
By Age Group		
Under 30	1,121	53%
30-50	972	17%
50+	197	8%
Age not provided	45	18%
By Region		
North & South America	1,750	27%
EMEAR	437	16%
APAC	148	10%
By Gender		
Male	1,959	23%
Female	376	19%

TURNOVER DEMOGRAPHICS¹⁷

TEAM MEMBERS LEAVING THE ORGANIZATION IN 2025	NUMBER OF LEAVERS	TURNOVER RATE ¹⁸
Total	2,556	24%
By Age Group		
Under 30	857	41%
30-50	1,210	21%
50+	414	16%
Age not provided	75	29%
By Region		
North & South America	1,875	29%
EMEAR	429	16%
APAC	252	17%
By Gender		
Male	2,091	24%
Female	465	23%

¹¹ All data is as of 12/31/25 and is for the total employee headcount. Methodology for all demographic data: we use active headcount at the end of the period specified, each head equals 1.

¹² All employees generally adhere to a minimum or fixed number of working hours, as defined by law or common practice. We do not have on-call employees or zero-contract employees.

¹³ Regular employees include all employees except for temporary employees. We do not categorize employees as "permanent" as legal status differs across different countries.

¹⁴ Temporary employees are individuals who are employed for a limited duration that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees). Examples of temporary workers at Terex include interns or co-ops.

¹⁵ Non-employees are individuals provided by companies primarily engaged in "employment activities" such as temp agency workers or contractors. Most non-employees are in manufacturing roles at Terex.

¹⁶ The New Hire Rate is calculated by dividing the number of new hires by the total number of Terex team members for the relevant category. For example, the New Hire Rate for the Under 30 group is calculated by dividing the number of new hires under 30 by the number of Terex team members under 30 at year-end.

¹⁷ The data in this table includes involuntary and voluntary leavers.

¹⁸ The Turnover Rate is calculated by dividing the number of team members leaving by the total number of Terex team members for the relevant category. For example, the Turnover Rate for the Under 30 group is calculated by dividing the number of team members under 30 that left Terex by the number of Terex team members under 30 at year-end.

THANK YOU FOR READING OUR 2026 SUSTAINABILITY REPORT



ABOUT THIS REPORT

Unless specifically stated otherwise, the metrics in this report only cover Terex Corporation's performance in 2025. Because the merger with REV Group was completed in 2026, data regarding REV Group is not included in any metrics in this report. This report, which speaks only as of its date, is not comprehensive and, for that reason, this report should be read in conjunction with our [Annual Report on Form 10-K](#) and our [2026 Proxy Statement](#), which can be found at [terex.com](https://www.terex.com). The goals and projects described in this report are aspirational; as such, no guarantees or promises are made that these goals and projects will be met or successfully executed. Except as otherwise indicated, data, statistics, and metrics included in this report are non-audited and not prepared in accordance with GAAP. In some cases, environmental data reported includes metrics from 81 Terex sites, not the entirety of all Terex locations; data from ESG sites is excluded from 2024 and prior year metrics. Certain information in this report includes forward-looking statements (within the meaning of Section 27A of the Securities Act of 1933, Section 21E of the Securities Exchange Act of 1934, and the Private Securities Litigation Reform Act of 1995), including statements regarding our sustainability goals and strategies. In addition, when included in this report, the words "may," "expects," "should," "intends," "anticipates," "believes," "plans," "projects," "estimates," "will," and the negatives thereof and analogous or similar expressions are intended to identify forward-looking statements. However, the absence of these words does not mean that the statement is not forward-looking. We have based these forward-looking statements on current expectations and projections about future events. These statements are not guarantees of future performance. Such statements are inherently subject to a variety of risks and uncertainties that could cause actual results to differ materially from those reflected in such forward-looking statements. More information on risks, uncertainties, and other potential factors that could affect our business and performance is included in our filings with the Securities and Exchange Commission, including in the "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" sections of our most recently filed periodic reports on [Form 10-K](#) and [Form 10-Q](#) and subsequent filings. The forward-looking statements in our report are made as of the date first published, unless otherwise indicated, and except as required by law, we undertake no obligation to update these forward-looking statements as a result of new information or to reflect subsequent events or circumstances.