

Medical PPO – Anthem BCBS

- ✓ Choice of 2 Plans \$500 or \$1,000 annual individual deductible
- ✓ 100% coverage for in-network preventive care
- ✓ 75%/80% in-network or 55%/60% out-of-network coverage after annual deductible is met and dependent on Plan selected
- ✓ \$25 copay for office visits and \$40 copay for specialty visits

Medical HSA – Anthem BCBS

- ✓ Terex provided contribution - individual/family \$300 to \$1,000 based on TM's salary level and coverage election
- ✓ 100% coverage for in-network preventive care
- ✓ 80% in-network or 60% out-of-network coverage after annual deductible is met

Dental – Anthem BCBS

- ✓ Choice of 2 plans, one with 50% orthodontia coverage for any age
- ✓ Use of non-network dentists is allowed, but services won't be discounted
- ✓ 100% coverage for preventive services
- ✓ 80% or 50% coverage after deductible for restorative services, based on plan selected

Vision – Anthem BCBS

- ✓ \$400 annual maximum for all covered services, including eye exams
- ✓ Annual eye exam requires \$20 copay only with balance of cost applied to annual maximum
- ✓ One pair glasses (lenses and frames), contact lenses, and vision correction surgery are included and reimbursed at 85% of cost

Prescription PPO – Express Scripts

- ✓ 30 Day Retail Supply: Generic \$10 copay; 25% or 45% coinsurance after annual deductible for preferred brand or non-preferred brand name drugs
- ✓ 90 Day Mail Order and Walgreens Smart90: Generic \$20 copay; 25% or 45% coinsurance after annual deductible for preferred brand or non-preferred brand name drugs

Prescription HSA – Express Scripts

- ✓ 100% coverage for preventive medications included in plan coverage
- ✓ 20% coinsurance for generic and brand name drugs included in plan coverage once the annual deductible has been met
- ✓ Prescription drug coinsurance applies towards the annual Medical HSA deductible

401(k) Retirement Savings Plan – Fidelity Investments

- ✓ Eligible 1st of the month following date of hire
- ✓ Choice of pre-tax, post-tax, or Roth; auto enrollment feature
- ✓ Company match on 100% of the first 5% of team member contributions
- ✓ Immediate vesting on matching contributions

Employee Stock Purchase Plan – Fidelity Investments

- ✓ 1st of the month following date of hire
- ✓ 15% company match
- ✓ Team member post-tax contributions up to \$25,000 annually

Legal Assistance – Legal Shield, Inc.

- ✓ Voluntary team member paid program provides varying hours of legal assistance for certain services and a 25% discount for other, all through a large national network of attorneys
- ✓ Phone and in-office consultations available

Healthy Ways Wellness Program

- ✓ Interactive and informative website
- ✓ Challenges and programs to aid in healthy lifestyles and behaviors
- ✓ Incentives for team members and their spouses who meet eligibility requirements

Health Advocacy Services

- ✓ Eligible 1st day of employment
- ✓ Company paid service to assist TM's and their families with healthcare related services, providers, issues and questions

Tuition Reimbursement

- ✓ Annual reimbursement up to \$5,250 for associate or undergraduate degree and \$10,000 for graduate degree for work related programs

Adoption Assistance

- ✓ Up to \$5,000 maximum reimbursement of eligible expenses, per adoption

Flexible Spending Accounts (FSA) Anthem BCBS

- ✓ Pre-tax contributions to pay for up to \$2,500 for Health Care and \$5,000 for Dependent Day Care costs per year

Life Insurance - Prudential

- ✓ Company paid life insurance equal to 2 times the TM's annual salary
- ✓ Team Member may purchase additional coverage up to an additional 4 times annual salary capped at a maximum amount of \$900,000

Dependent Life Insurance - Prudential

- ✓ Company paid life insurance of \$2,000 for spouse and \$1,000 for each dependent child listed during TM's Terex benefits enrollment at eElect.com
- ✓ Additional coverage available at TM's cost

Accident Death & Dismemberment Insurance (AD&D) - Prudential

- ✓ Company paid AD&D insurance equal to 2 times the TM's annual salary
- ✓ Company paid AD&D insurance of \$2,000 for spouse and \$1,000 for each dependent child listed during TM's Terex benefits enrollment at eElect.com
- ✓ Additional coverage available for TM and dependents at TM's cost

Short-Term Disability - Prudential

- ✓ Company paid – 67% of salary
- ✓ Up to 26 weeks of short-term disability, subject to approval

Long-Term Disability - Prudential

- ✓ Company paid – 50% of monthly salary up to a \$15,000 per month maximum
- ✓ Additional coverage levels available at TM's cost (60% or 67% benefit)

Terex Extended Leaves (subject to FMLA length of service and requirements)

- ✓ 100% Maternity Leave pay for up to 10 weeks, concurrent with STD
- ✓ 100% Secondary Caregiver Leave pay for up to 2 weeks
- ✓ 100% Family Leave pay for up to 2 weeks

Paid Time Off & Holidays

- ✓ Paid time off accrual starts as of hire date
- ✓ Company paid holidays

Employee Assistance Program (EAP) – Guidance Resources

- ✓ Eligible 1st day of employment
- ✓ Available to team members and dependents at no cost
- ✓ Services include confidential consultations, legal information & resources, financial assistance, referrals, and resource tools for work-life needs

Business Travel Accident Insurance - AIG

- Eligible 1st day of employment
- ✓ Company paid life insurance when TM is traveling for Terex business
- ✓ Coverage is equal to 4 times the TM's annual salary, maximum of \$500,000

Emergency Assistance Services

- ✓ Eligible 1st day of employment
- ✓ Provides medical, security, and travel emergency services when traveling for Terex business outside of home country

AXA Travel

- ✓ Provides US team members and dependents medical, travel, legal, and financial assistance while traveling internationally or more than 100 miles from home

Bereavement Leave

- ✓ Eligible 1st day of employment
- ✓ Company paid time off when there is the death of an immediate family member

Discount Program

- ✓ Eligible 1st day of employment
- ✓ Range of retailers providing discounts on their products and services

The purpose of this Benefits Summary is to provide an outline of the basic features of our benefit plans as they apply to eligible Team Members. Although this Benefits Summary is intended to be informative and accurate, it is not a complete description of our benefit plans. The actual plan documents provide detailed descriptions of the benefits available under the plans. If there is any conflict between this Benefits Summary and the individual Plans, the Plans provisions will control. Terex reserves the right to amend, modify, suspend, withdraw, or terminate any of its benefit plans at any time.