



Genie Quality By Design Coin Recognition Program FAQ

July 2024

What is the purpose of the Genie Quality By Design Coin Recognition Program?

The Genie Quality By Design Coin Recognition Program provides Genie leadership with the means to show special recognition and appreciation to Genie team members who demonstrate superior performance and tangible results toward the improvement of the quality of Genie products, parts and services.

What is “Quality By Design”?

Genie’s strategic objective is to achieve the highest quality and lowest total cost of ownership in our industry exceeding the expectations of our global customers through Genie Operating System to drive sustained profitable growth. More than our brand promise to customers, Quality By Design describes our culture and our commitment to excellence in everything we do. We deliver high-quality products, services and solutions to customer needs by designing quality into the way we operate, improve processes, communicate with stakeholders and contribute to improving the lives of people around the world.

What types of actions/results can be recognized with a Quality By Design coin?

Coins should be awarded to Genie team members who notability demonstrate above and beyond improvement in Quality by Design throughout the organization including:

- Making tangible contributions to the improvement of the quality of Genie machines, parts, or services
- Making tangible contributions to the improvement of the total cost of ownership of Genie machines increasing our brand value in Quality by Design
- Deploying elements of the Genie Operating System to improve Quality by Design processes, either internal-facing processes or external, customer-facing processes
- Making tangible improvements to manufacturing, PDI, or warehouse processes Quality by Design
- Making tangible contributions to customer satisfaction through listening to the voice of the customer and taking actions to improve the Quality by Design customer experience
- Have identified cost reduction opportunities that improve Quality by Design
- Have driven improvements to market share, price realization using Quality by Design
- Have served as a role model for the Terex Way Values, Zero Harm Culture and/or diversity, equity and inclusion improving our Quality by Design culture

This list is meant to provide examples of actions taken by team members which would merit the awarding of a coin. It is not meant to be an exhaustive list.



Who can nominate a team member for a QBD Coin?

Managers can nominate any Genie team member for a QBD Coin using a template found in Workday. Only individuals who are able to submit a nomination have access to this form. Once submitted, the nomination is routed to the team member's manager (if nominated by a different manager), the team member's HR representative and manager's vice president for final approval.

Furthermore, this is not meant to replace Crowning Achievement awards, this is meant to be an even higher level of recognition for above and beyond contributions. Team members who are nominated for but not awarded a QBD coin will be nominated for a Crowning Achievement.

How are coins awarded?

Coins will be distributed as soon as possible after the winner is identified to reinforce the connection between the team member's contribution and the award. Depending upon the team member's preference, the coins may be presented in the recipient's work area in the presence of their peers or privately.

Internal Communications will periodically publicize the winners and highlight the actions or accomplishments that warranted a QBD coin.

What is the amount of the financial incentive that accompanies a Quality By Design Coin?

- Any team member who is awarded a QBD coin will also receive \$250 (or equivalent local currency). (Awards may be taxed according to the tax rules in the jurisdiction in which it is awarded.)
- If a team member is awarded a second within 12 months of their first coin, they will receive \$250 (or equivalent local currency)
- If a team member is awarded a third coin within 12 months of their first coin, they will receive \$500 (or equivalent local currency) for each coin awarded
- If a team member is awarded a fourth coin in a 12-month period of the first coin being awarded, they will receive \$500 (or equivalent local currency) for a possible total of \$1,500 in a 12-month period

How does this program align with our other recognition programs?

This program is meant to complement, not replace, the Crowning Achievement program and our annual Terex Execute to Win and Genie Quality By Design awards. Quality By Design Coins should be viewed as actions a step above the Crowning Achievement program, and an opportunity to recognize significant contributions more frequently than our annual award programs. Team members or teams who make significant contributions can also be nominated for an annual award.

See below for a more complete description of all our team member recognition programs.



Genie Recognition Programs

Genie Quality By Design Coin Program

This new program recognizes superior performance and tangible results toward the improvement of the quality of Genie products, parts and services.

- **Who can receive recognition:** Any Genie team member can receive this recognition up to four times/year.
- **Who can recognize a team member:** Genie team members who manage people can recognize someone with this award. The individual being recognized must be a Genie team member, but they do not have to report to the individual awarding the recognition. Individuals who are able to recognize team members through this program have access to the nomination form in Team Member Central. If you have questions, please contact HR.

Quality By Design Award

This is Genie's highest achievement award, recognizing exceptional effort and outstanding results during the previous year. This annual award is presented at the start of each year (in January/February) to a very limited number of teams/team members.

- **Who can receive recognition:** Any Genie team members and/or team.
- **Who can recognize a team member:** The Genie Leadership Team can recommend teams and/or team members for this recognition. Additionally, Execute to Win nominations that are not selected for an ETW award may be considered for the Genie Award. Nominations run concurrent with the Execute to Win award submission period in Q4 each year.

Terex Recognition Programs

Crowning Achievement

Crowning Achievement is a way to tell someone they did a great job improving:

- Safety
- Inclusion
- Quality
- Cost/productivity
- Delivery
- Morale/Engagement
- Customer Responsiveness
- Innovation
- Sustainability/Energy



It also can be used to recognize someone who has demonstrated any of our Terex Way Values:

- Respect
- Integrity
- Improvement
- Servant Leadership
- Courage
- Citizenship

Additional details:

- All Terex team members are eligible for recognition through the Crowning Achievement program, and any team member can nominate another team member (peers, subordinates, or even your boss!)
- Nominations are submitted through Team Member Central.

Execute to Win Awards

Execute to Win awards are the highest awards presented to team members by Terex. Announced in January each year, they recognize work conducted during the prior year to advance the Terex Execute, Innovate and Grow business strategy, our critical initiatives, and our Terex Way values.

- **Who can receive recognition:** Any team or team member is eligible to receive this award.
- **Who can recognize a team member:** Any team member can nominate a team and/or individual for an Execute to Win Award during the nomination period, which occurs during Q4 each year.