

TITAN MACHINERY

Power & Precision to Grow[®]



2024 STATEMENT ON **SUSTAINABILITY**

A MESSAGE FROM OUR CEO

This past year has been a noteworthy period of growth for Titan Machinery. As a company, we achieved record revenue, expanded our operations into Australia through a successful acquisition, and made progress on our sustainability journey.

In fiscal 2024, we established a Sustainability Committee to oversee the company's priorities and propose new initiatives and policies to promote sustainability. We continued to focus on precision products that capitalize on technology and minimize the environmental impacts of farming and construction, and we began selling electrified machinery.

With our focus on intentional and sustainable business practices such as these, we continue our commitment to serving our customers that feed and build the world now and for years to come.

We also firmly believe that caring for our talented, diversified, and driven workforce enables and empowers them to care for our customers. This year, we enhanced our paid time off benefits and parental leave policies. We believe that providing competitive compensation and comprehensive benefits enables our employees to maintain a healthy work-life balance and perform at their best for our customers. This support of our employees has led to a turnover rate that is significantly lower than industry standard and is trending down year over year. We are exceptionally proud of our employees and how they serve our customers.

Thanks to the work and dedication of our employees this year, Titan Machinery was recognized with two awards from our most key partner, Case IH. We received the Customer Experience Engagement Award and the Fixed Right First Time Award. These customer experience-driven awards are a testament to the strength of our dedicated, committed, and hardworking team that continues to provide outstanding service to our valued customers.

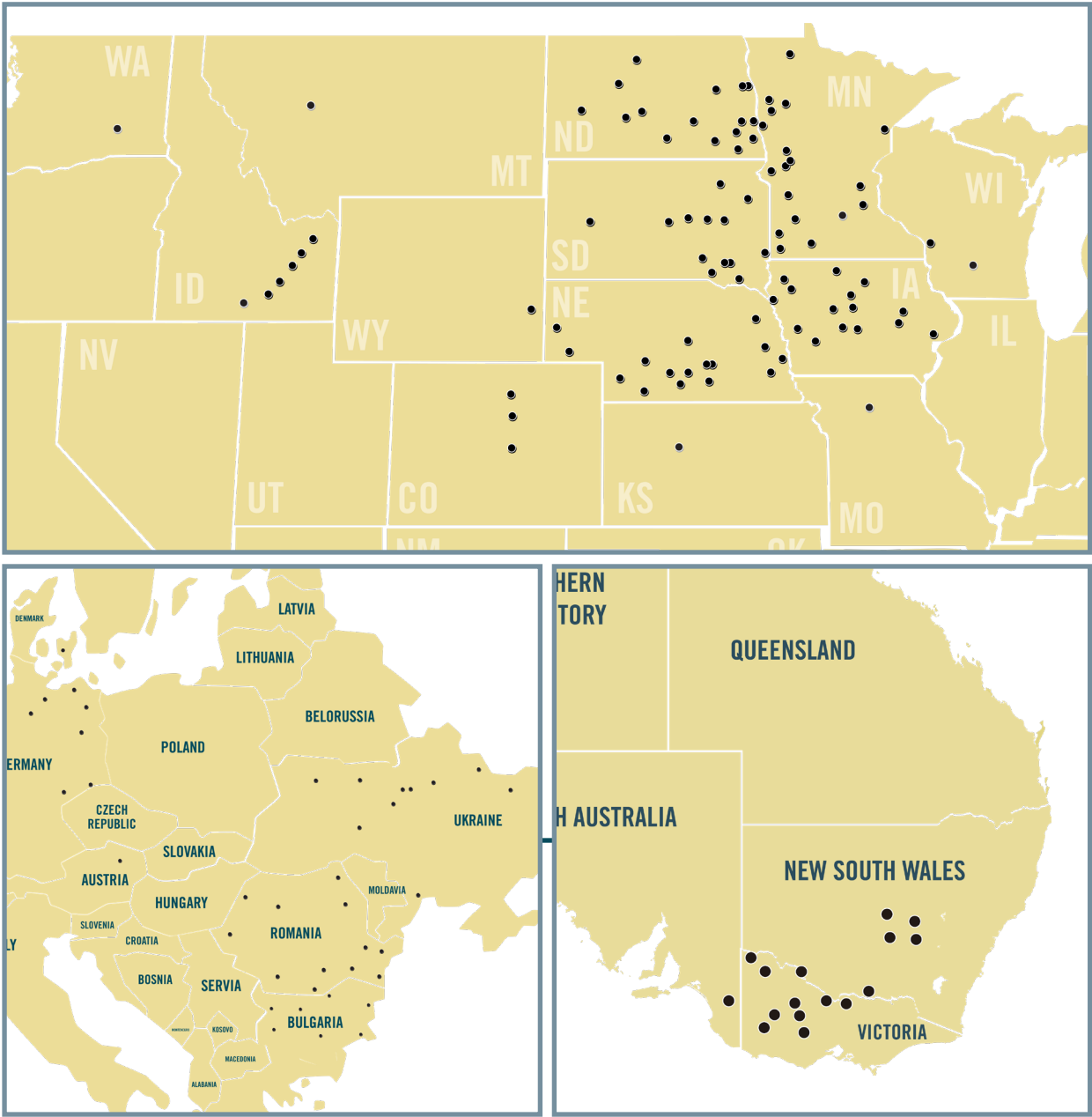
I look forward to continuing to expand on the incredible success we saw in fiscal 2024, both from a financial position and customer experience perspective.



A handwritten signature in black ink that reads "Bryan J. Knutson". The signature is fluid and cursive, with a long horizontal line extending from the end.

Bryan J. Knutson, CEO

TITAN MACHINERY AT A GLANCE



TITAN MACHINERY HEADCOUNT*

USA · # of Employees: **2,500**

Europe · # of Employees: **739**

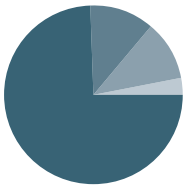
Australia · # of Employees: **365**

**As of January 31, 2024*

TOTAL GLOBAL CONSOLIDATED REVENUE OF

\$2.758 BILLION

PERCENTAGE OF REVENUE BY SEGMENT



- Agriculture (74%)
- Construction (12%)
- Europe (11%)
- Australia* (3%)

**Includes 3 months of data
(November 2023 - January 2024)*

Environmental

As a stakeholder in the future of our planet, we recognize the importance of sustainability and how it affects our company and the agricultural and construction industries we serve. We seek to partner with reputable, sustainability-conscious equipment manufacturers, suppliers, vendors, and contractors who can help us and our customers build and feed the world in a sustainable way. When we upgrade or build new facilities, we work with contractors on sensible modifications to make our facilities environmentally and employee friendly. Our equipment manufacturing partners seek continuous improvements to provide farmers, commercial applicators and contractors with new products and technologies creating sustainability through greater productivity while utilizing fewer inputs.

As the agricultural and construction industries progress toward greater sustainability, we and our partners will be engaged participants and supporters. We are already experiencing sustainable environmental successes in various areas of our business, including:

Precision Farming & Digital Solutions

GHG Emissions

Partnership with CNH Industrial



PRECISION FARMING & DIGITAL SOLUTIONS

“Precision farming and machine control technology, much like horsepower or the size of an implement, play key roles in making farming and construction operations more efficient while at the same time contributing to a more sustainable environment. The benefits of these technologies range from time savings through automation, to expense savings by reducing input costs, which have made them critical in our customers’ purchasing decisions. With some of the best solutions on the market and industry leading support, Titan Machinery is an excellent partner to our customers by providing solutions in these highly efficient and environmentally impactful technologies.”

- Sam Christianson, Director of Precision and Machine Control Solutions



Precision farming has been at the forefront of improvements in not only efficiency but also the environmental sustainability of agriculture. In 2021, the Association of Equipment Manufacturers partnered with the American Soybean Association, CropLife America, and the National Growers Association to perform a study quantifying the environmental benefits of precision agriculture in the U.S. This study found that precision farming achieved a 4% increase in crop production, a 7% increase in fertilizer placement efficiency, a 9% reduction in herbicide and pesticide use, a 6% reduction in fossil fuel use, and a 4% reduction in water use. These findings equate to U.S. agricultural reductions such as 2 million acres of additional cropland being avoided through more efficient use of existing land, 30 million fewer pounds of herbicide, 100 million fewer gallons of fossil fuel, and enough water saved to fill 750,000 Olympic-sized swimming pools across the entire U.S. agriculture industry. Precision farming is creating significant impacts in making farming more sustainable and efficient.



At Titan Machinery, we partner with precision and machine control leaders, such as Case IH and its suite of precision tools, Leica Geosystems, Raven, Precision Planting, Augmenta, and others. These partnerships have allowed us to stay at the forefront of emerging technologies and provide our customers with best-in-class solutions that reduce inputs, increase outputs, allow for remote equipment management, and make our customers’ productivity more efficient while also being good stewards of the environment and resources.



GHG EMISSIONS

While our focus is helping our customers achieve greater productivity with fewer inputs, we recognize that our operations and the activities of suppliers and end users in our upstream and downstream value chain produce greenhouse gas emissions (GHG) and contribute to the global challenge of climate change.

Approximately 60% of our U.S. facilities have reduced their use of conventional energy sources by utilizing used oil generated from servicing our vehicles and our customers' equipment as a winter heat source. The "second use" of these petroleum-based products effectively eliminates a potential pollutant while also reducing consumption of new energy and disposal risks. We also recycle much of our used oil by utilizing companies that collect used oil and re-refine it to remove contaminants and impurities, allowing the oil to be reused and preventing further petroleum sourcing from being required. In the last two years, we have recycled 91,000 gallons of used oil through these processes.

Our service shops utilize highly efficient water-cooling systems that require a fraction of the energy needed for conventional air-conditioning systems with no environmental risks. We also continue to reinforce energy conservation with our local teams, ranging from replacing incandescent with LED lighting to eco-friendly temperature control. As we upgrade existing stores and build new facilities, energy conservation and overall efficiency will remain project goals.

As portions of our rolling fleet of pickups and service trucks turn over each year, we are replacing those vehicles with updated fuel-efficient and reduced-emission models while continuing to optimize our delivery logistics. We will continue to explore the use of electric vehicles in our corporate footprint as the technology and charging capabilities become more practical for our rural and oftentimes cold environments.

PARTNERSHIP WITH CNH INDUSTRIAL

We proudly partner with CNH Industrial, a leading worldwide agricultural and construction equipment manufacturer that has been at the forefront of sustainable product innovation and development. CNH Industrial comprises 71% of our global equipment supply. CNH Industrial has shown its commitment to quality by achieving international quality standards certifications such as the ISO 14001 environmental management system and ISO 9001 quality management system certifications, which it has achieved for numerous years. Its proven history of excellence and commitment to high-quality equipment and sustainable products has led to great success for CNH Industrial and, in turn, for our company through our longstanding partnership with them. We will continue to fully support CNH Industrial's initiatives that benefit the Earth and our customers.

In 2023, CNH Industrial was included in the Dow Jones Sustainability Indices World and Europe for the 13th consecutive year and was in the top 5% of over 9,400 companies assessed by the S&P Global Corporate Sustainability Assessment. A link to CNH Industrial sustainability information and reports can be found at: <https://www.cnhindustrial.com/en-us/sustainability>.

CNH industrial promotes the creation of more eco-friendly equipment during the design phase by:

- Reducing CO₂ and other polluting emissions
- Selecting components that have a lower environmental footprint, are easy to dismantle, and can be remanufactured
- Eliminating the presence of regulated substances
- Aiming at greater efficiency during use
- Increasing intervals between maintenance cycles
- Reducing noise emissions



SPOTLIGHT ON ROMANIA

In fiscal year 2024, Titan Machinery Romania saw the benefits of an effort to invest time and resources into promoting and selling electrified vehicles. Titan Machinery Romania began selling completely electrified machinery units, which included electric wheel loaders, mini excavators, and skid steer loaders. These Romanian sales provide a small example of the potential for emerging and sustainable new markets that can emerge in any part of the world.



Our People

“Our employees have always been the key to our history of success. Titan Machinery was founded on the principle of providing our customers a great experience and outstanding service, which is achieved through our passionate and skilled workforce. We believe in being dedicated to consistently providing employees with exceptional workplace experiences and ongoing opportunities that encourage each employee to explore their passions, ask questions, form long-lasting relationships, and build a long-term career at Titan Machinery.



Our success as a company has always been a direct reflection of our workforce. We are very proud of the outstanding work of our employees and look forward to continuing to be a great place to work.”

- Jason Anderson, Vice President of Human Resources & Administration

We recognize that our success depends upon our employees' talents and dedication. We employ over 3,500 employees across the globe and know that each individual employee is vital to our operations. As part of our strategy to hire, retain, and contribute to the well being of our employees, we concentrate on five key areas:

Talent Acquisition and Development

Employee Engagement and Retention

Inclusive Workplace

Employee Well-Being

Health and Safety

TALENT ACQUISITION AND DEVELOPMENT

Titan Machinery’s success starts with finding and hiring the right individuals for the right positions. Our recruitment process aims to create a workforce that reflects the communities in which we operate, and strives to create diverse, equal, and inclusive environments where our employees have the opportunity to achieve their full potential by bringing their unique backgrounds, skills, education, and experience to our organization.

To achieve this, we utilize various recruitment approaches to access multiple pools of talent, including:

Direct recruiting of secondary education graduates and veterans
EARLY RECRUITMENT EDGE Program for students in grades 11 and 12 Student Camps and Diesel Days for students in grades 9-12
Summer Internships
Student Service Technician and Parts Sales Sponsorships for individuals working on two-year Associate of Applied Science Diesel degrees
Federally recognized Service Technician Apprenticeship program for individuals wanting to become Service Technicians through full-time on-the-job training
General exposure and education through student-based community events and various career fairs

These approaches have enabled us to continue bringing expertise and best-in-class service to our customers.

EARLY RECRUITMENT AND INTERNSHIPS

At Titan Machinery, we understand that trade skills and early career development mutually benefit our company, employees, and customers. Accordingly, we emphasize exposing individuals to our company and industry early, providing them with opportunities and pathways to learn the technical skills needed to make and grow a career with us.

TITAN EDGE PROGRAM

The Titan EDGE program (Explore Discover Grow Educate) offers 11th- and 12th-grade students the opportunity to participate in professional development, gain exposure to customer relationship building, and acquire product and position knowledge through part-time employment customized around their high school schedules while providing the Titan Machinery benefits of a part-time employee. This hands-on, real work experience to students at an early age equips them with important skills and helps to pave the way for future careers in agriculture or construction. Our EDGE program has proven to be one of our most successful recruitment initiatives.



“I was committed to go to tech school to become a contractor but after being in the EDGE program and getting experience in the dealership, I’ve changed my mind and now want to go to school for Titan Machinery’s service tech program.”

- Jace Kuhlman, EDGE Student

SUMMER STUDENT CAMPS

In addition to our EDGE Program, we offer learning opportunities for all high school age students through our Titan Machinery summer Student Camps featuring exploration in both diesel mechanics and precision farming.

These student camps occur throughout the summer within our dealerships and on partnering college campuses. The camps provide 9th through 12th-grade students with hands-on exposure to our industry through unique project-based learning activities regardless of their background or experience level. In each camp, we invite students to meet and learn from industry professionals, collaborate and connect with other campers, and enjoy this unique experience



with us. Regardless of their future career choices, we aim to give them a memorable summer experience from Titan Machinery.

The first year success of the summer student camps has led to the expansion of additional school partnerships and the addition of Diesel Days, an abbreviated version of camps also open to 9th through 12th-grade students.

SUMMER INTERNSHIPS

We offer college students seeking internship opportunities with two diverse pathways:

BUSINESS OF SALES INTERNSHIPS: For those interested in learning and working directly at our dealership locations

CORPORATE INTERNSHIPS: Located at our Shared Resource Center in West Fargo, North Dakota, and Hutchinson, Minnesota, for those interested in learning how corporate departments such as human resources, accounting, operations, and others provide behind the scenes support services for our dealerships

While we rely on our internship programs to create connections and fill company positions, we also highly value the work, ideas, and fresh perspectives these interns contribute to the evolution of our company. Over 50% of our interns remain employed with Titan Machinery after completing their internship, demonstrating the programs strong success.



SPONSORSHIPS

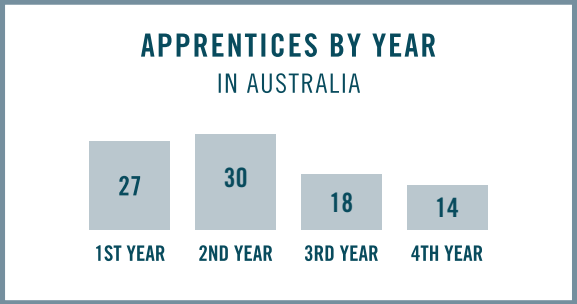
We offer sponsorships for individuals pursuing a diesel technology degree where we provide financial and professional support. Along with academic assistance, individuals receive on-the-job training allowing a deeper understanding and greater development of their mechanical skills. We currently have 134 student service technicians in our sponsorship program in the United States. We are proud of our sponsorship investments and commitment to the sponsored students and their educational institutions.

APPRENTICESHIP PROGRAM

At Titan Machinery, we understand that not every career journey looks the same. Our Service Technician Apprenticeship Program is designed for individuals who may be looking to re-enter the workforce or make a career change and want to become a diesel mechanic with us through full-time, on-the-job training. Our Service Technician Apprenticeship Program is a federally registered and regulated National Standards of Apprenticeship Program through the U.S. Department of Labor that provides graduates with a national, industry-recognized credential.

This unique and valuable Apprenticeship Program allows us to attract, educate, and develop talented individuals through on-the-job, hands-on training and mentorship rather than through a traditional educational setting. Additionally, the program gives our Talent Acquisition Team access to an additional source of candidates with prior work experience, skills, and diverse backgrounds, including military veterans transitioning into the civilian workforce. Titan Machinery values the hard-working, loyal, and responsible personal characteristics that military members bring to the workforce, and our Apprenticeship Program is a great avenue to attract and support those individuals.

The U.S. Service Technician Apprenticeship Program was initiated in October 2023, and there are currently nine individuals enrolled. Our Australian segment has a similar apprenticeship program that has been in place for many years and currently has 89 individuals enrolled. We look forward to the continued growth of these programs as another recruitment avenue to attract top-quality candidates.



“The ability to get my certification while working full-time, with in-the-field trainings, was appealing to me in pursuing the apprenticeship program. I’m a hands-on learner, so having the ability to work on equipment and learning through that **real life experience** has been helpful. Plus, Titan providing all the tools to start out your career is huge.”

- Eric Schwagel, Titan Machinery Service Technician Apprentice

EMPLOYEE ENGAGEMENT AND RETENTION

Employee engagement and retention are vital to successful operations and providing a standout customer experience.

Our strategy to retain our talented employees includes:

Engaging directly with our employees through annual employee surveys to acquire feedback and consider changes

Providing performance reviews in a manner that encourages intentional and ongoing discussion

Investing in the training and development of employees

Our **annual employee surveys** monitor overall employee engagement and identify ways our company can improve employees' motivation and job satisfaction. Our most recent employee engagement survey in 2023 had a completion percentage of approximately 80%. The data collected is used to track our internal goals and identify our employees' areas of interest and concern. We have seen annual increases in favorability ratings (agree/strongly agree) from our employees on safety, compensation, leadership, communication, and work environment questions.

Our **performance review process** emphasizes employee engagement by providing employees and managers a format to discuss more intentionally how an employee fits into a particular role, a team, and the company. By combining our compensation, performance, and incentive conversations, employees can see the bigger picture of how their individual positions and teamwork tie together to impact the company and ultimately our stockholders.

This corporate connectivity is fostered through our **investment in training and development**. Employees are supported for growth within their current positions through technical and skill-specific training. They are also offered development programs that, if desired, can assist employees with moving into leadership positions or transitioning to other positions within the company. Our training and development programs are fundamental to greater employee engagement while also essential to our goal of retaining quality, high-performing employees.

We understand that the matters discussed above are just a portion of what it takes to retain our workforce and that retention will be an ongoing challenge in today's labor market. With our current U.S. turnover rate at 11.2%, during a time when industry turnover is double that, we believe that with continued focus and enhancements to employee retention efforts, we will be able to maintain and grow our valuable employee base for years to come.



INCLUSIVE WORKPLACE

We are committed to an inclusive workplace where all employees are valued and have the opportunity to reach their full potential. The Compensation Committee of our Board of Directors oversees our diversity and inclusion initiatives. The Committee includes, as part of its core agenda, an annual review of our diversity and inclusion strategy, and also reviews data from engagement surveys and industry benchmarks.

We utilize a variety of initiatives across our corporate footprint to recruit minorities, women, and veterans as we attempt to diversify our workforce. We also strive to build a culture of inclusion that leverages the strengths of all of our employees. From new hire orientation to management and leadership training, we are focused on developing global mindsets, breaking unconscious biases, and demonstrating the business case for diversity across the organization.

We have seen positive results from our continuing diversity and inclusion efforts. We had a 45% increase in female candidates applying for student programs in 2023 compared to 2021. This increase has translated into nine female EDGE hires, four female technician hires, five female sales interns, and one female apprentice in 2024. While we still have work to do in our company's diversity and inclusion efforts, progress like this is encouraging and demonstrate the viability of our initiatives and efforts.



EMPLOYEE WELL-BEING

We are committed to improving the physical, emotional, and financial well-being of our employees. We offer a package of benefits, wellness initiatives, and compensation that is industry-competitive while also touching on important aspects of overall well-being.

In the U.S., we offer our employees a broad range of health and financial benefits. These include, among others, medical and prescription drug coverage, a suite of insurance options that include no premium health insurance for individual coverage, tuition reimbursement, paid time off, paid pregnancy related leave, parental bonding leave, matching contributions to employee retirement accounts, and paid time off for volunteering. Benefits differ in locations outside of the U.S. depending on employment norms and governmental requirements.

We support employees on their wellness journeys through encouraging and rewarding healthy behaviors. Employees receive contributions to their health savings accounts or health reimbursement accounts if they undertake preventive annual examinations, follow recommended cancer screenings, and commit to a tobacco-free lifestyle. These healthy behaviors also assist us in maintaining a more productive workforce by reducing healthcare costs for both our employees and our company.

Our employees' emotional well-being is an important wellness factor, and we realize that time away from work, whether for personal rejuvenation or for time with loved ones, increases employee satisfaction, reduces employee stress, improves morale, and enhances daily productivity. We offer 360 hours of paid time off with carryover, which enables our employees to use their paid time off in a manner best suited to their personal circumstances.

We also provide confidential and voluntary assistance through our employee assistance program to all employees and their family members who may be faced with dynamic challenges of financial concerns, legal issues, alcohol or drug problems, marital problems, illness of a family member, emotional worries, childcare problems, and similar issues. For the welfare of employees as well as effective business operations, we encourage our employees to take advantage of this valuable benefit.

Our compensation plans consist of competitive, market-based salaries, incentive opportunities, bonuses, and commissions tailored to each of our positions. All full-time employees are included in customized incentive plans that are based not only on company performance, but also on key metrics that measure success within their role and department. We also provide long-term incentives in the form of stock grants to key employees, board members, and top performers.

We also have a remote work policy that allows employees in certain positions that do not require a physical presence at our stores or headquarters to work from home. The remote work policy offers flexibility and enhances the well-being of our employees.



HEALTH AND SAFETY

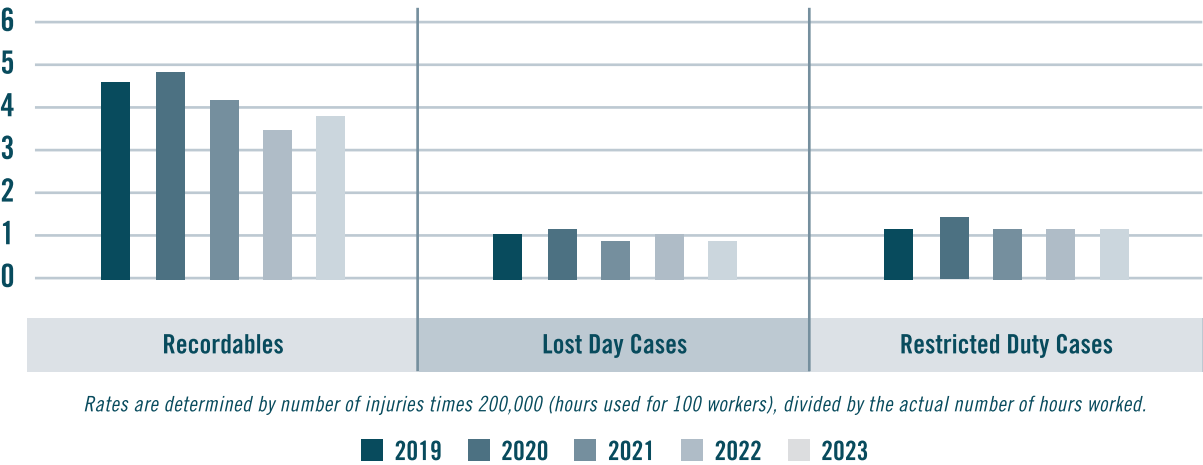
One of our primary responsibilities as an employer is to maintain a safe and healthy workplace for our over 3,500 employees across our corporate footprint. Through proactive management, training, and employee accountability, we strive to embed safety into every level of the company.

We believe that health and safety are the responsibility of all Titan Machinery employees. New employees undergo required training on our health and safety program at their store locations with an emphasis on individual responsibility and accountability. Additionally, we have implemented the “Titan Safe” awareness initiative for all levels of management and employees. This includes mandatory monthly safety meetings at our store locations that provide our employees with ongoing education on rotating topics on health and safety and an opportunity for feedback.

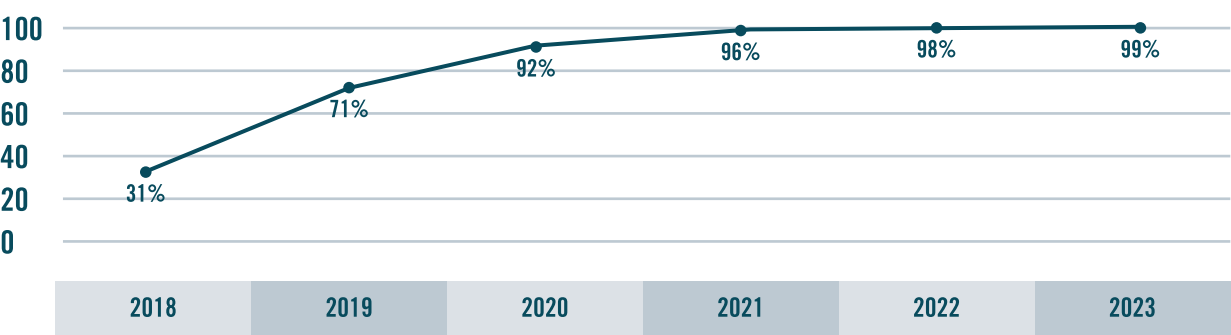
These initiatives have become an increasing focus each year, and the results are evident. The graph below shows the great strides we have made relating to the health and safety of our employees. We are proud to have never incurred a workplace casualty; and our stores have a strong history of workplace safety. We firmly believe that active employee engagement is necessary for a successful health and safety program, and we continually seek to provide opportunities for employee comments and recommendations for improvement.



RECORDABLE INJURY RATE • (Injury Rates Per 100 Workers)



PROACTIVE MEASURES • STORES COMPLETING SAFETY TRAINING



COMMUNITY ENGAGEMENT

We are committed to being a good neighbor and actively engaging with and supporting the communities where we are located. We fulfill this commitment in many different ways including:

Hosting education-based clinics for farmers and growers, regardless of whether the attendees are our customers or those of a competitor

Visiting local middle and high school classrooms, as well as attending their extracurricular events and fairs

Sponsoring and attending local tradeshows, expositions, county fairs, rodeos, parades, unique annual community engagement events, and more

Donating to meaningful local fundraisers and supporting youth-based organizations

We also assist our employees in sharing this commitment by offering 16 hours of paid volunteer time each year to support charities and community service projects. Additionally, we employ many individuals who are active volunteers in their local fire departments or first responder programs. In total, our volunteer policy provides each employee with 24 hours of paid time off each year for these important community volunteer roles.

We believe that our strongest contribution to the communities in which we operate involves our partnership with the local farmers, commercial applicators and contractors, as well as our contributions to the local economies. The agricultural industry is oftentimes the lifeline of the rural economy. Our products and services are critical to both the industry and the rural communities. In addition, we benefit the communities in which we operate by construction of local facilities, providing jobs for citizens and stimulating the local economies.



Governance

BOARD OF DIRECTORS

Our Board of Directors has adopted a governance structure that ensures sound decision-making, protects the interests of all stakeholders (stockholders, employees, suppliers, communities, and customers), and promotes an environment of trust and accountability necessary for fostering long-term investment, financial stability, and business integrity. We are committed to maintaining robust corporate governance practices and will evaluate these practices going forward on a regular basis. Our Principles of Corporate Governance can be found on our website at www.titanmachinery.com.

A structured, conscientious approach to risk management is a top priority for our company. Our Board, both directly and through its committees, reviews and oversees our Enterprise Risk Management program, which is an enterprise-wide program designed to identify critical enterprise risks and develop mitigation plans to manage them.

The Governance Committee of our Board of Directors oversees environmental, social, and governance risks, initiatives, strategies, and compliance. This is an essential step in addressing the risks and opportunities that the rapidly changing landscape of sustainability reporting and corporate responsibility poses. The Governance Committee meets quarterly, and sustainability topics, including climate-related issues, are agenda items in these meetings. The Governance Committee meetings had 100% attendance in 2023.

BOARD MAKE-UP

We value diversity among our Board members. We believe that a Board comprised of directors with diverse backgrounds, independence, unique skill sets and experiences, and individual perspectives and attributes improves the discussions and decision-making process, contributing to overall Board effectiveness.



ETHICS AND COMPLIANCE

Our Board of Directors and employees are guided by our corporate core values of:

OUR PEOPLE • INTEGRITY • EXCELLENCE • TEAMWORK • RELATIONSHIPS

We promote these values from the top down. In every business decision and transaction, we endeavor to do the right thing – and we expect our employees and business partners to share in this effort. This means conducting business ethically while complying with all laws, rules, and standards of conduct that apply to us in the many countries where we do business. We promote our commitment to ethics and compliance among our global workforce through our Code of Ethics and Business Conduct and related training programs. We are committed to an open and accountable workplace and provide avenues for employees to proactively speak up and report concerns.

Our Code of Ethics and Business Conduct applies to all employees, directors, consultants, and officers, including the principal executive officer, principal financial officer, principal accounting officer, and controller. The Code of Ethics and Business Conduct addresses such topics as protection and proper use of our assets, compliance with applicable laws and regulations, accuracy and preservation of records, accounting and financial reporting, conflicts of interest, and insider trading.

The Code of Ethics and Business Conduct is available under “Corporate Governance” on the “Investor Relations” page of our website at www.titanmachinery.com. In our foreign jurisdictions, we have implemented anti-corruption policies. We regularly train our employees on these policies and expect their full compliance.

DATA PRIVACY AND INFORMATION SECURITY

The secure operation of our information technology networks and the systems of third parties with whom we do business and the processing and maintenance of information is critical to our operations. Our cybersecurity governance program assesses, identifies, and manages risk to our information, networks, and systems. In addition to our internal security team’s management of day-to-day cybersecurity protection, we contract with third-party cybersecurity companies to partner with our internal security team to conduct periodic risk assessments and enhancements to our cybersecurity program. Cybersecurity is also integrated into our enterprise risk management program for the tracking of existing and emerging risks and documentation of risk mitigation plan changes made to confront those risks. We continuously strive to exceed industry best practices in information protection, risk-based controls, and cyber threat protection.

ESG MANAGEMENT AND SUSTAINABILITY COMMITTEE

Ensuring we are a good steward of the environment while maintaining our ability to provide high quality products, excellent customer service and financial stability for our stockholders is a focus of the company. In fiscal year 2024, we formalized a Sustainability Committee comprised of cross-functional employees to consider, recommend, and oversee initiatives and policies relating to sustainability within the company. The Committee members are appointed by the Chief Executive Officer and meet at least quarterly to discuss sustainable initiatives and manage sustainability-related disclosures and other filings.

In fiscal year 2025, we look forward to further developing our sustainable growth initiatives and seeking to identify new sustainability opportunities. We continue our commitment to creating long-term value for our stakeholders without compromising people, the environment, and good corporate governance.

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