

AGCO 2019 GRI INDEX

This content index is for reference to locate GRI disclosures in AGCO's 2019 Annual Report and company website. It has been prepared in accordance with the GRI Standards (Consolidated Set of GRI Sustainability Reporting Standards 2019). We published our Annual Report on Form 10-K on February 28, 2020. The data and information in this report relates to the fiscal year ending December 31, 2019, unless otherwise stated. For a detailed explanation of the GRI reporting methodology and indicators, visit the GRI website (www.globalreporting.org).

Profile Disclosure	Disclosure	Location of Disclosure
Organizational Information		
102-1	Name of the organization	Annual Report on Form 10-K
102-2	Activities, brands, products, and services	Annual Report on Form 10-K
102-3	Location of headquarters	Annual Report on Form 10-K
102-4	Location of operations	Annual Report on Form 10-K
102-5	Ownership and legal form	Annual Report on Form 10-K
102-6	Markets served	Annual Report on Form 10-K
102-7	Scale of the organization	Annual Report on Form 10-K
102-8	Information on employees and other workers	Annual Report on Form 10-K
102-9	Supply chain	www.agcocorp.com/suppliers.html
102-10	Significant changes to the organization and its supply chain	Annual Report on Form 10-K
102-11	Precautionary Principle or approach	www.agcocorp.com/commitment/sustainability.html
102-13	Membership of associations	www.agcocorp.com/commitment/sustainability/approach/public-policy.html
102-14	Statement from senior decision-maker	www.agcocorp.com/commitment/sustainability.html
102-15	Key impacts, risks, and opportunities	Annual Report on Form 10-K
102-16	Values, principles, standards, and norms of behavior	www.agcocorp.com/about/values.html
102-17	Mechanisms for advice and concerns about ethics	www.agcocorp.com/about/code-of-conduct.html
102-18	Governance structure	www.agcocorp.com/about/governance-committees-charters.html ; Proxy Statement

Profile Disclosure	Disclosure	Location of Disclosure
102-21	Consulting stakeholders on economic, environmental, and social topics	www.agcocorp.com/commitment/sustainability/approach/materiality.html
102-22	Composition of the highest governance body and its committees	Proxy Statement; www.agcocorp.com/about/governance-committees-charters.html
102-23	Chair of the highest governance body	George Benson, Chair of the Governance Committee; Proxy Statement
102-25	Conflicts of interest	www.agcocorp.com/about/governance-committees-charters.html ; Proxy Statement; 10-K
102-26	Role of highest governance body in setting purpose, values, and strategy	www.agcocorp.com/about/governance-committees-charters.html
102-32	Highest governance body's role in sustainability reporting	www.agcocorp.com/about/governance-committees-charters.html
102-35	Remuneration policies	Proxy Statement
102-38	Annual total compensation ratio	Proxy Statement
102-40	List of stakeholder groups	www.agcocorp.com/commitment/sustainability/approach/materiality.html
102-41	Collective bargaining agreements	Annual Report on Form 10-K
102-42	Identifying and selecting stakeholders	www.agcocorp.com/commitment/sustainability/approach/materiality.html
102-43	Approach to stakeholder engagement	www.agcocorp.com/commitment/sustainability/approach/materiality.html
102-44	Key topics and concerns raised	www.agcocorp.com/commitment/sustainability/approach/materiality.html
102-45	Entities included in the consolidated financial statements	Wholly owned and partially owned subsidiaries; Form 10-K Exhibit 21.1
102-46	Defining report content and topic boundaries	www.agcocorp.com/commitment/sustainability/approach/materiality.html
102-47	List of material topics	www.agcocorp.com/commitment/sustainability/approach/materiality.html
102-48	Restatements of information	There are no restatements from previously published CSR and Sustainability reports.
102-49	Changes in reporting	There are no significant changes from previous reports in materiality issues and boundaries.
102-50	Reporting period	Information enclosed is predominantly related to fiscal year 2019
102-51	Date of most recent report	The most recent GRI Index was published in Spring 2021 using Fiscal 2019 data.
102-52	Reporting cycle	Current plan is to maintain an annual report
102-53	Contact point for questions regarding the report	Director Global Sustainability, Louisa.Parker@AGCOcorp.com
102-54	Claims of reporting in accordance with the GRI Standards	Reporting was conducted using the GRI Framework

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102-55	GRI content index	Available on the company's public website
102-56	External assurance	AGCO does not conduct third-party assurance in non-financial reporting or this index.
103-1	Explanation of the material topic and its boundaries	www.agcocorp.com/commitment/sustainability/approach/materiality.html
103-2	The management approach and its components	www.agcocorp.com/commitment/sustainability/approach/materiality.html
103-3	Evaluation of the management approach	AGCO currently does not directly evaluate management approach on CSR materiality issues.
Economic		
201-2	Financial implications and other risks and opportunities due to climate change	Annual Report on Form 10-K
201-4	Financial assistance received from government	AGCO does not disclose financial assistance received from government sources.
205-1	Operations assessed for risks related to corruption	All operations are risk assessed. Every business globally is covered. Businesses are assessed on a risk-based system and an appropriate process designed. Every business is covered by policy and controls. Every new acquisition receives specific training shortly after closing and then will fall into the existing regime. No incidents of bribery by the Company have been identified and proven over the last 12 months.
205-2	Communication and training about anti-corruption policies and procedures	We have in place both local and global anti-corruption policies, procedures, controls and approvals. Compliance training is carried out through specific anti-corruption training (either online or classroom) and through Global Code of Conduct training.
205-3	Confirmed incidents of corruption and actions taken	We are not aware of any incidents of bribery within Fiscal 2019. The General Counsel directly reports to the Audit Committee of the Board of Directors on any significant legal and/or compliance issues.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We have not been legally prosecuted for any incidents of anti-competitive, antitrust or other monopolistic practices within the last five years. We have appropriate policies in place and specific training is carried out for relevant employees. Guidance in respect of Antitrust and Competition Laws forms part of the Global Code of Conduct.
Environmental		
302-1	Energy consumption within the organization	412k MWh for significant manufacturing locations in 2019
302-3	Energy intensity	45.6 Energy intensity per MWh/\$MNet sales
302-5	Reductions in energy requirements of products and services	www.agcocorp.com/commitment.html
304-2	Significant impacts of activities, products, and services on biodiversity	www.agcocorp.com/commitment.html

Profile Disclosure	Disclosure	Location of Disclosure
305-1	Direct (Scope 1) GHG emissions	24K CO2e for significant manufacturing locations in 2019
305-2	Energy indirect (Scope 2) GHG emissions	124K CO2e for significant manufacturing locations in 2019
305-3	Other indirect (Scope 3) GHG emissions	AGCO does not track GHG Scope 3
305-4	GHG emissions intensity	1.65% GHG/Net Sales in 2019
305-5	Reduction of GHG emissions	AGCO's manufacturing operations require various sources of energies: electricity, natural gas, and other fuels. We continually aim to reduce our energy consumption and costs to help us improve our energy efficiency and in-turn, reduce AGCO's GHG emissions.
305-6	Emissions of ozone-depleting substances (ODS)	AGCO does not track ODS levels beyond local compliance
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	AGCO does not track ODS levels beyond local compliance. Our engines comply with the varying regulatory emissions regulations in the countries where we do business including European Stage 5 regulations, which are intended to reduce the impact of pollutants to the environment.
306-2	Waste by type and disposal method	Waste by type and disposal method is in compliance with local regulation and monitored at the facility level
306-4	Transport of hazardous waste	AGCO is fully compliant with local laws on transportation of hazardous waste and materials
307-1	Non-compliance with environmental laws and regulations	AGCO did not have any material penalties or non-monetary sanctions for non-compliance with environmental laws in fiscal 2019.
308-1	New suppliers that were screened using environmental criteria	AGCO uses a risk management process to screen all direct material suppliers for environmental risks. We do not disclose results publicly.
308-2	Negative environmental impacts in the supply chain and actions taken	AGCO's supplier risk management process has not uncovered any negative environmental impacts in our supply chain.
Social		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	In the U.S., the offering includes Dental, Vision, Life insurance, Voluntary Life, Voluntary Critical Illness, Hospital Indemnity and Group Accident plans, Health Savings Accounts, and/or Disability Benefits. In other markets, the offering varies by health care system.
402-1	Minimum notice periods regarding operational changes	Notice periods are fully compliant with local regulations and supplemental to collective bargaining agreements by location.

Profile Disclosure	Disclosure	Location of Disclosure
403-1	Workers representation in formal joint management-worker health and safety committees	www.agcocorp.com/commitment/sustainability/focus-areas/operations.html
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Total Case Incident Rate (TCIR) = 2.70 (2019) 0 Fatalities (2019)
403-3	Workers with high incidence or high risk of diseases related to their occupation	www.agcocorp.com/commitment/sustainability/focus-areas/operations.html
403-4	Health and safety topics covered in formal agreements with trade unions	Health and Safety topics are covered upon request of the union or collective bargaining group
404-1	Average hours of training per year per employee	Depending on the employee's role and level in the organization, we estimate an average of 7 – 15 hours of formal training per employee each year.
404-2	Programs for upgrading employee skills and transition assistance programs	AGCO offers transition assistance programs in the event of employee reductions. www.agcocorp.com/commitment/sustainability/focus-areas/operations.html
404-3	Percentage of employees receiving regular performance and career development reviews	100% of salaried employees
405-1	Diversity of governance bodies and employees	Proxy Statement includes directors and senior management information
406-1	Incidents of discrimination and corrective actions taken	Incidents are investigated, and any corrective actions are taken within the normal process of our global alertline system.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Report on Form 10-K
408-1	Operations and suppliers at significant risk for incidents of child labor	https://www.agcocorp.com/suppliers/supply-chain-sustainability.html
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	https://www.agcocorp.com/suppliers/supply-chain-sustainability.html
411-1	Incidents of violations involving rights of indigenous peoples	AGCO has no known incidents of violations involving rights of indigenous peoples
413-1	Operations with local community engagement, impact assessments, and development programs	www.agcocorp.com/commitment/sustainability/focus-areas.html
414-1	New suppliers that were screened using social criteria	AGCO uses a risk management process to screen all direct material suppliers for social risks. We do not disclose risks publicly.
414-2	Negative social impacts in the supply chain and actions taken	AGCO has not discovered negative social impacts in our supply chain.
415-1	Political contributions	As a matter of policy, AGCO prohibits making political contributions, hiring a lobbyist or engaging in any lobbying activity, unless pre-approved in writing. www.agcocorp.com/about/code-of-conduct.html