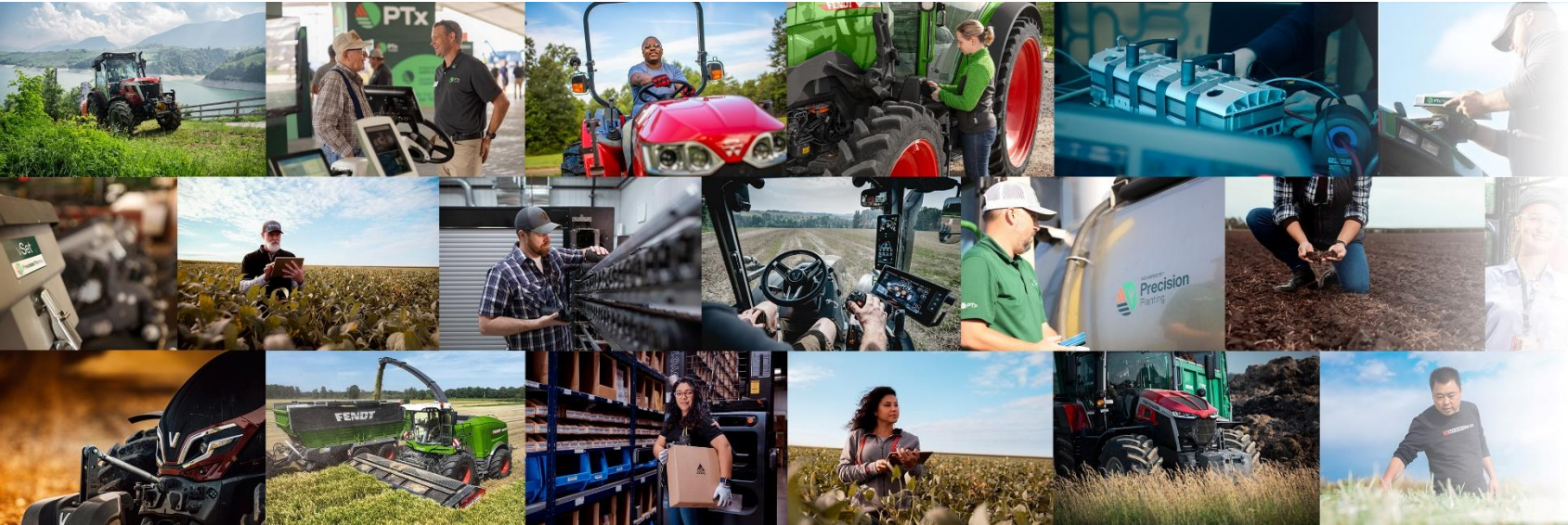


UK GENDER PAY REPORT – AGCO LIMITED

5TH APRIL 2025



EXECUTIVE SUMMARY

AGCO is committed to providing a working environment in which all employees are treated fairly, with dignity and respect, and where employment decisions are based on skills, experience and performance.

As a global organisation operating across multiple jurisdictions, AGCO complies with all applicable employment and pay transparency requirements, including the UK Gender Pay Gap Regulations. The information in this report is published in line with those statutory requirements and reflects the composition of AGCO Limited's UK workforce as at 5 April 2025.

The gender pay gap represents the average difference between the average hourly pay of all women and all men, irrespective of role or level within the Company, expressed as a percentage of men's average pay. The hourly pay figure used to calculate this difference includes all items specified in the Regulations, such as allowances and shift pay.

This report outlines AGCO Limited's gender pay gap as at 5 April 2025. The gender pay gap is different from equal pay, which considers individual pay and ensures employees are paid the same for carrying out the same work, or work of equal value.

AGCO uses a structured global job architecture methodology to determine role levels and associated salary ranges, supporting consistency in pay for roles of the same grade or value across the organisation. Pay is aligned to the relevant salary band and external market for the role, and gender is not a factor in determining pay.

PAY & BONUS GENDER PAY GAP

at 5th April 2025

	AGCO Mean	AGCO Median	ONS
Hourly Pay	16.1%	9.4%	12.8%
Bonus	65.4%	28%	-

AGCO’s median gender pay gap of 9.4% is 3.4 % lower than the UK national figure of 12.8%.

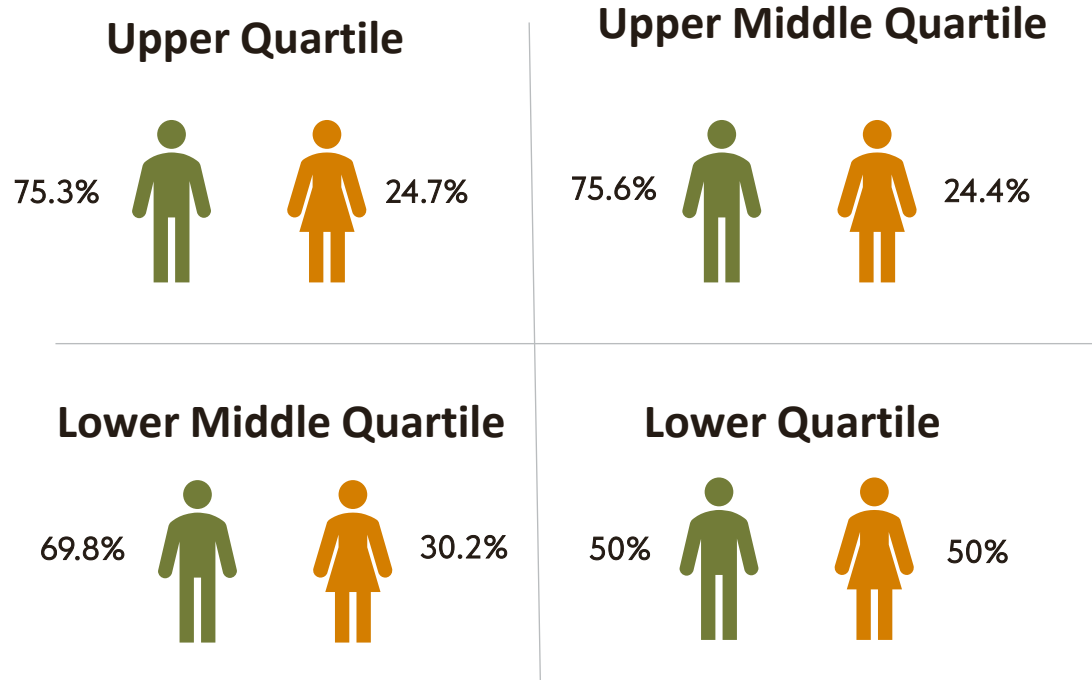
Since reporting began in 2017, AGCO’s median gender pay gap has reduced by ~22%.

Changes in the pay gap over time reflect normal workforce movement, including changes in senior leadership roles, organisational structure, and hiring patterns.

The pay quartiles illustrate the distribution of roles across the organisation, with senior roles and higher bonus targets more heavily represented in the upper pay quartiles at the reporting date.

This distribution contributes to the difference between mean and median bonus pay figures, reflecting the impact of higher earners within the overall data set.

PAY QUARTILE COMPOSITION

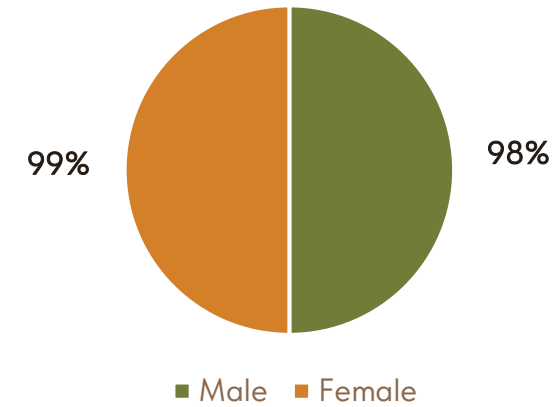


The pay quartiles above show the gender distribution across AGCO Limited in the UK in four equally sized hourly pay quartiles. The Upper Quartile contains 85 employees, and all three other Quartiles contain 86 employees, this is because the total number of employees as of 5th April 2025 could not be divided equally between all four quartiles, so the outstanding individuals were distributed amongst other quartiles as per gender pay reporting guidance.

The distribution shows that, at the reporting date, a higher proportion of men occupied roles within the upper pay quartiles. The lower quartile band has an equal split of 50% men and 50% women, which has increased by nearly 20% male representation since we started reporting in 2017.

BONUS DISTRIBUTION

Proportion of UK employees receiving a bonus



Every employee has a part to play in contributing to AGCO's success and we believe it is important that everyone is rewarded fairly for the performance of our business. All employees are eligible for a bonus. The proportion of men and women that received a bonus was fairly equal between both groups. Any variations in percentage can be attributed to the date that individuals joined or left the company which can impact bonus eligibility.

SUPPORTING FAIR PAY AND EQUAL OPPORTUNITY



Culture

AGCO is committed to providing a working environment where employees are treated fairly, with dignity and respect, and where decisions are based on skills, experience and performance.

AGCO uses a global job architecture methodology to support consistent role levelling and alignment to market pay.

Our approach to supporting people and the workplace, including our focus on fair and consistent employment practices is outlined in AGCOs: [2025 Sustainability Impact Report](#)



Policies

We have several local policies which offer enhanced support to employees with various caring responsibilities.

These policies support employees at different life stages, which can influence workforce participation patterns over time.

Policies:

- Menopause
- Maternity/Adoption
 - Paternity
- Time off for Dependents & Carers
- Equality and Diversity



Training

Planned absence and menopause awareness training for line managers during 2026.

Further plans include extending menopause awareness training to employees during 2027.



Engagement

AGCO has menopause action plans in place ahead of mandatory reporting in 2027.

Menopause can affect some employees during their working lives and may have an impact on wellbeing and attendance.

External speakers have been invited to raise awareness, alongside a Menopause Support Group open to all employees.



Environment

In 2026, AGCO will undertake an office refurbishment to help ensure the workplace environment supports reasonable adjustments where needed.

This includes consideration of factors that may affect comfort, wellbeing and accessibility in the office environment.

We confirm the data reported is accurate:

Louisa Parker-Smith
Vice President, Global Sustainability & UK Site Lead

Laura Wills
Senior Manager, HR UK & Ireland & EME Parts