

## Environmental, Health and Safety Policy (“Policy”)

### Introduction

At AGCO, we are committed to leading with integrity and responsibility in all aspects of Environmental, Health and Safety (“EHS”) management across all our sites. Our AGVANCE strategy places farmers at the center of everything we do and is built upon the core principles of Farmers First, Team up, and Speak up. Our strategy empowers our workforce to actively contribute to a safer, healthier and sustainable workplace and community.

### Purpose

Our AGSAFE journey emphasizes achieving performance that sets the expectation of exceeding the requirements of regulatory agencies and other interested parties. The purpose of this Policy is to provide an overview of our approach to managing EHS risks across our organization so that we can continue to fulfill our EHS commitments, both internally and externally.

### Scope

This Policy applies to all AGCO entities and employees worldwide and AGCO makes the following commitments in the following EHS areas:

- **Illness and Injury Prevention:** We prioritize the health and safety of every individual within our operations, by systematically assessing our operations and implementing robust measures to prevent workplace injuries and illnesses by eliminating hazards and reducing risks.
- **Health and Wellbeing Promotion:** We promote the wellbeing of our employees through comprehensive health programs and initiatives.
- **Pollution Prevention:** We are dedicated to minimizing our environmental footprint by committing to reducing emissions, discharges, waste generation, and resource consumption.
- **Natural Resources Conservation:** We actively conserve water, energy, and raw materials to support sustainable practices.

### Leadership and Employee Engagement

All AGCO employees, visitors, and contracted third parties are expected to comply with our EHS rules and procedures, as well as applicable occupational health and workplace safety rules and industrial hygiene standards mandated by law. Hazards and behaviors that pose risks to people, property, or the environment shall be promptly reported through appropriate channels and effectively addressed. Where applicable, risk assessments shall be conducted, communicated, and accompanied by appropriate controls and must be understood and adhered to by all affected individuals.

Active engagement and participation in safety programs, training, environmental initiatives, sustainability efforts and health and wellbeing activities are encouraged at all levels. Managers and supervisors have accountability for safe practices and risk mitigation and have a duty of care for the health and safety of all workers under their supervision. All employees must comply with these responsibilities and ensure that visitors and contracted workers are informed of AGCO’s expectations and legal requirements when operating at AGCO facilities or working with or on behalf of the organization.

### Enterprise Environmental, Health and Safety Management System

We will establish and maintain an integrated EHS Management System comprising of rigorous procedures, processes, and tools. This system will assist with consistent adherence to our global policies, guidelines, and standards and support us in fulfilling our commitments effectively.

### Goals, Objectives and Continual Improvement

We will set leading and/ or lagging measurable goals and clear objectives to manage environmental, health and safety impacts. Our commitment to continual improvement to enhanced EHS performance should drive us to innovate and adapt our practices for better outcomes.

### Transparency and Accountability

We will uphold transparency by publicly reporting certain of our EHS performances in various outlets. This openness demonstrates our dedication to continuous progress and accountability to our stakeholders.

### Community and Stakeholder Engagement

We leverage our talents and capabilities to enhance environmental quality and community welfare in the regions where we operate. We will engage with stakeholders transparently, fostering trust and collaboration. Our pursuit of excellence is a collective endeavor at AGCO. Through proactive management, innovation, and collaboration, we are committed to creating a sustainable future for generations to come.

### Compliance and Oversight

Any violations of this Policy should be reported to the Legal Department or the Compliance Hotline. Failure to comply with this Policy may result in disciplinary action, up to and including termination of employment. This Policy will be reviewed periodically and updated as necessary to ensure continued compliance with all applicable laws, regulations, and other company policies.

**Eric Hansotia, Chairman, President & CEO**