



Global Human Rights Policy

A. Purpose

AGCO Corporation and its subsidiaries (“AGCO”) is committed to respecting human rights in all aspects of our global operations including in our supply chain and in our relationships with customers and the communities we serve. We want to ensure that human rights are understood and observed in every region that we operate.

AGCO is informed and guided by the principles set out in the following international standards:

- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- The International Labour Organization’s Fundamental Conventions
- OECD guidelines for multinational enterprises
- UN Global Compact Principles on Human Rights and Labour Standards

Where AGCO’s business activities may impact the human rights of particularly vulnerable groups, such as migrant laborers, indigenous peoples, women, children and other minority groups we are also guided by other applicable international standards.

B. Scope

This enterprise-wide human rights policy (the “Policy”) applies to all AGCO employees, contractors, suppliers, and stakeholders globally. This Policy outlines AGCO’s expectations for all individuals and entities involved in or connected to AGCO’s work. It should be read in conjunction with all relevant AGCO policies and guidance.

C. Policy

- Respecting Human Rights as an Employer

While we recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions, we strive to foster safe, inclusive, and respectful workplaces wherever we do business and respect the fundamental rights of AGCO’s employees. We strive for:

- A safe and healthy workplace, compliant with all applicable local health and safety laws and regulations;
- Equal opportunity, non-discrimination, and a workplace free from unlawful harassment and retaliation;
- Security at work for employees including when on business travel;
- Diversity as a key element to the success of our business strategy;
- Freedom to associate and collectively bargain;

- Prohibition of human trafficking, slavery, or any form of forced or involuntary labor as defined in Article 2 in the Forced Labour Convention 29 of the International Labour Organization;
- Prohibition of any form of child labor defined as being under the legal working age in the appropriate jurisdiction or younger than 15 years of age – whichever reflects a more stringent standard;
- Fair wages and working conditions that meet or exceed local legal requirements;
- Adhering to principles of environmental sustainability and promoting practices that protect the environment for future generations; and
- Protection of personal information and compliance with global data protection laws.

We will review and update this Policy as appropriate to ensure it remains relevant and aligned with business and operational developments, input from stakeholders, changes in law and regulation, risk assessments and due diligence.

- **Respecting Human Rights as a Purchaser of Goods and Services**

Our commitment to respect human rights also extends throughout our value chain. We believe responsible supply chains must respect people and human rights, promote good agricultural practices, provide viable livelihoods, reduce environmental impacts, respect animal welfare, and produce safe products. AGCO's Supplier [Code of Conduct](#) extends the principles set out in this Policy into the supply chain and sets expectations for our supplier partners.

Within the Supplier Code of Conduct, AGCO requires suppliers to respect the human rights of their employees and the communities in which they operate as well as to comply with all relevant legislation, regulations and directives in the countries and communities in which they operate. Suppliers must prohibit the use of forced labor and child labor and respect labor rights including non-discrimination, non-harassment and the right to collective bargaining and give workers, whether local or migrant, the right and the ability to leave employment when they choose.

- **Supporting Communities**

Finally, our commitment to human rights also includes improving agricultural prosperity and supporting marginalized farmers and vulnerable populations in developing countries where our activities contribute to addressing adverse human rights impacts. Through the AGCO Agricultural Foundation as well as our brand and regional engagement activities, we support a variety of nonprofit organizations and local community-based organizations. To learn more about the steps we are taking to further our commitments, see our latest Sustainability report and the [AGCO Agricultural Foundation](#) website.

D. Governance and Oversight

Board level oversight on matters related to environment, social and governance issues, including human rights, is provided by the Governance Committee of AGCO's Board of Directors.

We will consult with relevant internal and external stakeholders to understand any human rights related concerns raised with us and remediate activity that is inconsistent with this Policy. We will assess and

escalate to the appropriate level of management any human rights issues and concerns regarding our business activity within the context of applicable law, this Policy, and our Global Code of Conduct.

The legal structures governing human rights, and the level of enforcement, vary widely across the countries in which we operate. Where conflicts exist between national and international standards, we adhere to the applicable national or local law, while seeking ways to respect international human rights principles. We commit to comply with the objectives of the California Transparency in Supply Chains Act 2010, Section 54 of the United Kingdom Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 and other applicable laws as introduced or updated from time to time.

We have implemented training on our Global Code of Conduct for employees, which covers the principles set out in this Policy, and annually report on completion rates for this training in our annual Sustainability Report.

E. Reporting

All employees are required to comply with the provisions of this Policy. If any employee becomes aware of any action that they believe is not consistent with this Policy, the applicable law, or the Global Code of Conduct or Supplier Code of Conduct, they should seek assistance by contacting their immediate supervisor or anyone in their chain of command, AGCO's General Counsel, the Global Compliance Team or their local Legal Team.

In addition, any concerns can be raised through the AGCO Alertline, details of which are made available for employees via the internal policy site and are also in the Global Code of Conduct. Concerns can be submitted anonymously and are promptly, impartially, and confidentially investigated and appropriate action taken without any retaliation against anyone who reports any concern in good faith. AGCO will not tolerate retaliation against anyone for reporting or providing information that they reasonably believe relates to a violation of law, a breach of this Policy or the Global Code of Conduct.

F. Responsibility

Management is responsible for implementing, reviewing and ensuring that the colleagues reporting to them are aware of the provisions in this Policy. For questions about this Policy, please contact the Senior Vice President, General Counsel & Corporate Secretary. This Policy should be read in conjunction with all other relevant AGCO policies and guidance.

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