

Global Reporting Initiative (GRI) Index

This report was prepared using the Global Reporting Initiative (GRI) Standards.

General Disclosures

Organizational profile

GRI 102-1

Name of the organization

[AGCO Corporation](#)

GRI 102-2

Activities, brands, products, and services

[About AGCO](#)

[Brands](#)

[2021 10-K, page 1 \(“General”\)](#)

[2021 Annual Report, page 2 \(“Farmer First Strategy”\)](#)

GRI 102-3

Location of headquarters

4205 River Green Parkway,
Duluth, GA 30096-2568

GRI 102-4

Location of operations

AGCO has facilities in Asia-Pacific and Africa, Europe and the Middle East, North America and South America.

[Global Reach](#)

[2021 10-K, page 2 \(“Dealers and Distribution”\)](#)

GRI 102-5

Ownership and legal form

AGCO Corporation is a publicly traded company on the New York Stock Exchange.

GRI 102-6

Markets served

[Global Reach](#)

[2021 10-K, page 3 \(“Geographical Region”\)](#)

GRI 102-7

Scale of the organization

[2021 10-K, page 1 \(“General”\)](#)

GRI 102-8

Information on employees and other workers

AGCO employed approximately 23,300 employees as of December 31, 2021.

[2021 10-K, page 9 \(“Human Capital”\)](#)

[Our People](#)

EE0-1 2020 Employment Data

Job Categories		Male								Female						Total
		Male Hispanic (A)	Female Hispanic (B)	White (C)	Black (D)	NHOPI (E)	Asian (F)	Nat Am (G)	2+ Race (H)	White (I)	Black (J)	NHOPI (K)	Asian (L)	Nat Am (M)	2+ Race (N)	A–N (O)
Exec/Senior Mgrs	(1.1)	0	0	13	0	0	1	0	0	1	0	0	0	0	0	15
First/Mid-Level Mgrs	(1.2)	15	2	329	8	1	25	0	0	75	7	0	7	0	0	469
Professionals	(2)	22	14	930	23	0	66	1	3	197	13	0	27	1	2	1,299
Technicians	(3)	6	2	193	3	0	3	0	0	45	1	0	1	0	0	254
Sales Workers	(4)	1	1	134	1	0	1	0	2	17	0	0	0	0	0	157
Admin Support	(5)	3	4	78	3	0	14	1	0	143	9	0	8	0	0	263
Craft Workers	(6)	57	6	748	13	2	8	7	4	44	2	0	1	1	0	893
Operatives	(7)	101	17	761	53	2	16	1	2	176	4	0	6	0	1	1,140
Laborers & Helpers	(8)	12	6	18	3	0	0	0	1	7	1	0	0	1	1	50
Service Workers	(9)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Total	(10)	217	52	3,205	107	5	134	10	12	705	37	0	50	3	4	4,541

**GRI 102-9
Supply chain**

[2021 10-K, page 3](#) (“Manufacturing and Assembly”)

[Suppliers](#)

[Managing Our Supply Chain Responsibly](#)

**GRI 102-10
Significant changes to the organization and its supply chain**

[2021 Annual Report, page 4](#) (“Forward-Looking Statements”)

[2021 10-K, page 67](#) (“Acquisitions” footnote)

[2021 10-K, pages 13 -23](#) (“Risk Factors”)

[CEO Message](#)

In calendar year 2021, AGCO added additional assets through the acquisition of Creative Media Sites Inc, Farm Robotics and Automation SL and Headsight LLC and Headsight Holdings Inc. These acquisitions have not had a material impact on our corporate governance practices, operations, supply chain or environmental and social impact as described in this report.

**GRI 102-11
Precautionary Principle or approach**

AGCO is evaluating sustainability-related strategic decisions following the Precautionary Principle.

[Health and Safety Policy](#)

[Environment and Climate Change Policy](#)

**GRI 102-12
External initiatives**

[United Nations Sustainable Development Goals \(UN SDGs\)](#)

[Task Force on Climate-related Financial Disclosures \(TCFD\)](#)

[Sustainable Accounting Standards Board \(SASB\)](#)

[CDP \(formerly the Carbon Disclosure Project\)](#)

[Investing in Sustainability Projects and Partnerships](#)

**GRI 102-13
Membership of associations**

[Public Policy](#)

Strategy**GRI 102-14
Statement from senior decision-maker**

[A message from Eric P. Hansotia](#)

[2021 Annual Report, page 1](#) (“Chairman’s Message”)

**GRI 102-15
Key impacts, risks, and opportunities**

[2021 10-K, pages 13–23](#) (“Risk Factors”)

[Enterprise Risk Management](#)

[Approach Risks](#)

[2021 TCFD Report](#)

Ethics and integrity**GRI 102-16
Values, principles, standards, and norms of behavior**

In 2021 under CEO, Eric P. Hansotia, AGCO developed a new Corporate Purpose, Vision and Mission, described in the CEO Message.

[AGCO Values](#)

[Global Code of Conduct](#)

**GRI 102-17
Mechanisms for advice and concerns about ethics**

AGCO maintains an external email address, phone numbers and customer feedback form for all regions as a mechanism for suppliers and third parties to raise concern (see [Feedback and Questions](#) and [AGCO Alert Line](#)).

[Corporate Governance Principles, page 7](#) (“Conflicts of Interest and Concern Reporting”)

[Global Code of Conduct, page 9](#) (“How to address issues and raise concerns”)

Governance**GRI 102-18
Governance structure**

[Governance](#)

[Governance, Committees and Charters](#)

[2021 Annual Report, page 4](#) (“Governance Update”)

[2022 Proxy Statement, page 13](#) (“Board of Directors and Corporate Governance”)

**GRI 102-19
Delegating authority**

The [Governance Committee Charter](#) was updated in October 2021 with stronger language on climate change.

**GRI 102-20
Executive-level responsibility for economic, environmental, and social topics**

[Governance](#)

**GRI 102-21
Consulting stakeholders on economic, environmental, and social topics**

[Engaging Our Stakeholders](#)

[Identifying Our Material Issues](#)

**GRI 102-22
Composition of the highest governance body and its committees**

[2022 Proxy, page 8](#) (“Election of Directors”)

**GRI 102-23
Chair of the highest governance body**

Eric P. Hansotia assumed the role of Chairman of the Board in 2021.

**GRI 102-24
Nominating and selecting the highest governance body**

[Board Structure, Diversity and Tenure Governance Committee Charter](#)

[2022 Proxy, page 15](#) (“Governance Committee”) and [page 16](#) (“Identification and Evaluation of Director Nominees”)

**GRI 102-25
Conflicts of interest**

[Corporate Governance Principles, page 7](#) (“Conflicts of Interest and Concern Reporting”)

**GRI 102-26
Role of highest governance body in setting purpose, values, and strategy**

The Board of Directors reviewed and approved AGCO’s updated Corporate Purpose, Mission and Vision as part of a strategy refresh process in 2021.

[Board of Directors](#)

[Governance, Committees and Charters](#)

[Governance](#)

**GRI 102-27
Collective knowledge of highest governance body**

[Corporate Governance Principles](#)

[2022 Proxy, page 8](#) (“Election of Directors”)

**GRI 102-28
Evaluating the highest governance body’s performance**

The Corporate Governance Committee conducts an annual evaluation of the Board and each of its committees. It is the intention of the Corporate Governance Committee to continue to engage in this process annually.

[2022 Proxy, page 16](#) (“Identification and Evaluation of Director Nominees”)

[2022 Proxy, page 13–14](#) (“Board Of Directors and Corporate Governance”)

**GRI 102-29
Identifying and managing economic, environmental, and social impacts**

[Sustainability Governance Structure](#)

[Identifying Our Material Issues](#)

[Corporate Governance Principles](#)

GRI 102-30
Effectiveness of risk management processes

[Enterprise Risk Management Approach](#)

[2021 TCFD Report](#)

[Audit Committee Charter](#)

[Corporate Governance Principles](#)

[2021 10-K, pages 13–23 \(“Risk Factors”\)](#)

[2022 Proxy, page 20 \(“Risk Oversight”\)](#)

GRI 102-31
Review of economic, environmental, and social topics

The Board regularly reviews economic, environmental and social topics. The Governance Committee oversees sustainability and reports to the full Board. The Governance Committee met twice in 2021 to discuss Sustainability/ESG topics. The full Board received an annual update in April.

[Sustainability Governance Structure](#)

[Corporate Governance Principles](#)

[2022 Proxy Page 13–14 \(“Board Of Directors and Corporate Governance”\)](#)

GRI 102-32
Highest governance body’s role in sustainability reporting

Sustainability Reporting is overseen by Senior Vice President,

General Counsel and Corporate Secretary; Senior Vice President, Chief Financial Officer; Vice President, Chief Communications Officer; and Vice President, Chief Accounting Officer. The Sustainability report is prepared by the Director of Corporate Sustainability. A Sustainability Council was established in 2021 to drive sustainability integration across policies, activities, products and services, including support of sustainability reporting. The Governance Committee does not play a direct role but reviews the final report before publication.

[Sustainability Governance Structure](#)
[Governance Committee Charter](#)

GRI 102-33
Communicating critical concerns

AGCO maintains an external email address, phone numbers and customer feedback form for all regions as a mechanism for suppliers and third parties to raise concern (see [Feedback and Questions and AGCO Alert Line](#)).

[Corporate Governance Principles, page 7 \(“Conflicts of Interest and Concern Reporting”\)](#)

[Global Code of Conduct, page 9 \(“How to address issues and raise concerns”\)](#)

[2022 Proxy, page 22 \(“Stockholder Communication with the Board of Directors”\)](#)

GRI 102-34
Nature and total number of critical concerns

[2021 10-K, pages 13–23 \(“Risk Factors”\)](#)

GRI 102-35
Remuneration policies

[2022 Proxy, page 28 \(“Executive Officers”\)](#)

GRI 102-36
Process for determining remuneration

[2022 Proxy, page 28 \(“Executive Officers”\) and page 44 \(“Compensation Considerations”\)](#)

GRI 102-37
Stakeholders’ involvement in remuneration

[2022 Proxy, page 34 \(“Compensation Discussion & Analysis — 2020 and 2021 Stockholder Engagement”\)](#)

GRI 102-38
Annual total compensation ratio

[2022 Proxy, page 63 \(“2021 CEO Pay Ratio”\)](#)

GRI 102-39
Percentage increase in annual total compensation ratio

[2022 Proxy, page 63 \(“2021 CEO Pay Ratio”\)](#)

[Stakeholder engagement](#)

GRI 102-40
List of stakeholder groups

[Engaging Our Stakeholders](#)

GRI 102-41
Collective bargaining agreements

[2021 10-K, page 10 \(“Unions, Collective Bargaining Agreements and Work Councils”\)](#)

GRI 102-42
Identifying and selecting stakeholders

[Engaging Our Stakeholders](#)

Stakeholders are identified and selected through AGCO leadership and employees conducting their business duties, stakeholder mapping exercises driven by vision, mission, values and strategic priorities, and our materiality analysis.

GRI 102-43
Approach to stakeholder engagement

[Engaging Our Stakeholders](#)

GRI 102-44
Key topics and concerns raised

[Engaging Our Stakeholders](#)

[Identifying Our Material Issues](#)

Reporting practice

GRI 102-45
Entities included in the consolidated financial statements

[2021 10-K, page 1 \(“Business”\)](#)

GRI 102-46
Defining report content and topic boundaries

[Identifying Our Material Issues](#)

GRI 102-47
List of material topics

[Identifying Our Material Issues](#)

GRI 102-48
Restatements of information

In the 2021 Sustainability Report, AGCO restates the following:

+ Annual energy and greenhouse gas (GHG) consumptions of its manufacturing sites disclosed earlier in our 2021 CDP response

+ Percentage of renewable energy use in the base year 2020 (shared in the 2020 Sustainability Report)

These restatements are necessary due to the following changes in methodology and reporting scope:

+ Introduction of dual Scope 2 reporting, revision of applied emission factors, implementation of a new ESG data collection and reporting tool, and consequent

improvement of data availability and quality

AGCO included in the reporting scope two additional individual manufacturing sites in Austria and Czech Republic and expanded the coverage of two other manufacturing sites in the U.S. and Italy to account for all directly linked facilities.

GRI 102-49
Changes in reporting

In 2021, we are able to report on our water related metrics. However since, water is not a material topic for AGCO, we started tracking water use, discharge and recycling, and intend to keep reporting these metrics and improve on data quality and management approach.

GRI 102-50
Reporting period

The 2021 Sustainability Report includes data covering the calendar year ending December 31, 2021.

GRI 102-51
Date of most recent report

AGCO released its 2020 Sustainability Report in March 2021.

GRI 102-52
Reporting cycle

Annual

Economic

GRI 102-53

Contact point for questions regarding the report

Global Sustainability & ESG Reporting Manager

Email: Dorottya.Olah@agcocorp.com

GRI 102-54

Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Comprehensive option.

GRI 102-55

GRI content index

[2021 GRI Index](#)

GRI 102-56

External assurance

AGCO did not conduct third-party assurance in non-financial reporting or this index for 2021.

Economic performance

GRI 201

Management approach

[2021 10-K, page 33–36](#) (“Liquidity and Capital Resources”)

GRI 201-1

Direct economic value generated and distributed

[2021 Annual Report, page 2](#) (“Financial Highlights”)

[2021 10-K, page 52](#)

(“Consolidated Statements of Cash Flows”)

GRI 201-2

Financial implications and other risks and opportunities due to climate change

[Facing the Climate Crisis](#)

[2021 TCFD Report](#)

Environmental

Energy

GRI 302

Management approach

As a manufacturing company, the energy consumption — and subsequent GHG emissions — of our operations are significant. We follow legal requirements and input from stakeholders when setting goals to reduce our energy use. Our current scope includes 34 manufacturing sites across EME, NA, SA and APA regions, which were identified in 2020 as AGCO’s highest energy consumers. The data disclosed in this report is reflective of these 34 sites. In 2022, we plan to extend the scope of energy data tracking and reporting to the whole of AGCO’s portfolio.

Our target is to achieve 60% renewable energy use by 2026 compared to a 2020 baseline and an internal KPI of 2.5% annual energy intensity reduction (MWh total energy consumed/standard hours). In order to achieve these targets, to keep in line with current and anticipated legal requirements, and to respond to stakeholder requests, we are utilizing various solutions such as purchase of renewable electricity, implementing energy conservation, recovery and efficiency projects, exploring solutions for electrification of natural gas usage, and switching to biofuels.

As of end of 2021, two of our manufacturing sites hold ISO 50001 (Energy Management System) certificates, and certification is in progress on one site. Four sites hold ISO 14001 (Environmental Management System) certificates, and three other sites are in the process of being certified.

GRI 302-1

Energy consumption within the organization

The first full year we have energy data for is 2020, which is used as a baseline for our targets. We recognize the challenges of using this as our baseline, given that in 2020, global operations were heavily impacted by the Covid-19 pandemic. Our sites experienced shutdowns or reduced operations for extended periods of time and/or multiple times during the year. This resulted in lower absolute energy consumption than was expected during pre-pandemic operations.

Total Energy Consumption

	2020	2021
Total energy consumption (GJ)	1,864,960	2,091,846
Total fuel consumption from non-renewable sources (GJ)	822,338	928,321
Total fuel consumption from renewable sources (GJ)	25,823	31,631
On-site electricity generation (GJ)	6,781	6,431
Purchased electricity consumption (GJ)	848,350	927,099
Purchased heating consumption (GJ)	161,668	198,364

Total Energy and Renewable Energy Consumption by Region

	Total energy consumption (GJ)		Total renewable energy consumption (GJ)	
	2020	2021	2020	2021
Corporate	1,864,960	2,091,846	498,505	676,991
APA	58,508	93,292	0	0
EME	950,946	1,088,543	362,308	528,158
NA	642,719	653,699	9,899	9,728
SA	212,788	256,312	126,298	139,105

For GHG accounting we follow the GHG Protocol Corporate Standard and Scope 2 methodology. The energy data collection and accounting is structured to support GHG accounting. We collect energy data on a monthly basis from our 34 manufacturing sites using an industry-leading ESG tool, AGCO STAR, powered by Enablon. Non-renewable fuel consumption includes diesel, petrol, LPG, natural gas, heating and residual fuel oil. Renewable fuel use includes biodiesel. We have opted to report on-site renewable electricity generation (from solar) separately from purchased electricity.

In the energy data disclosed within this report, we applied estimation to fill in data gaps due to invoicing and data availability issues. Estimations are calculated using the previous consecutive 12-month period’s average consumption. The share of estimated consumption of total reported energy was 1.6% in 2020 and 3.8% in 2021.

GRI 302-3

Energy intensity

Energy Intensity Per Total Net Sales

	Energy intensity per total net sales (MWh/ million USD net sales)	
	2020	2021
Corporate	56.62	52.17
APA	22.14	27.29
EME	42.46	56.34
NA	82.08	68.28
SA	67.64	54.44

Water and effluents

GRI 303

Management approach

Since our operations are not particularly water intensive, water and effluents have not been identified as a material topic for AGCO. However, with the implementation of our ESG data collection and reporting tool, we were able to start tracking water related metrics in 2021. We are keen to improve data quality and management methods going forward. To achieve this, we established a water baseline of our 34 manufacturing sites for 2021 and are working on establishing a strategy to improve data quality. As part of our climate scenario analysis under the TCFD Framework, we used the World Resources Institute (WRI) Aqueduct Water Risk Atlas to identify six manufacturing sites that are predicted to experience extremely high (>80%) water stress by 2030 under RCP 8.5 SSP.3, this includes four sites in the U.S. in Kansas, Illinois and Minnesota, and two sites in China. We anticipate our initial efforts to focus on improving the measurement of discharge and water consumption and the setting of water conservation targets for these sites.

GRI 303-1

Interactions with water as a shared resource

AGCO does not consider this as a material issue, but considers sites in water stressed areas as a physical climate risk that is reviewed as part of our climate risk mitigation and resiliency efforts.

GRI 303-3

Water Withdrawal

GRI 303-4

Water Discharge

GRI 303-5

Water Consumption

As of December 31, 2021, we were unable to track the source of water withdrawal. Our sites report water withdrawal from municipal water supply and other water sources (mainly groundwater wells).

Water consumption is calculated using the following formula:

Water consumption = water withdrawal – water discharged – water recycled

Where water discharge is not measured directly, discharge = withdrawal was assumed. We aim to improve upon the measurement of water discharge in the future to be able to provide more accurate water consumption figures.

2021 WATER METRICS

	Water withdrawal from municipal water supply (m ³)	Water withdrawal from other water supply (m ³)	Water discharge (m ³)	Water reused/ recycled (m ³)	Water consumption (m ³)
Corporate	466,160	244,568	528,357	3,919	178,452
APA	47,338	42,31	89,650	0	0
EME	161,073	78,711	177,272	2,634	59,879
NA	118,020	0	117,717	288	16
SA	139,728	123,545	143,718	998	118,557

Emissions

GRI 305

Management approach

Decarbonization of our operations, as one of our strategic pillars, is a material topic. As a large energy user and therefore GHG emitter, we support the ambitions of the Paris Agreement. We have been working to establish our emission baseline and set targets to reduce our emission intensity and increase the use of renewable energy sources. We are also developing products with lower production and use-phase emissions.

We established the Decarbonization Workstream which includes representatives of various parts of the business that regularly come together to:

- + evaluate recent developments of frameworks, policies and reporting requirements around decarbonization and its implications to AGCO
- + Evaluate feedback from investors and other stakeholders about decarbonization best practices and requirements, and to provide insight for development of our decarbonization strategy
- + Exchange ideas and best practices across regions and different parts of the business

Our decarbonization targets are to reach a 20% GHG emission intensity (total emissions per million \$USD net sales) by 2026 compared to a 2020 baseline and 60% renewable energy use by 2026. These targets are being monitored regularly and are revised and updated as appropriate with new developments of best practice and investor feedback.

Our decarbonization strategy includes the use of various levers depending on regional and market factors. In 2021, we launched QUEST — Quick Energy Savings Tools — to identify and implement energy efficiency projects and facilitate knowledge sharing across the organization. We work with our internal indirect procurement team and external consultants to increase the use of renewable electricity via green supply contracts and unbundled Energy Attribute Certificate (EAC) purchase programs, as well as implementing and looking into potential long-term solutions, such as on-site renewable electricity generation and Virtual Power Purchase Agreements (vPPAs).

For our GHG emissions accounting, we follow the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard and Scope 2 Standard methodology. We use operational control approach and Scope 2 dual reporting. Within this report and index, when it is not otherwise specified,

Scope 2 data is referring to Scope 2 market-based values, and we use Scope 2 market-based values for reporting and target progress tracking. Our energy and GHG emissions data currently cover 34 manufacturing sites globally with an intent to include our full portfolio in 2022.

We utilize AGCO STAR powered by Enablon to track and calculate energy and emission data of our sites; DEFRA 2020 and 2021 conversion and emission factors to calculate Scope 1 and Scope 2 district heating emissions; and IEA 2020, US EPA eGRID 2019, RE-DISS 2020 emission factors and supplier specific emission factors to calculate our Scope 2 electricity emissions. GHGs included in the calculation are CO₂, CH₄ and N₂O. We report GHG emissions in tCO₂e, and use global warming potentials of CH₄ and N₂O to calculate CO₂e according to the 5th IPCC Assessment Report.

GRI 305-1 Direct (Scope 1) GHG emissions

GRI 305-2 Energy indirect (Scope 2) GHG emissions

GRI 305-4 GHG emissions intensity

GHG Absolute Emissions & Emissions Intensity

	2020	2021
Scope 1 (tCO ₂ e)	49,507	55,846
Scope 2 location-based (tCO ₂ e)	91,717	100,172
Scope 2 market-based (tCO ₂ e)	49,838	49,445
Total Scope 1+2MB (tCO ₂ e)	99,345	105,290
Emission intensity (tCO ₂ e/million USD net sales)	10.86	9.45

GHG Absolute Emissions & Emissions Intensity By Region

	Scope 1+ Scope 2 market based (tCO ₂ e)		Emission intensity (tCO ₂ e/ million USD net sales)	
	2020	2021	2020	2021
APA	7,768	11,789	10.58	12.41
EME	38,551	36,531	6.2	6.81
NA	48,010	50,563	22.07	19.01
SA	5,015	6,408	5.74	4.9

As detailed in 302-1, AGCO's first full year of energy and emission data is 2020, which serves as the baseline for our targets. We recognize the challenges of using this as our baseline, given that, in 2020, global operations were heavily impacted by the Covid-19 pandemic. In 2021, our operations started to return to pre-pandemic operations, which resulted in an increase of energy consumption (11%) and consequently, an increase of GHG emissions (6%). While our absolute emissions increased slightly, we reduced our emission intensity (per million USD of net sales) by 13%, due to increased net sales in 2021. In 2021, we took deliberate steps to decrease our emissions, and as a result, four additional sites in EME are using 100% renewable electricity. We are working on a comprehensive decarbonization strategy to achieve absolute emission reduction as well as the reduction of our emission intensity.

GRI 305-5 Reduction of GHG emissions

In 2021, we engaged with our indirect purchasing team to increase the number of green supply contracts in EME and NA regions and with an external consultant to support us in piloting an unbundled EAC purchase program in EME. The direct emission reduction results of these engagements were 7,873 tCO₂e (compared to a baseline of market-based emissions in the absence of the reduction activities).

GRI 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

	VOC emissions (metric ton)	
	2020	2021
Corporate	453.41	501.32
APA	1.6	1
EME	190.35	215.5
NA	118.23	105.08
SA	143.23	179.74

Employment

GRI 401 Management approach

[Our People](#)
[2021 10-K, page 9 \(“Human Capital”\)](#)

GRI 401-1 New employee hires and employee turnover

[Our People](#)
[2021 10-K, page 10 \(“Human Capital”\)](#)

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

In all countries, we offer market-competitive benefits.

Labor/management relations

GRI 402 Management approach

[Our People](#)

GRI 402-1 Minimum notice periods regarding operational changes

We provide notice regarding any operational changes in compliance with local laws and the provisions of relevant collective bargaining agreements.

Occupational health and safety

GRI 403 Management approach

[Employee Health, Safety and Well-being](#)

[AGCO Health and Safety Policy](#)

Occupational health and safety is not just an obligation and a duty to our employees; we believe safety excellence can set AGCO apart and provide our company a competitive advantage. We are now expanding our Safety Program to track performance and improvements across all sites and employees worldwide. By leveraging our long-term shop floor experience, we will strive to achieve zero work-related injuries across our global enterprise. Our long-term Safety Vision is to be the Best-in-Class in the Agricultural Industry. Becoming the best is a journey that will take hard work from

everyone in the organization. Our goal is that everyone arrives home safely at the end of the day.

GRI 403-1 Occupational health and safety management system

GRI 403-8 Workers covered by occupational health and safety management systems

[Employee Health, Safety and Well-being](#)

All our operations are covered by the internal health and safety management system, including manufacturing plants, offices, sales offices, our own distribution center and warehouses, the contractors working in our premises, third-party contractors. As of end of 2021, nine of our manufacturing sites were OHSAS 18001/ISO 45001 certified, and certification was in progress on five additional sites. We have a roadmap to certify the majority of our global manufacturing sites against the ISO 45001 standard by 2023.

GRI 403-4 Worker participation, consultation, and communication on occupational health and safety

[Employee Health, Safety and Well-being](#)

Employees are expected to play an active role in health and safety as part of the company’s efforts to ensure that all employees return home safely at the end of the day. Establishing a culture of health and safety and risk awareness — where everyone looks out for one another — is key to a safe work environment. As part of annual performance reviews, health and safety forms 5 percent of all employees’ annual performance goals. Employees at every level of the business are set behavior-based goals, cascaded from the corporate level with an emphasis on leading KPIs to drive a stronger safety culture.

GRI 403-5 Worker training on occupational health and safety

[Employee Health, Safety and Well-being](#)

All employees are assigned a mandatory training on our health and safety policies, goals, processes, and tools, as well as a separate training on identifying health and safety risks.

GRI 403-6 Promotion of worker health

[Employee Health, Safety and Well-being](#)

GRI 403-9 Work-related injuries

[Employee Health, Safety and Well-being](#)

In 2021, AGCO’s TCIR (Total Case Injury Rate) was 2.53, which is a 12% reduction compared to 2020 (2.87). This past year we also embarked on a safety program refresh called Focus 2.0, to do even more to advance safety, and to come as close as possible to eliminating the risk of injury for all employees in any situation. We’ve set a goal to deliver year-over-year improvement in our Total Case Incident Rate (TCIR) and have set an aspirational goal to achieve a TCIR below 1.0.

Training and education

GRI 404 Management approach

[Continuous Learning and Development](#)

GRI 404-2 Programs for upgrading employee skills and transition assistance programs

[Continuous Learning and Development](#)

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

All AGCO employees receive regular performance reviews. Upon joining the organization, employees are on-boarded onto Employee Central which provides access to our GROW online learning and performance management platform. In annual performance appraisals, all people managers are assigned a People Managers Goal, which specifies and measures the leadership behaviors we expect of them. The people managers goal requires annual performance reviews, employee development discussions to discuss career goals, the setting of performance and personal development goals to be entered into our GROW online system, conducting one-on-one sessions with direct reports to discuss work progress against goals, and successor development plans for team roles.



Diversity and equal opportunity

GRI 405

Management approach

Attract, Develop, and Retain an Increasingly Diverse and Engaged Workforce

GRI 102-8 (EEO-1 2020 Employee Data)

2021 10-K, page 13 (“Diversity”)

GRI 405-1

Diversity of governance bodies and employees

Board Diversity

GRI 102-8 (EEO-1 2020 Employee Data)

2021 10-K, page 13 (“Diversity”)

Public policy

GRI 415

Management approach

We strictly adhere to all laws and regulations governing corporate political activities. The laws of many countries prohibit or strictly limit contributions by corporations to political parties and candidates. Although our employees may engage personally, they are prohibited from doing so on behalf of the company or as a company employee.

GRI 415-1

Political contributions

In 2021, we did not engage in any financial and/or in-kind contribution to any political campaign.

Global Code of Conduct