



**CHARTER OF THE SUSTAINABILITY COMMITTEE
OF THE BOARD OF DIRECTORS**

APRIL 28, 2022

I. PURPOSE

The Sustainability Committee of AGCO Corporation (the “Company”) shall aid the functioning of the Board of Directors (the “Board”) in its oversight of:

- sustainability policies, strategies, goals and risks relevant to the Company; and
- such other duties as may from time to time be assigned to it by the Board.

II. STRUCTURE AND OPERATIONS

Composition

The Sustainability Committee shall be comprised of at least three directors.

Appointment and Removal

The members of the Sustainability Committee shall be designated by the Board annually and each member shall serve until such member’s successor is duly designated or until such member's earlier resignation or removal. Any member of the Sustainability Committee may be removed from the Sustainability Committee, with or without cause, by a majority vote of the Board.

Unless a Chairperson is designated by the full Board, the members of the Sustainability Committee shall designate a Chairperson by majority vote of the full Sustainability Committee membership. The Chairperson will chair all sessions of the Sustainability Committee and set the agenda for Sustainability Committee meetings.

Delegation to Subcommittees

In fulfilling its responsibilities, the Sustainability Committee may delegate responsibilities to a subcommittee consisting of one or more members of the Sustainability Committee.

III. MEETINGS

The Sustainability Committee shall ordinarily meet at least three times annually, or more frequently as circumstances dictate. Any member of the Sustainability Committee may call meetings of the Sustainability Committee. The Sustainability Committee will conduct executive sessions with Management (including CEO and General Counsel), at least annually. A majority of members of the Sustainability Committee shall constitute a quorum. The action of a majority of members at a meeting at which a quorum is present will be the action of the Sustainability Committee.

Subject to the prior approval of the Chairperson of the Committee, any director of the Company who is not a member of the Sustainability Committee may attend meetings of the Sustainability Committee; provided, however, that any director who is not a member of the Sustainability Committee may not vote on any matter coming before the Sustainability Committee for a vote. The Sustainability Committee also may invite to its meetings any member of management of the Company and such other persons as it deems appropriate in order to carry out its responsibilities. The Sustainability Committee may meet in executive session, as the Sustainability Committee deems necessary or appropriate.

IV. RESPONSIBILITIES AND DUTIES

The following functions shall be the common recurring activities of the Sustainability Committee in carrying out its purpose as set forth in Section I of this Charter. These functions should serve as a guide with the understanding that the Sustainability Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal or other conditions. The Sustainability Committee shall also carry out any other responsibilities and duties delegated to it by the Board from time to time related to the purpose of the Sustainability Committee outlined in Section I of this Charter.

To fulfill its responsibilities and duties, the Sustainability Committee shall:

Sustainability Actions

1. **Sustainability Policies, Strategies and Programs.**
 - (a) Consider and provide input to management and the Board on the Company's policies, strategies and practices related to environmental matters namely climate change, greenhouse gas emissions, natural resource management, waste and environmental opportunities.
 - (b) Review the Company's policies, strategies and practices related to workplace safety and human rights.
 - (c) Consider and provide input to management on environmental (including climate change) and sustainability trends in public debate, public policy, regulation and legislation.
 - (d) Review the Company's shareholder engagement program and investor sentiment related to the Company's environmental and social footprint and activities and provide feedback on the Company's public reporting and disclosure on sustainability topics.

2. **Performance Goals.**

Review the goals and targets the Company may establish from time to time for its performance with respect to matters of sustainability and monitor the Company's progress against those goals.

3. **Risk Management.**

Consider and provide input to management on the Company's identification, assessment and management of risks associated with sustainability issues, including, but not limited to, climate-related risks.

4. Shareholder proposals.

Review shareholder proposals received relating to sustainability issues and recommend a response to the Governance Committee of the Board. The Committee shall work with the Governance Committee to determine the appropriate level of the Company's engagement with shareholders and other interested parties concerning sustainability proposals and other matters subject to Committee oversight.

Reports

Report regularly to the Board (i) following meetings of the Sustainability Committee, (ii) with respect to such other matters as are relevant to the Sustainability Committee's discharge of its responsibilities and (iii) with respect to such recommendations as the Sustainability Committee may deem appropriate. The report to the Board may take the form of an oral report by the Chairperson or any other member of the Sustainability Committee designated by the Sustainability Committee to make such report.

Maintain minutes and other records of meetings and activities of the Sustainability Committee, as appropriate under applicable law.

Resources

Have the authority to retain such outside advisors or experts as it deems necessary or advisable. The Sustainability Committee also shall have the authority to approve the necessary fees and expenses of such advisors, including legal counsel.

V. LIMITATIONS

The Sustainability Committee shall not have the powers of the full Board for:

- Those matters expressly delegated to another committee of the Board; or
- Matters that cannot be delegated by the Board to a committee under the Company's Certificate of Incorporation or Bylaws, the General Corporation Law of the State of Delaware, the rules of the New York Stock Exchange, or other applicable law or regulation.

VI. PERFORMANCE EVALUATION

The Sustainability Committee periodically shall perform a review and evaluation of the performance of the Sustainability Committee. In addition, the Sustainability Committee shall review and reassess, at least annually, the adequacy of this Charter and recommend to the Governance Committee any improvements to this Charter that the Sustainability Committee considers necessary or appropriate. The Sustainability Committee shall conduct such evaluation and reviews in such manner as it deems appropriate.