



**JOHN DEERE**

**2025 SUSTAINABILITY DISCLOSURES  
AND METRICS REPORT**

# 2025 Sustainability Disclosures and Metrics Report

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## INTRODUCTION

### Our sustainability strategy

The John Deere sustainability strategy is inseparable from our Smart Industrial Operating Model and our Leap Ambitions. Together, they guide how we revolutionize agriculture, construction, forestry, and related production systems by delivering technologies that can unlock economic and sustainable value for customers. Our approach prioritizes win-win opportunities — those considered most relevant and impactful for the planet, the communities we serve, our customers, and our business. In practice, this means focusing investment, product development, and operational excellence on solutions that improve productivity, reduce resource intensity, and strengthen long-term customer profitability.

### Purpose of this Report

The 2025 Sustainability Disclosures and Metrics Report is a foundational, global consolidated sustainability report prepared on a voluntary basis. This Report includes our comprehensive disclosures on sustainability governance, strategy, impacts, risks and opportunities management, targets, and metrics. In addition, the report discloses the results of the recently completed formal sustainability materiality assessment, which shaped our [Sustainability Goals](#). Unless otherwise stated, disclosures are prepared at the global consolidated level, consistent with how Deere manages strategy, operations, and performance. Where topic-specific boundaries or value-chain scope differ, we explain those differences in the relevant topical sections.

### How to read this Report

The Executive Summary provides a high-level overview of material sustainability topics and how they are managed. The General section explains the basis for preparation, reporting boundary, governance, and materiality approach. The Environmental, Social, and Governance sections present topic-specific disclosures, including related policies, actions, metrics, and targets. Indices at the end of the report map disclosures to applicable sustainability reporting standards and frameworks.

### Relationship to the 2025 Business Impact Report

The [2025 Business Impact Report](#) remains the primary document for our business strategy, financial performance, and customer outcomes and includes a Strategy & Financial Performance section that outlines Deere's refined Leap Ambitions, Core Values, and Sustainability Goals. The Leaps in Action section highlights real-world examples demonstrating the economic and sustainable impact of our products and technologies. This Sustainability Disclosures and Metrics Report complements the Business Impact Report by providing comprehensive disclosures informed by international sustainability reporting standards, methodologies, and boundary definitions.

This Sustainability Disclosures and Metrics Report should be read in conjunction with the Company's 2025 Business Impact Report, which together provide additional context on business strategy, financial performance, and risk disclosures.

### Regulatory context and rationale for publishing a standalone report

We are elevating and expanding our voluntary sustainability reporting in light of a dynamic regulatory environment — including the European Union's Corporate Sustainability Reporting Directive (CSRD). This year's report is a step forward on that journey — positioning our future CSRD reporting to serve as Deere's foundational sustainability report leveraged to address stakeholder needs and other global requirements.



We are focused on win-win opportunities that have positive impacts on people and planet and provide value to our customers and the company.

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## EXECUTIVE SUMMARY

This Executive Summary provides a high-level overview of material sustainability topics and how they are managed. It should be read together with the detailed disclosures presented in the relevant sections of this Sustainability Disclosures and Metrics Report (the “Report”).

### Scope and reporting focus

This Report presents Deere & Company’s sustainability disclosures for the fiscal year 2025, prepared on a global consolidated basis, unless otherwise stated. The disclosures are structured, where applicable, to be informed by the European Sustainability Reporting Standards (ESRS) and reflect Deere’s first standalone sustainability report organized using ESRS concepts, terminology, and disclosure architecture.

### Material impacts, risks, and opportunities

The content of this Report is informed by Deere’s Double Materiality Assessment, which identifies sustainability-related impacts, risks, and opportunities that are material for reporting. For the current reporting period, material topics include Climate Change, Pollution, Biodiversity & Ecosystems, Own Workforce, Workers in the Value Chain, Consumers & End-Users, and Business Conduct. Topics and sub-topics assessed as not material are transparently identified in the General section.

Material climate-related matters include greenhouse gas (GHG) emissions across Scope 1, Scope 2, and selected Scope 3 categories, as well as transition risks associated with evolving technologies and regulatory requirements. Social and governance disclosures focus on workforce health and safety, labor conditions in the value chain, information-related impacts for customers and users, and business conduct, including corporate culture, intellectual property, and market-access considerations.

### Policies, Actions, Metrics, & Targets

Deere manages material sustainability-related impacts, risks, and opportunities through a combination of policies, actions, metrics, and targets, as disclosed within the relevant topical sections of this Report. These disclosures describe how sustainability considerations are integrated into governance, operational decision-making, and risk management across Deere’s own operations and, where applicable, our upstream and downstream value chain.

As part of our broader [Sustainability Goals](#), Deere has three formal targets, disclosed within the Climate Change and Own Workforce sections. These targets include a 50% absolute reduction in Scope 1 and Scope 2 GHG emissions by 2030, a 30% absolute reduction in selected Scope 3 GHG emissions (Categories 1 and 11) by 2030, and a 20% improvement in Total Recordable Incident Rate (TRIR) by 2026, each using fiscal year 2021 as the base year. As of fiscal year 2025, Deere has reduced Scope 1 and 2 emissions by approximately 37%, Scope 3 Category 1 and 11 emissions by approximately 26% and has achieved the TRIR improvement goal ahead of schedule. Detailed definitions, methodologies, and performance data for these targets are disclosed within the applicable sections of the Report.

### Governance and oversight

Oversight of sustainability-related matters is provided by the Board of Directors and integrated into executive leadership oversight and management processes. Governance structures, internal controls, and reporting processes supporting sustainability disclosures are described in the General section of this Report.

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## GENERAL

### ESRS 2 – General Disclosures

#### Basis for Preparation

##### BP-1 – Basis for preparation of the sustainability statement

The Sustainability Disclosures and Metrics Report (the “Report”) has been prepared on a consolidated basis and includes Deere & Company and our subsidiaries for the fiscal year ended November 2, 2025. The reporting boundary is consistent with the consolidated financial statements, except where otherwise noted. Unless otherwise stated, references to particular years refer to our fiscal years generally ending near the end of October.

The Report provides full value-chain coverage, as our Double Materiality Assessment (DMA) included material impacts, risks, and opportunities (IROs) connected to our own operations, as well as our upstream and downstream value chain.

This Report is prepared on a voluntary basis and is informed by the European Sustainability Reporting Standards (Commission Delegated Regulation (EU) 2023/2772, ESRS) as proposed to be amended by the draft simplified ESRS published by the European Financial Reporting Advisory Group (EFRAG) in November 2025. The Company is not subject to the ESRS or the sustainability reporting requirements of the EU Accounting Directive (Directive 2013/34/EU) introduced by the EU Corporate Sustainability Reporting Directive (Directive (EU) 2022/2464, CSRD) for the current reporting period. This Report has not been produced in response to a regulatory requirement to do so and is not subject to direct regulatory supervision of any national competent authority in the European Economic Area. The draft simplified ESRS referenced are currently under review by the European Commission, have not yet been adopted, and the CSRD has not been transposed into the national laws of all applicable Member States of the European Economic Area. The Company has chosen to reference the draft simplified ESRS as a preparatory framework to anticipate potential future simplification measures and reduce complexity for stakeholders, consistent with its commitment to transparent and accessible sustainability reporting. Accordingly, the disclosures presented will differ from the requirements of the ESRS as in force at the date of this Report and may differ from any final version of the draft simplified ESRS. The Company will continue to monitor applicable regulatory developments.

For the purposes of this Report, references to the sustainability statement in the ESRS are applied as references to this Report.

As a voluntary reporter, the Company has not included all ESRS Disclosure Requirements in the current reporting period. Where certain disclosures are not included in the current reporting period, this is noted in the relevant topical sections and summarized in the General section and [Appendix 1 – Disclosure Requirements in ESRS Covered by the Report](#). The Company intends to expand coverage and improve alignment in future reporting periods as data availability, systems, internal controls, and assurance readiness continues to mature.

The Company is not subject to the EU Taxonomy Regulation (Regulation (EU) 2020/852) for the current reporting period. The EU Taxonomy Regulation is a classification system established by the European Union to define environmentally sustainable economic activities, providing a common framework for assessing which investments contribute substantially to climate and environmental objectives. Accordingly, the Report does not include disclosures required under the EU Taxonomy. In addition, the Company is not required to complete “Appendix A: List of datapoints in cross-cutting and topical standards that derive from other EU legislation” for the current reporting period.

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The Report does not include prior-year comparators (e.g., 2024 quantitative data), as this represents Deere's first standalone sustainability report informed by ESRS. For this reporting period, the Company discloses only current-year quantitative metrics and will introduce year-over-year comparators in subsequent reporting periods. Historical quantitative information published in prior reports was prepared for different reporting purposes and may reflect different scopes or methodologies and, accordingly, is not presented as comparative information for this Report.

This Report includes entity-specific disclosures and metrics used to measure IROs not covered by ESRS disclosure requirements. Topical sections of this Report include further details of these disclosures and metrics.

## **BP-2 – Specific information if the undertaking uses phasing-in options**

Mandatory ESRS phase-in provisions do not apply to Deere & Company for the current reporting period, as the Company is not subject to mandatory ESRS application. Deere & Company has elected not to disclose certain information that is subject to ESRS phase-in provisions or other Disclosure Requirements not yet addressed in the current reporting year. Disclosures not included in the current reporting period are identified in the relevant topical sections and summarized in [Appendix 1 – Disclosure Requirements in ESRS Covered by the Report](#).

## **Assurance**

Deere & Company is not required to obtain limited assurance on this Report for the current reporting period. However, Deere & Company engaged Deloitte & Touche LLP to perform a limited assurance review engagement on management's assertion that Scope 1 and Scope 2 GHG emissions, as well as Scope 3 Category 1 (Purchased Goods and Services) and Category 11 (Use of Sold Products) emissions for the fiscal year ended November 2, 2025, are presented in accordance with the Greenhouse Gas (GHG) Protocol, as presented in [Appendix 4 – Statement of Greenhouse Gas \("GHG"\) Emissions](#), which also provides further details regarding the scope, methodology, and conclusions of the limited assurance engagement.

All other metrics and disclosures presented in this Report are provided on a voluntary basis and were not subject to limited assurance procedures and fall outside the scope of the assurance engagement described above.

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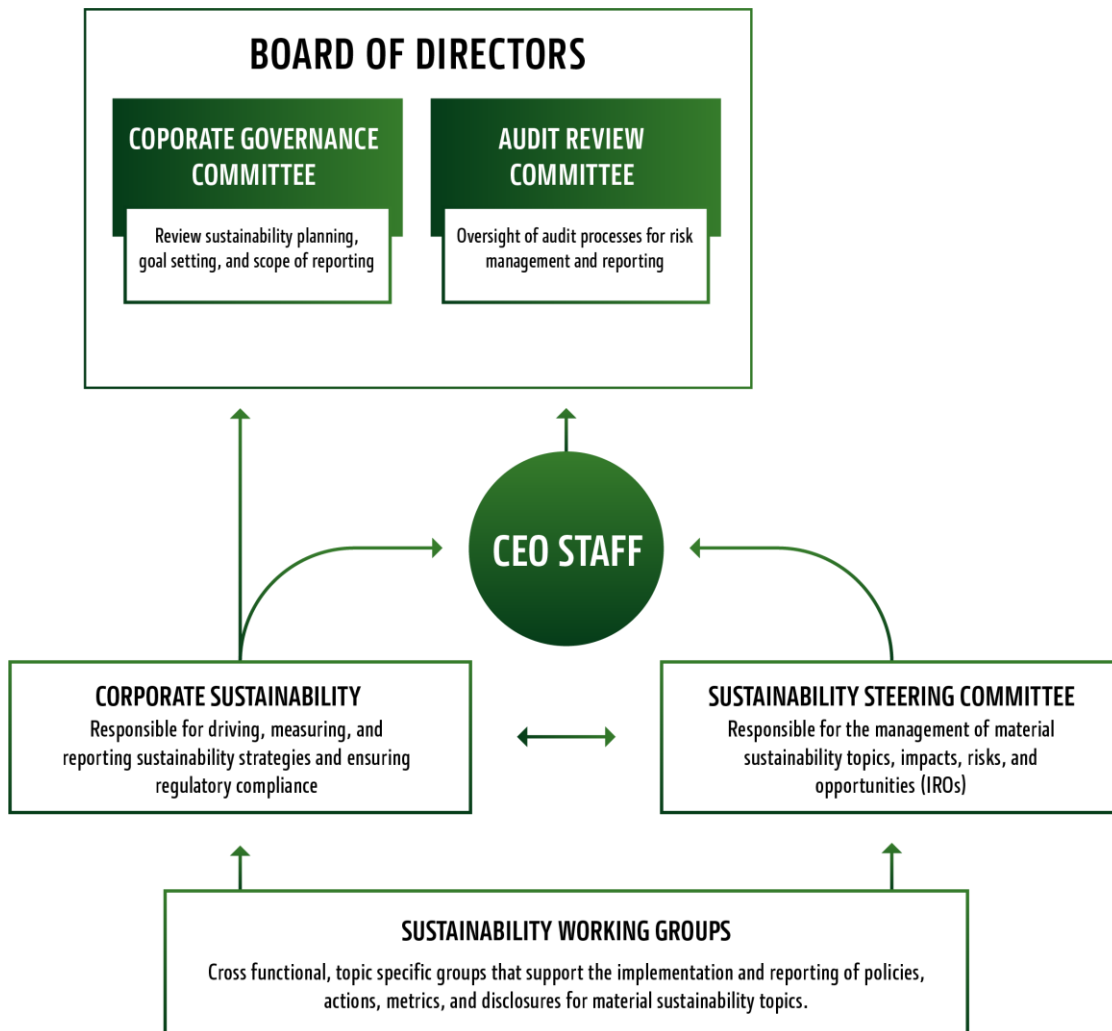
## Governance

### GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability

#### Board Oversight and Strategic Integration

The Deere & Company Board of Directors has ultimate oversight of sustainability and is responsible for aligning strategic priorities and ensuring that environmental, social, and governance principles are integrated throughout the enterprise. As of the date of this report, independent directors constitute 90% of the Board. Deere does not have formal employee or worker representation on the Board, consistent with U.S. corporate governance structures. Female directors represent 30% of the Board and male directors represent 70%. For additional details about the Board of Directors, please refer to the latest [Proxy Statement](#).

The chart below illustrates our sustainability governance structure, showing how information flows through key management functions and Board-level committees. It highlights the pathways for sustainability reporting, focusing on areas with direct reporting to Board committees through regular updates from the Corporate Sustainability function, and the integration of sustainability topics through established governance and management processes.



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## Board Committees and Their Roles

**Corporate Governance Committee:** This committee monitors and oversees material sustainability topics, IROs. It reviews these topics with the Corporate Sustainability function on a quarterly basis, guiding strategic sustainability planning, target setting, and the scope of sustainability reporting.

**Audit Review Committee:** Responsible for overseeing the enterprise risk assessment and management program, including compliance with regulatory requirements and global sustainability reporting regulations. The Corporate Sustainability function provides quarterly updates to this committee on sustainability-related risks, controls, and regulatory reporting matters. The committee also oversees the external assurance provider, Deloitte & Touche LLP.

## Board Skills and Readiness

Board readiness for sustainability oversight is determined through an annual skills-matrix review by the Governance Committee. The Governance Committee considers each nominee's skills, experience, character, leadership, and background, as well as legal and regulatory requirements, in the context of an assessment of the needs of the Board at the time. The Company has a continuing director education program that offers a quarterly schedule of voluntary awareness and education materials on relevant topics to the independent members of the Board. For additional details about the Board of Directors, please refer to the latest [Proxy Statement](#).

## Executive Leadership and Management

The Chief Executive Officer (CEO) Staff, consisting of the CEO and his direct reports, provides direction for and owns the execution of the Company's sustainability initiatives, ensuring alignment with overall business strategy. The CEO Staff receives periodic sustainability-related updates, including updates from Corporate Sustainability and issue-driven escalations from management, covering the management of material sustainability topics and progress on sustainability goals.

## Corporate Sustainability Function

The Corporate Sustainability function is responsible for coordinating the enterprise approach to sustainability strategy, governance, and reporting. The function supports the management of material sustainability topics, IROs by coordinating enterprise inputs; measuring, monitoring, and reporting progress; maintaining core sustainability processes; and facilitating governance through leadership of the Sustainability Steering Committee and related working groups. The function also supports governance oversight by preparing and coordinating periodic sustainability-related updates for senior management and Board-level forums.

## Sustainability Steering Committee

A cross-functional group of senior management, the majority of whom report directly to a CEO Staff member, is responsible for coordinating the management and execution of sustainability activities related to material sustainability topics and IROs across the organization. The committee supports delivery by ensuring appropriate policies are established, actions are implemented, and relevant metrics are measured and monitored, and escalates significant management issues, trade-offs, risks, or judgment calls arising in the management of these material topics to CEO Staff as needed for direction and alignment. Led by the Corporate Sustainability function, the committee meets periodically throughout the year.

## Sustainability Working Groups

Sustainability Working Groups are cross-functional, topic-specific teams of subject matter experts that support the implementation and execution of policies, actions, metrics, and disclosures related to material sustainability topics, IROs. The groups support day-to-day implementation activities, track and report progress, and inform ongoing management through technical expertise and operational insights.

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## GOV-2 – Integration of sustainability-related performance in incentive schemes

Deere’s executive compensation program is designed to align leadership incentives with the Company’s long-term strategy and sustainable value creation. While there are no explicit sustainability-related targets or quantitative metrics in incentive schemes, qualitative factors — such as advancing innovation for sustainability, leadership, and human capital — are considered in performance assessments and long-term incentive decisions. This approach reflects that Deere’s sustainability strategy aligns with our Smart Industrial Operating Model and Leap Ambitions, which together guide how we deliver economic and sustainable value for customers and prioritize opportunities that we believe benefit the planet, our communities, customers, and business. For additional details about Executive Compensation, please refer to the latest [Proxy Statement](#).

## GOV-3 – Statement on due diligence

Our due diligence processes are embedded throughout our governance, strategy, and business model, and are reflected in the following steps and corresponding disclosures within this Report. The purpose of our due diligence processes is to identify, assess, and address negative impacts on people, the environment, and our business. This approach helps John Deere uphold our core values — integrity, quality, commitment, humanity, and innovation — meet regulatory standards, and create sustainable value for our stakeholders. Each disclosure referenced, all within the General section, provides further detail on how the Company implements and monitors our due diligence processes across the value chain.

### *Cross-Reference Table: Due Diligence Steps and Relevant Disclosures*

Due Diligence Step	Relevant Disclosure in This Report
Embedding due diligence in governance, strategy, and business model	Refer to the <a href="#">GOV-1</a> The role of the administrative, management and supervisory bodies in relation to sustainability, <a href="#">SBM-1</a> – Strategy, business model, and value chain, and <a href="#">SBM-3</a> – Interaction of material impacts, risks, and opportunities with strategy and business model, and financial effects disclosures for information on how we integrate due diligence into our governance, strategy, and business model.
Engaging with affected stakeholders	Refer to <a href="#">SBM-2</a> – Interests and views of stakeholders and <a href="#">IRO-1</a> – Description of the processes to identify and assess material impacts, risks, and opportunities disclosures for an understanding of how we engage with stakeholders.
Identifying and assessing negative impacts on people and the environment	Refer to the <a href="#">IRO-1</a> – Description of the processes to identify and assess material impacts, risks, and opportunities disclosure, which outlines how material IROs are identified and assessed, including negative impacts through the <a href="#">Double Materiality Assessment</a> (DMA) process.
Taking action to address negative impacts	Refer to the <a href="#">IRO-2</a> – Material impacts, risks, and opportunities and disclosure requirements included in the sustainability statement disclosure for a summary of our material IROs, as well as where to find where we describe the policies implemented and actions undertaken to prevent, mitigate, and remediate material negative impacts.
Tracking the effectiveness of these efforts	Refer to <a href="#">IRO-2</a> – Material impacts, risks, and opportunities and disclosure requirements included in the sustainability statement disclosure for a summary of our material IROs and related metrics and targets used to assess policy effectiveness and monitor progress.

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## **GOV-4 – Risk management and internal controls over sustainability reporting**

Deere & Company maintains a robust risk management and internal control framework aiming to ensure the accuracy, completeness, and compliance of our sustainability reporting. This framework is grounded in policies and procedures that define principles, roles, and responsibilities for collecting, reviewing, approving, and managing sustainability-related data and disclosures across all operations and subsidiaries. These controls are designed to align with global standards and regulatory requirements and are reviewed annually or upon significant regulatory changes to ensure ongoing relevance and effectiveness.

### **Risk Assessment and Control Activities**

Risks related to sustainability reporting — including data integrity, regulatory compliance, and reputational impact — are systematically identified, evaluated, and mitigated through structured processes. Risks are assessed based on likelihood and impact, with higher-risk disclosures subject to enhanced controls such as additional review protocols and approval layers. Control activities include preventive and detective measures such as sample reviews, variance analysis, mandatory documentation, version control, and compliance checklists. These controls are embedded throughout the reporting process and are regularly monitored and updated to address emerging risks and evolving compliance obligations.

### **Roles and Responsibilities**

Internal controls are supported by clearly defined roles and responsibilities throughout the organization. Data preparers and reviewers evaluate for accuracy and completeness, while the sustainability controller and reporting manager oversee the end-to-end reporting process and validate disclosures. Legal and governance functions provide oversight and compliance review. Executive leadership and management provides strategic direction and ultimate ownership of sustainability initiatives, and the Board of Directors — through our relevant committees — reviews and approves enterprise-level sustainability reporting to help ensure that risk management and internal controls meet regulatory and stakeholder expectations.

### **Governance Review and Final Approval**

Our sustainability disclosures undergo governance review by executive leadership, management and the Board of Directors prior to publication. This review process is designed to ensure material risks are appropriately managed, controls are effective, and disclosures are aligned with corporate strategy and compliance obligations.

### **Continuous Improvement and Change Management**

Deere & Company is committed to continuous improvement in sustainability reporting. The internal control framework is subject to regular monitoring, gap assessments, and updates in response to regulatory changes and stakeholder feedback. Major updates to reporting standards or targets require Board approval, and effectiveness is reviewed through audits, data checks, and stakeholder engagement.

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## Strategy

### SBM-1 – Strategy, business model, and value chain

John Deere’s strategy is anchored in its Smart Industrial Operating Model — Production Systems, Technology Stack, and Lifecycle Solutions — to deliver intelligent equipment, embedded software, connectivity, and precision applications that help customers do more with less. In December 2025, we refined our Leap Ambitions to long-term financial and operational goals emphasizing the use of our differentiated equipment and service solutions, including automation, autonomy, digitalization, lifecycle value, and Solutions-as-a-Service (SaaS). The strategy targets customer-critical sustainability drivers — input efficiency, jobsite safety, uptime, and lower emissions — through advanced guidance and telematics, targeted applications (e.g., precision spraying), and electrification/hybrid offerings.

#### Business Model

Deere is an original equipment manufacturer (OEM) and technology provider that integrates equipment, embedded software, connectivity, data platforms, aftermarket support, and financing to deliver lifecycle value for customers across our equipment business segments Production & Precision Agriculture (PPA), Small Agriculture & Turf (SAT), and Construction & Forestry (CF). The model is enabled by John Deere Financial (FS), which expands access to equipment and services and supports remarketing at end-of-use. We believe we create value by (i) designing and manufacturing high-quality machines and precision technologies, (ii) connecting those machines to digital platforms that optimize jobs and resource use, and (iii) partnering with an independent dealer/distributor network to sell, service, upgrade, and support equipment throughout its life.

#### Significant Sectors, Products, and Services

Deere identifies significant sectors based on operating segments and internal activities that are demonstrably connected to material sustainability impacts, risks, and opportunities from the DMA. Deere offers integrated equipment-plus-technology solutions across these four segments. These segments reflect Deere’s own operations and their documented connections to Climate Change, Pollution, Biodiversity & Ecosystems, Own Workforce, Workers in the Value Chain, Consumers & End-Users, and Business Conduct.

The table below illustrates how Deere’s four operating segments and related products and services align with the Company’s material sustainability topics.

Segments	Description, Products, and Services	Material ESRS Topics
<b>Production &amp; Precision Agriculture</b>	This segment includes the design and manufacture of large agricultural equipment (e.g., tractors, combines, sprayers) and precision technologies that enable guidance, targeted input application, automation, connected support, and parts and lifecycle services.	Climate Change (customer emissions-reduction potential; regulatory transition risks), Pollution (air and water), and Biodiversity & Ecosystems (improved accuracy and efficiency that can reduce adverse impacts).
<b>Small Agriculture &amp; Turf</b>	This segment covers compact and specialty tractors, forage and hay equipment, turf/golf equipment, utility vehicles, and connectivity/autonomy features, including pathways to electrified solutions and lifecycle services.	Climate Change (customer emissions-reduction potential; regulatory transition risks), Pollution (air and water), and Biodiversity & Ecosystems (improved accuracy and efficiency that can reduce adverse impacts).

*(Chart continued on next page)*

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Segments	Description, Products, and Services	Material ESRS Topics
<b>Construction &amp; Forestry</b>	This segment encompasses earthmoving, roadbuilding, and forestry machines, along with precision and safety technologies, rental enablement, and lifecycle services.	Climate Change (technology shifts and regulatory transition risks), Pollution, and Biodiversity & Ecosystems (land-use change and operations near sensitive areas).
<b>Financial Services</b>	This segment provides retail and wholesale financing, leases, revolving charge accounts, extended warranties, and digital account tools that enable equipment access, retention, and remarketing.	Climate Change (operational emissions; enabling lower-emission equipment adoption through financing and remarketing), and Consumers & End-Users (access and support).

## Relevance to Sustainability-Related Objectives

Deere’s products and services have the ability to support sustainability-related objectives by improving input efficiency and job quality through precision guidance, targeted application, automation, and data-driven planning, which can reduce fuel, fertilizer, and chemical use and minimize rework. The Company aims to enhance safety and equipment uptime through connected support, diagnostics, and advanced machine features. Sustainability outcomes are further supported by reducing emissions across the product lifecycle through operational efficiency, hybrid and electric pathways where viable, and remanufacturing, repair, and reuse practices that extend asset life and lower embedded impacts. Deere also aims to enable informed decision-making through digital platforms that provide near-real-time insights on jobs, resource use, and performance.

## Internal Activities (own operations) Connected to Material Sustainability Topics

Deere’s internal activities include research and development (R&D), software, and data platform operations, which underpin precision guidance, automation, and data-enabled outcomes across our product portfolio. Enterprise software and data platforms, including connected support capabilities, are relevant to consumers and end-users through information-related impacts such as data privacy and security, and to climate change and pollution through efficiency gains in equipment use. Global manufacturing activities, including remanufacturing and component production, are related to climate change through Scope 1, Scope 2, and relevant Scope 3 emissions, to pollution through air and water emissions and the use of substances of concern or very high concern, and to own-workforce topics such as health and safety. In addition, dealer and distributor enablement and lifecycle services — including parts, upgrades, diagnostics, repair, reuse, and remarketing — support adoption and effective use of precision technologies, with the goal of connecting to consumer and end-user outcomes and to climate change and pollution through operational efficiency and extended product life.

## Position in the Value Chain

Deere occupies a central position as an OEM-plus technology platform orchestrator between upstream suppliers and downstream dealers/customers. We design and manufacture equipment and precision technologies, operate the data ecosystem that connects machines and jobs, and rely on our dealer network to deliver, service, and upgrade solutions. Financial Services spans the chain to enable acquisition, retention, and remarketing, reinforcing lifecycle value. This position provides visibility into impacts, risks, and opportunities across production systems and jobsites and enables us to manage performance, safety, input efficiency, and emissions outcomes through integrated equipment-technology-service solutions.

## Upstream Value Chain

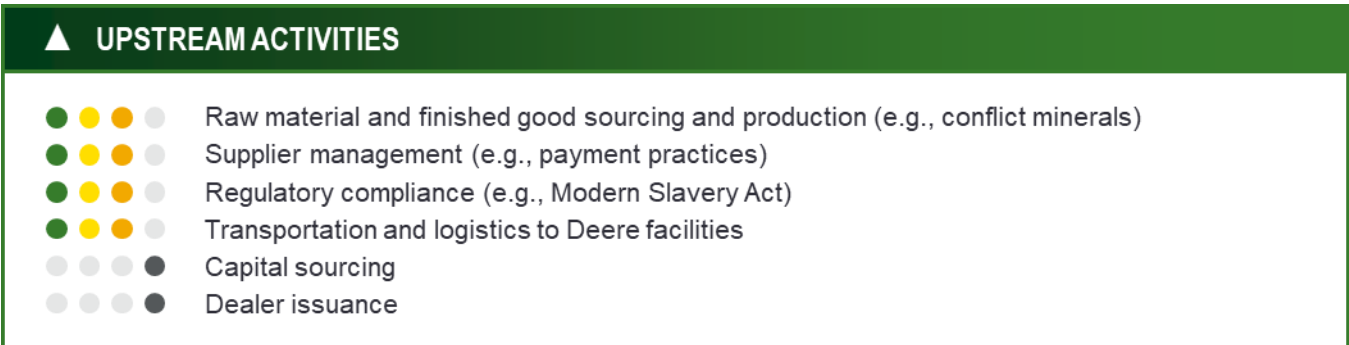
Our upstream activities include the identification and management of suppliers and contract manufacturers; sourcing of raw materials and finished components (e.g., steel, castings, tires, hydraulics, electronics, batteries, engines, and power systems); and logistics to Deere facilities. Supplier relationships encompass quality, delivery,

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compliance with labor and human-rights expectations, and innovation partnerships for precision technologies and electrification components.

The chart below illustrates key activities within our upstream value chain, across our business segments:



● Production & Precision Ag ● Small Ag & Turf ● Construction & Forestry ● JD Financial

## Direct Operations

Within Deere operations, we conduct product and technology R&D; design and test equipment and precision solutions; manufacture, assemble, and validate machines and parts across a global footprint; and operate data platforms (e.g., John Deere Operations Center™) and connected support services. Continuous improvement, safety, and environmental compliance underlie production and service processes. Parts distribution and dealer enablement are important to sustaining uptime and lifecycle value.

The chart below illustrates key activities within our own operations, across our business segments:



● Production & Precision Ag ● Small Ag & Turf ● Construction & Forestry ● JD Financial

## Downstream Value Chain

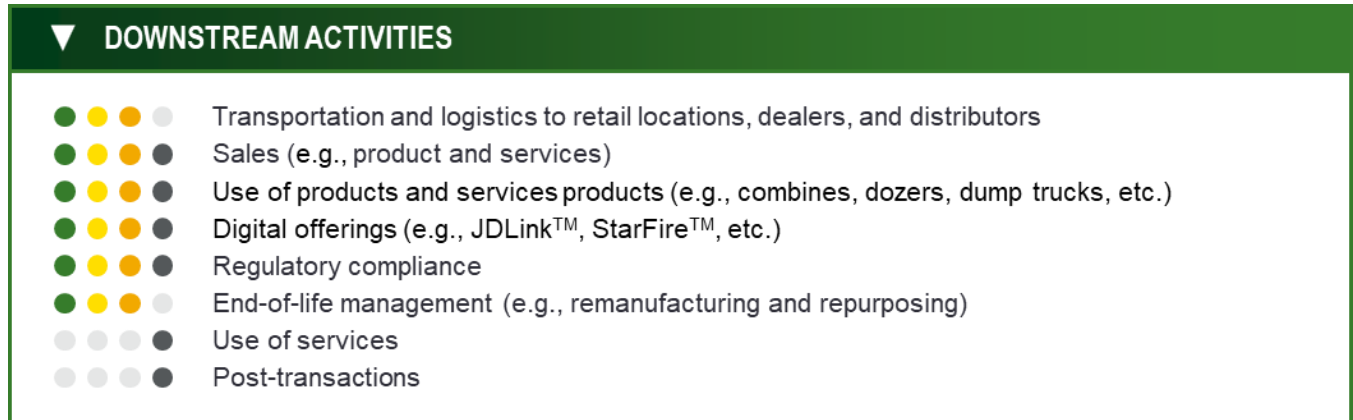
Downstream activities include sales and distribution through independent dealers and national/regional distributors in more than 100 countries; training and customer support to enable effective adoption of precision and digital solutions; use of equipment and services by growers, contractors, and forestry operators; and lifecycle offerings such as parts, upgrades, diagnostics, and connected support. We extend useful life via remanufacturing of engines and core components and facilitate repair, reuse, recycling, and remarketing at end-of-life. John Deere

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Financial provides retail and wholesale financing, leases, revolving credit, extended warranties, and digital account tools that support access and lifecycle outcomes.

The chart below illustrates key activities within our own downstream value chain, across our business segments:



● Production & Precision Ag ● Small Ag & Turf ● Construction & Forestry ● JD Financial

## Key Resources and Relationships

Deere leverages a strong portfolio of technology and intellectual property, including patents and trademarks, to deliver embedded and retrofit precision solutions. The Company’s human capital comprises approximately 73,100 employees as of November 2, 2025, supported by health and safety management systems, robust training and development initiatives, competitive rewards, and established union relationships in key regions. A critical component of Deere’s business model is our dealer ecosystem, which plays an essential role in selling, servicing, and supporting precision technologies and lifecycle solutions. Additionally, Deere’s connected machines and digital platforms generate near-real-time insights that help optimize operations and drive sustainability outcomes.

## Dependencies and External Environment

Manufacturing processes are heavily dependent on natural capital, particularly water availability, as scarcity or regulatory constraints can disrupt operations and drive-up costs. The production and cost structures are also influenced by access to critical materials, including electronics, batteries, and rare earth elements, which are essential for advanced equipment. Regulatory factors such as off-road emissions standards, product lifecycle requirements, and evolving sustainability disclosure frameworks play a role in shaping product design, compliance expenses, and reporting obligations. Furthermore, macroeconomic cycles and trade dynamics — including fluctuations in agricultural and construction activity, biofuel demand for crops like corn and sugarcane, and the impact of tariffs and trade policies — affect overall demand and competitiveness in the market.

## Markets and Customer Groups

Significant markets and customer groups include production-scale growers (large and small grains, cotton, and sugarcane), dairy and livestock producers, high-value crop producers, turf and utility customers, construction contractors, roadbuilding agencies, and forestry operators. Products and services are sold and supported through approximately 2,050 independent dealer locations in the U.S. and Canada, as well as distributors in more than 100 countries, with comprehensive training and support provided to drive adoption of precision and digital solutions and enable effective technology use worldwide.

## Determining Significance

A sector or internal activity is deemed significant when it is core to Deere’s operations and demonstrably connected to actual or potential material sustainability IROs identified through the DMA. This approach ensures disclosed sectors align with where Deere’s business model and value chain have the most meaningful sustainability connections.

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## Significant Changes in the Reporting Period

Deere refined our [Leap Ambitions](#) and [Sustainability Goals](#) and broadened our precision and digital solutions with new subscriptions and retrofit options.

For further detail on our strategy and business model, see Deere [2025 Annual Report \(Form 10-K\)](#), Item 1 — Business, which describes our Smart Industrial Operating Model, refined Leap Ambitions, and segment overviews for PPA, SAT, CF, and Financial Services.

## SBM-2 – Interests and views of stakeholders

Engagement with stakeholders informs Deere’s strategy and business model and is important to our ongoing due-diligence and double-materiality processes. We consider two broad categories of stakeholders: affected stakeholders (individuals or groups whose interests are — or could be — affected across our value chain) and primary users of our external reports and market disclosures (e.g., investors, lenders, and insurers), alongside business partners, trade unions, the general public, governments, analysts, and academics. Their perspectives are channeled through our operating model, dealer and customer touchpoints, supply-chain programs, workforce mechanisms, investor interactions, and regulatory engagement, and are reflected in governance and reporting.

### Key Stakeholders, Interests, and Views:

Key Stakeholder	Description	Interests and Views
<b>Customers/consumers and end-users</b>	Daily interactions via dealers; pilots and partnerships that generate data-driven insights on precision adoption and alternative power solutions; continuous feedback loops through John Deere Operations Center™	Performance, productivity, safety, and measurable value from precision tech, automation/autonomy, and connectivity across the lifecycle.
<b>Dealers and distributors</b>	Enablement and lifecycle solutions; training and operations/quality forums; continuous touchpoints through the global independent dealer network and digital platforms (e.g., Operations Center)	Product uptime and service quality, training, and value realization from technology that aims to enhance customer productivity and support models.
<b>Own workforce</b>	Surveys, focus groups, performance reviews, safety programs, and compliance hotline; structured labor dialogue in unionized settings	Safety and well-being, development and inclusion, fair rewards, and clear linkage between sustainability priorities and day-to-day operations.
<b>Suppliers</b>	Collaboration through the John Deere Supplier Network (JDSN); supplier sustainability assessments (e.g., EcoVadis); integration with Achieving Excellence and the Supplier Code of Conduct	Expectations and support for performance on GHG and responsible procurement; clarity on how supplier practices connect to strategy and sourcing decisions.
<b>Policymakers and trade associations</b>	Advocacy for precision agriculture, renewable fuels, and appropriate incentives for off-road electrification; transparency on external engagements	Credible, transparent reporting; effective compliance; collaboration to enable technology-driven sustainability outcomes.
<b>Communities and Non-governmental Organizations</b>	Community programs and public-private partnerships aligned to our operational footprint and Environmental, Health, and Safety (EHS) practices	Responsible operations, environmental impacts, safety, and local benefits aligned to Deere’s presence.

(Chart continued on next page)

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Key Stakeholder	Description	Interests and Views
<b>Executive Leadership and Management</b>	Executive oversight of sustainability initiatives and Leap Ambitions; periodic reviews used to align goals, reporting, and resource allocation	Execution progress, stakeholder expectations, and integration of sustainability goals with business outcomes and financial performance.
<b>Board of Directors</b>	Governance oversight of sustainability-related topics; committee-level review and quarterly updates on priorities and progress; alignment of goals with strategic plans	Enterprise risk oversight, digital/cyber governance, and ensuring sustainability goals support long-term value creation and disciplined execution.
<b>Investors/shareholders</b>	Structured and proactive outreach throughout the year via Investor Relations; ongoing engagement through earnings materials, filings, and direct dialogues	Clarity on strategy execution (Smart Industrial), management of material sustainability-related matters, technology investment and adoption, resilience through cycles, risk transparency), and consistent governance.

Stakeholder inputs flow into governance through established channels and cadences, and — as described in GOV-1 — are grounded in how our administrative, management, and supervisory bodies oversee sustainability. Corporate Sustainability provides periodic updates to the Board of Directors and to executive leadership covering priorities, regulatory readiness, and progress against sustainability goals. Committee reviews and leadership meetings translate stakeholder insights — gathered through workforce mechanisms, dealer and customer touchpoints, supply programs, investor dialogues, and policy engagement — into oversight and action (e.g., refining Leap Ambitions, prioritizing technology investments, strengthening cybersecurity governance, and advancing supplier programs). These processes, supported by documented policies, ensure that material IROs surfaced from affected stakeholders and primary users inform decision-making.

## **SBM-3 – Interaction of material impacts, risks, and opportunities (IROs) with strategy and business model, and financial effects**

### **Overview and Linkage to Strategy and Business Model**

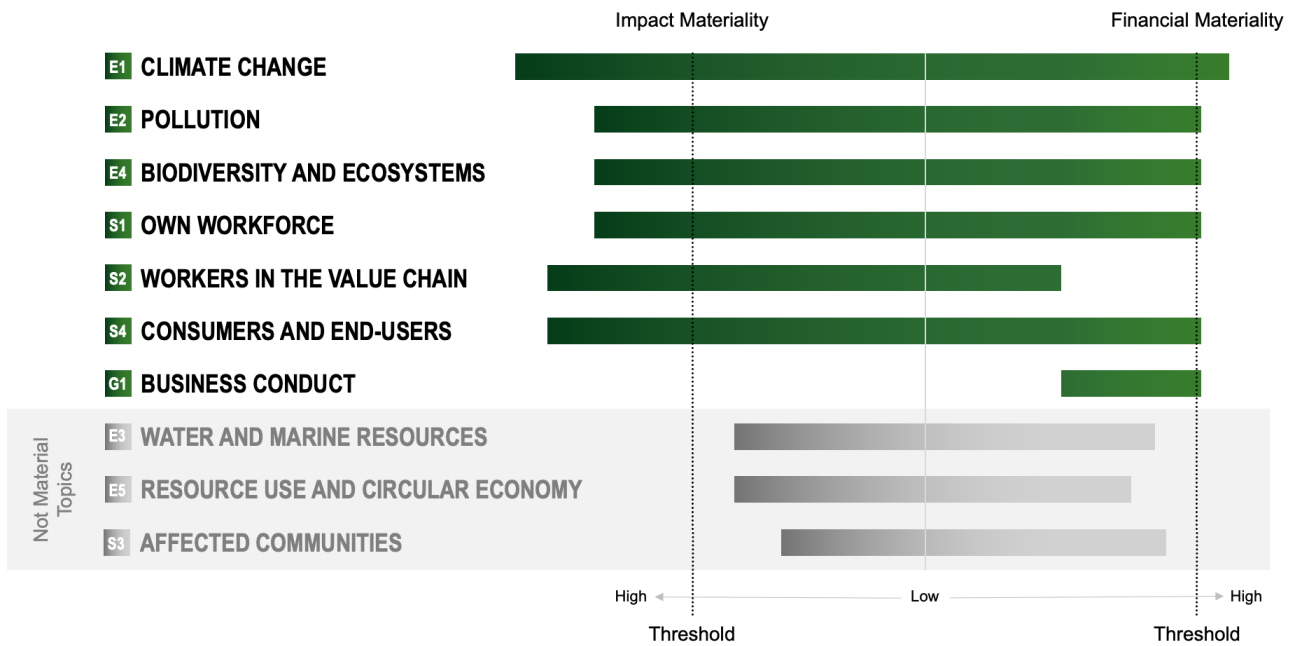
Deere’s material IROs — as determined by the [Double Materiality Assessment](#) (DMA) — inform how sustainability is integrated into the Smart Industrial Operating Model and the Leap Ambitions. These material topics reflect the relative concentration of impact and financial materiality across Deere’s strategy, business model, own operations, and upstream and downstream value chain.

As further described below, Deere’s strategy prioritizes enabling customer productivity and more sustainable outcomes through differentiated equipment, automation and autonomy, actionable insights, and lifecycle solutions, with progress tracked through operational and usage-based indicators such as engaged acres, highly engaged acres, and active digital users.

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The visualization below is informed by the Company’s DMA results and thresholds and is presented at a topic level to provide a high-level view across impact and financial dimensions.



Our material impacts primarily originate from the choices embedded in our Smart Industrial Operating Model — such as product design and powertrain pathways, precision technologies, and lifecycle services — which shape resource use, emissions, and safety outcomes in customers’ operations. Material risks and opportunities may affect our business model and value chain through factors including product-mix shifts (e.g., automation, selected electrification, and retrofit uptake), R&D and capital allocation priorities, supplier capabilities, and dealer enablement. In response, we are prioritizing investments and policies, including in precision applications, software and connectivity, remanufacturing and lifecycle solutions, and supplier compliance programs.

More detailed information on each material IRO — including how it interacts with the Company’s strategy and business model, where it connects to own operations and the upstream and downstream value chain, and the related policies, actions, metrics, and targets — is presented in the topical sections of this Report. The [Double Materiality Assessment](#) process is described in [IRO-1](#) – Description of the processes to identify and assess material IROs, the matrix of material IROs and guidance on navigating those disclosures is set out in [IRO-2](#) – Material IROs and disclosure requirements included in the sustainability statement, and the policies, actions, metrics, and targets content index in the General section identifies the locations of the related disclosures.

We conducted a qualitative assessment of the resilience of our strategy and business model to material sustainability-related risks across short-, medium-, and long-term time horizons. The assessment considered portfolio options (including precision and digital solutions, lifecycle services, and selected electrification pathways), supplier capabilities and compliance, dealer enablement, and customer-adoption scenarios. This assessment suggested that Deere’s integrated equipment-plus-technology approach provides multiple pathways to adapt product mix, capital allocation and R&D priorities, and commercial models to manage material risks while pursuing opportunities.

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## **Effects on Strategy, Decision-Making, and Planned Responses**

Deere refined our Leap Ambitions and Sustainability Goals that emphasize the Company's greatest sustainability impact: expanding customer use of our technology to reduce CO<sub>2</sub>e emissions, while also reducing Scope 1, Scope 2, and selected Scope 3 categories by 2030. We will assess sustainable outcomes delivered to customers by tracking Leap Ambition outcomes — such as engaged acres, highly engaged acres, and active digital users — and by developing model farms and jobsites across production systems. Safety outcomes remain a core focus, including progress toward improving the total recordable incident rate. These actions reflect how material IROs drive product portfolio, R&D, digital platform, and lifecycle decisions across Deere's operations and value chain.

Based on the outcomes of the DMA — which informed the focus of the Company's current Sustainability Goals with an emphasis on reducing GHG emissions — Product Circularity, Waste, and Water are not prioritized as material topics for the purposes of Deere's current sustainability strategy and public goal setting under ESRS. Accordingly, related public-facing sustainability goals were retired to concentrate efforts on areas assessed as most relevant and impactful. Initiatives and controls related to these topics may continue to be managed operationally and through other enterprise risk and compliance processes, but without public sustainability targets. This approach ensures resource allocation aligns with sustainability matters assessed as material for this reporting period.

## **Omission of Quantitative Information**

The Company does not disclose quantitative information on current and anticipated financial effects associated with material risks and opportunities for the current reporting period.

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## Double Materiality Assessment

### IRO-1 – Description of the process to identify and assess material IROs and material information to be reported

Deere completed a formal Double Materiality Assessment (DMA) in fiscal year 2024, informed by the European Sustainability Reporting Standards (ESRS) as adopted in 2023. According to the ESRS, a DMA is the process through which a company identifies and evaluates both the impact of its activities on the environment and society (impact materiality) and the effects of sustainability-related risks and opportunities on its financial performance (financial materiality). This dual perspective ensures that disclosures capture the most significant sustainability issues from both an external and internal business standpoint. The assessment determined the material IROs and the related topics to be reported.

#### Coverage and Scope of Operations and Value Chain

The assessment covered Deere's consolidated operations and extended to material IROs connected through direct and indirect business relationships. This included upstream and downstream value-chain information as required for a full understanding of material IROs, encompassing products, services, and other business relationships across Deere's Production & Precision Agriculture, Small Ag & Turf, Construction & Forestry, and Financial Services segments. The scope reflected the ESRS expectation to include relevant value-chain information beyond Deere's own operations.

#### Process and Decision-Making Steps

Deere's process was entity specific and proceeded in three steps: (i) mapped Deere's sustainability topics to ESRS topics and sub-topics; (ii) identified and drafted entity-specific IRO statements across own operations and the upstream and downstream value chain (including products/services and business relationships); and (iii) assessed materiality using defined methodologies, inputs, and assumptions.

As this is Deere's first public disclosure of its DMA results, certain IROs — such as new innovations and technologies, intellectual property, and market access and trade barriers — were initially identified as entity specific in the fiscal year 2024 DMA. For reporting informed by ESRS, these IROs are disclosed within the most relevant ESRS topical standards, consistent with ESRS concepts and guidance.

#### Key Methodologies, Inputs, and Assumptions

Impact materiality was evaluated using the ESRS severity criteria of scale, scope, and irremediability together with likelihood. Actual negative impacts were assessed based on severity, while potential negative impacts were assessed based on both severity and likelihood, with severity taking precedence where potential impacts relate to human rights. Financial materiality was assessed by evaluating sustainability-related risks and opportunities based on the magnitude of potential financial effects — such as operational, financial, reputational, compliance/legal, and strategic effects — together with the likelihood of occurrence.

Assessments considered short- (0–1 year), medium- (1–5 years), and long-term (> 5 years) time horizons. The analysis used internal and external inputs appropriate for ESRS reporting, including Deere's sustainability due diligence processes, stakeholder engagement where relevant (e.g., affected stakeholders and workers' representatives), sector benchmarks, peer and industry publications, statistics, and scientific data. Additional information on ongoing stakeholder engagement and governance channels is provided in SBM-2 and social standards S1–S4 within this Report.

Where direct value-chain data were impracticable, reasonable estimates or proxies were applied, and dependencies on natural, human, and social resources were considered where relevant to financial effects. Heightened-risk contexts were identified by examining specific activities (such as manufacturing, assembly, and

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remanufacturing), business relationships (including critical suppliers, logistics partners, and dealers or customers), and geographies (such as water-stressed basins, biodiversity-sensitive areas, or regions with vulnerable populations). Where local context materially affects the severity of impacts, information is disaggregated by geography.

In assessing potential negative impacts, only prevention or mitigation actions that were already implemented and could reasonably be assumed to reduce severity or likelihood were considered; policies or actions not yet implemented were excluded. For actual negative impacts realized during the reporting period, remediation was not considered in assessing severity. Positive impacts were assessed on their own and were not netted against negative impacts.

## **Annual DMA Refresh**

Deere maintains decision-useful DMA results through an annual refresh performed at each reporting date to evaluate whether significant changes in activities, structure, value-chain relationships, methodologies, or the external environment warrant updates to prior conclusions. The refresh uses reasonable and supportable information available without undue cost or effort, spans own operations and material upstream and downstream business relationships, applies direct data where practicable and estimates/proxies where necessary, preserves short/medium/long-term time horizons and comparatives, and may disaggregate by geography when local context materially affects severity; engagement with affected stakeholders informs judgments where relevant. For this reporting period, Deere conducted the annual refresh using ESRS concepts and guidance; readers can find more detail on voluntary preparation and alignment in [BP-1 – Basis for preparation](#) of the sustainability statement disclosure in this Report.

This is Deere's first public reporting of DMA results and process; the fiscal year 2025 refresh introduced no significant changes to the methodology, process steps, reporting boundaries, or time horizons used in the fiscal year 2024 assessment. As a result of the process performed in fiscal year 2025, no changes were identified to the 2024 DMA results.

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## IRO-2 – Material IROs and disclosure requirements included in the sustainability statement

### Material Topics and Sub-Topics (summary)

The results of Deere’s DMA identify the material IROs that form the basis of our disclosures. To provide a concise view, the table below summarizes material topics at the ESRS sub-topic level.

ESRS Topic	ESRS Sub-Topic	Materiality (Impact/Financial/Both)
<b>E1 – Climate Change</b>	Climate change mitigation	Both
	Climate change adaptation	Financial
	Energy	Financial
	<i>Entity specific</i> – New technologies and innovation	Financial
<b>E2 – Pollution</b>	Pollution of air	Impact
	Pollution of water	Both
	Substances of concern, including substances of very high concern	Impact
<b>E4 – Biodiversity &amp; Ecosystems</b>	Drivers of biodiversity and ecosystem change	Impact
	Ecosystem services	Both
<b>S1 – Own Workforce</b>	Working conditions	Both
	Workers representation and collective bargaining agreements	Financial
	Health and safety	Impact
	Diversity and equal treatment	Impact
	Other labor-related human rights	Impact
<b>S2 – Workers in the Value Chain</b>	Working conditions	Impact
	Health and safety	Impact
	Other labor-related human rights	Impact
<b>S4 – Consumers &amp; End-Users</b>	Information-related impacts for consumers or users	Both
<b>G1 – Business Conduct</b>	Corporate culture	Financial
	<i>Entity specific</i> – Intellectual Property (IP)	Financial
	<i>Entity specific</i> – Market access and trade barriers	Financial

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A more detailed description for each material IRO — covering positive and negative impacts, the related material risks and opportunities, and how and where each IRO connects to Deere’s own operations and the upstream and downstream value chain — is presented at the IRO level within the relevant topical sections of this Report. The Policies, Actions, Metrics, and Targets section also indicates where certain topical disclosures are not reported in the current reporting period.

## Not Material Topics and Sub-Topics (summary)

The results of Deere’s DMA indicate that certain ESRS topics and sub-topics were assessed as Not Material for the current reporting period. The list below provides a transparent summary of topics assessed as Not Material and, where applicable, the sub-topics within a material topic that were concluded Not Material. These conclusions will be revisited as part of our annual DMA refresh.

ESRS Topic	Not Material Sub-Topics (if applicable)
<b>E2 – Pollution</b>	Pollution of soil; microplastics
<b>E3 – Water</b>	
<b>E4 – Biodiversity &amp; Ecosystems</b>	State of species; the extent and condition of terrestrial and marine ecosystems
<b>E5 – Circular Economy and Resource Use</b>	
<b>S1 – Own Workforce</b>	Training and skills development
<b>S2 – Workers in the Value Chain</b>	Diversity and equal treatment
<b>S3 – Affected Communities</b>	
<b>S4 – Consumers &amp; End-Users</b>	Personal safety of consumers or end-users; social inclusion of consumers or end-users
<b>G1 – Business conduct</b>	Political influence; management of relationships with suppliers

## Governance and Approval

The process, methodology, and outcome of Deere’s DMA — and the annual refresh — were reviewed through established management-governance processes, with oversight by the Corporate Governance Committee of the Board of Directors. This governance step supports consistency between the materiality conclusions and the resulting disclosures in this Report with enterprise strategy, reporting boundaries, and internal controls over sustainability reporting.

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## Policies, Actions, Metrics, and Targets

This subsection explains how Deere manages material sustainability matters through policies, actions, metrics, and targets and provides a content index to help readers locate the related, topic-specific disclosures elsewhere in this Report. For each material topic identified through our DMA, policies, actions, metrics, and targets disclosures describe the policies and actions in place — or explain where none exist and why — and identify the metrics used to assess performance and effectiveness. Where applicable, measurable, outcome-oriented, time-bound targets are presented to track progress over time; where targets have not been set, the disclosure explains the reason and describes how effectiveness is otherwise monitored. The policies, actions, metrics, and targets disclosures for each material topic are presented in the relevant topical sections (Environmental, Social, and Governance) of this Report. The Policies, Actions, Metrics, and Targets Cross-Reference Table below provides a consolidated guide — through hyperlinks — to locating those disclosures.

### Policies, Actions, Metrics, and Targets Cross-Reference Table

The Policies, Actions, Metrics, and Targets Cross-Reference Table serves as a reader guide through hyperlinks for locating the policies, actions, metrics, and targets disclosed for each material topic and identifies only those ESRS Disclosure Requirements that are not reported in fiscal year 2025. For the purposes of this table, “Not Reported” refers to Disclosure Requirements that are omitted, deferred, or not yet available for the current reporting period. For clarity, “Topical DRs Not Reported in fiscal year 2025” refers only to ESRS Disclosure Requirements that are not addressed at all in the current reporting period; Disclosure Requirements that are partially addressed are explained within the relevant topical sections and are not reflected here. A complete view of disclosures — including disclosures not included in the current reporting period — is provided in the relevant topical sections and summarized in [Appendix 1 – Disclosure Requirements in ESRS Covered by the Report](#).

Material ESRS Topic	Topical DRs “Not Reported” in FY2025
E1 — <a href="#">Climate</a>	
E2 — <a href="#">Pollution</a>	E2-4 – Pollution of air and water E2-5 – Substances of concern and substances of very high concern
E4 — <a href="#">Biodiversity &amp; Ecosystems</a>	E4-2 – Policies related to biodiversity and ecosystem E4-3 – Actions and resources related to biodiversity and ecosystems E4-4 – Targets related to biodiversity and ecosystems
S1 — <a href="#">Own Workforce</a>	S1-6 – Characteristics of non-employees in the undertaking’s own workforce S1-9 – Adequate wages S1-10 – Social protection S1-11 – Persons with disabilities S1-14 – Work-life balance metrics
S2 — <a href="#">Workers in the Value Chain</a>	
S4 — <a href="#">Consumers and End-Users</a>	
G1 — <a href="#">Business Conduct</a>	

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## ENVIRONMENTAL

### Climate Change

#### Strategy

##### **E1-1 – Transition plan for climate change mitigation**

This section of the Report constitutes Deere's climate transition plan. The climate transition plan is not published as a separate document; all required elements — including strategy, targets, actions, assumptions, dependencies, and progress — are disclosed within this Report. This approach ensures that stakeholders have access to a complete and transparent account of our climate transition strategy and implementation.

##### **Overview and Strategic Alignment**

Deere's climate transition plan supports the transition to a more sustainable, lower-carbon economy and is underpinned by science-based greenhouse gas (GHG) emissions-reduction targets validated by the Science Based Targets initiative (SBTi). The plan is embedded within our Smart Industrial Operating Model and guided by our [Leap Ambitions](#) and [Sustainability Goals](#), which emphasize expanding customer use of our technology to reduce their CO<sub>2</sub>e emissions, alongside reductions in the Company's own GHG emissions.

##### **Refined Leap Ambitions and Sustainability Goals**

In the current reporting period, Deere refined its Leap Ambitions and Sustainability Goals to reflect how climate-related impacts are addressed within the Company's climate transition plan, including both customer-enabled outcomes and reductions in Scope 1, Scope 2, and selected Scope 3 emissions by 2030. These updated Leap Ambitions and Sustainability Goals serve as foundational elements of the climate transition plan, guiding ongoing efforts to deliver measurable, sustainable impact for customers and stakeholders.

Several previous 2030 customer outcome Leap Ambitions — including a 20% improvement in Nitrogen Use Efficiency, a 20% improvement in Crop Protection Efficiency, and a 15% reduction in customer CO<sub>2</sub>e emissions — were removed and replaced by a new, customer-focused Sustainability Goal: "Reduce our customers' CO<sub>2</sub>e emissions through utilization of our equipment and technology." This change was made to ensure that customer-related goals remain relevant, credible, and aligned with how Deere's products and solutions contribute to sustainable outcomes.

Consistent with this refined approach, Deere will assess customer-related sustainable outcomes using Leap Ambitions-related indicators such as engaged acres, highly engaged acres, and unique active monthly digital users, as well as through the development of model farms and jobsites across global production systems.

Additional examples of customer-related sustainability outcomes are described in Deere's [2025 Business Impact Report](#) and on the Company's [Sustainability](#) website.

##### **Key Features of the Climate Transition Plan**

Deere's climate transition plan is underpinned by measurable Scope 1, Scope 2, and Scope 3 GHG emission-reduction targets, which are tracked annually and supported by SBTi-validated science-based targets. These targets, together with a customer-focused sustainability goal to reduce customers' CO<sub>2</sub>e emissions through the use of Deere equipment and technology, provide the quantitative framework for monitoring progress under the climate transition plan; the customer-focused goal is aspirational in nature and is not classified as a formal, time-bound target under E1-6 – Targets related to climate change. Additional information on target scope, base years, and methodologies is disclosed in E1-6.

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The plan prioritizes decarbonization levers and actions such as electrification pilots, adoption of precision technologies, lifecycle solutions including remanufacturing and connected services, and supplier engagement to support GHG reduction, with further detail on these actions provided in E1-5 – Actions and resources in relation to climate change mitigation and adaptation. Implementation of the transition plan is supported by ongoing investments in research and development, advanced technologies, and strategic acquisitions, with continued access to affordable financing and strong customer demand identified as critical dependencies for scaling these actions.

Because many of Deere's products are long-lived, primarily diesel-powered assets, a significant share of downstream Scope 3 emissions is structurally locked in for the duration of their service life. These locked-in emissions create inherent constraints on the pace of decarbonization and expose the Company to transition risks, including regulatory changes, shifts in customer demand, and evolving reputational expectations, as global markets accelerate toward lower-carbon solutions. Deere collaborates across its value chain — including customers, suppliers, trade associations, and policymakers — to advance climate-related Leap Ambitions, with engagement efforts focused on promoting precision agriculture technologies, advocating for biofuels and electric off-road equipment, and supporting science-based, market-driven policies that enable more sustainable outcomes and technology innovation.

The transition plan relies on assumptions regarding technology readiness, regulatory developments, customer adoption rates, and supply-chain capabilities, and these dependencies are periodically reassessed through climate-related scenario analysis disclosed in E1-2 – Identification of climate-related risks and scenario analysis. Governance and oversight of the climate transition plan are integrated into the Company's governance framework, with the plan reviewed and approved by management, executive leadership, and the Board of Directors through the Corporate Governance Committee.

## Progress and Implementation

Since setting our climate targets in 2021 and formally publishing a climate transition plan in 2024, Deere has taken a series of actions to advance its climate strategy and deliver on its Leap Ambitions and Sustainability Goals. For Scope 1 and Scope 2 emissions, the Company has executed long-term renewable energy agreements and implemented operational efficiency improvements across its facilities. For Scope 3 Category 1 (upstream) emissions, Deere updated its Supplier Achieving Excellence program and increased supplier emissions reporting, with 75% of key suppliers by spend now reporting certain emissions. For Scope 3 Category 11 (downstream) emissions, Deere acquired majority ownership of KREISEL Electric Inc., launched electric battery-driven tandem rollers, introduced E-Drive loaders and electric turf care machines, and developed a concept 9-liter ethanol engine, while expanding product offerings to include engines compatible with renewable diesel and hydrogen-powered equipment.

To address customer-related emissions, Deere deployed precision agriculture technologies such as ExactShot™ and See & Spray™ Ultimate, launched the Iowa State University Sustainability Farm, and enhanced the John Deere Operations Center with carbon emissions analytics and sustainability tracking. The Company also piloted low-carbon feedstock initiatives and expanded connectivity through partnerships with third parties, such as SpaceX. In addition, Deere delivered new electric and hybrid models within its Construction & Forestry segment, offered electric options across turf and compact utility tractor product families, and advanced the development of autonomous battery-powered tractors.

Collectively, these actions reflect Deere's commitment to optimizing energy and resource use, collaborating across the value chain, and delivering economic and more sustainable solutions for customers.

Actions taken in fiscal year 2025 to advance the climate transition plan are summarized in E1-5 – Actions and resources in relation to climate change mitigation and adaptation, which details key climate change mitigation

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actions by decarbonization lever. Progress against the transition plan is monitored through annual reporting of GHG emissions, as disclosed in E1-8 – Gross scope 1, 2, and 3 GHG emissions.

## E1-2 – Identification of climate-related risks and scenario analysis

### Identification and Classification of Material Climate-Related Risks

Deere performed a formal DMA, covering its consolidated operations and full value chain, as described in the [Double Materiality Assessment](#) section of this Report. Through this process, four material climate-related risks were identified for the current reporting period — all classified as climate-related transition risks:

- **Competitive Pressure From Low-Carbon Products:** Increasing demand for lower-carbon products may intensify competition in the market, which could reduce Deere's market share and associated revenue.
- **Regulatory Risk for Engines and Equipment:** Increasingly stringent engine-emission regulations and emerging restrictions on internal combustion engines may limit Deere's ability to manufacture or sell certain engine platforms, which could negatively affect business results.
- **Policy Uncertainty for Biofuels and Feedstocks:** Multiple economic, political, and societal forces may influence policymakers to adopt policies that limit demand for — or supply of — agricultural feedstocks used in renewable diesel and other biofuels. Such shifts could accelerate the adoption of alternative propulsion technologies and reduce future demand for these feedstocks.
- **New Technologies & Innovations:** Failure to adequately invest in large-equipment electrification and autonomous technologies to meet evolving customer expectations may reduce Deere's market share and associated revenue.

A full listing of material climate-related impacts, risks, and opportunities can be found in the Impact, Risk, and Opportunity Management section of our E1 – Climate Change disclosure.

For the current reporting period, Deere will utilize the methodology and scenario analysis framework established in the 2021 Task Force on Climate-related Financial Disclosures (TCFD)-aligned climate-related risk assessment by correlating the material climate-related risks identified in the DMA to those disclosed in the earlier 2021 TCFD-aligned climate-related risk assessment disclosed in prior year reporting. Deere plans to update its full climate-related risk and scenario analysis in future reporting periods — as data and methodologies evolve — addressing scenario ranges (including at least one 1.5°C transition scenario and one high-emission physical scenario), scope, and assumptions.

### 2021 TCFD-Aligned Climate-Related Risk Assessment

Deere's 2021 TCFD-aligned climate-related risk assessment was based on a structured review of physical and transition risks across the value chain. The assessment prioritized risks using enterprise risk management criteria and considered both high-emission (RCP 8.5) and low-emission (RCP 2.6) scenarios. The scenario analysis included both qualitative and quantitative elements, assessing potential impacts to Deere's business and primary customers, and continues to inform ongoing risk management and strategy. Under the low-emissions scenario (RCP 2.6), disruptive business models and technologies, such as electrification and alternative fuels, were identified as presenting the highest likelihood and impact to Deere's business, while under the high-emissions scenario (RCP 8.5), acute weather events reducing crop yield for farmers emerged as the highest likelihood and impact risk.

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## Summary of the climate-related transition risks from Deere's 2021 TCFD-aligned climate-related risk assessment:

Risk	Description	Impact			Primary Financial Impact
		Time Horizon	Likelihood	Magnitude	
<b>Technology</b> R1: Transition to Lower Emissions Technology	Rising demand for electric farm equipment and alternative farming models (e.g., indoor farming, equipment as a service) is expected, especially under a low emissions scenario. Competitors are investing in these technologies, and failure to adapt could result in lost revenue sources for Deere.	Long term	More likely than not	Medium	Decreased revenues due to reduced demand for traditional products and services
<b>Policy &amp; Legal</b> R2: Carbon Pricing Mechanism on Deere & Company	Regulatory action could introduce carbon pricing mechanisms (e.g., carbon tax and emissions trading), increasing Deere's operating costs, particularly under a low emissions scenario.	Long term	Likely	Medium – low	Increased indirect (operating) costs
<b>Policy &amp; Legal</b> R3: Carbon Pricing Mechanism on Production Inputs	Many production inputs are carbon intensive and susceptible to increased costs from climate change impacts and regulatory action. Carbon taxes could significantly raise costs for steel and aluminum, especially under a low emissions scenario.	Long term	More likely than not	Medium – low	Increased indirect (operating) costs
<b>Policy &amp; Legal</b> R4: Carbon Pricing Mechanism on Customers	Climate policy changes, including carbon taxation, could increase input costs for farmers, shifting demand away from gas and diesel products toward lower-carbon or electric equipment. Demand for bio-based fuels may also decrease, impacting Deere's revenue.	Long term	More likely than not	Medium	Decreased revenues due to reduced demand for traditional products and services

Physical risks identified in the 2021 TCFD-aligned climate-related risk assessment, including increased severity and frequency of extreme weather events (R5) and changes in precipitation patterns and variability (R6), were reassessed through the current DMA. Based on this reassessment, these physical risks were determined not to be material for the reporting period when considered relative to other climate-related risks. As a result, physical risks R5 and R6 disclosed in prior-year reporting are not included in this Report.

### Alignment of DMA with 2021 TCFD-aligned risk assessment

For the current reporting period, Deere has correlated the four material climate-related transition risks identified through the DMA with the transition risks assessed through the 2021 TCFD-aligned scenario analysis (R1–R4). As shown below, all four DMA-identified climate-related risks are reflected within the scenario-based transition risks.

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While some DMA risks align most directly with specific scenario risks, others are associated with multiple transition-risk pathways, reflecting the interconnected nature of climate-related transition risks considered across both assessments.

DMA Material Risk	R1: Transition to Lower Emissions Technology	R2: Carbon Pricing Mechanism on Deere & Company	R3: Carbon Pricing Mechanism on Production Inputs	R4: Carbon Pricing Mechanism on Customers
<b>Competitive Pressure From Low-Carbon Products</b>	Directly aligned	Indirectly related	Indirectly related	Indirectly related
<b>Regulatory Risk for Engines and Equipment</b>	Related	Directly aligned	Directly aligned	Directly aligned
<b>Policy Uncertainty for Biofuels and Feedstocks</b>	Related	Indirectly related	Indirectly related	Directly aligned
<b>New Technologies &amp; Innovations</b>	Directly aligned	Indirectly related	Indirectly related	Indirectly related

## Methodology for Assessing Climate-Related Risks

Deere’s methodology for identifying and assessing climate-related risks builds on the Company’s 2021 TCFD-aligned climate-related risk assessment and is applied consistently with the current DMA. The assessment covers Deere’s consolidated operations and extends to material risks and opportunities across the value chain, including those connected through upstream suppliers and downstream customers.

Climate-related risks were evaluated across short-term (0–1 year), medium-term (1–5 years), and long-term (greater than 5 years) time horizons. Scenario analysis supporting the risk assessment applied a long-term perspective extending to 2050, consistent with global net-zero targets and Deere’s strategic planning cycles. A broad universe of potential climate-related physical and transition risks and opportunities were initially identified and screened, with risks prioritized using the Company’s enterprise risk-management criteria, which consider the likelihood, magnitude, and duration of potential impacts.

For each identified risk, Deere assessed exposure and sensitivity across our own operations and value chain. This included evaluating the extent to which assets and business activities are exposed and sensitive to climate-related hazards in the case of physical risks, or to transition events and trends for transition risks, taking into account factors such as asset location, business dependencies, and the potential likelihood and magnitude of impacts. Scenario analysis was conducted using both high-emissions (RCP 8.5) and low-emissions (RCP 2.6) pathways to evaluate the potential impact and likelihood of identified climate-related risks; additional details on this approach are provided in the *Scenario Analysis Methodology and Application* subsection below.

The assessment process leveraged internal expertise, targeted stakeholder engagement, sector benchmarks, peer and industry publications, and relevant scientific data. Where direct value-chain-specific data was not available, reasonable estimates or proxies were applied. Only climate-related risks meeting the materiality threshold — based on their potential financial impact and likelihood — are disclosed as material climate-related risks in this Report. The methodology is reviewed and updated annually to incorporate new information, changes in the external environment, and evolving best practices.

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## Scenario Analysis Methodology and Application

For the current reporting period, Deere utilized climate-related scenario analysis as part of our climate risk assessment process. The scenario analysis was designed to evaluate the potential impacts of physical and transition climate-related risks. The analysis considered how changes in technology, regulation, and customer behavior under different climate pathways could affect the Company's business, value chain, and primary customers over the long term. A 2050 time horizon was selected to align with global net-zero targets and government climate commitments.

Deere applied two representative climate scenarios. A high-emissions scenario (RCP 8.5) was used to assess the likelihood and impact of acute and chronic physical climate risks, such as increased frequency and severity of extreme weather events. This scenario was selected based on scientific consensus and external research indicating that current global emissions trajectories most closely track RCP 8.5. A low-emissions scenario (RCP 2.6) was used to evaluate transition risks associated with the global shift to a low-carbon economy, including disruptive business models, technology adoption, and regulatory changes. RCP 2.6 was selected as a representative scenario to provide a view of potential transition-risk outcomes; however, it was not specifically calibrated to limit global warming to 1.5°C with no or limited overshooting. Instead, RCP 2.6 is widely recognized as consistent with pathways that limit global warming to between 1.5°C and 2°C. Deere did not utilize a scenario strictly aligned with limiting global warming to 1.5°C (such as RCP 1.9 or SSP1-1.9) for the current reporting period.

The scope of the scenario analysis covered Deere's consolidated operations and extended across the upstream and downstream value chain, including suppliers and customers. Key assumptions included the evolution of carbon pricing, technology readiness, regulatory developments, and customer adoption rates. The scenario analysis was conducted in 2021 and is periodically reviewed and updated as part of Deere's ongoing risk-management processes.

Under the high-emissions scenario (RCP 8.5), a key physical risk identified in terms of potential likelihood and impact was the increased severity and frequency of extreme weather events. This analysis considered an increase in heat waves, heightened severity of heavy rainstorms, and greater global exposure to wildfire-related impacts. These physical effects were assessed for their potential to reduce crop yields over time, which could adversely affect farmers' revenues and profitability. While mechanisms such as crop insurance may mitigate some direct financial impacts, higher insurance premiums and reduced margins could affect farmers' purchasing power, which in turn may influence demand patterns for agricultural equipment. It should be noted that while physical risks were thoroughly assessed through scenario analysis and the DMA, they were ultimately determined not to meet the materiality threshold for disclosure in the current reporting period; accordingly, only transition risks are reported as material.

Under the low-emissions scenario (RCP 2.6), a key transition risk was identified related to the emergence of new and disruptive business models and technologies associated with the transition to a low-carbon economy. The assessment considered the potential impacts of electrification, indoor farming, equipment-as-a-service models, and increased automation and autonomy. Electrification was identified as experiencing rapid growth under this scenario, which was considered a key driver of transition risk for incumbent product portfolios. Should Deere fail to adapt to evolving customer demand for lower-carbon and technologically advanced equipment, the Company could face risks related to reduced revenue and loss of market share.

The results of the scenario analysis informed the identification and prioritization of material climate-related risks and continue to support Deere's risk-management processes. Deere will continue to refine its scenario analysis methodology and update its climate-related risk assessment as new data, regulatory requirements, and best practices emerge.

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## E1-3 – Resilience in relation to climate change

The resilience of Deere’s strategy and business model to material climate-related risks, primarily transition risks, is assessed across the short-, medium-, and long-term time horizons.

The assessment of climate-related risks that informs this resilience analysis is described in E1-2 Identification of climate-related risks and scenario analysis. Where climate-related scenario analysis has been applied, the results inform Deere’s understanding of the potential implications of climate-related risks on its strategy and business model. Based on the results of this analysis, Deere does not consider that material climate-related risks have required changes to its core strategy or business model as of the reporting date.

Deere’s transition plan and climate-related mitigation and adaptation actions, as described in E1-1 – Transition plan for climate change mitigation and E1-5 – Actions and resources related to climate change mitigation and adaptation, contribute to the Company’s resilience to climate-related risks.

There are inherent uncertainties in assessing climate resilience, including uncertainties related to future climate conditions, regulatory developments, technological change, and market responses.

Deere’s capacity to adjust or adapt its strategy and business model over the short, medium, and long term is supported by the diversification of its business portfolio, capital flexibility, operational footprint, and established governance and enterprise risk-management processes.

Overall, Deere considers its strategy and business model to be resilient to material climate-related risks at the reporting date, while recognizing that climate-related conditions and expectations will continue to evolve over time.

## Impact, risk, and opportunities (IROs) management

The table below summarizes Deere’s material E1 – Climate Change-related IROs by ESRS defined sub-topics identified through the [Double Materiality Assessment](#) and should be read alongside the methodology and criteria described in that section.

New technologies and innovations were identified as material through the DMA and classified as an entity-specific sub-topic. For this reporting, the related material IROs are presented within E1 – Climate Change, as they directly relate to climate change mitigation and adaptation, including the development and deployment of technologies that support emissions reductions, resource efficiency, and climate-resilient products and solutions.

▲ ■ ▼ *Upstream*    ▲ ■ ▼ *Own Operations*    ▲ ■ ▼ *Downstream*

IMPACTS, RISKS, AND OPPORTUNITIES			
ESRS Sub-Topic	Material IRO Statement	IRO	Value Chain
<b>Climate Change Mitigation</b>	GHG emissions from Deere’s Scope 1, Scope 2, and Scope 3 activities contribute to the negative impacts of climate change, including warmer temperatures, shifting weather patterns, and rising sea levels.	Impact (Negative)	▲ ■ ▼
<b>Climate Change Mitigation</b>	Using certain product offerings and technology-enabled solutions — such as precision agriculture, construction and forestry technologies, and electrified or alternative-fuel equipment — may help customers reduce GHG emissions, mitigate climate impacts, and achieve more sustainable outcomes.	Impact (Positive)	▲ ■ ▼

(Chart continued on next page)

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IMPACTS, RISKS, AND OPPORTUNITIES			
ESRS Sub-Topic	Material IRO Statement	IRO	Value Chain
<b>Climate Change Mitigation</b>	Increasingly stringent engine-emission regulations and emerging restrictions on internal combustion engines may limit Deere's ability to manufacture or sell certain engine platforms, which could negatively affect business results.	Risk	▲ ■ ▼
<b>Climate Change Adaptation</b>	Increasing demand for lower-carbon products may intensify competition in the market, which could reduce Deere's market share and associated revenue.	Risk	▲ ■ ▼
<b>Energy</b>	Multiple economic, political, and societal forces may influence policymakers to adopt policies that limit demand for — or supply of — agricultural feedstocks used in renewable diesel and other biofuels. Such shifts could accelerate the adoption of alternative propulsion technologies and reduce future demand for these feedstocks.	Risk	▲ ■ ▼
<b>Energy</b>	The expansion of renewable energy infrastructure and growth in renewable fuel sources may increase demand for Deere's agricultural and construction products and may encourage suppliers to transition to renewable energy, positively affecting business results.	Opportunity	▲ ■ ▼
<b>New Technologies and Innovation</b>	Failure to adequately invest in large-equipment electrification and autonomous technologies to meet evolving customer expectations may reduce Deere's market share and associated revenue.	Risk	▲ ■ ▼
<b>New Technologies and Innovation</b>	Strategic partnerships and acquisitions — such as battery-powered equipment collaborations and satellite-connectivity integrations — may help reduce internal R&D costs and expand Deere's customer base and revenue by enabling new product offerings and solutions.	Opportunity	▲ ■ ▼

## E1-4 – Policies related to climate change mitigation and adaptation

Deere does not maintain a standalone, climate-specific policy. Instead, its approach to climate change mitigation and adaptation is embedded within the Smart Industrial Operating Model, Leap Ambitions, and the core values that underpin the Company's governance structures and organizational processes. Climate-related considerations are integrated into Deere's [Code of Business Conduct](#), [Supplier Code of Conduct](#), and [Dealer Code of Conduct](#), which collectively establish expectations for responsible business conduct, environmental stewardship, and ethical behavior across its global operations and value chain. These foundational policies are publicly available on the John Deere [Ethics & Compliance](#) website and are regularly reviewed to help ensure alignment with evolving stakeholder expectations and regulatory requirements.

Deere's climate-related policies are operationalized through the policies and processes of its Strategic Business Units and Supply Chain, reflecting the fact that over 99% of the Company's total GHG emissions are attributable to Scope 3 sources. In addition to addressing its own emissions, Deere's climate-related policies are designed to enable emissions reductions by customers in the agriculture, construction, and forestry sectors through the adoption of advanced equipment, precision technologies, and sustainable solutions. Accordingly, the policies and processes governing supplier engagement, product development, and customer solutions are central to the

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implementation of Deere's climate change mitigation approach across its value chain. Further detail on how climate considerations are embedded in Deere's business model, operating model, and value chain is provided in SBM-1 – Strategy, business model, and value chain and E1-1 – Transition plan for climate change mitigation disclosures.

## **E1-5 – Actions and resources in relation to climate change mitigation and adaptation**

Deere's actions to address climate change mitigation are implemented through a combination of operational, value-chain, and customer-focused decarbonization levers. These actions include initiatives within Deere's own operations, engagement with suppliers, and the development of products, technologies, and solutions that enable customers to reduce emissions associated with equipment use.

In response to its material climate-related impacts, risks, and opportunities, one of Deere's key decarbonization levers is enabling customers to reduce emissions associated with equipment use through advanced equipment, precision technologies, and digital solutions. The Company does not currently report associated quantitative climate metrics or targets within this Report for these customer-enabled outcomes. Further information on how this approach is embedded in Deere's business model and reflected in its climate transition plan is provided in the SMB-1 – Strategy, business model, and value chain) and E1-1 – Transition plan for climate change mitigation disclosures.

### **Decarbonization Levers and Key Actions for Scope 3 Categories 1 and 11**

In support of its target to reduce upstream and downstream Scope 3 GHG emissions by 30% by 2030 (Scope 3 Categories 1 and 11), Deere's actions focus on customer-enabled solutions, product and technology development, and supplier engagement. One of Deere's key decarbonization levers is enabling customers to reduce emissions associated with equipment use through advanced equipment, precision technologies, and digital solutions; however, the Company does not currently report associated quantitative climate metrics or targets under ESRS for these customer-enabled outcomes.

For Scope 3 Category 11 (Use of Sold Products), Deere prioritizes decarbonization pathways tailored to diverse customer applications and evaluated based on customer value, operational feasibility, business relevance, and CO<sub>2</sub>e reduction potential. Fully electric solutions are best suited for applications under 100 kilowatts, while hybrid technologies are applied where engine downsizing is feasible. For higher-horsepower equipment, renewable fuels — including ethanol derived from sugar in South America and corn in North America — represent practical options. Given the breadth of Deere's global portfolio, achieving the Scope 3 Category 11 component of the 2030 target will require a combination of efficiency improvements, hybridization, electrification, and renewable fuels. Based on Deere's 2021 GHG emissions base year (as disclosed in E1-8), this focus is particularly critical given that approximately 91% of Deere's total Scope 1, Scope 2, and Scope 3 emissions are attributable to Scope 3 Category 11. Deere also collaborates with value-chain stakeholders to advance alternative power solutions aligned with evolving customer and regulatory requirements.

Recognizing that internal combustion engines are expected to remain the primary propulsion source for many machines through this decade and beyond, Deere's actions include improving engine efficiency to reduce near-term fuel consumption and emissions while enabling broader system-level decarbonization through hybridization and electrification. Electrification and hybridization efforts focus on increasing precision, productivity, and sustainability through hybrid systems and electric-drive technologies that optimize load management and shift selected power demands to secondary energy sources. Fully battery-electric solutions further enhance precision and are expected to reduce maintenance requirements, with development efforts concentrated where battery technology is viable and customer demand is strongest, including residential and commercial turf equipment and certain construction applications.

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In parallel, Deere continues to invest in renewable fuel solutions for large equipment and high-horsepower applications where full electrification remains constrained by weight, cost, infrastructure availability, and runtime. Biofuels such as ethanol, renewable diesel, and biodiesel provide viable alternatives, supported by advances in precision agriculture and refining infrastructure that can reduce fuel carbon intensity. Ethanol offers advantages in Brazil and the United States, while renewable diesel and biodiesel support decarbonization in Europe and North America and may provide additional revenue opportunities for agricultural customers. Deere actively evaluates these fuels and collaborates with industry partners to address supply, infrastructure, and policy challenges necessary to scale solutions consistent with long-term emissions-reduction objectives.

For Scope 3 Category 1 (Purchased Goods and Services), Deere's actions emphasize supplier engagement to reduce upstream GHG emissions, recognizing that this category represents approximately 7% of total Scope 1, Scope 2, and Scope 3 emissions. Through analysis of product materials and supplier data, Deere identifies opportunities for supply-chain collaboration with the greatest emissions-reduction potential. This approach includes engagement through the John Deere Supplier Network and targeted work with energy-intensive suppliers of key materials such as steel and iron, and training resources for clean electricity supply strategies. The Supplier Achieving Excellence program has been expanded to recognize supplier performance, with eligibility for the highest recognition linked to responsible sourcing and sustainability initiatives, including EcoVadis participation, GHG reporting and target setting, and measurement of recycled-material content. EcoVadis assessments are used to evaluate suppliers' sustainability management systems and identify improvement opportunities in support of Scope 3 reduction objectives.

### *Actions undertaken in the reporting period*

In the current reporting period, Deere advanced progress toward its Scope 3 GHG emissions-reduction target through coordinated technology development, renewable fuel enablement, and supplier engagement across the value chain. For Scope 3 Category 11, Deere expanded low-carbon propulsion pathways by enabling all Tier 4 engines to operate on B30 biodiesel, advancing ethanol-powered and battery-electric tractor concepts — including the concept 8R ethanol tractor and the approximately 130-horsepower “E-Power” electric prototype — and establishing a dedicated Renewable Fuels team to accelerate renewable fuel readiness, low-carbon-intensity feedstocks, and partnerships across key markets. For Scope 3 Category 1, Deere strengthened upstream decarbonization by increasing supplier GHG reporting maturity to approximately 75% of key suppliers, supported by expectations communicated since 2021, systematic data collection through EcoVadis KPI reviews and Supplier Achieving Excellence surveys, capability-building tools such as EcoVadis Accelerate, and approximately 2,100 EcoVadis sustainability assessments. Targeted initiatives also included metals value-chain engagement with steel and iron producers and a global Schneider Electric advisory program to support supplier adoption of lower-carbon electricity where economically viable. Collectively, these actions strengthened Deere's upstream and downstream decarbonization pathways in support of its Scope 3 emissions-reduction objective.

### **Decarbonization Levers and Key Actions for Scope 1 and Scope 2**

In support of its target to reduce operational GHG emissions by 50% by 2030 (Scope 1 and Scope 2), Deere's actions focus on improving operational efficiency, increasing the use of renewable energy, and embedding continuous improvement across its manufacturing and facility operations. While Scope 1 and Scope 2 emissions represent less than 1% of Deere's total Scope 1, Scope 2, and Scope 3 (Categories 1 and 11) GHG emissions, these actions remain an important component of the Company's overall decarbonization strategy and provide near-term emissions reductions within Deere's direct operational control.

Deere's operational decarbonization approach prioritizes energy efficiency and process improvements across manufacturing sites and facilities to reduce fuel consumption and energy demand. These actions include equipment upgrades, process optimization, and operational enhancements designed to deliver immediate emissions reductions while supporting long-term operational resilience and lower operating costs. In parallel,

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Deere continues to expand the use of renewable energy through long-term renewable electricity agreements and increased adoption of renewable fuels across its operations, reflecting a disciplined global energy strategy that balances emissions reduction, reliability, and cost-effective clean power sourcing.

## *Actions undertaken in the reporting period*

In the current reporting period, Deere advanced progress toward its Scope 1 and Scope 2 emissions-reduction target by bringing its AgriPV solar project in Germany into operation, increasing the proportion of renewable electricity used by the Company globally to approximately 75%, and continuing the execution of a global energy strategy focused on efficiency improvements and scalable, cost-effective renewable energy sourcing across its facilities. Collectively, these actions supported continued reductions in operational emissions while reinforcing the foundation for achieving Deere's 2030 Scope 1 and Scope 2 target.

## **Stakeholder Engagement and Advocacy**

In response to its material climate-related IROs, Deere undertakes stakeholder engagement and collaboration activities to support the implementation of its climate-related Sustainability Goals and broader GHG reduction objectives across the value chain. These activities are intended to enable customer value, support emissions reductions associated with product use, and advance progress toward the Company's Scope 3 emissions-reduction targets through collaboration with customers, suppliers, industry partners, and other relevant stakeholders.

Across the downstream value chain, Deere works with customers and partners to support the adoption and effective use of precision agriculture technologies that aim to improve efficiency, reduce input use, lower fuel consumption, and enhance productivity. Deere also collaborates with stakeholders involved in fuel production, distribution, and equipment use to support the availability and application of biofuels, including efforts related to interoperability across regions and markets, fuel access, and mechanisms that enable lower-carbon operating practices aligned with its Scope 3 emissions-reduction goals.

In addition, Deere participates in implementation-focused collaboration with policymakers, industry participants, trade associations, and other stakeholders to support practical deployment pathways for off-road electrification and alternative power technologies, including enabling conditions for equipment and supporting infrastructure. Deere also participates in partnerships and pilot initiatives across the downstream value chain to generate data-driven insights and refine approaches that support economic and environmental performance in customer operations.

## **Omission of Quantitative Data**

For the current reporting period, Deere does not disclose achieved and expected GHG emission reductions by decarbonization lever, nor a quantitative description of significant financial resources allocated to key climate-related actions.

## **E1-6 – Targets related to climate change**

Deere has established two primary GHG emission-reduction targets:

- **Scope 1 and 2 Target:** Achieve a 50% absolute reduction in operational CO<sub>2</sub>e emissions (Scope 1 and Scope 2) by 2030, using 2021 as the base year. This target is in line with limiting global warming to 1.5°C.
- **Scope 3 Target:** Achieve a 30% absolute reduction in selected upstream and downstream CO<sub>2</sub>e emissions (Scope 3, Categories 1 and 11) by 2030, using 2021 as the base year. This target is in line with limiting global warming to well below 2°C.

These targets have been validated by the Science Based Targets initiative (SBTi) and are aligned with the goals of the Paris Agreement. They were developed in accordance with the SBTi framework, using sectoral

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decarbonization approaches and climate scenarios consistent with Paris-aligned pathways. The targets apply to Deere's consolidated global operations and material value-chain activities.

## Target Scope and Coverage

The Scope 1 and Scope 2 target covers all manufacturing and facility operations under Deere's operational control and is defined using an operational control consolidation approach consistent with the GHG Protocol, as further described in E1-8. For Scope 3, the target focuses on emissions from purchased goods and services (Category 1) and the use of sold products (Category 11), which represent the most significant sources of emissions within the Company's value chain. These targets are gross reduction targets and do not include the use of GHG removals, carbon credits, or avoided emissions toward achievement.

## Assumptions and Methodology

Deere's GHG emissions-reduction targets are informed by several key considerations, including the readiness of available technologies, evolving regulatory requirements, customer adoption trends, and supply-chain capabilities. The Company selected 2021 as the base year, as it represents the most recent year with comprehensive and representative emissions data. Scope 2 emissions are calculated using both location-based and market-based approaches, as further described in E1-8 – Gross Scope 1, 2, and 3 GHG emissions. These targets are reviewed annually, and adjustments are made as methodologies and data-collection processes evolve, with any material changes from the prior year transparently disclosed. Statements regarding alignment with 1.5°C pathways are based on validation by the SBTi and the underlying SBTi methodological framework.

## Progress Tracking

Progress toward these targets is monitored through annual reporting of GHG emissions, with details disclosed in section E1-8 – Gross Scope 1, 2, 3 GHG emissions. Deere has not established interim milestones for these 2030 targets for the current reporting period.

## E1-7 – Energy consumption and mix

For the current reporting period, Deere reports total energy consumption (MWh) for its own operations, including total energy consumption from renewable sources (MWh).

ENERGY METRIC (Mwh)	FY25
Total energy consumption – own operations	3,185,300
Total energy consumption from renewable sources	881,000

## Omissions and Deviations

For the current reporting period, Deere does not disclose a complete quantitative breakdown of energy consumption by individual energy source (e.g., fossil and nuclear), as required under ESRS. In addition, although ESRS requires combustion-related energy consumption to be reported using lower heating values (LHV), Deere reports fuel-based energy consumption using higher heating values (HHV) for the current reporting period, consistent with its GHG Protocol-aligned corporate energy inventory to maintain methodological consistency.

## E1-8 – Gross scope 1, 2, and 3 GHG emissions

Deere presents gross greenhouse gas (GHG) emissions for Scope 1, Scope 2, and Scope 3 categories that are material to its value chain.

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## Greenhouse Gas Emissions Overview

The table below summarizes Deere's gross Scope 1, Scope 2, and Scope 3 GHG emissions for the 2021 target base year and the fiscal year 2025 reporting period.

Emission Source	2021 Base Year (tCO <sub>2</sub> e)	FY2025 (tCO <sub>2</sub> e)	% Change vs. Base Year
Scope 1	403,300	359,200	- 11%
Scope 2 (market-based)	407,700	154,500	- 62%
<b>Scope 1 + Scope 2 (Target Boundary)</b>	<b>811,000</b>	<b>513,700</b>	<b>- 37%</b>
Scope 3 Category 1	8,142,000	5,097,000	- 37%
Scope 3 Category 11	93,120,000	69,984,000	- 25%
<b>Scope 3 (Target Boundary)</b>	<b>101,262,000</b>	<b>75,081,000</b>	<b>- 26%</b>

## Methodology

Deere measures GHG emissions in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. For Scope 3 emissions, Deere identifies relevant categories using methodologies informed by, and consistent with, the GHG Protocol Corporate Value Chain (Scope 3) Standard. Deere reports absolute, gross Scope 1, Scope 2, and material categories of Scope 3 GHG emissions related to its own operations and its upstream and downstream value chain, expressed in metric tonnes of CO<sub>2</sub>e (tCO<sub>2</sub>e). The most recent IPCC 100-year Global Warming Potential (GWP) values applicable to Deere's emissions inventory are used. Deere reports gross GHG emissions only and does not use GHG removals, avoided emissions, or carbon credits in its emissions calculations (see E1-9).

**Reporting Boundary:** For the 2025 reporting period, Deere discloses GHG emissions associated with its global consolidated operations and material upstream and downstream activities. Scope 1 and Scope 2 GHG emissions are reported using an operational control boundary, consistent with the Company's established GHG accounting methodology under the Greenhouse Gas Protocol.

**Scope 1 GHG Emissions:** Scope 1 emissions include direct GHG emissions from sources owned or controlled by Deere, such as fuel combustion in boilers, furnaces, onsite vehicles, and manufacturing processes. Scope 1 emissions for fiscal year 2025 totaled 359,200 tCO<sub>2</sub>e and included an immaterial amount of direct biogenic CO<sub>2</sub> emissions (approximately 5,000 tCO<sub>2</sub>). Scope 1 emissions represent less than 0.5% of Deere's total GHG footprint.

**Scope 2 GHG Emissions:** Scope 2 emissions represent indirect GHG emissions from purchased electricity, steam, or heat. Deere calculates Scope 2 emissions using both market-based and location-based methodologies, with market-based emissions presented in the emissions table. Market-based reporting aligns with the requirements of the Science Based Targets initiative (SBTi) and is used to track progress against Deere's validated GHG reduction targets. Location-based reporting reflects regional grid-average emission factors and is disclosed for transparency. For fiscal year 2025, market-based Scope 2 emissions totaled 154,500 tCO<sub>2</sub>e. Market-based Scope 2 emissions represent approximately 0.2% of Deere's total GHG footprint.

Location-based Scope 2 emissions totaled 515,300 tCO<sub>2</sub>e; however, because location-based emissions are not part of the target boundary, they are not included in the emissions table or base-year change calculations.

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**Scope 3 GHG Emissions:** In 2021, Deere completed a full Scope 3 inventory and category-level screening, which determined that Category 1 (Purchased Goods & Services) and Category 11 (Use of Sold Products) are the only Scope 3 categories exceeding Deere's quantitative relevance threshold ( $\geq 5\%$  of total value-chain emissions).

While a full Scope 3 inventory has not been repeated since 2021, the Company identifies Scope 3 Categories 1 and 11 as the dominant contributors to its Scope 3 emissions, consistent with the most recent category-level screening. Deere intends to conduct an updated Scope 3 category-level screening in the next reporting period and at least every three years thereafter to confirm which categories are relevant and significant, and to refresh its full Scope 3 inventory accordingly, or sooner if significant changes occur.

Category 11 emissions are the principal driver of Deere's value-chain footprint due to the energy intensity and long service life of many products. Category 1 emissions are calculated using an inflation-adjusted, spend-based model with commodity-specific emission intensities, consistent with GHG Protocol.

For fiscal year 2025, Category 1 accounted for approximately 7% and Category 11 for approximately 93% of Deere's total GHG footprint, together totaling approximately 75 million tCO<sub>2</sub>e.

## Progress Against GHG Emission-Reduction Targets

Emissions for the 2021 base year are presented solely to track progress against Deere's science-based GHG emission-reduction targets (50% absolute reduction in Scope 1 and 2 emissions by 2030; 30% absolute reduction in Scope 3 Categories 1 and 11 emissions by 2030), with additional information disclosed in E1-6 – Targets related to climate change.

In the current reporting period, Deere achieved a 37% reduction in combined Scope 1 and 2 emissions and a 26% reduction in combined Scope 3 Categories 1 and 11 emissions, each relative to the 2021 base year. Reductions in Scope 1 and Scope 2 emissions were largely attributable to lower production volumes associated with reduced sales, with Scope 2 reductions further supported by increased procurement of renewable electricity. Scope 3 Category 1 reductions primarily reflect lower supplier spend associated with reduced production volumes, while Scope 3 Category 11 reductions were driven mainly by lower sales volumes, with additional contributions from reduced in-use fuel consumption for certain customer applications.

## Omissions and Deviations

For the current reporting period, Deere has omitted or diverged from certain ESRS requirements. Scope 1 and Scope 2 emissions are reported using an operational control boundary rather than the ESRS-specified financial control boundary. In addition, Deere discloses only Scope 3 Categories 1 and 11 based on a 2021 relevance screening and does not disclose the percentage of Scope 1 emissions covered by the EU Emissions Trading System (EU ETS).

## E1-9 – GHG removals and GHG mitigation projects financed through carbon credits

Deere did not implement any GHG removal projects or finance mitigation projects through carbon credits during the reporting period. The Company reports gross emissions only, consistent with its established methodology and science-based targets, and does not use carbon credits or removals to achieve its GHG reduction goals.

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## E1-10 – Internal carbon pricing

Deere does not use internal carbon pricing schemes in its strategic or operational decision-making processes and has no current plans to implement such schemes. Accordingly, no internal carbon price is used for planning, capital allocation, product development, risk management, or performance evaluation. Internal carbon pricing is not decision-useful for Deere given that Scope 1 and Scope 2 emissions represent less than 1% of the Company's total GHG footprint, while Scope 3 emissions are primarily influenced by supplier processes and customer-use patterns that are more effectively addressed through technology-, design-, and engagement-based decarbonization strategies rather than internal price signals. Deere's decarbonization approach is driven by science-based targets and technology pathways, including efficiency improvements, electrification and hybridization where viable, renewable fuels, and precision technologies.

## E1-11 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

Deere's material climate-related risks for fiscal year 2025 consist exclusively of transition risks, as identified through the DMA and aligned with the Company's 2021 TCFD-based scenario analysis. The material transition risks relevant to anticipated financial effects are identified in E1-2 – Identification of climate-related risks and scenario analysis, which should be read together with this disclosure. These transition risks may influence long-term customer-demand patterns, regulatory compliance costs, research and development priorities, and competitive dynamics, with potential implications for revenue mix, margins, and capital allocation decisions over time. The magnitude and timing of potential financial effects remain subject to significant uncertainty due to evolving customer adoption rates, regulatory developments, technology readiness, and infrastructure availability.

Two material climate-related opportunities were identified. The development of physical infrastructure and the growth of renewable fuel sources to support increasing global demand for renewable energy may increase demand for Deere's agricultural and construction products and encourage broader adoption of renewable energy across the value chain. In addition, strategic partnerships and acquisitions — such as collaborations related to battery-powered equipment and satellite-connectivity integrations — may reduce internal research and development costs and expand Deere's customer base and revenue by enabling new product offerings and solutions. While these opportunities could positively influence future revenue, product mix, and value-chain resilience, the associated financial effects depend on long-term policy support, customer adoption, technology deployment, and regional infrastructure development and therefore cannot be reliably quantified at this time.

### Omission of Quantitative Information

Quantitative disclosures of anticipated financial effects are not disclosed for the fiscal year 2025 reporting period.

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## ENVIRONMENTAL

### Pollution

#### Impact, risk, and opportunities (IROs) management

The table below summarizes Deere’s material E2 – Pollution-related IROs by ESRS defined sub-topics identified through the [Double Materiality Assessment](#) and should be read alongside the methodology and criteria described in that section.

▲ ■ ▼ *Upstream*    ▲ ■ ▼ *Own Operations*    ▲ ■ ▼ *Downstream*

IMPACTS, RISKS, AND OPPORTUNITIES			
ESRS Sub-Topic	Material IRO Statement	IRO	Value Chain
<b>Pollution of Air</b>	Introducing pollutants into the air through activities across the value chain — including Deere’s own operations (e.g., manufacturing facilities), supplier operations, and the use of sold products — may be harmful to the environment and/or human health.	Impact (Negative)	▲ ■ ▼
<b>Pollution of Water</b>	Operational wastewater discharges and customer use of fertilizer and pesticide application equipment may introduce pollutants into groundwater and surface water, potentially degrading water quality and affecting human health and the environment.	Impact (Negative)	▲ ■ ▼
<b>Pollution of Water</b>	Developing products that assist customers in the agriculture sectors to proactively manage impacts on water quality during operations could generate increased revenue and potentially expand customer base.	Opportunity	▲ ■ ▼
<b>Substances of Concern, including SVHC</b>	The use of substances of concern (SoC) and substances of very high concern (SVHC) across our upstream operations, own manufacturing activities, and within our products may cause negative impacts on human health and the environment.	Impact (Negative)	▲ ■ ▼

#### E2-1 – Policies related to pollution

Deere manages pollution-related impacts through a coordinated set of enterprise-wide policies and management systems that apply across our own operations and our upstream and downstream value chain. The Company does not maintain a standalone pollution-specific policy; rather, pollution management is embedded within these integrated policies and systems. Together, they support compliance with applicable environmental regulations, promote responsible resource management, and address the material pollution-related IROs.

##### Own Operations

Deere applies a comprehensive set of policies, governance mechanisms, and management systems designed to prevent and control pollution arising from its manufacturing, research and development, and on-site logistics activities at Deere facilities. These policies address the Company’s material E2 Pollution IROs related to pollution of air, pollution of water, and substances of concern (SoC), including substances of very high concern (SVHCs).

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The [Code of Business Conduct](#) sets enterprise-wide expectations for environmental compliance, responsible operational practices, and ethical behavior. It requires employees to adhere to all applicable air, water, and hazardous substances regulations; promptly report potential violations; and support the Company's environmental stewardship commitments.

Deere's [Global Environmental, Health, and Safety Policy](#) establishes principles to prevent pollution, minimize operational impacts, and maintain compliance with global environmental laws and standards. The policy outlines key responsibilities for employees at all levels and is supported by facility-level environmental training.

Deere operates a global Environmental Management System (EMS) based on the ISO 14001:2015 standard. Facility-specific EMS programs govern air-emissions permitting, wastewater systems, stormwater controls, hazardous materials management, and operational changes that could affect environmental performance. Certification expectations are risk-based under the John Deere environmental standard JDENV 4 – Environmental Assurance, and as of fiscal year 2025, 57 category A and B units are certified in ISO 14001.

## Upstream Value Chain

Deere engages thousands of suppliers across multiple regions and categories of materials, components, and chemicals. Upstream pollution-related impacts relate to the material Pollution sub-topics (i) pollution of air and (ii) SoC, including SVHC. These impacts may arise from supplier manufacturing activities, emissions, and the chemical composition of supplied parts and materials.

Deere's [Supplier Code of Conduct](#) establishes mandatory expectations for environmental compliance and chemical management in the supply chain. Suppliers must comply with applicable laws governing air emissions, hazardous materials, toxic and hazardous substances, and chemically regulated product content, including requirements under EU REACH, EU RoHS, California Proposition 65, and the U.S. Toxic Substances Control Act. Suppliers are also required to comply with John Deere's [Restricted Materials List for Suppliers](#), which limits the use of SoCs and sets strict thresholds and prohibitions for substances posing elevated environmental or human-health risks (e.g., asbestos, lead, and polychlorinated biphenyls (PCBs)).

To ensure visibility into upstream chemical risks, suppliers must provide regulatory compliance documentation — such as declarations and, upon request, full material disclosures — that identify the presence of SoCs and SVHCs in supplied parts, components, materials, and packaging. When potential non-compliances or restricted substances are identified, Deere applies a structured corrective action process to investigate, address, and close issues, supporting risk reduction across the supply chain.

Deere monitors supplier performance through mechanisms such as the Achieving Excellence program, sustainability-related assessments, and independent third-party platforms like EcoVadis. These tools evaluate suppliers' environmental practices — including air-emissions controls and chemical-management maturity — and help identify suppliers that may require engagement or remediation.

## Downstream Value Chain

Pollution-related impacts in the downstream value chain reflect the Company's material Pollution sub-topics: (i) pollution of air, (ii) pollution of water from customer use, and (iii) SoC, including SVHC. These impacts may arise from the operation of Deere equipment in agricultural, construction, forestry, and turf applications, as well as from regulated substances contained in finished products placed on the market.

To address pollution of air associated with the use of sold products, Deere configures equipment to comply with applicable emissions regulations across global markets. This includes meeting regional engine and equipment emissions requirements, safety standards, chemical restrictions, and type-approval obligations. Deere's [Code of Business Conduct](#) reinforces enterprise-wide expectations for responsible design, ethical conduct, and compliance with applicable environmental laws, supporting the Company's approach to product stewardship and

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regulatory compliance throughout the product lifecycle. Deere's product stewardship and product safety processes include product validation, regulatory compliance checks, and customer-facing environmental information that help ensure equipment placed on the market meets applicable emissions, chemical, and environmental requirements. Downstream pollution-related impacts also include pollution of water resulting from customer use of application equipment (e.g., fertilizer or pesticide systems), which may contribute to runoff and leaching into surface and groundwater.

Deere supports customers by providing precision technologies, product documentation, operating guidance intended to improve application accuracy, and support compliance with local water-quality regulations. In certain segments, Deere also develops products that help customers proactively manage water-quality impacts, representing a downstream opportunity aligned with sustainability-focused market demand. Deere's [Global Environmental, Health, and Safety Policy](#) underscores the Company's commitment to environmental stewardship and regulatory compliance, which guides the development and communication of environmentally responsible operating practices to downstream users.

For substances of concern, including SVHC, Deere maintains global product stewardship and environmental compliance processes that govern the design and placement of products in regulated markets. These requirements seek to ensure compliance with chemical and materials regulations — such as EU REACH, RoHS, and comparable regional frameworks — and establish expectations for labeling and customer disclosures. Consistent with the [Dealer Code of Conduct](#), downstream partners are expected to comply with applicable environmental laws and to provide accurate, compliant product information to customers, including environmental, chemical, and safety-related instructions needed for responsible use, maintenance, and end-of-life handling.

Deere's policies across our own operations, suppliers, and downstream partners collectively form a cohesive management approach for preventing and mitigating pollution-related impacts across its global value chain. These policies support compliance with relevant local and international regulations and demonstrate how the Company manages the material IROs identified.

## E2-2 – Actions and resources related to pollution

Deere implements a coordinated set of actions across its own operations and its upstream and downstream value chain to seek to prevent, mitigate, and manage pollution-related impacts associated with its material Pollution IROs. These actions operationalize the enterprise-wide policies and management systems and support compliance with applicable environmental regulations.

### Own Operations

Across manufacturing, research and development, and on-site logistics activities at our facilities, Deere undertakes a series of operational controls and site-level activities designed to prevent releases, reduce pollutant emissions, and maintain compliance with local environmental requirements. Facilities operate permitting and emissions-monitoring programs that cover combustion sources, coating operations, and other regulated emission points, supported by routine sampling, inspections, and recordkeeping to confirm adherence to permit limits. Engineering controls and source-specific operational practices are implemented where necessary to reduce air pollutant emissions. To prevent water-related pollution, Deere operates wastewater pretreatment systems, stormwater-management infrastructure, and spill-containment controls to help prevent discharges to surface or groundwater. Facilities perform periodic inspections, sampling, and corrective actions to maintain the effectiveness of these systems, and Environmental Management System (EMS) review processes are used to evaluate potential operational changes that may affect water quality and to implement mitigation measures where appropriate. In addition, to reduce freshwater consumption, some of our units in water-scarce areas have focused on increasing reuse of gray water. Hazardous materials and substances of concern are managed through chemical authorization procedures that are applied prior to the introduction of new materials into facilities.

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Site-level procedures govern the storage, labeling, handling, and disposal of hazardous materials, and internal reviews help ensure alignment with regulatory requirements and the Company's Restricted Materials List. Employees who handle hazardous substances receive training to promote proper use and regulatory compliance.

## Upstream Value Chain

Deere manages pollution-related upstream impacts by implementing supplier oversight, data collection, and compliance processes that support responsible material use and reduce risks associated with air emissions and substances of concern. Suppliers provide regulatory compliance declarations and, when necessary, full material disclosures that enable Deere to verify compliance with chemical-substance regulations such as REACH, RoHS, and other applicable frameworks, as well as the Company's [Restricted Materials List for Suppliers](#) thresholds. Supplier environmental and chemical-management performance is evaluated through sustainability assessments, the Achieving Excellence program, and independent platforms such as EcoVadis. Where suppliers identify or Deere detects potential non-compliance with environmental or substance-related requirements, Deere applies structured corrective action processes to investigate issues, engage suppliers to clarify expectations, support improvement measures, and close identified gaps.

## Downstream Value Chain

Deere manages downstream pollution-related impacts by ensuring its products comply with applicable environmental and chemical requirements and by providing customers and dealers with information and technologies that support environmentally responsible use. Highlights of the sustainable and economic impacts of our equipment and technology can be found in our [2025 Business Impact Report](#). Prior to placing equipment on the market, Deere conducts emissions validation, conformity checks, and product safety assessments to ensure alignment with regulatory requirements across major markets, including U.S. Final Tier 4, EU Stage V, Bharat Stage V, and Brazil MAR-1. Product compliance documentation, labeling, and related market-specific environmental information are maintained in accordance with jurisdictional obligations. To help mitigate water-related impacts during product use, Deere provides precision application technologies and updated operating guidance intended to improve application accuracy and reduce the risks of drift, runoff, and overapplication. Operator instructions are maintained and periodically updated to support user compliance with local water quality and chemical-application regulations.

For chemical and substance compliance, Deere provides required chemical declarations, safety documentation, Proposition 65 warnings where applicable, and SVHC notifications. Customer-facing environmental and safety information — including instructions related to product use, maintenance, and end-of-life handling — is maintained to support responsible product stewardship. Deere also reinforces [Dealer Code of Conduct](#) expectations related to environmental compliance and responsible information sharing and provides dealers with product information, labeling guidance, and technical updates to promote consistent downstream compliance.

## Omission of Quantitative Resource Information

Deere does not disclose quantitative information regarding significant financial resources — such as operational or capital expenditures — allocated to the implementation of pollution-related actions for the current reporting period.

## E2-3 – Targets related to pollution

Deere has not established pollution-related targets for the current reporting period. Pollution-related impacts — covering air emissions, water pollutants, and substances of concern (including substances of very high concern) — are managed through the enterprise-wide policies and operational actions described. As a result, the Company does not disclose quantitative or qualitative targets for pollution prevention, reduction, or control.

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Deere will evaluate the need for pollution-related targets in future reporting cycles as regulatory expectations, stakeholder information needs, and internal data capabilities evolve. At this time, the Company continues to focus on implementing and enhancing operational controls, supplier oversight mechanisms, and product stewardship actions that support compliance with applicable environmental requirements across the value chain.

## **E2-4 and E2-5 – Pollution Metrics**

For the current reporting period, the Company does not disclose quantitative metrics related to pollution of air or water, or to substances of concern and substances of very high concern. Additional information regarding the scope of disclosures is summarized in the Policies, Actions, Metrics, and Targets Cross-Reference table in the General section and Appendix 1.

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## ENVIRONMENTAL

### Biodiversity & Ecosystems

As reflected in the Policies, Actions, Metrics, and Targets Cross-Reference Table, Deere is not reporting ESRS E4 – Biodiversity & Ecosystems disclosure requirements in the current reporting period. Future disclosures will reflect the nature and location of material impacts identified through the Double Materiality Assessment. Given that this topic was assessed as material, Deere provides a summary of material IROs by ESRS-defined sub-topics, which should be read together with the [Double Materiality Assessment](#).

The material IROs primarily arise from downstream customer use of Deere equipment across agricultural, turf, forestry, and construction applications, rather than from Deere’s own operations. Customer decisions related to input use, field practices, tillage, and equipment operation can affect soil health, water quality, habitat disturbance, and ecosystem services. Precision technologies — including ExactShot™, See & Spray™ Ultimate, Smart Apply™, and HarvestLab™ 3000 — support reduced fertilizer and herbicide volumes, improved nutrient placement, and lower off-target drift. Adoption of reduced-tillage and no-till practices using Deere equipment supports soil biodiversity and erosion reduction across multiple production systems. In construction and forestry applications, precision grading and GPS-enabled guidance can limit ground disturbance and help avoid sensitive ecological features. Accordingly, biodiversity-related impacts are most significant in downstream applications.

▲ ■ ▼ *Upstream*    ▲ ■ ▼ *Own Operations*    ▲ ■ ▼ *Downstream*

IMPACTS, RISKS, AND OPPORTUNITIES			
ESRS Sub-Topic	Material IRO Statement	IRO	Value Chain
<b>Drivers of biodiversity and ecosystem change</b>	Sourcing materials from suppliers and customer use of Deere equipment in biodiverse or sensitive ecosystems may contribute to habitat disturbance, species displacement, and degradation of biodiversity through land-use change and associated ecosystem pressures.	Impact (Negative)	▲ ■ ▼
<b>Drivers of biodiversity and ecosystem change</b>	Using agriculture, forestry, turf, and construction products and services may reduce adverse impacts on biodiversity by improving the accuracy, precision, and efficiency of input application.	Impact (Positive)	▲ ■ ▼
<b>Ecosystem services</b>	Land-use change resulting from customer activities in areas such as forests or wetlands may reduce ecosystem services, including water regulation, climate regulation, and storm protection, that these ecosystems provide.	Impact (Negative)	▲ ■ ▼
<b>Ecosystem services</b>	Deere products that support sustainable land cultivation and restoration may enhance ecosystem-service outcomes such as carbon sequestration, biodiversity support, improved water quality, and other environmental benefits associated with healthy agricultural landscapes.	Impact (Positive)	▲ ■ ▼
<b>Ecosystem services</b>	Growing demand for products and technologies that support regenerative agriculture, sustainable land management, and ecosystem-service outcomes — such as improved soil health, carbon sequestration, and water quality — may create new opportunities for Deere as customers adopt solutions that enhance environmental performance.	Opportunity	▲ ■ ▼

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## SOCIAL

### Own Workforce

#### Impact, risk, and opportunities (IROs) management

The table below summarizes Deere’s material S1 – Own workforce-related IROs by ESRS defined sub-topics identified through the [Double Materiality Assessment](#) and should be read alongside the methodology and criteria described in that section.

▲ ■ ▼ *Upstream*    ▲ ■ ▼ *Own Operations*    ▲ ■ ▼ *Downstream*

IMPACTS, RISKS, AND OPPORTUNITIES			
ESRS Sub-Topic	Material IRO Statement	IRO	Value Chain
<b>Working Conditions</b>	Inadequate management of employee working conditions may negatively affect employee well-being.	Impact (Negative)	▲ ■ ▼
<b>Working Conditions</b>	Failing to attract and engage qualified employees may affect operational productivity, efficiency, and efficacy; decrease employee retention; and increase turnover, causing operational delays.	Risk	▲ ■ ▼
<b>Workers Representation and Collective Bargaining Rights</b>	Failing to negotiate a collective bargaining agreement or to successfully engage with European Works Councils may lead to operational delays, disruptions, stoppages, financial risk, or reputational damage.	Risk	▲ ■ ▼
<b>Health and Safety</b>	Failure to comply with health and safety standards may result in work-related injuries, adverse health outcomes, reduced employee well-being, and, in severe cases, fatalities.	Impact (Negative)	▲ ■ ▼
<b>Diversity and Equal Treatment</b>	Discrimination, harassment, or other inappropriate workplace conduct may create a hostile work environment that negatively affects employee morale, safety, well-being, sense of belonging, career development, and retention.	Impact (Negative)	▲ ■ ▼
<b>Other Labor-related Human Rights</b>	Improper processing or handling of employee data may result in identity theft, financial loss, or other forms of personal harm to employees.	Impact (Negative)	▲ ■ ▼

#### S1-1 – Policies related to own workforce

Deere manages material IROs related to its own workforce through a set of globally applicable policies that reflect the Company’s Core Values — integrity, quality, commitment, humanity, and innovation — and establish expectations for ethical conduct, respect for human rights, health and safety, and employee well-being. These policies apply across Deere’s global operations and are designed to address the material own workforce sub-topics identified through the DMA.

Deere’s workforce-related policies are informed by internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on

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Responsible Business Conduct, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. These frameworks guide how Deere identifies, prevents, mitigates, and manages adverse impacts on its own workforce and support a consistent, global approach to labor and human-rights governance.

Deere's Core Values form the foundation for expected employee behavior and decision-making. These values are operationalized through [Code of Business Conduct](#) and underlying policies, which apply to all employees globally and set expectations related to ethical behavior, mutual respect, compliance with applicable laws, and responsible workplace conduct.

Deere's [Global Policy Against Discrimination & Harassment](#) prohibits discrimination, harassment, and retaliation across the Company's workforce and applies to all employees, as well as individuals working for or on behalf of Deere. The policy addresses conduct that may not violate local law but is inconsistent with Deere's standards for dignity and respect at work and supports the management of material impacts related to discrimination and harassment.

[Deere's Support of Human Rights in Our Business Practices](#) affirms the Company's commitment to respecting internationally recognized human rights throughout its operations, including the prevention of forced labor, child labor, human trafficking, and other labor-related human-rights risks. This policy applies globally to Deere employees and informs how the Company manages material human-rights impacts connected to its own workforce.

Health and safety risks associated with Deere's operations are managed through the [Global Environmental, Health, and Safety Policy](#), which establishes requirements for safe and healthy working conditions, hazard identification, risk mitigation, and continuous improvement. Deere also maintains an internal Global Workplace Violence Prevention and Intervention policy that prohibits threats, acts of violence, or conduct that creates an intimidating or unsafe work environment and applies to all employees and individuals entering Deere facilities.

Deere's internal Global Privacy Policy and Global Information Security Policy govern the collection, use, storage, and protection of personal data relating to employees and others in our own workforce. These policies address compliance with applicable privacy laws, data-security controls, cross-border data transfers, and individual rights, supporting the management of risks related to employee data privacy and information security.

The policies described above apply to Deere employees globally and, where relevant, to non-employees in Deere's own workforce, including agency and contract workers engaged to supply labor. Policy adherence is supported through established compliance, human resources, EHS, and governance processes.

Expectations for responsible workplace conduct as outlined in our Code of Business Conduct are reinforced through mandatory annual e-learning, an annual Code attestation, targeted communications, internal policy portals and site postings, and established reporting mechanisms, including a global compliance hotline. Expectations applicable to non-employees in Deere's own workforce are addressed through contractual requirements, with related expectations for dealers and suppliers set out in separate codes and agreements.

While dealers, distributors, and suppliers do not fall within the scope of S1 – Own Workforce, the Company maintains separate Dealer and Supplier Codes of Conduct that establish expectations related to ethical conduct, conflicts of interest, anti-bribery and corruption, human rights, and safe working conditions for value-chain partners, with detailed disclosures addressed under S2 – Workers in the Value Chain.

Further information on how these policies are implemented through actions, training, investigations, monitoring activities, and resources is provided in S1-3 – Actions and resources related to own workforce.

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## **S1-2 – Engagement with own workforce and workers’ representatives, existence of channels for own workforce to raise concerns or needs, and approaches to remedy**

Deere engages with its own workforce through a combination of direct employee engagement mechanisms and structured social dialogue with workers’ representatives, consistent with applicable laws, labor agreements, and internationally recognized labor standards. These engagement practices are designed to support the identification and management of material actual and potential impacts related to Deere’s own workforce.

Direct engagement with employees occurs on an ongoing basis through multiple formal and informal mechanisms, including leadership communications, employee surveys, town halls, focus groups, and continuous improvement discussions at the operational level. Deere also supports employee participation and inclusion through a range of forums and engagement mechanisms intended to foster dialogue and feedback across its workforce. These engagement mechanisms are voluntary and are designed to support open dialogue and feedback in a manner consistent with Company policy and applicable law. Deere considers the perspectives of its workforce through enterprise-wide surveys, engagement forums, and other employee-driven participation channels.

Where employees are represented by labor unions or works councils, Deere engages through established collective bargaining and consultation structures. This includes regular dialogue with union representatives in the United States and internationally, as well as engagement with works councils in jurisdictions where such bodies are legally established. These structures provide channels for workers’ representatives to raise issues, exchange information, and engage with management on matters related to working conditions, health and safety, and other labor-related topics. As of the reporting period, Deere has not entered into any Global Framework Agreements with workers’ representatives.

Deere maintains multiple, accessible channels through which members of its own workforce may raise concerns, report potential policy violations, or express workplace needs. Employees may raise concerns through any manager, Human Resources or Labor Relations, or the Legal and Compliance functions. In addition, Deere operates a global compliance hotline operated by an independent third party. The hotline is available 24 hours a day, seven days a week, and accessible via telephone, mail, or web-based reporting. Where permitted by local law, reports may be submitted anonymously. These channels are communicated through onboarding, training, and internal policy portals. These mechanisms constitute Deere’s grievance mechanism for own-workforce matters. Deere monitors usage patterns, reviews all reports, and periodically audits its reporting and investigation processes to strengthen trust and accessibility.

Deere prohibits retaliation against any individual who raises a concern or participates in an investigation in good faith. Allegations of retaliation are treated as a compliance matter and are addressed in accordance with established investigation procedures.

Concerns raised through these channels are reviewed and addressed through defined investigation and remediation processes involving relevant internal functions, including Compliance, Human Resources, Legal, and Internal Audit, as appropriate. When a concern is substantiated, Deere determines and implements corrective actions proportionate to the nature and severity of the issue. Remedies may include changes to workplace practices or controls; coaching or training; disciplinary action, including suspensions, terminations, and /or impact to compensation; or other corrective measures designed to prevent recurrence. Where legally permissible and appropriate, individuals who raise concerns are informed that their report has been reviewed and closed.

Through these engagement, grievance, and remedy mechanisms, Deere seeks to maintain an open and respectful dialogue with its own workforce and to manage material workforce-related impacts in a manner consistent with its policies, values, and applicable regulatory expectations.

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## **S1-3 – Actions and resources related to own workforce**

Deere implements a range of actions and allocates resources to manage material actual and potential IROs related to its own workforce, consistent with the outcomes of its DMA. These actions are designed to prevent or mitigate negative impacts, support positive workforce outcomes, and drive continuous improvement in working conditions, health and safety, social dialogue, and other labor-related human rights.

### **Health, Safety, and Well-Being**

To address material health and safety impacts, Deere operates a comprehensive safety management approach grounded in its Global Environmental, Health, and Safety (EHS) framework. Actions include enterprise-wide safety programs, hazard identification and risk assessment processes, mandatory safety training, and emergency preparedness planning across applicable operations. Leaders are responsible for allocating appropriate resources to reduce identified risks and reinforce a safety-first culture, supported by initiatives focused on strengthening risk awareness and eliminating hazards. These actions are intended to prevent workplace injuries and promote employee well-being.

Deere also supports employee health and well-being through programs designed to address physical, mental, and emotional health needs. Employee Assistance Programs provide additional resources to support employees who may be affected by or concerned about such issues. These resources include preventive-care tools, access to health guidance and support services, and programs intended to help employees manage both acute and long-term health conditions. Collectively, these actions support the mitigation of risks related to employee health, safety, and well-being.

### **Fair Working Conditions, Inclusion, and Prevention of Misconduct**

To manage impacts related to fair working conditions and inclusion, Deere implements actions aligned with its human-rights commitments and workforce policies. These actions include compliance with applicable labor requirements, oversight mechanisms embedded within enterprise risk-management processes, and mandatory training designed to reinforce expectations related to non-discrimination, respectful workplace behavior, and inclusion. In 2025, Deere implemented additional targeted training on anti-discrimination for apprentices and their supervising managers to strengthen awareness and adherence to Company standards and regulatory expectations.

Deere also maintains preventative actions to address workplace violence, harassment, and other forms of misconduct. These actions include facility security measures, threat-assessment processes, and training for managers and Human Resources personnel to recognize and respond to potential risks. These actions complement grievance and investigation mechanisms described in S1-2 – Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy, and are intended to prevent escalation of harm and support timely intervention.

### **Workforce Development, Attraction, and Retention**

To address risks related to talent attraction, retention, and development, Deere invests in workforce development actions spanning early-career pathways, skill building, and leadership development. These actions include internships, apprenticeships, early-talent programs, technical training pathways, mentoring, performance reviews, and development planning resources available throughout employees' careers. Deere also engages with external professional and educational organizations to broaden access to talent pipelines and support a skilled workforce. Competitive compensation and benefits programs, informed by regular benchmarking, further support workforce retention and engagement. Together, these actions are intended to mitigate risks associated with workforce capability, turnover, and long-term organizational resilience.

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## Monitoring Effectiveness and Continuous Improvement

As part of its actions to identify and address material own-workforce impacts, Deere uses periodic, confidential employee surveys to gather structured feedback on employee experience, including well-being, development, leadership, and workplace environment. Survey results are reviewed by management and shared with leaders to support the identification of improvement actions and monitor progress over time. These surveys inform management actions and complement engagement and grievance mechanisms described in S1-2 – Engagement with own workforce and workers’ representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy, supporting Deere’s ongoing management of material workforce-related impacts and the prioritization of actions where improvement is needed.

Deere also monitors trends from training completion, safety performance, and workforce-related reporting channels to inform adjustments to actions and resource allocation, supporting continuous improvement across our workforce programs.

## Data Privacy and Information Protection

To manage risks related to employee data privacy, Deere allocates resources to training, technical safeguards, and oversight processes designed to protect personal information. Actions include mandatory employee training on data privacy and cybersecurity, role-based access controls for HR systems, and monitoring of compliance with privacy standards. Employees may raise privacy-related concerns through established channels, and non-compliance with data-protection requirements may result in corrective or disciplinary action.

## Omission of Quantitative Resource Information

Deere allocates human, organizational, and technological resources to support the actions described above through its global functions, site-level operations, and leadership-accountability structures. For the current reporting period, Deere does not disclose quantitative information regarding significant financial resources, such as operational or capital expenditures.

## S1-4 – Targets related to own workforce

### Safety Target – Total Recordable Incident Rate (TRIR)

The safety and well-being of Deere employees is fundamental to the Company’s values and is essential to its long-term success. Consistent with the applicable material impacts identified through its DMA, Deere has a quantitative safety target focused on reducing workplace injuries, specifically a sustainability goal to improve TRIR by 20% by 2026, using fiscal year 2021 as the base year. TRIR is a lagging safety indicator that measures the number of recordable workplace injuries per 100 employees per year and is used to assess progress toward reducing work-related injuries across operations.

Safety outcomes, including progress toward this target, are assessed regularly. Progress toward the TRIR target is supported by Deere’s broader health and safety management approach and injury-prevention actions described in S1-3 – Actions and resources related to own workforce.

### Safety target performance

Target	Base year (FY2021)	Most recent value (FY2025)
Improve TRIR by 20% by FY 2026	1.98	1.45

As of fiscal year 2025, Deere’s Total Recordable Incident Rate of 1.45 represents an improvement of more than 20% compared to the fiscal year 2021 base year, indicating that progress toward the 2026 safety target has been achieved ahead of schedule.

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The boundaries used for this safety target are Operational Control and Worldwide, consistent with Deere's safety reporting practices.

## Other Own-Workforce Targets

For the current reporting period, Deere has not established additional quantitative targets related to its own workforce beyond the TRIR safety goal. The Company remains focused on strengthening controls and implementing actions aligned with enterprise-wide policies addressing working conditions and human rights, as described in S1-1 through S1-3. As regulatory expectations, stakeholder information needs, and internal data capabilities continue to evolve, Deere will evaluate whether additional own-workforce-related targets are appropriate for future reporting periods.

## S1-5 – Characteristics of the undertaking's employees

### Employee Headcount

Employee headcount reflects the Company's global workforce as of November 2, 2025, rather than an annual average. Workforce data is compiled at the global consolidated level.

#### Workforce Headcount by Gender:

Gender	Number of Employees
Male	48,426
Female	13,839
Other	11
Not reported	10,870
<b>Total Employees</b>	<b>73,146</b>

In some regions and locations, individuals may legally register a third gender, which is presented as "Other" in the table above. The "Not Reported" category consists of 10,784 employees from newly acquired companies such as Wirtgen Group, where consistent gender data collection is being implemented, and also includes 86 individuals who opted not to disclose their gender. Gender-level workforce data is available for all other Deere entities.

#### Workforce Headcount by Country:

Workforce headcount by country is presented for the 10 largest countries by employee headcount, limited to countries in which the Company has more than 50 employees.

Country	Number of Employees
United States	27,048
Germany	12,320
India	9,627
Mexico	6,994
Brazil	6,999
China	1,953
France	1,672

(Chart continued on next page)

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Country	Number of Employees
Argentina	1,195
Spain	1,072
Finland	840

## Workforce by Gender and Employment Category:

Gender	Female	Male	Other	Not Reported	Total
Permanent employees – FY25	13,569	47,911	11	81	61,572
Temporary employees – FY25	270	515	0	5	790
Non-guaranteed hours employees					0

Gender categories presented in this table are consistent with those used in Table 1. Employment-category and self-reported gender-level workforce data is not reported for the 10,784 employees at acquired entities as of November 2, 2025, which are therefore excluded from the table above. Gender- and category-level workforce data is available for all other Deere entities.

## Employee Turnover

For the reporting period, Deere's employee turnover rate was 12.1%, calculated based on the average number of employees over the 12-month fiscal year. The turnover rate reflects all employee separations, including voluntary departures, involuntary separations, retirements, and death. Turnover data does not include employees of acquired entities — such as Wirtgen Group — consistent with current limitations in systems and processes used to compile workforce metrics for those entities.

## S1-7 – Collective bargaining coverage and social dialogue

Collective bargaining coverage metrics are reported on a headcount basis and reflect the Company's workforce as of November 2, 2025, consistent with the approach used in S1-5 – Characteristics of the undertaking's employees.

### Collective Bargaining Coverage

For the reporting period, 47.7% of the Company's total employees were covered by collective bargaining agreements, as defined under applicable national laws and labor arrangements. This metric reflects employees whose terms and conditions of employment are subject to collective bargaining agreements concluded with recognized workers' representatives.

### Omitted Disclosures

For the current reporting period, the Company discloses the percentage of employees covered by collective bargaining agreements. Other quantitative and qualitative information related to social dialogue and collective bargaining — such as the number of collective bargaining agreements, geographic breakdowns, or coverage by country — is not disclosed for the current reporting period.

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## S1-8 – Diversity Metrics

Diversity metrics are reported on a headcount basis and reflect the Company’s workforce as of November 2, 2025. Unless otherwise specified, workforce diversity data is compiled at the global consolidated level.

### Gender Distribution of Employees and Senior Management

For the purpose of calculating the self-reported gender distribution at senior management (top management) level, “Senior Management” is defined as the Chief Executive Officer (CEO), who is also the Chairman of the Board of Directors, the CEO Staff (which includes the CEO’s direct reports), and employees two levels below the CEO and the Board of Directors. Senior management makes up less than 1% of the total global workforce.

#### *Gender distribution – general workforce and senior management*

Gender	General Workforce	Senior Management
Male	48,426	50
Female	13,839	22
Other	11	2
Undisclosed	10,870	0

Gender categories presented in this table are consistent with those used in S1-5 – Characteristics of the undertaking’s employees. As described in S1-5, undisclosed gender information primarily reflects employees of acquired entities — such as Wirtgen Group — for whom self-reported gender data is not yet consistently available due to ongoing development of systems and processes, as well as a small number of individuals who elected not to disclose gender information. Percentages are not presented for senior management because the population size is extremely small, and percentage figures would not provide meaningful or decision-useful information.

## S1-13 – Health and Safety Metrics

Consistent with S1-5 – Characteristics of the undertaking’s employees, health and safety metrics are reported on a headcount-and-rate basis and reflect the Company’s workforce as of November 2, 2025.

### Occupational Health and Safety Management System Coverage

For the reporting period, 73% of the Company’s employees were covered by a health and safety management system (HSMS). Coverage reflects employees working in operations where a formal HSMS management system is implemented to identify, assess, and manage workplace health and safety risks.

### Fatalities From Work-Related Injuries and Ill Health

For the reporting period, the Company recorded zero (0) fatalities from work-related injuries and zero (0) fatalities from work-related ill health among its own workforce.

### Rate of Recordable Work-Related Accidents

For the reporting period, the Company reports a Total Recordable Incident Rate (TRIR) of 1.45, which represents the Company’s rate of recordable work-related accidents. TRIR is calculated as the number of recordable work-related incidents per 100 full-time employees per year, consistent with the Company’s established safety reporting methodology. This metric is used by the Company to monitor safety performance and to assess progress against its safety-related targets disclosed in S1-4 – Targets related to own workforce.

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## Omitted Disclosures

For the current reporting period, the Company discloses only the health and safety metrics presented above. Other health and safety metrics—such as additional accident severity indicators, occupational disease metrics, or breakdowns by employment category or geography—are not disclosed for the current reporting period.

## S1-15 – Remuneration Metrics

### Ratio of CEO Compensation to Median Employee Compensation

The ratio of the Company's Chief Executive Officer's annual total compensation to that of the median employee's total compensation for fiscal year 2025 was approximately 190 to 1.

This ratio was calculated in accordance with Item 402 of Regulation S-K under U.S. Securities and Exchange Commission (SEC) requirements, which permit companies to identify the median employee once every three years when there have been no material changes to the employee population or compensation structure. No such changes occurred in fiscal year 2025.

For purposes of this calculation, the Company considered global full-time, part-time, temporary, and seasonal employees as of September 1, 2024, based on annualized base pay, converted to U.S. dollars using exchange rates as of August 23, 2024. In accordance with SEC rules, the Company applied the 5% de minimis exemption, excluding 2,579 employees across 27 countries, or 3.5% of our total employee population. The median employee was identified as a full-time hourly U.S. employee.

Additional information regarding the methodology used to calculate this ratio is available in the Company's latest [Proxy Statement](#).

## Omitted Disclosures

The Company does not disclose the gender pay gap for the current reporting period.

## S1-16 – Incidents of Discrimination and Other Human Rights Incidents

### Incidents of Discrimination

The Company identified 136 substantiated incidents of discrimination at work during the reporting period through its established internal processes. These incidents relate to discrimination on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or other relevant forms of discrimination, including harassment.

### Fines, Penalties, and Compensation Related to Discrimination and Human Rights Incidents

No fines, penalties, or compensation for damages related to incidents of discrimination or other human rights incidents involving the Company's own workforce were recognized in the Company's financial statements during the reporting period.

## Omitted Disclosures

The Company does not disclose the number of human rights incidents connected to its own workforce for the current reporting period.

### Other Omitted Disclosures (Own Workforce)

For the current reporting period, the Company has not disclosed information related to certain Own Workforce topics. These include characteristics of non-employees, adequate wages, social protection, persons with disabilities, and work-life balance. Additional information regarding the scope of disclosures is summarized in the Policies, Actions, Metrics, and Targets Cross-Reference table in the General section and Appendix 1.

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## SOCIAL

### Workers in the Value Chain

#### Impact, risk, and opportunities (IROs) management

The table below summarizes Deere’s material S2 – Workers in the Value Chain-related IROs by ESRS defined sub-topics identified through the [Double Materiality Assessment](#) and should be read alongside the methodology and criteria described in that section.

▲ ■ ▼ *Upstream*    ▲ ■ ▼ *Own Operations*    ▲ ■ ▼ *Downstream*

IMPACTS, RISKS, AND OPPORTUNITIES			
ESRS Sub-Topic	Material IRO Statement	IRO	Value Chain
<b>Working Conditions</b>	Engaging suppliers whose working conditions do not meet the Company’s standards may lead to reduced worker protections, unreasonable working hours, and inhumane working conditions within the value chain.	Impact (Negative)	▲ ■ ▼
<b>Health and Safety</b>	Engaging suppliers that do not provide adequate health and safety measures or fair working conditions may create supply-chain instability due to workforce-related disruptions or interruptions.	Impact (Negative)	▲ ■ ▼
<b>Other Labor-Related Human Rights</b>	Engaging with suppliers that employ unethical labor practices (e.g., child labor or forced labor, including those identified on forced-labor watchlists) may result in adverse societal and human-rights impacts within the value chain.	Impact (Negative)	▲ ■ ▼

#### S2-1 – Policies related to workers in the value chain

Deere manages material IROs related to workers in its value chain through policies and statements that establish expectations for ethical conduct, respect for human rights, and responsible labor practices across the upstream supply chain.

The Company’s primary instruments governing workers in the supply chain are the [Supplier Code of Conduct](#) and the Company’s human rights statement, [Deere’s Support of Human Rights in Our Business Practices](#). Together, these establish Deere’s expectations for labor standards, human rights, and ethical conduct across the supply chain and form the foundation of its approach to managing supplier-related risks. The Supplier Code of Conduct and the Company’s human rights statement apply to workers in the upstream value chain, including employees of suppliers, subcontractors, and other business partners involved in the sourcing of raw materials, components, and services, and are a condition of doing business for entities that provide products or services to John Deere and its subsidiaries, joint ventures, divisions, or controlled affiliates.

The Supplier Code of Conduct, together with the Company’s human rights statement, establishes clear expectations related to labor practices and human rights. These include prohibitions on forced, involuntary, or compulsory labor, including human trafficking, and requirements for suppliers to comply with applicable modern slavery laws. The expectations also prohibit child labor by restricting employment below the minimum legal working age and limiting hazardous work for young workers. In addition, they require respect for workers’ rights to freedom of association and collective bargaining, prohibit discrimination and harassment, and establish

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expectations for fair compensation, lawful working hours, and humane working conditions. Suppliers are further expected to provide a safe and healthy workplace and to comply with applicable occupational health and safety regulations.

The Supplier Code of Conduct and the human rights statement are publicly available and communicated to suppliers through the John Deere Supplier Network, contractual documentation, and ongoing supplier engagement. Suppliers are expected to communicate these expectations within their own operations and supply chains. Supplier Code of Conduct–related training is available to John Deere employees, with targeted training provided to employees involved in supply chain and logistics.

Compliance with expectations related to workers in the value chain is monitored through a combination of risk-based supplier assessments, audits, and third-party sustainability evaluations. Suspected or actual violations may be reported by workers, suppliers, or other stakeholders through the John Deere Compliance Hotline, which allows confidential and anonymous reporting where permitted by law. Allegations are reviewed and addressed in accordance with established procedures.

## **S2-2 – Engagement with workers in the value chain, existence of channels for workers in the value chain to raise concerns or needs, and approaches to remedy**

John Deere engages with workers in its value chain primarily through structured supplier management, compliance, and due-diligence processes designed to support the identification, prevention, and management of material impacts and risks related to labor practices and human rights in the upstream supply chain. Deere has not entered into any Global Framework Agreements with workers in the value chain or their representatives during the reporting period. These processes are integrated within the Company’s supply chain, compliance, and procurement functions.

Engagement with workers in the value chain is primarily conducted through John Deere’s direct relationships with suppliers and other upstream business partners, with suppliers responsible for communicating expectations and addressing worker-level concerns within their own operations. Suppliers are responsible for communicating Deere’s labor and human rights expectations to their employees and subcontractors and for ensuring compliance within their own operations and supply chains. Supplier risk-based assessments and sustainability audits are designed to identify and address potential impacts on workers who may be more vulnerable to labor-related risks, including in higher-risk geographies or industries.

Deere supports this engagement model through supplier onboarding, contractual requirements, ongoing supplier relationship management, and risk-based sustainability and compliance assessments.

Suppliers, workers in the value chain, and other stakeholders may raise questions or report suspected or actual violations related to labor practices, human rights, or compliance with the Supplier Code of Conduct through multiple channels. Suppliers may direct questions or comments regarding the Supplier Code of Conduct to their John Deere Supply Chain representative or the Manager of Supply Chain Compliance. Supplier employees are generally expected to work through internal reporting and resolution processes within their own organizations. Where appropriate, concerns related to supplier conduct or potential violations may also be raised directly with John Deere.

In addition, suspected or actual violations — including allegations related to forced labor, human trafficking, or other labor-related human rights risks — may be reported through the Company’s Compliance Hotline. Reporting channels include a toll-free telephone hotline, an online reporting platform, and mail correspondence. Anonymous reporting is available where permitted by law, and the Compliance Hotline operates 24 hours a day, seven days a week. Information on these reporting mechanisms is publicly available and communicated to suppliers through contractual documentation and supplier communications. The effectiveness of these engagement and reporting

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mechanisms is monitored through ongoing oversight by Supply Chain Management and Compliance functions, including review of reported issues, resolution outcomes, and identified trends.

Concerns raised through Deere's engagement and reporting channels are reviewed in accordance with established compliance and investigation procedures. Relevant functions, including Supply Chain and Compliance, assess reported issues and determine appropriate follow-up actions, which may include further inquiry or expectations for supplier-led remediation, consistent with Deere's supplier-management processes.

These engagement processes support Deere's approach to managing material impacts and risks related to workers in the upstream value chain and complement the policies and statements described in S2-1 – Policies related to workers in the value chain. Information on enterprise-wide grievance mechanisms, including the John Deere Compliance Hotline applicable to employees, suppliers, and other third parties, is disclosed in G1 – Business Conduct within the Governance section of this Report. Additional information on actions and resources related to workers in the value chain is provided in S2-3.

## **S2-3 – Actions and resources related to workers in the value chain**

John Deere undertakes actions to prevent, mitigate, and address material impacts and risks related to workers in the value chain through its supply chain, compliance, and risk-management processes. These actions are focused on the upstream supply chain and are embedded within Deere's supply chain and logistics activities to support responsible sourcing, compliance with applicable laws, and alignment with the Company's human rights expectations related to working conditions, health and safety, and other labor-related human rights. Deere's responsible sourcing approach is implemented through supplier onboarding, contractual documentation, and ongoing supplier performance management.

To identify and manage risks related to labor practices and human rights in the supply chain, Deere has established a Supply Chain Risk Management process that assesses risks across its supplier base. This process considers factors such as compliance, financial stability, quality, delivery performance, and supplier resiliency, and is designed to identify heightened risks, including human rights-related risks, within both tier-one suppliers and, where relevant, sub-tier supply chains.

As part of these efforts, Deere utilizes inherent risk assessments, sustainability scorecards, internal audits, and third-party sustainability evaluations to develop supplier risk profiles that inform ongoing monitoring and follow-up actions. Where risks or non-compliance are identified, Deere may require suppliers to implement corrective action plans, provide additional verification, or take other remediation steps. In cases where issues cannot be satisfactorily addressed, Deere may reduce or discontinue business relationships with non-compliant suppliers, consistent with its supplier-management processes.

John Deere began utilizing EcoVadis in 2020 to assess the sustainability performance of key suppliers across areas including labor and human rights, ethics, environment, and sustainable procurement. Supplier sustainability ratings are used as inputs into procurement and supplier-evaluation processes, including Deere's Achieving Excellence program, and to support continuous improvement and supplier engagement. Deere is also a founding member of the EcoVadis Accelerate initiative, with a priority of addressing modern slavery and forced labor risks across global supply chains.

In 2025 as part of the Accelerate initiative, Deere provided suppliers with a modern slavery-awareness webinar addressing forced labor and human-trafficking risks. The training was made available for on-demand viewing to support continuous learning and awareness across the supply base. Supply Chain employees reinforce Supplier Code of Conduct expectations during supplier onboarding and ongoing supplier performance discussions.

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These actions and resources support Deere's broader approach to managing material impacts and risks related to workers in the value chain and complement the policies described in S2-1 and the engagement processes described in S2-2. Related governance and compliance mechanisms applicable across Deere's operations are described in G1 – Business Conduct, and additional information on climate-related supplier actions is provided in E1 – Climate Change and E2 – Pollution, where relevant.

## **Omitted Information**

For the current reporting period, the Company does not disclose quantitative information regarding significant financial resources, such as operational or capital expenditures, allocated to actions related to workers in the value chain. In addition, the Company does not disclose information on substantiated human rights incidents connected to workers in the value chain.

## **S2-4 – Targets related to workers in the value chain**

For the reporting period, Deere has not established quantitative or qualitative targets related to workers in the value chain. Deere's approach to managing material impacts and risks related to workers in the value chain is currently focused on the implementation of policies, engagement processes, and actions described in S2-1, S2-2, and S2-3, including supplier due-diligence, risk-management processes, and corrective actions where necessary. These measures are intended to support compliance with applicable laws and alignment with the Company's human rights expectations across the upstream supply chain.

The Company will continue to evaluate the appropriateness of establishing targets related to workers in the value chain.

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## SOCIAL

### Consumers and End-Users

#### Impact, risk, and opportunities (IROs) management

The table below summarizes Deere’s material S4 – Consumers and End-Users-related IROs by ESRS defined sub-topics identified through the [Double Materiality Assessment](#) and should be read alongside the methodology and criteria described in that section.

▲ ■ ▼ *Upstream*    ▲ ■ ▼ *Own Operations*    ▲ ■ ▼ *Downstream*

IMPACTS, RISKS, AND OPPORTUNITIES			
ESRS Sub-Topic	Material IRO Statement	IRO	Value Chain
<b>Information Related Impacts for Consumers or User</b>	Improper processing, handling, or sharing of customer or end-user data may result in unintended access to sensitive information, leading to personal or financial harm, loss of competitive advantage, or other adverse impacts for affected individuals.	Impact (Negative)	▲ ■ ▼
<b>Information Related Impacts for Consumers or User</b>	Advancements in data collection and application across products and equipment increase farm efficiency and may contribute to increased net farm income over time.	Impact (Positive)	▲ ■ ▼
<b>Information Related Impacts for Consumers or User</b>	Failure to adequately protect personal information within Deere’s systems or third-party applications, including those using artificial intelligence, may result in data-privacy incidents, leading to regulatory fees, fines, penalties, and reputational harm.	Risk	▲ ■ ▼

#### S4-1 – Policies related to consumers and end-users

Deere manages impacts and risks related to consumers and end-users through global policies and standards that address information-related impacts, including data privacy, cybersecurity, and the responsible use of digital technologies. These policies apply globally across Deere’s products, digital platforms, and services and cover all individuals who use Deere equipment, digital products, platforms, and services. They are intended to protect the confidentiality, integrity, and appropriate use of consumer and end-user information, including information collected or generated through connected machines, software applications, and digital platforms, as well as information processed through interactions with customers, dealers, and authorized partners.

Deere has established a global data-privacy framework that sets requirements for the collection, use, sharing, retention, and protection of personal data relating to consumers and end-users. The framework is designed to align with applicable privacy and data-protection laws and regulations, including the EU General Data Protection Regulation (Regulation (EU) 2016/679), and is supported by internal standards, procedures, and training. The framework addresses transparency regarding data use, purpose limitation and data minimization, safeguards for cross-border data transfers, and processes to support the exercise of applicable data-subject rights. These processes enable consumers and end-users to understand, access, and manage their personal information in accordance with applicable legal requirements.

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Deere's public [Data Services & Subscriptions Statement](#) outlines how personal and operational data is collected, managed, and protected when consumers use Deere's digital services and subscriptions, and complements our global privacy framework in managing material information-related consumer impacts. The policy is publicly available and provides an explanation of Deere's approach to managing data within our services and subscription-based tools, supporting transparency for consumers and end-users.

Cybersecurity is an integral part of Deere's approach to managing information-related risks affecting consumers and end-users. Deere maintains a global cybersecurity program aligned with recognized frameworks, including the National Institute of Standards and Technology (NIST) Cybersecurity Framework. Oversight of cybersecurity risks is provided by senior management, with Board-level oversight through the Audit Review Committee. The program leverages a multifaceted approach to cybersecurity including measures designed to prevent, detect, and respond to cyberthreats while monitoring and adapting to the evolving threat and technology landscapes. Deere periodically conducts cybersecurity awareness training, including phishing simulations as well as e-learning for employees. Governance and oversight of cybersecurity risks are further described in Deere's [2025 Annual Report \(Form 10-K\)](#).

Deere also maintains a [Responsible Disclosure Policy](#) that provides a secure channel for external security researchers to report potential vulnerabilities, supporting the Company's broader cybersecurity controls for protecting consumer and end-user information.

As digitalization and data analytics expand across Deere's products and services, the Company has implemented internal policies and guidance for the responsible development and use of digital technologies, including Generative Artificial Intelligence. Deere's approach to Generative Artificial Intelligence is informed by recognized risk-management frameworks, including those developed by the NIST. These policies are intended to promote compliance with applicable laws, maintain human oversight of automated systems, support appropriate use of data, and protect confidential and proprietary information, while mitigating potential unintended impacts on consumers and end-users.

Policies relevant to consumers and end-users are communicated through publicly available disclosures, product-specific documentation, contractual terms where applicable, and internal training and governance processes. Employees and business partners responsible for implementing these policies receive role-appropriate guidance and training, and adherence to policy requirements is monitored through internal control and risk-management processes.

Policies related to consumers and end-users are reviewed on a periodic basis to account for changes in technology, regulatory requirements, and Deere's business model. Oversight of these policies is integrated into the Company's broader governance and enterprise risk-management framework, including Board oversight as described in the Governance section of this Report.

## **S4-2 – Engagement with consumers and end-users, existence of channels for consumers and end-users to raise concerns or needs, and approaches to remedy**

Deere engages with consumers and end-users to understand and manage material impacts and risks related to information-related topics, including data privacy, cybersecurity, and the responsible use of digital technologies. Engagement activities are designed to support ongoing dialogue with consumers and end-users throughout the product-ownership lifecycle and to inform continuous improvement in products, services, and digital experiences. These processes apply globally and are focused on consumers and end-users of Deere equipment, digital platforms, and services.

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Deere actively listens to consumers and end-users through multiple engagement channels, including syndicated and proprietary customer surveys, interactions through its dealer network, customer care services, and digital engagement platforms. Engagement occurs at key stages of the ownership journey, including purchase and delivery, early ownership, ongoing service interactions, and longer-term product use. Structured surveys, including Sales and Delivery, Early and Lifetime Ownership, Service, and Product Experience surveys, are used to gather feedback on topics such as ease of scheduling, responsiveness, product performance, digital functionality, and overall satisfaction. Feedback collected through these channels helps Deere identify emerging issues and opportunities related to consumer experience and information-related risks.

The dealer network plays a central role in consumer and end-user engagement. Dealers provide localized insight into customer needs, concerns, and expectations and serve as an important feedback channel between consumers and the Company. Dealer-provided insights are considered alongside survey results and customer-care data to inform enhancements to products, services, and dealer-support processes, including those related to connected products and digital platforms.

Deere also monitors and responds to consumer and end-user feedback shared through public digital platforms and social media channels, including Facebook, Instagram, and YouTube. These channels are used to identify trends, recurring concerns, and potential issues related to product use, digital services, and information handling. Engagement through these platforms complements more structured feedback mechanisms and supports timely awareness of emerging topics relevant to consumers and end-users.

Consumer and end-user feedback is analyzed through internal dashboards and performance metrics, including Net Promoter Scores and related satisfaction indicators. Insights derived from these analyses are used to inform continuous improvement initiatives across product development, digital services, customer support, and dealer engagement. Where feedback indicates potential information-related risks, including concerns related to data use, connectivity, or cybersecurity, insights are escalated through appropriate internal processes for review and response.

To support trust and transparency, Deere provides consumers and end-users with access to secure channels for raising concerns or seeking guidance related to corporate policies and practices. These include customer-facing support channels and the Company's global compliance hotline, which is described in greater detail in the Governance section under ESRS G1 Business Conduct. These mechanisms support responsible handling of information and provide avenues for consumers and end-users to raise concerns related to ethical conduct, data protection, or misuse of digital technologies.

Engagement processes with consumers and end-users are reviewed periodically to reflect changes in technology, customer expectations, regulatory requirements, and the Company's business model. Outcomes of engagement activities inform, where relevant, updates to policies, risk-management practices, and product or service design, consistent with Deere's approach to managing information-related impacts and risks affecting consumers and end-users.

## **S4-3 – Actions and resources related to consumers and end-users**

Deere undertakes actions designed to prevent, mitigate, and manage material information-related impacts and risks affecting consumers and end-users, including those related to data privacy, cybersecurity, and the responsible use of digital technologies. These actions are applied across Deere's products, digital platforms, and services and are integrated into the Company's broader risk-management, product-development, and digital-security processes. The actions described below are focused exclusively on the information-related topics identified as material for consumers and end-users through the Company's DMA.

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To address data-privacy-related impacts and risks, Deere integrates privacy-by-design principles into the development and operation of connected products and digital services. These actions include internal requirements governing lawful data collection and use, data-minimization and purpose-limitation practices, and technical and organizational safeguards designed to protect personal and confidential information. Deere also maintains processes intended to support transparency regarding data use and to enable consumers and end-users to exercise applicable data-subject rights, in accordance with applicable laws and regulatory requirements.

To manage cybersecurity risks affecting consumers and end-users, Deere maintains a global cybersecurity program designed to prevent, detect, and respond to cyberthreats while monitoring and adapting to the evolving threat and technology landscapes. Actions include the application of secure-by-design principles in product and software development, monitoring and testing of connected products and digital platforms, defined incident-response processes, and cybersecurity awareness training for employees with relevant responsibilities. The program and actions leverage the NIST Cybersecurity Framework and are intended to safeguard consumer and end-user information and system integrity.

As digitalization and advanced analytics continue to expand across Deere's products and services, the Company has implemented actions to support the responsible use of digital technologies, including Generative Artificial Intelligence. These actions include internal guidance governing acceptable use, requirements for human oversight of automated systems, safeguards to protect data and digital applications, and internal assessments intended to identify and manage emerging information-related risks associated with advanced digital technologies.

Insights from consumer and end-user engagement activities, including feedback gathered through customer surveys, dealer interactions, customer-care channels, and digital platforms, inform the prioritization and refinement of actions related to information-related risks. Where engagement activities indicate emerging concerns related to data use, connectivity, or digital security, matters are escalated through appropriate internal processes for review and response, consistent with Deere's enterprise risk-management framework.

Actions related to consumers and end-users are supported by internal governance and oversight mechanisms, including defined roles and responsibilities, periodic reviews, and alignment with the Company's broader governance and risk-management structures. Additional detail on governance arrangements for cybersecurity and data privacy can be found in Deere's [2025 Annual Report \(Form 10-K\)](#).

## **Omission of Quantitative Resource Information**

Deere allocates human, organizational, and technological resources to support the actions described above related to managing material information-related impacts and risks affecting consumers and end-users through its global functions, site-level operations, and leadership-accountability structures. For the current reporting period, Deere does not disclose quantitative information regarding significant financial resources, such as operational or capital expenditures, allocated to actions related to consumers and end-users.

## **S4-4 – Targets related to consumers and end-users**

For the reporting period, Deere has not established quantitative or qualitative targets related to consumers and end-users. Deere's approach to managing material impacts and risks related to consumers and end-users is currently focused on the implementation of policies, engagement processes, and actions described in S4-1, S4-2, and S4-3, including information-governance practices, cybersecurity and data-protection processes, and digital risk-management activities. These measures are intended to support compliance with applicable laws and regulatory requirements and to manage information-related impacts affecting consumers and end-users.

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## GOVERNANCE

### Business Conduct

#### Impact, risk, and opportunities (IROs) management

The table below summarizes Deere’s material G1 – Business Conduct-related IROs by ESRS defined sub-topics identified through the [Double Materiality Assessment](#) and should be read alongside the methodology and criteria described in that section.

Intellectual Property (IP)–related risks were originally identified as material during the DMA and classified as an entity-specific topic. For reporting purposes, the material risk and opportunity are incorporated within G1 – Business Conduct because they relate to business integrity, legal compliance, and the management of relationships with suppliers, distributors, and other business partners. Similarly, the material risk related to market access and trade barriers — originally classified as an entity-specific topic — is also incorporated within G1, as it reflects risks associated with regulatory compliance, trade policy shifts, supply-chain continuity, and the Company’s ability to access global markets and source materials competitively.

▲ ■ ▼ *Upstream*    ▲ ■ ▼ *Own Operations*    ▲ ■ ▼ *Downstream*

IMPACTS, RISKS, AND OPPORTUNITIES			
ESRS Sub-Topic	Material IRO Statement	IRO	Value Chain
<b>Corporate Culture</b>	Instances of, or media publicity regarding, actual or perceived negative or toxic corporate culture could result in reputational harm.	Risk	▲ ■ ▼
<b>Intellectual Property</b>	Disputes with third parties regarding intellectual property may disrupt supplier and customer relationships and result in potential financial harm, including lost revenue and constraints on the Company’s ability to operate its business.	Risk	▲ ■ ▼
<b>Intellectual Property</b>	The introduction of new designs, projects, products, and services enabled by the Company’s legally protected intellectual property may create substantial market opportunities.	Opportunity	▲ ■ ▼
<b>Market Access and Trade Barriers</b>	Restricted access to global markets could impair the Company’s ability to export goods and services from its manufacturing locations worldwide and to access raw materials and high-quality parts and components at competitive prices on a timely basis.	Risk	▲ ■ ▼

#### G1-1 – Policies related to business conduct

Deere’s business conduct-related policies are approved and overseen by senior management and the Board of Directors, communicated across the organization through training and certification processes, and periodically reviewed to reflect evolving legal, regulatory, and risk considerations. Together, these policies support the management of material business conduct-related risks and opportunities identified through the Company’s DMA.

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## Corporate Culture

Deere maintains policies designed to promote a culture of integrity, ethical behavior, and accountability across its global operations. The Company's [Code of Business Conduct](#) and underlying policies apply to all employees and establishes expectations regarding ethical decision-making, respect in the workplace, compliance with laws and regulations, and responsible business practices. All employees are required to complete mandatory periodic training on the Code and, where permitted by law, to certify compliance.

The Code is supported by a global ethics and compliance framework overseen by the Global Ethics & Compliance organization, led by the Vice President & Chief Compliance Officer, who reports to the Chief Legal Officer and provides quarterly updates to the Corporate Governance Committee of the Board of Directors on compliance program effectiveness, key compliance risks, and program activities.

### *Anti-Bribery and Corruption*

The Company maintains a [Global Anti-Bribery and Corruption Policy](#), which applies worldwide to all employees and those working on behalf of the Company. This policy includes principles consistent with the United Nations Convention against Corruption (UNCAC), and prohibits bribery, facilitation payments, improper influence, and other forms of corrupt conduct, and establishes requirements governing interactions with government officials, higher-risk transactions, and persons or entities acting on the Company's behalf. The policy also includes due-diligence expectations, escalation and approval procedures, and controls to identify and address potential corruption-related risks. The Global Anti-Bribery and Corruption Policy operates alongside the Code of Business Conduct and forms the foundation of Deere's approach to preventing and managing risks related to bribery and corruption.

As part of its risk-based compliance program, the Company identifies higher-risk audiences for corruption and bribery based on factors such as geography and, where applicable, the nature of interactions with public authorities or third parties. Employees in higher-risk jurisdictions receive additional anti-bribery and anti-corruption training, due-diligence requirements, and compliance oversight, alongside baseline global requirements applicable across the organization.

### *Protection of Whistleblowers*

Deere maintains policies and procedures to support responsible reporting and the protection of whistleblowers. Employees, contractors, suppliers, and other stakeholders may confidentially or anonymously (where permitted by law) raise concerns through multiple channels, including the global compliance hotline operated by an independent third party. All reports are reviewed and investigated in accordance with established procedures, and the Company prohibits retaliation against any individual who raises a concern or participates in an investigation in good faith. Investigation outcomes may include corrective actions, process improvements, or disciplinary measures consistent with Company policies and legal or regulatory requirements.

These policies support the management of risks related to actual or perceived negative corporate culture and associated reputational impacts identified through the Company's DMA. Together, they reinforce Deere's commitment to ethical business conduct, responsible governance, and maintaining the trust of stakeholders across its global operations.

## Intellectual Property

The Company maintains policies and procedures to protect, manage, and responsibly leverage its intellectual property, which is a core element of Deere's business strategy and competitive position. Intellectual property-related policies are embedded within the Company's governance, legal, and product development processes and are designed to ensure compliance with applicable laws governing patents, trademarks, copyrights, and trade secrets.

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Deere manages intellectual property-related risks and opportunities through internal controls governing research and development, product design, commercialization, licensing, and legal enforcement. These policies are intended to mitigate risks associated with intellectual property disputes and unauthorized use, while enabling the development of new products, services, and solutions supported by legally protected intellectual property in line with the Company's innovation strategy.

As described in the Company's [2025 Annual Report \(Form 10-K\)](#), the protection of intellectual property is critical to maintaining Deere's competitive position, and challenges to or misuse of intellectual property could adversely affect business performance. The Company's policies are designed to manage these risks while supporting long-term value creation.

## **Market Access and Trade Barriers**

Deere maintains policies and governance processes to support compliance with international trade laws, export controls, sanctions, and customs regulations, which are essential to operating a globally distributed manufacturing and supply network. These policies are designed to manage risks related to restricted access to global markets, including the Company's ability to export goods and services from manufacturing locations and to access raw materials, components, and technologies in a timely and cost-effective manner.

Trade compliance policies are overseen through the Company's legal and compliance functions and are integrated into enterprise risk-management processes. As disclosed in the Company's FY 2025 Form 10-K, changes in trade regulations, tariffs, or other market access limitations may affect supply chains, costs, and operations. The Company's policies aim to monitor and manage these risks to support business continuity and operational resilience across its global operations.

## **G1-2 – Actions related to business conduct**

Deere undertakes actions aligned with its business conduct policies to manage the material risks and opportunities identified through its DMA. These actions are implemented across the Company's operations, innovation activities, and global trade environment and are supported by its global ethics and compliance framework.

### **Corporate Culture**

Deere implements actions designed to promote ethical conduct, reinforce its corporate culture, and prevent, detect, and respond to potential misconduct. These actions are coordinated through the Company's global ethics and compliance program and are aligned with the business conduct policies described in G1-1.

Key actions include mandatory training on the Code of Business Conduct and underlying policies, delivered through a Global Learning Management System. Training content and frequency are informed by enterprise risk assessments, legal and regulatory requirements, and emerging risk trends. The Company also maintains a confidential compliance hotline, operated by an independent third party, which is available to employees and external stakeholders for reporting concerns. Reported matters are assessed and investigated in accordance with established procedures, and corrective actions are taken where appropriate, including disciplinary measures consistent with Company policies.

To further support ethical culture and speak-up practices, the Company conducts ongoing communications and engagement activities to raise awareness of compliance expectations and reporting channels. These actions support the management of reputational and cultural risks identified through the Company's DMA

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## **Intellectual Property**

Deere undertakes actions to protect its intellectual property and manage risks and opportunities associated with innovation and technology development. These actions are integrated into research and development, product design, and commercialization activities and are supported by legal oversight and internal controls.

Actions related to intellectual property include governance of invention disclosures, patent and trademark filings, licensing activities, and the enforcement or defense of intellectual property rights. Cross-functional teams involving legal, engineering, and business leadership are engaged, as appropriate, to assess and address intellectual property risks, including disputes or unauthorized use.

These actions are intended to mitigate risks associated with intellectual property disputes while enabling the development of new products, services, and solutions supported by legally protected intellectual property, consistent with the Company's long-term innovation strategy and its [2025 Annual Report \(Form 10-K\)](#).

## **Market Access and Trade Barriers**

The Company undertakes actions to manage risks related to market access and international trade, which are critical to operating a globally distributed manufacturing and supply network. These actions support compliance with applicable trade laws, export controls, sanctions, and customs requirements and are coordinated through legal, compliance, and operational functions.

Actions include trade-compliance processes embedded within business operations, risk-based assessment of trade-related requirements by jurisdiction, and ongoing monitoring of regulatory developments that may affect exports, imports, or sourcing activities. Where relevant, the Company implements controls and escalation procedures to address potential trade-compliance issues and support continuity of operations.

These actions are integrated into the Company's enterprise risk-management processes and are intended to mitigate risks related to restricted access to global markets, supply chain disruption, and cost variability, as identified through the Company's DMA and reflected in the [2025 Annual Report \(Form 10-K\)](#).

## **Omission of Quantitative Resource Information**

For the current reporting period, Deere does not disclose quantitative information regarding significant financial resources, such as operational or capital expenditures, allocated to the implementation of business conduct-related actions.

## **G1-3 – Targets related to business conduct**

Deere has not established specific time-bound or outcome-based targets related to business conduct for the reporting period. The Company manages business conduct-related risks and opportunities through its policies, governance structures, and actions described in G1-1 and G1-2, rather than through quantitative or qualitative targets.

The Company believes that the effectiveness of its business conduct framework is primarily supported through the consistent application of its Code of Business Conduct, global ethics and compliance program, risk-based controls, and ongoing monitoring activities. Business conduct is therefore addressed as an integral component of the Company's broader governance and risk-management processes, rather than through standalone performance targets.

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## **G1-4 – Metrics related to corruption or bribery**

The metrics disclosed below relate to convictions, sanctions, and fines for violations of anti-corruption and anti-bribery laws during the reporting period. As a global company, Deere operates in multiple jurisdictions, and any such matters would be reported based on the jurisdiction in which the violation occurred.

### **Convictions and Sanctions**

There were zero (0) convictions and zero (0) sanctions for violations of anti-corruption and anti-bribery laws involving Deere during the current reporting period. This includes final decisions issued by criminal courts or administrative or regulatory authorities in any jurisdiction in which the Company operates.

### **Fines**

For the current reporting period, there were zero (0) fines imposed on Deere for violations of anti-corruption and anti-bribery laws. Accordingly, the total monetary value of fines recognized in the Company's financial statements for such violations during the reporting period was zero (0).

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## APPENDIX

### Appendix 1 – Disclosure Requirements of ESRS Covered by the Report

Appendix 1 summarizes the ESRS Disclosure Requirements addressed in this Report, which has been prepared on a voluntary basis and is informed by the draft simplified ESRS published by EFRAG in November 2025, as described in [BP-1 – Basis for preparation of the sustainability statement](#). As of the date of this Report, the Company is not subject to the CSRD or a requirement to report in accordance with the ESRS, this Report has not been produced in response to a regulatory requirement to do so and is not subject to direct regulatory supervision of any national competent authority in the European Economic. Accordingly, this appendix identifies the ESRS Disclosure Requirements that are reported, partially reported, or not reported for the current reporting period based on the results of the DMA and current data, methodology, and system readiness.

The “Status” column indicates whether a Disclosure Requirement is reported, partially reported, or not reported in the current reporting period. Where a Disclosure Requirement is partially reported or not reported, the “Explanation” column provides a brief description of the relevant limitation or omission, with additional detail provided in the applicable topical section of the report.

Consistent with ESRS requirements, this appendix excludes Disclosure Requirements for ESRS topics or sub-topics assessed as Not Material, as described the [Double Materiality Assessment](#) section.

ESRS Disclosure Requirement	Status	Explanation	Location in Report
BP-1 – Basis for preparation of the sustainability statement	Reported		Basis for Preparation
BP-2 – Specific information if the undertaking uses phasing-in options	Reported		Basis for Preparation
GOV-1 – Role of the administrative, management, and supervisory bodies in relation to sustainability	Reported		Governance
GOV-2 – Integration of sustainability-related performance in incentive schemes	Reported		Governance
GOV-3 – Statement on due diligence	Reported		Governance
GOV-4 – Risk management and internal controls over sustainability reporting	Reported		Governance
SBM-1 – Strategy, business model, and value chain	Reported		Strategy
SBM-2 – Interests and views of stakeholders	Reported		Strategy

*(Chart continued on next page)*

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ESRS Disclosure Requirement	Status	Explanation	Location in Report
SBM-3 – Interaction of material impacts, risks and opportunities with strategy, and business model, and financial effects	Partially reported	Quantitative financial effects not disclosed	Strategy
IRO-1 – Description of the process to identify and assess material impacts, risks, and opportunities	Reported		Double Materiality Assessment
IRO-2 – Material impacts, risks, and opportunities and disclosure requirements included in the sustainability statement	Reported		Double Materiality Assessment
E1-1 – Transition plan for climate change mitigation	Reported		Climate Change
E1-2 – Identification of climate-related risks and scenario analysis	Reported		Climate Change
E1-3 – Resilience in relation to climate change	Reported		Climate Change
E1-4 – Policies related to climate change mitigation and adaptation	Reported		Climate Change
E1-5 – Actions and resources related to climate change mitigation and adaptation	Partially reported	Quantitative GHG reductions by decarbonization lever and quantitative financial resources not disclosed	Climate Change
E1-6 – Targets related to climate change	Reported		Climate Change
E1-7 – Energy consumption and mix	Partially reported	Energy source disaggregation incomplete; HHV used instead of ESRS-required LHV	Climate Change
E1-8 – Gross Scope 1, 2, and 3 GHG emissions	Partially reported	Operational control boundary used; Scope 3 limited to Categories 1 and 11; EU ETS percentage not disclosed	Climate Change
E1-9 – GHG removals and GHG mitigation projects financed through carbon credits	Reported		Climate Change
E1-10 – Internal carbon pricing	Reported		Climate Change

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ESRS Disclosure Requirement	Status	Explanation	Location in Report
E1-11 – Anticipated financial effects from material physical and transition risks and opportunities	Partially reported	Quantitative financial effects not disclosed	Climate Change
E2-1 – Policies related to pollution	Reported		Climate Change
E2-2 – Actions and resources related to pollution	Partially reported	Metrics not yet available due to data and system readiness	Climate Change
E2-3 – Targets related to pollution	Reported	Metrics not yet available due to data and system readiness	Climate Change
E2-4 – Pollution of air, water, and soil (metrics)	Not reported	Metrics not yet available due to data and system readiness	Climate Change
E2-5 – Substances of concern and substances of very high concern (metrics)	Not reported	Metrics not yet available due to data and system readiness	Climate Change
E4-1 – Policies related to biodiversity and ecosystems	Not reported	Metrics not yet available due to data and system readiness	Biodiversity & Ecosystems
E4-2 – Policies related to biodiversity and ecosystems	Not reported	Metrics not yet available due to data and system readiness	Biodiversity & Ecosystems
E4-3 – Actions and resources related to biodiversity and ecosystems	Not reported	Metrics not yet available due to data and system readiness	Biodiversity & Ecosystems
E4-4 – Targets related to biodiversity and ecosystems	Not reported	The Company expects to manage related impacts through policies and actions	Biodiversity & Ecosystems
S1-1 – Policies related to own workforce	Reported		Own Workforce
S1-2 – Engagement with own workforce and workers’ representatives, and grievance mechanisms	Reported		Own Workforce
S1-3 – Actions and resources related to own workforce	Partially reported	Quantitative financial resources not disclosed	Own Workforce
S1-4 – Targets related to own workforce	Reported		Own Workforce
S1-5 – Characteristics of the undertaking’s employees	Reported		Own Workforce

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ESRS Disclosure Requirement	Status	Explanation	Location in Report
S1-6 – Characteristics of non-employees in the undertaking's own workforce	Not reported	Metrics not yet available due to data and system readiness	Own Workforce
S1-7 – Collective bargaining coverage and social dialogue	Partially reported	Limited to collective bargaining coverage metric	Own Workforce
S1-8 – Diversity metrics	Reported		Own Workforce
S1-9 – Adequate wages	Not reported	Metrics not yet available due to data and system readiness	Own Workforce
S1-10 – Social protection	Not reported	Metrics not yet available due to data and system readiness	Own Workforce
S1-11 – Persons with disabilities	Not reported	Metrics not yet available due to data and system readiness	Own Workforce
S1-13 – Health and safety metrics	Partially reported	Certain required health and safety metrics not disclosed	Own Workforce
S1-14 – Work-life balance	Not reported	Metrics not yet available due to data and system readiness	Own Workforce
S1-15 – Remuneration metrics	Partially reported	Gender pay gap not disclosed	Own Workforce
S1-16 – Incidents of discrimination and other human rights incidents	Partially reported	Human rights incident metrics not yet available	Own Workforce
S2-1 – Policies related to workers in the value chain	Reported		Workers in the Value Chain
S2-2 – Engagement with workers in the value chain, and grievance mechanisms	Reported		Workers in the Value Chain
S2-3 – Actions and resources related to workers in the value chain	Partially reported	Quantitative financial resources not disclosed; human rights incident metrics not yet available	Workers in the Value Chain
S2-4 – Targets related to workers in the value chain	Reported		Workers in the Value Chain
S4-1 – Policies related to consumers and end-users	Reported		Consumers and End-Users

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ESRS Disclosure Requirement	Status	Explanation	Location in Report
S4-2 – Engagement with consumers and end-users, and grievance mechanisms	Reported		Consumers and End-Users
S4-3 – Actions and resources related to consumers and end-users	Partially reported	Quantitative financial resources not disclosed	Consumers and End-Users
S4-4 – Targets related to consumers and end-users	Reported		Consumers and End-Users
G1-1 – Policies related to business conduct	Reported		Business Conduct
G1-2 – Actions related to business conduct	Partially reported	Quantitative financial resources not disclosed	Business Conduct
G1-3 – Targets related to business conduct	Reported		Business Conduct
G1-4 – Metrics related to corruption or bribery	Reported		Business Conduct

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## APPENDIX

### Appendix 2 – IFRS Sustainability Disclosure Standards Reference Mapping

Appendix 2 provides a high-level reference mapping to the IFRS Sustainability Disclosure Standards, specifically IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures. In line with the presentation concepts described in IFRS S1, this Report is issued as a standalone document and is not included in, nor incorporated by reference into, Deere’s audited financial statements or [2025 Annual Report \(Form 10-K\)](#). Deere does not report under IFRS Accounting Standards and does not claim compliance with IFRS S1 or IFRS S2. The index is provided for reference and transparency only and maps the primary disclosure requirements of IFRS S1 and IFRS S2 to relevant sections of this Report.

#### IFRS S1 – General Requirements for Disclosure of Sustainability-Related Financial Information

IFRS disclosure requirement	ESRS disclosure requirement (as disclosed in this Report)	Location in Report
Governance of sustainability-related risks and opportunities (S1-26–27)	GOV-1 – The role of the administrative, management and supervisory bodies; GOV-2 – Information provided to and sustainability matters addressed by the administrative, management, and supervisory bodies	Governance
Strategy for managing sustainability-related risks and opportunities (S1-28–29)	SBM-1 – Strategy, business model, and value chain; SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Strategy
Material sustainability-related risks and opportunities and time horizons (S1-30–31)	IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities; IRO-2 – Material impacts, risks, and opportunities and disclosure requirements included in the sustainability statement	Double Materiality Assessment
Effects on the business model and value chain (S1-32)	SBM-1 – Strategy, business model, and value chain; SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Strategy
Strategy and decision-making responses (S1-33)	SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Strategy

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IFRS disclosure requirement	ESRS disclosure requirement (as disclosed in this Report)	Location in Report
Current and anticipated financial effects of material sustainability-related risks and opportunities (S1-34–40)	SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Strategy
Resilience of strategy (S1-41–42)	SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Strategy
Risk-management processes (S1-43–44)	IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities; GOV-5 – Risk management and internal control over sustainability reporting	Double Materiality Assessment; Governance
Metrics and targets used to measure and monitor sustainability-related risks and opportunities (S1-45–53)	E1 – Climate Change (metrics and targets); S1 – Own Workforce (metrics and targets); G1 – Business Conduct (metrics only)	Climate Change; Own Workforce; Business Conduct
Sources of guidance applied (S1-54–59)	BP-1 – General basis for preparation of the sustainability statement	Basis of Preparation

## IFRS S2 – Climate-Related Disclosures

IFRS disclosure requirement	ESRS disclosure requirement (as disclosed in this Report)	Location in Report
Governance of climate-related risks and opportunities (S2-5–7)	GOV-1 – The role of the administrative, management, and supervisory bodies; GOV-2 – Information provided to and sustainability matters addressed by the administrative, management, and supervisory bodies	Governance
Identification of climate-related risks and opportunities (S2-8–9)	E1-2 – Identification of climate-related risks and scenario analysis; IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities	Climate Change; Double Materiality Assessment
Physical and transition climate risks (S2-10–12)	E1-2 – Identification of climate-related risks and scenario analysis	Climate Change

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IFRS disclosure requirement	ESRS disclosure requirement (as disclosed in this Report)	Location in Report
Effects on business model and value chain (S2-13)	SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model; E1-3 – Resilience in relation to climate change	Climate Change
Climate-related transition plan (S2-14)	E1-1 – Transition plan for climate change mitigation	Climate Change
Current and anticipated financial effects (S2-15–21)	E1-11 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities; E1-3 – Resilience in relation to climate change	Climate Change
Climate resilience and scenario analysis (S2-22–23)	E1-3 – Resilience in relation to climate change	Climate Change
Climate-related risk management (S2-24–26)	IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities; GOV-5 – Risk management and internal control over sustainability reporting	Double Materiality Assessment; Governance
Gross Scope 1, 2, and 3 GHG emissions (S2-29(a))	E1-8 – Gross scope 1, 2, and 3 GHG emissions	Climate Change
Energy consumption and mix (S2-29(a))	E1-7 – Energy consumption and mix	Climate Change
Climate-related transition and physical risks and opportunities metrics (S2-29(b–d))	E1-11 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Climate Change
Climate-related capital deployment (S2-29(e))	E1-5 – Actions and resources in relation to climate change mitigation and adaptation	Climate Change
Internal carbon pricing (S2-29(f))	E1-10 – Internal carbon pricing	Climate Change
Climate-related remuneration considerations (S2-29(g))	GOV-3 – Integration of sustainability-related performance in incentive schemes	Governance
Industry-based climate metrics (S2-32)	E1-7 – Energy consumption and mix; E1-8 – Gross scope 1, 2, and 3 GHG emissions; E1-10 – Internal carbon pricing	Climate Change
Climate-related targets (S2-33–37)	E1-6 – Targets related to climate change	Climate Change

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IFRS disclosure requirement	ESRS disclosure requirement (as disclosed in this Report)	Location in Report
Governance of climate-related risks and opportunities (S2-5-7)	GOV-1 – The role of the administrative, management, and supervisory bodies; GOV-2 – Information provided to and sustainability matters addressed by the administrative, management, and supervisory bodies	Governance
Identification of climate-related risks and opportunities (S2-8-9)	E1-2 – Identification of climate-related risks and scenario analysis; IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities	Climate Change; Double Materiality Assessment

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## APPENDIX

### Appendix 3 – GRI Standards Index

Appendix 3 provides a reference index mapping disclosures in this Report to the Global Reporting Initiative (GRI) Standards. The index is included to support stakeholder accessibility and comparability. Deere does not claim compliance with the GRI Standards. The index identifies where relevant GRI disclosures are addressed in this Report and indicates disclosures that are partially reported or not reported for the current reporting period. GRI Topic Standards deemed not material are excluded from this index. Where relevant information is disclosed in other Company publications — such as the [2025 Annual Report \(Form 10-K\)](#), [Proxy Statement](#), or [Business Impact Report](#) — those sources are explicitly identified in the index.

#### GRI Universal Standards

GRI Disclosure	Status	ESRS disclosure requirement (as disclosed in this Report)	Location
2-1 Organizational details	Reported	—	2025 Annual Report (Form 10-K)
2-2 Entities included in the organization’s sustainability reporting	Reported	BP-1 – Basis for preparation	Basis for Preparation 2025 Annual Report (Form 10-K)
2-3 Reporting period, frequency, and contact point	Reported	BP-1 – Basis for preparation	Basis for Preparation <a href="#">John Deere - Investor Relations</a>
2-4 Restatements of information	Reported (no restatements)	BP-1 – Basis for preparation	Basis for Preparation
2-5 External assurance	Reported	BP-2 – Assurance	Basis for Preparation
2-6 Activities, value chain, and other business relationships	Reported	SBM-1 – Strategy, business model, and value chain	Strategy
2-7 Employees	Partially Reported	S1-5 – Characteristics of the undertaking’s employees	Own Workforce
2-8 Workers who are not employees	Not Reported	—	—

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GRI Disclosure	Status	ESRS disclosure requirement (as disclosed in this Report)	Location
2-9 Governance structure and composition	Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability	Governance Proxy Statement
2-10 Nomination and selection of the highest governance body	Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability	Governance Proxy Statement
2-11 Chair of the highest governance body	Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability	Governance Proxy Statement
2-12 Role of the highest governance body in overseeing impacts	Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability	Governance
2-13 Delegation of responsibility for managing impacts	Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability	Governance
2-14 Role of the highest governance body in sustainability reporting	Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability	Governance
2-15 Conflicts of interest	Reported	G1-1 – Policies related to business conduct; G1-2 – Actions related to business conduct	Business Conduct Proxy Statement
2-16 Communication of critical concerns	Partially Reported	G1-2 – Actions related to business conduct; G1-4 – Metrics related to corruption or bribery	Business Conduct
2-17 Collective knowledge of the highest governance body	Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability	Governance

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GRI Disclosure	Status	ESRS disclosure requirement (as disclosed in this Report)	Location
2-18 Evaluation of the performance of the highest governance body	Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability	Governance Proxy Statement
2-19 Remuneration policies	Reported	GOV-2 – Integration of sustainability-related performance in incentive schemes	Governance Proxy Statement
2-20 Process to determine remuneration	Reported	GOV-2 – Integration of sustainability-related performance in incentive schemes	Governance Proxy Statement
2-21 Annual total compensation ratio	Reported	S1-15 – Remuneration metrics	Own Workforce Proxy Statement
2-22 Statement on sustainable development strategy	Reported	SBM-1 – Strategy, business model, and value chain; SBM-3 – Interaction of impacts, risks and opportunities with strategy	Strategy
2-23 Policy commitments	Reported	GOV-3 – Statement on due diligence; See relevant ESRS topical disclosures	Governance; Policies, Actions, Metrics, and Targets
2-24 Embedding policy commitments	Reported	GOV-3 – Statement on due diligence; See relevant ESRS topical disclosures	Governance; Policies, Actions, Metrics, and Targets
2-25 Processes to remediate negative impacts	Reported	GOV-3 – Statement on due diligence; See relevant ESRS topical disclosures	Governance; Policies, Actions, Metrics, and Targets
2-26 Mechanisms for seeking advice and raising concerns	Reported	G1-1 – Business conduct policies and corporate culture; G1-2 – Actions related to business conduct	Business Conduct
2-27 Compliance with laws and regulations	Reported	G1-4 – Metrics related to corruption or bribery	Business Conduct
2-28 Membership associations	Partially Reported	SBM-2 – Interests and views of stakeholders; E1-5 – Actions and resources in relation to climate change mitigation and adaptation	Strategy; Climate Change

*(Chart continued on next page)*

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GRI Disclosure	Status	ESRS disclosure requirement (as disclosed in this Report)	Location
2-29 Approach to stakeholder engagement	Reported	SBM-2 – Interests and views of stakeholders	Strategy
2-30 Collective bargaining agreements	Partially Reported	S1-7 – Collective bargaining coverage and social dialogue	Own Workforce
3-1 Process to determine material topics	Reported	IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities; IRO-2 – Material impacts, risks, and opportunities and disclosure requirements included in the sustainability statement	Double Materiality Assessment
3-2 List of material topics	Reported	IRO-2 – Material impacts, risks, and opportunities and disclosure requirements included in the sustainability statement	Double Materiality Assessment
3-3 Management of material topics	Reported	See relevant ESRS topical disclosures	Policies, Actions, Metrics, and Targets

## GRI Topic Standards

GRI Disclosure	Status	ESRS disclosure requirement (as disclosed in this Report)	Location
101 Biodiversity (2024)	Not Reported	—	—
201 Economic Performance	Partially Reported	SBM 1 – Strategy, business model, and value chain; SBM-3 – Interaction of impacts, risks and opportunities with strategy	Strategy; 2025 Annual Report (Form 10-K); Business Impact Report
205 Anti-corruption	Reported	G1-1 – Business conduct policies and corporate culture; G1-2 – Actions related to business conduct; G1-4 – Metrics related to corruption or bribery	Business Conduct; Proxy Statement
206 Anti-Competitive Behavior	Reported	—	2025 Annual Report (Form 10-K)

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GRI Disclosure	Status	ESRS disclosure requirement (as disclosed in this Report)	Location
207 Tax	Partially Reported	—	2025 Annual Report (Form 10-K)
302 Energy	Reported	E1-7 – Energy consumption and mix; E1-5 – Actions and resources in relation to climate change mitigation and adaptation	Climate Change
305 Emissions	Reported	E1-8 – Gross Scope 1, 2, 3 GHG emissions	Climate Change
308 Supplier Environmental Assessment	Partially Reported	GOV-3 – Statement on due diligence; E2 – Pollution (Policies, engagement, and actions); S2 – Workers in the Value Chain (Policies, engagement, and actions)	Governance; Pollution; Workers in the Value Chain
401 Employment	Partially Reported	S1-5 – Characteristics of the undertaking's employees	Own Workforce; Proxy Statement
403 Occupational Health and Safety	Partially Reported	S1-1 – Policies related to own workforce; S1-3 – Actions and resources related to own workforce; S1-13 – Work-related injuries	Own Workforce
405 Diversity and Equal Opportunity	Partially Reported	GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability; S1-5 – Characteristics of the undertaking's employees; S1-8 – Diversity metrics	Governance; Own Workforce
406 Non-Discrimination	Partially Reported	S1-16 – Incidents, complaints, and severe human rights impacts	Own Workforce
407 Freedom of Association and Collective Bargaining	Partially Reported	GOV-3 – Statement on due diligence; S1 – Own Workforce (Policies, engagement, and actions); S1-7 – Collective bargaining coverage and social dialogue; S2 – Workers in the Value Chain (Policies, engagement, and actions)	Governance; Own Workforce; Workers in the Value Chain

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GRI Disclosure	Status	ESRS disclosure requirement (as disclosed in this Report)	Location
408 Child Labor	Partially Reported	GOV-3 – Statement on due diligence; S1 – Own Workforce (Policies, engagement, and actions); S1-16 – Incidents of discrimination and other human rights incidents; S2 – Workers in the Value Chain (Policies, engagement, and actions)	Governance; Own Workforce; Workers in the Value Chain
409 Forced or Compulsory Labor	Partially Reported	GOV-3 – Statement on due diligence; S1 – Own Workforce (Policies, engagement, and actions); S1-16 – Incidents of discrimination and other human rights incidents; S2 – Workers in the Value Chain (Policies, engagement, and actions)	Governance; Own Workforce; Workers in the Value Chain
414 Supplier Social Assessment	Partially Reported	GOV-3 – Statement on due diligence; S2 – Workers in the Value Chain (Policies, engagement, and actions)	Governance; Workers in the Value Chain
418 Customer Privacy	Reported	S4 – Consumers and End-Users (Policies, engagement, and actions)	Consumers and End-Users

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## APPENDIX

### Appendix 4 – Statement of Greenhouse Gas (“GHG”) Emissions

Appendix 4 includes Scope 1, Scope 2, and Scope 3 (Category 1 and Category 11) GHG emissions (“Statement of GHG Emissions”) for the fiscal year ended November 2, 2025.

We engaged Deloitte & Touche LLP to perform a limited assurance review engagement on management’s assertion related to the Statement of GHG Emissions for the fiscal year ended November 2, 2025.

Information outside of the disclosures referenced or included in this appendix, was not subject to Deloitte & Touche LLP’s review and, accordingly, Deloitte & Touche LLP does not express a conclusion or any form of assurance on such information.

#### Management Assertion

Management of Deere & Company (“Deere” or the “Company”) is responsible for the preparation, completeness, accuracy, and validity of the Statement of GHG Emissions for the fiscal year ended November 2, 2025.

Management is also responsible for the collection, quantification, and presentation of the information included in the Statement of GHG Emissions and for the selection of the criteria, which management believes provides an objective basis for measuring and reporting.

Management of Deere asserts that the Statement of GHG Emissions for the fiscal year ended November 2, 2025 (“FY2025”) is presented in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), published by the World Resources Institute and the World Business Council for Sustainable Development (“GHG Protocol”).

#### Gross Scope 1, Scope 2, and Scope 3 (Category 1 and 11) GHG Emissions

The following table presents Deere’s gross GHG emissions for FY2025, including Scope 1 emissions, Scope 2 emissions calculated using both the market-based and location-based methods, and Scope 3 emissions for Category 1 and Category 11. Emissions are expressed in metric tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e).

For purposes of target tracking, Deere uses the market-based method to assess progress against its Scope 1 and Scope 2 greenhouse gas reduction target.

Emission Source	FY2025 Value	Unit
Scope 1 Emissions	359,200	tCO <sub>2</sub> e
Scope 2 Emissions (market-based)	154,500	tCO <sub>2</sub> e
Scope 1 & 2 Emissions (market-based)	513,700	tCO <sub>2</sub> e
Scope 2 Emissions (location-based)	515,300	tCO <sub>2</sub> e
Scope 3 Category 1	5,097,000	tCO <sub>2</sub> e
Scope 3 Category 11	69,984,000	tCO <sub>2</sub> e
Scope 3 (Category 1 and 11)	75,081,000	tCO <sub>2</sub> e

#### Base year emissions (contextual information)

Deere’s consolidated greenhouse gas emissions base year is FY2021. The Company selected 2021 as the base year, as it represents the most recent year with comprehensive and representative emissions data. For contextual purposes, FY2021 base-year emissions include Scope 1 emissions of 403,300 tCO<sub>2</sub>e; Scope 2 (market-based) emissions of 407,700 tCO<sub>2</sub>e; combined Scope 1 and Scope 2 emissions of 811,000 tCO<sub>2</sub>e; Scope 3 Category 1 emissions of 8,142,000 tCO<sub>2</sub>e; and Scope 3 Category 11 emissions of 93,120,000 tCO<sub>2</sub>e, resulting in total Scope 3

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emissions of 101,262,000 tCO<sub>2</sub>e. Base-year emissions values are provided for contextual purposes only and were not subject to limited assurance.

## Methodology

Deere measures and reports GHG emissions in accordance with the GHG Protocol. For Scope 3 emissions, Deere identifies relevant categories and calculates emissions using methodologies informed by, and consistent with, the GHG Protocol Corporate Value Chain (Scope 3) Standard.

### Scope 1 and Scope 2 quantification methodology

Scope 1 emissions were determined using measured or documented consumption of fuels such as natural gas, diesel, and propane at Deere-controlled operations. These emissions include combustion from stationary sources, mobile equipment, and onsite power generation. Scope 1 emissions also include fugitive emissions from refrigerants, which were quantified using a mass-balance approach based on inventory charges, service records, and assumed losses where data indicate leaks. Scope 1 emissions were calculated by multiplying applicable usage data by published emission factors sourced from recognized public references, including the Environmental Protection Agency (EPA), Energy Information Administration (EIA), International Energy Agency (IEA), and The Climate Registry.

Scope 2 (market-based) emissions reflect indirect emissions from purchased electricity. These emissions were calculated using supplier-specific emission factors when available, along with renewable electricity certificates (RECs) and zero-emission allocations for onsite renewable electricity generation, where applicable. For facilities without supplier-specific emission factors, market-based regional grid factors were applied. When supplier-specific market information is not available, appropriate market-based grid factors are applied. Location-based Scope 2 emissions were calculated using regional or national grid-average emission factors that reflect the average emissions intensity of electricity grids where energy consumption occurs, independent of contractual instruments.

### Scope 3 quantification methodology

Scope 3 emissions are disclosed for Category 1 (Purchased Goods and Services) and Category 11 (Use of Sold Products). Category 1 emissions are calculated using an inflation-adjusted, spend-based methodology with commodity-specific emission intensities applied to procurement data, informed by recognized environmentally extended input-output databases and publicly available life-cycle inventory sources. Category 11 emissions reflect the estimated lifetime energy use of products sold during the reporting period, based on internally developed assumptions regarding product lifetimes, usage profiles, and fuel consumption rates, combined with publicly available emission factors for fuels and electricity sourced from recognized governmental and international references.

### Organizational and operational boundary

Deere applies an operational control approach to determine which operations are included in Scope 1 and Scope 2 greenhouse gas emissions. Under this approach, Deere accounts for 100% of emissions from facilities, equipment, and activities over which it has the authority to implement operating policies. Accordingly, the in Scope 1 and Scope 2 greenhouse gas emissions in the Statement of GHG Emissions include emissions from Deere-operated buildings and operations, including manufacturing facilities, offices, parts distribution centers, warehouses, training facilities and test sites, onsite power generation and fuel-burning equipment, and mobile equipment operated by Deere personnel. Operations where Deere does not have operational control are excluded.

Scope 3 Category 1 and Category 11 emissions include upstream purchased goods and services and downstream emissions associated with the use of sold products across Deere's value chain.

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## **Emission sources and greenhouse gases included**

The reported greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 (Category 1 and Category 11) include emissions of carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs), expressed in tCO<sub>2</sub>e using IPCC 100-year Global Warming Potentials (GWPs). Other Kyoto gases—perfluorocarbons (PFCs) and nitrogen trifluoride (NF<sub>3</sub>)—are not applicable to Deere's operations, while sulfur hexafluoride (SF<sub>6</sub>) is not a material source within the reporting boundary.

Scope 1 includes direct emissions from stationary fuel combustion (e.g., natural gas, diesel, propane, fuel oil), mobile equipment operated by Deere, onsite power generation using diesel or natural gas, and fugitive refrigerant emissions associated with HVAC/R systems. Scope 2 includes indirect emissions primarily from purchased electricity and, where applicable, purchased steam, heat, or hot water consumed by Deere-operated facilities.

For FY2025, Scope 1 emissions include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O from biofuel combustion, including an immaterial amount of direct biogenic CO<sub>2</sub> emissions from biofuel combustion (approximately 5,000 tCO<sub>2</sub>), which are tracked separately for internal purposes and not presented as a separate line item.

## **Data systems, data collection processes, and estimation approaches**

Deere uses Resource Advisor (RA) as the system of record for Scope 1 and Scope 2 energy and usage data. Sites record monthly usage information (e.g., utility bills, fuel logs, meter readings) with required supporting documentation for electricity, natural gas, and primary fuels. For certain warehouse and office spaces where Deere does not have direct billing data, electricity and natural gas consumption are estimated based on facility square footage and applicable energy-use intensity factors by building type.

Scope 3 emissions are calculated using internally maintained procurement, sales, and product datasets combined with externally sourced emission factors and modeling assumptions. Category 1 emissions rely on spend data extracted from Deere's financial systems and are estimated using inflation-adjusted, commodity-specific emission intensities. Category 11 emissions are calculated using internally developed product activity assumptions, including expected product lifetime, usage profiles, and fuel consumption rates, combined with published emission factors.

## **Exclusions**

The Total Greenhouse Gas Emissions Amount excludes: (i) Scope 3 categories other than Category 1 (Purchased Goods and Services) and Category 11 (Use of Sold Products); (ii) emissions from operations outside Deere's operational control boundary; (iii) greenhouse gases not applicable to the reporting boundary (including immaterial Kyoto gases); (iv) market-based instruments that do not meet applicable GHG Protocol quality criteria; and (v) emissions from entities acquired during FY2025 are excluded due to the timing and availability of complete activity data, consistent with Deere's policy to incorporate acquired entities within 24 months of acquisition based on data availability and integration into Deere's reporting systems, and except for FY2025 acquisitions, all entities within Deere's operational control boundary are included in the Total Greenhouse Gas Emissions Amount.

## **Estimates, assumptions, and measurement uncertainty**

Reported GHG emissions rely on documented assumptions and externally published emission factors and are subject to inherent measurement uncertainty. Sources of uncertainty include variability in emission factors, estimation of activity data where direct measurement is not available, assumptions regarding electricity grid emission factors for location-based Scope 2 calculations, and assumptions related to product use and lifetime for Scope 3 Category 11. The use of alternative reasonable methodologies or assumptions could result in differences in reported emissions.

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## INDEPENDENT ACCOUNTANT'S REPORT

To Management of Deere & Company

We have reviewed management of Deere & Company's (the "Company") assertion that the Statement of Greenhouse Gas ("GHG") Emissions for the fiscal year ended November 2, 2025 (the "2025 Statement of GHG Emissions", or the "subject matter"), included within the 2025 Sustainability Disclosure and Metrics Report (the "2025 Sustainability Report") is presented in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Resources Institute/World Business Council for Sustainable Development (the "criteria"). Deere & Company's management is responsible for its assertion. Our responsibility is to express a conclusion on the 2025 Statement of GHG Emissions based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the 2025 Statement of GHG Emissions in order for it to be presented in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the 2025 Statement of GHG Emissions is presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment. In performing our review, we performed analytical procedures, inquiries, and other procedures as we considered necessary in the circumstances. For a selection of the information included in the 2025 Statement of GHG Emissions, we performed tests of mathematical accuracy of computations and compared the specified information to underlying records.

The preparation of the 2025 Statement of GHG Emissions included within the Company's 2025 Sustainability Report requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts, disclosures, and metrics may include estimates and assumptions that are subject to substantial inherent measurement uncertainty, for example, the precision of emission factors, variability in fuel properties, and the estimation of certain activity data, including energy consumption for facilities without direct billing data estimated using facility square

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footage and applicable energy-use intensity factors by building type. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts, disclosures, and metrics. The selection by management of a different but acceptable measurement method, input data, or model assumptions, or a different point value within the range of reasonable values produced by the model, may have resulted in materially different amounts, disclosures, and metrics being reported.

Information outside of the 2025 Statement of GHG Emissions was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information. Additionally, our procedures do not cover the set of disclosures informed by European Sustainability Reporting Standards (ESRS). Further, any information relating to periods prior to the year-ended November 2, 2025, including the 2021 base year, or information relating to forward-looking statements, targets, goals, progress against goals, and linked information was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information.

Based on our review, we are not aware of any material modifications that should be made to the 2025 Statement of GHG Emissions in order for it to be presented in accordance with the criteria.

*Deloitte & Touche LLP*

Chicago, Illinois  
April 13, 2026

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## APPENDIX

### Appendix 5 – Reporting Scope and Forward-Looking Statements

#### Reporting Scope

Except where specifically noted otherwise, the reporting period of the John Deere 2025 Sustainability Disclosures and Metrics Report covers subject matter and data for Deere & Company's fiscal year 2025 (Oct. 2024–Nov. 2025) and is limited to the operations owned and/or operated by Deere & Company. References to "John Deere," "Deere," "our," "we," or "the Company" mean Deere & Company and its subsidiaries, unless the content indicates otherwise. This Report was published on April 14, 2026. Unless otherwise stated, references to particular years refer to our fiscal years generally ending near the end of October.

#### Forward-Looking Statements

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995: Statements in this Report that relate to future events, expectations, and trends involve factors that are subject to change and risks and uncertainties that could cause actual results to differ materially. These risks and uncertainties are difficult to predict and often are outside of the Company's control.

When used in this Report the words "aim," "aspire," "may," "could," "anticipate," "target," "plan," "continue," "goal," "commit," "achieve," "project," "intend," "estimate," "believe," "expect," "strive," and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such words. Forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from our historical experience and our present expectations or anticipated results. Forward-looking statements are neither historical facts nor assurances of future performance.

Instead, they are based only on the Company's current beliefs, expectations, and assumptions regarding the future of its business, strategic objectives, projections, anticipated economic changes and trends, and other conditions. Forward-looking statements in this Report may include, but are not limited to, financial projections and outcomes; estimates of addressable market size; sustainability projections and other goals; statements regarding the Company's operational strategies, including with respect to its supply chain; equipment designs that optimize performance outcomes for customers; advocacy and targeted investments in renewable fuels; efforts regarding energy, water, and emissions; and the development of mechanisms for tracking sustainability metrics. Important factors that could cause the Company's actual results to differ materially from those indicated in the forward-looking statements include, among others, the following: (i) the agricultural business cycle, which can be unpredictable; (ii) the uncertainty of government policies and actions with respect to the global trade environment including increased and proposed tariffs; (iii) political, economic, and social instability in the geographies in which we operate; (iv) worldwide demand for food and different forms of renewable energy impacting the price of farm commodities and consequently the demand for our equipment; (v) availability and price of raw materials, components, and whole goods; (vi) delays or disruptions in our supply chain; (vii) changes in climate patterns, unfavorable weather events, and natural disasters; (viii) ability to adapt in highly competitive markets, including understanding and meeting customers' changing expectations for products and solutions, including delivery and utilization of precision technology; (ix) the ability to execute business strategies, including our Smart Industrial Operating Model and refined Leap Ambitions; (x) dealer practices and their ability to manage new and used inventory, distribute our products, and provide support and service for precision technology solutions; (xi) the ability to realize anticipated benefits of acquisitions and joint ventures, including challenges with successfully integrating operations and internal control processes; (xii) negative claims or publicity that damage our reputation or brand; (xiii) security breaches, cybersecurity attacks, technology failures, and other disruptions to our information technology infrastructure and products; (xiv) leveraging artificial intelligence and machine learning within our business processes; (xv) changes to existing laws and regulations, including the implementation of

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new, more stringent laws, as well as compliance with a variety of U.S., foreign and international laws, regulations, and policies relating to, but not limited to the following: advertising, anti-bribery and anti-corruption, anti-money laundering, antitrust, consumer finance, cybersecurity, data privacy, encryption, environmental (including climate change and engine emissions) farming, foreign exchange controls and cash-repatriation restrictions, foreign ownership and investment, health and safety, human rights, import / export and trade, labor and employment, product liability, tariffs, tax, telematics, and telecommunications; and (xvi) governmental and other actions designed to address climate change in connection with a transition to a lower-carbon economy.

The Company, except as required by law, undertakes no obligation to update or revise any forward-looking statements, whether as a result of new developments or otherwise. The forward-looking statements speak only as of the date of this Report, and undue reliance should not be placed on these statements. Goals, targets, intentions, ambitions, outcomes, or expectations described in this Report, including related to the refined Leap Ambitions, are aspirational and subject to change and are not guarantees or promises that all goals, targets, intentions, ambitions, outcomes, or expectations will be met. There can be no assurance that our sustainability policies and procedures as described in this Report will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our sustainability initiatives, policies, and procedures based on cost, timing, or other considerations.

## **Materiality**

The inclusion of information in this Report should not be construed as a characterization regarding the materiality or financial impact of that information. When used in this Report the terms “double materiality,” “impact materiality,” and “financial materiality” have the meaning given by the ESRS (Commission Delegated Regulation (EU) 2023/2772) and do not imply materiality under applicable securities laws or for any other purpose. Without limiting the foregoing: (i) double materiality and impact materiality are not concepts recognized by applicable securities laws; and (ii) the scope of financial materiality under the ESRS is an express expansion of the scope of materiality used for financial accounting purposes

Further information concerning the Company and its businesses, including factors that could materially affect the Company’s financial results, as recognized by applicable securities laws, is included in the Company’s filings with the Securities and Exchange Commission (SEC) (including, but not limited to, the factors discussed in Item 1A, Risk Factors of the Company’s most recent Annual Report on Form 10-K, and quarterly reports on Form 10-Q).