



Sustainability

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CNI
INDUSTRIAL



SUSTAINABILITY AT CNH INDUSTRIAL

- › Continue our track record of excellence in sustainability
- › Strengthen our climate path through SBTi commitment
- › Accelerate our environmental, social and governance initiatives

WHERE WE COME FROM

Key recognitions in 2021





CONTINUING OUR RESPONSIBILITY FOR SUSTAINABILITY

> CARBON FOOTPRINT

Clear path to reduce CO₂ emissions

> CIRCULARITY AND ECO-EFFICIENCY

Minimize the impact of products and processes

> INCLUSION, EQUITY AND ENGAGEMENT

Build equitable human capital, transform our culture, engage our communities

> GOVERNANCE AND COMMITMENT

New sustainability committee, leadership compensation linked to sustainability goals, new CNH Industrial Business System



CARBON FOOTPRINT

New targets, science-based measurement, clear actions

- > Commit to **SBTi** with near term targets in line with a 1.5°C temperature increase pathway
- > Reinforce our path of excellence on Scope 1 and 2 emissions

50%

reduction vs. 2018 in CO₂ /h of production by 2030

90%

share of renewable electricity by 2030



ENERGY TRANSITION

Clear path to reduce CO₂ emissions

- > 5 plants with photovoltaic (PV) installations brought online between 2020 and 2021 and all active

Querétaro (Mexico)

Belo Horizonte (Brazil)

Saskatoon (Canada)

Noida (India)

Zedelgem (Belgium)

- > 9 plants with PV installations by 2024
(and 100% of plants with PV by 2040)

CIRCULARITY AND ECO-EFFICIENCY

We continue our path
of excellence on product,
water and waste optimization

PRODUCT

100%

new products
developed with
sustainability design
criteria by 2024

90%

recyclability
for new products
by 2030

WATER

33%

reduction of water
withdrawal/hour
of production vs.
2018 by 2024

50%

reduction of water
withdrawal/hour
of production vs.
2018 by 2030

WASTE

95%

waste recovered
at Company
plants by 2024

97%

waste recovered
at Company
plants by 2030

PRECISION TECHNOLOGY

Circularity and eco-efficiency

We can contribute significantly to the Industry's sustainability goals, reducing impact through precision technology

> Fleet/
asset
productivity

> Field/
process
productivity

> Farm/
operational
productivity

>30%

reduction in
fertilizer use

90%

reduction in
pesticide use

10%

improvement in
yield, with water
reduction benefits



INCLUSION, EQUITY AND ENGAGEMENT

Building an attractive workplace into the future



HUMAN CAPITAL DEVELOPMENT

Commitment to increase YoY women representation in total workforce

Institutionalizing gender equality practices on career and compensation

20% women in leadership roles by 2024



EMPLOYEES

Expand participation and scope of ERGs

100% employees trained in unconscious bias by 2024

100% employees trained in "speak up" by 2024

35% reduction of injury frequency rate vs. 2018 by 2024



COMMUNITIES

Launch disaster response program in partnership with dealers in global markets

100% increase in people benefitting from CNH Industrial's local community initiatives vs. 2018 by 2024

GOVERNANCE AND COMMITMENT

Discipline to deliver results



GOVERNANCE COMMITTEE

New quarterly Executive Sustainability Committee chaired by CEO, and ESG Board Committee



LEADERSHIP COMPENSATION

20% leadership variable compensation linked to Sustainability



NEW CNH INDUSTRIAL BUSINESS SYSTEM

Next level lean approach to increase agility and focus on customers



OUR COMMITMENT

› Be the leader in agriculture and construction in sustainability impact

› Be accountable for science based measured targets

› Be the employer of choice in our industries

› Be accountable for our sustainability performance





Breaking New Ground

Innovation Sustainability Productivity



INNOVATION



SUSTAINABILITY



PRODUCTIVITY