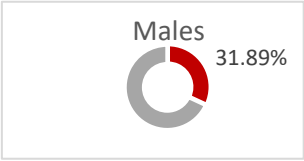
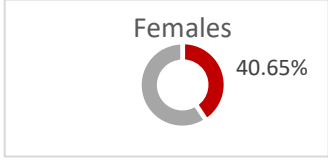


## Statutory Disclosure

CNH Industrial has one legal entity in the UK with at least 250 employees: CNH Industrial NV. Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to report our gender pay gap data for this entity. The results for 5<sup>th</sup> April 2025 can be found below:

<b>CNH Industrial NV</b>		
	Median	Mean
Gender Pay Gap	1.63%	-4.94%
Gender Bonus Pay Gap	16.67%	-23.58%
The above pay gap results mean that at the mean level, Women received higher pay than Men. At the median level, Women received lower pay than Men. For bonuses, at the median level Men received a higher bonus than Women, while at the mean level Women received a higher bonus than Men.		
The proportion of Males and Females receiving a bonus payment		
Proportion of Females and Males in each Quartile Band		
Quartile	Female	Male
Top	12.50%	87.50%
Upper Middle	13.40%	86.60%
Lower Middle	9.90%	90.10%
Lower	16.80%	83.20%

### Declaration

I confirm that CNH Industrial's gender pay gap calculations in the UK as at 5 April 2025 are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Edmund Kerley  
 HR Director (UK)  
 17th March 2026