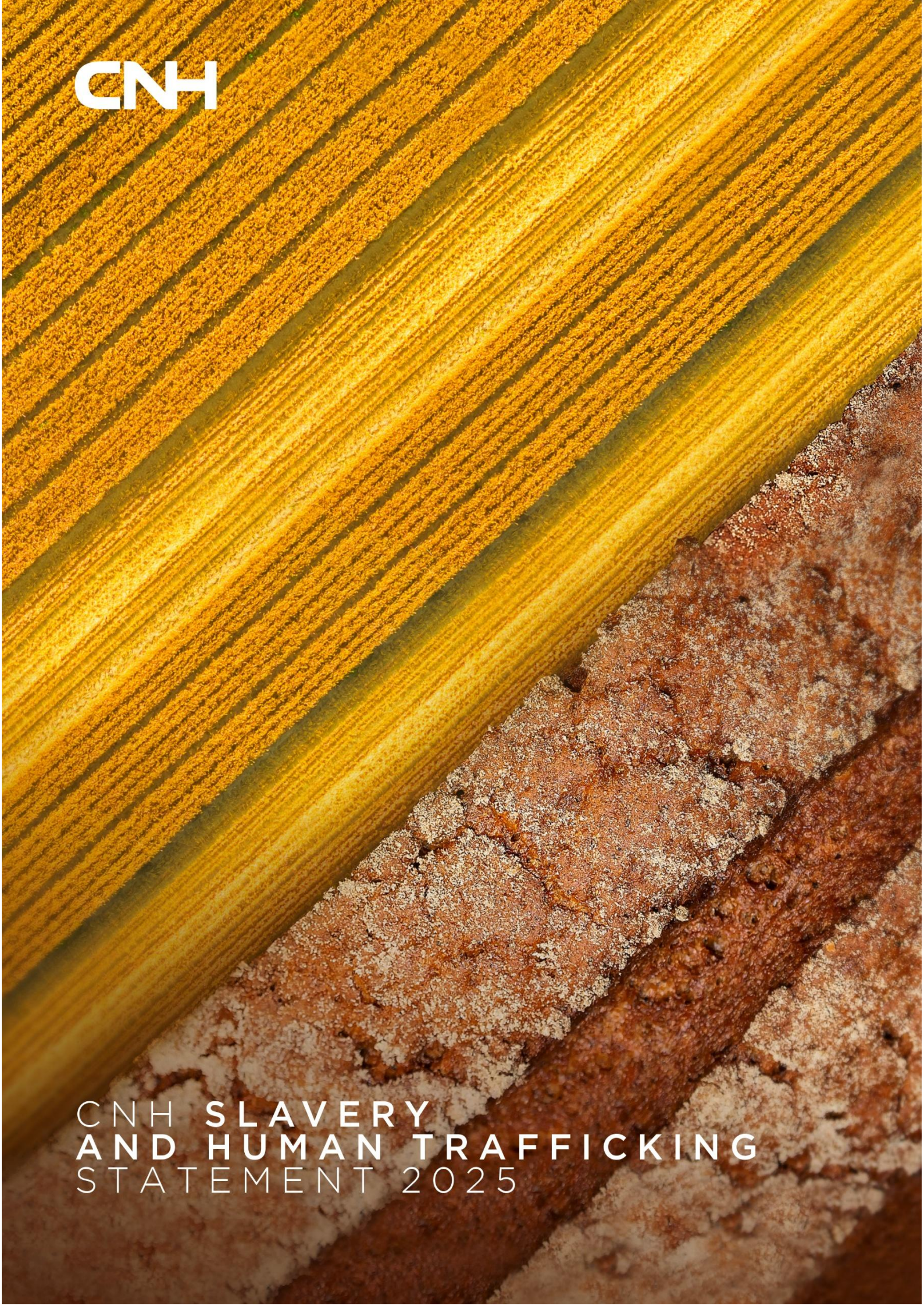


CNH SLAVERY AND HUMAN TRAFFICKING STATEMENT 2025

Our Corporate Structure

CNH Industrial N.V. is a Dutch company incorporated as a public limited liability company (*naamloze vennootschap*) under the laws of the Netherlands with its principal office located at Cranes Farm Road, Basildon, Essex, SS14 3AD, United Kingdom.

For purposes of the United Kingdom Modern Slavery Act, this statement is made on behalf of CNH Industrial N.V. and its United Kingdom subsidiaries and sets out the steps we took to prevent modern slavery occurring within our business or our supply chains as part of our commitment to ESG best practices.

For purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, this statement is made on behalf of CNH Industrial N.V. and its Canadian subsidiaries and sets out the steps we took to prevent forced and child labour occurring within our business or our supply chains as part of our commitment to sustainability best practices and compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

For the purposes of section 14 of the Modern Slavery Act 2018 (Cth) in Australia, this statement constitutes the Modern Slavery Statement made by CNH Industrial Australia Pty Limited (ACN 000 031 130) jointly with its fully owned subsidiary CNH Industrial Capital Australia Pty Limited (ACN 069 132 396) (which is a non-reporting entity under this Act) (together, CNH AU Group, however, for these purposes, interchangeably with the definitions of CNH Industrial below for Australia as context requires.)

Unless otherwise indicated or the context otherwise requires, the terms “CNH”, CNH Industrial”, “we”, “us”, “our” or “the Company” refer to CNH Industrial N.V. together with its consolidated subsidiaries.

Our Business

CNH is a leading global equipment and technology company that designs, produces and sells agricultural and construction equipment. In addition, CNH's Financial Services segment offers an array of financial products and services, including retail financing for the purchase or lease of new and used CNH and other manufacturers' products and other retail financing programs and wholesale financing to dealers.

CNH's global network includes industrial, commercial and financial services subsidiaries located in 32 countries and a commercial presence in approximately 166 countries.

For more information please see 2025 Sustainability Report at this link.

Our Commitment and Code of Conduct

CNH supports the protection of fundamental human rights in all its operations and seeks to promote respect for these principles to all entities and individuals with whom it has a business relationship. CNH's commitment is summarized in our Code of Conduct, in the Human Rights Policy that supplements it and in the Supplier Code of Conduct.

The human rights principles included in these documents are consistent with the spirit and intent of the UN Declaration of Human Rights, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the relevant Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

Our Code of Conduct and policies apply to the Company's Board of Directors, officers and employees, as well as to those acting for or on behalf of all CNH companies worldwide.

Please visit our Code of Conduct at this link.

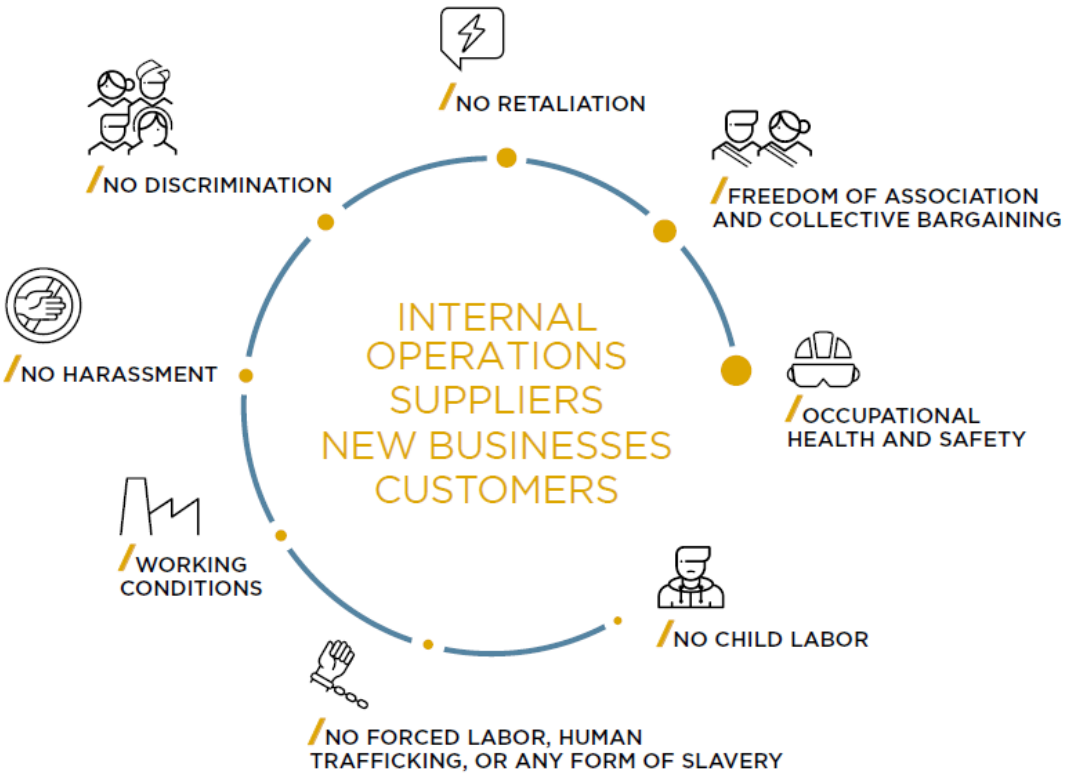
Our Human Rights Policy

We implement specific procedures to monitor respect for human rights within our operations, assessing the potential impact of those operations on human rights and implementing mitigating and preventative measures where needed.

Our Human Rights Policy supplements the Code of Conduct. This policy outlines CNH's commitment to prevent human trafficking and slavery, including in its supply chain, in compliance with, among others, the California Transparency in Supply Chains Act, the Human Trafficking Prevention Act, the United Kingdom Modern Slavery Act 2015, the Australia Modern Slavery Act 2018, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and similar laws.

In accordance with our Code of Conduct, CNH strictly prohibits all forms of modern slavery, including human trafficking, servitude, forced labor, child labor (including sale or exploitation), and debt bondage by any covered person[1].

Our approach to the management of human and labor rights focuses on 8 main areas:

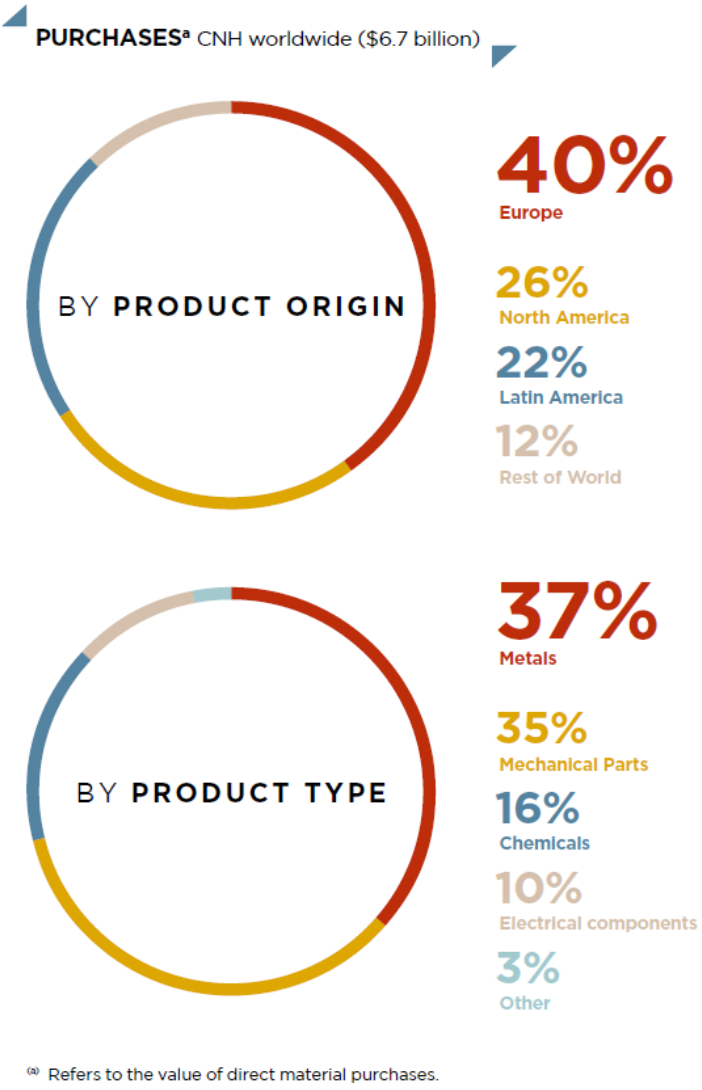


[1] Covered persons collectively include: CNH Industrial N.V. and its subsidiaries; the directors, officers, and employees of such entities; and those acting for or on behalf of such entities, comprising all parties the Company conducts business with, including, but not limited to: suppliers, service providers, sales representatives, agents, consultants, dealers, distributors, importers, resellers, and joint venture partners.

Our Supply Chain

CNH spends approximately $6.7 billion with a network of 2,681 direct suppliers. Our top 150 suppliers are considered strategic, not only because they account for 66% of our total spend, but also because of the length of the relationships, the extent of their production capacity and management of spare parts.

Besides supporting our strategic suppliers, we are also committed to supporting small and local suppliers[2]. In 2025, we signed contracts with local suppliers accounting for 65% of our procurement costs. We also set targets for developing local skills, transferring technical and managerial expertise, and strengthening local businesses.



[a] Refers to the value of direct material purchases.

For more information please see 2025 Sustainability Report, Supplier Profile at this link.

[2] Local suppliers are those operating in the same country as the CNH plant in question.

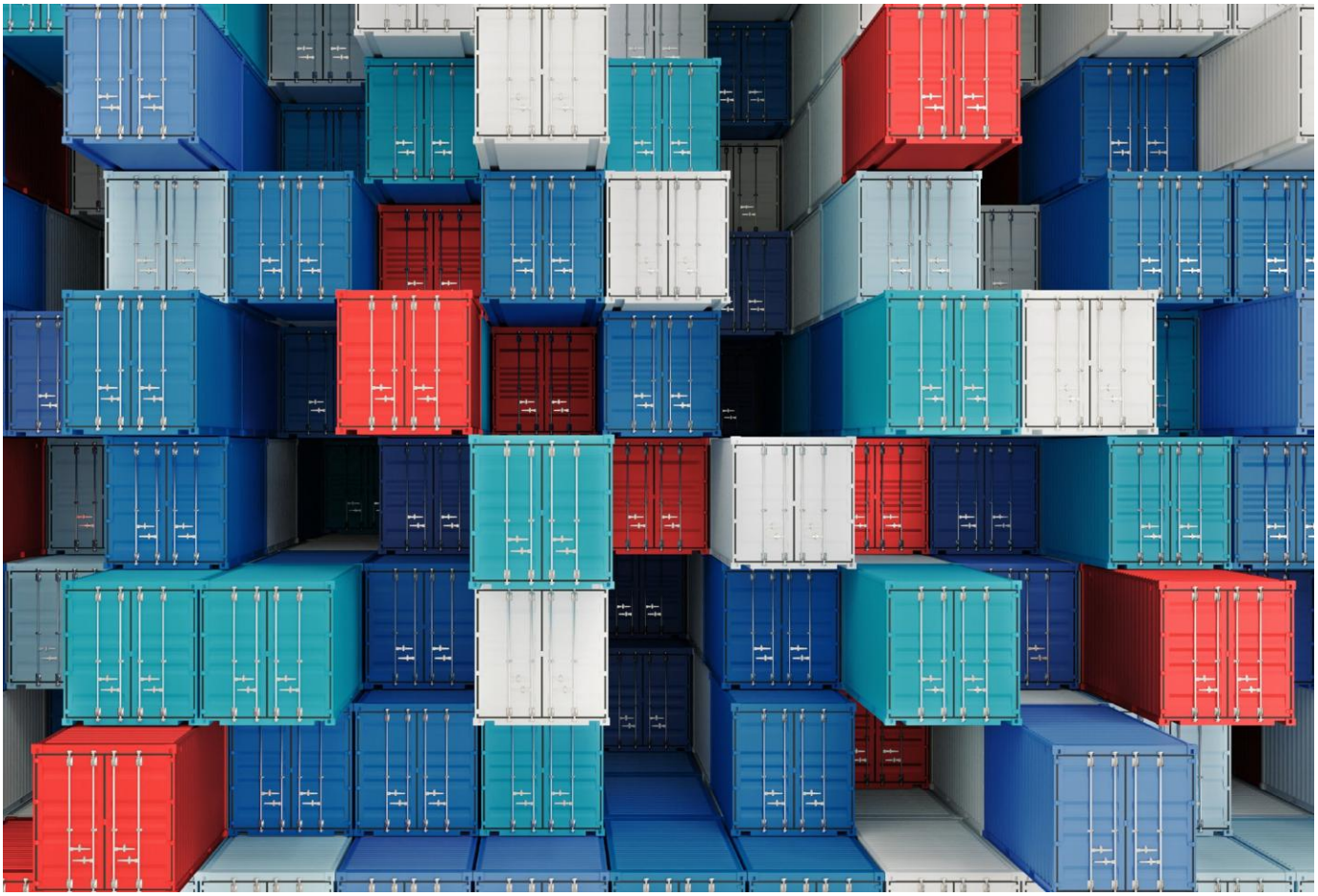
Our Supplier Code of Conduct

CNH's Supplier Code of Conduct is our framework for responsible supply-chain management. Suppliers are required to work with us to enforce the code and pass on its principles to their respective employees, subsidiaries, affiliates and subcontractors.

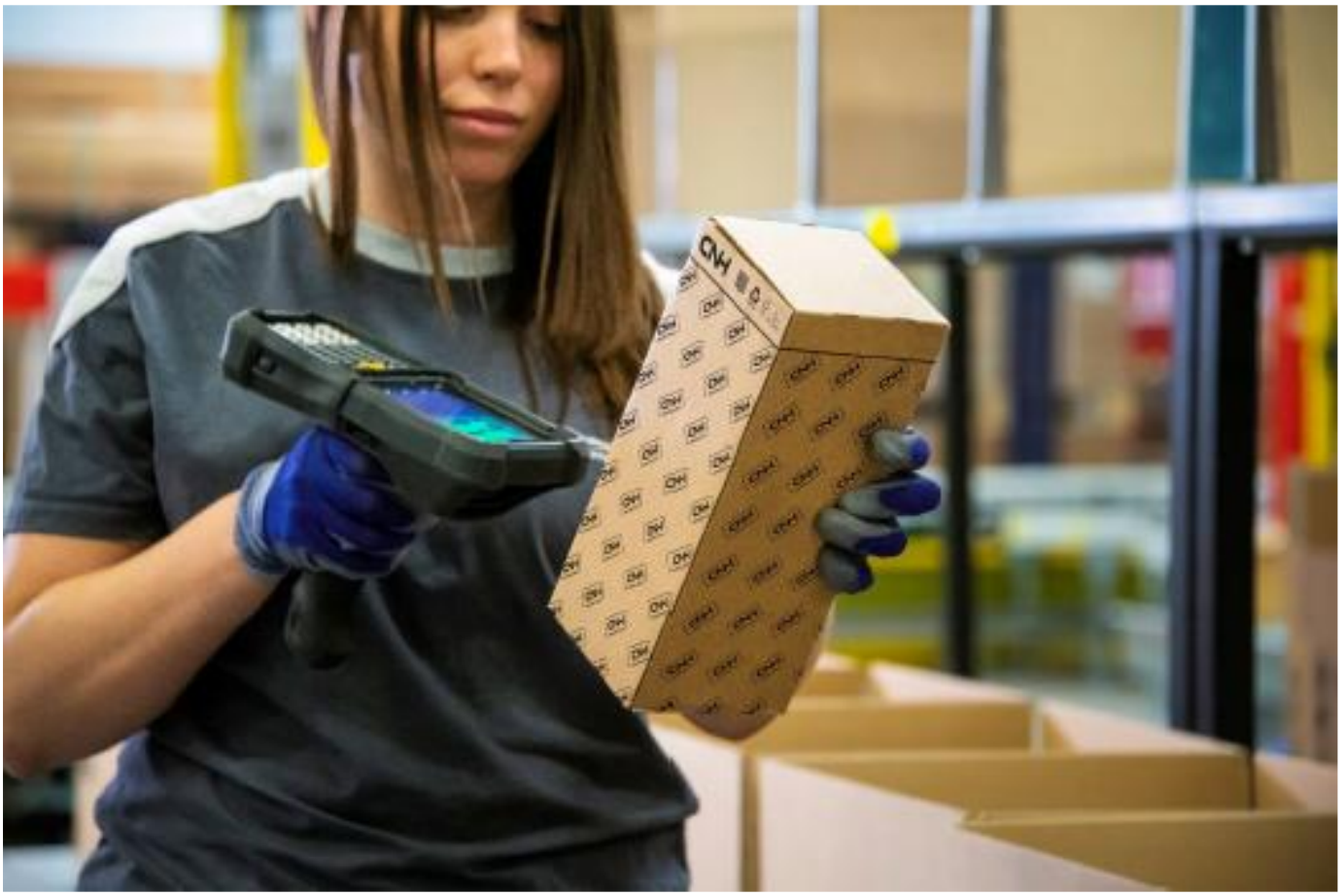
Suppliers can access appropriate training through our Supplier Portal; in 2025, over 300 users did so. Any violation of our Supplier Code of Conduct may alter the business relationship and may result in contract termination.

We provide the CNH Integrity Helpline for reporting potential violations of our corporate policies, the Code of Conduct or applicable laws.

In addition to encouraging our suppliers to establish their own training programs, CNH reinforces the principles of the Code of Conduct through a series of targeted training modules and global communications reaching over 15,000 employees worldwide, including those in procurement and supply-chain functions.



Please visit our Supplier Code of Conduct at this link.



Supplier Assessment

We follow specific internal procedures for selecting and codifying new suppliers. Our selection criteria are not just the quality and competitiveness of their products and services, but also the presence of: a company code of conduct consistent with the AIAG Corporate Responsibility Guidance Statements; an environmental management system; a health and safety management system; and a Risk Evaluation document.

Supplier companies invited to tender are provided with the Supplier Quality Statement of Requirement (SQSOR) document, which is an integral part of the Request for Quotation (RFQ). The SQSOR document requires the supplier to respect CNH's Supplier Code of Conduct, to participate in the Supplier Sustainability Assessment program and to take necessary actions to improve performance when applicable. The SQSOR is then checked by CNH's Supplier Quality team during the Quality Risk Assessment before approving the final sourcing recommendation.

In addition, the General Purchasing Terms and Conditions that apply to all orders released by CNH require that suppliers comply with the CNH Code of Conduct and Supplier Code of Conduct.

The Potential Suppliers Assessment (PSA) evaluates a potential supplier by identifying its strengths and weaknesses and assessing its ability to

manufacture to the highest quality standards. PSA criteria include ESG elements, with explicit reference to both environmental and occupational health and safety management. For example, it is mandatory to have environmental and health and safety systems in working areas, preferably certified by a third party.

In 2025, CNH partnered with EcoVadis and launched a new Supplier Sustainability Assessment program, replacing the previous Sustainability Self-Assessment Questionnaire. All direct material suppliers were invited to participate in this program and, based on their sustainability maturity level, were requested to complete either the EcoVadis Vitals or the EcoVadis Rating questionnaire. Completion is mandatory for all companies that supply materials directly to CNH.

The program is published on the Supplier Portal and is actively promoted via email using the contact information available in our systems. The score achieved in the Supplier Sustainability Assessment is incorporated into each supplier's Global Supplier Scorecard. The questionnaire covers key areas including human rights, environmental performance, compliance and ethics, diversity, and occupational health and safety. We analyze the answers to form the basis of a sustainability risk assessment. We then create a risk map that takes into account:

- Supplier turnover
- Risk associated with the supplier's country of operation (focusing on countries with poor human rights records) and supplier financial risk
- Participation in the assessment process
- Risk associated with the purchasing category (i.e., the commodity group).

For more information please see 2025 Sustainability Report, Supplier Assessment and Supplier Development at this link.

Human Rights Assessment

CNH monitors respect for human rights within the Company's operations and across its supply chain and customer base. As regards its internal operations[3], CNH's Internal Audit function has conducted impact assessment surveys with the Human Resources functions of the geographic area selected. The impact assessment also focuses on local communities, namely on the promotion of their social and economic development based on their specific needs. CNH conducts its Human Rights Assessments at least every three years and completed its latest assessment in early 2024.

The most recent assessment confirmed the presence of policies and controls designed to ensure respect for human rights, in line with local legal requirements. It did not identify any concerns or issues, including in relation to child or forced labor and freedom of association. The assessments complied with the requirements of Articles 17 and 18 of the UN Guiding Principles on Business and Human Rights, 20114 (Ruggie Framework). CNH also assesses the entire workforce and all its legal entities regarding child labor. In 2025, this survey revealed zero non-compliance cases.

For contractors and suppliers, CNH completes an annual Human Rights Assessment in line with its Supplier Sustainability Assessment program and related auditing program. CNH involved 99% of Tier 1 suppliers in sustainability and human rights assessments in 2025.

Fifty related sustainability audits were conducted and all confirmed that environmental and human rights issues were being properly addressed. No critical issues involving collective bargaining, child labor or forced/compulsory labor were reported. While no critical issues emerged from the questionnaire and audits, we found 21 suppliers had room for improvement and together we drew up appropriate action plans. No contracts were suspended or terminated.

In the event that forced or child labor is identified within our operations or supply chains, CNH requires the involved supplier to implement a monitored action plan to bring their performance into compliance. If the supplier fails to comply, CNH reserves the right to terminate the business relationship. Internally, any employee violations result in appropriate disciplinary action.

For more information please see 2025 Sustainability Report, Human Rights Assessment at this link.

[3] Joint ventures in which CNH holds at least a 51% interest are included in the perimeter.

Integrity Helpline

We have established a procedure to ensure that our employees and third parties can report situations in which they have a good-faith belief that any circumstance or action has violated our Code of Conduct, corporate policy or applicable law, including the respect for Human Rights.

Our Integrity Helpline is operated by an independent company and is available worldwide. Reports can be submitted (also on an anonymous basis, where permitted by law) through the dedicated Internet website (www.cnhintegrityhelpline.com), by telephone through dedicated phone lines (to a call center managed by a third party), or in person to a manager or other Company representative.

This statement was approved by CNH Industrial N.V.'s Board of Directors and covers all activities undertaken by all CNH entities and operations prior to December 31, 2025.[4]

Gerrit Marx

Executive Director and Chief Executive Officer

[4] This statement was also approved by the Board of Directors of the CNH AU Group and covers all activities undertaken by the CNH AU Group prior to December 31, 2025.