



JOHN DEERE

Deere & Company World Headquarters
One John Deere Place
Moline IL 61265 USA

John C. May
Chairman and Chief Executive Officer

1 March 2023

REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

Commitment to Equal Opportunity and Non-Discrimination

Deere & Company is committed to the principles of equal employment opportunity and anti-discrimination and harassment for all individuals regardless of race, color, religion, age, sex, sexual orientation, gender, gender identity or expression, national origin, geographic background, physical and/or mental disability, protected veteran status (i.e., disabled veteran, Armed Forces service medal veteran, recently separated veteran, or other veteran who served during a war, or in a campaign or expedition for which a campaign badge has been authorized), or any other classification protected by applicable law. The company strives to maintain an environment where all employees can be fully utilized, make maximum contributions, and reach their full potential.

It is the Company's policy to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans. Company policy also requires that all employment decisions are made in accordance with applicable laws and the Company's equal employment opportunity policies. The company will not discriminate on the basis of any protected characteristic in matters related to recruiting, hiring, training, compensation, employee benefits, performance evaluations, promotions, transfers, social or recreational activities, and all other terms and conditions on the job. Employment decisions are based on valid job requirements. All managers and supervisors are responsible for ensuring compliance with the company's equal employment opportunity policies.

Employees and applicants will not be subjected to discrimination, harassment, intimidation, threats, coercion, or retaliation on the basis of disability or status as a protected veteran, or for (1) filing a complaint; (2) assisting or participating in a review, investigation, compliance evaluation, or hearing related to the administration of any Federal, State or local law requiring equal opportunity for protected veterans or individuals with disabilities; (3) opposing any act or practice made unlawful by Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("Section 4212"), Section 503 of the Rehabilitation Act ("Section 503"), or other laws protecting veterans and individuals with disabilities; or (4) exercising any other right protected by Section 4212, Section 503, or related regulations.

Pay Transparency Notice: The Company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other



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employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the company's legal duty to furnish information.

As CEO of the Company, I fully support and am committed to the principles of affirmative action and equal employment opportunity, and the Company's affirmative action programs. To ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the Company, I have delegated overall responsibility for the Company's affirmative action programs to the company's Regional Head of Talent Acquisition. One of the Regional Head of Talent Acquisition's duties is to establish and maintain an internal audit and reporting system to allow for effective measurement of the Company's programs.

Employees and applicants may review the non-confidential portions of the company's affirmative action programs by contacting Human Resources to schedule an appointment during regular business hours. Alternately, interested persons should contact the Regional Head of Talent Acquisition at 309-748-9936 and/or JonesCrystalT@JohnDeere.com for assistance.

John C. May
CEO, Deere & Company