

2022

UK GENDER PAY GAP REPORT

For nearly 100 years, Caterpillar has been helping customers build a better, more sustainable world and is committed and contributing to a reduced-carbon future. Our innovative products and services, backed by our global dealer network, provide exceptional value that helps customers succeed. Caterpillar established its first major facility outside the United States over 60 years ago in the UK. As of today, the company employs more than 7,600 people in 18 facilities across the country.

Caterpillar faces every challenge with one simple response: let's do the work. We are committed to doing the important work of improving diversity at every level of our business to create positive and sustainable progress by leveraging our employees' unique backgrounds and experiences. We value diverse perspectives and strive to ensure our global team reflects the many communities and customers we serve around the world.



ALL UK CATERPILLAR EMPLOYEES EXCLUDING NORTHERN IRELAND (NI)



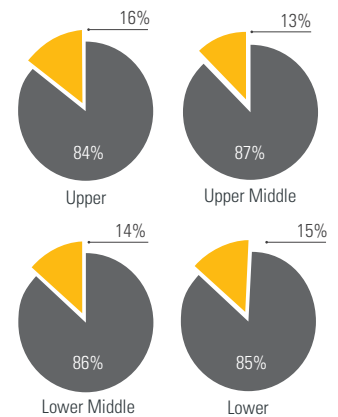
GENDER PAY AND BONUS GAPS



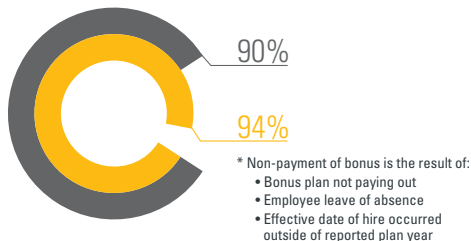
MEAN: The difference in the average hourly pay for women compared to men within a company.

MEDIAN: The difference between the midpoints in the ranges of men's and women's pay. The pay gap between hourly rate pay for the middle woman compared to that of the middle man.

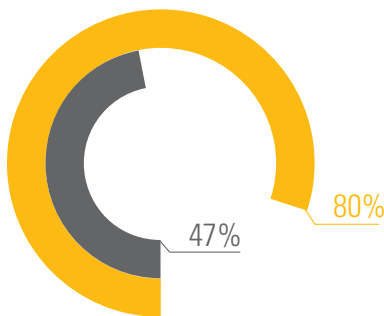
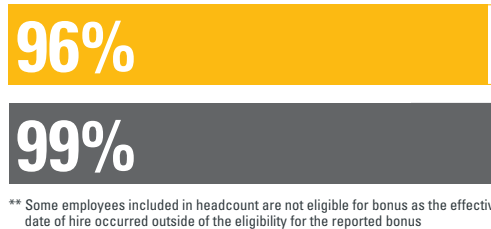
PAY QUANTILES (HOURLY PAY)



PROPORTION OF EMPLOYEES PAID A BONUS*



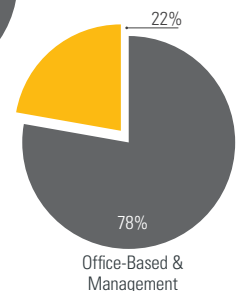
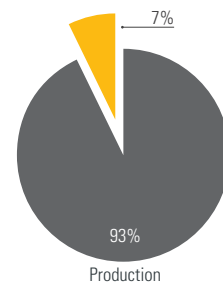
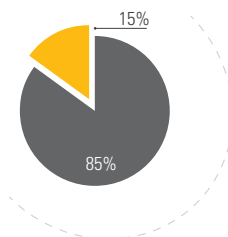
PROPORTION OF EMPLOYEES ELIGIBLE TO PARTICIPATE IN BONUS SCHEME**



OFFICE-BASED AND MANAGEMENT ROLES

- 80% of women, compared to 47% of men, are in office-based roles; this impacts the respective hourly pay rate and bonus.
- According to UK regulations, our company's overall figures reflect a -2.8% pay gap (women being paid more than men).
- The UK government has disclosed the country's median pay gap in 2022 was 14.9% (men being paid more than women).

TOTAL WORKFORCE COMPOSITION



ALL UK CATERPILLAR EMPLOYEES EXCLUDING NORTHERN IRELAND (NI)



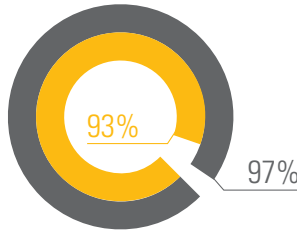
DATA REPRESENTATIVE OF OUR THREE LEGAL ENTITIES WITH AN EMPLOYEE POPULATION OF OVER 250 EMPLOYEES, AS OF 5 APRIL 2022.

CATERPILLAR (UK) LTD.

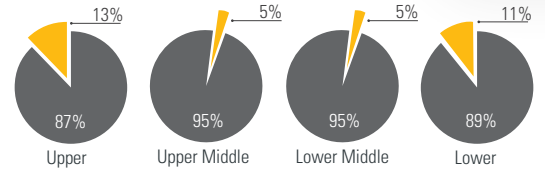
GENDER PAY AND BONUS GAPS

Mean Hourly Pay	8.7%
Mean Bonus	69.8%
Median Hourly Pay	4.1%
Median Bonus	162%

PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS



PAY QUANTILES (HOURLY PAY)

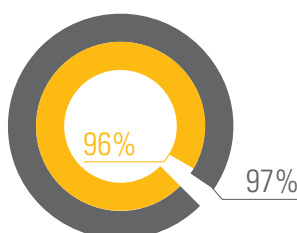


PERKINS ENGINES COMPANY LTD.

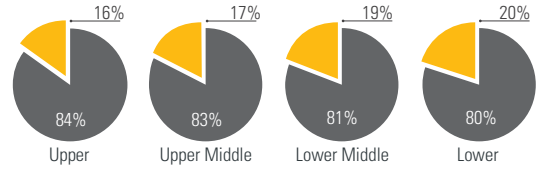
GENDER PAY AND BONUS GAPS

Mean Hourly Pay	6.5%
Mean Bonus	21.9%
Median Hourly Pay	7.6%
Median Bonus	5.3%

PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS



PAY QUANTILES (HOURLY PAY)

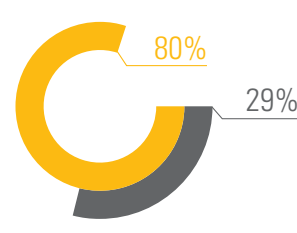


PROGRESS RAIL SERVICES UK LTD.

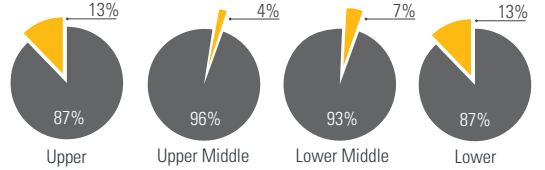
GENDER PAY AND BONUS GAPS

Mean Hourly Pay	1.7%
Mean Bonus	44%
Median Hourly Pay	6.2%
Median Bonus	38.3%

PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS



PAY QUANTILES (HOURLY PAY)



As we look to the future, we understand that work remains and that additional progress must be made to ensure diversity of representation at every level of our organization. We will achieve this through our ongoing commitment to providing development and career opportunities to retain our current talent. We partner with the Women's Initiative Network employee resource group to enable individual success. The programs are geared toward women but are open to all employees.

To help us attract and hire more women, we will also continue to foster our long-standing strategic partnerships with organizations like the Society of Women Engineers. Supporting women with programs, role models, mentors, and peers, are a few of the ways that we are working to help attract and retain talent at Caterpillar. We also provide a wide array of health, wellness, and support programs that address the full employee life cycle, from early career to retirement.

We confirm that our data published is accurate and in line with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data relates to three legal entities that are in scope of Gender Pay reporting.

For more on Caterpillar's diversity and inclusion journey visit: caterpillar.com/diversity.

David Goldspink, UK Country Director, Caterpillar Inc.

