



# 2023 UK GENDER PAY GAP REPORT

At Caterpillar, we help our customers build a better, more sustainable world. We believe in the Power of Everyone, that the best ideas come from diverse and inclusive teams, and this empowers us to meet the changing needs of our global customers, dealers, employees and communities. We are committed to continually working to ensure our workplace is diverse and representative of the many customers we serve around the globe and that each person is respected, seen, heard and valued.

Caterpillar established its first major facility outside the United States more than 60 years ago in the United Kingdom. Today, the company employs more than 7,800 employees in more than 18 facilities across the UK and is committed to fostering a diverse workforce and an inclusive environment across the enterprise for these individuals to thrive.

## ALL UK CATERPILLAR EMPLOYEES EXCLUDING NORTHERN IRELAND (NI)

● Men  
● Women

### GENDER PAY AND BONUS GAPS

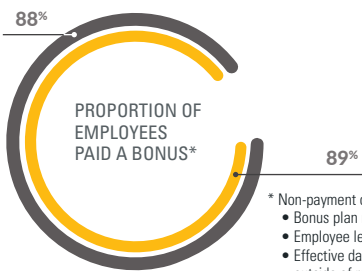
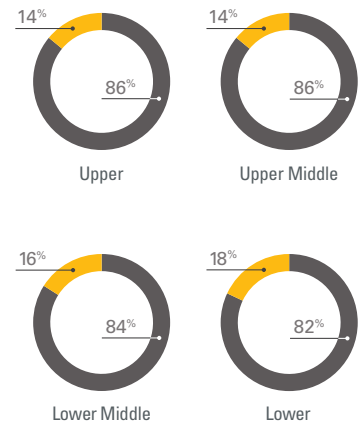
MEAN HOURLY PAY	3.7%
MEAN BONUS	4.4%
MEDIAN HOURLY PAY	6.5%
MEDIAN BONUS	0.2%

**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.

- According to U.K. regulations, our company's overall figures reflect a 3.7% pay gap (men being paid more than women).
- The U.K. government has disclosed the country's median pay gap in 2023 was 14.3% (men being paid more than women).

### PAY QUANTILES (HOURLY PAY)



\* Non-payment of bonus is the result of:

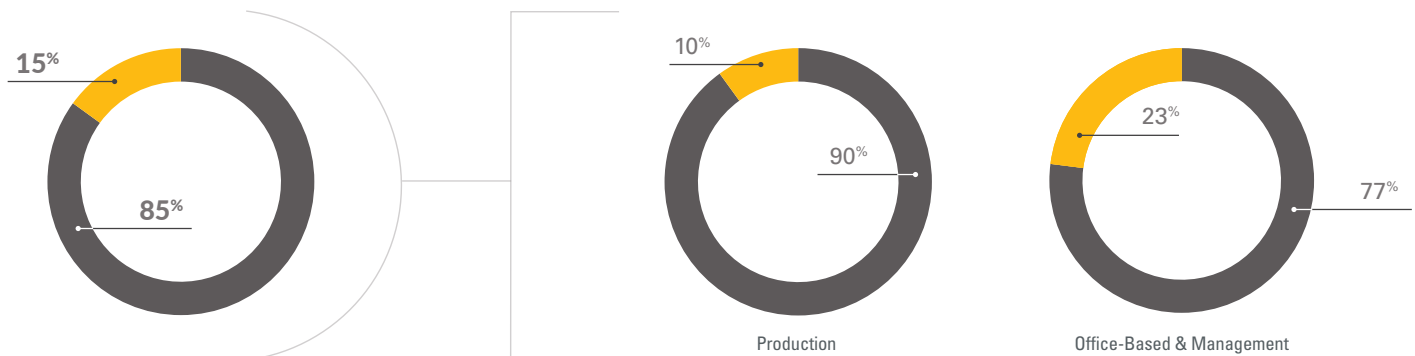
- Bonus plan not paying out
- Employee leave of absence
- Effective date of hire occurred outside of reported plan year

### PROPORTION OF EMPLOYEES ELIGIBLE TO PARTICIPATE IN BONUS SCHEME\*\*



\*\* Some employees included in headcount are not eligible for bonus as the effective date of hire occurred outside of the eligibility for the reported bonus

### TOTAL WORKFORCE COMPOSITION



# ALL UK CATERPILLAR EMPLOYEES EXCLUDING NORTHERN IRELAND (NI)

● Men  
● Women

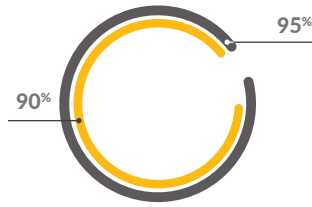
DATA REPRESENTATIVE OF OUR THREE LEGAL ENTITIES WITH AN EMPLOYEE POPULATION OF OVER 250 EMPLOYEES, AS OF APRIL 5, 2023.

## CATERPILLAR (UK) LTD.

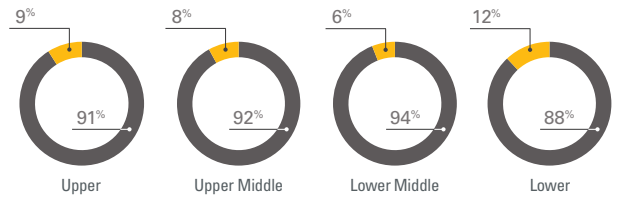
### GENDER PAY AND BONUS GAPS

MEAN HOURLY PAY	1.2%
MEAN BONUS	67.7%
MEDIAN HOURLY PAY	3.5%
MEDIAN BONUS	112%

### PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS



### PAY QUANTILES (HOURLY PAY)

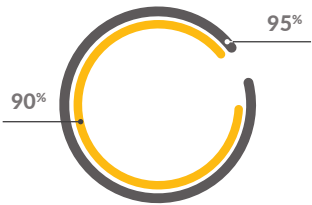


## PERKINS ENGINES COMPANY LTD.

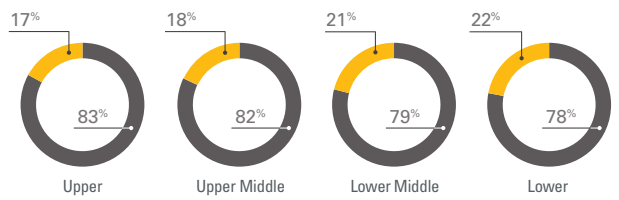
### GENDER PAY AND BONUS GAPS

MEAN HOURLY PAY	8%
MEAN BONUS	22%
MEDIAN HOURLY PAY	7.5%
MEDIAN BONUS	7.5%

### PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS



### PAY QUANTILES (HOURLY PAY)

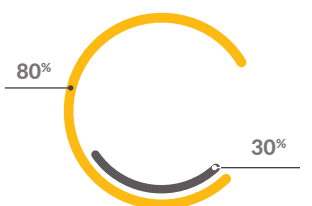


## PROGRESS RAIL SERVICES UK LTD.

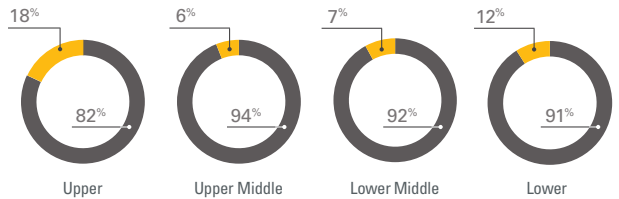
### GENDER PAY AND BONUS GAPS

MEAN HOURLY PAY	8%
MEAN BONUS	50.4%
MEDIAN HOURLY PAY	16.3%
MEDIAN BONUS	27%

### PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS



### PAY QUANTILES (HOURLY PAY)



For more on Caterpillar's diversity and inclusion journey visit [caterpillar.com/diversity](https://caterpillar.com/diversity).

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 believe that when employees with different opinions, experiences and backgrounds come together, we help our customers build a better world.

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

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David Goldspink,  
UK Country Manager

