

"We remain committed to our journey of fostering a workplace that respects and celebrates our employees' diverse backgrounds, experiences, and perspectives, and reflects the global nature of our customer base. A culture where employees feel valued and included heightens the opportunity for greater team performance and enables us to provide superior value for those we serve."

*Jim*

Jim Umpleby  
Chairman and Chief Executive Officer  
Caterpillar Inc.



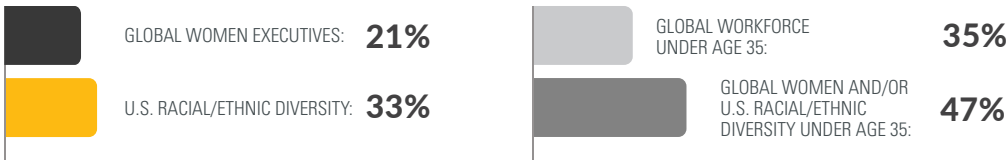
# 2023 GLOBAL DIVERSITY & INCLUSION REPORT

## THE POWER OF EVERYONE

At Caterpillar, we are committed to helping our customers build a better, more sustainable world. Our diversity and inclusion principles are embedded in Our Values In Action, which define what we stand for and how we conduct ourselves with our customers, partners and one another. We respect and value people with different opinions, experiences and backgrounds and know that by working together, we can produce better results than any of us can achieve alone.

## WORKFORCE HIGHLIGHTS

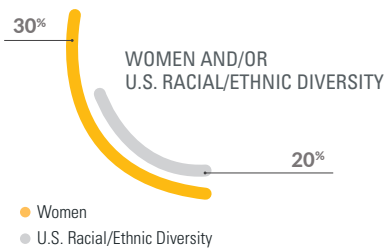
In 2023, our global workforce grew 3.5% to 113,200 employees. Both representation of women and U.S. racial/ethnic diversity have increased 1% in the management/ professional and production categories.



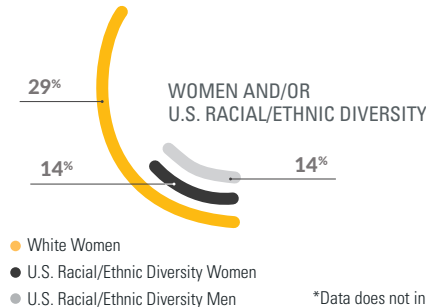
"As we approach our company's centennial, we recognize the impact our workforce has had to arrive at this moment. When our employees share their diverse perspectives and we foster the right inclusive environment for them to bring their best, we create maximum value for our customers and the communities we serve."

Roshny M. Archer  
Vice President,  
Global Talent Management  
Caterpillar Inc.

### BOARD OF DIRECTORS

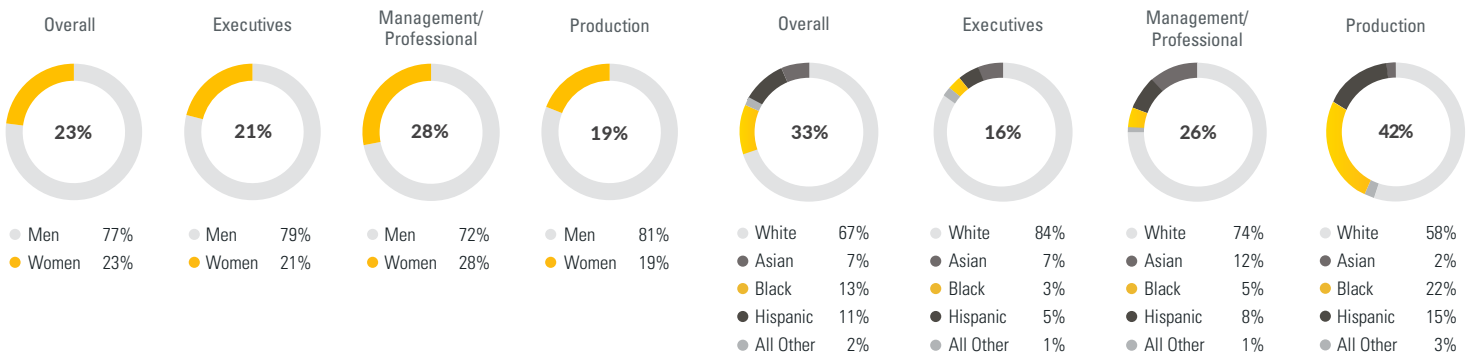


### EXECUTIVE OFFICE\*



### GLOBAL WOMEN

### U.S. RACIAL/ETHNIC DIVERSITY



\*\*Data as of December 31, 2023, unless otherwise noted.

# THREE-PILLAR DIVERSITY & INCLUSION FRAMEWORK

## WORKFORCE

Strive for workforce representation that is reflective of the communities where we live and operate

## CULTURE

Foster an inclusive environment where people feel valued, respected and have a sense of belonging

## OUTREACH

Provide opportunities, make investments and enhance workforce readiness in underserved global communities

## WORKFORCE

In 2023, we launched a modernized job framework that aligns closely to the market, while accounting for unique roles and Caterpillar-specific needs. This framework defines what successful skill application looks like in each role to help employees explore career opportunities that align with their aspirations and strengths and tailor their professional development. It will also allow Caterpillar to cast a wider net to consider both current and prospective employees that possess these skills as opportunities arise.

## CULTURE

Leaders across the company used results from our annual employee engagement survey to identify areas of opportunity – employing strategies such as listening sessions and stay interviews to gain deeper insights on the experience of our diverse employee base and better understand the best ways to support their teams. At our 2023 Diversity & Inclusion Conference, as well as the three regional conferences held in Brazil, Singapore and the U.K. employees and leaders shared best practices as well as their views and perspectives on how to further strengthen our inclusive culture.

# 83%

WE MAINTAINED OUR INCLUSION INDEX SCORE\*

\*Every employee is invited to participate in a confidential Employee Insights Survey and provide feedback in a variety of areas.

## OUTREACH

In August, Caterpillar was inducted into the Billion Dollar Roundtable (BDR), a nonprofit organization made up of corporations that spend more than \$1 billion with diverse businesses. BDR promotes best practice sharing and thought leadership in supplier diversity excellence. With a strong base of diverse suppliers already in place, we are investing in tools that will help identify diverse suppliers for new business opportunities. We have strengthened our relationships with these suppliers to improve the communities we work in and ultimately meet the needs of our growing and diverse customer base.

## CATERPILLAR CHAIRMAN'S D&I EXCELLENCE AWARD

The Diversity & Inclusion Excellence Awards recognize efforts that improve workforce diversity, inclusion and engagement. This is done while delivering value to the business and driving profitable growth. We receive dozens of nominations from around the globe every year and our Chairman and CEO, Jim Umpleby, chooses the winner.

## 2023 WINNER: ENGINEERING EARLY TALENT VIRTUAL RECRUITING | ENERGY & TRANSPORTATION

With an increase in online job seeking, a highly competitive job market and a growing need for early talent, Energy & Transportation Engineering Early Talent Recruiting combined their areas of expertise to create a virtual team to supplement our campus recruiting efforts. With a future-focused vision for expanding and diversifying talent, the team implemented substantial process enhancements, increasing the early talent candidate pool by 22% with a broader range of backgrounds and experiences. Additionally, the team increased intern diversity and filled 98% of intern allocations and 90% of full-time college hire allocations – both up from last year.

For more on Caterpillar's diversity and inclusion journey visit [caterpillar.com/diversity](https://caterpillar.com/diversity) and [Caterpillar 2022 EEO-1](#).