



2024 UK GENDER PAY GAP REPORT



At Caterpillar, we help our customers build a better, more sustainable world. We believe in the Power of Everyone and are committed to fostering an inclusive environment and a workforce that is representative of the diverse customers and communities we serve around the globe. Our Values in Action enable every individual to achieve their fullest potential and every team to help drive business success. This empowers us to meet the changing needs of our global customers, dealers, employees and communities.

Caterpillar established its first major facility outside the United States more than 70 years ago in the United Kingdom. Today, the company employs more than 7,600 employees in more than 18 facilities across the UK.

ALL UK CATERPILLAR EMPLOYEES EXCLUDING NORTHERN IRELAND

- Men
- Women

GENDER PAY AND BONUS GAPS

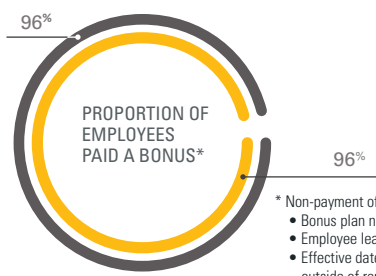
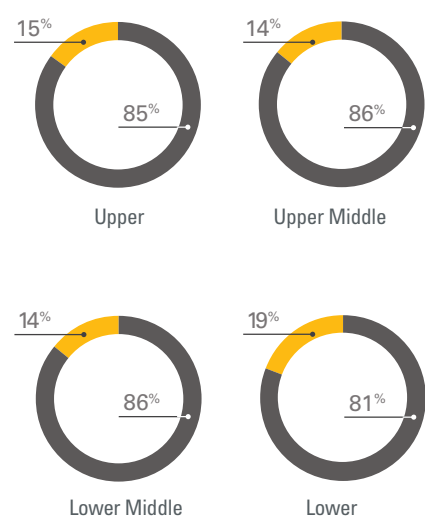
MEAN HOURLY PAY	1%
MEAN BONUS	.4%
MEDIAN HOURLY PAY	4%
MEDIAN BONUS	43%

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

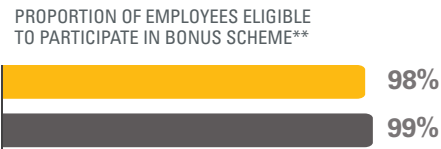
MEDIAN: The difference between the midpoints in the ranges of men's and women's pay. The pay gap between hourly rate pay for the middle woman compared to that of the middle man.

- According to U.K. regulations, our company's overall figures reflect a 4% pay gap (men being paid more than women).
- The U.K. government has disclosed the country's median pay gap in 2024 was 13.1% (men being paid more than women).

PAY QUANTILES (HOURLY PAY)

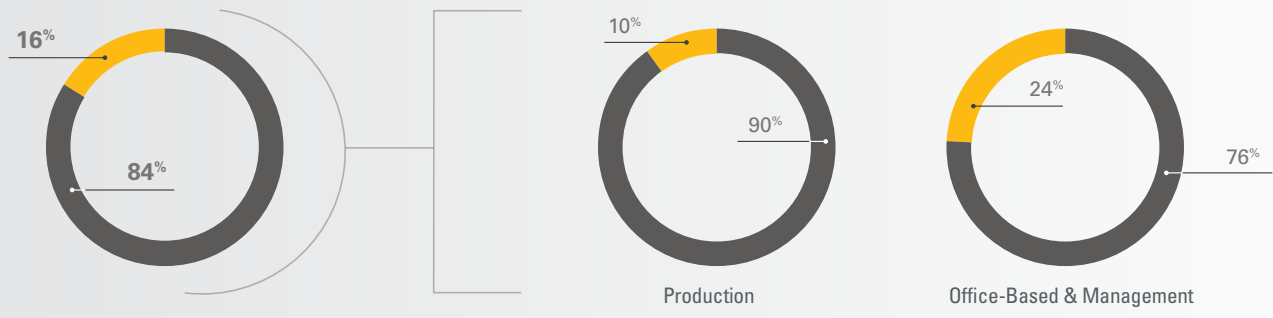


- * Non-payment of bonus is the result of:
- Bonus plan not paying out
 - Employee leave of absence
 - Effective date of hire occurred outside of reported plan year



** 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



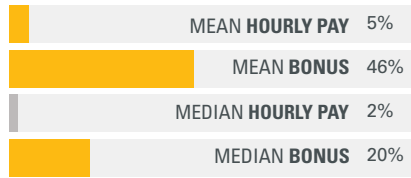
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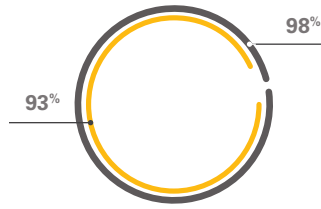
DATA REPRESENTATIVE OF OUR THREE LEGAL ENTITIES WITH AN EMPLOYEE POPULATION OF OVER 250 EMPLOYEES, AS OF APRIL 5, 2024.

CATERPILLAR (UK) LTD.

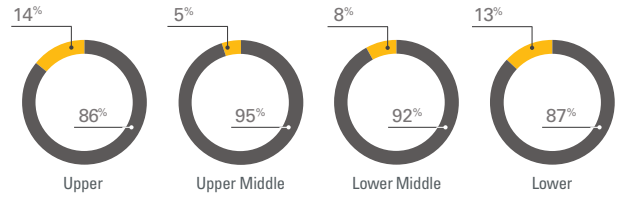
GENDER PAY AND BONUS GAPS



PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS

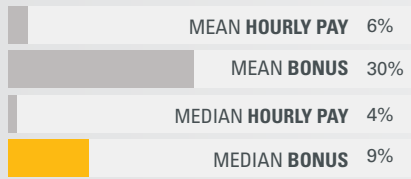


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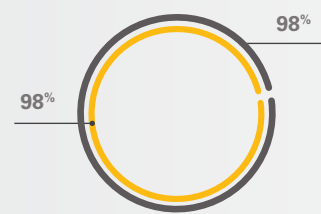


PERKINS ENGINES COMPANY LTD.

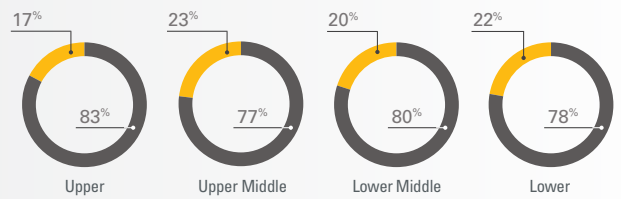
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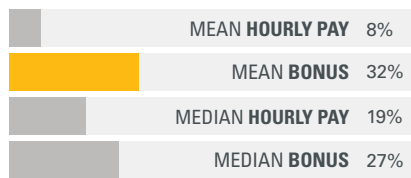


PAY QUANTILES (HOURLY PAY)



PROGRESS RAIL SERVICES UK LTD.

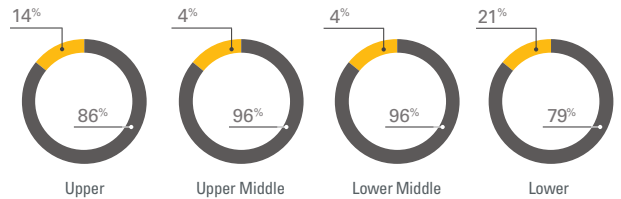
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PAY QUANTILES (HOURLY PAY)



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

We believe that the best ideas come from engaged teams, where everyone feels valued, respected and has the opportunity to fully contribute. This commitment has been a cornerstone of our success for 100 years and will continue to be as we look to the future.

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.

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



David Goldspink,
UK Country Manager

