



**2025
UK**

GENDER PAY GAP REPORT

At Caterpillar, we help our customers build a better, more sustainable world. We are committed to fostering a workplace culture of belonging – one that reflects the customers and communities we serve around the globe. Our Values in Action enable every individual to achieve their full potential and help teams drive business success. This allows us to respond to the changing needs of our customers, dealers, employees and communities worldwide.

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 7,800 employees in more than 18 facilities across the UK.

ALL UK CATERPILLAR EMPLOYEES
Excluding Northern Ireland

- Men
- Women

Hourly & Bonus Pay

	MEAN HOURLY PAY	1%
	MEAN BONUS	10%
	MEDIAN HOURLY PAY	2%
	MEDIAN BONUS	56%

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.

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

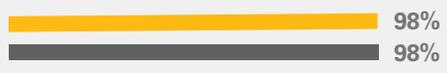
- According to U.K. regulations, our company’s overall figures reflect a -2% pay gap (women being paid more than men).
- The U.K. government has disclosed the country’s median pay gap in 2025 was 12.8% (men being paid more than women).

Bonus Participation



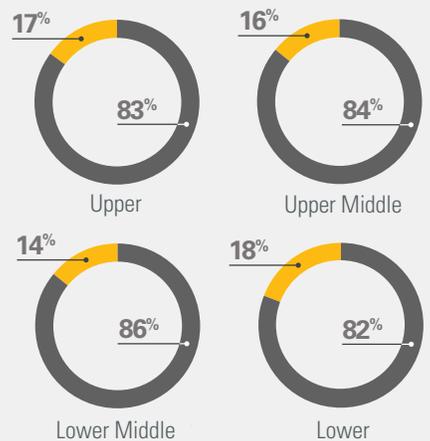
- * Non-payment of bonus is the result of:
- Bonus plan not paying out
 - Employee leave of absence
 - Effective date of hire occurred outside of reported plan year

Proportion of Employees Eligible to Participate in Bonus Scheme**

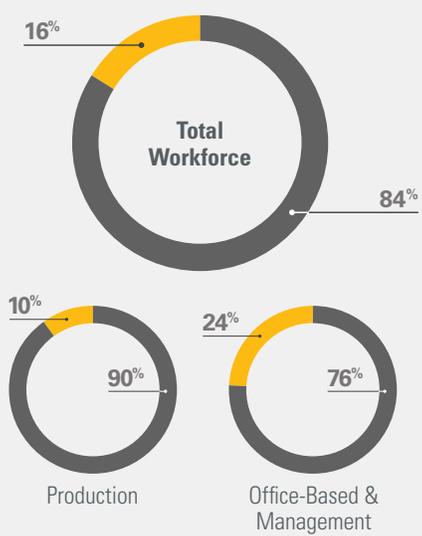


** Some employees included in headcount are not eligible for bonus as the effective date of hire occurred outside of the eligibility for the reported bonus

Pay Quartiles (Hourly)



Workforce Composition



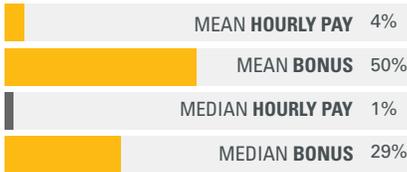
COMPANY-LEVEL RESULTS

● Men
● Women

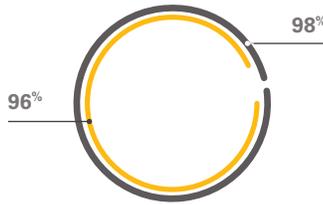
Data representative of our three legal entities with an employee population of over 250 employees, as of April 5, 2025.

CATERPILLAR (UK) LTD.

GENDER PAY AND BONUS GAPS



PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS

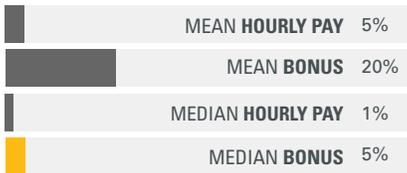


PAY QUANTILES (HOURLY PAY)

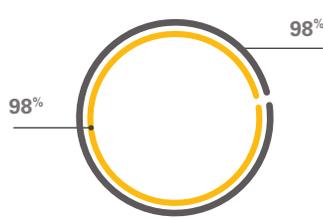


PERKINS ENGINES COMPANY LTD.

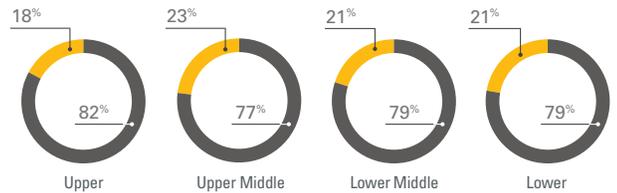
GENDER PAY AND BONUS GAPS



PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS

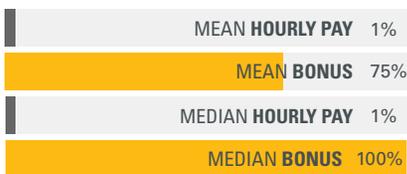


PAY QUANTILES (HOURLY PAY)



PROGRESS RAIL SERVICES UK LTD.

GENDER PAY AND BONUS GAPS



PERCENTAGE OF EMPLOYEES WHO ARE PAID A BONUS



PAY QUANTILES (HOURLY PAY)



We believe the strongest ideas come from engaged teams where people feel valued, respected and supported, and where everyone has the opportunity to contribute fully. This commitment has been a foundation of our success for more than 100 years and remains central as we look ahead.

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

David Goldspink
David Goldspink,
 UK Country Manager

▶ For more information on Caterpillar's employees and inclusive workplace journey, visit caterpillar.com/culture.

