



FRANCE GENDER EQUALITY INDEX

Cummins is required by law in France to complete the Gender Equality Index which gives a score out of 100. The Index score is based on a set of scored factors with an overall possible score of 100. These factors include pay gap, the differences in the proportion between men and women who gain promotion or salary increases, women’s pay increases during maternity leave, and women in the company’s top 10 highest paid roles. Our 2025 results for our 2 legal entities in France are below.

Cummins Drivetrain & Braking Systems (formerly Meritor Industrial Products) – Saint-Etienne

	Calculable indicator (1=yes, 0=no)	Maximum number of points in the indicator	Final result obtained	Maximum number of points of the calculable indicator	Number of points obtained
1- Compensation difference (in %)	1	40	2.41%	40	37
2- Deviation in individual increase rates (in % or equivalent number of employees)	1	35	0.8	35	35
3- Percentage of employees who received an increase in the year following their return from maternity leave	1	15	100	15	15
4- Number of employees of the underrepresented sex among the 10 highest remunerations	1	10	5	10	5
Total calculable indicators				100	92
INDEX (on 100 points)				100	92

For 2025, the Saint Etienne site scored 92 out of 100, an industry leading index score resulting from a clear work plan and a commitment to gender equality.

Cummins France SARL

	Calculable indicator (1=yes, 0=no)	Maximum number of points in the indicator	Final result obtained	Maximum number of points of the calculable indicator	Number of points obtained
1- Compensation difference (in %)	0	40	INCALCULABLE	0	
2- Deviation in individual increase rates (in % or equivalent number of employees)	1	35	1.5	35	35
3- Percentage of employees who received an increase in the year following their return from maternity leave	1	15	100	15	15
4- Number of employees of the underrepresented sex among the 10 highest remunerations	1	10	1	10	0
Total calculable indicators				60	50
INDEX (on 100 points)				100	INCALCULABLE

For 2025, the equality index and pay gap indicator scores is incalculable for Cummins France SARL.. This is because there is insufficient numbers of men and women in pay comparison groups and that those groups large enough to compare are less than 40% of the workforce. Incalculable results are common amongst smaller companies (50 to 250 employees) like Cummins France.

Our core values include Diversity and Inclusion. During 2024 after acquiring Cummins France, we began to implement strategies and actions that uphold our values and improve gender representation. We acknowledge that there is work to be done. We will expand sourcing and recruitment and reinforce efforts to develop and retain talent across all job groups, taking an inclusive lens that confirms full consideration of female talent particularly among higher level roles. We will also create succession plans for our critical roles to ensure gender representation. These plans will incorporate development initiatives designed to facilitate upward mobility of female talent.