



# 2023 ESG AT CUMMINS

Cummins Inc. strives to serve customers, build stronger communities and protect the environment. This is a high-level look at the company's performance on environmental, social and governance matters. Most data here comes from 2022. More information is available on Cummins' [sustainability website](#).

## RECOGNITION

- Member, 2022 **S&P DOW JONES WORLD AND NORTH AMERICAN INDICES** of high performing companies.
- Named one of 36 industry leaders for environmental performance in JUST Capital's 2023 rankings of **AMERICA'S MOST JUST COMPANIES**.
- No. 4 ranking on Forbes' list of **THE BEST EMPLOYERS FOR WOMEN 2023**.
- 16 consecutive years on Ethisphere's **WORLD'S MOST ETHICAL COMPANIES** list.

## ENVIRONMENT

Cummins' products and operations strive to reduce greenhouse (GHG) gas and other harmful emissions as well as water, waste, the company's use of plastics and more. PLANET 2050, Cummins' environmental sustainability strategy, centers on three key areas:

- ADDRESSING CLIMATE CHANGE
- USING NATURAL RESOURCES SUSTAINABLY
- POSITIVELY IMPACTING THE ENVIRONMENT IN OUR COMMUNITIES

### GOAL DRIVEN

**PLANET 2050** establishes nine goals timed to 2030 and aspirations timed to 2050, including powering customer success exclusively with carbon neutral technologies.

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Two of the 2030 goals are aligned to the effort to limit global temperature rise as established by the Science Based Target initiative and the Paris climate agreement.



## A CLOSER LOOK

### FACILITY GHG EMISSIONS

Cummins has been steadily decreasing Scopes 1 and 2 (market- and location-based) GHG emissions from facilities (in thousands of metric tons of CO<sub>2</sub>e).

	Scope 1	Scope 2 market-based	Scope 2 location-based
2018	367	706	695
2019	369	509	624
2020	324	432	537
2021	333	451	565
2022	311	426	533

### WATER CONSUMPTION

Cummins has long excelled at reducing water consumption (in gallons).

2018	1.17 billion
2019	1.1 billion
2020	933 million
2021	1 billion
2022	988 million

### GENERATED WASTE

Reducing generated waste is a key goal at Cummins (in metric tons).

	Generated waste
2018	306,000
2019	299,000
2020	257,000
2021	291,000
2022	289,000

NOTE: Environmental metrics include 2022 acquisition of Meritor, Inc.



*"Our business and environmental strategies are aligned to capture the growth opportunity decarbonization presents for Cummins and its stakeholders."*

**JENNIFER RUMSEY,**  
Chair and CEO

### DESTINATION ZERO

**Destination Zero** is Cummins' strategy to make meaningful reductions in carbon and other emissions through advanced internal combustion technologies widely accepted by the market today, while continuing to invest in and advance low- and no-carbon emission technologies ahead of widespread market adoption.

**Accelera by Cummins** is a leader in a range of these technologies, from battery electric to hydrogen fuel cell power solutions. It also manufactures electrolyzers key to producing "green" hydrogen.

# SOCIAL

Cummins believes in the power of diversity, equity and inclusion to drive innovation, and create a more interesting and dynamic work environment. We are committed to the idea that our employees are the company's most important asset, and that building stronger communities ultimately results in a stronger company.

## WOMEN AND THE CUMMINS WORKFORCE

Cummins is a leader in its industry for recruiting women to join the company's workforce, making steady progress over the last five years.

	Women percentage of global workforce*
2018	26.87%
2019	26.88%
2020	27.4%
2021	27.8%
2022	28.3%

\* Does not include the 2022 acquisition of Meritor Inc.

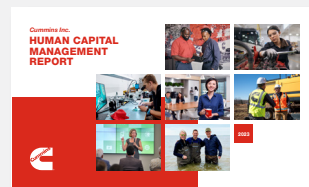


## DIVERSITY OF U.S. WORKFORCE

Cummins strives for a workforce that looks like the markets it serves. Here is a look at the U.S. workforce as of Dec. 31, 2022.

Race/ethnicity	Share of U.S. workforce*
Asian	11.4%
Black	13.2%
Latino	8.9%
White	64%
Other	0.6%
Two or more	1.7%
Declined to Answer	0.2%
<b>TOTAL</b>	<b>100%</b>

\* As of Dec. 31, 2022. Does not include August 2022 acquisition of Meritor Inc.

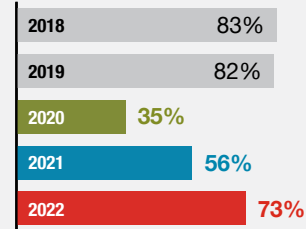


## HUMAN CAPITAL MANAGEMENT

Cummins is serious about human capital management. To [learn more](#), check out the company's 2023 Human Capital Management Report. The report includes an in-depth exploration of the company's focus areas as well as essays from Chair and CEO Jennifer Rumsey and Vice President – Chief Human Resources Officer Marvin Boakye.

## COMMUNITY ENGAGEMENT

Cummins is committed to building stronger communities. In recent years, employee participation in the company's Every Employee Every Community program has nearly rebounded to pre-pandemic levels.



## CUMMINS BY THE NUMBERS

### U.S. DIVERSITY

# 25%

Percentage of Black and Latino Vice Presidents and above at Cummins\* as of Dec. 31, 2022.

### GLOBAL LEADERSHIP

# 42.9%

Percentage of women on Cummins Leadership Team, the CEO's top committee, as of Sept. 1, 2023.

### COMMUNITY ENGAGEMENT

# \$33.9M

Cummins community giving in 2022.

\* As of Dec. 31, 2022. Does not include Aug. 2022 acquisition of Meritor Inc.

# GOVERNANCE/ ECONOMIC

Good governance and solid economic performance are foundational to sustainability and ESG excellence. Cummins has a more than 100-year track-record of ethical behavior.

## BOARD OF DIRECTORS

Cummins' Board of Directors provides critical oversight of company operations including human capital management and ESG.

# 90.9%

Independent directors on the 11-member Cummins' Board of Directors.

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Fully independent board committees: Audit; Finance; Governance and Nominating; Safety, Environment and Technology; Talent Management and Compensation.

# 45.4%

Women on the Cummins Board of Directors as of Aug. 31, 2023.

## ETHICS AND COMPLIANCE

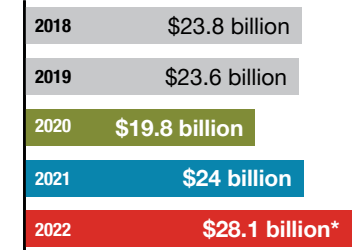
Cummins believes ethical behavior on the part of every employee, contractor, supplier, and other business stakeholders are foundational to the company's sustainability.

### ETHICAL PRINCIPLES

Cummins' *Code of Business Conduct* revolves around 10 principles, beginning with "We follow the law everywhere."

## FINANCIAL SUCCESS

Sustainability and ESG excellence starts with financial success. In 2022, the company achieved record revenues. Here is a look at the company's performance since 2018.



\* Revenues excluding Meritor were \$26.2 billion in 2022.

## TO LEARN MORE

Cummins' *2022-2023 Sustainability Progress Report* includes more than 80 pages of data and narrative on the company's ESG efforts.

