



***2022-2023***  
***ENVIRONMENTAL,***  
***SOCIAL AND GOVERNANCE***  
***ASSURANCE STATEMENTS***



## ASSURANCE STATEMENT WATER WITHDRAWAL

To: The Stakeholders of Cummins, Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent assurance of the water withdrawal data reported by Cummins, Inc. (Cummins) for the period indicated below. This assurance statement applies to the related information included within the scope of work described below.

The determination of the water withdrawal quantities is the sole responsibility of Cummins. Cummins is responsible for the preparation and fair presentation of the water withdrawal quantities. Apex's sole responsibility was to provide independent assurance on the accuracy of the water withdrawal quantities reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the water withdrawal quantities reported based on the assurance. Assurance activities applied in a limited level of assurance are less extensive in nature, timing and extent than in a reasonable level of assurance.

### Boundaries of the reporting company water withdrawal activities covered by the assurance:

- Operational Control
- Worldwide

### Water Withdrawal Data Reported

2022 Reported Water Withdrawal	Gallons	Megaliters
Groundwater	97,265,865	368
Rainwater	1,102,977	4
Municipal Water	889,787,022	3,368
<b>Total Water Withdrawal</b>	<b>988,155,865</b>	<b>3,741</b>

Data and information supporting the reported water withdrawal were in most cases historical in nature, but in some cases estimated.

### Period covered by Water Withdrawal Assurance:

- January 1, 2022 to December 31, 2022

### Reporting Criteria:

- CDP Water Disclosure Reporting Guidelines
- Internal Cummins reporting methodology

### Reference Standard:

International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board.

### Level of Assurance and Qualifications

- Limited
- This assurance used a materiality threshold of 5% for aggregate errors in sampled data for total water withdrawal.



This assurance engagement relied on a risk based selected sample of water data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other measurement arrangements employed at site and corporate level, not addressed as part of this assurance. This independent engagement and assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

**Assurance Methodology:**

Evidence gathering procedures included but were not limited to:

- Interviews with relevant personnel of Cummins;
- Site visit to Seymour Engine Plant;
- Review of documentary evidence produced by Cummins;
- Review of Cummins data and information systems and methodology for collection, aggregation, analysis and review of information used to determine water withdrawal.
- Audit of samples of data from Cummins Operations used to determine water withdrawal.

**Assurance Opinion:**

Based on the process and procedures conducted, there is no evidence that the water withdrawal reported above:

- is not materially correct and is not a fair representation of the water withdrawal data and information.

It is our opinion that Cummins has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of its water withdrawal for the stated period and boundaries.

**Statement of independence, integrity and competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the assurance team has a business relationship with Cummins, its Directors or Managers beyond that required of this assignment. We conducted this assurance independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of sustainability data.

**Attestation:**

A handwritten signature in blue ink, appearing to read 'David Reilly'.

David Reilly, Lead Verifier  
ESG – Principal Consultant  
Apex Companies, LLC

A handwritten signature in blue ink, appearing to read 'Mary E. Armstrong-Friberg'.

Mary E. Armstrong-Friberg, Technical Reviewer  
ESG – Program Manager  
Apex Companies, LLC

June 27, 2023

*This assurance statement, including the opinion expressed herein, is provided to Cummins and is solely for the benefit of Cummins in accordance with the terms of our agreement. We consent to the release of this statement by you for public disclosure, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.*



**ASSURANCE STATEMENT  
WASTE DATA**

To: The Stakeholders of Cummins, Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent assurance of the waste data reported by Cummins, Inc. (Cummins) for the period indicated below. This assurance statement applies to the related information included within the scope of work described below.

The determination of the waste quantities is the sole responsibility of Cummins. Cummins is responsible for the preparation and fair presentation of the waste quantities. Apex's sole responsibility was to provide independent assurance on the accuracy of the waste quantities reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the waste quantities reported based on the assurance. Assurance activities applied in a limited level of assurance are less extensive in nature, timing and extent than in a reasonable level of assurance.

**Boundaries of the reporting company waste activities covered by the assurance:**

- Operational Control
- Worldwide

**Waste Data Reported**

<b>2022 Reported Waste Data Primary Indicators</b>	<b>Metric Tons</b>
Total Waste Generated	288,897
Total Waste Disposed - includes total landfilled waste and incinerated waste without energy recovery	19,039
Total Waste Recycled	269,858
US Process Hazardous Waste (included in above totals)	71
Non-US Process Hazardous Waste (included in above totals)	9,360
Total Hazardous Waste	9,432 (rounded total)
<b>Recycled Waste Categories</b>	
Aluminum	1,076
Cardboard	25,594
Composted Waste	1,204
Copper & Brass	441
E Waste	226
Batteries	967
Garbage, Process Derived & Hazardous Waste (Burned for Energy Recovery)	18,166
Hazardous Waste (Recycled)	5,094



<b>Recycled Waste Categories (continued)</b>	<b>Metric Tons</b>
Iron & Steel	144,612
Liquid Waste [Used Oils, Paints, Solvents etc.]	13,340
Other Process Derived Waste (Recycled)	6,051
Paper	1,155
Plastic	4,547
Wood	47,386

Data and information supporting the reported waste data were in some cases estimated rather than historical in nature.

**Period covered by Waste Assurance:**

- January 1, 2022 to December 31, 2022

**Reporting Criteria**

- Internal Cummins reporting methodology.

**Reference Standard:**

International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board.

**Level of Assurance and Qualifications**

- Limited
- This assurance used a materiality threshold of 5% for aggregate errors in sampled data for the above primary indicators.

This assurance engagement relied on a risk based selected sample of waste and recycling data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other measurement arrangements employed at site and corporate level, not addressed as part of this assurance. This independent assurance engagement and statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

**Assurance Methodology:**

Evidence gathering procedures included but were not limited to:

- Interviews with relevant personnel of Cummins;
- Site visit to the Seymour Engine Plant;
- Review of documentary evidence produced by Cummins;
- Review of Cummins data and information systems and methodology for collection, aggregation, analysis and review of information used to determine waste and recycling volumes; and,
- Audit of samples of data from Cummins Operations used to determine waste and recycling volumes.



**Assurance Opinion:**

Based on the process and procedures conducted, there is no evidence that the waste and recycling quantities reported above:

- are not a fair representation of the waste and recycling data and information.

It is our opinion that Cummins has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of its waste and recycling totals for the stated period and boundaries.

**Statement of independence, integrity and competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the assurance team has a business relationship with Cummins, its Directors or Managers beyond that required of this assignment. We conducted this assurance independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of sustainability data.

**Attestation:**

A handwritten signature in blue ink, appearing to read 'David Reilly'.

David Reilly, Lead Verifier  
ESG – Principal Consultant  
Apex Companies, LLC

A handwritten signature in blue ink, appearing to read 'Mary E. Armstrong-Friberg'.

Mary E. Armstrong-Friberg, Technical Reviewer  
ESG – Program Manager  
Apex Companies, LLC

June 27, 2023

*This assurance statement, including the opinion expressed herein, is provided to Cummins and is solely for the benefit of Cummins in accordance with the terms of our agreement. We consent to the release of this statement by you for public disclosure, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.*



## VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Cummins, Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Cummins, Inc. (Cummins) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Cummins. Cummins is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

### **Boundaries of the reporting company GHG emissions covered by the verification:**

- Operational Control
- Worldwide
- Exclusions: None

**Types of GHGs:** CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub>, HFCs

### **GHG Emissions Statement:**

- **Scope 1:** 310,944 metric tons of CO<sub>2</sub> equivalent
- **Scope 2 (Location-Based):** 532,645 metric tons of CO<sub>2</sub> equivalent
- **Scope 2 (Market-Based):** 426,216 metric tons of CO<sub>2</sub> equivalent
- **Scope 3:**
  - Category 1 - Purchased Goods & Services: 5,236,000 metric tons of CO<sub>2</sub> equivalent
  - Category 2 - Capital Goods: 536,000 metric tons of CO<sub>2</sub> equivalent
  - Category 3 - Fuel- and Energy-Related Activities: 181,000 metric tons of CO<sub>2</sub> equivalent
  - Category 4 - Upstream Transportation and Distribution: 2,009,000 metric tons of CO<sub>2</sub> equivalent
  - Category 5 - Waste Generated in Operations: 14,600 metric tons of CO<sub>2</sub> equivalent
  - Category 6 - Business Travel (air travel and rental cars): 13,800 metric tons of CO<sub>2</sub> equivalent
  - Category 7 - Employee Commuting: 131,000 metric tons of CO<sub>2</sub> equivalent
  - Category 8 - Upstream Leased Assets: 19,000 metric tons of CO<sub>2</sub> equivalent
  - Category 9 - Downstream Transportation and Distribution: 2,009,000 metric tons of CO<sub>2</sub> equivalent
  - Category 10 - Processing of Sold Products: 2,000 metric tons of CO<sub>2</sub> equivalent
  - Category 11 - Use of Sold Products: 1,108,700,000 metric tons of CO<sub>2</sub> equivalent
  - Category 12 - End-of-Life Treatment of Sold Products: 57,100 metric tons of CO<sub>2</sub> equivalent
  - Category 13 - Downstream Leased Assets: 57,000 metric tons of CO<sub>2</sub> equivalent



Category 15 - Investments: 45,900 metric tons of CO<sub>2</sub> equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions assertion were in most cases historical in nature, but in some cases estimated.

Data and information supporting the Scope 3 GHG emissions assertion were in many cases estimated rather than historical in nature.

**Period covered by GHG emissions verification:**

- January 1, 2022 to December 31, 2022

**Criteria against which verification was conducted:**

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol, Corporate Accounting and Reporting Standard, Revised Edition (Scope 1 and 2) and the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard.
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

**Reference Standard:**

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

**Level of Assurance and Qualifications:**

- Limited
- This verification used a materiality threshold of 5% for aggregate errors in sampled data for each of the above emission scopes.
- Qualifications - Scope 3 emissions from Downstream Transportation and Distribution were estimated by assuming these emissions were the same as calculated Scope 3 emissions from Upstream Transportation and Distribution. As such, actual Downstream Transportation and Distribution emissions may vary greater than 5% from the above value reported by Cummins.

**GHG Verification Methodology:**

Evidence gathering procedures included but were not limited to:

- Interviews with relevant personnel of Cummins;
- Site visit to the Seymour Engine Plant;
- Review of documentary evidence produced by Cummins;
- Review of Cummins data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and,
- Audit of samples of data used by Cummins to determine GHG emissions.



**Verification Opinion:**

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Cummins has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

**Statement of independence, impartiality and competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Cummins, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

**Attestation:**

A handwritten signature in blue ink, appearing to read 'David Reilly'.

David Reilly, Lead Verifier  
ESG – Principal Consultant  
Apex Companies, LLC

A handwritten signature in blue ink, appearing to read 'Mary E. Armstrong-Friberg'.

Mary E. Armstrong-Friberg, Technical Reviewer  
ESG – Program Manager  
Apex Companies, LLC

June 27, 2023

*This verification opinion declaration, including the opinion expressed herein, is provided to Cummins and is solely for the benefit of Cummins in accordance with the terms of our agreement. We consent to the release of this declaration by you to the CDP and others in order to satisfy the terms of CDP and other public disclosure requirements but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this declaration.*



## INDEPENDENT ASSURANCE STATEMENT

**To: The Stakeholders of Cummins Inc.**

### Objectives and responsibilities

Apex Companies, LLC (Apex) was engaged by Cummins Inc. (Cummins) to conduct an independent assurance of select 2022 social data metrics to be published in Cummins' Sustainability Report (Report) and/or included in the Dow Jones Sustainability Index (DJSI) assessment or other sustainability reporting. This assurance statement applies to the related information included within the scope of work described below. The overall aim of this process is to provide assurance to Cummins' stakeholders on the accuracy, reliability and objectivity of the information included in the Report and the DJSI assessment as described in the scope of work. The assurance process also evaluated Cummins' management of sustainability in accordance with the principles of inclusivity, materiality, responsiveness, and impact.

The information that was assured and its presentation in the Report and DJSI assessment are the sole responsibility of the management of Cummins. Apex was not involved in the drafting of the Report or DJSI assessment. Our sole responsibility was to provide independent assurance on the select social data metrics.

### Scope of work

Cummins requested Apex to include in its independent assurance of the following select social data metrics for calendar year 2022:

- Corporate Responsibility Metrics
  - "Every Employee Every Community" participation rate
  - Grant making
  - Number of people served by grants
  - Women and girls impacted by Cummins Powers Women
  - Gender equality law and policy changes linked to Cummins Powers Women
  - People benefitting from Cummins Water Works
  - Cummins Technical Education for Communities graduates
  
- Workforce Metrics
  - Full time vs. part time
  - Hourly vs. salaried/exempt
  - Work flexibility - remote and hybrid
  - Work flexibility - on-site employment
  - Employees working in the U.S.
  - Employees working outside the U.S.
  - U.S. born employees
  - Employees born outside the U.S.
  
- Diversity, Equity and Inclusion Metrics
  - Women global employees
  - Women global hourly employees
  - Women global salaried/exempt global employees
  - Women Directors and Executive Directors
  - Women Vice Presidents and above (officers)
  - U.S. all employees by race/ethnicity
  - U.S. hourly employees by race/ethnicity
  - U.S. salaried/exempt employees by race/ethnicity
  - U.S. Directors and Executive Directors by race/ethnicity
  - U.S. Vice Presidents and above by race/ethnicity



- Health and Safety Metrics
  - Recordable Incidence Rate
  - Severity Case Rate
  - Ergonomics Incidence Rate
  - Potential Serious Injuries and Fatalities Rate
  
- Ethics and Compliance - Training
  - Number of training courses completed by employees
  
- Ethics and Compliance – Code of Conduct
  - Total cases closed
  - Cases outside North America
  - Cases in North America (U.S. and Canada)
  - Cases reported anonymously
  - Cases substantiated
  - Employee terminations
  - Median days to close cases
  
- Government Relations - Lobbying
  - Lobbying by trade organizations
  
- Research and Development
  - Global patents in 2022

Apex reviewed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze, and review the data subject to the assurance process.

Excluded from the scope of our work is any assurance of information relating to:

- Text or other written statements associated with the Report and DJSI assessment;
- Activities outside the defined assurance period; and
- Financial data and data reported that is not included in the Scope of Work and Summary of Assured Information and data audited by others.

### **Reporting criteria**

Performed an evaluation of the select metrics (as shown above) in accordance with the Assurance Standard AA1000AS v3 (2018)<sup>1</sup>, Type 2 engagement, to a moderate assurance level.

### **Methodology**

Apex undertook the following activities:

1. Interviews with relevant personnel of Cummins (including managers and staff members at the corporate level);
2. Review of internal and external documentary evidence produced by Cummins;
3. Audit of performance data including a review of a sample of data; and
4. Review of Cummins' data and information systems for collection, aggregation, analysis and internal verification and review.

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<sup>1</sup> Published by AccountAbility: The Institute of Social and Ethical Accountability



The work was planned and carried out to provide a moderate level of assurance and we believe it provides a sound basis for our conclusions.

### **Our findings**

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the reviewed information within the scope of our assurance is not materially correct.
- Nothing has come to our attention to indicate that the reviewed information is not a fair representation of the reported corporate responsibility, workforce, diversity, equity and inclusion, health and safety, and governance data for calendar year 2022.
- It is our opinion that Cummins has established appropriate systems for the collection, aggregation, and analysis of quantitative data, including corporate responsibility, workforce, diversity, equity and inclusion, health and safety, and governance data.

A summary of reported data within the scope of assurance for 2022 is attached.

### **Adherence to the AA1000 Accountability Principles**

Based on the work undertaken during this assurance process, we are of the opinion that Cummins adheres to the Accountability Principles of inclusivity, materiality, responsiveness, and impact as discussed below.

#### **Inclusivity**

Based on discussions with Cummins, their processes appear to be inclusive of stakeholders. For example, Cummins is active in community engagement that includes community investment (Cummins Grants), Corporate Responsibility Projects, and community grants.

#### **Materiality**

In 2018, Cummins compiled the results of stakeholder assessments conducted by various functions within Cummins to determine the most relevant topics to the company's stakeholders in the economic, social, and environmental realms. From this assessment, Cummins developed a "Materiality Matrix" of issues of concern to both internal and external stakeholders. In 2020, the company updated the materiality/stakeholder assessment and the "Materiality Matrix" used in the Report to reflect new emerging issues of concern to stakeholders such as Covid-19 and racial equity. Annually, a cross-functional team reviews the Materiality Matrix to determine if topics should be added or moved, aligning it to stakeholder requests for information, the company's risk evaluation process and other information sources. The importance of the review of emerging issues in 2020, and the annual review of material issues, continued to identify occupational health and safety, diversity, equity and inclusion, and community engagement/corporate responsibility as being among the issues of greatest concern to both the public and Cummins.

#### **Responsiveness**

Cummins responds to stakeholders using several platforms. They are active in community engagement and document the number of employees participating in community events and programs. They prepare responses for their submissions to CDP and the DJSI to report to stakeholders their activities in the sustainability subject area. The Board of Directors also communicates with stakeholders such as investors regarding sustainability issues.

#### **Impact**

Cummins operates under appropriate processes to understand, measure, evaluate and manage the organization's impacts related to material topics. Cummins measures impact through reporting the metrics assured under this assignment, particularly corporate responsibility metrics, workforce metrics, health and safety, ethics and compliance training and diversity, equity and inclusion metrics. The company also considers their environmental impacts by measuring and reporting energy consumption, greenhouse gas emissions, water consumption, and waste and recycling, and reporting the trends in these metrics overtime.



Cummins  
July 27, 2023

Page 4

**Statement of independence, integrity, and competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including social data assurance with over 30 years history in providing these services.

No member of the assurance team has a business relationship with Cummins, its Directors or Managers beyond that required of this assignment. We conducted this assurance independently and to our knowledge there has been no conflict of interest. Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, and has over 20 years combined experience in this field and an excellent understanding of Apex standard methodology for the Assurance of Sustainability Data and Reports.

**Attestation:**

A handwritten signature in blue ink, appearing to read 'David Reilly'.

David Reilly, Lead Verifier  
ESG - Principal Consultant  
Apex Companies, LLC

A handwritten signature in black ink, appearing to read 'John Rohde'.

John Rohde, Project Reviewer  
ESG - Principal Consultant  
Apex Companies, LLC

**Apex Companies, LLC**  
July 27, 2023



**AA1000**  
Licensed Report  
000-54/V3-SZ5GW

**Summary of Assured Information  
Reporting Year 2022  
Cummins, Inc.**



<b>Workforce</b>	<b>RY-2022 %</b>
Full time	99%
Part time	1%
Hourly	57.0%
Salaried/exempt	40.2%
Undesignated student roles	2.8%
Work flexibility - remote and hybrid	47.3%
Work flexibility - On-site employment	49.9%
Work flexibility - Undesignated student roles	2.8%
Employees working in the U.S.	41.3%
Employees working outside the U.S.	58.7%
U.S. born employees	32.7%
Employees born outside the U.S.	67.3%

<b>Diversity - Women in Cummins Global Workforce</b>	<b>Women - RY-2022 (%)</b>
<b>All Employees</b>	28.3%
Hourly Employees	27.4%
Salaried/Exempt Employees	29.3%
Directors and Executive Directors	27.2%
Vice Presidents and above (officers)	40.7%

<b>Diversity - Race and Ethnicity, U.S. Only (%) RY 2022</b>	<b>Asian</b>	<b>Black</b>	<b>Latino</b>	<b>White</b>	<b>Other</b>	<b>Two or More Races</b>	<b>Declined to Answer</b>
<b>All Employees</b>	11.4%	13.2%	8.9%	64.0%	0.6%	1.7%	0.2%
Hourly Employees	2.9%	18.4%	9.2%	66.5%	0.8%	2.0%	0.2%
Salaried/Exempt Employees	21.6%	7.0%	8.6%	61.0%	0.4%	1.2%	0.2%
Directors and Executive Directors	14.4%	7.4%	7.2%	69.8%	0.3%	0.9%	0.0%
Vice Presidents and above	6.8%	18.2%	6.8%	68.2%	0.0%	0.0%	0.0%

**Summary of Assured Information**  
**Reporting Year 2022**  
**Cummins, Inc.**



Health and Safety	Unit of Measure	RY-2022
Recordable Incidence Rate*	rate	0.71
Severity Case Rate*	rate	0.34
Ergonomics Incidence Rate*	rate	0.22
Potential Serious Injuries and Fatalities Rate*	rate	0.52

\*Rate = (number reported/total hours worked company wide in 2022)\*200,000 Hours

Corporate Responsibility	Metric	RY-2022
Every Employee Every Community participation rate (includes joint venture company employees)	Percent	73%
Grant making - Total grants in 2022	USD	\$33.9 million
People served by grants	Number of people served in 2022	3.2 million
Women and girls impacted by Cummins Powers Women	Number of women and girls served since program inception in 2018	1 million +
Gender equality law and policy changes linked to Cummins Powers Women	Policy changes that positively impacted women since program inception in 2018	47
People benefitting from Cummins Water Works	Number of people benefiting from program since inception in 2021	527,000 +
Cummins Technical Education for Communities graduates	Number of graduates since program inception in 2012	3,317

Ethics and Compliance - Training	Metric	RY-2022
Number of training courses completed by employees	number	87,000
Ethics and Compliance - Code of Conduct	Metric	RY-2022
Total cases closed	number	1,714
Cases outside North America	percent	49%
Cases in North America (U.S. and Canada)	percent	51%
Cases reported anonymously	percent	37%
Cases substantiated	percent	52%
Employee terminations	percent	49%
Median days to close cases	days	28

Research and Development	Metric	RY-2022
Global patents in 2022	number	623
Government Relations - Lobbying by Trade Associations	Metric	RY-2022
National Association of Manufacturers	USD	\$32,804
Business Roundtable	USD	\$75,000
Engine Manufacturers Association	USD	\$6,940
U.S. Chamber of Commerce	USD	\$10,000
American Association of trucking	USD	\$20,326