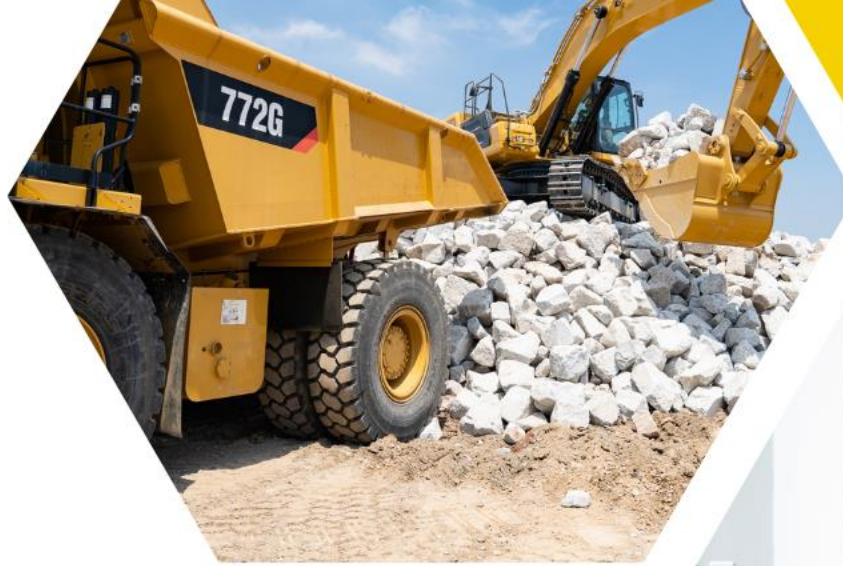




CATERPILLAR®



DO THE WORK **THAT MATTERS**

When you join Caterpillar, you're joining a global team who cares not just about the work we do – but also each other. We are the makers, doers, problem solvers and future world builders who are creating stronger, more sustainable communities. We don't just talk about progress and innovation here – we make it happen, with our customers, where we work and live. Together, we are building a better, more sustainable world, so we can all enjoy living in it.





Company History

The history of Caterpillar is all about doing: creating, building, problem solving, innovating, testing, servicing and improving. We're proud of the ingenious machines that are part of our rich heritage. More importantly, we are proud of the people who founded and built the company one breakthrough at a time. Beginning with Benjamin Holt and C. L. Best, the people of Caterpillar have always been—and continue to be—extraordinary.



1925: Holt & Best companies merge into Caterpillar Tractor Co.

1970: First year sales outside U.S. greater than inside



2000: 6 Sigma launched globally



2008: Sales and revenues exceed \$50 billion



2021: First **Diversity & Inclusion Report** published



1925
\$13.8
Million

1930
\$45.4
Million

1940
\$73.1
Million

1950
\$337.3
Million

1960
\$716
Million

1970
\$2.1
Billion

1980
\$8.6
Billion

1990
\$11.4
Billion

2000
\$20.2
Billion

2012
\$65.9
Billion

2015
\$47.0
Billion

2018
\$54.7
Billion

2022
\$59.4
Billion

2023
\$67.1
Billion

1931: First diesel track-type tractor



1950: First overseas subsidiary: Caterpillar Tractor Company Ltd. of Great Britain

1986: Renamed Caterpillar Inc.



2014: Product line: 300+ machines



2023: 2.1 B in R&D



Company History

For over 90 years, Caterpillar has been making sustainable progress possible and driving positive change on every continent

Our Values in Action

- ⚙ Integrity
- ⚙ Excellence
- ⚙ Teamwork
- ⚙ Commitment
- ⚙ Sustainability



This is Caterpillar

Based on Year-End 2023 Data



4M+

Cat Products at Work
Around the World**

** Includes discontinued products

1.5M+

Connected Assets



2023
Consolidated Sales
& Revenues

\$67.1B

54%

Sales &
Revenues
Outside the U.S.



18 Brands

156

Cat Dealers
in 190 countries



110,000+

Global Employees
Full-time Employment

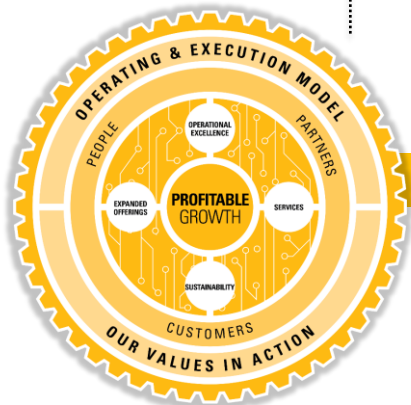


59%

outside of the U.S.



Our Values
in Action



We help our customers build a better, more sustainable world.

PRODUCT LINES



Construction
Equipment



Mining
Equipment



Diesel & Natural
Gas Engines



Industrial Gas
Turbines



Diesel-Electric
Locomotives



\$935M+
Invested in global
communities since 1952



About
150
Primary
Locations

25
Countries



Focused on
Sustainability
& Innovation



Caterpillar.com

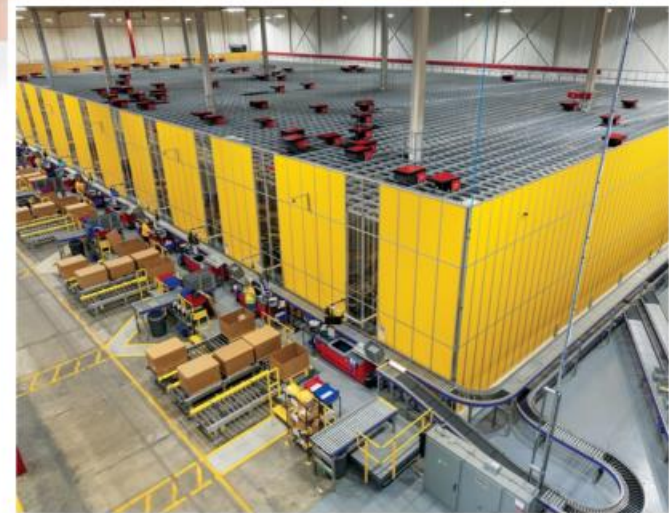
WE CONTINUE TO DRIVE SUSTAINABLE PROGRESS



**SUPPORT FOR CUSTOMERS'
ENERGY TRANSITION**



**REVOLUTIONARY
AUTONOMOUS
TECHNOLOGY**



**TRANSFORMING PARTS
DISTRIBUTION**

Construction Industries

**HELPING OUR CUSTOMERS BUILD
WHAT THE WORLD NEEDS.**



Resource Industries

**MAKING IT POSSIBLE
FOR CUSTOMERS
TO PROFITABLY MINE
AND HARVEST
NATURAL RESOURCES.**



Energy & Transportation

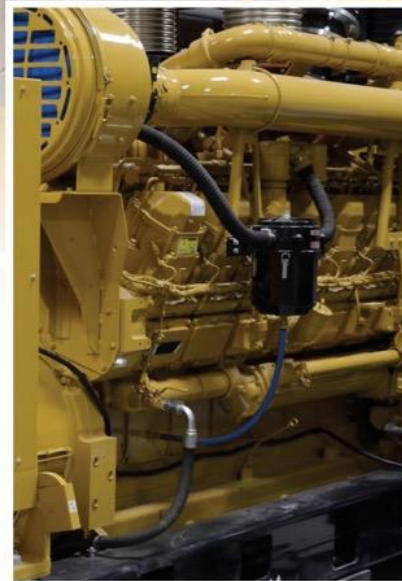
DELIVERING SOLUTIONS FOR OUR CUSTOMERS' GROWING
ENERGY AND TRANSPORTATION NEEDS.



CAT® MACHINES



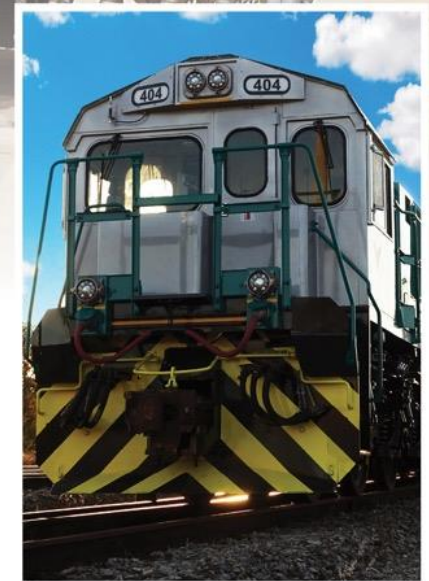
INDUSTRIAL



POWER GENERATION



OIL & GAS



TRANSPORTATION

Services, Distribution & Digital

**BUILDING LONG-LASTING RELATIONSHIPS
WITH CUSTOMERS BY PROVIDING
VALUE-ADDED SERVICES THROUGHOUT
THE PRODUCT LIFE CYCLE, ENABLED
BY DIGITAL SOLUTIONS AND DELIVERED
BY THE STRENGTH OF THE GLOBAL
CAT DEALER NETWORK.**



Financial Products

**HELPING OUR CUSTOMERS
AND DEALERS SUCCEED
THROUGH FINANCIAL
SERVICES SOLUTIONS.**



The Value of Sustainability

We are comitted to building a better world.

Sustainability is part of who we are and what we do every single day. We recognize progress involves a balance of **environmental stewardship**, **social responsibility** and **economic growth**.



A Proactive Community Member

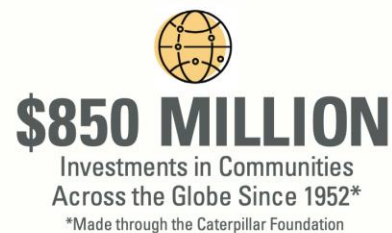
Caterpillar Foundation: building resilient communities that thrive in a rapidly changing world through investments in the workforce of the future and strong sustainable infrastructure that protects communities and empowers them to thrive.





BE A PART OF SOMETHING BIGGER.

HELP CUSTOMERS BUILD A BETTER, MORE SUSTAINABLE WORLD –
SO WE CAN ALL ENJOY LIVING IN IT.



One of Fortune's 2022 World's
**MOST ADMIRIED
COMPANIES**

1.2+ MILLION
Connected Assets



Explore rewarding career opportunities at careers.caterpillar.com.

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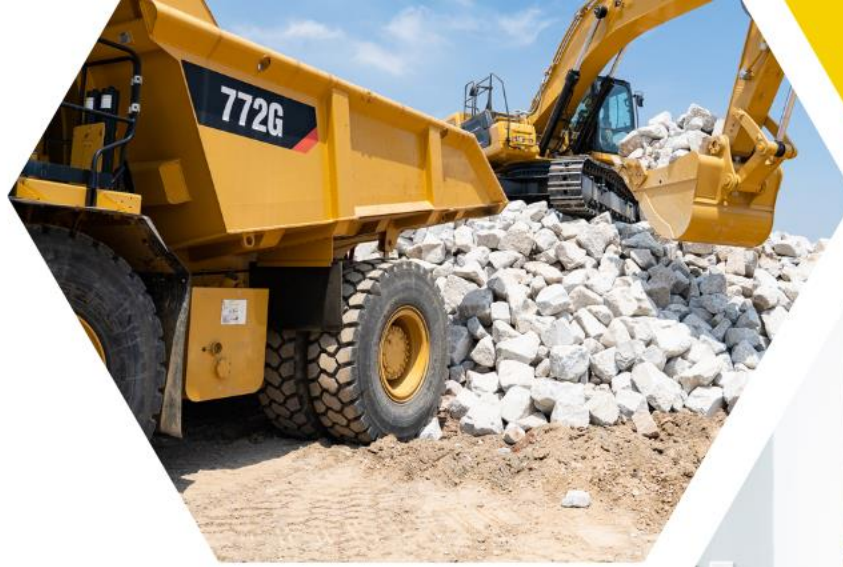
Employee Resource Groups

Employee Resource Groups (ERG's) connect dedicated employees who share similar life experiences or interests. These groups provide opportunities for personal and professional development, and they help drive innovation, too. Resource Group membership is voluntary and open to all active Caterpillar employees.

- Africa Business Resource Group (**ABRG**)
- Active Caterpillar Team (**ACTivate**)
- Abled and Disabled Employees Partnering Together (**ADEPT**)
- Armed Forces Support Network (**AFSN**)
- Caterpillar African American Network (**CAAN**)
- Caterpillar Asian Indian Community (**CAIC**)
- Caterpillar Chinese Resource Group (**CCRG**)
- Caterpillar Lambda Network (**Lambda**)
- Caterpillar Latino Connection (**CLC**)
- Experienced Professionals (**EP**)
- Korean Resource Group (**KRG**)
- Middle Eastern Resource Group (**MERG**)
- Women's Initiative Network (**WIN**)
- Young Professionals of Caterpillar (**YP**)

WE BELIEVE IN THE POWER OF EVERYONE

Early Talent Opportunities Overview



Early Talent Functional Areas



Early Talent Programs

Practical, challenging, and meaningful work experience with a global leader in innovation, technology and manufacturing.

Corporate Intern Program

Full-time for one session a year

Spring/Fall: 16 Weeks

Summer: 12 Weeks

Part-Time Internships

Part-time during one or more sessions a year (Spring, Summer, Fall)

Parallel Co-Op Program

Year round (Full-time during Summer & part-time during school year)

***Engineering Function Only**

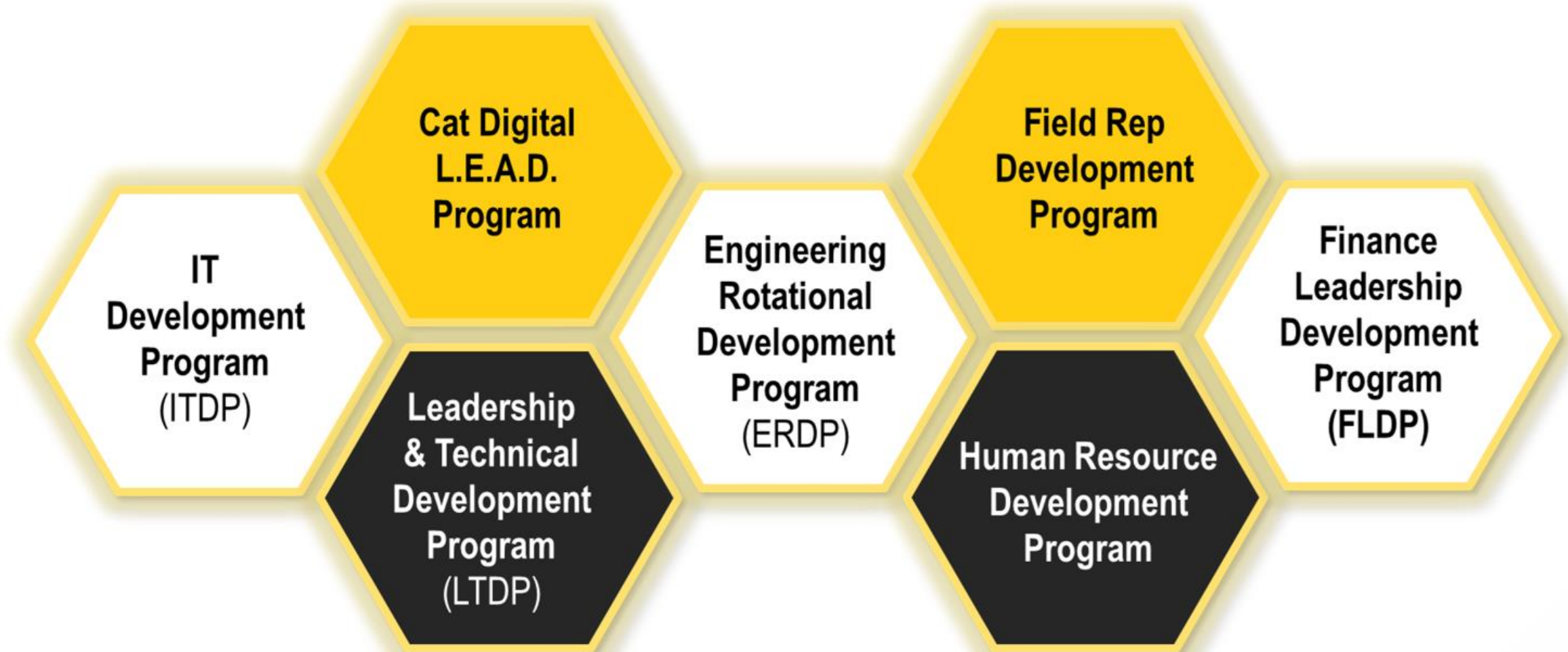
Direct Hire Roles

Entry-level professional opportunities with 0-3 years of professional experience required.

Professional Development Programs

Rotation of one-year assignments that demand technical and leadership excellence.

Professional Development Programs



JOIN OUR TALENT COMMUNITY

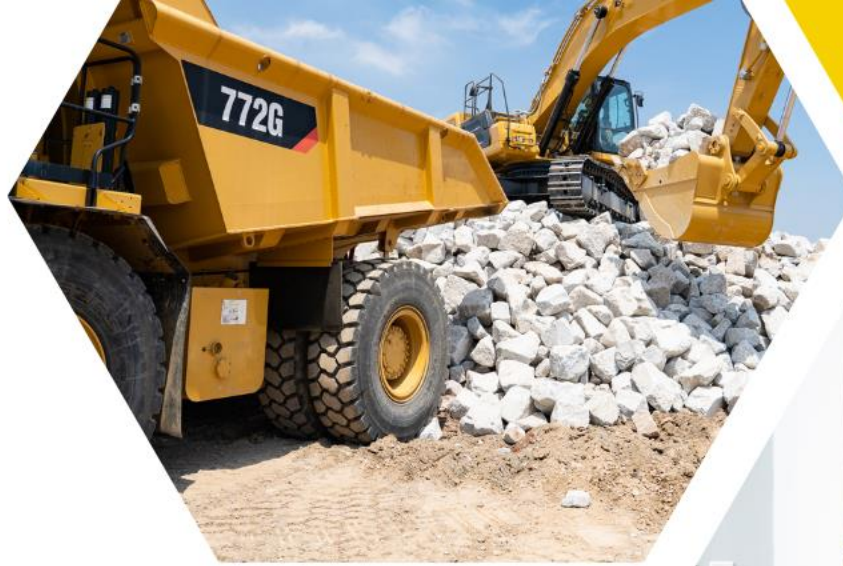


Scan the QR Code for more information and a list of our Early Talent opportunities.

For more Caterpillar information, visit



Early Talent Direct Hire Roles Overview



Accounting

Progress through a variety of staff and supervisory assignments including:

- Financial Statement Preparation and Analysis
- Product Costing
- Inventory Accounting
- Tax
- Auditing
- Budgeting
- Forecasting

Desired Qualifications



Degrees

Accounting or related degree, Data Analytics, or IT with a concentration in Accounting with 18 semester hours of core accounting courses



Degree Level

Bachelors, Masters



GPA

≥ 3.0
(Accounting and Cumulative GPA)

Finance

Opportunities in a variety of finance-related areas which may include:

- Managing multi-currency cash flows
- Executing an investment strategy for our multi-billion-dollar retirement fund
- Partnering with our worldwide dealers to improve their financial results
- Managing foreign exchange/commodity risk
- Analyzing the financial strength of suppliers

DESIRED QUALIFICATIONS



Degrees

Finance with a minimum of 18 hours of finance coursework completed



Degree Level

Bachelors, Masters



GPA

≥ 3.0
(Finance and Cumulative GPA)

Revenue (Pricing)

Provide revenue support work for Caterpillar products (machines, engines, replacement parts, or related products) including:

- Product Price Reviews (Internal And External)
- Reviewing Product Profitability
- Maintaining Price Lists
- Analyzing The Transaction Price Level For Both Caterpillar And Competitive Machines
- Administration/Evaluating Special Pricing Assessments

DESIRED QUALIFICATIONS



Degrees

Business Administration, Finance, Economics, Statistics, Accounting, or related fields



Degree Level

Bachelors, Masters



GPA

≥ 3.0
(Major and Cumulative GPA)

IT Analyst (Caterpillar IT)

The IT Analyst position supports the Caterpillar IT Function by assisting in areas like development, testing and implementing application systems across the enterprise.

Potential teams include:

- Cybersecurity
- Identity Access Management
- Applications
- Cloud
- Infrastructure Services

DESIRED QUALIFICATIONS



Degrees

Computer Engineering, Computer Science, Management Information Systems, Cybersecurity or a technical-related degree



Degree Level

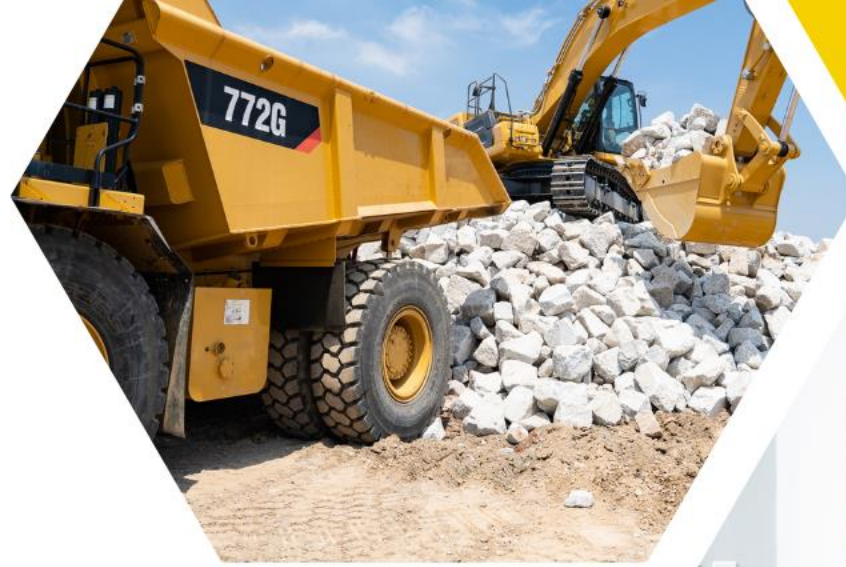
Bachelors, Masters



GPA

≥ 3.0
(Major and Cumulative GPA)

Early Talent Professional Development Program Overview



Cat Digital L.E.A.D. Program

L.E.A.D (Learn, Engage, Apply, Develop) is a 12-month, robust onboarding program for early career direct hires with goals of developing professional skills, building connections to the enterprise, and enhancing employee experience in an interactive way!

Possible Career Areas:

- Software Engineer
- Data Scientist
- Digital Business Analyst
- Business Intelligence Analyst
- Digital Technical Analyst
- UX Research
- Systems Engineer
- Digital Consultant
- and more...

PROGRAM DETAILS

	Degree Level
	Bachelors, Masters
	GPA
	≥ 3.0 (No Rounding)
	Duration
	1 Year
	Start Date
	TBD

Engineering Rotational Development Program (ERDP)

Developing technical capabilities in various engineering roles:

- **Product Development**
 - 12–18-month program
 - 3-4 rotations (min. 3 months in length)
- **Metallurgical**
 - Three 1-year rotations
- **Welding**
 - Three 1-year rotations

PROGRAM DETAILS



Degree Level

Bachelors, Masters, Ph.D.



GPA

≥ 3.0 (No Rounding)



Duration

Product Development	Metallurgical/Welding
12-18 months	3 Years



Start Date

January/February, June, July, August

Field Rep Development Program

- Training Class (MTC) (3 months)
- 1-3 years of customized development rotations
- Product Group, Product Support, Merchandising, Operations, etc.
- Two field assignments (3-5 years each) before moving into senior staff and leadership roles

PROGRAM DETAILS



Degree Level

Bachelors, Masters



GPA

≥ 2.8 (No Rounding)



Duration

1-3 Years



Start Date

January, September (flexible)

Finance Analyst in Finance Leadership Development Program

Three rotations of increasing responsibility in multiple functional areas including, but not limited to:

- Investor Relations
- External Funding
- Employee Benefit Funds
- Corporate Cash Management

PROGRAM DETAILS



Degree Level

Bachelors, Masters



GPA

≥ 3.0 (No Rounding)



Duration

Rotation 1: 9-15 months
Rotation 2: 15-24 months
Rotation 3: 18-24 months



Start Date

July 7, 2025

Human Resource Development Program

Foundational HR experiences through intentional work-based assignments in:

- Human Resources Business Partner
- Human Resources Operations Partner
- COE Human Resources (Talent Management, Talent Acquisition, Employee & Labor Relations, Learning & Development)

PROGRAM DETAILS



Degree Level

Bachelors, Masters



GPA

≥ 3.0 (No Rounding)



Duration

2-3 Years



Start Date

January, June

IT Development Program (ITDP)

Three 1-year rotations across Caterpillar IT with opportunities for professional network and leadership development, mentorship, and technical growth across challenging assignments.

At the completion of the three rotations, ITDP participants are placed into a permanent position that aligns with Caterpillar IT's strategic workforce goals.

PROGRAM DETAILS



Degree Level

Bachelors, Masters



GPA

≥ 3.0 (No Rounding)



Duration

3 Years



Start Date

January, June

Leadership & Technical Development Program (LTDP)

Three 1-year rotations focused on developing technical and leadership capabilities in:

- Environmental Health & Safety
- Operations Leadership
- Supply Chain
- Procurement (June rotation only)

PROGRAM DETAILS



Degree Level

Bachelors, Masters



GPA

≥ 2.8 (No Rounding)



Duration

3 Years



Start Date

January, June