



Cummins Employee Stock Purchase Plan

Beginning August 1, 2023, Cummins will match 25% of your contributions to the Employee Stock Purchase Plan (ESPP)—making your investment go even further. The ESPP allows you to purchase Cummins stock with after-tax payroll deductions (up to 15%* of your base pay) and Cummins will match 25% of your contribution. Contributions (yours and Cummins) are made each pay period, making it more affordable to participate in the ESPP.

Example

Pay Per Period in Local Currency	1000
Percentage of Pay Contributed to ESPP (Can contribute between 1% and 15%* of pay)	15%
Employee Contribution Per Paycheck	150
Cummins Contribution Per Paycheck (25% match of employee contribution)	37.50
Total Contribution Per Pay Toward Stock Purchase	187.50

*Employee contributions may be capped per statutory limits.

Frequently Asked Questions

What is an Employee Stock Purchase Plan (ESPP)?

An ESPP is a unique employee benefit that gives you the opportunity to purchase shares of company stock via after-tax payroll deduction. Plus, with a company match (25% by Cummins), you're able to make your investment go further.

Who is eligible?

The ESPP is live in 20 countries and is available to 96% of our employees. In these countries, all permanent and active employees are eligible to participate. We regularly evaluate the expansion of the ESPP and will continue to implement where feasible.

How much stock can I purchase?

You can purchase Cummins stock up to 15% of your base pay.

How much will Cummins match?

Regardless of your contribution level (between 1-15%), Cummins will match 25% of your contribution.

When are shares purchased?

Morgan Stanley, the administrator of the ESPP, purchases shares on the 5th (U.S.) or 10th (outside the U.S.) of each month, using the previous month's contribution.

What other fees will I have for the stock purchase?

None—there are no brokerage fees, service charges or administrative fees at the point of purchase, as these are covered by Cummins, yet another benefit of participating in the ESPP.

When will my enrollment or contribution change be effective?

Enrollment in the program or changes to your contribution level are effective as soon as administratively feasible in each country.



How it works



You decide what percentage of your paycheck you would like deducted to buy company stock. You can choose between 1-15% of your base pay.



Cummins withholds your contributions each pay period.



Cummins makes a matching 25% contribution.



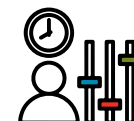
Morgan Stanley uses the combined contributions (yours + Cummins match) to purchase shares on the 5th (U.S.) or 10th (outside the U.S.) of each month, using the previous month's contribution.

- **Outside the U.S.:** Because Cummins stock is traded in USD, there is an additional step of currency conversion.



You receive a registration email from Morgan Stanley 3-5 business days after your first share purchase.

- **Outside of US:** CBS Global Compensation sends an email with your Global Identification Number (GIN), which you'll need to activate your account with Morgan Stanley.



You can sell shares, change your contribution percentage or discontinue participation at any time.

Tax implications

- **Your contributions:** Your contributions to the ESPP are made on an after-tax basis, so there are no additional taxes on your contributions.
- **Cummins' match:** The match made by Cummins (25% of your contribution) is considered taxable income.
- **Sale of stock:** Any proceeds may be subject to additional taxes at the time of sale.

★ **You must complete the required tax certification through Morgan Stanley.**

★ **Morgan Stanley can purchase fractional shares, so whatever amount you contribute, shares for the exact value will be purchased.**

How to enroll

To enroll in the ESPP, log in to OneSource Self Service:

- **Select Employee Self Service**
- **Select ESPP Contribution**
- **Follow the instructions in our [Self-Service Guides](#)**, which are available in multiple languages



Participation in the Cummins ESPP is voluntary. It is your decision to participate and there is no guarantee against loss. You should give the ESPP careful consideration, including the risks involved, before deciding whether or not to participate. If you are unsure, seek independent advice before participating. There are risks associated with investing in shares. The value of shares you purchase could go up or down. The value may also be influenced by changes in the stock market. Additional risks and uncertainties not presently known to us, or that we currently believe to be immaterial, may also adversely affect our business and, accordingly, the price of our shares. In addition, past financial performance of the Company may not be a reliable indicator of future performance. Historical trends should not be used to anticipate results or trend in future periods. Total employer contributions from Cummins may not exceed \$30M USD per calendar year. [View Plan Document](#)

Questions?

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