

April 9, 2025



Cummins Announces Appointment of John Gaidoo as Vice President and Chief Legal Officer

COLUMBUS, Ind.--(BUSINESS WIRE)-- Cummins Inc. (NYSE: CMI) announced today that John Gaidoo has been appointed as Vice President and Chief Legal Officer, effective June 1. He will succeed Nicole Lamb-Hale following her transition to Chief Administrative Officer and Corporate Secretary.

This press release features multimedia. View the full release here:

<https://www.businesswire.com/news/home/20250409304561/en/>

"Throughout his 14-year tenure at Cummins, John has significantly impacted our company's success, the teams he leads and the communities he supports," said Jennifer Rumsey, Chair and CEO, Cummins Inc. "He has held various legal positions, showcasing his proficiency in both internal and external legal services. His counsel spans numerous specialized areas including intellectual property, labor and employment, litigation, mergers and acquisitions, procurement, regulatory compliance, and administrative legal services."

"A seasoned leader and former United States Marine Corps veteran, John believes that every employee has the power to contribute to a team's success. He is an innovative thought partner and is deeply committed to our values," Rumsey stated. "John's unique skills and extensive experience make him the ideal candidate for the role of Chief Legal Officer, poised to lead our vital Legal function through a significant period in Cummins' history. I am excited to welcome him as a member of the Cummins Leadership Team and look forward to his ongoing influential counsel."

Gaidoo joined Cummins as a labor and employment lawyer in 2011. Since that time, he has held pivotal roles for the company, including creating the Crisis Action Management Plan in 2012, serving as Executive Director of Human Resources for Cummins Emission Solutions in 2017, leading the global Labor Relations team from 2018 and serving as lead lawyer for the COVID-19 Risk Management Team in 2020. In 2021, Gaidoo was elevated to an officer of the company, and in 2023, he was promoted to his current role as Vice President – Senior Deputy General Counsel.

As Chief Legal Officer, Gaidoo will lead Cummins' Legal function globally and will serve as a



John Gaidoo, Cummins Vice President and Chief Legal Officer

core member of the Cummins Leadership Team, working with business and functional leaders to advance the company's strategic and operational priorities.

Before joining Cummins, Gaidoo practiced labor and employment law in Indianapolis, IN (U.S.) at the law firm of Baker & Daniels LLP (now Faegre). He earned his bachelor's and juris doctor degrees from Indiana University (U.S.).

About Cummins Inc.

Cummins Inc., a global power solutions leader, comprises five business segments - Engine, Components, Distribution, Power Systems and Accelera by Cummins - supported by its global manufacturing and extensive service and support network, skilled workforce and vast technological expertise. Cummins is committed to its Destination Zero strategy, which is grounded in the company's commitment to sustainability and helping its customers successfully navigate the energy transition with its broad portfolio of products. The products range from advanced diesel, natural gas, electric and hybrid powertrains

and powertrain-related components including aftertreatment, turbochargers, fuel systems, valvetrain technologies, controls systems, air handling systems, automated transmissions, axles, drivelines, brakes, suspension systems, electric power generation systems, electrified power systems with innovative components and subsystems, including battery, fuel cell and electric power technologies and hydrogen production technologies. Headquartered in Columbus, Indiana (U.S.), since its founding in 1919, Cummins employs approximately 69,600 people committed to powering a more prosperous world through three global corporate responsibility priorities critical to healthy communities: education, environment and equality of opportunity. Cummins serves its customers online, through a network of company-owned and independent distributor locations, and through thousands of dealer locations worldwide and earned about \$3.9 billion on sales of \$34.1 billion in 2024. See how Cummins is leading your world toward a future of smarter, cleaner power at www.cummins.com.

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