

**FIRST AMENDMENT
TO THE
CATERPILLAR INC. ADOPTION ASSISTANCE PROGRAM**

Caterpillar Inc. (the “Company”) sponsors and maintains the Caterpillar Inc. Adoption Assistance Program (the “Plan”). The Plan is effective January 1, 2013 by a document dated September 18, 2012. The Company hereby amends the Plan to update the adoption benefit maximum.

1. This First Amendment shall be effective as of January 1, 2025.
2. The definition of “Adoption Benefit Maximum” under the Defined Terms is amended in its entirety to read as follows:

“Adoption Benefit Maximum means the maximum amount the Plan will reimburse you for Qualified Adoption Expenses that you incur in adopting an Eligible Child. The Adoption Benefit Maximum is \$10,000 per Eligible Child.”

3. The Adoption Benefit Maximum under the Schedule of Benefits is amended in its entirety to read as follows:

“Adoption Benefit Maximum – \$10,000 per Eligible Child”

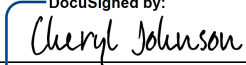
4. This First Amendment amends only the provisions of the Plan as set forth herein, and those provisions not expressly amended shall be considered in full force and effect. Notwithstanding the foregoing, this First Amendment shall supersede the provisions of the Plan to the extent those provisions are inconsistent with the provisions and the intent of this First Amendment.

* * *

[Signature Page to Follow]

IN WITNESS WHEREOF, the Company has caused this First Amendment to be executed by its duly authorized representative as of 12/2/2024.

CATERPILLAR INC.

DocuSigned by:


Cheryl H. Johnson
Chief Human Resources Officer