

The following provides a summary of Fidelity's plan-related services. Please refer to the plan documents for specific details regarding the Arthur J. Gallagher & Co. Employee Stock Purchase Plan.

Employee Stock Purchase Plan (ESPP)

An employee stock purchase plan (ESPP) is a stock plan offering that allows employees to use after-tax payroll deductions to acquire their company's stock, usually at a discounted price. Learn more by viewing the online workshop at: www.fidelity.com/esppoverview.

Fidelity Account®

A Fidelity Account® is an individual brokerage account which has been opened for you to manage your Gallagher ESPP participation. Within your Fidelity Account is a "central" money market account. This account holds your liquid assets (cash) until you invest or withdraw them. Any proceeds from the sale of your Gallagher stock will be deposited into your Fidelity Account.

Note: Its important to activate your Fidelity Account so you can access your Gallagher ESPP via Fidelity. The account activation process includes an important tax certification required by the United States Internal Revenue Service (IRS). Failure to certify your account could result in additional IRS-mandated tax withholdings.

ESPP Fees

You will not incur fees when you purchase Gallagher shares in the ESPP. Any subsequent sale of shares conducted in your Fidelity Account® will be subject to commissions and fees governing that account, as outlined in the Brokerage Commission Schedule contained within the Customer Agreement. Please refer to the Customer Agreement on fidelity.com for further details. Commissions and fees are subject to change.

ESPP Service Highlights

Taxes

As with any investment, there are tax consequences and investment risks associated with any stock-related transaction. You should contact your financial or tax advisor regarding your particular tax consequences prior to initiating any transaction.

Statements

You will receive a monthly statement from Fidelity if activity occurs in your account. Should you have no activity during a month, you'll begin to receive quarterly statements. You will also receive confirmations for transactions that are made in your account. If you would prefer to receive information online, please sign up for e-delivery* at [fidelity.com](https://www.fidelity.com).

Address Changes

Gallagher has arranged to provide employee address change information to Fidelity. All address changes received by Fidelity from Gallagher will be applied to your plans. To change your address, please contact your Human Resources Department. If you leave Gallagher and wish to change your address, please call a Fidelity Stock Plan Services Representative at **1-800-544-9354**.

Plan Documents

You can view the Gallagher plan document(s) online at netbenefits.fidelity.com. To view the document(s), log on and select the link for your plan, then select *Plan Information & Documents* under *View* in the table of contents on the left-hand side of the page.

If you have any questions regarding your specific tax situation, please consult your tax advisor.

*These documents are available on [fidelity.com](https://www.fidelity.com) for customers. If you consent to suspend mailing, Fidelity will notify you by e-mail when your account statement or trade confirmation is available online.

System availability and response time may be subject to market conditions.

See your plan documents for details regarding the terms and conditions of your plan.

Commissions and fees are subject to change.

Arthur J. Gallagher & Co. and Fidelity Investments are not affiliated.

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