

AUTOMATIC CONTRIBUTION ARRANGEMENT (ACA) NOTICE
PLAN YEAR 2025

Arthur J. Gallagher & Co. Employees' 401(k) Savings and Thrift Plan

If you are an eligible Participant in the Arthur J. Gallagher & Co. Employees' 401(k) Savings and Thrift Plan (the "Plan"), you may make contributions (called "salary deferrals") directly from your paycheck into the Plan. The ability to make salary deferrals provides you with an easy method to save for retirement on a tax-deferred basis. If you make salary deferrals to the Plan, you generally will not be taxed on those deferrals or on any earnings on those contributions until you withdraw those amounts from the Plan. However, see the discussion under "**Taxation of salary deferrals**" below for special tax rules that apply if you make Roth deferrals under the Plan.

If you have any questions regarding your eligibility to make salary deferrals under the Plan or any other questions regarding the Plan that are not addressed in this Notice, please review your Summary Plan Description. From time to time the Plan's sponsor (Arthur J. Gallagher & Co. (Illinois)) may make changes to the Plan and/or Summary Plan Description which are described in a Summary of Material Modifications supplementing the Summary Plan Description. Any reference to the Summary Plan Description in the Notice includes any Summary of Material Modifications the Plan Administrator may have issued with respect to the Plan. If you do not have a copy of the Summary Plan Description or Summary of Material Modifications, if applicable, please contact the Plan Administrator named below. In any event, in the case of any conflict between this notice and/or the Summary Plan Description and the Plan document, the Plan document will control, and the Plan sponsor reserves the right to amend or terminate the Plan at any time.

Automatic Deferral Feature

To assist you in your decision whether to make salary deferrals, the Plan includes an automatic deferral feature. Under that automatic deferral feature, if you do not specifically elect to make salary deferrals into the Plan, your employer will automatically withhold a designated percentage of your compensation from each paycheck and deposit such amount into the Plan in your name as a pre-tax salary deferral. If you wish to defer a greater or lesser amount (including no deferral), you must complete a Salary Deferral Election designating a different percentage of deferral.

This Notice provides important information regarding the Plan's automatic deferral feature and describes:

- your right to make salary deferrals under the Plan;
- what amounts you may contribute to the Plan;
- how the automatic deferral feature applies to you;
- when you can change your salary deferral election;
- how your account will be invested; and
- other valuable information regarding your rights under the Plan.

Automatic contributions (deferrals).

The Plan includes an Automatic Contribution Arrangement ("ACA") feature. The Plan's ACA provides a 90-day election period starting with your hire date and receipt of enrollment solicitation from Empower. If an election is not made by the end of the election period, the employer will begin automatically withholding pre-tax deferrals from your eligible compensation 5% per pay period and transmit the withheld amount to the Plan as your elective deferrals. This will occur as soon as administratively practicable after the 90-day election period has ended.

If you want to contribute more to your account than would be provided automatically, you may contribute up to 75% of your annual eligible compensation, but no more than the IRS maximum amount. For 2025, the IRS 401(k) deferral limit is \$25,000, and if you will be age 50 or older during the taxable year, you are eligible to make additional catch up contributions to the Plan of up to \$7,500.

Taxation of salary deferrals. The amount that you defer into the Plan reduces your taxable income, meaning you do not pay any taxes on those amounts until you withdraw your deferrals from the Plan. Any gains or earnings made from the investment of these contributions within the Plan are also not subject to income tax until they are withdrawn from the Plan. Alternatively, you may elect to treat all or any portion of your deferrals as "Roth deferrals." Roth deferrals do

not reduce your taxable income when made so that you will pay taxes on the amount contributed as a Roth deferral. However, if you take a “qualified distribution” of your Roth deferrals, you will not be taxed on any amounts attributable to those Roth deferrals, including any earnings on those amounts. To be a qualified distribution, the distribution must occur at least 5 years after the year in which you first make a Roth deferral to the Plan and must be on account of death, disability or attainment of age 59½. If you do not meet the requirements for a qualified distribution, your Roth deferrals won’t be taxed again, but you will pay tax on investment earnings at the time of distribution based on a formula established by the IRS.

Change in deferral amount. You may opt out of automatic deferrals, increase or decrease the amount of your current salary deferrals or stop making salary deferrals altogether as of any designated election date by logging on to the participant website at www.empower.com/ajg or by calling 1-844-465-4455. For this purpose, the designated election date for changing or modifying your salary deferral election may differ depending on your hire date. However, regardless of the Plan’s normal deferral procedures, you will have a reasonable time after receipt of this Notice and before the first amount is withheld from your paycheck under the automatic deferral feature to modify the automatic contribution rate. In addition, unless provided otherwise under the Plan, you may revoke an existing deferral election at any time. Any change you make to your salary deferrals will become effective as of the next designated election date and will remain in effect until modified or canceled during a subsequent election period, or until you cease to be eligible for the Plan.

Other contributions. In addition to the salary deferrals you may make to the Plan and any rollover contributions you roll in from a prior employer’s plan or IRA, the Plan provides for matching contributions. See the Summary Plan Description for details, including eligibility requirements.

You may also have other types of contributions in your account. For more information about the types of contributions permitted under the Plan, how the amount of such contributions is determined, any limits that might apply to such amount and the eligibility conditions for receiving such contributions, see the Summary Plan Description.

Vesting of contributions. You are always 100% vested in any salary deferrals and rollovers you make to the Plan. This means that you have an immediate ownership right to such contributions and you will not lose that right if you should terminate from employment.

- Any matching contributions made to the Plan will be subject to the following vesting schedule (for Participants hired on or after January 1, 2004) although dividends paid on common stock of Arthur J. Gallagher & Co. (“Company stock”) held in the Plan’s ESOP Stock Fund are always fully vested:

Years of service	Vested percentage
1	20%
2	40%
3	60%
4	80%
5 or more	100%

See your Summary Plan Description for more information on any other types of contributions. You will not have any ownership rights to any employer contributions to the extent you have not vested in those amounts. If you should terminate employment with a nonvested benefit, you will forfeit the nonvested portion of those contributions.

Withdrawal restrictions. Generally, you may withdraw amounts held on your behalf under the Plan upon death or termination of employment. You may withdraw amounts from your Plan account while you are still employed once you attain age 59 ½. If you are currently employed and are on military leave for more than 30 days, you can request a distribution. If you take this type of distribution and it does not qualify as a qualified reservist distribution (as described

below), you will have to suspend your contributions to this Plan for six months from the date of the distribution. In addition, you can withdraw amounts attributable to your salary deferrals while you are still employed under the following circumstances:

Salary Deferral Contributions

- A hardship (as defined in the Plan). See your Summary Plan Description for a list of permissible hardship events.
- If you are currently employed and by reason of being a reservist or member of the National Guard are called to active duty for a period in excess of 179 days, you may elect to receive a “qualified reservist distribution.”

Note: Certain amounts transferred to or merged into the Plan from other plans and certain amounts attributable to discontinued types of contributions may be available under special rules. You also have the right to elect a cash payment of dividends on Company stock made as matching contributions to the ESOP Stock Fund rather than having those dividends paid to the Plan. See your Summary Plan Description for details.

To learn more about the available investments under the Plan, you may contact your Plan Administrator or log onto the participant website at www.empower.com/ajg or call 1-844-465-4455.

Required disclosures. Detailed information about Plan fees and expenses can be found on the retirement plan website at www.empower.com/ajg.

Additional information. Please refer to the Summary Plan Description and any Summary of Material Modifications for additional information regarding Plan contributions, withdrawal restrictions, and other Plan features. You also may contact the Plan Administrator for more information. The following is the name, address and phone number of the Plan Administrator.

Arthur J. Gallagher & Co. Employees’ 401(k) Savings & Thrift Plan Benefits Committee
Arthur J. Gallagher & Co. (Illinois), LLC
c/o General Counsel’s Office
2850 Golf Road
Rolling Meadows, Illinois 60008
630-773-3800
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Empower Retirement LLC (Empower)