Addition of Roth features to the
Gades Sales Company, Inc. Profit Sharing 401(k) Plan

Exciting news! The Gades Sales Company, Inc. 401(k) Plan ("the Plan") is *adding Roth features* to your retirement plan.

What do these changes mean to you?

- You can choose to contribute to the Plan on an *after-tax* basis
- You can choose to convert pre-tax dollars to after-tax dollars within the Plan
- If you earn at least $145,000 in 2025, any Plan catch-up contributions you make will be Roth[1]

What are Roth contributions?

Roth contributions allow you to pay income taxes in the tax year the contributions are made instead of paying them in the tax year you withdraw the funds. See chart at right for a comparison of Roth and pre-tax contributions.

	Traditional	Roth
Contributions	Pre-tax	Post-Tax
Earnings	Tax-deferred	Tax free*
Distributions	Taxable as ordinary income	Tax free*

**subject to qualification requirements under current tax law*

What is the 401(k) contribution limit?

In 2025, you can contribute $23,500 if *younger* than age 50. If age 50 *to 59* in 2025, you can contribute $31,000. If age 60 to 63 in 2025, you can contribute $34,750. If age 64 or better in 2025, you can contribute $31,000.

Are catch-up contributions affected?

Catch-up contributions must be Roth instead of pre-tax if you earn at least $145,000[1] starting in 2026.

When could Roth contributions benefit me?

While we always recommend consulting your personal tax advisor for advice specific to your situation, Roth contributions may be attractive in the following instances:

- Low or no taxable income now
- Currently in a low tax bracket and/or expect to be in a higher tax bracket in retirement
- No known need for withdrawals for minimum of 5 years
- Want to provide heirs with tax-free retirement assets

What makes a Roth withdrawal "qualified"?

A "qualified" withdrawal means there are no taxes due. While Roth contributions have already been taxed, the earnings can also be withdrawn tax and penalty free if the following conditions are met.

- After completion of the "Non-Exclusion Period" (5 years) ***and***
- After attainment of age 59½, ***or***
- Upon death or disability

How do I start contributing Roth to the Plan in 2 easy steps?

1. Download the GoRetire app in the App Store/Google Play or visit https://go-retire.com/busey
    - Note if you have not signed in before, your initial credentials are:
        - Username: SSN (no dashes)
        - Password: Your birth date (MMDDYYYY)

   The system will prompt you to create a new Username and Password for all subsequent logins. For highest security, 2-Factor Authentication is required. You will establish this when prompted during the account setup. For login assistance call EPIC at 800.716.3742 weekdays between 7am-7pm CT.
2. Click Contribution › and follow the on-screen prompts until you get a confirmation number.

Can I convert my pre-tax balance to Roth?

Yes, you may convert all or a portion of your existing balance from pre-tax to Roth.

Important notes:

- Roth conversions create taxable income, and you must be willing and able to pay those taxes using funds outside the Plan.
- Once completed, conversions from pre-tax to Roth cannot be reversed.

To avoid any unpleasant surprises at tax time, we encourage you to consult your personal tax advisor *before* requesting a conversion to Roth. When you've done your homework and are ready to proceed, ask your employer for the In-Plan Roth Conversion Form and Special Tax Notice. Complete and return to Human Resources for processing.

I still have questions. Where can I get more information & help?

Busey Retirement Plan Advisors are available to go into more detail about Roth contributions and conversions and can give you real world examples. Busey also provides expert investment and retirement planning advice to help you make informed decisions specific to your needs and goals.

Contact your Busey Retirement Plan Advisors at **217.365.4874** or **RetirementPlans@Busey.com**.

[1]Due to needed regulatory guidance, the IRS recently delayed the implementation of this provision to 2026. Compensation amounts are subject to inflation adjustment and may be higher in 2026.