



1/25/2024

DISCRETIONARY MATCHING CONTRIBUTION NOTICE

Duke Manufacturing Company Retirement Plan:

Duke Manufacturing has elected to make discretionary matching contributions to eligible Plan participants and is providing this notice in accordance with the plan document. This notice describes the discretionary matching contribution and who is eligible to receive this contribution. Certain other terms not defined within this notice may be defined or described in the Plan's Summary Plan Description (SPD).

Duke Manufacturing will make a discretionary matching contribution to all eligible Participants.

To be eligible, you must be an Employee of Duke Manufacturing and you must also meet the Plan's age, eligibility service, and entry date requirements for making Deferral Contributions. If eligible, you will be entitled to receive the discretionary matching contribution if you make Deferral Contributions to the Plan during the Plan year.

Matching Contributions will not exceed 3% of a Participant's Compensation for each Contribution Period. The Contribution Period for purposes of calculating the amount of matching employer contributions is each payroll period.

More information about the contributions made pursuant to the Plan or a copy of the most current Summary Plan Description can be obtained by contacting:

Stacey D. Snyder
Duke Manufacturing
2305 North Broadway
St. Louis, MO 63102
(314) 231-1130
ssnyder@dukemfg.com

The information contained herein has been provided by the Plan Administrator.