

Werner Enterprises Inc. and Subsidiaries 401k Employee Retirement Savings Plan (the Plan)

Discretionary Matching Contribution Communication

(2024 Plan Year)

Participants who make Elective (Salary) Deferral Contributions to the Plan may be eligible to receive a discretionary matching contribution (Match) under the Plan. Participants must satisfy all of the eligibility requirements and allocation conditions required under the Plan to receive a Match. Please refer to your Summary Plan Description (SPD) for more information on the Plan's requirements for receiving a Match.

Below is information on the Match made for the **2024** Plan Year:

Match rate or amount:

- ☐ _____% of Salary Deferral Contributions
☐ \$ _____ of Salary Deferral Contributions
☒ Other: 50% of the first 6% (insert description)

Limit on the amount of Salary Deferral Contributions matched – the Match only applies to Salary Deferral Contributions that do not exceed:

- ☒ 6 % of Plan Compensation
☐ \$ _____

Limit on Match amount – the total Match will not exceed:

- ☐ _____% of Plan Compensation
☒ \$5,000

Period for determining Match:

- ☒ payroll period
☐ calendar month
☐ Plan Year quarter
☐ Plan Year
☐ Other: _____ (insert description)

Additional description of Match characteristics (*description of each business location or business classification subject to separate Match formulas if applicable*) _____