

Employee Stock Purchase Highlights

General Plan Description

The Worthington Enterprises Employee Stock Purchase Plan (ESPP) enables employees to purchase shares of Worthington Enterprises common stock through payroll deduction and provides employees an opportunity to share financially in the future of Worthington Enterprises.

Who is eligible to participate?

All regular full-time employees of the Company with at least six months of service and part-time employees with one year of service are eligible.

How do I participate?

Complete the Employee Stock Purchase Plan Election Form to authorize deductions from your paycheck. You can make separate elections for your regular base pay and supplemental pay (i.e., profit sharing, bonus, etc.). Your payroll deductions will be delivered to Broadridge and they will purchase as many shares of Worthington Enterprises common stock as your total deductions make possible. The shares will be allocated to your account and held in custody for you by Broadridge. Stock purchase dates will correspond with Worthington Enterprises bi-weekly check dates.

Are my contributions after-tax?

Yes, your contribution will be deducted after taxes are withheld from your paycheck.

Can I change or cancel my contributions?

Yes, eligible employees may change or cancel a contribution election at any time.

How will I know how much stock has been purchased for my account?

A record of stock purchased will be maintained by Broadridge. You will receive a quarterly statement reflecting full and partial shares purchased. For information on your account, call Broadridge at 844.943.0717 or visit shareholder.broadridge.com/wor

Can I access my Broadridge account online?

Yes. See below for steps to register your account.

1. Go to our website: shareholder.broadridge.com/wor
2. At the top right of the homepage, click "Log In."
3. On the login page, click "Create Profile."
4. Click the box that indicates: "Individuals; Joint Tenant."
5. Enter your name, account number (for the first four digits please use the "search" capabilities and select the class of stock), and social security number (SSN) and click "Continue."
6. You will be required to answer 3 security questions for verification purposes.
7. Once you have answered these questions, click on "Submit." If you answered one or more of the questions incorrectly, you may attempt the verification process a second time. If the second attempt does not work, you will be required to wait 24 hours before retrying.
8. You will be prompted to enter your e-mail address in both boxes. Click on "Accept the Terms and Conditions" then click on "Submit."
9. A secure link will be sent to your e-mail address. This secure link is only valid for 12 hours.
10. Click the link to complete the process. You will be directed to a new browser tab and will be prompted to change your password. This new password must be 8 characters long, with at least one capital letter and one number.
11. You can now use your e-mail address and this new password to access your account online.

For further assistance, contact Broadridge at 844.943.0717.

How do I notify Broadridge of an address change?

You may change your address online at shareholder.broadridge.com/wor or by calling 844.943.0717.

How do I notify Broadridge of a name change?

You will need to complete a "Stock Power" form and a W-9 form or a legal transfer form. These forms are available at shareholder.broadridge.com/wor or by calling 844.943.0717.

What rights will I have as a shareholder?

Once the shares have been credited to your account, you will have the rights and privileges afforded to all other Worthington Enterprises shareholders.

Can I request a stock certificate?

Yes, you can request a stock certificate from Broadridge by calling 844.943.0717.