I. INTRODUCTION

This Commuter Benefits Policy (the "Policy") is designed to allow commuting employees of Wendy's International, LLC (the "Company") and its affiliates who pay for Eligible Commuting or Parking Products (as defined below) to choose to pay for all or part of these commuter costs through pre-tax salary deductions. The Policy is intended to qualify as a "qualified transportation fringe" benefit under Section 132(f) of the Internal Revenue Code and will be interpreted and administered by the Company consistent with that provision. This Policy is effective January 1, 2026.

To use this Policy to pay for Eligible Commuting or Parking Products for a month, you must enroll by the 10th day of the prior month. You must re-enroll monthly.

II. WHAT BENEFIT DOES THIS POLICY PROVIDE?

Under this Policy, employees of the Company may choose to reduce their salary on a pre-tax basis to pay the costs of Eligible Commuting or Parking Products. The amount deducted from an employee's salary on a pre-tax basis and used to pay for these products will not be included in the employee's gross income and is not subject to federal income tax, social security tax, or employment tax withholding. The amount may or may not be subject to state and local taxes, depending on applicable state or local law. In the event that the cost of an employee's Eligible Commuting and Parking Products exceeds the federally established pre-tax limits, the employee will need to pay any remaining balance with a personal credit card.

III. WHO MAY TAKE ADVANTAGE OF THIS POLICY?

This policy is available to all employees of the Company.

IV. WHAT ARE ELIGIBLE COMMUTING OR PARKING PRODUCTS?

"Eligible Commuting or Parking Products" consist of Eligible Transit Products, Eligible Vanpool Products or Eligible Parking Expenses, as defined below.

"Eligible Transit Products" include vouchers or a Commuter Check Card that can be used to pay for passes, tokens, farecards or similar items for buses, trains or ferries that are provided by approved transit providers.

"Eligible Vanpool Products" include vouchers or a Commuter Check Card that can be used to pay for expenses for van-pool services (seating at least six people in addition to the driver) that are provided by approved vanpool providers. Van pool vehicles must be used at least 80% of the time transporting employees between home and work with at least half of the seats filled with commuters (excluding the driver).

"Eligible Parking Expenses" including expenses for parking at or near your employer's business premises or the location from which you commute via mass transit or van-pool. Parking at or near your home does not constitute an Eligible Parking Expense. You can elect to have your elected amount paid directly by the Company to the parking vendor, loaded onto a Commuter

Check Card that can only be used for Eligible Parking Expenses, or to have one or more commuter checks made payable to the parking vendor mailed to your home address.

V. WHAT ARE THE LIMITS ON THE AMOUNTS THAT CAN BE PAID ON A PRE-TAX BASIS?

The Internal Revenue Code establishes the maximum amount of Eligible Commuting or Parking Products that can be paid for on a pre-tax basis. These pre-tax limits for 2026 are $ 340 per month for Eligible Parking Expenses and $ 340 per month for Eligible Commuting Expenses ($680 per month in the aggregate).

If the monthly cost of your actual elected products exceeds these limits, you must pay for any difference in the cost with a personal credit card.

VI. HOW ARE THE EXPENSES PAID?

When you enroll for a month (by the 10th of the prior month), you will elect to have your elected deduction amount (a) paid directly to the parking provider, (b) paid indirectly to the parking provider by issuing one or more commuter checks made payable to the parking vendor mailed to your home address, (c) paid indirectly to the Transit Expense or Vanpool Expense provider by issuing a voucher to you, or (d) loaded onto a "Commuter Check Card." The Commuter Check Card is a reloadable debit card that can only be used to pay for Eligible Commuting Expenses or Eligible Parking Expenses.

The elected amount will be paid to the provider at the designated time or loaded onto the Commuter Check Card as of the first of the month. The elected amount will be deducted from your first two paychecks for the applicable month.

Special Additional Rules for Carpool Parking Expenses. Under federal tax law, every month one member of a carpool must assume responsibility for the parking spot and be designated as the "prime member." Only the prime member is entitled to pay for Eligible Parking Expenses for that month and the other members in the carpool may not use the Policy to set aside amounts on a pre-tax basis to reimburse the prime member for their share of the cost of the parking spot.

VII. HOW DO YOU PARTICIPATE IN THE POLICY?

In order to participate in this Policy with respect to Eligible Commuting or Parking Products for a month, you must log onto https://my.benefitsnow.com on or before the 10th of the prior month. **You must re-enroll each month for deductions for the following month.**

The Company will reduce your pay in accordance with the terms of your authorization and this Policy.

VIII. HOW DOES YOUR PARTICIPATION IN THE POLICY END*?* CAN YOU FORFEIT MONEY UNDER THIS POLICY?

Because the Company will pay the elected expenses at the beginning of each month, your participation for a month is irrevocable.

In the unlikely event that more is withheld from your pay for a month than the cost of your actual Eligible Commuting or Parking Products for that month, that difference will be forfeited.

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The Company reserves the right to amend or terminate the Policy at any time and without notifying employees in advance of its decision. If the Policy is terminated during a month, before elected expenses have been paid but after payroll deductions have been taken, the Company either can pay the elected expenses or refund the applicable deductions, as the Company determines in its sole discretion. Any refunded amounts will be reported as taxable wages.

The Company has the sole and exclusive authority to make all decisions regarding this Policy, including, without limitation, factual determinations, interpretations of the Policy and decisions about whether your commuter costs constitute a "Qualified Transportation Fringe" benefit under Internal Revenue Code Section 132(f).