Contract number: 366918

NOV Inc. 401(k) Plan Summary

Take a look at a snapshot of your retirement benefits through the NOV Inc. 401(k) Plan with services provided by Principal®.

Eligibility and Enrollment

You're eligible on your first day to participate in the plan.

After 60 days with the company, you're **automatically enrolled to contribute 5%** of eligible pay, unless you elect otherwise.

Visit principal.com/welcome to get started

Beneficiary

Help protect your savings and your family. Make sure you designate a beneficiary for your retirement savings.

Company contributions

NOV will match 100% of the first 5% of eligible pay you contribute (combined pretax, Roth, and traditional after-tax).

Investments

You have a lot of options for investing. Unless you elect otherwise, your contributions will be directed to the applicable target date fund, based on your age and the plan's normal retirement age. See the Investment Option Summary for important information.

Contributions

You can contribute up to **75%** of your eligible pay as pretax or Roth (separately or combined) and up to **18%** as regular after-tax.

Choose one or more of the following types of contributions:

- Pretax — up to 75% (separately or combined)
- Roth (after-tax) — up to 75% (separately or combined)
- Regular after-tax — up to 18%

Visit irs.gov for current annual IRS contribution limits.

Vesting

You're always fully vested in your contributions. NOV has made the decision to vest company contributions immediately.

Manage your account wherever, whenever with the Principal® app. Download it today at principal.com/onthego.

View plan notices by logging in to your account with services provided by Principal.

Questions?

Visit principal.com or call Principal® at **800-547-7754.**

Retirement specialists are available Monday - Friday, 7 a.m. – 9 p.m. CT.

About target date investment options: Target date portfolios are managed toward a particular target date, or the approximate date the investor is expected to start withdrawing money from the portfolio. As each target date portfolio approaches its target date, the investment mix becomes more conservative by increasing exposure to generally more conservative investments and reducing exposure to typically more aggressive investments. Neither the principal nor the underlying assets of target date portfolios are guaranteed at any time, including the target date. Investment risk remains at all times. Asset allocation and diversification do not ensure a profit or protect against a loss. Be sure to see the relevant prospectus or offering document for full discussion of a target date investment option including determination of when the portfolio achieves its most conservative allocation.

Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. **Fixed-income** investments are subject to interest rate risk; as interest rates rise their value will decline. **International and global investing** involves greater risks such as currency fluctuations, political/social instability and differing accounting standards. These risks are magnified in **emerging markets**. The performance and risks of a **fund of funds** directly correspond to the performance and risks of the underlying funds in which the fund invests.

There is no guarantee that a target date investment will provide adequate income at or through retirement. A target date fund's (TDF) glide path is typically set to align with a retirement age of 65, which may be your plan's normal retirement date (NRD).

This document is intended to be educational in nature and is not intended to be taken as a recommendation.

Plan features in this communication are current as of June 2025. The legal plan document governs the employer's plan. If any discrepancies, the legal plan document will govern.

Insurance products and plan administrative services are provided by Principal Life Insurance Company®, a member of the Principal Financial Group®, Des Moines, IA 50392.