Liquid Environmental Solutions & Affiliates 401(k) Profit Sharing Plan
Participant Disclosure Notice as of December 1, 2026

This Participant Disclosure Notice is being provided to you because you are or will be eligible to participate or have a balance in the Liquid Environmental Solutions & Affiliates 401(k) Profit Sharing Plan (the "Plan") and have the right to direct investments.

In this Notice, you will find information about managing your Plan account and certain Plan information, including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account.

Please review these materials carefully when managing or monitoring any account you may have in the Plan. Starting the week of January 3, 2027, you can go online at www.netbenefits.com or call 800-835-5097 to obtain additional information. If this is your first time logging on to www.netbenefits.com, you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity® site, you do not need to register again.

Helping You Manage Your Plan Account

This Notice includes important Plan and investment-related information. Additional resources are available at www.netbenefits.com. Your Plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

Accessing Your Plan Account Statement

If you have a Plan account, one way to monitor your retirement savings is to periodically review your account statement. Your statement will also display any Plan administrative or individual fees described in this Notice that have been deducted from your Plan account. Starting the week of January 3, 2027, you can log on to www.netbenefits.com or access the NetBenefits® mobile app to:

- Access your online Fidelity statement, which is continuously available. You can view your statement on the NetBenefits mobile app by clicking the Actions icon, then selecting View your statements. You can also log on to the website, select Quick Links for your applicable Plan(s), and select Statements from the drop-down list.
- Save or print your Fidelity statement. Keep in mind you may obtain a paper version (free of charge) by calling Fidelity.
- Change the way Fidelity statements are delivered to you by updating your communication preferences on NetBenefits.

Your Communication Preferences

Prefer email? If you are receiving this Notice in print and would like to receive it electronically, help us to serve you better by providing Fidelity with your email address. Log on to the NetBenefits mobile app or visit www.netbenefits.com to provide consent for required communications.

Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan.

Right to Direct Investments

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, log on to www.netbenefits.com or call 800-835-5097.

Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs.

Investment Managers

Fidelity® Personalized Planning & Advice

Strategic Advisers LLC, a registered investment advisor and Fidelity Investments® company, has been appointed to provide discretionary management through Fidelity® Personalized Planning & Advice. For more information, refer to the Terms and Conditions of the Program. **This service provides advisory services for a fee.**

Please keep in mind that utilizing this investment manager or service may restrict your ability to direct the investment of all or a portion of your Plan account balance. To enroll, un-enroll, or request additional information, please contact Fidelity.

Exercising Voting, Tender and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the mutual funds you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event.

Fees and Expenses

If you have an account in the Plan, it may be subject to asset-based fees, Plan administrative fees and expenses, and/or individual fees and expenses.

Asset-Based Fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings.

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a Plan's administrative services may be paid for through offsets and/or payments associated with a Plan's investment options.

Plan Administrative Fees and Expenses

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had at the time this Notice was prepared, the Plan administrative fees listed below may be deducted from accounts in the Plan. The Plan's administrative services may also be paid for through offsets and/or payments associated with one or more of the Plan's investment options. As you review this information, please keep in mind that fees are subject to change and that certain Plan administrative fees may not be deducted from accounts in certain circumstances.

Type of Plan Administrative Fee	Amount
Recordkeeping Fee	The annual Plan level fee is 0.20% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00, you will have an estimated fee between $15.00 and $25.00 per year deducted quarterly.
Investment Advisor Fees	.17% of account balance per year deducted quarterly.

If any Plan administrative fees are deducted directly from your account, they will be reflected on your Plan account statement.

Individual Fees and Expenses

Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who use the service or engage in the transaction.

If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Type of Individual Fee	Amount
Loan Setup Fee	$75.00 per loan
Loan Maintenance Fee	$25.00 per year per loan, deducted quarterly
In-Service Withdrawal Fee	$25.00 per transaction
Minimum Required Distribution Fee	$25.00 per transaction
Return of Excess Contribution Fee	$25.00 per transaction
Overnight Mailing Fee	$25.00 per transaction
Qualified Domestic Relations Order (QDRO) Fee	$300.00 per standard Fidelity web-generated order, $1,200.00 per modified Fidelity web-generated or custom order or $1,800.00 per order covering more than one plan
Fidelity® Personalized Planning & Advice	If you use this service, the advisory fee is estimated not to exceed 0.64% per year of your average daily managed account balance and is deducted quarterly.
Full Withdrawal Fee	$25.00

Also, please note you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options.

If any individual fees are deducted directly from your account, they will be reflected on your Plan's account statement.

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