SAFE HARBOR NOTICE

Important Catalyst Brands 401(k) Safe Harbor Plan Information

Please take time to read this Safe Harbor Notice, which describes the general provisions of the Catalyst Brands 401(k) Safe Harbor Plan (the "401(k) Plan"). This notice is for your information.

In addition, Catalyst Brands is providing advance notice of a change to the 401(k) Plan safe harbor matching contribution formula that will become effective January 1, 2027. Employees may review and, if desired, change their contribution deferral elections before the effective date of the new safe harbor matching contribution formula. Catalyst Brands is required to provide you with a copy of this notice.

What is a "Safe Harbor" 401(k) plan?

A Safe Harbor 401(k) plan is one that satisfies IRS non-discrimination rules for elective deferrals and employer matching contributions. For a 401(k) plan to be considered a Safe Harbor plan, employers must satisfy certain contribution, vesting, and notice requirements. The main benefits of a Safe Harbor plan include:

- Allowing all participants to contribute the maximum annual deferral amount set by the IRS
- Requiring all safe harbor matching contributions to be fully vested

Take advantage of the Catalyst Brands 401(k) Plan

The 401(k) Plan is a great way to save for your future. You can contribute up to 50 percent of your eligible pay each pay period to the 401(k) Plan. Your eligible pay includes your salary, wages, overtime, and bonuses. Contributions can be made before or after taxes are withheld from your pay, including after-tax Roth contributions. For 2027, the IRS limits your combination of before-tax and Roth contributions to $25,500 annually and has separate limits that apply to non-Roth after-tax contributions. *If you will be age 50 or older in 2027, you can make up to $8,500 in additional before-tax or Roth catch-up contributions.*

** If you will be age 60 - 63 in 2027, you can make up to $11,750 in additional before-tax or Roth catch-up contributions.

*** If your FICA wages from Catalyst Brands for the prior year were more than the IRS limit — $155,000 for 2027 (this limit is set by the IRS and adjusted each year; it was $150,000 for 2026) — then any catch-up contributions you make must be made as Roth (after-tax) contributions. If your prior-year FICA wages were more than this limit, you cannot make catch-up contributions on a before-tax basis. If your prior-year FICA wages were at or below this limit, you may continue to make catch-up contributions on either a before-tax or a Roth basis.

Effective January 1, 2027, if safe harbor match eligible, Catalyst Brands will match your before-tax, Roth and after-tax contributions dollar for dollar on the first three percent of eligible pay that you contribute, plus fifty cents for each dollar contributed on the next two percent of eligible pay. The safe harbor matching contributions are invested in the same way as your own contributions. You are fully vested in the safe harbor match, meaning you immediately own 100 percent of the safe harbor matching contributions. Employees are encouraged to review their current deferral elections and determine whether any changes are appropriate prior to January 1, 2027, to take full advantage of the safe harbor matching contribution available under the Plan. You become eligible to participate in the Plan on your hire date and become eligible to receive safe harbor matching contributions after completing 1,000 hours of service during a 12-month eligibility computation period (beginning on your hire date).

You're in charge

You control your retirement savings elections and how those amounts are invested. At any time, you can move the amounts you have directed to be invested in any of the available investment choices.

If you do not choose an investment for your retirement savings elections, they will be invested in the Target Retirement Trust most closely associated with your assumed retirement at age 65. The Target Retirement Trust is the 401(k) Plan's "Qualified Default Investment Alternative ("QDIA"). See the QDIA notice for more details. You can obtain a copy of the QDIA notice on the Catalyst Brands website via My Kiosk at work or digital.alight.com/CatalystBrands at home or call the Catalyst Brands Benefits Center at **1-888-890-8900.**

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets to perform very well may cause another asset category, or another particular security, to perform poorly. If you invest a substantial portion of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

When deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the 401(k) Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals and different tolerances for risk.

It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the 401(k) Plan to help ensure that your retirement savings will meet your retirement goals. For more information on individual investing and diversification, refer to the Department of Labor's website at **www.dol.gov/ebsa/investing.html**.

Your contribution and investment elections can be made in one percent increments. Your changes will be effective as soon as administratively possible after they are received. You can make changes to your contribution elections or investment choices at any time by going to the Catalyst Brands Benefits website via My Kiosk or by calling the Catalyst Brands Benefits Center at 1-888-890-8900. Because the new safe harbor match formula becomes effective January 1, 2027, you may wish to review your contribution elections before that date to ensure they align with your retirement savings goals and desired matching contribution level.

Distributions
Generally, you may not obtain a distribution from the 401(k) Plan until your termination of employment. You may elect to have your vested account balance distributed to you as soon as administratively feasible following your termination of employment. However, if the value of your vested account balance does not exceed $5,000, then a distribution will be made to you regardless of whether you consent to receive it. If you do not elect to receive your mandatory lump-sum distribution directly as a cash distribution or as a direct rollover, your mandatory lump-sum distribution will be automatically paid as a direct rollover to an IRA in your name with Millennium Trust Company. If a cash distribution is elected applicable taxes and early withdrawal penalties may apply. At the time you are entitled to receive a distribution, the Plan Administrator will provide you with a notice explaining the rules regarding the taxation of the distribution.

In case of a financial emergency
While the 401(k) Plan is intended to help you save for your future, there may be times when you need to access the money in your account before your termination of employment. The 401(k) Plan allows you to make withdrawals in certain situations; however, early withdrawal penalties may apply.

Withdrawal options include:

- **After-tax contributions**: You can withdraw all or a portion of your non-Roth after-tax contributions, except those made in the current year, at any time.
- **Rollover contributions**: After you withdraw all of your non-Roth after-tax contributions, you can then withdraw all or a portion of your rollover contributions. A rollover account consists of money from a prior employer's qualified retirement plan that was deposited into the 401(k) Plan.
- **Before-tax and Roth contributions**: Before age 59½, you can withdraw your before-tax and/or Roth contributions, except those made in the current year, in the case of a financial hardship. After age 59½, you can withdraw all or a portion of your before-tax and Roth contributions at any time. Roth contributions can be withdrawn after age 59½ without penalty or paying taxes on the earnings provided you first made Roth contributions to your 401(k) Plan account at least five years prior to your withdrawal.
- **Termination of employment**: When you leave Catalyst Brands, depending on the size of your account balance, there are various payout options available. You can request a distribution from your account as a single lump sum payment or in periodic installment payments. You can also leave your money in the 401(k) Plan, although minimum distributions must begin at age 72 (if you were born before January 1, 1951), age 73 (if you were born after December 31, 1950), and age 75 (if you were born after December 31, 1959).

More information
For more details, visit the Catalyst Brands Benefits website via My Kiosk at work or digital.alight.com/CatalystBrands at home or call the Catalyst Brands Benefits Center at **1-888-890-8900**. You may review and print the summary plan description and your 401(k) Plan account statement from the Catalyst Brands Benefits website. Click the 401(k) Safe Harbor Plan tile.

Puede obtener más información llamando a la linea telefónica del Catalyst Brands Benefits Center (**1-888-890-8900**).

Catalyst Brands expects to continue the 401(k) Plan indefinitely, but reserves the right to amend, discontinue, or terminate the 401(k) Plan at any time. In addition, the Plan may be amended mid-year to reduce or suspend safe-harbor matching contributions. If a reduction or suspension of the safe-harbor matching contribution is made during the plan year, you will be provided with supplemental notice describing the reduction or suspension and no reduction or suspension will take effect until at least 30 days after the supplemental notice is provided. This is a summary of the terms of the 401(k) Plan, but in the event of a conflict, the official 401(k) Plan document rules prevail.

**At the time of this publication, the 2027 U.S. IRS Contribution limits and Benefits limits were not available. These limits are subject to change by the IRS.*