

Chalk Mountain Holdings, LP 401(k) Plan

INTRODUCTION

Based on the provisions of the above referenced Plan you are required to receive the enclosed notices for the Plan Year beginning January 2026:

Annual Participant Fee Disclosure
Qualified Default Investment Alternative ("QDIA") Notice
Safe Harbor 401(k) Participant Notice
Summary of Material Modifications ("SMM")
Summary Annual Report ("SAR")
Secure 2.0: Roth Catch-up Requirements
Notice of Electronic Delivery of Retirement Plan Documents

ANNUAL PARTICIPANT FEE DISCLOSURE

This disclosure provides you with information about the Plan in general, including any expenses you might incur through participation in the Plan or through taking advantage of different plan features. The second section provides information about the Plan's investment alternatives, including any fees or expenses associated with those investments.

I. Plan Information

The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you "exercise control" over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

As a Plan participant, you may request certain information including annual operating expenses of the Plan investments, copies of prospectuses, financial statements, reports, or other materials relating to Plan investments. A list of assets contained in each Plan investment portfolio may also be received along with the value of those assets and fund units or shares and the historical performance of each Plan investment.

You give investment directions for your Plan account, selecting from investment choices provided under the Plan.

II. Other Plan-Related Expenses

Administration expenses The Plan pays outside service providers for Plan administrative services, such as legal, accounting and recordkeeping services, unless the Plan Sponsor elects, at its own discretion to pay some or all of the Plan administrative expenses. The cost for these services fluctuates each year based on a variety of factors. To the extent these expenses are not charged against forfeitures, paid by the employer, or reimbursed by a third party, the Plan charges these expenses generally pro rata (i.e., based on the relative size of each account) against participants' accounts. However, please review the list below for any expenses that may be charged to your account on a per-capita or per-instance basis.

The actual amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement.

Individual expenses The Plan may impose certain charges against individual participants' accounts, rather than against the Plan as a whole, when individual participants incur the charges. The charges may arise based on your use of a feature available under the Plan (e.g., participant loans), or based on the application of the applicable law (e.g., processing a domestic relations order in case of a divorce). In addition, buying or selling some investments may result in charges to your individual account, such as commissions or redemption fees. The Comparative Chart provides information regarding these expenses.

The Plan may impose the following charges:

Expense Type	Amount
Loan Origination Fee*:	\$75 each
Qualified Domestic Relations Order (QDRO):	\$185 per hour
Distribution by check/ACH:	\$50 each
Distribution by wire:	\$75 each
In-kind transfer:	\$50 each

**Loans: You will pay interest back to your account at the National Prime plus 2%*

III. Investment Options

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to the specific Internet website address shown below or you can contact your Plan Administrator if you would like a free paper copy of the information available.

Document Summary This section provides information about each investment's return (i.e., how much money an investor might have made) over certain time periods. You can also determine the fees and expenses you will pay if you invest in an option.

Some of the terms and concepts in this document may be confusing to plan participants who are not familiar with investing. The glossary at <http://www.investmentterms.com/bokf> will provide help in understanding the concepts.

Performance and Expense Information This section provides information about Plan investment options that do not have a fixed or stated rate of return. The value of these investments may go up or down. The table shows how these options have performed over time.

Each investment in the table also has a "benchmark". The benchmark allows you to compare an investment's performance to the performance of a widely used collection of investments. While you cannot invest in a benchmark, the performance of the benchmark will give you an idea of how well the investment did in the same time period.

Finally, the table shows fee and expense information for each investment option. Expense information is provided in the gray area below each investment. This section also contains a reference to a website where you can find additional information about the investment.

Some other points to keep in mind:

- Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Web site[s].
- Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option.
- Shareholder type fees, where they exist, are in addition to Total Annual Operating Expenses. Such fees are only incurred in specific circumstances.

Asset Class / Website	Investment / Benchmark	1 Yr	5 Yr	10 Yr	Since Incept.	Incept. Date	Exp Ratio	Per \$1000	Share-Holder Fees
US Fund Foreign Large Value www.americanbeaconfunds.com	Amer Beacon Intl Equity-R6 MSCI EAFE Value NR USD	16.78 22.65	13.74 14.28	7.44 7.32	7.97 10.52	02/28/2017	0.70	7.00	0.00
US Fund Small Value www.americanbeaconfunds.com	Amer Beacon Sm Cap Val-R6 Russell 2000 Value TR USD	1.59 5.83	15.25 13.06	8.76 8.62	6.84 12.03	02/28/2017	0.77	7.70	0.00

Asset Class / Website	Investment / Benchmark	1 Yr	5 Yr	10 Yr	Since Incept.	Incept. Date	Exp Ratio	Per \$1000	Share-Holder Fees
US Fund Foreign Large Growth www.capitalgroup.com	EUPAC-R6 MSCI EAFE Growth NR USD	14.79 5.56	7.49 5.97	8.28 7.22	8.67 8.24	05/01/2009	0.47	4.70	0.00
US Fund Large Blend www.institutional.fidelity.com	Fidelity 500 Index-IPrem S&P 500 TR USD	17.59 15.88	16.45 14.74	15.29 14.60	13.87 11.19	05/04/2011	0.01	0.15	0.00
US Fund Money Market-Taxable www.invesco.com/us	Invesco Gov't & Agency FTSE Treasury Bill 3 Mon USD	4.43 4.69	3.00 3.03	2.03 2.09	2.12 4.36	09/01/1998	0.16	1.60	0.04
US Fund Mid-Cap Value www.jhinvestments.com	John Hancock Disc Val M/C-R6 Russell Mid Cap Value TR USD	9.86 8.24	15.77 12.86	10.93 9.45	12.77 11.31	09/01/2011	0.74	7.40	0.00
US Fund Large Growth www.jpmorganfunds.com	JP Morgan Large Cap Growth R6 Russell 1000 Growth TR USD	22.70 22.58	15.88 15.25	19.64 17.92	17.43 12.46	11/30/2010	0.44	4.40	0.00
US Fund Mid-Cap Growth www.massmutual.com/funds	MassMutual Mid Cap Growth I Russell Mid Cap Growth TR USD	3.89 26.42	7.09 11.01	10.41 12.96	11.56 11.35	11/15/2010	0.66	6.60	0.00
US Fund Intermediate Core-Plus Bond www.tcw.com	Metropolitan West T/R Bd - P Bloomberg US Agg Bond TR USD	2.89 3.14	-0.45 -0.68	2.01 1.80	2.79 6.51	07/29/2011	0.37	3.70	0.00
US Fund Large Value www.mfs.com	MFS Value R6 Russell 1000 Value TR USD	7.45 9.33	12.36 12.97	10.70 10.22	8.64 11.69	05/01/2006	0.44	4.40	0.00
US Fund Inflation-Protected Bond www.vanguard.com	Vanguard Infln Protect Sec Adm Bloomberg US Treasury US TIPS TR USD	3.56 4.89	1.33 1.26	2.88 2.90	3.38 4.70	06/10/2005	0.10	1.00	0.00
US Fund Mid-Cap Blend www.vanguard.com	Vanguard Mid Cap Index Adm Russell Mid Cap TR USD	13.10 12.58	12.44 12.02	11.38 10.88	10.28 12.87	11/12/2001	0.05	0.50	0.00
US Fund Small Growth www.vanguard.com	Vanguard S/C Growth Index-Adm Russell 2000 Growth TR USD	11.95 10.48	7.34 7.07	10.47 8.75	11.60 9.54	09/27/2011	0.07	0.70	0.00
US Fund Small Blend www.vanguard.com	Vanguard Small-Cap Index Adm Russell 2000 TR USD	8.67 8.17	12.21 10.13	10.57 8.88	9.23 10.98	11/13/2000	0.05	0.50	0.00
US Fund Intermediate Core Bond www.vanguard.com	Vanguard Total Bond Mkt - Adm Bloomberg US Agg Bond TR USD	2.88 3.14	-0.48 -0.68	1.82 1.80	3.38 6.51	11/12/2001	0.04	0.40	0.00
US Fund Foreign Large Blend www.vanguard.com	Vanguard Total Int'l Stock-Adm MSCI EAFE NR USD	17.10 13.87	10.38 10.15	8.32 7.40	6.30 8.61	11/29/2010	0.09	0.90	0.00
US Fund Short-Term Bond www.vanguard.com	Vgd Short Term Bond Index-Adm Bloomberg US Govt/Credit 1-5 Yr TR USD	4.03 4.79	1.33 1.33	1.92 2.01	2.68 5.89	11/12/2001	0.06	0.60	0.00
US Fund Target-Date 2020 www.vanguard.com	Vgd Target Rtmnt 2020-Inv S&P Target Date 2020 TR USD	8.59 8.35	6.03 5.78	6.99 6.52	6.31 5.36	06/07/2006	0.08	0.80	0.00
US Fund Target-Date 2025 www.vanguard.com	Vgd Target Rtmnt 2025-Inv S&P Target Date 2025 TR USD	10.52 9.08	7.38 6.68	7.99 7.25	7.00 5.71	10/27/2003	0.08	0.80	0.00
US Fund Target-Date 2030 www.vanguard.com	Vgd Target Rtmnt 2030-Inv S&P Target Date 2030 TR USD	11.70 9.94	8.50 7.83	8.78 8.07	7.22 6.05	06/07/2006	0.08	0.80	0.00
US Fund Target-Date 2035 www.vanguard.com	Vgd Target Rtmnt 2035-Inv S&P Target Date 2035 TR USD	12.84 11.15	9.56 9.11	9.55 8.93	7.93 6.41	10/27/2003	0.08	0.80	0.00
US Fund Target-Date 2040 www.vanguard.com	Vgd Target Rtmnt 2040-Inv S&P Target Date 2040 TR USD	13.90 12.21	10.62 10.18	10.30 9.62	8.03 6.70	06/07/2006	0.08	0.80	0.00
US Fund Target-Date 2045 www.vanguard.com	Vgd Target Rtmnt 2045-Inv S&P Target Date 2045 TR USD	14.94 13.04	11.66 10.88	10.89 10.07	8.71 7.97	10/27/2003	0.08	0.80	0.00
US Fund Target-Date 2050 www.vanguard.com	Vgd Target Rtmnt 2050-Inv S&P Target Date 2050 TR USD	16.08 13.28	12.20 11.21	11.16 10.32	8.49 7.98	06/07/2006	0.08	0.80	0.00
US Fund Target-Date 2055 www.vanguard.com	Vgd Target Rtmnt 2055-Inv S&P Target Date 2055 TR USD	16.07 13.57	12.20 11.35	11.15 10.43	10.77 7.34	08/18/2010	0.08	0.80	0.00
US Fund Target-Date 2060 www.vanguard.com	Vgd Target Rtmnt 2060-Inv S&P Target Date 2060 TR USD	16.05 13.55	12.20 11.34	11.15 10.50	10.65 10.58	01/19/2012	0.08	0.80	0.00
US Fund Target-Date 2065+ www.vanguard.com	Vgd Target Rtmnt 2065-Inv S&P Target Date 2060 TR USD	16.02 13.55	12.20 11.34	n/a 10.50	10.55 10.58	07/12/2017	0.08	0.80	0.00
US Fund Target-Date 2065+ www.vanguard.com	Vgd Target Rtmnt 2070-Inv S&P Target Date 2060 TR USD	16.00 13.55	n/a 11.34	n/a 10.50	16.39 10.58	06/28/2022	0.08	0.80	0.00

Asset Class / Website	Investment / Benchmark	1 Yr	5 Yr	10 Yr	Since Incept.	Incept. Date	Exp Ratio	Per \$1000	Share-Holder Fees
US Fund Target-Date Retirement www.vanguard.com	Vgd Target Rtmnt Inc-Inv S&P Target Date Retirement Income TR USD	7.89 7.45	4.55 4.29	5.29 5.02	5.21 4.62	10/27/2003	0.08	0.80	0.00

* As of 09/30/2025

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/sites/dolgov/files/EBSA/about-ebsa/our-activities/resource-center/faqs/disclosures-to-help-employees-understand-their-retirement-plan-fees.pdf>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

IV. Privacy Statement

We understand that customers expect privacy and security in handling their financial transactions. Therefore, we recognize the need to safeguard sensitive information about you. We strive to maintain high standards and procedures to protect you. You can review our Privacy Practices at <https://startright.bokf.com/privacy.aspx>.

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE NOTICE

Right to Direct Investment/Default Investment This disclosure is to notify you of the Plan's Default Investment Option. You have the right to direct the investment of your elective deferrals and employer contributions in any of the investment choices offered by the Plan. Your elective deferrals and employer contributions will be invested in the "default" investment that the Plan Sponsor selected if you do not make an election as to how the Plan should invest your elective deferrals and employer contributions.

Unless you make an affirmative investment election, your deferrals will be invested in the Qualified Default Investment Alternative ("QDIA").

The Vanguard Target Retirement Funds seek to provide growth of capital and current income consistent with its current asset allocation. The Fund currently invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in each of the indicated years.

QDIA Fund	Year Range	Expense Ratio	Return	Standard Deviation	Sharpe Ratio
Vgd Target Rtmnt Inc-Inv	1900-1952	0.08	10.30	6.61	0.78
Vgd Target Rtmnt 2020-Inv	1953-1957	0.08	11.98	7.54	0.89
Vgd Target Rtmnt 2025-Inv	1958-1962	0.08	14.31	8.82	1.01
Vgd Target Rtmnt 2030-Inv	1963-1967	0.08	15.92	9.74	1.07
Vgd Target Rtmnt 2035-Inv	1968-1972	0.08	17.29	10.36	1.12
Vgd Target Rtmnt 2040-Inv	1973-1977	0.08	18.67	10.96	1.18
Vgd Target Rtmnt 2045-Inv	1978-1982	0.08	20.02	11.60	1.22
Vgd Target Rtmnt 2050-Inv	1983-1987	0.08	21.03	12.04	1.25
Vgd Target Rtmnt 2055-Inv	1988-1992	0.08	21.03	12.05	1.25
Vgd Target Rtmnt 2060-Inv	1993-1997	0.08	21.03	12.04	1.25

QDIA Fund	Year Range	Expense Ratio	Return	Standard Deviation	Sharpe Ratio
Vgd Target Rtmnt 2065-Inv	1998-2002	0.08	21.02	12.03	1.25
Vgd Target Rtmnt 2070-Inv	2003-Present	0.08	21.03	12.02	1.25

** As of 09/30/2025*

Right to Alternative Investment Even if the Plan trustee invests some or all of your elective deferrals and employer contributions in the default investment, you have the continuing right to direct the investment of your elective deferrals and employer contributions in one or more of the other investment choices available to you as offered under the Plan. You may change your investments daily by going to startright.bokf.com or calling 800.876.9557. You are entitled to invest in any of the alternative investment choices.

Additional Information This notice is not a substitute for the Summary Plan Description. The provisions of the Plan are very complex and you should always look at the Summary Plan Description if you have any questions about the Plan. If, after reading the Summary Plan Description, you still have questions, contact the Plan Administrator:

Chalk Mountain Holdings, LP
1701 River Run Suite 200
Fort Worth TX 76107
817.728.5418

You can obtain further investment information about the Plan's investment alternatives by contacting the Plan Administrator as listed above.

SAFE HARBOR 401(K) PARTICIPANT NOTICE

The plan administrator intends the Plan to be a safe harbor plan. In a safe harbor plan, if certain requirements are met, the Plan will be deemed to automatically pass certain IRS required non-discrimination testing (ADP, ACP, and top-heavy). One of these requirements is a minimum level of employer contributions to the Plan. The Plan may be amended during the plan year to reduce or suspend the safe harbor contributions. The reduction or suspension will not apply until at least 30 days after you are provided notice of the reduction or suspension.

You will become eligible to receive Safe Harbor Matching Contributions on the first day of the calendar month, coincident with or next following the date you attain age 18 and you complete 60 days of employment (elapsed time), provided that you are an Eligible Employee at the end of that period. Please see the section of your SPD titled "Eligibility for Participation" for details regarding eligibility for the Plan.

As long as you are eligible to receive safe harbor contributions, ADP safe harbor contributions will be made to your account in the amount of 100% of your deferrals up to 4% of your compensation. Please see the section of your SPD titled "Eligibility for Participation" to determine if you are eligible to receive safe harbor contributions.

Additional discretionary matching contributions may be made to your account. These contributions will be made in an amount that will be determined each year.

Additional contributions may be made to your account under the Plan. Please see the section of your SPD titled "Contributions to the Plan" for information on any further contributions.

Vesting Vesting refers to the amount of money you have in the Plan that you have a non-forfeitable right to receive. You may be required to work a certain amount of time to earn certain contributions to the Plan.

You will always be immediately 100% vested in your elective deferrals, ADP safe harbor contributions, and non-safe harbor matching contributions.

Your Non-elective contributions will vest as follows:

- Less than one year of vesting service 0%
- One year but less than two years of vesting service 0%
- Two years but less than three years of vesting service 0%
- Three years but less than four years of vesting service 100%
- Four years but less than five years of vesting service 100%
- Five years but less than six years of vesting service 100%
- Six or more years of vesting service 100%

Please see your SPD section titled "Vesting" for more information about vesting and how it is calculated.

Distributions The Plan and law impose restrictions on when you may receive a distribution from the Plan. Below is general information on when distributions may be made under the Plan. See the SPD for more details, including details on how benefits are paid. Also, 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.

If your vested account balance exceeds \$7,000, you may elect to have your vested account balance distributed to you as soon as administratively feasible following your termination of employment. If your vested account balance does not exceed \$7,000, a distribution of your vested account balance will be made to you regardless of whether you consent to receive it, as soon as administratively feasible following your termination of employment.

You can take a distribution of:

- The vested balance of all your accounts upon death or attainment of age 59.5 if you are fully vested in the source.
- The vested account balances of certain specified accounts if you incur a hardship as defined by the plan.
- Your account balance immediately after your employment terminates.
- Your rollover account at any time.
- Your In-Plan Roth rollover account balances when the account balances they came from are eligible for distribution.
- Your vested account balances up to \$5,000 within one year of the birth or legal adoption of your child (Qualified Birth or Adoption Distribution).

You may be able to take a loan secured by your assets in the plan.

Please see the SPD Section titled "Distributions" for further information on your distribution options.

Elective Deferrals Your elective deferrals are amounts that are withheld from your paycheck and contributed to the Plan in your name. Please see the section of your SPD titled "Eligibility for Participation" to determine if you are eligible to make elective deferrals and "Contributions to the Plan" for the type of compensation you may defer into the Plan. You may make or change your deferral election by going to the following web site or calling the voice response unit at the following number: www.startright.bokf.com or 1.800.876.9557. You may change or restart your deferral election as of the next reasonable pay period. You may stop your deferrals at any time.

You will have the option to decide if the amount you elect to defer into the Plan is taxed or not. If you chose to have your elective deferrals go into the Plan as Roth elective deferrals, you will be taxed on that money when it is taken out of your paycheck, but it will not be taxed again when you take it out of the Plan. The earnings on those Roth elective deferrals may be

taken out tax-free if certain conditions are met. Please see the SPD for more information on Roth elective deferrals.

Your elective deferrals are subject to the following limits:

- The Annual IRS Dollar Limit. Current limits available at www.startright.bokf.com or by visiting www.irs.gov/retirement-plans/cola-increases-for-dollar-limitations-on-benefits-and-contributions.
- The maximum amount that you can defer is 100% of your compensation.
- If you are between the ages of 60 - 63 as of the end of the calendar year, you may be able to defer an additional amount, called an "enhanced catch-up contribution".
- Effective January 1, 2026, if you earned more than \$150,000 in FICA Wages in the prior year, you may only defer your Catch-up Contributions on a Roth basis.

The plan administrator may establish additional rules you will need to follow when making your deferral election. Your deferral election is only effective for compensation you have not received yet. The plan administrator may also reduce or totally suspend your election if they determine that your election may cause the Plan to fail to satisfy any of the requirements of the Internal Revenue Code.

Investments You can direct how your entire account balance will be invested from among the different investments offered under the Plan. Subject to any additional restrictions placed on investment timing by the actual investment, you may change your investment elections daily. You may make or change your investment elections by going to the following web site or calling the voice response unit at the following number: www.startright.bokf.com or 1.800.876.9557. If you do not make an investment election your account balances will be placed in investments selected by the Investment Fiduciary.

SUMMARY OF MATERIAL MODIFICATIONS CHALK MOUNTAIN HOLDINGS, LP 401(K) PLAN

The purpose of this Summary of Material Modifications is to inform you of a change that has been made to the Chalk Mountain Services of Texas, LLC 401(k) Plan effective January 1, 2025. This change has affected the information previously provided to you in the Plan's Summary Plan Description. The revised portion of the Summary Plan Description is described below.

The Plan Sponsor has changed to Chalk Mountain Holdings, LP and the Plan Name has changed to Chalk Mountain Holdings, LP 401(k) Plan.

INTRODUCTION

Chalk Mountain Holdings, LP (the "Company") assumed sponsorship of the Chalk Mountain Holdings, LP 401(k) Plan (the "Plan") (formerly known as Chalk Mountain Services of Texas, LLC 401(k) Plan effective January 1, 2008). This Summary Plan Description describes the Plan as restated effective January 1, 2022 and as amended effective January 1, 2025. Any Safe Harbor provisions in the Plan, however, will be effective as of January 1, 2008.

This revised Summary Plan Description supersedes all previous Summary Plan Descriptions. Although the purpose of this document is to summarize the more significant provisions of the Plan, the plan document will prevail in the event of any inconsistency. In addition, the terms of the Plan cannot be modified by written or oral statements made to you by the Plan Administrator or other personnel.

ADMINISTRATIVE INFORMATION

- (1) The Plan Sponsor and Plan Administrator is Chalk Mountain Holdings, LP.

Address: 1701 River Run Suite 200, Fort Worth TX 76107
Phone number: 817-728-5418
Employer Identification Number: 47-2867984
- (2) The Plan is a 401(k) profit-sharing plan. The Plan number is 001.
- (3) The Plan's designated agent for service of legal process is a partner of the partnership named in item 1. Any legal papers should be delivered to such person at the address listed in item 1. However, service may also be made upon the Plan Administrator or a Trustee.
- (4) The Plan's assets are held in a trust created under the terms of the Plan. The Trustee is BOKF, NA as Directed Trustee. Its principal place of business is 5956 Sherry Lane, Suite 1201, Dallas, TX 75225.
- (5) The Company's fiscal year and the Plan Year end on 12/31.
- (6) If the Plan is established or maintained by two or more employers, you can obtain a complete list of the employers sponsoring the Plan upon written request to the Plan Administrator (this list is also available for examination by participants and beneficiaries); you may also receive from the Plan Administrator, upon written request, information as to whether a particular employer is a sponsor of the Plan and, if the employer is a plan sponsor, the sponsor's address.
- (7) If The Plan Administrator names the Chief Executive Officer of the Plan Sponsor as the "special Trustee" who determines and collects contributions. This special Trustee shall have the sole duty and responsibility for the determination of the accuracy or sufficiency of the contributions to be made under the Plan, the transmittal of the same to the Trustee and compliance with any statute, regulation or rule applicable to contributions. In no event will any other Trustee designated in a separate Plan Trust Agreement have any duty or responsibility in this regard unless such Trustee expressly agrees to assume such duty or responsibility.

SUMMARY ANNUAL REPORT FOR CHALK MOUNTAIN SERVICES OF TEXAS, LLC 401(K) PLAN

This is a summary of the annual report Form 5500 Annual Return/Report of Employee Benefit Plan of CHALK MOUNTAIN SERVICES OF TEXAS, LLC 401(K) PLAN and Employer Identification Number 20-5470208/Plan Number 001 for the plan year 01/01/2024 through 12/31/2024. The Form 5500 annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA). Your plan is a single employer, defined contribution plan with the following characteristics: profit sharing, ERISA section 404(c), total participant-directed account, code section 401(k) feature, code section 401(m) arrangement, total or partial participant-directed account, pre-approved pension.

Basic Financial Statement Benefits under the plan are provided by a trust fund. Plan expenses were \$1,922,013. These expenses included \$69,688 in administrative expenses and \$1,852,325 in benefits paid to participants and beneficiaries, \$0 in certain deemed and/or corrective distributions, and \$0 in other expenses. A total of 793 persons were participants in or beneficiaries of the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$15,004,534 as of the end of the plan year, compared to \$12,167,720 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$2,836,814. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$4,758,827, including employer contributions of \$1,141,249,

employee contributions of \$1,920,323, other contributions/other income of \$112,926, gains/(losses) of \$389,751 from the sale of assets, and earnings from investments of \$1,194,578.

Your Rights to Additional Information You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report.
2. Financial information and information on payments to service providers.
3. Assets held for investment.

To obtain a copy of the full annual report, or any part thereof, write or call CHALK MOUNTAIN SERVICES OF TEXAS, LLC, the plan administrator, at 1701 RIVER RUN, STE 200, FORT WORTH, TX 76107 and phone number, 817-473-1931. The charge to cover copying costs will be \$2.50 for the full annual report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan: 1701 RIVER RUN, STE 200, FORT WORTH, TX 76107, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.

OMB Control number 1210-0040; Expiration Date 03/31/2026

SECURE 2.0: ROTH CATCH-UP REQUIREMENT

As of January 1, 2026, a Highly Paid Individual ("HPI") will no longer be eligible to make any pre-tax age-related catch-up contributions to a 401(k), 403(b), or governmental 457(b) retirement plan. Pursuant to mandatory provisions under SECURE 2.0, an HPI may only make these catch-up contributions in the form of Roth contributions.

Important Definitions

- **Highly Paid Individual ("HPI"):** A catch-up eligible participant whose FICA wages for the preceding calendar year from the employer sponsoring the plan exceed \$150,000 (subject to cost-of-living adjustments).
- **FICA Wages:** Social Security Wages reported in Box 3 of Form W-2. Note, if you do not receive FICA Wages you are not subject to the Roth Catch-Up Requirement (e.g. Partners or LLC members who only have self-employment income).

Important Notes

- If your plan permits Regular (age 50) Catch-Up and/or Super (ages 60-63) Catch-Up the Roth Catch-Up Requirement applies. It does not apply to the additional special catch-up opportunities available to 403(b) and governmental 457(b) plans.

- If your plan does not permit Roth deferrals and you are identified as an HPI, you will not be able to make any catch-up contributions.
- If your plan does permit Roth deferrals and you are identified as an HPI, you will be “deemed” to have made an election to make any catch-up contributions as Roth contributions if you are determined to be an HPI for any applicable calendar year. If you do not wish to make any Roth Catch-Up contributions for any applicable year, you must affirmatively elect to not have any catch-up contributions taken from your compensation for that calendar year.
- If your plan permits, it may treat regular Roth deferrals made during the year as satisfying the Roth Catch-Up Requirement, once the regular deferral limit is reached.
 - Example: HPI has made \$30,000 of elective deferrals (\$3,750 as Roth and \$26,250 as pre-tax) throughout the year. Assuming the total IRS regular deferral limit for the year is \$25,000, \$5,000 of HPI's total elective deferrals made must be treated as catch-up contributions. HPI is allowed to treat the first \$3,750 of this \$5,000 as already meeting HPI's Roth Catch-Up Requirement and not subject to correction. The remaining \$1,250 will be subject to correction

Next Steps

- Review the "Contributions" section of your plan's Summary Plan Description (SPD) to see whether your retirement plan allows you to make Roth contributions and/or Catch-Up contributions.
- Review your 2025 FICA wages on your W-2 form to determine if you are considered a Highly Paid Individual (HPI), which may require you to make Catch-Up Contributions as Roth contributions.
- Review your overall retirement strategy and long-term financial goals with your financial advisor to understand how Roth contributions may impact your goals.

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