Form 5500-SF

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500-SF.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for: ☐ a single-employer plan ☒ a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.)

B This return/report is ☐ the first return/report ☐ the final return/report
☐ an amended return/report ☐ a short plan year return/report (less than 12 months)

C Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ DFVC program
☐ special extension (enter description)

D If the plan is a collectively-bargained plan, check here ▶ ☐

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
ENVIRONMENTAL ACTION, INC 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/2023

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
ENIRONMENTAL ACTION, INC.

8526 S PEORIA AVE
TULSA, OK 74132-2825

8526 S PEORIA AVE
TULSA, OK 74132-2825

2b Employer Identification Number (EIN) 73-1380048

2c Sponsor's telephone number 918-298-4080

2d Business code (see instructions) 238900

3a Plan administrator's name and address ☒ Same as Plan Sponsor.

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report.
a Sponsor's name
c Plan Name

4b EIN

4d PN

5a Total number of participants at the beginning of the plan year	**5a**	267
b Total number of participants at the end of the plan year	**5b**	290
c(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**5c(1)**	28
c(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**5c(2)**	25
d(1) Total number of active participants at the beginning of the plan year	**5d(1)**	264
d(2) Total number of active participants at the end of the plan year	**5d(2)**	290
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**5e**	0

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	02/17/2026	CHARLES LOVELACE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	02/17/2026	CHARLES LOVELACE
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) ☒ Yes ☐ No

b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) ☒ Yes ☐ No

If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.

c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year_____. (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	593471	786234
b Total plan liabilities	7b		
c Net plan assets (subtract line 7b from line 7a)	7c	593471	786234

8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from: (1) Employers	8a(1)		
(2) Participants	8a(2)	229495	
(3) Others (including rollovers)	8a(3)		
b Other income (loss)	8b	97756	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		327251
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	130905	
e Certain deemed and/or corrective distributions (see instructions)	8e		
f Administrative service providers (salaries, fees, commissions)	8f	3580	
g Other expenses	8g		
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		134485
i Net income (loss) (subtract line 8h from line 8c)	8i		192766
j Transfers to (from) the plan (see instructions)	8j		

Part IV Plan Characteristic Codes

9a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
2A 2E 2J 2K 2F 2G 3D 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

Part V Compliance Questions

10 During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	10b		X	
c Was the plan covered by a fidelity bond?	10c		X	
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	10d		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)	10e	X		5272
f Has the plan failed to provide any benefit when due under the plan?	10f		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)	10g		X	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	10h		X	
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	10i		X	

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below. ☐ Yes ☒ No

a Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 **11a**

b **PBGC missed contribution reporting requirements.** If the plan is covered by PBGC and the amount reported on line 11a is greater than $0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above. ☐ Yes ☒ No

a If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month _____ Day _____ Year _____

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b Enter the minimum required contribution for this plan year **12b**

c Enter the amount contributed by the employer to the plan for this plan year **12c**

d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) **12d**

e Will the minimum funding amount reported on line 12d be met by the funding deadline? ☐ Yes ☐ No ☐ N/A

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted in any plan year? ☒ Yes ☐ No

a If "Yes," enter the amount of any plan assets that reverted to the employer this year **13a** 0

b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? ☐ Yes ☒ No

c If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

13c(1) Name of plan(s):	**13c(2)** EIN(s)	**13c(3)** PN(s)

Part VIII IRS Compliance Questions

14a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

14b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

15 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 01 / 2021 (MM/DD/YYYY) and the Opinion Letter serial number Q704504A.

SCHEDULE MEP (Form 5500)	MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and Section 6058(a) of the Internal Revenue Code (the Code) ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan ENVIRONMENTAL ACTION, INC 401(K) PLAN		**B** Three-digit Plan number (PN)..... ▶	001
C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF ENIRONMENTAL ACTION, INC.		**D** Administrator's EIN 73-1380048	

Part I Type of Multiple-Employer Pension Plan. All multiple-employer pension plans must complete.

1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).

a ☐ association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)

b ☐ professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)

c ☐ pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)

d ☒ other multiple-employer pension plan (Describe) SAME INDUSTRY BUT NOT CG OR ASG (Complete Part II)

Part II Participating Employer Information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. **Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).**

2a Name of Participating Employer	**2b** EIN	**2c** Percentage of Total Contributions for the Plan Year	**2d** Aggregate Account Balances Attributable to Participating Employer
BROOKE DRYWALL OF COLUMBIA	43-1564023	0	0
ENVIRONMENTAL ACTION, INC.	73-1380048	100	786234

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

2e	Does the plan include any individuals not participating through an employer or who are individual working owners?	**2e**	☐ Yes ☒ No
2f	If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.	**2f**	
2g	If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.	**2g**	

Part III Pooled Employer Plan Information

Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

3a Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44) ☐ Yes ☐ No

3b If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)

ACK ID _____

Schedule A Information for Annual Return / Report Filing

Voya Retirement Insurance and Annuity Company
PO Box 990067
Hartford, CT 06199-0067

PENSION PLAN
PLAN YEAR
January 1, 2025 Through December 31, 2025

ENVIRONMENTAL ACTION 401(K) PLAN
Plan: 81E606

ENVIRONMENTAL ACTION, INC.
ATTN: TIMOTHY J. MAYER
PO BOX 1029
JENKS , OK 74037

For Agent Service:
Please Contact your Representative

NUMBER OF PARTICIPANTS:
25

PREMIUMS PAID/DEPOSITS:
N/A

The information contained on this form is for your use in completing Schedule A for Annual Return Report form 5500 or 5500 C/R. Copies of this report have been distributed to the local Voya Retirement office and your TPA, if applicable. You should provide this information to any additional persons or firms responsible for completing for filings. Voya Retirement Insurance & Annuity Company hereby certifies that the information furnished pursuant to 29 CRF 2520.103-5(c) is complete and accurate.

Basis of premium rates:
Rates published in Voya Retirement Insurance and Annuity Company rate manuals in effect at the time of policy issue and appropriate to the risks involved.

Supplemental Cash Payments:
Consists of cash payments made based on the contract but outside of commission, for example, cash payments which vary based on the producer's overall end of year assets. Certain of these items (e.g. payments for office space) have been allocated to this contract on a pro-rata basis, based on overall commissions earned for the most recent calendar year end.

Allocated Non-Cash Compensation:
Consists of an estimated allocation of rewards earned by the producer (e.g. trips) for the most recent calendar year end. These non-cash compensation amounts have been allocated to this contract on a pro-rata basis, based on overall commissions earned for the same period.

COMMISSIONS/FEES:

Name/Address of Recipient(s):	Amounts Paid:	Name/Address of Recipient(s):	Amounts Paid:
LPL FINANCIAL CORPORATION 1521 PARK AVE MUSCATINE IA 52761		ERISA SERVICES MIDWEST, LLC. PO BOX 24628 12748 KINGSTON PIKE STE 203 FARRAGUT TN 37934	
Cash Commissions	**$5,272.75**		
Supplemental Cash Paid	**$0.00**	**Cash Commissions**	**$0.00**
Allocated Non-Cash Comp	**$0.00**	**Supplemental Cash Paid**	**$0.00**
		Allocated Non-Cash Comp	**$0.00**

Schedule A Information for Annual Return / Report Filing

Voya Retirement Insurance and Annuity Company
PO Box 990067
Hartford, CT 06199-0067

PENSION PLAN
PLAN YEAR
January 1, 2025 Through December 31, 2025

VARIABLE ANNUITY INVESTMENT AND ACCOUNTING:

General Account(s) Balance at End of Prior Reporting Period:		$19,185.97
- - - Additions - - -		
Total Deposits	$0.00	
Dividends and Credits	$0.00	
Interest Credited to General Account(s)	$7,606.48	
Funds Transferred to General Account(s) from Separate Account(s)	$0.00	
Other *	$0.00	
Total Additions		$7,606.48
Total Balance and Additions		$26,792.45
- - - Deductions - - -		
Disbursed from fund to pay benefits or purchase annuities	$0.00	
Administration Charge	$0.00	
Funds Transferred from General Account(s) to Separate Account(s)	$0.00	
Other **	$0.00	
Total Deductions		$0.00
General Account(s) Balance at End of Reporting Period		$26,792.45
Separate Account(s) Balance at End of Reporting Period		$759,441.54

* Can consist of: Loan Repayments, Positive Value Adjustment(s), Collateral Interest Earned, Transfers from one Voya Contract to another, Transferred assets from other carriers/takeover money, Transfers from Self Directed Brokerage Account.

** Can consist of: Loan Disbursements, Negative Value Adjustment(s), Transferred assets from one Voya contract to another, Fees paid to Third Party Administrators, Assets transferred to other carriers for non-Voya investments, Transfers to the Self Directed Brokerage Account

Voya Retirement Insurance and Annuity Company
PO Box 990067
Hartford, CT 06199-0067

ENVIRONMENTAL ACTION 401(K) PLAN
Plan: 81E606
January 1, 2025 Through December 31, 2025

Approximate Current Value $786,233.99

If the contract had been discontinued as of the last day of the reporting period a contract surrender charge and certain market value adjustments may have applied to the amount withdrawn.

	Fixed Account Investment Funds	GAA Investment Funds	Variable Investment Funds	Total
Approximate Contract Value	$26,792.45	$0.00	$759,441.54	$786,233.99
Market Value Adjustment *	$0.00	$0.00	$0.00	$0.00
Adjusted Contract Value	$26,792.45	$0.00	$759,441.54	$786,233.99
Surrender Charge	$0.00	$0.00	$0.00	$0.00
Net Value	$26,792.45	$0.00	$759,441.54	$786,233.99

The Current Value shown above reflects the approximate amount that would have been paid if the contract had been terminated as of the last day of the reporting period and potential surrender charges and market value adjustments were applied as of such date. Actual surrender charges and market value adjustments are determined at date of payment and benefits so identified in the contract are not subject to adjustment. A final maintenance fee may also be deducted depending on timing and contractual requirements.

* For some contracts issued in Florida, the market value adjustment may be referred to as the contract termination adjustment.

ENVIRONMENTAL ACTION 401(K) PLAN
Plan: 81E606
TRANSACTION/FUND INFORMATION: Rollover
01/01/25 THROUGH 12/31/25

TRANSACTION TYPE	INVEST. DATE	AMOUNT	FUND	FUND AMOUNT	UNITS	UNIT PRICE
BEGINNING BALANCE						
BEGINNING BALANCE		$171,010.21	Voya Index Solution 2025 P Z	$171,010.21	9,729.9090	$17.575726
GAIN/LOSS						
GAIN/LOSS		$19,711.56	Voya Index Solution 2025 P Z	-$171,010.21		
			Voya Index Solution Inc P Z	$190,721.77		
ENDING BALANCE						
ENDING BALANCE		$190,721.77	Voya Index Solution Inc P Z	$190,721.77	11,867.5760	$16.070820
			Voya Index Solution 2025 P Z	$0.00	0.0000	$18.803620

ENVIRONMENTAL ACTION 401(K) PLAN
Plan: 81E606
TRANSACTION/FUND INFORMATION: Employee PreTax
01/01/25 THROUGH 12/31/25

TRANSACTION TYPE	INVEST. DATE	AMOUNT	FUND	FUND AMOUNT	UNITS	UNIT PRICE
BEGINNING BALANCE						
BEGINNING BALANCE		$422,461.02	Vangrd Mid-Cap Index Fund Adm	$13,027.18	561.1770	$23.213971
			Vangrd Small-Cap Index Fnd Adm	$7,573.76	335.1640	$22.597113
			Vangrd 500 Index Fund Adm	$40,286.05	1,263.2910	$31.889807
			Amer Fnds New Perspective R6	$20,057.99	758.0600	$26.459715
			Amer Fnds AMCAP Fund R6	$16,286.06	601.2870	$27.085349
			Amer Fnds Fundamental Invt R6	$5,224.91	177.3600	$29.459311
			DFA US Targeted Vl Port Ins	$3,162.90	138.8900	$22.772660
			Voya Index Solution 2035 P Z	$96,181.58	4,763.5220	$20.191275
			Voya Index Solution 2040 P Z	$27,855.69	1,287.4630	$21.636111
			Voya Index Solution 2045 P Z	$29,136.99	1,295.2720	$22.494881
			MFS Mid Cap Value Fund R6	$0.00	0.0000	$22.601544
			Voya Index Solution 2050 P Z	$4,254.29	188.0930	$22.618004
			Voya Index Solution 2055 P Z	$10,793.31	474.8970	$22.727703
			Voya Index Solution 2060 P Z	$0.00	0.0000	$22.856828
			DFA Infl-Prot Sec Port Ins	$15,369.53	1,325.9080	$11.591694
			DFA Global Real Est Sec Pt Ins	$4,617.06	338.4010	$13.643711
			ClrBrg SmCp Grw Fd IS	$1,949.41	88.9270	$21.921274
			JPMorgan Equity Income Fund R6	$3,871.60	164.1890	$23.580286
			Neuberger Mid Cap GrowthFd R6	$0.00	0.0000	$25.301286
			AB Global Bond Fund Z	$87.79	7.9150	$11.091391
			Voya Intermediate Bond Fund R6	$4,052.80	360.3810	$11.245849
			PGIM High Yield Fund R6	$1,692.80	108.3820	$15.618823
			Vangrd Em Mkts Stk Ind Fd Adm	$863.60	57.9800	$14.894636
			Virtus Crdx MC Vl Eq Fd R6	$0.00	0.0000	$20.920011
			Voya Index Solution 2025 P Z	$7,711.46	438.7560	$17.575726
			Voya Index Solution 2030 P Z	$62,964.11	3,328.2220	$18.918245
			Vangrd Balanced Index Fnd Adm	$8,170.89	401.1790	$20.367195
			Vangrd Tot Int Stk In F Adm	$18,083.29	1,181.4900	$15.305502
			Voya Fixed Account (4450)	$19,185.97	1,744.6490	$10.997032
			Voya Gv Mny Mkt F A (Hld Acct)	$0.00	0.0000	$11.573488

01/01/25 THROUGH 12/31/25 *(continued)*

TRANSACTION TYPE	INVEST. DATE	AMOUNT	FUND	FUND AMOUNT	UNITS	UNIT PRICE
GAIN/LOSS						
GAIN/LOSS		$173,051.20	Vangrd Mid-Cap Index Fund Adm	-$5,596.79		
			Vangrd Small-Cap Index Fnd Adm	$5,277.62		
			Vangrd 500 Index Fund Adm	$16,200.08		
			Amer Fnds New Perspective R6	-$13,514.27		
			Amer Fnds AMCAP Fund R6	-$12,240.96		
			Amer Fnds Fundamental Invt R6	$2,037.26		
			DFA US Targeted VI Port Ins	$3,497.95		
			Voya Index Solution 2035 P Z	$21,825.01		
			Voya Index Solution 2040 P Z	$15,308.36		
			Voya Index Solution 2045 P Z	$24,367.41		
			MFS Mid Cap Value Fund R6	$0.00		
			Voya Index Solution 2050 P Z	$3,189.38		
			Voya Index Solution 2055 P Z	$10,528.40		
			Voya Index Solution 2060 P Z	$0.00		
			DFA Infl-Prot Sec Port Ins	$32,223.53		
			DFA Global Real Est Sec Pt Ins	$3,381.78		
			ClrBrg SmCp Grw Fd IS	$2,028.84		
			JPMorgan Equity Income Fund R6	$2,742.64		
			Neuberger Mid Cap GrowthFd R6	$0.00		
			AB Global Bond Fund Z	$56.57		
			Voya Intermediate Bond Fund R6	$5,173.85		
			PGIM High Yield Fund R6	$783.83		
			Vangrd Em Mkts Stk Ind Fd Adm	$767.63		
			Virtus Crdx MC VI Eq Fd R6	$0.00		
			Voya Index Solution 2025 P Z	-$7,711.46		
			Voya Index Solution 2030 P Z	$28,321.40		
			Vangrd Balanced Index Fnd Adm	$4,625.17		
			Vangrd Tot Int Stk In F Adm	$8,973.83		
			Voya Fixed Account (4450)	$7,606.48		
			Voya Gv Mny Mkt F A (Hld Acct)	$0.00		

01/01/25 THROUGH 12/31/25 *(continued)*

TRANSACTION TYPE	INVEST. DATE	AMOUNT	FUND	FUND AMOUNT	UNITS	UNIT PRICE
GAIN/LOSS *(Continued)*		$173,051.20	Voya Index Solution Inc P Z	$13,197.66		

ENDING BALANCE

ENDING BALANCE		$595,512.22	Vangrd Mid-Cap Index Fund Adm	$7,430.39	288.7960	$25.728910
			Vangrd Small-Cap Index Fnd Adm	$12,851.38	526.5140	$24.408430
			Vangrd 500 Index Fund Adm	$56,486.13	1,514.5840	$37.294810
			Amer Fnds New Perspective R6	$6,543.72	204.8800	$31.939260
			Amer Fnds AMCAP Fund R6	$4,045.10	127.3670	$31.759260
			Amer Fnds Fundamental Invt R6	$7,262.17	199.2420	$36.449170
			DFA US Targeted Vl Port Ins	$6,660.85	269.0120	$24.760400
			Voya Index Solution 2035 P Z	$118,006.59	5,025.1120	$23.483370
			Voya Index Solution 2040 P Z	$43,164.05	1,690.3370	$25.535760
			Voya Index Solution 2045 P Z	$53,504.40	1,994.3160	$26.828450
			MFS Mid Cap Value Fund R6	$0.00	0.0000	$23.887850
			Voya Index Solution 2050 P Z	$7,443.67	274.7090	$27.096600
			Voya Index Solution 2055 P Z	$21,321.71	782.3530	$27.253300
			Voya Index Solution 2060 P Z	$0.00	0.0000	$27.414800
			Voya Index Solution Inc P Z	$13,197.66	821.2180	$16.070820
			DFA Infl-Prot Sec Port Ins	$47,593.06	3,864.8160	$12.314440
			DFA Global Real Est Sec Pt Ins	$7,998.84	547.4780	$14.610300
			ClrBrg SmCp Grw Fd IS	$3,978.25	166.6940	$23.865680
			JPMorgan Equity Income Fund R6	$6,614.24	246.0150	$26.885410
			Neuberger Mid Cap GrowthFd R6	$0.00	0.0000	$26.602060
			AB Global Bond Fund Z	$144.36	12.4770	$11.569880
			Voya Intermediate Bond Fund R6	$9,226.65	768.0820	$12.012600
			PGIM High Yield Fund R6	$2,476.63	146.3860	$16.918410
			Vangrd Em Mkts Stk Ind Fd Adm	$1,631.23	88.4500	$18.442200
			Virtus Crdx MC Vl Eq Fd R6	$0.00	0.0000	$24.484630
			Voya Index Solution 2025 P Z	$0.00	0.0000	$18.803620
			Voya Index Solution 2030 P Z	$91,285.51	4,211.4280	$21.675660
			Vangrd Balanced Index Fnd Adm	$12,796.06	557.1890	$22.965380

01/01/25 THROUGH 12/31/25 *(continued)*

TRANSACTION TYPE	INVEST. DATE	AMOUNT	FUND	FUND AMOUNT	UNITS	UNIT PRICE
ENDING BALANCE *(Continued)*		$595,512.22	Vangrd Tot Int Stk In F Adm	$27,057.12	1,347.5080	$20.079370
			Voya Fixed Account (4450)	$26,792.45	2,400.3290	$11.161990
			Voya Gv Mny Mkt F A (Hld Acct)	$0.00	0.0000	$12.044150

Fee and Compensation Report
Form 5500 Schedule C
ENVIRONMENTAL ACTION 401(K) PLAN

This report estimates the indirect compensation, other than Eligible Indirect Compensation (EIC), paid by your Plan through its service arrangement with our firm and the investment alternatives made available through our platform. Eligible Indirect Compensation (variable fund fees, fund revenue and Voya daily asset charges) is not required to be reported on Schedule C and has been separately provided to the plan.

For purposes of this report, "indirect compensation" is compensation that a service provider receives from sources other than the Plan directly or from the plan sponsor in connection with services rendered to the Plan during the plan year or the person's position with the Plan.

This report is for plan sponsor or TPA use only in completing Schedule C to the Form 5500 and is not intended for use with plan participants. For more information on the identity of the fund service providers please refer to the prospectus for each fund.

Special Note

(*) Voya Retirement Insurance and Annuity Company - VRIAC direct fees on Line 2. Please see Sponsor Activity or Access report for additional information about VRIAC direct fees.
The only direct compensation reported here are Managed Accounts Fees which are not applicable to all plans. Any other direct compensation associated with the plan can be found within the plan activity section of these reports.

Fee and Compensation Report
Form 5500 Schedule C
ENVIRONMENTAL ACTION 401(K) PLAN
Plan: 81E606
01/01/2025 - 12/31/2025

Schedule C, Line 1 - Information on Persons Receiving Only Eligible Indirect Compensation

Excluding Person Receiving Only Eligible Indirect Compensation (a)	Entity(b)	EIN # (b)
YES	Voya Retirement Insurance and Annuity Company	71-0294708

Fee and Compensation Report
Form 5500 Schedule C
ENVIRONMENTAL ACTION 401(K) PLAN
Plan: 81E606
01/01/2025 - 12/31/2025

Indirect Compensation Received by ERISA SERVICES MIDWEST, LLC.

Source	EIN # (by fund)	Suggested Service Codes(b)	Detail Amount	Total Amount	Description of Compensation
Voya Retirement Insurance and Annuity Co	71-0294708	49	$335.21		OTHER SERVICES
Sub-Total Source				$335.21	
Total Indirect Comp Received:				$335.21	

Indirect Compensation Received by Morningstar - EIN # 36-3297908

Source	EIN # (by fund)	Suggested Service Codes(b)	Detail Amount	Total Amount	Description of Compensation
Voya Retirement Insurance and Annuity Co	71-0294708	27	$99.70		INVESTMENT ADVISORY (PLAN)
Sub-Total Source				$99.70	
Total Indirect Comp Received:				$99.70	

Fee and Compensation Report
Form 5500 Schedule C
ENVIRONMENTAL ACTION 401(K) PLAN
Plan: 81E606
01/01/2025 - 12/31/2025

Direct Compensation Received by VOYA RETIREMENT ADVISORS, LLC - EIN # 02-0488491

	Suggested Service Codes(b)	Detail Amount	Total Amount	Description of Compensation
	26	$620.67		INVESTMENT ADVISORY (PARTICIPANTS)
Sub-Total Source			$620.67	
Total Direct Comp Received:			$620.67	

Fee and Compensation Report
Form 5500 Schedule H / Administrative Expenses
ENVIRONMENTAL ACTION 401(K) PLAN
Plan: 81E606
01/01/2025 - 12/31/2025

Schedule H Expense Category		Total Amount
2(i)1	Salaries and allowances	$0.00
2(i)2	Contract administrator fees	$0.00
2(i)3	Recordkeeping fees	$0.00
2(i)4	IQPA audit fees	$0.00
2(i)5	Investment advisory and investment management fees	$0.00
2(i)6	Bank or trust company trustee/custodial fees	$0.00
2(i)7	Actuarial fees	$0.00
2(i)8	Legal fees	$0.00
2(i)9	Valuation/appraisal fees	$0.00
2(i)10	Other trustee fees and expenses	$0.00
2(i)11	Other expenses	$0.00
2(i)12	**Total administrative expenses**	**$0.00**

This report contains information relating to expenses paid by your Plan and may be used for completing Form 5500 Schedule H. The contents of the report are limited to the information available to Voya and may not be representative of the entire expense listing necessary to complete the filing requirement.

In addition, please refer to the TPA Download Report and Account Payee Report that can be accessed via Voya's TPA and Sponsor Websites. As the plan administrator, you are responsible for expenses reported on Schedule H. Please work with your TPA and other service provider(s) to ensure the Schedule H information is accurate.

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06, 2026

Overview - Summary By Fund

Fund Name	Investment Type	Beginning Balance	Contributions	Withdrawals	Fund Transfers	Internal Transfers	Fees	Misc	Dividends Earnings	Gain/Loss	Ending Balance
AB Global Bond Fund Z	Pooled Separate Account	$87.79	$48.50	$0.00	$6.21	$0.00	($2.62)	$0.00	($0.06)	$4.54	$144.36
Amer Fnds AMCAP Fund R6	Pooled Separate Account	$16,286.06	$3,271.96	($1,418.61)	($15,161.46)	$0.00	($62.00)	$0.00	$0.27	$1,128.88	$4,045.10
Amer Fnds Fundamental Invt R6	Pooled Separate Account	$5,224.91	$2,529.26	($1,426.33)	($324.44)	$0.00	($126.17)	$0.00	$2.59	$1,382.35	$7,262.17
Amer Fnds New Perspective R6	Pooled Separate Account	$20,057.99	$4,444.08	($2,436.48)	($17,097.55)	$0.00	($86.33)	$0.00	$2.97	$1,659.04	$6,543.72
ClrBrg SmCp Grw Fd IS	Pooled Separate Account	$1,949.41	$1,899.74	($145.56)	$15.98	$0.00	($18.47)	$0.00	$0.42	$276.73	$3,978.25
DFA Global Real Est Sec Pt Ins	Pooled Separate Account	$4,617.06	$3,477.57	($533.71)	$127.67	$0.00	($65.40)	$0.00	$0.28	$375.37	$7,998.84
DFA Infl-Prot Sec Port Ins	Pooled Separate Account	$15,369.53	$5,584.58	($38,269.09)	$60,908.87	$0.00	($170.61)	$0.00	($6.06)	$4,175.84	$47,593.06
DFA US Targeted VI Port Ins	Pooled Separate Account	$3,162.90	$2,833.05	($141.11)	$307.54	$0.00	($36.27)	$0.00	($0.43)	$535.17	$6,660.85
JPMorgan Equity Income Fund R6	Pooled Separate Account	$3,871.60	$2,735.40	($698.68)	$90.35	$0.00	($76.68)	$0.00	$1.73	$690.52	$6,614.24
PGIM High Yield Fund R6	Pooled Separate Account	$1,692.80	$1,023.34	$0.00	($375.80)	$0.00	($21.44)	$0.00	($1.43)	$159.16	$2,476.63
Vangrd 500 Index Fund Adm	Pooled Separate Account	$40,286.05	$28,130.58	($3,497.99)	($15,544.01)	$0.00	($361.50)	$0.00	$1.82	$7,471.18	$56,486.13
Vangrd Balanced Index Fnd Adm	Pooled Separate Account	$8,170.89	$5,493.23	($276.07)	($1,771.27)	$0.00	($99.89)	$0.00	($4.30)	$1,283.47	$12,796.06
Vangrd Em Mkts Stk Ind Fd Adm	Pooled Separate Account	$863.60	$530.30	($360.61)	$369.10	$0.00	($23.09)	$0.00	$1.29	$250.64	$1,631.23
Vangrd Mid-Cap Index Fund Adm	Pooled Separate Account	$13,027.18	$4,450.28	($742.64)	($10,254.23)	$0.00	($43.27)	$0.00	($1.36)	$994.43	$7,430.39
Vangrd Small-Cap Index Fnd Adm	Pooled Separate Account	$7,573.76	$5,006.59	($1,636.98)	$1,013.51	$0.00	($126.80)	$0.00	$3.33	$1,017.97	$12,851.38
Vangrd Tot Int Stk In F Adm	Pooled Separate Account	$18,083.29	$20,241.85	($16,345.04)	($706.35)	$0.00	($675.36)	$0.00	$9.20	$6,449.53	$27,057.12
Voya Fixed Account (4450)	Ins Co General Account	$19,185.97	$11,047.09	($500.45)	($3,018.96)	$0.00	($214.37)	$0.00	($11.27)	$304.44	$26,792.45
Voya Index Solution 2025 P Z	Pooled Separate Account	$178,721.67	$2,644.95	$0.00	($194,464.77)	$0.00	($75.00)	$0.00	$0.00	$13,173.15	$0.00
Voya Index Solution 2030 P Z	Pooled Separate Account	$62,964.11	$36,942.81	($19,985.05)	$0.00	$0.00	($200.00)	$0.00	$0.00	$11,563.64	$91,285.51
Voya Index Solution 2035 P Z	Pooled Separate Account	$96,181.58	$45,454.70	($42,442.72)	$0.00	$0.00	($300.00)	$0.00	$0.00	$19,113.03	$118,006.59
Voya Index Solution 2040 P Z	Pooled Separate Account	$27,855.69	$9,536.16	$0.00	$0.00	$0.00	($300.00)	$0.00	$0.00	$6,072.20	$43,164.05
Voya Index Solution 2045 P Z	Pooled Separate Account	$29,136.99	$17,160.17	$0.00	$0.00	$0.00	($200.00)	$0.00	$0.00	$7,407.24	$53,504.40
Voya Index Solution 2050 P Z	Pooled Separate Account	$4,254.29	$2,214.72	$0.00	$0.00	$0.00	($100.00)	$0.00	$0.00	$1,074.66	$7,443.67
Voya Index Solution 2055 P Z	Pooled Separate Account	$10,793.31	$7,634.01	$0.00	$0.00	$0.00	($100.00)	$0.00	$0.00	$2,994.39	$21,321.71
Voya Index Solution Inc P Z	Pooled Separate Account	$0.00	$1,699.60	$0.00	$194,464.77	$0.00	($25.00)	$0.00	$0.00	$7,780.06	$203,919.43
Voya Intermediate Bond Fund R6	Pooled Separate Account	$4,052.80	$3,460.86	($47.47)	$1,414.84	$0.00	($69.59)	$0.00	($2.88)	$418.09	$9,226.65
Plan Total		**$593,471.23**	**$229,495.38**	**($130,904.59)**	**$0.00**	**$0.00**	**($3,579.86)**	**$0.00**	**($3.89)**	**$97,755.72**	**$786,233.99**

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06, 2026

Overview - Summary By Source

Money Source	Beginning Balance	Contributions	Withdrawals	Fund Transfers	Internal Transfers	Fees	Misc	Dividends Earnings	Gain/Loss	Ending Balance
Employee Pretax	$422,461.02	$229,495.38	($130,904.59)	$0.00	$0.00	($3,485.05)	$0.00	($3.89)	$77,949.35	$595,512.22
Rollover	$171,010.21	$0.00	$0.00	$0.00	$0.00	($94.81)	$0.00	$0.00	$19,806.37	$190,721.77
Plan Total	**$593,471.23**	**$229,495.38**	**($130,904.59)**	**$0.00**	**$0.00**	**($3,579.86)**	**$0.00**	**($3.89)**	**$97,755.72**	**$786,233.99**

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06, 2026

Overview - Summary By Source, Fund

Money Source / Fund Name	Beginning Balance	Contributions	Withdrawals	Fund Transfers	Internal Transfers	Fees	Misc	Dividends Earnings	Gain/Loss	Ending Balance
Employee Pretax										
AB Global Bond Fund Z	$87.79	$48.50	$0.00	$6.21	$0.00	($2.62)	$0.00	($0.06)	$4.54	$144.36
Amer Fnds AMCAP Fund R6	$16,286.06	$3,271.96	($1,418.61)	($15,161.46)	$0.00	($62.00)	$0.00	$0.27	$1,128.88	$4,045.10
Amer Fnds Fundamental Invt R6	$5,224.91	$2,529.26	($1,426.33)	($324.44)	$0.00	($126.17)	$0.00	$2.59	$1,382.35	$7,262.17
Amer Fnds New Perspective R6	$20,057.99	$4,444.08	($2,436.48)	($17,097.55)	$0.00	($86.33)	$0.00	$2.97	$1,659.04	$6,543.72
ClrBrg SmCp Grw Fd IS	$1,949.41	$1,899.74	($145.56)	$15.98	$0.00	($18.47)	$0.00	$0.42	$276.73	$3,978.25
DFA Global Real Est Sec Pt Ins	$4,617.06	$3,477.57	($533.71)	$127.67	$0.00	($65.40)	$0.00	$0.28	$375.37	$7,998.84
DFA Infl-Prot Sec Port Ins	$15,369.53	$5,584.58	($38,269.09)	$60,908.87	$0.00	($170.61)	$0.00	($6.06)	$4,175.84	$47,593.06
DFA US Targeted Vl Port Ins	$3,162.90	$2,833.05	($141.11)	$307.54	$0.00	($36.27)	$0.00	($0.43)	$535.17	$6,660.85
JPMorgan Equity Income Fund R6	$3,871.60	$2,735.40	($698.68)	$90.35	$0.00	($76.68)	$0.00	$1.73	$690.52	$6,614.24
PGIM High Yield Fund R6	$1,692.80	$1,023.34	$0.00	($375.80)	$0.00	($21.44)	$0.00	($1.43)	$159.16	$2,476.63
Vangrd 500 Index Fund Adm	$40,286.05	$28,130.58	($3,497.99)	($15,544.01)	$0.00	($361.50)	$0.00	$1.82	$7,471.18	$56,486.13
Vangrd Balanced Index Fnd Adm	$8,170.89	$5,493.23	($276.07)	($1,771.27)	$0.00	($99.89)	$0.00	($4.30)	$1,283.47	$12,796.06
Vangrd Em Mkts Stk Ind Fd Adm	$863.60	$530.30	($360.61)	$369.10	$0.00	($23.09)	$0.00	$1.29	$250.64	$1,631.23
Vangrd Mid-Cap Index Fund Adm	$13,027.18	$4,450.28	($742.64)	($10,254.23)	$0.00	($43.27)	$0.00	($1.36)	$994.43	$7,430.39
Vangrd Small-Cap Index Fnd Adm	$7,573.76	$5,006.59	($1,636.98)	$1,013.51	$0.00	($126.80)	$0.00	$3.33	$1,017.97	$12,851.38
Vangrd Tot Int Stk In F Adm	$18,083.29	$20,241.85	($16,345.04)	($706.35)	$0.00	($675.36)	$0.00	$9.20	$6,449.53	$27,057.12
Voya Fixed Account (4450)	$19,185.97	$11,047.09	($500.45)	($3,018.96)	$0.00	($214.37)	$0.00	($11.27)	$304.44	$26,792.45
Voya Index Solution 2025 P Z	$7,711.46	$2,644.95	$0.00	($11,035.92)	$0.00	($3.66)	$0.00	$0.00	$683.17	$0.00
Voya Index Solution 2030 P Z	$62,964.11	$36,942.81	($19,985.05)	$0.00	$0.00	($200.00)	$0.00	$0.00	$11,563.64	$91,285.51
Voya Index Solution 2035 P Z	$96,181.58	$45,454.70	($42,442.72)	$0.00	$0.00	($300.00)	$0.00	$0.00	$19,113.03	$118,006.59
Voya Index Solution 2040 P Z	$27,855.69	$9,536.16	$0.00	$0.00	$0.00	($300.00)	$0.00	$0.00	$6,072.20	$43,164.05
Voya Index Solution 2045 P Z	$29,136.99	$17,160.17	$0.00	$0.00	$0.00	($200.00)	$0.00	$0.00	$7,407.24	$53,504.40
Voya Index Solution 2050 P Z	$4,254.29	$2,214.72	$0.00	$0.00	$0.00	($100.00)	$0.00	$0.00	$1,074.66	$7,443.67
Voya Index Solution 2055 P Z	$10,793.31	$7,634.01	$0.00	$0.00	$0.00	($100.00)	$0.00	$0.00	$2,994.39	$21,321.71
Voya Index Solution Inc P Z	$0.00	$1,699.60	$0.00	$11,035.92	$0.00	($1.53)	$0.00	$0.00	$463.67	$13,197.66
Voya Intermediate Bond Fund R6	$4,052.80	$3,460.86	($47.47)	$1,414.84	$0.00	($69.59)	$0.00	($2.88)	$418.09	$9,226.65
Source Total	**$422,461.02**	**$229,495.38**	**($130,904.59)**	**$0.00**	**$0.00**	**($3,485.05)**	**$0.00**	**($3.89)**	**$77,949.35**	**$595,512.22**
Rollover										
Voya Index Solution 2025 P Z	$171,010.21	$0.00	$0.00	($183,428.85)	$0.00	($71.34)	$0.00	$0.00	$12,489.98	$0.00
Voya Index Solution Inc P Z	$0.00	$0.00	$0.00	$183,428.85	$0.00	($23.47)	$0.00	$0.00	$7,316.39	$190,721.77
Source Total	**$171,010.21**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**($94.81)**	**$0.00**	**$0.00**	**$19,806.37**	**$190,721.77**
Plan Total	**$593,471.23**	**$229,495.38**	**($130,904.59)**	**$0.00**	**$0.00**	**($3,579.86)**	**$0.00**	**($3.89)**	**$97,755.72**	**$786,233.99**

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06, 2026

Not Applicable in this run

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06, 2026

Not Applicable in this run

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06, 2026

[redacted]

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606

Run Date: January 06, 2026

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06, 2026

[redacted]

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06, 2026

Not Applicable in this run

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06,

Overview - Transaction Summary		
Transaction Description	**Process Date**	**Transaction Amount**
Beginning Balance	**01/01/2025**	**$593,471.23**
Contributions	01/02/2025	$3,468.11
Contributions	01/10/2025	$3,366.71
Contributions	01/17/2025	$3,565.64
Contributions	01/24/2025	$1,393.61
Contributions	01/27/2025	$2,826.42
Contributions	02/03/2025	$3,999.27
Contributions	02/07/2025	$3,775.85
Contributions	02/18/2025	$3,950.75
Contributions	02/21/2025	$3,609.04
Contributions	02/28/2025	$3,831.84
Contributions	03/06/2025	$4,241.81
Contributions	03/14/2025	$4,102.42
Contributions	03/21/2025	$4,108.47
Contributions	03/28/2025	$5,861.60
Contributions	04/04/2025	$9,581.48
Contributions	04/11/2025	$3,757.43
Contributions	04/17/2025	$3,979.01
Contributions	04/29/2025	$3,881.54
Contributions	05/02/2025	$4,100.14
Contributions	05/09/2025	$3,851.86
Contributions	05/16/2025	$3,920.81
Contributions	05/22/2025	$4,104.85
Contributions	05/30/2025	$4,053.91
Contributions	06/03/2025	$3,032.22
Contributions	06/10/2025	$809.84
Contributions	06/13/2025	$3,972.59
Contributions	06/20/2025	$4,034.55
Contributions	06/26/2025	$4,050.13
Contributions	07/02/2025	$9,897.21
Contributions	07/10/2025	$7,574.65
Contributions	07/17/2025	$3,935.10
Contributions	07/22/2025	$3,430.91
Contributions	07/28/2025	$505.85
Contributions	07/31/2025	$4,061.00
Contributions	08/08/2025	$3,892.01
Contributions	08/15/2025	$4,099.63
Contributions	08/22/2025	$4,143.76
Contributions	08/29/2025	$4,073.12
Contributions	09/04/2025	$3,998.36
Contributions	09/12/2025	$3,781.60
Contributions	09/19/2025	$3,766.49
Contributions	09/26/2025	$6,909.54
Contributions	10/02/2025	$10,361.39
Contributions	10/10/2025	$3,896.69
Contributions	10/17/2025	$3,279.62
Contributions	10/24/2025	$3,570.10
Contributions	10/31/2025	$3,446.12
Contributions	11/07/2025	$3,384.55
Contributions	11/14/2025	$3,595.93
Contributions	11/20/2025	$2,778.93
Contributions	11/26/2025	$2,712.49
Contributions	12/05/2025	$2,461.51
Contributions	12/12/2025	$2,417.58
Contributions	12/19/2025	$11,683.40
Contributions	12/23/2025	$2,283.09
Contributions	12/24/2025	$322.85
Contributions Total		**$229,495.38**
Withdrawals	01/29/2025	($8,669.63)
Withdrawals	05/07/2025	($23.22)
Withdrawals	06/10/2025	($9,107.71)
Withdrawals	09/10/2025	($468.53)
Withdrawals	09/15/2025	($21,412.81)
Withdrawals	09/24/2025	($19,752.39)
Withdrawals	10/10/2025	($21,118.06)
Withdrawals	10/13/2025	($12,086.78)
Withdrawals	10/17/2025	($7,429.74)
Withdrawals	10/21/2025	($2,822.77)
Withdrawals	10/22/2025	($22,690.33)
Withdrawals	10/27/2025	($5,322.62)
Withdrawals Total		**($130,904.59)**
Fund Transfers	01/28/2025	$1,271.52
Fund Transfers	01/28/2025	($1,271.52)
Fund Transfers	02/03/2025	$62,666.41
Fund Transfers	02/03/2025	($62,666.41)
Fund Transfers	05/05/2025	$748.70
Fund Transfers	05/05/2025	($748.70)
Fund Transfers	06/06/2025	$5,150.53
Fund Transfers	06/06/2025	($5,150.53)
Fund Transfers	08/08/2025	$194,464.77
Fund Transfers	08/08/2025	($194,464.77)
Fund Transfers	10/28/2025	$2,864.65
Fund Transfers	10/28/2025	($2,864.65)
Fund Transfers Total		**$0.00**
Fees	01/02/2025	($782.00)
Fees	01/29/2025	($189.19)

Plan Administration Report

ENVIRONMENTAL ACTION 401(K) PLAN
Plan 81E606
01/01/2025 through 12/31/2025

Run Date: January 06,

Overview - Transaction Summary		
Transaction Description	**Process Date**	**Transaction Amount**
Fees	04/01/2025	($760.34)
Fees	06/10/2025	($135.00)
Fees	07/01/2025	($788.67)
Fees	10/01/2025	($189.66)
Fees	10/21/2025	($135.00)
Fees	10/27/2025	($600.00)
Fees Total		**($3,579.86)**
Dividends/Earnings	05/02/2025	($3.89)
Dividends/Earnings Total		**($3.89)**
Total Gain/Loss		**$97,755.72**
Ending Balance	**12/31/2025**	**$786,233.99**