Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans 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.**

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 multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

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 If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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
CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/2002

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)
CRYSTAL CLEAN, LLC

200 CENTER DRIVE SUITE EAST C300
HOFFMAN ESTATES, IL 60192

2b Employer Identification Number (EIN) 35-2083150

2c Plan Sponsor's telephone number 847-783-5352

2d Business code (see instructions) 238900

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 accompanying schedules, statements and attachments, 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.	10/12/2026	JASMINE STAUFFER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2026	JASMINE STAUFFER
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] 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

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	2473
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	2067
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	2362
b	Retired or separated participants receiving benefits	**6b**	8
c	Other retired or separated participants entitled to future benefits	**6c**	607
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2977
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	2978
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	2151
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	2703
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	1
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

2F 2G 2J 2K 2E

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

9a Plan funding arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [ ] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

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
CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CRYSTAL CLEAN, LLC

D Employer Identification Number (EIN)
35-2083150

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
71-0294708	86509	DH1604	2978	01/01/2025	12/31/2025

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	7929140
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee (3) ☐ guaranteed investment (4) ☒ other ▶ GROUP PENSION FUNDING

b	Balance at the end of the previous year			7b	8659250
c	Additions: (1) Contributions deposited during the year	7c(1)	652999		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	187406		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below)	7c(5)	129569		
	▶ *				
	(6) Total additions			7c(6)	969974
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	9629224
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	379831		
	(2) Administration charge made by carrier	7e(2)	10900		
	(3) Transferred to separate account	7e(3)	932086		
	(4) Other (specify below)	7e(4)	249558		
	▶ *				
	(5) Total deductions			7e(5)	1572375
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	8056849

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **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
CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CRYSTAL CLEAN, LLC

D Employer Identification Number (EIN)
35-2083150

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64	SERVICE PROVIDER	154314	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

VOYA RETIREMENT ADVISORS, LLC

02-0488491

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	SERVICE PROVIDER	23880	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

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(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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.**

OMB No. 1210-0110

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
CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CRYSTAL CLEAN, LLC

D Employer Identification Number (EIN)
35-2083150

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	3187026	3749591
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	109939297	138280921
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	8659250	8056849
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	121785573	150087361
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	121785573	150087361

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	6297895	
(B) Participants	2a(1)(B)	10755192	
(C) Others (including rollovers)	2a(1)(C)	3222387	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		20275474
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	282151	
(F) Other	2b(1)(F)	187406	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		469557
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	5514627	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		5514627
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		13075176
c Other income	2c		-2756
d Total income. Add all **income** amounts in column (b) and enter total	2d		39332078
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11560689	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		11560689
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		1644
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	149787	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	23933	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	4475	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		178195
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		11740528
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		27591550
l Transfers of assets:			
(1) To this plan	2l(1)		710238
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: PILE CPAS **(2)** EIN: 35-0865680

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

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.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b 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.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 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.**

OMB No. 1210-0110

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
CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CRYSTAL CLEAN, LLC

D Employer Identification Number (EIN)
35-2083150

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1**

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 71-0294708

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 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 ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," 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._____

Part VII IRS Compliance Questions

21a 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

21b 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

22 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 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702844A .

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: PILE CPAS **(2)** EIN: 35-0865680

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions.)

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.)	**4a**	X	X	56,735
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		1,000,000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

CRYSTAL CLEAN, LLC
RETIREMENT SAVINGS PLAN

FINANCIAL REPORT

December 31, 2025

Pile CPAs
Integrity + Innovation since 1938

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INDEPENDENT AUDITOR'S REPORT

To the Committee and Participants
Crystal Clean, LLC Retirement Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit
We have performed audits of the accompanying financial statements of the Crystal Clean, LLC Retirement Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, the related statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution, Voya Institutional Trust Company, as of December 31, 2025 and 2024, and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion
In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor’s Responsibilities for the Audit of the Financial Statements
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Auditor's Responsibilities for the Audit of the Financial Statements - continued
Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participant Contributions and Assets Held for Investment Purposes at End of Year and Reporting Requirements Under Department of Labor's Rules for the year ended December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agrees to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agrees to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Pilot CPAs

Indianapolis, Indiana
October 6, 2026

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2025 and 2024

	2025	2024
ASSETS		
Investments:		
At fair value	$ 138,280,921	$ 109,939,297
At contract value	8,056,849	8,659,250
Total investments	146,337,770	118,598,547
Receivables:		
Employer contributions	-	212,368
Participant contributions	-	66,805
Notes from participants	3,751,235	3,205,028
Total receivables	3,751,235	3,484,201
NET ASSETS AVAILABLE FOR BENEFITS	$ 150,089,005	$ 122,082,748

See Notes to Financial Statements.

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years ended December 31, 2025 and 2024

	2025	2024
ADDITIONS		
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments - participant directed	$ 13,075,176	$ 10,815,680
Interest and dividends - participant directed	5,702,032	3,587,274
Net investment income	18,777,208	14,402,954
Interest income on notes receivable from participants	282,151	226,993
Contributions:		
Employer	6,089,747	5,672,960
Participant	10,688,387	9,360,264
Rollovers	3,222,387	512,901
	20,000,521	15,546,125
Total additions, net	39,059,880	30,176,072
DEDUCTIONS		
Deductions from net assets attributed to:		
Benefits paid to participants	11,585,011	15,102,037
Plan fees and expenses	178,850	232,153
Total deductions	11,763,861	15,334,190
NET INCREASE	27,296,019	14,841,882
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	122,082,748	107,240,866
Plan transfers:		
Transfer of assets to the Plan	710,238	-
End of year	$ 150,089,005	$ 122,082,748

See Notes to Financial Statements.

NOTES TO FINANCIAL STATEMENTS

December 31, 2025

NOTE 1 DESCRIPTION OF PLAN

The following description of the Crystal Clean, LLC Retirement Savings Plan (the "Plan") provides only general information. Plan participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all nonunion employees and employees covered by a collective bargaining agreement that specifically provides for participation in this Plan of Crystal Clean, LLC (the "Company"). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Employees covered under the Plan are immediately eligible to participate and enter the Plan on the first day of the month after hire.

Contributions

Participants may contribute to the Plan up to 70% of their compensation, subject to limits imposed by Federal tax law. Eligible employees that choose to participate will be automatically enrolled in the Plan with a 4% salary reduction contribution and the employee will be able to increase or decrease the automatic 4% salary reduction contribution, opt out of the Plan, or change the default investment election by notifying the Plan Trustee. Unless the participant opts out, the automatic deferral amount will automatically escalate 1% each year up to a maximum of 7%. The escalation will be applied as of the first period that begins after the period in which the initial deferral amount was withheld and will occur as of the beginning of each subsequent Plan Year. The Company will make "safe harbor" contributions equal to 100% of participant salary deferrals that do not exceed 3% of participant compensation plus 50% of salary deferrals between 3% and 5% of participant compensation. Company's safe harbor matching determination period will be based on the Plan year, rather than payroll period. Additional amounts may be contributed at the option of the Board of Directors at the end of the Plan year and allocated to participants' accounts based upon annual compensation.

Participant Accounts

Each participant's account is credited with the participant's contributions, the Company's contributions, and an allocation of Plan earnings. Allocations are based on a participant's compensation or account value, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. All Plan investments are participant-directed.

Vesting

Participants are immediately vested in their voluntary and Company safe harbor contributions plus actual earnings thereon. Participants are 100% vested in the Company's profit sharing contributions and additional matching contributions portions of their accounts plus earnings thereon after three years of credited service.

NOTE 1 DESCRIPTION OF PLAN - continued

Payment of Benefits
Upon termination of employment, death, disability, qualifying hardship, or retirement, the participant may elect to receive a lump sum distribution as soon as administratively feasible following the date on which a distribution is requested or is otherwise payable. A participant who has reached 59 1/2 may elect to receive a portion of their vested account balance.

Investment Options
Investment account options available include various funds. Each participant has the option of directing their contributions into any of the separate investment accounts and may change the allocation daily.

Participant Loans (Notes Receivable from Participants)
Participants may borrow from their fund accounts the lesser of a) $50,000, reduced by the excess, if any, of the highest outstanding balance of loans from the Plan during the one-year period ending on the day before the date of the new loan over the current outstanding balance of loans as of the date of the new loan; or b) one-half of the vested amount of all the participant's accounts. Loan terms range from 1 to 5 years and are secured by the balance in the participant's account and bear interest at the prime rate plus 1% at either January 1 or July 1, immediately before the date of the loan. An administrative fee is charged for establishing and maintaining the loan. Principal and interest are paid ratably through payroll deductions.

Forfeited Accounts
At December 31, 2025 and 2024, forfeited nonvested accounts totaled $8,678 and $4,968, respectively. These accounts are used to reduce future Company contributions or pay Plan expenses. Amounts applied toward Plan expenses in 2025 and 2024 were $0 and $55,650 respectively. Amounts forfeited during the years ended December 2025 and 2024 were $4,852 and $2,505, respectively.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES

A. Basis of Accounting
The financial statements of the Plan are prepared under the accrual method of accounting.

B. Estimates
The preparation of financial statements in conformity with generally accepted accounting principles in the U.S. requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

C. Concentration of Credit Risk
The Plan invests in various investment securities. The Plan's investments are not insured and are affected by the fluctuations in the stock and bond markets.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES - continued

D. Investment Valuation and Income Recognition

Investments of the Plan, with the exception of fully benefit-responsive investment contracts, which are reported at contract value, are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investment contracts held by a defined-contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. See Notes 7 and 8 for further information regarding valuation of the Plan's investments.

Security transactions are accounted for on the date securities are purchased or sold (trade date). Dividend income is recorded on the ex-dividend date. Interest income is recognized when earned. Capital gain distributions are included in dividend income. Net gains and losses from security transactions are computed using the average cost method based on the beginning market value.

E. Notes Receivable from Participants

Participant notes receivable are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are reclassified as distributions based upon the terms of the plan document.

F. Payment of Benefits

Benefits are recorded when paid.

G. Plan Expenses

Investment advisory fees for portfolio management are paid directly from fund earnings; they are included in the fund expense ratio and will not reduce assets of the Plan. Other expenses, including administrative costs, legal fees, auditing fees, and other costs may be paid by the Plan or by the participating company.

H. Plan Receivables

The Plan's financial assets subject to the guidance of ASC 326 primarily consist of employer and participant contribution receivables. Contribution receivables are recorded at the amounts due to the Plan and are generally expected to be collected within a short period of time.

In estimating expected credit losses, the Plan considers historical collection experience, the current financial condition of the Plan sponsor, the aging of outstanding receivables, and current and reasonable and supportable forecasts that may affect collectability.

Based on management's assessment of these factors, including the short-term nature of the receivables and the history of collections from the Plan sponsor, the Plan determined that any expected credit losses were immaterial as of December 31, 2025 and 2024. Accordingly, no allowance for credit losses was recorded.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES - continued

I. Reclassifications
Certain prior year balances have been reclassified to conform with current year classifications and presentations.

J. Evaluation of Subsequent Events
The Plan has evaluated subsequent events through October 06, 2026, which is the date the financial statements were available to be issued.

NOTE 3 PLAN TERMINATION

While the Company has not made a resolution to do so, the Company has the right, by action of the Directors, to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, amounts credited to the participants' accounts are fully vested and nonforfeitable.

NOTE 4 PARTIES IN INTEREST

There were no known prohibited transactions with known parties in interest as defined in ERISA Section 3(14) and regulations thereunder, including those transactions set forth in ERISA Sections 406 and 407(a) and Internal Revenue Code Section 4975(c).

The Plan invests in shares of funds managed by Voya Retirement Insurance and Annuity Company ("Voya"). Voya acts as trustee for only those investments as defined by the Plan. Transactions in such investments qualify as party-in-interest transactions which are exempt from the prohibited transaction rules.

NOTE 5 INCOME TAX STATUS

The Plan adopted the provisions of a Voya Retirement Insurance and Annuity Prototype Non-standardized Profit Sharing Plan, which has received an determination letter from the Internal Revenue Service (“IRS”) dated June 30, 2020, stating that the form of the Plan is qualified under Section 401(a) of the Code, and therefore, the related trust is tax-exempt. The Plan has been amended since receiving the determination letter. However, the Plan Administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, they believe that the Plan was qualified and the related trust was tax-exempt as of the financial statement date.

According to the Financial Accounting Standards Board's guidance on accounting for uncertainty in income taxes, management evaluated the Plan’s tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements.

NOTE 6 INFORMATION PREPARED AND CERTIFIED BY PLAN TRUSTEE

The following is a summary of the Plan's asset information as of December 31, 2025 and 2024, and for the years ended December 31, 2025 and 2024, included throughout the Plan's financial statements and supplemental schedules, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. Voya Institutional Trust Company held the Plan's assets and executed investment transactions for 2025 and 2024. The Plan Administrator has obtained certifications from the trustee that information provided to the Plan Administrator by the trustee related to the following assets is complete and accurate.

	2025	2024
Investments at fair value	$ 138,280,921	$ 109,939,297
Investments at contract value	8,056,849	8,659,250
Notes receivable from participants	3,751,235	3,205,028
Interest and dividends	5,702,032	3,587,274
Interest from notes receivable from participants	282,151	226,993
Net appreciation (depreciation) of fair value of investments	13,075,176	10,815,680

Any difference between certain information summarized above and in the accompanying financial statements and schedule is attributable to adjustments made to the Plan’s financial statements to reflect them on the accrual basis of accounting.

NOTE 7 FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board ASC 820, Fair Value Measurements, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

Quoted prices for similar assets or liabilities in active markets;
Quoted prices for identical or similar assets or liabilities in inactive markets;
Inputs other than quoted prices that are observable for the asset or liability;
Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

NOTE 7 FAIR VALUE MEASUREMENTS - continued

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025.

Registered investment company funds: Valued at the closing price reported on the active market on which the individual securities are traded.

Money market funds: Valued at the net asset value ("NAV") of shares held by the Plan at year end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025:

	Level 1	Level 2	Level 3	Total
Registered Investment Companies Funds	$ 138,272,091	$ -	$ -	$ 138,272,091
Money Market Funds	-	8,830	-	8,830
Total assets at fair value	$ 138,272,091	$ 8,830	$ -	$ 138,280,921

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024:

	Level 1	Level 2	Level 3	Total
Registered Investment Companies Funds	$ 109,935,571	$ -	$ -	$ 109,935,571
Money Market Funds	-	3,726	-	3,726
Total assets at fair value	$ 109,935,571	$ 3,726	$ -	$ 109,939,297

NOTE 8 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan holds a traditional investment contract. This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (i) liquidation of the entire contract; (ii) layoffs; (iii) early retirement windows; (iv) spin-offs; (v) sale of a division; (vi) facility closings; (vii) Plan termination; (viii) partial Plan termination; or (ix) changes in laws or regulations. The Plan administrator does not believe that the occurrence of any events that would result in the Plan being unable to transact at contract value is probable.

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENT TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to net assets per Form 5500 at December 31, 2025 and 2024:

	2025	2024
Net Assets Available for benefits per the financial statements	$ 150,089,005	$ 122,082,748
Employer contributions receivable	-	(212,368)
Participant contributions receivable	-	(66,805)
Loans deemed distributed	(1,644)	(18,002)
Net Assets per Form 5500	$ 150,087,361	$ 121,785,573

The following is a reconciliation of net increase (decrease) per the financial statements to net income per Form 5500 at December 31, 2025:

	2025
Net increase per the financial statements	$ 27,296,019
Change in employer contributions receivable	212,368
Change in participant contributions receivable	66,805
Change in loans deemed distributed	16,358
Net increase (decrease) per Form 5500	$ 27,591,550

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENT TO FORM 5500 - continued

Following is a reconciliation of notes receivable from participants per the financial statements at December 31 to Form 5500.

	2025	2024
Notes receivable from participants per the financial statements	$ 3,751,235	$ 3,205,028
Loans deemed distributed	(1,644)	(18,002)
Participant loans per the Form 5500	$ 3,749,591	$ 3,187,026

The Form 5500 is prepared on a cash basis while the financial statements are prepared on an accrual basis.

NOTE 10 PLAN CHANGES AND AMENDMENTS

Effective August 20, 2024, the Plan name "Heritage-Crystal Clean LLC Retirement Savings Plan" was changed to "Crystal Clean, LLC Retirement Savings Plan."

NOTE 11 PLAN MERGER

The Worldwide Recovery Systems Inc. 401(k) Plan merged into the Plan in June 2025. Assets in the amount of $710,238 were transferred to the Plan during the years ended December 31, 2025.

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

ATTACHMENT TO 2025 FORM 5500, SCHEDULE H, LINE 4(a):

Participant contributions transferred late to Plan:	Total that constitute nonexempt prohibited transactions:			Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and prohibited transaction exemption 2002-51
$123,540			$ 123,540	
[ ] Check here if late participant loan repayments are included:	Contributions not corrected	Contributions corrected outside of VFCP	Contributions pending correction in VFCP	
2025	$ -	$ 56,735	$ -	$ -
2024		66,805		

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AT END OF YEAR
Year Ended December 31, 2025

ATTACHMENT TO 2025 FORM 5500, SCHEDULE H, LINE 4(i):

	(a)	(b) Identity of Issue	(c) Investment Type	(d) Cost	(e) Current Value
		BlackRock LifePath Ind 2035 Fd K	Registered Invest. Co.	**	$ 15,626,375
		BlackRock LifePath Ind 2030 Fd K	Registered Invest. Co.	**	12,182,888
		BlackRock LifePath Ind 2045 Fd K	Registered Invest. Co.	**	13,461,824
		DFA Emerging Market Pt Ins	Registered Invest. Co.	**	544,927
		Fidelity 500 Index Fund	Registered Invest. Co.	**	13,498,813
		American Funds US Govt Sec R6	Registered Invest. Co.	**	441,674
		JPMorgan Lrg Cp Growth Fnd R6	Registered Invest. Co.	**	13,086,395
		JP Morgan Intl Equity Fnd R6	Registered Invest. Co.	**	4,899,958
		American Funds Growth Portfolio R6	Registered Invest. Co.	**	1,359,471
		American Funds American Balanced R6	Registered Invest. Co.	**	5,272,733
		BlackRock LifePath Ind 2040 Fd K	Registered Invest. Co.	**	11,541,188
		BlackRock LifePath Ind 2050 Fd K	Registered Invest. Co.	**	9,185,943
		American Funds Amer Mutual R6	Registered Invest. Co.	**	4,853,982
		Fidelity US Bd Idx Fund	Registered Invest. Co.	**	3,628,771
		Fidelity Mid Cap Idx Fd	Registered Invest. Co.	**	2,699,024
		BlackRock LifePath Ind 2055 Fd K	Registered Invest. Co.	**	5,943,203
		Touchstone Small Company Fd R6	Registered Invest. Co.	**	2,989,017
		BlackRock LifePath Ind 2060 Fd K	Registered Invest. Co.	**	4,389,278
		BlackRock LifePath Ind 2065 Fd K	Registered Invest. Co.	**	2,545,262
		BlackRock LifePath Ind 2070 K	Registered Invest. Co.	**	187,480
		BlackRock LifePath Ind Ret Fd K	Registered Invest. Co.	**	9,933,885
*		Voya Gov Money Mkt Fnd A (Hold Acct)	Registered Invest. Co.	**	8,830
*		Voya Fixed Account	Guaranteed Investment Account	**	8,056,849
			Investments as reported on Statement of Net Assets		146,337,770
*		Participant Loans	Participant notes receivable with varying maturities; interest of 4.25% - 9.50%; secured by participant accounts		3,749,591
			Investments as reported on Schedule H, Line 4(i)		$ 150,087,361

***** Party in Interest
** Cost omitted for participant-directed investments

Investments as reported on Statement of Net Assets

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF REPORTING REQUIREMENTS UNDER DEPARTMENT OF LABOR'S RULES
Year Ended December 31, 2025

No activity to report in the current period for the following:

Schedule of Assets Held for Investment Purposes Which Were Both Acquired and Disposed of Within the Plan Year

Schedule of Reportable Transactions

Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible

Schedule of Leases In Default or Classified as Uncollectible

CRYSTAL CLEAN, LLC
RETIREMENT SAVINGS PLAN

FINANCIAL REPORT

December 31, 2025

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INDEPENDENT AUDITOR'S REPORT

To the Committee and Participants
Crystal Clean, LLC Retirement Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit
We have performed audits of the accompanying financial statements of the Crystal Clean, LLC Retirement Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, the related statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution, Voya Institutional Trust Company, as of December 31, 2025 and 2024, and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion
In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor’s Responsibilities for the Audit of the Financial Statements
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Auditor's Responsibilities for the Audit of the Financial Statements - continued
Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participant Contributions and Assets Held for Investment Purposes at End of Year and Reporting Requirements Under Department of Labor's Rules for the year ended December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agrees to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agrees to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Pilot CPAs

Indianapolis, Indiana
October 6, 2026

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2025 and 2024

	2025	2024
ASSETS		
Investments:		
At fair value	$ 138,280,921	$ 109,939,297
At contract value	8,056,849	8,659,250
Total investments	146,337,770	118,598,547
Receivables:		
Employer contributions	-	212,368
Participant contributions	-	66,805
Notes from participants	3,751,235	3,205,028
Total receivables	3,751,235	3,484,201
NET ASSETS AVAILABLE FOR BENEFITS	$ 150,089,005	$ 122,082,748

See Notes to Financial Statements.

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years ended December 31, 2025 and 2024

	2025	2024
ADDITIONS		
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments - participant directed	$ 13,075,176	$ 10,815,680
Interest and dividends - participant directed	5,702,032	3,587,274
Net investment income	18,777,208	14,402,954
Interest income on notes receivable from participants	282,151	226,993
Contributions:		
Employer	6,089,747	5,672,960
Participant	10,688,387	9,360,264
Rollovers	3,222,387	512,901
	20,000,521	15,546,125
Total additions, net	39,059,880	30,176,072
DEDUCTIONS		
Deductions from net assets attributed to:		
Benefits paid to participants	11,585,011	15,102,037
Plan fees and expenses	178,850	232,153
Total deductions	11,763,861	15,334,190
NET INCREASE	27,296,019	14,841,882
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	122,082,748	107,240,866
Plan transfers:		
Transfer of assets to the Plan	710,238	-
End of year	$ 150,089,005	$ 122,082,748

See Notes to Financial Statements.

NOTES TO FINANCIAL STATEMENTS

December 31, 2025

NOTE 1 DESCRIPTION OF PLAN

The following description of the Crystal Clean, LLC Retirement Savings Plan (the "Plan") provides only general information. Plan participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all nonunion employees and employees covered by a collective bargaining agreement that specifically provides for participation in this Plan of Crystal Clean, LLC (the "Company"). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Employees covered under the Plan are immediately eligible to participate and enter the Plan on the first day of the month after hire.

Contributions

Participants may contribute to the Plan up to 70% of their compensation, subject to limits imposed by Federal tax law. Eligible employees that choose to participate will be automatically enrolled in the Plan with a 4% salary reduction contribution and the employee will be able to increase or decrease the automatic 4% salary reduction contribution, opt out of the Plan, or change the default investment election by notifying the Plan Trustee. Unless the participant opts out, the automatic deferral amount will automatically escalate 1% each year up to a maximum of 7%. The escalation will be applied as of the first period that begins after the period in which the initial deferral amount was withheld and will occur as of the beginning of each subsequent Plan Year. The Company will make "safe harbor" contributions equal to 100% of participant salary deferrals that do not exceed 3% of participant compensation plus 50% of salary deferrals between 3% and 5% of participant compensation. Company's safe harbor matching determination period will be based on the Plan year, rather than payroll period. Additional amounts may be contributed at the option of the Board of Directors at the end of the Plan year and allocated to participants' accounts based upon annual compensation.

Participant Accounts

Each participant's account is credited with the participant's contributions, the Company's contributions, and an allocation of Plan earnings. Allocations are based on a participant's compensation or account value, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. All Plan investments are participant-directed.

Vesting

Participants are immediately vested in their voluntary and Company safe harbor contributions plus actual earnings thereon. Participants are 100% vested in the Company's profit sharing contributions and additional matching contributions portions of their accounts plus earnings thereon after three years of credited service.

NOTE 1 DESCRIPTION OF PLAN - continued

Payment of Benefits
Upon termination of employment, death, disability, qualifying hardship, or retirement, the participant may elect to receive a lump sum distribution as soon as administratively feasible following the date on which a distribution is requested or is otherwise payable. A participant who has reached 59 1/2 may elect to receive a portion of their vested account balance.

Investment Options
Investment account options available include various funds. Each participant has the option of directing their contributions into any of the separate investment accounts and may change the allocation daily.

Participant Loans (Notes Receivable from Participants)
Participants may borrow from their fund accounts the lesser of a) $50,000, reduced by the excess, if any, of the highest outstanding balance of loans from the Plan during the one-year period ending on the day before the date of the new loan over the current outstanding balance of loans as of the date of the new loan; or b) one-half of the vested amount of all the participant's accounts. Loan terms range from 1 to 5 years and are secured by the balance in the participant's account and bear interest at the prime rate plus 1% at either January 1 or July 1, immediately before the date of the loan. An administrative fee is charged for establishing and maintaining the loan. Principal and interest are paid ratably through payroll deductions.

Forfeited Accounts
At December 31, 2025 and 2024, forfeited nonvested accounts totaled $8,678 and $4,968, respectively. These accounts are used to reduce future Company contributions or pay Plan expenses. Amounts applied toward Plan expenses in 2025 and 2024 were $0 and $55,650 respectively. Amounts forfeited during the years ended December 2025 and 2024 were $4,852 and $2,505, respectively.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES

A. Basis of Accounting
The financial statements of the Plan are prepared under the accrual method of accounting.

B. Estimates
The preparation of financial statements in conformity with generally accepted accounting principles in the U.S. requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

C. Concentration of Credit Risk
The Plan invests in various investment securities. The Plan's investments are not insured and are affected by the fluctuations in the stock and bond markets.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES - continued

D. Investment Valuation and Income Recognition

Investments of the Plan, with the exception of fully benefit-responsive investment contracts, which are reported at contract value, are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investment contracts held by a defined-contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. See Notes 7 and 8 for further information regarding valuation of the Plan's investments.

Security transactions are accounted for on the date securities are purchased or sold (trade date). Dividend income is recorded on the ex-dividend date. Interest income is recognized when earned. Capital gain distributions are included in dividend income. Net gains and losses from security transactions are computed using the average cost method based on the beginning market value.

E. Notes Receivable from Participants

Participant notes receivable are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are reclassified as distributions based upon the terms of the plan document.

F. Payment of Benefits

Benefits are recorded when paid.

G. Plan Expenses

Investment advisory fees for portfolio management are paid directly from fund earnings; they are included in the fund expense ratio and will not reduce assets of the Plan. Other expenses, including administrative costs, legal fees, auditing fees, and other costs may be paid by the Plan or by the participating company.

H. Plan Receivables

The Plan's financial assets subject to the guidance of ASC 326 primarily consist of employer and participant contribution receivables. Contribution receivables are recorded at the amounts due to the Plan and are generally expected to be collected within a short period of time.

In estimating expected credit losses, the Plan considers historical collection experience, the current financial condition of the Plan sponsor, the aging of outstanding receivables, and current and reasonable and supportable forecasts that may affect collectability.

Based on management's assessment of these factors, including the short-term nature of the receivables and the history of collections from the Plan sponsor, the Plan determined that any expected credit losses were immaterial as of December 31, 2025 and 2024. Accordingly, no allowance for credit losses was recorded.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES - continued

I. Reclassifications
Certain prior year balances have been reclassified to conform with current year classifications and presentations.

J. Evaluation of Subsequent Events
The Plan has evaluated subsequent events through October 06, 2026, which is the date the financial statements were available to be issued.

NOTE 3 PLAN TERMINATION

While the Company has not made a resolution to do so, the Company has the right, by action of the Directors, to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, amounts credited to the participants' accounts are fully vested and nonforfeitable.

NOTE 4 PARTIES IN INTEREST

There were no known prohibited transactions with known parties in interest as defined in ERISA Section 3(14) and regulations thereunder, including those transactions set forth in ERISA Sections 406 and 407(a) and Internal Revenue Code Section 4975(c).

The Plan invests in shares of funds managed by Voya Retirement Insurance and Annuity Company ("Voya"). Voya acts as trustee for only those investments as defined by the Plan. Transactions in such investments qualify as party-in-interest transactions which are exempt from the prohibited transaction rules.

NOTE 5 INCOME TAX STATUS

The Plan adopted the provisions of a Voya Retirement Insurance and Annuity Prototype Non-standardized Profit Sharing Plan, which has received an determination letter from the Internal Revenue Service (“IRS”) dated June 30, 2020, stating that the form of the Plan is qualified under Section 401(a) of the Code, and therefore, the related trust is tax-exempt. The Plan has been amended since receiving the determination letter. However, the Plan Administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, they believe that the Plan was qualified and the related trust was tax-exempt as of the financial statement date.

According to the Financial Accounting Standards Board's guidance on accounting for uncertainty in income taxes, management evaluated the Plan’s tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements.

NOTE 6 INFORMATION PREPARED AND CERTIFIED BY PLAN TRUSTEE

The following is a summary of the Plan's asset information as of December 31, 2025 and 2024, and for the years ended December 31, 2025 and 2024, included throughout the Plan's financial statements and supplemental schedules, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. Voya Institutional Trust Company held the Plan's assets and executed investment transactions for 2025 and 2024. The Plan Administrator has obtained certifications from the trustee that information provided to the Plan Administrator by the trustee related to the following assets is complete and accurate.

	2025	2024
Investments at fair value	$ 138,280,921	$ 109,939,297
Investments at contract value	8,056,849	8,659,250
Notes receivable from participants	3,751,235	3,205,028
Interest and dividends	5,702,032	3,587,274
Interest from notes receivable from participants	282,151	226,993
Net appreciation (depreciation) of fair value of investments	13,075,176	10,815,680

Any difference between certain information summarized above and in the accompanying financial statements and schedule is attributable to adjustments made to the Plan’s financial statements to reflect them on the accrual basis of accounting.

NOTE 7 FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board ASC 820, Fair Value Measurements, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

Quoted prices for similar assets or liabilities in active markets;
Quoted prices for identical or similar assets or liabilities in inactive markets;
Inputs other than quoted prices that are observable for the asset or liability;
Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

NOTE 7 FAIR VALUE MEASUREMENTS - continued

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025.

Registered investment company funds: Valued at the closing price reported on the active market on which the individual securities are traded.

Money market funds: Valued at the net asset value ("NAV") of shares held by the Plan at year end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025:

	Level 1	Level 2	Level 3	Total
Registered Investment Companies Funds	$ 138,272,091	$ -	$ -	$ 138,272,091
Money Market Funds	-	8,830	-	8,830
Total assets at fair value	$ 138,272,091	$ 8,830	$ -	$ 138,280,921

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024:

	Level 1	Level 2	Level 3	Total
Registered Investment Companies Funds	$ 109,935,571	$ -	$ -	$ 109,935,571
Money Market Funds	-	3,726	-	3,726
Total assets at fair value	$ 109,935,571	$ 3,726	$ -	$ 109,939,297

NOTE 8 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan holds a traditional investment contract. This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (i) liquidation of the entire contract; (ii) layoffs; (iii) early retirement windows; (iv) spin-offs; (v) sale of a division; (vi) facility closings; (vii) Plan termination; (viii) partial Plan termination; or (ix) changes in laws or regulations. The Plan administrator does not believe that the occurrence of any events that would result in the Plan being unable to transact at contract value is probable.

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENT TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to net assets per Form 5500 at December 31, 2025 and 2024:

	2025	2024
Net Assets Available for benefits per the financial statements	$ 150,089,005	$ 122,082,748
Employer contributions receivable	-	(212,368)
Participant contributions receivable	-	(66,805)
Loans deemed distributed	(1,644)	(18,002)
Net Assets per Form 5500	$ 150,087,361	$ 121,785,573

The following is a reconciliation of net increase (decrease) per the financial statements to net income per Form 5500 at December 31, 2025:

	2025
Net increase per the financial statements	$ 27,296,019
Change in employer contributions receivable	212,368
Change in participant contributions receivable	66,805
Change in loans deemed distributed	16,358
Net increase (decrease) per Form 5500	$ 27,591,550

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENT TO FORM 5500 - continued

Following is a reconciliation of notes receivable from participants per the financial statements at December 31 to Form 5500.

	2025	2024
Notes receivable from participants per the financial statements	$ 3,751,235	$ 3,205,028
Loans deemed distributed	(1,644)	(18,002)
Participant loans per the Form 5500	$ 3,749,591	$ 3,187,026

The Form 5500 is prepared on a cash basis while the financial statements are prepared on an accrual basis.

NOTE 10 PLAN CHANGES AND AMENDMENTS

Effective August 20, 2024, the Plan name "Heritage-Crystal Clean LLC Retirement Savings Plan" was changed to "Crystal Clean, LLC Retirement Savings Plan."

NOTE 11 PLAN MERGER

The Worldwide Recovery Systems Inc. 401(k) Plan merged into the Plan in June 2025. Assets in the amount of $710,238 were transferred to the Plan during the years ended December 31, 2025.

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

ATTACHMENT TO 2025 FORM 5500, SCHEDULE H, LINE 4(a):

Participant contributions transferred late to Plan:	Total that constitute nonexempt prohibited transactions:			Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and prohibited transaction exemption 2002-51
$123,540			$ 123,540	
[ ] Check here if late participant loan repayments are included:	Contributions not corrected	Contributions corrected outside of VFCP	Contributions pending correction in VFCP	
2025	$ -	$ 56,735	$ -	$ -
2024		66,805		

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AT END OF YEAR
Year Ended December 31, 2025

ATTACHMENT TO 2025 FORM 5500, SCHEDULE H, LINE 4(i):

	(a)	(b) Identity of Issue	(c) Investment Type	(d) Cost	(e) Current Value
		BlackRock LifePath Ind 2035 Fd K	Registered Invest. Co.	**	$ 15,626,375
		BlackRock LifePath Ind 2030 Fd K	Registered Invest. Co.	**	12,182,888
		BlackRock LifePath Ind 2045 Fd K	Registered Invest. Co.	**	13,461,824
		DFA Emerging Market Pt Ins	Registered Invest. Co.	**	544,927
		Fidelity 500 Index Fund	Registered Invest. Co.	**	13,498,813
		American Funds US Govt Sec R6	Registered Invest. Co.	**	441,674
		JPMorgan Lrg Cp Growth Fnd R6	Registered Invest. Co.	**	13,086,395
		JP Morgan Intl Equity Fnd R6	Registered Invest. Co.	**	4,899,958
		American Funds Growth Portfolio R6	Registered Invest. Co.	**	1,359,471
		American Funds American Balanced R6	Registered Invest. Co.	**	5,272,733
		BlackRock LifePath Ind 2040 Fd K	Registered Invest. Co.	**	11,541,188
		BlackRock LifePath Ind 2050 Fd K	Registered Invest. Co.	**	9,185,943
		American Funds Amer Mutual R6	Registered Invest. Co.	**	4,853,982
		Fidelity US Bd Idx Fund	Registered Invest. Co.	**	3,628,771
		Fidelity Mid Cap Idx Fd	Registered Invest. Co.	**	2,699,024
		BlackRock LifePath Ind 2055 Fd K	Registered Invest. Co.	**	5,943,203
		Touchstone Small Company Fd R6	Registered Invest. Co.	**	2,989,017
		BlackRock LifePath Ind 2060 Fd K	Registered Invest. Co.	**	4,389,278
		BlackRock LifePath Ind 2065 Fd K	Registered Invest. Co.	**	2,545,262
		BlackRock LifePath Ind 2070 K	Registered Invest. Co.	**	187,480
		BlackRock LifePath Ind Ret Fd K	Registered Invest. Co.	**	9,933,885
*		Voya Gov Money Mkt Fnd A (Hold Acct)	Registered Invest. Co.	**	8,830
*		Voya Fixed Account	Guaranteed Investment Account	**	8,056,849
			Investments as reported on Statement of Net Assets		146,337,770
*		Participant Loans	Participant notes receivable with varying maturities; interest of 4.25% - 9.50%; secured by participant accounts		3,749,591
			Investments as reported on Schedule H, Line 4(i)		$ 150,087,361

***** Party in Interest
** Cost omitted for participant-directed investments

Investments as reported on Statement of Net Assets

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF REPORTING REQUIREMENTS UNDER DEPARTMENT OF LABOR'S RULES
Year Ended December 31, 2025

No activity to report in the current period for the following:

Schedule of Assets Held for Investment Purposes Which Were Both Acquired and Disposed of Within the Plan Year

Schedule of Reportable Transactions

Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible

Schedule of Leases In Default or Classified as Uncollectible

CRYSTAL CLEAN, LLC
RETIREMENT SAVINGS PLAN

FINANCIAL REPORT

December 31, 2025

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INDEPENDENT AUDITOR'S REPORT

To the Committee and Participants
Crystal Clean, LLC Retirement Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit
We have performed audits of the accompanying financial statements of the Crystal Clean, LLC Retirement Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, the related statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution, Voya Institutional Trust Company, as of December 31, 2025 and 2024, and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion
In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor’s Responsibilities for the Audit of the Financial Statements
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Auditor's Responsibilities for the Audit of the Financial Statements - continued
Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participant Contributions and Assets Held for Investment Purposes at End of Year and Reporting Requirements Under Department of Labor's Rules for the year ended December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agrees to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agrees to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Pilot CPAs

Indianapolis, Indiana
October 6, 2026

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2025 and 2024

	2025	2024
ASSETS		
Investments:		
At fair value	$ 138,280,921	$ 109,939,297
At contract value	8,056,849	8,659,250
Total investments	146,337,770	118,598,547
Receivables:		
Employer contributions	-	212,368
Participant contributions	-	66,805
Notes from participants	3,751,235	3,205,028
Total receivables	3,751,235	3,484,201
NET ASSETS AVAILABLE FOR BENEFITS	$ 150,089,005	$ 122,082,748

See Notes to Financial Statements.

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years ended December 31, 2025 and 2024

	2025	2024
ADDITIONS		
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments - participant directed	$ 13,075,176	$ 10,815,680
Interest and dividends - participant directed	5,702,032	3,587,274
Net investment income	18,777,208	14,402,954
Interest income on notes receivable from participants	282,151	226,993
Contributions:		
Employer	6,089,747	5,672,960
Participant	10,688,387	9,360,264
Rollovers	3,222,387	512,901
	20,000,521	15,546,125
Total additions, net	39,059,880	30,176,072
DEDUCTIONS		
Deductions from net assets attributed to:		
Benefits paid to participants	11,585,011	15,102,037
Plan fees and expenses	178,850	232,153
Total deductions	11,763,861	15,334,190
NET INCREASE	27,296,019	14,841,882
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	122,082,748	107,240,866
Plan transfers:		
Transfer of assets to the Plan	710,238	-
End of year	$ 150,089,005	$ 122,082,748

See Notes to Financial Statements.

NOTES TO FINANCIAL STATEMENTS

December 31, 2025

NOTE 1 DESCRIPTION OF PLAN

The following description of the Crystal Clean, LLC Retirement Savings Plan (the "Plan") provides only general information. Plan participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all nonunion employees and employees covered by a collective bargaining agreement that specifically provides for participation in this Plan of Crystal Clean, LLC (the "Company"). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Employees covered under the Plan are immediately eligible to participate and enter the Plan on the first day of the month after hire.

Contributions

Participants may contribute to the Plan up to 70% of their compensation, subject to limits imposed by Federal tax law. Eligible employees that choose to participate will be automatically enrolled in the Plan with a 4% salary reduction contribution and the employee will be able to increase or decrease the automatic 4% salary reduction contribution, opt out of the Plan, or change the default investment election by notifying the Plan Trustee. Unless the participant opts out, the automatic deferral amount will automatically escalate 1% each year up to a maximum of 7%. The escalation will be applied as of the first period that begins after the period in which the initial deferral amount was withheld and will occur as of the beginning of each subsequent Plan Year. The Company will make "safe harbor" contributions equal to 100% of participant salary deferrals that do not exceed 3% of participant compensation plus 50% of salary deferrals between 3% and 5% of participant compensation. Company's safe harbor matching determination period will be based on the Plan year, rather than payroll period. Additional amounts may be contributed at the option of the Board of Directors at the end of the Plan year and allocated to participants' accounts based upon annual compensation.

Participant Accounts

Each participant's account is credited with the participant's contributions, the Company's contributions, and an allocation of Plan earnings. Allocations are based on a participant's compensation or account value, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. All Plan investments are participant-directed.

Vesting

Participants are immediately vested in their voluntary and Company safe harbor contributions plus actual earnings thereon. Participants are 100% vested in the Company's profit sharing contributions and additional matching contributions portions of their accounts plus earnings thereon after three years of credited service.

NOTE 1 DESCRIPTION OF PLAN - continued

Payment of Benefits
Upon termination of employment, death, disability, qualifying hardship, or retirement, the participant may elect to receive a lump sum distribution as soon as administratively feasible following the date on which a distribution is requested or is otherwise payable. A participant who has reached 59 1/2 may elect to receive a portion of their vested account balance.

Investment Options
Investment account options available include various funds. Each participant has the option of directing their contributions into any of the separate investment accounts and may change the allocation daily.

Participant Loans (Notes Receivable from Participants)
Participants may borrow from their fund accounts the lesser of a) $50,000, reduced by the excess, if any, of the highest outstanding balance of loans from the Plan during the one-year period ending on the day before the date of the new loan over the current outstanding balance of loans as of the date of the new loan; or b) one-half of the vested amount of all the participant's accounts. Loan terms range from 1 to 5 years and are secured by the balance in the participant's account and bear interest at the prime rate plus 1% at either January 1 or July 1, immediately before the date of the loan. An administrative fee is charged for establishing and maintaining the loan. Principal and interest are paid ratably through payroll deductions.

Forfeited Accounts
At December 31, 2025 and 2024, forfeited nonvested accounts totaled $8,678 and $4,968, respectively. These accounts are used to reduce future Company contributions or pay Plan expenses. Amounts applied toward Plan expenses in 2025 and 2024 were $0 and $55,650 respectively. Amounts forfeited during the years ended December 2025 and 2024 were $4,852 and $2,505, respectively.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES

A. Basis of Accounting
The financial statements of the Plan are prepared under the accrual method of accounting.

B. Estimates
The preparation of financial statements in conformity with generally accepted accounting principles in the U.S. requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

C. Concentration of Credit Risk
The Plan invests in various investment securities. The Plan's investments are not insured and are affected by the fluctuations in the stock and bond markets.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES - continued

D. Investment Valuation and Income Recognition

Investments of the Plan, with the exception of fully benefit-responsive investment contracts, which are reported at contract value, are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investment contracts held by a defined-contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. See Notes 7 and 8 for further information regarding valuation of the Plan's investments.

Security transactions are accounted for on the date securities are purchased or sold (trade date). Dividend income is recorded on the ex-dividend date. Interest income is recognized when earned. Capital gain distributions are included in dividend income. Net gains and losses from security transactions are computed using the average cost method based on the beginning market value.

E. Notes Receivable from Participants

Participant notes receivable are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are reclassified as distributions based upon the terms of the plan document.

F. Payment of Benefits

Benefits are recorded when paid.

G. Plan Expenses

Investment advisory fees for portfolio management are paid directly from fund earnings; they are included in the fund expense ratio and will not reduce assets of the Plan. Other expenses, including administrative costs, legal fees, auditing fees, and other costs may be paid by the Plan or by the participating company.

H. Plan Receivables

The Plan's financial assets subject to the guidance of ASC 326 primarily consist of employer and participant contribution receivables. Contribution receivables are recorded at the amounts due to the Plan and are generally expected to be collected within a short period of time.

In estimating expected credit losses, the Plan considers historical collection experience, the current financial condition of the Plan sponsor, the aging of outstanding receivables, and current and reasonable and supportable forecasts that may affect collectability.

Based on management's assessment of these factors, including the short-term nature of the receivables and the history of collections from the Plan sponsor, the Plan determined that any expected credit losses were immaterial as of December 31, 2025 and 2024. Accordingly, no allowance for credit losses was recorded.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES - continued

I. Reclassifications
Certain prior year balances have been reclassified to conform with current year classifications and presentations.

J. Evaluation of Subsequent Events
The Plan has evaluated subsequent events through October 06, 2026, which is the date the financial statements were available to be issued.

NOTE 3 PLAN TERMINATION

While the Company has not made a resolution to do so, the Company has the right, by action of the Directors, to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, amounts credited to the participants' accounts are fully vested and nonforfeitable.

NOTE 4 PARTIES IN INTEREST

There were no known prohibited transactions with known parties in interest as defined in ERISA Section 3(14) and regulations thereunder, including those transactions set forth in ERISA Sections 406 and 407(a) and Internal Revenue Code Section 4975(c).

The Plan invests in shares of funds managed by Voya Retirement Insurance and Annuity Company ("Voya"). Voya acts as trustee for only those investments as defined by the Plan. Transactions in such investments qualify as party-in-interest transactions which are exempt from the prohibited transaction rules.

NOTE 5 INCOME TAX STATUS

The Plan adopted the provisions of a Voya Retirement Insurance and Annuity Prototype Non-standardized Profit Sharing Plan, which has received an determination letter from the Internal Revenue Service (“IRS”) dated June 30, 2020, stating that the form of the Plan is qualified under Section 401(a) of the Code, and therefore, the related trust is tax-exempt. The Plan has been amended since receiving the determination letter. However, the Plan Administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, they believe that the Plan was qualified and the related trust was tax-exempt as of the financial statement date.

According to the Financial Accounting Standards Board's guidance on accounting for uncertainty in income taxes, management evaluated the Plan’s tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements.

NOTE 6 INFORMATION PREPARED AND CERTIFIED BY PLAN TRUSTEE

The following is a summary of the Plan's asset information as of December 31, 2025 and 2024, and for the years ended December 31, 2025 and 2024, included throughout the Plan's financial statements and supplemental schedules, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. Voya Institutional Trust Company held the Plan's assets and executed investment transactions for 2025 and 2024. The Plan Administrator has obtained certifications from the trustee that information provided to the Plan Administrator by the trustee related to the following assets is complete and accurate.

	2025	2024
Investments at fair value	$ 138,280,921	$ 109,939,297
Investments at contract value	8,056,849	8,659,250
Notes receivable from participants	3,751,235	3,205,028
Interest and dividends	5,702,032	3,587,274
Interest from notes receivable from participants	282,151	226,993
Net appreciation (depreciation) of fair value of investments	13,075,176	10,815,680

Any difference between certain information summarized above and in the accompanying financial statements and schedule is attributable to adjustments made to the Plan’s financial statements to reflect them on the accrual basis of accounting.

NOTE 7 FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board ASC 820, Fair Value Measurements, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

Quoted prices for similar assets or liabilities in active markets;
Quoted prices for identical or similar assets or liabilities in inactive markets;
Inputs other than quoted prices that are observable for the asset or liability;
Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

NOTE 7 FAIR VALUE MEASUREMENTS - continued

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025.

Registered investment company funds: Valued at the closing price reported on the active market on which the individual securities are traded.

Money market funds: Valued at the net asset value ("NAV") of shares held by the Plan at year end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025:

	Level 1	Level 2	Level 3	Total
Registered Investment Companies Funds	$ 138,272,091	$ -	$ -	$ 138,272,091
Money Market Funds	-	8,830	-	8,830
Total assets at fair value	$ 138,272,091	$ 8,830	$ -	$ 138,280,921

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024:

	Level 1	Level 2	Level 3	Total
Registered Investment Companies Funds	$ 109,935,571	$ -	$ -	$ 109,935,571
Money Market Funds	-	3,726	-	3,726
Total assets at fair value	$ 109,935,571	$ 3,726	$ -	$ 109,939,297

NOTE 8 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan holds a traditional investment contract. This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (i) liquidation of the entire contract; (ii) layoffs; (iii) early retirement windows; (iv) spin-offs; (v) sale of a division; (vi) facility closings; (vii) Plan termination; (viii) partial Plan termination; or (ix) changes in laws or regulations. The Plan administrator does not believe that the occurrence of any events that would result in the Plan being unable to transact at contract value is probable.

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENT TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to net assets per Form 5500 at December 31, 2025 and 2024:

	2025	2024
Net Assets Available for benefits per the financial statements	$ 150,089,005	$ 122,082,748
Employer contributions receivable	-	(212,368)
Participant contributions receivable	-	(66,805)
Loans deemed distributed	(1,644)	(18,002)
Net Assets per Form 5500	$ 150,087,361	$ 121,785,573

The following is a reconciliation of net increase (decrease) per the financial statements to net income per Form 5500 at December 31, 2025:

	2025
Net increase per the financial statements	$ 27,296,019
Change in employer contributions receivable	212,368
Change in participant contributions receivable	66,805
Change in loans deemed distributed	16,358
Net increase (decrease) per Form 5500	$ 27,591,550

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENT TO FORM 5500 - continued

Following is a reconciliation of notes receivable from participants per the financial statements at December 31 to Form 5500.

	2025	2024
Notes receivable from participants per the financial statements	$ 3,751,235	$ 3,205,028
Loans deemed distributed	(1,644)	(18,002)
Participant loans per the Form 5500	$ 3,749,591	$ 3,187,026

The Form 5500 is prepared on a cash basis while the financial statements are prepared on an accrual basis.

NOTE 10 PLAN CHANGES AND AMENDMENTS

Effective August 20, 2024, the Plan name "Heritage-Crystal Clean LLC Retirement Savings Plan" was changed to "Crystal Clean, LLC Retirement Savings Plan."

NOTE 11 PLAN MERGER

The Worldwide Recovery Systems Inc. 401(k) Plan merged into the Plan in June 2025. Assets in the amount of $710,238 were transferred to the Plan during the years ended December 31, 2025.

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

ATTACHMENT TO 2025 FORM 5500, SCHEDULE H, LINE 4(a):

Participant contributions transferred late to Plan:	Total that constitute nonexempt prohibited transactions:			Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and prohibited transaction exemption 2002-51
$123,540			$ 123,540	
[ ] Check here if late participant loan repayments are included:	Contributions not corrected	Contributions corrected outside of VFCP	Contributions pending correction in VFCP	
2025	$ -	$ 56,735	$ -	$ -
2024		66,805		

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AT END OF YEAR
Year Ended December 31, 2025

ATTACHMENT TO 2025 FORM 5500, SCHEDULE H, LINE 4(i):

	(a)	(b) Identity of Issue	(c) Investment Type	(d) Cost	(e) Current Value
		BlackRock LifePath Ind 2035 Fd K	Registered Invest. Co.	**	$ 15,626,375
		BlackRock LifePath Ind 2030 Fd K	Registered Invest. Co.	**	12,182,888
		BlackRock LifePath Ind 2045 Fd K	Registered Invest. Co.	**	13,461,824
		DFA Emerging Market Pt Ins	Registered Invest. Co.	**	544,927
		Fidelity 500 Index Fund	Registered Invest. Co.	**	13,498,813
		American Funds US Govt Sec R6	Registered Invest. Co.	**	441,674
		JPMorgan Lrg Cp Growth Fnd R6	Registered Invest. Co.	**	13,086,395
		JP Morgan Intl Equity Fnd R6	Registered Invest. Co.	**	4,899,958
		American Funds Growth Portfolio R6	Registered Invest. Co.	**	1,359,471
		American Funds American Balanced R6	Registered Invest. Co.	**	5,272,733
		BlackRock LifePath Ind 2040 Fd K	Registered Invest. Co.	**	11,541,188
		BlackRock LifePath Ind 2050 Fd K	Registered Invest. Co.	**	9,185,943
		American Funds Amer Mutual R6	Registered Invest. Co.	**	4,853,982
		Fidelity US Bd Idx Fund	Registered Invest. Co.	**	3,628,771
		Fidelity Mid Cap Idx Fd	Registered Invest. Co.	**	2,699,024
		BlackRock LifePath Ind 2055 Fd K	Registered Invest. Co.	**	5,943,203
		Touchstone Small Company Fd R6	Registered Invest. Co.	**	2,989,017
		BlackRock LifePath Ind 2060 Fd K	Registered Invest. Co.	**	4,389,278
		BlackRock LifePath Ind 2065 Fd K	Registered Invest. Co.	**	2,545,262
		BlackRock LifePath Ind 2070 K	Registered Invest. Co.	**	187,480
		BlackRock LifePath Ind Ret Fd K	Registered Invest. Co.	**	9,933,885
*		Voya Gov Money Mkt Fnd A (Hold Acct)	Registered Invest. Co.	**	8,830
*		Voya Fixed Account	Guaranteed Investment Account	**	8,056,849
			Investments as reported on Statement of Net Assets		146,337,770
*		Participant Loans	Participant notes receivable with varying maturities; interest of 4.25% - 9.50%; secured by participant accounts		3,749,591
			Investments as reported on Schedule H, Line 4(i)		$ 150,087,361

***** Party in Interest
** Cost omitted for participant-directed investments

Investments as reported on Statement of Net Assets

CRYSTAL CLEAN, LLC RETIREMENT SAVINGS PLAN
EIN 35-2083150
PLAN 001
See Independent Auditor's Report

SCHEDULE OF REPORTING REQUIREMENTS UNDER DEPARTMENT OF LABOR'S RULES
Year Ended December 31, 2025

No activity to report in the current period for the following:

Schedule of Assets Held for Investment Purposes Which Were Both Acquired and Disposed of Within the Plan Year

Schedule of Reportable Transactions

Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible

Schedule of Leases In Default or Classified as Uncollectible