

PARTICIPANT FEE DISCLOSURE STATEMENT
AARON THOMAS COMPANY, INC. 401(k) PLAN ("Plan")
January 31, 2025

This Disclosure Statement is provided by your employer to explain the costs associated with participating in the Plan. It is for informational purposes and is intended to help you make informed decisions about your investments. Unless specifically noted below, all information in this statement is provided as of the above date.

The document includes these sections:

1. General Plan Information
2. Plan Administrative Expenses
3. Individual Expenses
4. Comparative Chart of Plan Investment Options
("Comparative Chart")

Highlights

- This disclosure is provided for informational purposes. **You should read this document carefully, but are not required to take any other specific action.**
- This document explains the costs and fees that you may be charged for participating in your employer's retirement plan.
- This document may be helpful when making decisions about your plan investments.

Special Note: No fees will be charged to you if you have no account balance in the plan.
If you are an Eligible Employee* and not participating, you can enroll at: www.mykplan.com
or through the ADP Mobile Solutions App.

*Your plan may have certain age and length of service requirements that you must meet in order to participate. Since you received this notice, you may have become eligible and may already be participating in the plan. Plan highlights, including eligibility information can be obtained by going to Retirement > Manage Your Account > Learn more about your plan once you have signed into the participant website at My.ADP.com or the ADP Mobile Solutions App. You may also call ADP's Participant Service Center.

1. General Plan Information

Giving investment instructions¹

- To direct or change your Plan investments, you must either:
 - i. make your investment elections on the Participant Website www.mykplan.com, or ADP Mobile Solutions
 - ii. speak with a Participant Call Center Representative at 1-800-695-7526.
- You may direct the investment of all funds held in your Plan account.

Limitations on instructions. Your financial transactions that you request prior to 4:00 p.m. ET or the close of the NYSE, if earlier, on a business day are effective that day. Any financial transactions you request after that time will be treated as received, and will be processed, the next business day.

Designated investment options. Your Plan has a menu of investment options into which you can direct the investment of your plan funds. Generally, Plan investments are selected to provide a wide range of different asset classes (like stocks and bonds) as well as investment styles and managers. Since it is important to understand how these investment choices fit into your personal investment strategy, your company has provided extensive information on these investment choices through ADP's Participant Website and the Participant Call Center. Please see the Comparative Chart section below for the names of, and information about, these designated investment options.

Voting and other rights. The Plan Sponsor will exercise any voting or other rights associated with ownership of shares or units of the designated investment options held in your plan account.

¹ Your plan has employed ADP Retirement Services as your plan's record keeper. ADP Retirement Services provides a comprehensive Participant Website to help you join the plan, initiate transactions or get more information. The participant website and toll free number are generally available 24 hours a day, 7 days a week except during periods of scheduled maintenance. In addition, the Participant Call Center Representatives are knowledgeable in your Plan's provisions, operations and investment choices. Whether you are already in the Plan and need help with a question or you wish to enroll and begin contributing, the Participant Call Center Representative can help Monday through Friday during normal business hours.

2. Plan Administrative Expenses.

Plan administrative expenses, for services such as legal, consulting, audit, accounting, trustee, investment management and advice, and record keeping services, may be incurred to administer the plan. These expenses of administering the Plan may be paid by your employer or from the Plan, or both. Administrative expenses that are not paid by the employer may be deducted from your account. The actual expenses deducted from your account, if any, will be reflected on your quarterly account statement and on the Participant Website at www.mykplan.com. Your employer is currently invoiced for administrative fees charged by the Plan's recordkeeper or collected by the recordkeeper on behalf of another service provider.

Fund Revenue Allocation ("FRA"). As part of its compensation for services to your Plan, the Plan's recordkeeper is entitled to receive an amount equal to 0.35% of FRA-Eligible Assets the "Baseline Annual Amount"². The recordkeeper and/or its affiliates will be entitled to retain any amounts received from the Plan's Investment Funds for services provided to those funds ("Service Payments") up to the Baseline Annual Amount and will credit any excess to the Plan. If Service Payments are less than the Baseline Annual Amount, the recordkeeper will debit the Plan for the shortfall. In order to allocate each Plan account's share of the Baseline Annual Amount equally, the Plan's recordkeeper will perform a separate calculation for each Plan account within ten (10) business days after the end of each month. If the recordkeeper determines that the Service Payments generated by your account's investments for a month will exceed your account's share of Baseline Annual Amount for the month, the recordkeeper will credit your account with the excess. If the recordkeeper determines that the Service Payments generated by your account's investments for a month are less than your account's share of the Baseline Annual Amount for the month, the recordkeeper will debit your account for the shortfall. The recordkeeper may waive a debit if it is not operationally feasible to apply it. If you request a complete distribution, the recordkeeper may perform the calculation during a month, if it is administratively feasible to do so. Credits and debits to your account will appear on your Plan statement.

3. Individual Expenses.

The Plan will apply the following charges directly to your account, if applicable:

| Transaction/Service | Fee |
|----------------------|--|
| Direct Deposit Fee | \$10.00 per request |
| Final Distribution | \$65.00 per distribution |
| Withdrawal | \$65.00 per withdrawal |
| Loan Initiation | \$150.00 processing fee per Loan set-up |
| Buy/Sell Investments | Buying or selling some investments may result in individual account charges specific to those investments, such as redemption fees. See the Comparative Chart below for details. |

²FRA-Eligible Assets include all Plan assets other than (1) amounts invested in insurance policies or frozen guaranteed investment accounts accommodated in connection with a Plan conversion; and (2) any outstanding participant loan balances (including outstanding participant loan balances that have been deemed distributed under the Internal Revenue Code of 1986, as amended, and regulations thereunder.)

4. Comparative Chart Investment Options – January 31, 2025

The Comparative Chart section includes important information to help you compare the investment options in your retirement plan, including performance information, fees and expenses.

Additional investment information such as the investments; objectives, strategies and portfolio turnover rate can be found at ADP's Participant website www.mykplan.com and go to Retirement > Discover more account options > Investments > Investment Performance and Information > Glossary of Investment Terms. You may also contact the ADP Participant Call Center at 1-800-695-7526, ADP Retirement Services, 71 Hanover Road, MS 3333, Florham Park, NJ, 07932 to request additional investment information or a paper copy of the information available on the web site.

Variable Performance Investment Comparative Chart³

The Comparative Chart below includes performance of investment options that do not have a fixed or stated rate of return. It shows:

- Average Annual total Return⁴ - Investment option performance over time as compared to an appropriate benchmark⁵ for the same time period,
- Total Annual Operating Expenses -The actual cost to you for investing in a fund is the Net Expense Ratio amount. **The impact of that expense is already included in the Average Annual Total Return displayed.**
- Shareholder type Charges and Investment Restrictions – are investment related fees not reflected in Total Annual Operating Expenses, and fund specific investment restrictions.

Past performance is no guarantee of future results. Your investment in these options could lose money. Current performance may be lower or higher than the performance data quoted. The most recent performance and information about risks is available at www.mykplan.com and go to Retirement > Discover more account options > Investments > Investment Performance and Information > Glossary of Investment Terms.

³ Please note that this chart presents certain information about investments in the Plan. The information may differ in content (for example, the time periods over which performance is calculated) or in format from other material provided to you in written communications, on the Participant Website or in other websites or publications.

⁴ Average Annual Total Return is a measure of the average return of an investment over some historical period, such as 5 or 10 years. These returns are reported after adjusting for the fund's operating expenses, or Net Expense Ratio, but do not include any sales charges or brokerage commissions incurred in managing the fund.

⁵ In order to evaluate an investment fund's performance, it is sometimes helpful to compare that fund's returns for the same period against the return of the market from which the fund is choosing its investments. Certain independent companies publish Benchmarks, such as the Standard & Poor's 500, which are meant to approximate the return of all of the investments in that market. Each fund compares its returns against the Benchmark they feel most appropriately represents the market in which they are investing that fund's assets.

| Name/ Type of Option | Average Annual Total Return as of 12/31/24 | | | | Total Annual Operating Expenses | | | | Shareholder - Type Charges and Investment Restrictions |
|---|---|--------|-------|--------------------|------------------------------------|----------------------|---------------------------|------------------------|---|
| | 1yr. | 5yr. | 10yr. | Since Inception | Net Expense Ratio | Net per \$1000 | Gross Expense Ratio | Gross per \$1000 | |
| State Street Cash Series US Government Fund - Class L/ Money Market - Taxable | 4.50% | 2.02% | 1.29% | 1.01% | 0.75% | \$7.50 | 0.75% | \$7.50 | |
| <i>Benchmark – BofAML USD LIBOR 3 Mon CM</i> | 5.47% | 2.59% | 1.96% | 1.60% | N/A | N/A | N/A | N/A | |
| Invesco Stable Asset Fund - Class 85/ Stable Value | 2.17% | 1.42% | 1.33% | 1.17% | 1.04% | \$10.40 | 1.04% | \$10.40 | |
| <i>Benchmark – USTREAS T-Bill Cnst Mat Rate 3 Yr</i> | 3.52% | 0.95% | 1.13% | 0.97% | N/A | N/A | N/A | N/A | |
| DWS Total Return Bond Fund - Class A/ Intermediate Core-Plus Bond | 2.03% | -0.18% | 1.41% | 2.34% | 0.75% | \$7.50 | 1.03% | \$10.30 | |
| <i>Benchmark – BarCap US Universal TR USD</i> | 2.04% | 0.06% | 1.73% | 3.82% | N/A | N/A | N/A | N/A | |
| George Putnam Balanced Fund - Class M/ Risk Based | 16.10% | 8.57% | 8.06% | 6.98% | 1.43% | \$14.30 | 1.43% | \$14.30 | |
| <i>Benchmark – Morningstar Moderate Target Risk</i> | 8.27% | 5.37% | 6.05% | N/A | N/A | N/A | N/A | N/A | |
| American Century Disciplined Core Value Fund - Class A/ Large Value | 13.01% | 7.97% | 8.02% | 6.80% | 0.91% | \$9.10 | 0.91% | \$9.10 | |
| <i>Benchmark – Russell 1000 Value TR USD</i> | 14.37% | 8.68% | 8.49% | 7.68% | N/A | N/A | N/A | N/A | |

| Name/ Type of Option | Average Annual Total Return as of 12/31/24 | | | | Total Annual Operating Expenses | | | | Shareholder - Type Charges and Investment Restrictions |
|---|---|---------------|---------------|--------------------|------------------------------------|----------------------|---------------------------|------------------------|--|
| | 1yr. | 5yr. | 10yr. | Since Inception | Net Expense Ratio | Net per \$1000 | Gross Expense Ratio | Gross per \$1000 | |
| Fidelity Advisor Equity Income Fund - Class M/ Large Value | 11.92% | 8.47% | 7.87% | 8.67% | 1.09% | \$10.90 | 1.09% | \$10.90 | You are allowed 2 transfers in and out of the fund within 90 days. Once you reach this restriction you will be blocked from future transfers into this fund for 85 days. You are allowed 4 transfers in and out of the fund within 365 days. Once you reach this restriction you will be blocked from future transfers into this fund for 85 days. |
| <i>Benchmark – Russell 1000 Value TR USD</i> | <i>14.37%</i> | <i>8.68%</i> | <i>8.49%</i> | <i>9.80%</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | |
| Neuberger Berman Large Cap Value Fund - Advisor Class/ Large Value | 10.56% | 9.19% | 9.11% | 7.94% | 1.10% | \$11.00 | 1.10% | \$11.00 | |
| <i>Benchmark – Russell 1000 Value TR USD</i> | <i>14.37%</i> | <i>8.68%</i> | <i>8.49%</i> | <i>8.88%</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | |
| State Street S&P 500 Index Securities Lending Series Fund - Class IX/ Large Blend | 24.37% | 13.92% | 12.44% | 14.18% | 0.52% | \$5.20 | 0.52% | \$5.20 | |
| <i>Benchmark –</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>14.44%</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | |
| Janus Henderson Forty Fund - Class S/ Large Growth | 27.73% | 14.87% | 15.01% | 12.25% | 1.01% | \$10.10 | 1.01% | \$10.10 | |
| <i>Benchmark – Russell 1000 Growth TR USD</i> | <i>33.36%</i> | <i>18.96%</i> | <i>16.78%</i> | <i>10.21%</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | |
| T. Rowe Price Mid-Cap Value Fund - Class R/ Mid-Cap Value | 15.69% | 12.03% | 9.44% | 11.01% | 1.35% | \$13.50 | 1.35% | \$13.50 | Transfers into this fund are not permitted for 30 days after you transfer out of the fund. |
| <i>Benchmark – Russell Mid Cap Value TR USD</i> | <i>13.07%</i> | <i>8.59%</i> | <i>8.10%</i> | <i>10.81%</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | |

| Name/ Type of Option | Average Annual Total Return as of 12/31/24 | | | | Total Annual Operating Expenses | | | | Shareholder - Type Charges and Investment Restrictions |
|--|---|--------|--------|--------------------|------------------------------------|----------------------|---------------------------|------------------------|--|
| | 1yr. | 5yr. | 10yr. | Since Inception | Net Expense Ratio | Net per \$1000 | Gross Expense Ratio | Gross per \$1000 | |
| Victory RS Value Fund - Class A/ Mid-Cap Value | 12.63% | 7.82% | 7.64% | 7.83% | 1.30% | \$13.00 | 1.34% | \$13.40 | You are allowed 3 transfers in and out of the fund within 90 days. Once you reach this restriction you will be blocked from future transfers into this fund for 90 days. |
| <i>Benchmark – Russell Mid Cap Value TR USD</i> | 13.07% | 8.59% | 8.10% | 10.55% | N/A | N/A | N/A | N/A | |
| State Street S&P MidCap Index Non Lending Series Fund - Class J/ Mid-Cap Blend | 13.32% | 9.71% | 9.01% | 11.19% | 0.56% | \$5.60 | 0.56% | \$5.60 | |
| <i>Benchmark – Morningstar Mid Cap TR USD</i> | 15.29% | 10.50% | 10.30% | 13.03% | N/A | N/A | N/A | N/A | |
| Virtus NFJ Small-Cap Value Fund - Class A/ Small Value | 5.65% | 5.23% | 4.81% | 8.59% | 1.17% | \$11.70 | 1.23% | \$12.30 | You are allowed 1 transfers in and out of the fund within 30 days. Once you reach this restriction you will be blocked from future transfers into this fund for 30 days. |
| <i>Benchmark – Russell 2000 Value TR USD</i> | 8.05% | 7.29% | 7.14% | 8.70% | N/A | N/A | N/A | N/A | |
| State Street Russell Small Cap Index Sec Lending Series Fund Class VIII/ Small Blend | 11.04% | 6.90% | 7.23% | 9.78% | 0.57% | \$5.70 | 0.58% | \$5.80 | |
| <i>Benchmark – Morningstar Small Cap TR USD</i> | 10.84% | 8.08% | 7.95% | 10.80% | N/A | N/A | N/A | N/A | |
| Alger Small Cap Growth Institutional Fund - Class I/ Small Growth | 7.77% | 3.70% | 7.55% | 8.76% | 1.38% | \$13.80 | 1.38% | \$13.80 | |
| <i>Benchmark – Russell 2000 Growth TR USD</i> | 15.15% | 6.86% | 8.09% | 7.56% | N/A | N/A | N/A | N/A | |
| DWS Small Cap Growth Fund - Class A/ Small Growth | 5.97% | 5.18% | 5.58% | 5.93% | 1.26% | \$12.60 | 1.26% | \$12.60 | |
| <i>Benchmark – Russell 2000 Growth TR USD</i> | 15.15% | 6.86% | 8.09% | 9.08% | N/A | N/A | N/A | N/A | |

| Name/ Type of Option | Average Annual Total Return as of 12/31/24 | | | | Total Annual Operating Expenses | | | | Shareholder - Type Charges and Investment Restrictions |
|---|---|---------------|--------------|--------------------|------------------------------------|----------------------|---------------------------|------------------------|--|
| | 1yr. | 5yr. | 10yr. | Since Inception | Net Expense Ratio | Net per \$1000 | Gross Expense Ratio | Gross per \$1000 | |
| State Street International Index Securities Lending Series Fund Class VIII/ Foreign Large Blend | 3.10% | 4.33% | 4.81% | 6.59% | 0.61% | \$6.10 | 0.61% | \$6.10 | |
| <i>Benchmark – MSCI AC World Ex USA NR USD</i> | <i>5.53%</i> | <i>4.10%</i> | <i>4.80%</i> | <i>5.76%</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | |
| Templeton Growth Fund, Inc. - Class R/ Global Large-Stock Blend | 5.17% | 4.33% | 3.71% | 4.95% | 1.28% | \$12.80 | 1.28% | \$12.80 | |
| <i>Benchmark – MSCI AC World NR USD</i> | <i>17.49%</i> | <i>10.06%</i> | <i>9.23%</i> | <i>7.63%</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | |
| AB Sustainable Global Thematic Fund - Class A/ Global Large-Stock Growth | 5.99% | 8.82% | 9.90% | 11.06% | 1.02% | \$10.20 | 1.03% | \$10.30 | Transfers into this fund are not permitted for 90 days after you transfer out of the fund. |
| <i>Benchmark –</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | |

The **Net Expense Ratio** is the fund's "Total Expense Ratio (Gross)" reduced for any investment management fee waivers that are currently in effect. The **Gross Expense Ratio** is the fund's total expense ratio which is defined as the total cost of investing and administering assets, including management fees, 12b-1 fee (if applicable) in a mutual fund or other collective fund expressed as a percentage of total assets.

The **Per \$1,000 Total Annual Operating Expenses** listed in the table above is the total annual operating expenses of the investment for a one-year period expressed as a dollar amount for a \$1,000 investment, assuming no returns and based on the stated percentage.

Fees and expenses are only one of several factors that you should consider when making investment decisions. The cumulative effect of fees and expenses may substantially reduce the growth of your retirement account. For more information about fees and expenses, visit the Department of Labor's web site at <http://www.dol.gov/agencies/ebsa/key-topics/retirement/retirement-plan-fee-disclosures>.

For a glossary of investment terms, sign in to your account at My.ADP.com and go to Retirement > Discover more account options > Investments > Investment Performance and Information > Glossary of Investment Terms.