

SETTLEMENT AGREEMENT AND RELEASE

This Settlement Agreement and Release ("Agreement") between Environmental Research Center, Inc. ("ERC") and GLS Labs LLC, individually and dba Prestige Labs ("GLS Labs") is effective on the date on which it is fully executed ("Effective Date"). ERC and GLS Labs are referred to individually as a "Party" and collectively as the "Parties." The Parties agree as follows:

1. This matter arises out of the Notices of Violation of California Health & Safety Code §25249.5, *et seq.* (also known as "Proposition 65") that ERC served on GLS Labs on December 1, 2022 and December 9, 2022 (the "Notices") with regard to the following products identified below (referred to as the "Covered Products"):

- Prestige Labs Chocolate Ice Cream Protein Blend – Lead
- Prestige Labs Last Minute Cleanse – Lead
- Prestige Labs Power Greens Natural Tropical Fruit – Lead, Mercury

2. The Parties enter into this Agreement in order to fully resolve all claims, demands, and allegations regarding the Notices and for the purpose of avoiding prolonged litigation. Nothing in this Agreement shall be construed as an admission of the Parties of any fact, issue of law, or violation of law, nor shall compliance with this Agreement constitute or be construed as an admission by the Parties of any fact, issue of law or violation of law. Nothing in this Agreement or any document referred to shall be construed as giving rise to any presumption or inference of admission or concession by the Parties as to any fault, wrongdoing or liability. This Section shall not diminish or otherwise affect the obligations, responsibilities, and duties of the Parties under this Agreement.

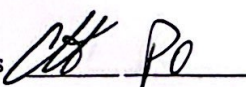
3. INJUNCTIVE RELIEF, REFORMULATION, TESTING AND WARNINGS

In consideration of the following covenants and conditions contained in this Agreement, the Parties have provided the releases as set forth in Section 6 below:

3.1 Beginning on the Effective Date, GLS Labs shall be permanently enjoined from manufacturing for sale in the State of California, "Distributing into the State of California," or directly selling in the State of California, any Covered Product which exposes a person to a "Daily Lead Exposure Level" of more than 0.5 micrograms of lead per day and/or a "Daily Mercury Exposure Level" of more than 0.3 micrograms per day of mercury unless it meets the warning requirements under Section 3.2.

3.1.1 As used in this Agreement, the term "Distributing into the State of California" shall mean to directly ship a Covered Product into California for sale in California or to sell a Covered Product to a distributor that GLS Labs knows will sell the Covered Product in California.

Initials



SETTLEMENT AGREEMENT AND RELEASE

3.1.2 For purposes of this Agreement, the "Daily Lead Exposure Level," shall be measured in micrograms, and shall be calculated using the following formula: micrograms of lead per gram of product, multiplied by grams of product per serving of the product (using the largest serving size appearing on the product label), multiplied by servings of the product per day (using the largest number of recommended daily servings appearing on the label), which equals micrograms of lead exposure per day. If the label contains no recommended daily servings, then the number of recommended daily servings shall be one.

3.1.3 For purposes of this Agreement, the "Daily Mercury Exposure Level," shall be measured in micrograms, and shall be calculated using the following formula: micrograms of mercury per gram of product, multiplied by grams of product per serving of the product (using the largest serving size appearing on the product label), multiplied by servings of the product per day (using the largest number of recommended daily servings appearing on the label), which equals micrograms of mercury exposure per day. If the label contains no recommended daily servings, then the number of recommended daily servings shall be one.

3.1.4 In calculating the Daily Lead Exposure Level for a Covered Product, GLS Labs shall be allowed to deduct the amount of lead which is deemed "naturally occurring" in the ingredients listed in Table 1 that are contained in that Covered Product under the following conditions: For the first three (3) years that GLS Labs claims entitlement to a "naturally occurring" allowance, GLS Labs shall provide ERC with the following information: (a) GLS Labs must produce to ERC a written list of each ingredient in the Covered Product, and the amount, measured in grams, of each such ingredient contained therein, for which a "naturally occurring" allowance is claimed; (b) GLS Labs must provide ERC with documentation of laboratory testing, conducted during the year for which the "naturally occurring" allowance is claimed, that complies with Sections 3.4.3 and 3.4.4 and that shows the amount of lead, if any, contained in any ingredient listed in Table 1 that is contained in the Covered Product and for which GLS Labs intends to deduct "naturally occurring" lead; (c) If the laboratory testing reveals the presence of lead in any ingredient listed in Table 1 that is contained in the Covered Product, GLS Labs shall be entitled to deduct the amount of lead contained in each such ingredient, up to the full amount of the allowance for that ingredient as listed in Table 1, but not to exceed the total amount of lead actually contained in that ingredient in the Covered Product; and (d) If the Covered Product does not contain an ingredient listed in Table 1, GLS Labs shall not be entitled to a deduction for "naturally occurring" lead in the Covered Product for that ingredient. The information required by Sections 3.1.3 (a) and (b) shall be provided to ERC within thirty (30) days of the Effective Date or anniversary thereof for the first (3) three years that GLS Labs shall claim entitlement to the "naturally occurring" allowance. After the first (3) three years, ERC may request this information, no more than once per year thereafter, and GLS Labs shall provide the requested information to ERC within thirty (30) days of such request.

///
///
///
///

Initials

TABLE 1

INGREDIENT	ALLOWANCES OF AMOUNT OF LEAD
Cocoa Powder	Up to 1.0 microgram/gram
Chocolate Liquor	Up to 1.0 microgram/gram
Cocoa Butter	Up to 0.1 micrograms/gram
Calcium (elemental)	Up to 0.8 micrograms/gram
Ferrous Fumarate	Up to 0.4 micrograms/gram
Zinc Oxide	Up to 8.0 microgram/gram
Magnesium Oxide	Up to 0.4 micrograms/gram
Magnesium Carbonate	Up to 0.332 micrograms/gram
Magnesium Hydroxide	Up to 0.4 micrograms/gram
Zinc Gluconate	Up to 0.8 micrograms/gram
Potassium Chloride	Up to 1.1 micrograms/gram

3.1.5 So long as GLS Labs can provide documentation, if requested in writing by ERC, Covered Products shipped, sold, or Distributed into the State of California by GLS Labs prior to the Effective Date are not bound by the injunctive terms set forth in this Section 3, including but not limited to the Daily Lead Exposure Level and Daily Mercury Exposure Level, and warning and testing requirements, and are instead permitted to be sold as is to California Consumers and are expressly released by Section 6 of this Agreement.

3.2 Clear and Reasonable Warnings

If GLS Labs is required to provide a warning pursuant to Section 3.1, one of the following warnings must be utilized (“Warning”):

Initials

OPTION 1:

WARNING: Consuming this product can expose you to chemicals including [lead][mercury] which is [are] known to the State of California to cause [cancer and] birth defects or other reproductive harm. For more information go to www.P65Warnings.ca.gov/food.

OR

OPTION 2:

⚠ WARNING: [Cancer and] Reproductive Harm – www.P65Warnings.ca.gov/food

GLS Labs shall use the phrase “cancer and” in the Warning only if the “Daily Lead Exposure Level” is greater than 15 micrograms of lead as determined pursuant to the quality control methodology set forth in Section 3.4 or if GLS Labs has reason to believe that another Proposition 65 chemical is present at a level requiring the cancer warning. For the Option 2 Warning, the entire Warning must be in a type size no smaller than the largest type size used for other consumer information on the product. In no case shall the Warning appear in a type size smaller than 6-point type. Further, for Option 2, a symbol consisting of a black exclamation point in a yellow equilateral triangle with a bold black outline shall be placed to the left of the text of the Warning, in a size no smaller than the height of the word “WARNING.” Where the sign, label or shelf tag for the product is not printed using the color yellow, the symbol may be printed in black and white. As identified in the brackets, the warning shall appropriately reflect at least one chemical present in each of the Covered Products.

The Warning shall be provided through one of the following methods: (1) a product-specific warning provided on a posted sign, shelf tag, or shelf sign, for the consumer product at each point of display of the product; or (2) a product-specific warning provided via any electronic device or process that automatically provides the warning to the purchaser prior to or during the purchase of the consumer product, without requiring the purchaser to seek out the warning; or (3) a warning on the label that is securely affixed to or printed upon the label and complies with this Section 3.2. If the Warning is printed upon the label of the Covered Product, it must be set off from other surrounding information and enclosed in a box. In addition, for any Covered Product sold over the internet, the Warning shall appear prior to check-out on the primary product page, or as a pop-up when a California zip code is input into the shipping instructions, or on the checkout page when a California delivery address is indicated for any purchase of any Covered Product. Where a Warning subject to this section is provided solely on the checkout page, an asterisk or other identifying method must be utilized to identify which product(s) on the checkout page are subject to the Warning. The Warning may be provided with a conspicuous hyperlink stating “WARNING” in all capital and bold letters so long as the hyperlink goes directly to a page prominently displaying the Warning without content that detracts from the Warning. Given GLS Labs’ lack of control over third-party websites, the online warning requirements expressed in this Section apply only to Covered Products sold through the GLS Labs website. With respect to any downstream reseller customers of GLS Labs

Initials

CSH PO

SETTLEMENT AGREEMENT AND RELEASE

who are subject to Proposition 65, GLS Labs may give written notice, including labels, labeling, shelf signs, or tags bearing the Warning, and all other necessary warning materials, to the authorized agent of such downstream reseller customers. Such written notice shall instruct the downstream reseller customers that the labels, labeling, shelf signs, or tags bearing the Warning must be displayed on or in proximity to the Covered Products with such conspicuousness, as compared with other words, statements or designs as to render the Warning likely to be seen, read, and understood by an ordinary individual prior to sale.

The Warning shall be at least the same size as the largest of any other health or safety warnings also appearing on the website or on the label and the word "WARNING" shall be in all capital letters and in bold print. No statements intended to or likely to have the effect of diminishing the impact of, or reducing the clarity of, the Warning on the average lay person shall accompany the Warning. Further, no statements may accompany the Warning that state or imply that the source of the listed chemical has an impact on or results in a less harmful effect of the listed chemical.

GLS Labs must display the above Warning with such conspicuousness, as compared with other words, statements or designs on the label, or on its website, as applicable, to render the Warning likely to be read and understood by an ordinary individual under customary conditions of purchase or use of the product.

For purposes of this Agreement, the term "label" means a display of written, printed or graphic material that is printed on or affixed to a Covered Product or its immediate container or wrapper.

If subsequently enacted changes to Proposition 65 or its implementing regulations require the use of additional or different information on any warning specifically applicable to the Covered Products (the "New Safe Harbor Warning"), the Parties agree that the New Safe Harbor warning may be utilized in place of or in addition to, as applicable, the warnings set forth in this Section.

3.3 Conforming Covered Products

A Conforming Covered Product is a Covered Product for which the "Daily Lead Exposure Level" is no greater than 0.5 micrograms of lead per day and/or the "Daily Mercury Exposure Level" is no more than 0.3 micrograms of mercury per day as determined by the exposure methodology set forth in Section 3.1.2 and the quality control methodology described in Section 3.4, and that is not known by GLS Labs to contain other chemicals that violate Proposition 65's safe harbor thresholds.

3.4 Testing and Quality Control Methodology

3.4.1 Beginning within one year of the Effective Date, GLS Labs shall arrange for lead and mercury testing of the Covered Products at least once a year for a minimum of three (3) consecutive years by arranging for testing of three (3) randomly selected samples of the Covered Products, in the form intended for sale to the end-user, which GLS Labs intends to

Initials

CTB Po

sell or is manufacturing for sale in California, directly selling to a consumer in California or "Distributing into the State of California." If tests conducted pursuant to this Section demonstrate that no Warning is required for the Covered Products during each of the three (3) consecutive years, then the testing requirements of this Section will no longer be required as to the Covered Products. However, if during or after the three-year testing period, GLS Labs changes ingredient suppliers for the Covered Products and/or reformulates the Covered Products, GLS Labs shall test that Covered Product annually for at least three (3) consecutive years after such change is made.

3.4.2 For purposes of measuring the "Daily Lead Exposure Level," and/or the "Daily Mercury Exposure Level," the highest lead and/or mercury detection result of the three (3) randomly selected samples of the Covered Products will be controlling.

3.4.3 All testing pursuant to this Agreement shall be performed using a laboratory method that complies with the performance and quality control factors appropriate for the method used, including limit of detection and limit of quantification, sensitivity, accuracy, and precision that meets the following criteria: Inductively Coupled Plasma-Mass Spectrometry ("ICP-MS") achieving a limit of quantification of less than or equal to 0.005 mg/kg.

3.4.4 All testing pursuant to this Agreement shall be performed by an independent third-party laboratory certified by the California Environmental Laboratory Accreditation Program or an independent third-party laboratory that is registered with the United States Food & Drug Administration.

3.4.5 Nothing in this Agreement shall limit GLS Labs' ability to conduct, or require that others conduct, additional testing of the Covered Products, including the raw materials used in their manufacture.

3.4.6 Within thirty (30) days of ERC's written request, which request shall not be made more than once per year, GLS Labs shall deliver lab reports obtained pursuant to Section 3.4, and related documentation, to ERC. GLS Labs shall retain all such lab reports and related documentation for a period of five years from the date of each test. Any request by ERC for lab reports and related documentation shall be made prior to the expiration of the five-year time period identified in this section 3.4.6.

3.4.7 The testing and reporting requirements of Section 3.4 do not apply to any Covered Product for which GLS Labs is providing a Warning, continuously and without interruption from the Effective Date, pursuant to Section 3.2 of this Agreement. In the event a Warning is provided after the Effective Date but GLS Labs thereafter ceases to provide the Warning, the testing and reporting requirements of Section 3.4 of this Agreement shall apply beginning within one year after the date the Warning ceases to be provided, unless GLS Labs can show to the satisfaction of ERC that the cessation in providing the Warning was a temporary error that was resolved when discovered.

Initials

SETTLEMENT AGREEMENT AND RELEASE

3.4.8 In the event that Proposition 65 is repealed or preempted as to food products, then GLS Labs shall have no further obligation pursuant to this Agreement with respect to, and to the extent that the Covered Products are so affected.

4. GLS Labs shall make a total payment of \$32,000.00 ("Total Settlement Amount") to ERC in two equal monthly payments ("Periodic Payments"), according to the following payment schedule ("Due Dates"):

- Payment 1 -- \$16,000.00 within 5 days of the Effective Date
- Payment 2 -- \$16,000.00 within 35 days of the Effective Date.

GLS Labs shall make the Periodic Payments by wire transfer to ERC's account, for which ERC will give GLS Labs the necessary account information. The Total Settlement Amount shall be allocated as follows:

a. \$3,000.00 shall be considered a civil penalty pursuant to California Health and Safety Code §25249.7(b)(1). ERC shall remit 75% (\$2,250.00) of the civil penalty to the Office of Environmental Health Hazard Assessment ("OEHHA") for deposit in the Safe Drinking Water and Toxic Enforcement Fund in accordance with California Health and Safety Code §25249.12(c). ERC will retain the remaining 25% (\$750.00) of the civil penalty.

b. \$2,669.87 shall be considered a reimbursement to ERC for its costs incurred as a result of bringing this matter to GLS Labs' attention and negotiating a settlement.

c. \$26,330.13 shall be distributed to ERC for its in-house legal fees.

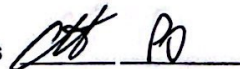
d. In the event that GLS Labs fails to remit, in full, either of the Periodic Payments on or before the applicable Due Date, GLS Labs shall be deemed to be in material breach of its obligations under this Agreement. ERC shall provide written notice of the delinquency to GLS Labs via electronic mail. If GLS Labs fails to deliver the delinquent payment within five days from the written notice, the Total Settlement Amount, less any amounts previously paid pursuant to this Section 4, shall be immediately due and owing and shall accrue interest at the statutory judgment interest rate provided in the Code of Civil Procedure section 685.010. Additionally, GLS Labs agrees to pay ERC's reasonable attorneys' fees and costs for any efforts to collect the payment due under this Agreement.

5. Except as expressly set forth in Section 4, the Parties shall bear their own costs, expenses, and attorneys' fees related to the Notices.

6. Binding Effect; Claims Covered and Released

6.1. This Agreement is a full, final, and binding resolution between ERC, on behalf of itself, and GLS Labs and its respective officers, directors, shareholders, employees, agents, parent companies, subsidiaries, divisions, suppliers, franchisees, licensees, customers (not including private label customers of GLS Labs), distributors, wholesalers, retailers, and all

Initials



SETTLEMENT AGREEMENT AND RELEASE

other upstream and downstream entities in the distribution chain of any Covered Product, and the predecessors, successors, and assigns of any of them (collectively, "Released Parties").

6.2 ERC, on behalf of itself only, hereby fully releases and discharges the Released Parties from any and all claims, actions, causes of action, suits, demands, liabilities, damages, penalties, fees, costs, and expenses asserted, or that could have been asserted from the handling, use, or consumption of the Covered Products as to any alleged violation of Proposition 65 or its implementing regulations arising from the failure to provide Proposition 65 warnings on the Covered Products regarding lead and/or mercury up to and including the Effective Date.

6.3 ERC, on its own behalf only, and GLS Labs on its own behalf only, further waive and release any and all claims they may have against each other for all actions or statements made or undertaken in the course of seeking or opposing enforcement of Proposition 65 in connection with the Notices up through and including the Effective Date, provided, however, that nothing in Section 6 shall affect or limit any Party's right to seek to enforce the terms of this Agreement.

6.4 It is possible that other claims not known to the Parties, arising out of the facts alleged in the Notices, and relating to the Covered Products, will develop or be discovered. ERC, on behalf of itself only, and GLS Labs, on behalf of itself only, acknowledge that this Agreement is expressly intended to cover and include all such claims up through and including the Effective Date, including all rights of action therefore. ERC and GLS Labs acknowledge that the claims released in Sections 6.2 and 6.3 above may include unknown claims, and the Parties nevertheless waive California Civil Code section 1542 as to any such unknown claims. California Civil Code section 1542 reads as follows:

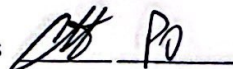
(i) A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

ERC, on behalf of itself only, and GLS Labs, on behalf of itself only, acknowledge and understand the significance and consequences of this specific waiver of California Civil Code section 1542.

6.5 Compliance with the terms of this Agreement shall be deemed to constitute compliance with Proposition 65 by any of the Released Parties regarding alleged exposures to lead and/or mercury in the Covered Products as set forth in the Notices.

6.6 Nothing in this Agreement is intended to apply to any occupational or environmental exposures arising under Proposition 65, nor shall it apply to any of GLS Labs' products other than the Covered Products.

Initials

 PO

SETTLEMENT AGREEMENT AND RELEASE

7. Nothing herein shall be construed as diminishing GLS Labs' continuing obligations to comply with Proposition 65.

8. All notices required to be given to either Party to this Agreement by the other shall be in writing and sent to the following agents listed below via first-class mail, or via electronic mail where required. Courtesy copies of notices sent via first-class mail may also be sent via email.

FOR ENVIRONMENTAL RESEARCH CENTER, INC.:

Chris Heptinstall, Executive Director, Environmental Research Center
3111 Camino Del Rio North, Suite 400
San Diego, CA 92108
Tel: (619) 500-3090
Email: chris.heptinstall@erc501c3.org

With a copy to:

Charles W. Poss
Environmental Research Center, Inc.
3111 Camino Del Rio North, Suite 400
San Diego, CA 92108
Email: charles.poss@erc501c3.org

FOR GLS LABS LLC, individually and dba PRESTIGE LABS:

Patrick Owen
GLS Labs LLC
9550 South Eastern Avenue Suite 253
Las Vegas, NV 89123
Email: support@prestigelabs.com

With a copy to:

Abhishek K. Gurnani
Amin Talati Wasserman LLP
100 S. Wacker Drive, Suite 2000
Chicago, IL 60606
Email: abhishek@amintalati.com

9. After executing this Agreement, ERC will submit to the California Attorney General a Report of Settlement. In addition, ERC will provide to the California Attorney General a signed copy of this Agreement. The Parties acknowledge and agree that the Parties shall provide as much information as is requested by the California Attorney General, or any other governmental agency, regarding the Notices, the settlement, and this Agreement.

10. This Agreement contains the entire agreement between the Parties with regard to settlement of the Notices, and supersedes all prior or contemporaneous agreements or

Initials

CTH PO

SETTLEMENT AGREEMENT AND RELEASE

understandings, written or oral, with regard to the Notices as set forth in this Agreement. This Agreement may be amended or modified as to injunctive terms only in whole or in part at any time only by an agreement in writing executed by the Parties.

11. This Agreement shall be binding upon and shall inure to the benefit of the Parties and their respective owners, principals, shareholders, members, managers, officers, directors, employees, agents, successors, and assigns.

12. No inference, assumption or presumption shall be drawn, and no provision of this Agreement shall be construed against any of the Parties, based upon the fact that one of the Parties and/or one of the Parties' attorneys prepared and/or drafted all or any portion of this Agreement. It is conclusively presumed that the Parties participated equally in the preparation and drafting of this Agreement.

13. If any provision, term, or section of this Agreement is found to be invalid, illegal, or unenforceable, then all remaining provisions, terms, or sections shall continue in full force and effect and remain binding on the Parties. If any provision, term, or section of this Agreement is determined to be unenforceable, then such provision, term, or section may be modified so that the unenforceable provision, term, or section is enforceable to the greatest extent possible.

14. This Agreement shall be deemed to have been entered into in the State of California and governed and interpreted by the laws of the State of California, regardless of the physical locations of the individuals executing this Agreement at the time of execution.

15. The Parties acknowledge by signing this Agreement that they have a right to consult an attorney and that they have either consulted their attorney(s) with respect to the Notices and the terms and conditions of this Agreement or have made the decision not to consult with an attorney regarding the Notices and the terms and conditions of this Agreement. The Parties further acknowledge that they fully understand this Agreement and the effect of signing and executing this Agreement.

16. Any legal action to enforce this Agreement shall be brought in the county of Alameda of the State of California. ERC shall be entitled to recover its reasonable attorneys' fees and costs that are necessary and required to enforce the Agreement pursuant to California Code of Civil Procedure section 1021.5.

17. This Agreement may be signed in counterparts, and each counterpart, as well as any facsimile, e-mail, copy of this Agreement, or any other counterpart, shall be deemed to be an original.

18. Each of the individuals who execute this Agreement represents and warrants they have the authority to execute this document and bind the respective Parties to the terms and conditions of this Agreement, and have read, understand, and agree to all the terms and conditions in this Agreement.


Initials

CTH PO

SETTLEMENT AGREEMENT AND RELEASE

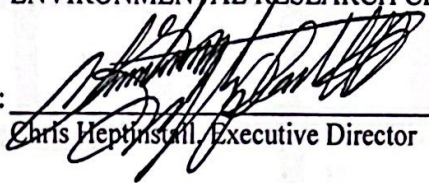
DATED: 3/13/23

GLS LABS LLC, individually and dba PRESTIGE LABS

By: 
Name: Patrick Owen
Title: CEO

DATED: 3/10/23

ENVIRONMENTAL RESEARCH CENTER, INC.

By: 
Chris Heptinstall, Executive Director

Initials CH PO

SETTLEMENT AGREEMENT AND RELEASE