

**SETTLEMENT AGREEMENT AND RELEASE**

This Settlement Agreement and Release (“Agreement”) between Environmental Research Center, Inc. (“ERC”) and FIC Shareco Limited (formerly, “The Hut.com Limited” and referred to herein as “FIC Shareco Limited”) is effective on the date on which it is fully executed (“Effective Date”). ERC and FIC Shareco Limited are referred to individually as a “Party” and collectively as the “Parties.” The Parties agree as follows:

1. This matter arises out of the Notice of Violation of California Health & Safety Code §25249.5, *et seq.* (also known as “Proposition 65”) that ERC served on FIC Shareco Limited on November 7, 2025 (the “Notice”) with regard to the following products identified below (referred to as the “Covered Products”):

- Eimele Shine Greens Plant-Based Wellbeing (lead)
- Eimele Essential Rainbow Phytonutrients from every colour (lead, Perfluorooctanoic Acid (“PFOA”))

All of the Covered Products may also be referred to as “Lead Covered Products.”

The following Covered Product may also be referred to as “PFOA Covered Product:” Eimele Essential Rainbow Phytonutrients from every colour.

2. The Parties enter into this Agreement in order to fully resolve all claims, demands, and allegations regarding the Notice 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.

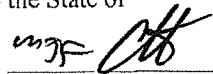
**3. INJUNCTIVE RELIEF, REFORMULATION, TESTING AND WARNINGS**

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, FIC Shareco Limited 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, (1) any Lead Covered Product which exposes a person to a “Daily Lead Exposure Level” of more than 0.5 micrograms of lead per day and/or (2) any PFOA Covered Product which exposes a person to any detectible level of PFOA per day unless such Covered Product meets the warning requirements under Section 3.2.

3.1.1 As used in this Agreement, the term “Distributing into the State of

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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 FIC Shareco Limited knows or has reason to know will sell the Covered Product in California.

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 The requirements of Section 3.1 and 3.2 do not apply to Covered Products that “enter the stream of commerce” prior to the Effective Date. For purposes of this Agreement, the term “enter the stream of commerce” means that Covered Products are put into final packaging for consumer sale and are no longer in possession of or under the control of FIC Shareco Limited.

### 3.2 Clear and Reasonable Warnings

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

#### OPTION 1:

**WARNING:** Consuming this product can expose you to chemicals including [lead] [and] [perfluorooctanoic acid] 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](http://www.P65Warnings.ca.gov/food).

OR

#### OPTION 2:

**WARNING:** Risk of [cancer from exposure to [lead] [and] [perfluorooctanoic acid]] [and] reproductive harm from exposure to [lead] [and] [perfluorooctanoic acid]. See [www.P65Warnings.ca.gov/food](http://www.P65Warnings.ca.gov/food).

OR

#### OPTION 3:

**WARNING:** Can expose you to [lead, a carcinogen and] [perfluorooctanoic acid, a carcinogen and] [lead] [and] [perfluorooctanoic acid], a reproductive toxicant. See [www.P65Warnings.ca.gov/food](http://www.P65Warnings.ca.gov/food).

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The Warning shall begin either with the word “**WARNING**,” as indicated above, or the words “**CA WARNING**” or “**CALIFORNIA WARNING**,” in all capital letters and bold print. FIC Shareco Limited shall use the phrase “cancer and” in the Option 1 Warning or “cancer from exposure to [lead] [and] [perfluorooctanoic acid] and” in the Option 2 Warning or “[lead, a carcinogen and] [perfluorooctanoic acid, a carcinogen and]” in the Option 3 Warning (each referred to individually as a “Cancer Phrase”) if the “Daily Lead Exposure Level” is greater than 15 micrograms of lead, as determined pursuant to Section 3.1.2 and the quality control methodology set forth in Section 3.4, or if there is exposure to PFOA, as determined pursuant to the quality control methodology set forth in Section 3.4. As identified in the brackets, the warning shall appropriately reflect whether there is lead and/or PFOA (for the PFOA Covered Product only) in each of the Covered Products.

The Warning shall be securely affixed to or printed upon the label of any Covered Product, and 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 on the checkout page when a California delivery address is indicated for any purchase of any Covered Product. An asterisk or other identifying method must be utilized to identify which product on the checkout page is subject to the Warning. In no event shall any internet or website Warning be contained in or made through a link.

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 in no event less than six (6) point type, and the word “**WARNING**” (or the words “**CA WARNING**” or “**CALIFORNIA 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.

FIC Shareco Limited 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. Where a sign or label used to provide the Warning for a Covered Product includes consumer information about the Covered Product in a language other than English, the Warning must also be provided in that language in addition to English.

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.

### 3.3 Conforming Covered Products

A Lead Covered Product is a Conforming Covered Product, only with respect to violations of Proposition 65 for lead, if the Lead Covered Product has a “Daily Lead Exposure Level” of no greater than 0.5 micrograms of lead per day as determined by the exposure methodology set forth

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in Section 3.1.2 and the quality control methodology described in Section 3.4. The PFOA Covered Product is a Conforming Covered Product, only with respect to violations of Proposition 65 for lead and PFOA, if the PFOA Covered Product does not contain any detectible level of PFOA per day as determined by the quality control methodology described in Section 3.4 and has a "Daily Lead Exposure Level" of no greater than 0.5 micrograms of lead 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.

### 3.4 Testing and Quality Control Methodology

3.4.1 Beginning within one year of the Effective Date, FIC Shareco Limited shall arrange for lead and PFOA testing of the Covered Products at least once a year for a minimum of five (5) 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 FIC Shareco Limited intends to 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 five (5) consecutive years, then the testing requirements of this Section will no longer be required as to the Covered Products.

3.4.2 For purposes of measuring the "Daily Lead Exposure Level," the highest lead 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: (a) For lead testing, Inductively Coupled Plasma-Mass Spectrometry ("ICP-MS") achieving a limit of quantification of less than or equal to 0.005 mg/kg for lead, and (b) For PFOA testing, Liquid Chromatography-Tandem Mass Spectrometry ("LC-MS/MS") achieving a limit of quantification of less than or equal to 0.080 ng/g for PFOA.

3.4.4 All testing pursuant to this Agreement shall be performed by an independent third-party laboratory certified by the State of California or accredited by the State of California, a federal agency, the National Environmental Laboratory Accreditation Program or similar nationally recognized accrediting organization to perform the particular method of detection and analysis in question or by an independent third-party laboratory that is registered with the United States Food & Drug Administration and accredited to perform the particular method of detection and analysis in question.

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

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3.4.6 If ERC has testing showing that a violation of this Agreement has occurred, within thirty (30) days of ERC's written request, FIC Shareco Limited shall deliver lab reports obtained pursuant to Section 3.4, and related documentation, to ERC. FIC Shareco Limited 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 requirements under this Section 3.4 do not apply during any period in which FIC Shareco Limited has ceased production of the Covered Products and is not manufacturing the Covered Products for sale in the State of California, Distributing the Covered Products into the State of California, or directly selling the Covered Products in the State of California. However, in the event FIC Shareco Limited resumes California sales of the Covered Products or begins manufacturing or distributing the Covered Products for sale in California, FIC Shareco Limited shall first test the Covered Products in compliance with Section 3.4 to determine whether a Warning is required and immediately thereafter begin complying with the testing requirements of this Section 3.4 with respect to the Covered Products.

3.5 Nothing in Section 3 of this Agreement shall prevent or preclude ERC from obtaining and relying upon its own testing for purposes of enforcement, so long as such testing meets the requirements of Sections 3.4.3 and 3.4.4. Nothing in Section 3.4 of this Agreement is intended by either Party to set a precedent for the level of lead, PFOA, or other chemicals that is permissible in consumer products under Proposition 65.

4. FIC Shareco Limited shall make a total payment of \$30,000 ("Total Settlement Amount") by wire transfer to ERC's account within 15 days of the Effective Date ("Due Date"), for which ERC will give FIC Shareco Limited 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 ("OEHHHA") 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. \$2,112.84 shall be considered a reimbursement to ERC for its costs incurred as a result of bringing this matter to FIC Shareco Limited's attention and negotiating a settlement.

c. \$24,887.16 shall be distributed to ERC for its in-house legal fees.

d. In the event that FIC Shareco Limited fails to remit the Total Settlement Amount owed under Section 4 of this Agreement on or before the Due Date, FIC Shareco Limited shall be deemed to be in material breach of its obligations under this Agreement. ERC shall provide written notice of the delinquency to FIC Shareco Limited via electronic mail. If FIC Shareco Limited fails to deliver the Total Settlement Amount within five days from the written notice, the

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Total Settlement Amount shall become immediately due and payable and shall accrue interest at the statutory judgment interest rate provided in the Code of Civil Procedure section 685.010, and any release provisions in Section 6 that are for the benefit of FIC Shareco Limited and/or the Released Parties (as defined in Section 6.1) shall be suspended and waived during the period of time that transpires until the Total Settlement Amount is paid in full. Additionally, FIC Shareco Limited 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 Notice.

**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 FIC Shareco Limited and its respective officers, directors, shareholders, employees, agents, parent companies, subsidiaries, affiliates, divisions, suppliers, franchisees, licensees, customers (not including private label customers of FIC Shareco Limited), distributors, wholesalers, retailers, and all 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 Lead Covered Products regarding lead and/or on the PFOA Covered Product regarding PFOA up to and including the Effective Date.

6.3 ERC, on its own behalf only, and FIC Shareco Limited 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 Notice up to 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 Notice, and relating to the Covered Products, will develop or be discovered. ERC, on behalf of itself only, and FIC Shareco Limited, on behalf of itself only, acknowledge that this Agreement is expressly intended to cover and include all such claims up to and including the Effective Date, including all rights of action therefor. ERC and FIC Shareco Limited 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:

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(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 FIC Shareco Limited, 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 in the Lead Covered Products and/or PFOA in the PFOA Covered Product as set forth in the Notice.

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 FIC Shareco Limited's products other than the Covered Products.

7. Nothing herein shall be construed as diminishing FIC Shareco Limited's 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](mailto: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  
Ph: (619) 500-3090  
Email: [charles.poss@erc501c3.org](mailto:charles.poss@erc501c3.org)

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SETTLEMENT AGREEMENT AND RELEASE

**FOR FIC SHARECO LIMITED:**

Joe Brierley  
THG Ingenuity  
1, 7-9 Sunbank Lane  
Ringway, Altrincham, WA15 0AF  
Ph: 07525424496  
Email: joe.brierley30@thgingenuity.com

With a copy to:

Gregory Sperla  
Kylie Green  
DLA Piper LLP (US)  
555 Mission Street, Ste 2400  
San Francisco, CA 94105  
Ph: (916) 930-3244  
Email: Greg.Sperla@us.dlapiper.com  
Kylie.Green@us.dlapiper.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 Notice, the settlement, and this Agreement.

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

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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 Notice and the terms and conditions of this Agreement or have made the decision not to consult with an attorney regarding the Notice 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.

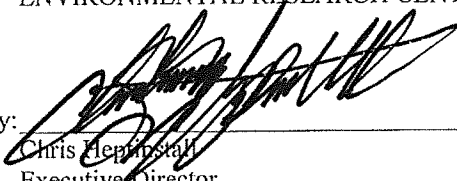
DATED: 4/15/2026

FIC SHARECO LIMITED

By:   
Mark Foster  
General Counsel

DATED: 4/15/26

ENVIRONMENTAL RESEARCH CENTER, INC.

By:   
Chris Hepinstall  
Executive Director

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