

SETTLEMENT AGREEMENT AND RELEASE

This Settlement Agreement and Release (“Agreement”) between Environmental Research Center, Inc. (“ERC”) and Outlier Health, Inc., individually and dba Complement (“Outlier Health”) is effective on the date on which it is fully executed (“Effective Date”). ERC and Outlier Health 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 Outlier Health on May 22, 2026, and June 12, 2026 (the “Notices”) with regard to the following product identified below (referred to as the “Covered Product”):

- **Complement Vanilla Organic Protein Plant-Based Protein Powder Made with Real Food Ingredients – Lead, Perfluorooctanoic Acid (PFOA)** — in all package sizes and formats (including 30-serving, 15-serving, and single-serving SKUs)

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, Outlier Health 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 any Covered Product that exposes a person to a quantifiable level of PFOA that can be reliably achieved using industry standard methods for testing, unless the product meets the warning requirements under Section 3.2. Nothing in this Section 3 shall require the re-labeling, recall, or removal of Covered Products manufactured, packaged, and “introduced into the stream of commerce” prior to the Effective Date — including units in transit or held in third-party fulfillment or retail inventory — and such units may be sold through in their existing packaging. The term “introduced into the stream of commerce” means that the Covered Product is no longer in the possession of or under the control of Outlier Health.

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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 Outlier Health 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.

3.2 Clear and Reasonable Warnings

If Outlier Health 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.

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.

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.

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. Outlier Health 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

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carcinogen] [and] [perfluorooctanoic acid, a carcinogen]” in the Option 3 Warning (each referred to individually as a “Cancer Phrase”) if Outlier Health has reason to believe that there is lead or a quantifiable level of PFOA that is reliably achieved using industry standard methods for testing or if Outlier Health has reason to believe that another Proposition 65 chemical is present which may require a cancer warning. As identified in the brackets, the warning shall appropriately reflect whether there is lead or PFOA, present in the Covered Product, but if there is a chemical present at a level that requires a cancer warning, the chemical requiring use of the Cancer Phrase in the Warning shall always be identified.

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. 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.

Outlier Health 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 Conforming Covered Product is a Covered Product for which the “Daily Lead Exposure Level,” as determined by the exposure methodology set forth in Section 3.1.2, is no greater than 0.5 micrograms of lead per day and does not contain any quantifiable level of PFOA per day, all pursuant to the quality control methodology described in Section 3.4, and that is not known by Outlier Health to contain other chemicals that violate Proposition 65’s safe harbor thresholds.

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3.4 Testing and Quality Control Methodology

3.4.1 Beginning within one year of the Effective Date, Outlier Health shall arrange for lead and PFOA testing of the Covered Product 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 Product, in the form intended for sale to the end-user, which Outlier Health intends to sell or is manufacturing for sale in California, directly selling to a consumer in California or "Distributing into the State of California." Following completion of three (3) consecutive years of testing, the testing requirements of this Section shall no longer be required as to the Covered Product, so long as Outlier Health has implemented an internal testing protocol that covers the Covered Product. However, if during or after the three-year testing period, Outlier Health changes ingredient suppliers for the Covered Product and/or reformulates the Covered Product, Outlier Health shall test that Covered Product annually for at least two (2) consecutive years after such change is made.

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 Product 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; and (b) For PFOA testing: testing shall be conducted by Symbio Laboratories, or another lab that can achieve at least as sensitive of testing as Symbio Laboratories, using Liquid Chromatography-Tandem Mass Spectrometry (LC-MS/MS) and using the lowest reporting level that can be reliably quantified using available technologies for PFOA, as applicable..

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.

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

3.4.6 Within thirty (30) days of ERC's written request, Outlier Health shall deliver lab reports obtained pursuant to Section 3.4, and related documentation, to ERC. Outlier Health 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.

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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.

3.6 Notwithstanding anything to the contrary in this Agreement, Outlier Health's obligations under this Section 3 shall apply only during periods in which Outlier Health is a "person in the course of doing business" within the meaning of Health & Safety Code § 25249.11(b) (2026 or as subsequently renumbered). Upon ERC's written request, made not more than once per calendar year, Outlier Health shall certify in writing whether it is subject to Proposition 65 under this standard. Where Outlier Health certifies that it is not subject to Proposition 65 under this standard, such certification shall include, but may not be limited to, providing ERC with a sworn declaration from a Manager, Officer, or Director for Outlier Health setting forth that, as of the date of such certification and at all times since the later of the Effective Date or the most recent prior certification, Outlier Health does not and/or has not had more than 9 employees (as that term is defined at 27 CCR § 25102 (2026 or as subsequently renumbered) or persons, including independent contractors, performing work in lieu of employees.

3.7 Prior to initiating any action to enforce the obligations of this Section 3, ERC shall provide Outlier Health with written notice of the alleged non-compliance and a thirty (30) day opportunity to cure.

4. Outlier Health shall make a total payment of \$25,000.00 ("Total Settlement Amount") by wire transfer to ERC's account within 5 days of the Effective Date ("Due Date"), for which ERC will give Outlier Health the necessary account information. The Total Settlement Amount shall be allocated as follows:

a. \$5,000.00 shall be considered a civil penalty pursuant to California Health and Safety Code §25249.7(b)(1). ERC shall remit 75% (\$3,750.00) 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% (\$1,250.00) of the civil penalty.

b. \$1,502.25 shall be considered a reimbursement to ERC for its costs incurred as a result of bringing this matter to Outlier Health's attention and negotiating a settlement.

c. \$18,497.75 shall be distributed to ERC for its in-house legal fees.

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

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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 Outlier Health and/or the Released Parties (as defined in Section 6.1) shall be suspended during the period of time that transpires until the Total Settlement Amount is paid in full. Additionally, Outlier Health 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 Outlier Health and its respective officers, directors, shareholders, employees, agents, parent companies, subsidiaries, divisions, suppliers, franchisees, licensees, customers (not including private label customers of Outlier Health), 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 Product, as to any alleged violation of Proposition 65 or its implementing regulations arising from the failure to provide Proposition 65 warnings on the Covered Product regarding any chemical listed under Proposition 65, up to and including the Effective Date.

6.3 ERC, on its own behalf only, and Outlier Health 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 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 Notices, and relating to the Covered Product, will develop or be discovered. ERC, on behalf of itself only, and Outlier Health, 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 Outlier Health 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

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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 Outlier Health, 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 PFOA in the Covered Product 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 Outlier Health's products other than the Covered Product.

7. Nothing herein shall be construed as diminishing Outlier Health's continuing obligations to comply with Proposition 65.

8. It is Outlier Health's understanding that the commitments it has agreed to herein, and actions to be taken by Outlier Health under this Settlement Agreement confer a significant benefit to the general public, as set forth in Code of Civil Procedure § 1021.5 and Cal. Admin. Code tit. 11, § 3201. As such, it is the intent of Outlier Health that to the extent any other private party serves a notice and/or initiates an action alleging a violation of Proposition 65 with respect to Outlier Health's alleged failure to provide a warning concerning actual or alleged exposure to lead and/or PFOA prior to use of the Covered Product it has manufactured, distributed, sold, or offered for sale in California, or will manufacture, distribute, sell, or offer for sale in California, such private party action would not confer a significant benefit on the general public as to that Covered Product addressed in this Settlement Agreement, provided that Outlier Health is in material compliance with this Settlement Agreement.

9. 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

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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

FOR OUTLIER HEALTH, INC., individually and dba COMPLEMENT:

Aaron Matthew Tullman, Chief Executive Officer
Outlier Health, Inc.
PO Box 2518
Edwards, CO 81632
Email: mt@outlierhealth.co

10. 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. ERC's Report of Settlement shall identify this Agreement as a full and final resolution of both Notices. 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.

11. This Agreement contains the entire agreement between the Parties with regard to settlement of the Notices, and supersedes all prior or contemporaneous agreements or understandings, written or oral, with regard to the Notices as set forth in this Agreement. Notwithstanding the foregoing, the Confidentiality Agreement between the Parties dated July 17, 2026 shall survive and remain in full force and effect according to its terms. 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.

12. 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.

13. 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.

14. 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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15. 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.

16. 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.

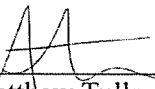
17. Any legal action to enforce this Agreement shall be brought in the county of Alameda of the State of California. The prevailing Party shall be entitled to recover its reasonable attorneys' fees and costs that are necessary and required to enforce the Agreement pursuant to California Code of Civil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

18. 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.

19. 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.

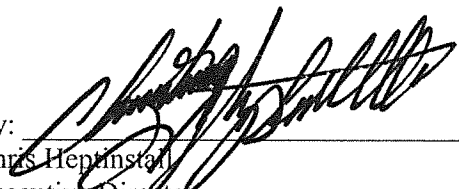
DATED: Aug 2, 2026

OUTLIER HEALTH, INC., individually and dba
COMPLEMENT

By: 
A. Matthew Tullman
CEO

DATED: 8/10/2026

ENVIRONMENTAL RESEARCH CENTER, INC.

By: 
Chris Hepinstall
Executive Director

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