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FIRST ADDENDUM TO PAGA SETTLEMENT AGREEMENT

This First Addendum to PAGA Settlement Agreement ("Addendum") is entered into by Plaintiffs Francisco Marquez, Samuel Holden, Anton Aghabi, Michael Kendrick, and Jeremy Reed (collectively, "Plaintiffs") and Defendant RC Maintenance Holdings, Inc. ("RC Maintenance" or "Defendant") (collectively, the "Parties"). This Addendum expressly incorporates by reference the fully executed PAGA Settlement Agreement, fully executed on November 20, 2025 ("Settlement Agreement") in the action pending in the Superior Court of California, County of Riverside, captioned *Marquez, et al. v. RC Maintenance Holdings, Inc., et al.*, Case No. CVRI2502224 ("Action"). Capitalized terms not defined herein retain their meanings under the Settlement Agreement.

RECITALS

WHEREAS, the Settlement Agreement provides for a Gross Settlement Amount of $200,000, payable in two installments of $100,000 each under Paragraph 4.2;

WHEREAS, the Court approved the PAGA settlement and entered judgment on July 22, 2026, and Defendant failed to timely fund the first PAGA installment as required, necessitating enforcement efforts by Plaintiffs;

WHEREAS, the Final Accounting Hearing is presently scheduled for August 27, 2027, and the Parties desire to allow Defendant to cure its breach and satisfy its obligations under the Settlement Agreement and Judgment under a revised funding schedule and safeguards to ensure full performance;

NOW, THEREFORE, in consideration of the foregoing and the mutual promises herein, the Parties agree as follows:

AGREEMENT

1. Incorporation; Limited Modification. The Settlement Agreement, including its definitions, approved allocations, settlement administration procedures, releases, and continuing-jurisdiction provisions, is incorporated herein as though fully set forth. This Addendum modifies only those provisions expressly identified herein.

2. First PAGA Installment and Enforcement Costs. Defendant shall cause the first PAGA installment of $100,000 and the additional costs caused by Defendant's breach in the amount of $4,595.24 to be wired to APEX Class Action Administration (the "Administrator") and fully funded by 5:00 p.m., Pacific Time ("PT"), no later than the later of (a) November 13, 2026, or (b) three (3) business days after this Addendum has been fully executed by all Parties. The effective date of this Addendum is November 9, 2026 (the "Effective Date").

3. Second PAGA Installment. Defendant shall wire and fully fund the second PAGA Installment of $100,000 to the Administrator by 5:00 p.m. PT no later than May 29, 2027.

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4. Incidental Attorneys' Fees. Defendant shall wire incidental attorneys' fees in the amount of $15,404.76 caused by Defendant's breach to Beligan Law Group, LLP on or before August 27, 2027.

5. No Effect on Judgment Entered by the Court on July 22, 2026 or Waiver of Plaintiffs' Motion to Enforce. This Addendum does not affect, alter or modify the Judgment entered by the Court on July 22, 2026, nor can this Addendum be used as evidence or an argument that Plaintiffs waived their Motion to Enforce the Judgment or evidence that RC Maintenance Services, LLC is or is not Defendant's successor. This Addendum is made and entered into for the sole purpose to allow Defendant to cure its breach and satisfy its payment obligations under the Settlement Agreement and the Judgment. Without limiting the foregoing, performance under this Addendum shall not constitute, or be offered or admitted as evidence of, an admission regarding a successor, alter ego, or joint employer of Defendant; and (b) nothing in this Addendum shall constitute, or be offered or admitted as evidence of, an admission regarding a successor, alter ego, or joint employer of Defendant, or that such is liable for the Judgment or any obligation of Defendant.

6. Subsequent Breaches and Attorneys' Fees and Costs. If any Scheduled Payment (as defined in paragraphs 2-4) is not made when due, and such failure is not cured within five (5) business days after Plaintiffs' counsel delivers written notice of the failure by email to counsel of record for Defendant (a "Payment Default"), the Parties agree that the hearing on the Motion to Enforce may be heard on an *ex parte* basis. If either party breaches this Addendum, the non-breaching party shall also be entitled, in addition to all other available remedies, to recover reasonable attorneys' fees and costs incurred as a result of the breach of this Addendum, the Settlement Agreement and the Judgment, including fees and costs relating to motions to enforce this Addendum, the Settlement Agreement, and the Judgment.

7. LWDA and CSLB Notifications; Debtor's Exam; Conditional Accommodation. Within three (3) business days after full execution of this Addendum and funding of the first PAGA installment and Enforcement Costs, Plaintiffs shall upload the executed Addendum and proof of funding of the first PAGA installment to the Labor and Workforce Development Agency ("LWDA") website, as applicable, and notify the Contractors State License Board ("CSLB") of Defendant's partial satisfaction of the Judgment and the revised deadline by which Defendant must pay the second PAGA installment to fully satisfy the Judgment, which notice shall state that the Parties have agreed to a payment schedule for the remaining balance and that Defendant is not in default of the Judgment so long as it complies with that schedule. Within three (3) business days after full execution of this Addendum and funding of the first PAGA installment and Enforcement Costs, Plaintiffs will also conditionally withdraw without prejudice Plaintiffs' outstanding unsatisfied-judgment complaint, take the debtor's examination and the pending Motion to Enforce off calendar, and release any bank levy then pending against Defendant. These actions reflect a conditional accommodation only; they do not constitute acknowledgment of satisfaction of the judgment, waiver of any unpaid amount, or release of any enforcement right. If a Payment Default occurs with respect to the second PAGA installment due under paragraph 3 or the attorneys' fees due under paragraph 4, Plaintiffs will promptly notify the LWDA and CSLB and seek renewed or additional lawful enforcement or regulatory relief, including a debtor's exam. Unless and until a

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Payment Default occurs, Plaintiffs shall not file, pursue, or reinstate any motion, levy, debtor's examination, discovery, regulatory complaint, or other enforcement or collection action against Defendant or any related party relating to the Action, the Settlement Agreement, or the Judgment, other than an action to enforce this Addendum.

8. Final Accounting and Cooperation. The Parties shall cooperate in settlement administration and appear at the August 27, 2027 Final Accounting Hearing and to cooperate, in good faith, to satisfy the terms of this Addendum, the Settlement Agreement and the Judgment.

9. No Waiver; Reservation of Rights. Plaintiffs' agreement to postpone enforcement and any temporary suspension or withdrawal of enforcement or regulatory efforts or the debtor's exam, shall not be deemed as a waiver of Defendant's prior failure to timely pay the existing judgment. Subject to this Addendum, Plaintiffs reserve all rights and remedies provided by the Settlement Agreement, the Judgment, and applicable law and regulations.

10. No Renewed Settlement Approval; Limited Payment Accommodation. The Parties acknowledge that the Court has already approved the $200,000 PAGA settlement and entered judgment on July 22, 2026. Except as set forth in this Addendum, this Addendum modifies only the timing of the funding of the first and second PAGA installments and additional costs and attorneys' fees and provides additional safeguards for performance and enforcement. The Parties intend to complete funding and administration in advance of the Final Accounting Hearing scheduled for August 27, 2027, so that the Court may conduct final accounting. On that basis, the Parties do not intend to request renewed approval of the previously approved settlement or submit this Addendum for separate approval.

11. Counterparts; Authority. This Addendum may be executed in counterparts and by electronic signatures. Each signatory represents that the signatory has authority to bind the identified Party. Except as modified herein, the Settlement Agreement remains binding on Plaintiffs and Defendant and their respective successors under its terms.

12. Satisfaction of Judgment. Within ten (10) days after Full Funding, Plaintiffs shall (a) file and serve an Acknowledgment of Satisfaction of Judgment in the Action pursuant to California Code of Civil Procedure Section 724.030; (b) notify the LWDA and the CSLB in writing that the Judgment has been satisfied in full; and (c) withdraw with prejudice any enforcement or regulatory complaint, levy, lien, or debtor's examination relating to the Judgment.

IN WITNESS WHEREOF, Plaintiffs, Defendant, and RCMS (to the extent set forth in paragraphs 2-4 and 6) execute this Addendum as of the dates indicated below. However, as set forth above, the Effective Date is November 9, 2026.

PLAINTIFFS

Dated: Nov 10, 2026 Francisco Marquez (Nov 10, 2026 13:38:17 PST)

Francisco Marquez

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Dated: Nov 10, 2026 Samuel Holden (Nov 10, 2026 11:14:24 PST)

Samuel Holden

Dated: _____ _____

Anton Aghabi

Dated: Nov 10, 2026 Michael Kendrick (Nov 10, 2026 14:32:45 PST)

Michael Kendrick

Dated: Nov 10, 2026 Jeremy Reed (Nov 10, 2026 11:37:15 PST)

Jeremy Reed

DEFENDANT RC MAINTENANCE HOLDINGS, INC.

Dated: November 9, 2026 By: Signed by: Dave Taylor C0F90458BDDB467... _____

Name: Dave Taylor Title: CEO

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Dated: _____ _____

Samuel Holden

Dated: Nov 10, 2026 Anton Aghabi (Nov 10, 2026 11:45:21 PST)

Anton Aghabi

Dated: _____ _____

Michael Kendrick

Dated: _____ _____

Jeremy Reed

DEFENDANT RC MAINTENANCE HOLDINGS, INC.

Dated: November 9, 2026 By: Signed by: Dave Taylor C0F90458BDDB467... _____

Name: Dave Taylor Title: CEO