

Information submitted via Top Hat Plan Statement Online Filing System to U. S.
Department of Labor under 29 CFR 2520.104-23

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Confirmation Number: 13349

Amended Confirmation Number:

Employer Information

Name: Southern Earth Sciences, Inc.
Address: 6352 Piccadilly Square Drive
City: Mobile
State: AL
Zip Code: 36609

Plan Administrator Information

Name: Compensation Committee of the Board of Directors of Southern Earth Sciences, Inc.
Address: 6352 Piccadilly Square Drive
City: Mobile
State: AL
Zip Code: 36609
Phone: 2514454269
Email: lcopeland@soearth.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	Southern Earth Sciences, Inc. Alternative Equity Incentive Plan	Number of Employees: 13
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Additional Information:

The employer, Southern Earth Sciences, Inc., maintains a deferred compensation plan, the Southern Earth Sciences, Inc. Alternative Equity Incentive Plan, benefiting only a select group of key management employees. The plan provides deferred compensation through the issuance of stock appreciation rights. As of March 19, 2024, there were 13 participants in the plan. A participant or participants is defined as a select group of management or highly compensated employees of the Corporation; provided further that the following individuals shall be excluded specifically from participation in the Plan: (a) contract labor; (b) employees whose base wage or base salary is not processed for payment by the payroll department of the Corporation; and (c) any individual performing services under an independent contractor or consultant agreement, a purchase order, a supplier agreement or any other agreement that the Corporation enters into for service. Designation of a Participant in any year shall not require the Committee to designate that person to receive an Award in any other year or to receive the same amount of Award as granted to the Participant in any other year or as granted to any other Participant in any year. The Committee shall consider all factors that it deems relevant in selecting Participants and in determining the amount of their respective Awards.



U. S. Department of Labor
Employee Benefits Security Administration
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 13349. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.