

Great news! Your quarterly employer contribution is doubling.



Comfort Systems USA is investing even more in your future

Effective **September 30, 2026**, Comfort Systems USA is increasing the additional discretionary quarterly employer contribution from **\$125 to \$250** for eligible 401(k) Plan participants.

Doubling the quarterly employer contribution is another way Comfort Systems USA is investing in your financial future.

If you're participating in the 401(k) Plan, this increased employer contribution can help you grow your retirement savings. If you're not participating yet, now is a great time to enroll and start saving for your future.

Questions?

Visit empower.com/comfortsystems or call **833-961-5273** for account assistance and Plan support.

To be eligible, you must:

- Be an active participant in the **Comfort Systems USA 401(k) Plan** on **September 30, 2026** (the last business day of the quarter).
- Have an active traditional pretax or Roth 401(k) contribution election on file. Catch-up contributions also count toward an active deferral.
- If you reach the IRS contribution limit before quarter-end but still have a deferral election on file, you'll continue to be considered actively contributing.

Timing

Eligibility for the increased employer contribution will be determined on **September 30, 2026**. Employer contributions are discretionary, follow the Plan's **5-year vesting schedule**, and will be **posted shortly after the quarter closes**.

Don't miss out

Make sure you have an active 401(k) contribution election in place so you don't miss the opportunity to receive the increased quarterly employer contribution.

Investing involves risk, including possible loss of principal.

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