

THE COMANCO WAY



EMPOWERING EXCELLENCE: COMANCO SUPERINTENDENTS' LEADER CIRCLE RETREAT ELEVATES LEADERSHIP

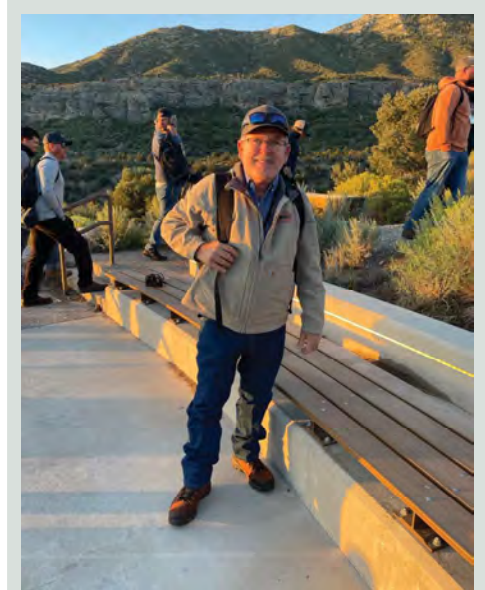
Several outstanding COMANCO Superintendents were selected to attend the Leader Circle Retreat in Mount Charleston, Nevada. Participating in this program provided a one-of-a-kind, transformative chance to create a supportive atmosphere for education, self-exploration, and building meaningful connections.

By participating in The Leader Circle Retreat, COMANCO's Superintendents could step away from their day-to-day responsibilities and focus on personal and professional development. The valuable results included team cohesion, self-reflection, personal growth, strategic planning, and an added sense of rejuvenation, all contributing to insights into long-term strategies. This initiative reflects COMANCO's commitment to developing our leaders, fostering team unity, and setting the course for the organization's future. COMANCO proudly invests in personal and professional development in our most valuable asset, our workforce, and that permeates every aspect of the company, contributing to growth, innovation, and overall success.

Our commitment to next-generation leadership and employee growth benefits the individuals involved and creates a dynamic and resilient organizational culture. The more we recognize and invest in the profound impact of professional development, the better COMANCO's team will thrive in the geosynthetics industry, building a sustainable foundation for future success.

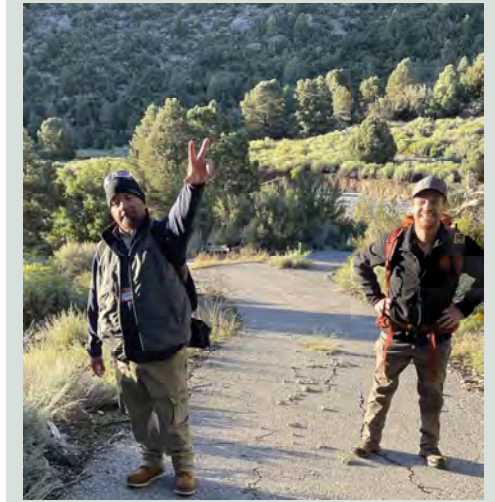
"Really enjoyed the sunrises and sunsets, as well as the opportunity to network with like-minded industry professionals."

- Superintendent Carlos Garcia



"Thankful for the opportunity to exchange talks about life & learning with my colleagues while strengthening my core values and learning how treat others on a professional level, with a human touch."

- Superintendent Gerardo Ruiz



"Great experience that focused on core leadership values, transcending not just into my professional life but into my family life as well."

- General Superintendent Bill Newman



The COMANCO Way

As I look back on the year 2023, I find myself humbled once again by the remarkable successes and the abundant opportunities that have come our way. I am deeply grateful for the unwavering support of our dedicated team at COMANCO. These accomplishments and the remarkable individuals who constitute our workforce are a true testament to the commitment and focus that define our company. I am also grateful for the unwavering commitment of our team members to ensure each other's safety and our amazing customers who appreciate our work.



Our good fortune extends to the presence of seasoned and skilled veteran employees who diligently mentor and train our new workforce, preparing them to face the challenges that lie ahead. In 2023, we achieved significant milestones, all while prioritizing safety above all else.

Safety is a paramount concern for me, and I am committed to continually improving our safety performance. I firmly believe the key to safety is the collective dedication of our entire organization. Safety comes from the heart, and not from manuals.

As we look ahead to 2024 and a changing and evolving world economy, I am confident in our ability to remain flexible and adapt to market conditions. Our customers' demands for faster and more complex projects will be met by our exceptional crews, and it all comes back to the dedication and hard work of our exceptional team members.

I wish to extend my heartfelt thanks to each and every one of our employees and their families who have played an instrumental role in shaping COMANCO into the company it is today. Your continued efforts are deeply appreciated and recognized.

Thank you and have a Merry Christmas and prosperous 2024!

Mark A. Topp
President

COMANCO RETURNS TO PHOSPHATE CONTAINMENT FACILITY IN MISSISSIPPI



COMANCO is revisiting a Phosphate containment facility in Mississippi to finalize the installation of a liner. Leveraging the robust and eco-friendly characteristics of our geosynthetic systems, clients in the phosphate industry frequently choose our solutions for various projects, particularly for containment purposes.

COMANCO is installing a liner in a water-runoff storage pond at the site mentioned. The materials selected for this pond will establish an impenetrable barrier, effectively preventing unwanted water and materials infiltration into the surrounding environment.

For this specific project, COMANCO will deploy 2,000,000 SF of AGRU's 40mil HDPE Single-sided and Double-sided liner, showcasing our commitment to delivering high-quality, durable solutions.

The crew will install an additional 500,000 SF of Engineered ClosureTurf and 500,000 SF of Engineered Synthetic Turf as an alternative closure method. This type of system eliminates the need for abundant soil cover and sod once a liner system is installed. Once installed, minimal maintenance is required compared to traditional closures – most notably, eliminating the need to mow up to hundreds of acres of grass!

COMANCO'S GREEN INITIATIVE: TRANSFORMING SOUTH FLORIDA WITH BROWNFIELD REMEDIATION AND INNOVATIVE METHANE GAS MANAGEMENT

COMANCO plays a key role in fostering sustainable land redevelopment in South Florida through its essential Brownfield Remediation initiatives. A recent highlight involves the construction of a passive Methane Gas Management System (MGMS) for a building in Dania Beach, FL. This structure spans approximately 172,000 SF, equivalent to about 4 acres, and is near the Fort Lauderdale Hollywood Airport.

Under the leadership of Foreman Miguel Medrano and his dedicated crew, COMANCO has completed the liner deployment and the header/outlet pipes installation. The team is in the anticipation phase, awaiting their return to the site to finalize the riser installation. This ongoing project exemplifies our commitment to environmental stewardship and responsible land use practices.

Methane Gas Management Systems require various high-quality materials we procure from

our trusted vendors. To complete the liner portion of this project, COMANCO installed 220,320 SF of 60mil HPDE smooth liner provided by SKAPS. For the pipe system, Harrington provided 940 LF of 6" SCH 80 PVC pipe for the header pipe and risers and close to 400 LF of 4" SCH 80 PVC pipe for the outlet pipes. Additionally, CETCO provided 7,260 LF of Geovent.



COMANCO REVITALIZES LAND O'LAKES REJECT WATER POND ENVIRONMENTAL PROTECTION AND REGULATORY COMPLIANCE

Reject water ponds help protect the environment, ensure regulatory compliance, and enable the recovery of valuable resources. Proper design and management are crucial for water treatment processes' success and sustainability. So, when the Reject Water Pond at the Land O'Lakes WWTP had reached its life expectancy, Pasco County called COMANCO to restore the approximately 4-acre basin.

All welds were tested and approved with the newly installed liner, and the anchor trenches were properly backfilled. The pond was then returned to Pasco County and reinserted into the water treatment operation to continue collecting and managing the concentrated waste streams to protect the environment.

Upon procuring 173,600 SF of 60mil textured HDPE Geomembrane liner from Solmax and receiving approval from Pasco County for the fabrication certificates, Superintendent Larry Graham and his crew began the mobilization. The reject water pond was immediately isolated from the plant system with valves locked and tagged out, and the removal and demolition started. With the help of Superintendent Gerardo Ruiz and Foreman Juan Morales, the existing vegetation and debris & sediments accumulated at the bottom of the pond were removed. The old liner was demolished and disposed of, and the new liner was installed.



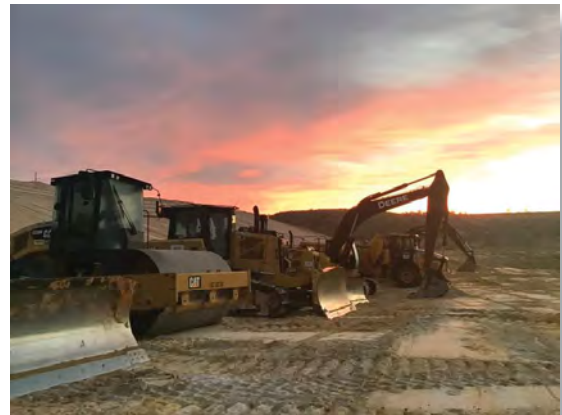
COMANCO'S EARTHWORK PRELUDE: SETTING THE STAGE FOR LANDFILL CONSTRUCTION IN CENTRAL FLORIDA

In the morning light, Superintendent Tommy Terry led COMANCO's crew through a safety meeting, setting the stage for the initiation of earthwork in Central Florida. Often an unsung hero in construction, earthwork is the silent choreography that unfolds behind the scenes, laying the groundwork for the grand performance that follows.

As the excavation, grading, and compaction phase draws to a close, General Superintendent Bill Newman and his skilled lining crew are poised to commence the construction of Cell 8 at this Central Florida Landfill. The upcoming project boasts an impressive lineup of materials:

- 871,252 SF of 60mil Textured HDPE Liner
- 628,024 SF of DS GeoComposite
- 24,301 SF of GCL

Stay tuned as the geosynthetic installation progresses, marking the next steps in COMANCO's commitment to excellence in landfill construction.





When will I receive my 2023 W-2?

W-2 Forms will be mailed (postmarked) by January 31, 2024, as required by Federal Law.



When can I make changes to my tax withholdings? Do I need to complete a new Form W-4?

You can make changes to your tax withholdings at any time. To do so, you must complete a new Form W-4 and submit it to the HR Department. You can download the form on the COMANCO website under the Employee Resources section: <https://comanco.com/employee-resources/>

How do I update my personal information (phone number, e-mail address, mailing address, etc.)?

Employees should log into their Self-Service Portal hr.viewpoint.com to make changes to personal information.



I am a current employee and I have not been contributing to the Retirement plan. How can I start contributing?

Current employees who have previously declined 401(k) contributions can decide to contribute to their 401(k) anytime by calling VOYA Customer Service at +1 (800) 584-6001 or by logging onto their account www.voyaretirementplans.com.

How can I check my vacation balance?

Employee's Available Vacation Balance appears on their Paycheck Stub in the Self-Service Portal hr.viewpoint.com. When viewing the pdf version, the balance is in the top right-hand corner labeled Benefits (Hours).



Why do I need to complete my Annual Wellness Physical prior to the end of year?

First and foremost, you are taking care of your health and well-being. Lastly, you are taking care of your pocket by saving money on your medical insurance premiums in 2024.

Where can I go to complete my Annual Wellness Physical?

You should go to an in-network provider for your physical to be covered under our insurance plan. To locate an in-network provider, call the number on the back of your UHC insurance card or call BenefitsVIP (866) 293-9736. You can also use the UnitedHealthcare App on your Smartphone to locate a nearby provider.

EMPLOYEE ANNIVERSARIES

Thank you for being an essential part of our success!



Todd Kirkman
31 Years



Mario Domingo Salez
20 Years



Esau Perez
18 Years



Earl Lynch
18 Years



Misael Barrera Tovar
16 Years

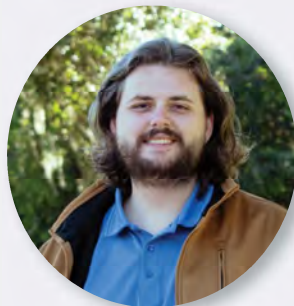
PROMOTIONS EMPLOYEES ON THE RISE



David Ramirez
Assistant Project Manager



Elizabeth Surface
Project Manager



Jake Tansill
Junior Staff Accountant



Javier Avianeda-Cruz
QA/QC Technician



Christopher Clarke
Liner Technician



Alonso Gudino
Liner Technician

COMANCO UPCOMING PROJECTS

ANGEL LAGOON VENTURES

Liner Installation
Florida

COTINA BAY

Liner Installation
Florida

DEP-SRWMD

Landfill Expansion
Florida

MID-FLORIDA LANDFILL CELL 8

Liner Installation
Florida

BENTLEY RANCH

Liner Inspection & Repairs
Nevada

MOSAIC GREEN BAY SURGE POND PHASE II

Gypsum Stack Expansion
Florida

MOSAIC RIVERVIEW COOLING POND

Fabriform Installation
Florida

MOSAIC PLANT CITY STACK SYSTEM SEQ I

Slopes Closure
Florida

AES PUERTO RICO

Liner CCR Phase 1B/2B
Puerto Rico

NGM CARLIN RODEO BH4

Liner Installation
Nevada

OUC STANTON ENERGY

Landfill Cell 1 Closure
Florida

MIDPOINT LOGISTICS

Pond Liner
Florida

DMB CONTINO CL

Liner Installation
California

EPA SE WOOD PRESERVING

Landfill Cap
Mississippi

BARRICK GOLD GETCHELL TSF

Liner Repair
Nevada

**WARMEST WISHES FOR A HAPPY HOLIDAY SEASON
& A WONDERFUL NEW YEAR**



(813) 988 - 8829
4301 Sterling Commerce Drive
Plant City, FL 33566