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On November 26, 2025, The Stephan Co. filed a voluntary petition for relief under chapter 11 of the U.S. Bankruptcy Code in the United States Bankruptcy Court for the Middle District of Florida. The chapter 11 filing was made in connection with The Stephan Co.'s talc-related litigation matters and is intended to facilitate an orderly process to address such claims. The Stephan Co. continues to operate its business in the ordinary course during the pendency of the chapter 11 proceedings. The subsidiaries of The Stephan Co. are not defendants in talc-related litigation, have not filed for bankruptcy protection, and are not subject to the chapter 11 proceedings.

In connection with its chapter 11 case, on March 16, 2023, The Stephan Company filed its proposed plan of reorganization. The proposed plan, following notice to all affected parties and a voting process, is subject to a confirmation hearing before the bankruptcy court, at which hearing the court will decide whether or not to confirm the plan. The hearing date has not yet been set by the court. There is no guarantee that the plan will be confirmed at all or as currently proposed. Once the court has approved the disclosure statement accompanying the plan and has authorized solicitation of votes by classes eligible to vote, all creditors and stockholders will be instructed how to access a copy of the plan and approved disclosure statement. Those documents, following such approval, should be consulted regarding the particular provisions of the plan and are the only documents that should be relied upon with respect to the plan process. Stockholders as a class are, under the proposed plan, not eligible to vote because deemed unimpaired or, even if impaired, subject to having the plan confirmed despite a negative vote of the class.

As currently proposed, among other provisions, the plan provides for channeling all current and future talc personal injury claims to a trust, which trust would be the sole source of recovery for such claims, with an accompanying release of The Stephan Co. and affiliates from all such claims. The trust would be funded, at a minimum, by the proceeds of a buyback of certain insurance policies, assignments of rights with respect to additional insurance policies, and a \$1 million note payable over 5 years guaranteed by The Stephan Co., which guaranty would be secured by a pledge of newly issued stock (held in treasury or similar status) equal to 50.1% of all outstanding stock. Upon payment of the note, at or prior to the end of its term, the pledge would be released, and the newly issued stock would be retired or, at the discretion of the board of directors, distributed pro rata to existing stockholders. Existing stockholders also retain their existing shares under the terms of the plan. ***Again, there is no guarantee that the plan will be confirmed or confirmed in the form summarized above.***