



March 16th, 2020

Subject : Hydro Technologies - Covid-19 Pandemic Policy

Dear Customer,

Hydro Technologies (Canada) Inc. recognizes the seriousness of the Covid-19 pandemic threat, not just for our employees, our families, our friends, but also for our customers. HTCI wishes to reassure our customers that we have implemented a Pandemic Policy for plant operations. We believe this policy will enable us to continue to supply our products to our customers through this event.

Currently, we are not affected and will continue to operate normally. If necessary, many of our office staff are cross-trained and can fill in for plant operators. We have increased our on-hand inventory of raw materials and finished product.

Additionally, we have implemented special training for our operators to ensure they maintain proper hygiene at work and at home to help minimize spread of the contagion. We are following the guidelines set forth by the Quebec Ministry of Social Services and Health to reduce employee-employee interactions on the job and during employee breaks.

We encourage our employees to avoid large crowds in public places when not at work. HTCI will offer employees time off to be vaccinated, when a vaccine is available.

Another consideration is the ability of our transport companies to continue to ship material as well as any issue that may arise in moving material across the border from Canada to the US. We are in contact with our shippers routinely to monitor this situation.

We understand that it is impossible to completely insulate our operations from a pandemic. But we are taking appropriate steps to minimize the impact as much as



possible. Should Covid-19 spread and overwhelm our ability to maintain supply, HTCI will notify its customers in a timely fashion.

A copy of our Pandemic Policy for operations is available to you on request. While this situation is unpredictable, the best defense, after taking proper precautions, is open communication. Together we will work through this difficult time.

Sincerely,

Michel Crête, eng.

President

Hydro Technologies (Canada) Inc.