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Mark Vasco
Vice President & General Counsel

MEMORANDUM

TO: All Cormetech Employees and Independent Contractors

FROM: Mark Vasco

RE: Environmental Stewardship and Ethics Policy

DATE: February 1, 2022

Cormetech is an environmental services company. Our products and services have one central mission: ensuring that our customers meet the air-emission standards set by their environmental permits and the laws and regulations governing those permits. In that respect, environmental compliance is, quite literally, in Cormetech's DNA. Our Core Values and Beliefs confirm this.

Cormetech is committed to environmental stewardship with emphasis on pollution prevention and compliance with legal and business environmental requirements as we continually improve our processes, products, and services.

Because environmental compliance is a core value of Cormetech, we operate our business in a manner that is protective of the environment. Environmental protection – which includes compliance with our environmental permits and all environmental laws and regulations – is the responsibility of every Cormetech employee. We will perform periodic audits to evaluate our compliance with our permits, applicable environmental laws, and this policy. We will evaluate environmental impacts when considering new and existing products, manufacturing processes, production changes, material purchases, and business acquisitions. We will continually explore ways to control, reduce, or eliminate the generation of wastes and pollutants in the business operations. And we will ensure that appropriate managers, supervisors, and other employees are trained in the applicable environmental permits, laws, and regulations affecting their job responsibilities.

All employees are required to report any violation or suspected violation of environmental laws, regulations, or Cormetech's environmental permits. Employees can report environmental concerns to management either through the company's Whistleblower Policy or anonymously through our toll-free Values Line (**1-844-995-4879**) without any fear of retaliation, regardless of outcome. Employees, supervisors, or operational managers who knowingly or negligently engage in or condone environmental, health, or safety violations are subject to disciplinary action, up to and including termination.

CORMETECH, Inc. |