



December 1, 2021

To all our Valued Customers and Business Partners

Re: **Reorganization Announcement - Piedmont Pacific Inc.**

Madam, Sir:

We are pleased to announce that, effective January 1, 2022 ("**Effective Date**"), Piedmont Pacific Inc. ("**Piedmont Pacific**"), provider of specialized Piedmont® products for wet and corrosive environments, will continue to conduct all of its current operations via the legal entity of its ultimate parent corporation, H₂O Innovation Inc. ("**H₂O Innovation**") and to do business under the name ***Piedmont Pacific, an H₂O Innovation business*** ("**Piedmont**") as illustrated in Schedule A.

Therefore, as a result of this reorganization, from the Effective Date, any agreements, purchase orders, contracts, writings, invoices or other written instruments with respect to Piedmont® products shall be executed with, or by, H₂O Innovation.

Please be assured that the main purpose of this reorganization is to simplify H₂O Innovation's management processes and shall not affect, in any way whatsoever, the quality of the products and services that Piedmont's valued customers and business partners have grown accustomed to.

Also, please note that the banking information (for both USD and EUR transactions) detailed in Schedule B shall be used for the payment of invoices issued by H₂O Innovation on or after the Effective Date. Specific payment instructions will also be provided with the first invoice issued following the Effective Date.

In addition, we wish to inform you that, since H₂O Innovation is and has always been the primary entity on Piedmont's letter of bank guarantee facility with its financial institution, **there will be no change in this regard and all letters of guarantee already issued and currently in effect will remain valid and unchanged.**

We are committed to working closely with all of our clients, partners and employees to ensure a smooth and seamless transition.

Should you have any questions regarding any portion of the above information, please contact Mr. Ties Venema by phone at +34 672 211 960 or, by email, at ties.venema@piedmontpacific.com.

Yours sincerely,

Ties Venema
Managing Director
Piedmont



Guillaume Clairet
Chief Operating Officer
H₂O Innovation Inc.



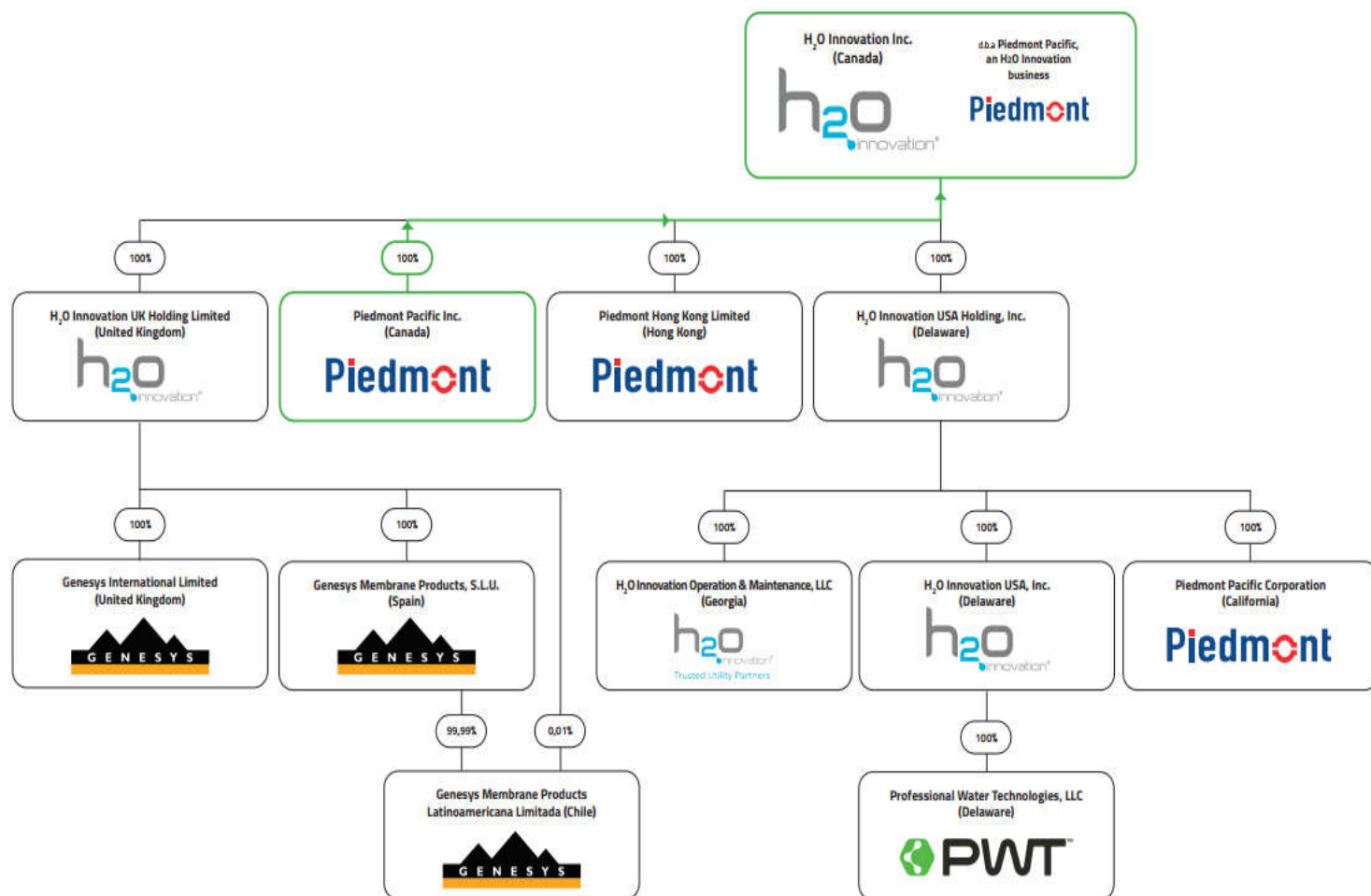
Encl. Schedule A - H₂O Innovation Corporate Organizational Chart
 Schedule B - New HSBC Bank Canada Coordinates (2)

SCHEDULE A – CORPORATE ORGANIZATIONAL CHART

Corporate Organizational Chart - January 2022

(Piedmont reorganization)

H₂O INNOVATION INC.



H₂O Innovation Inc.

d.b.a. **Piedmont Pacific**, an H₂O Innovation business

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