

3rd Quarter 2022 Corporate Performance Bonus

To: All Employees,

Safety will always be our #1 priority, let's remind ourselves that safety takes a backseat to nothing we do. There have been many changes in Building C, be extremely aware of your surroundings. Furthermore, the Holiday season can add stress and distraction to our day; thus, take safety with you IN and OUT of the workplace.

Q3 was another quarter of positive changes and improvements. The roof in Building C is near completion, changes to the dryers, talc addition in Encap, and reaction formulas are some projects for Oilfield. The coming months will be exciting to witness the gains expected from these improvements.

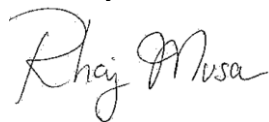
Specialty continues to reap the benefit of the Monobloc, reduce their backorders, and explore cost reduction measures for Shipping. The successes of these projects for both divisions are positively impacted by our willingness to collaborate across departments with a common goal in mind.

EH&S renewed its focus on waste disposal last quarter in both Mesquite and Greenville, cleaning up many areas of our facilities. A significant way to offset costs is to reduce waste. Continue to provide feedback and ideas on ways to reduce waste. We do not want waste disposal to be our biggest customer.

Sales and invoicing for September showed a dip; however, July and August were strong months. Therefore, I am pleased to communicate that a bonus award for Q3 will be paid on this Friday's paycheck. This reflects the performance and contribution you've made to the Fritz team. Thank you for your work and dedication. Let's approach Q4 with Safety in mind and be as efficient as we can.

Regarding the Q3 bonus, it will be paid to eligible current employees who have not received multiple disciplinary actions during the previous quarter, whether verbal or written, and who were in active employment with the company from October 1, 2021, through September 30, 2022. The bonus, if you are eligible, will be included in the October 21st payroll run and identified in the details section of the pay stub as "CRP PERF BONUS".

Sincerely,



Rhaj Musa
Production Manager – Oilfield