

Subject: CEO Update

Date: August 4, 2021

Today, I am pleased to announce that Jeff Davis will join VanDeMark as President and Chief Executive Officer.

Jeff will bring decades of business leadership and specialty chemical experience to VanDeMark. Most recently, Jeff served as the CEO of Cyanco, a producer of sodium cyanide reagents for gold and silver mining, where he and the team transformed the company from a respected regional player into the global market share leader. Prior to Cyanco, Jeff was the SVP of the global Superabsorbent Polymer business for Evonik Industries, one of the world's largest specialty chemical companies. Jeff has also previously served as the President and COO of AGY, a leader in the performance composites market, and as President of the Sealants and Adhesives business for Momentive Performance Materials, where he and his team delivered record revenues and EBITDA via share growth and innovation. Jeff's early career experience was with General Electric in operational and general management roles across multiple GE businesses. Throughout his career, Jeff has delivered record earnings and revenue growth, and is known as an engaged and passionate leader.

Roger Marrero, Senior Partner with Com vest and from the VanDeMark Board of Directors, said: "We are excited for Jeff to lead VanDeMark and continue to drive growth and expansion. Jeff brings a great mix of experience, passion, and leadership, and will be a great fit for the company."

We are confident that Jeff will be a tremendous CEO for the VanDeMark organization.

Please join me in welcoming Jeff to VanDeMark.

Regards,



Mike Kucharski