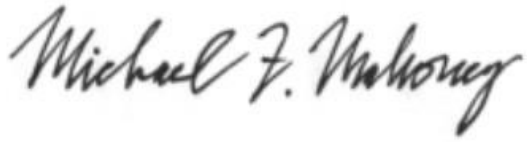


Prospec Chemicals Group Averaging Arrangement

1. The employees listed on Part A attached ("**Employees**") are subject to an averaging arrangement as laid out by Employer Charles Tennant & Company (Canada) Limited DBA Prospec Chemicals ("**Employer**"), which commences on 31st January 2024 (the "**Commencement Date**").
2. New employees who are bound by this arrangement will be added to an amended list of employees in Part A and receive a written copy of the arrangement as soon as possible after beginning employment.
3. The number of weeks over which the Employees' hours of work will be averaged is 8 weeks.
4. The work week is Wednesday to Tuesday.
5. The Employees' work schedule, as required by the Employment Standards Code and Regulations, is attached to this arrangement as "Appendix A."
6. The Employer shall provide, and the Employees shall take, overtime pay for overtime hours. Overtime hours are the greater of:
 - a. Daily overtime hours as specified in clause 7, or
 - b. Averaging period overtime, calculated as hours worked in excess of an average of 42 hours per week.
7. Daily overtime hours are hours over 12 hours per day.
8. The Employer may make temporary changes to an Employee's work schedule as long as 24 hours' written notice of the change is provided to the Employee. Notice is not required where an accident has occurred, urgent work is necessary, or other unforeseen or unpreventable circumstances have occurred.
9. The Employer must provide a copy of this arrangement to each Employee before the Commencement Date. Where new employees are subject to this arrangement, the employer must provide a copy as soon as possible after the employee is bound by this arrangement. The Employer shall also post a copy of this arrangement on the Employer's website, if the Employer has one, and in one or more conspicuous place(s) in the workplace.

10. The employer may cancel or replace the arrangement at any time by providing 2 weeks' written notice. Notice is not required where an accident has occurred, urgent work is necessary, or other unforeseen or unpreventable circumstances have occurred.

Dated this 03rd day of January, 2024.

A handwritten signature in black ink that reads "Michael F. Mahoney". The signature is written in a cursive style with a large, stylized 'M' and 'F'.

Signed by

(for employer/company)

Part A (To be completed by the Employer)

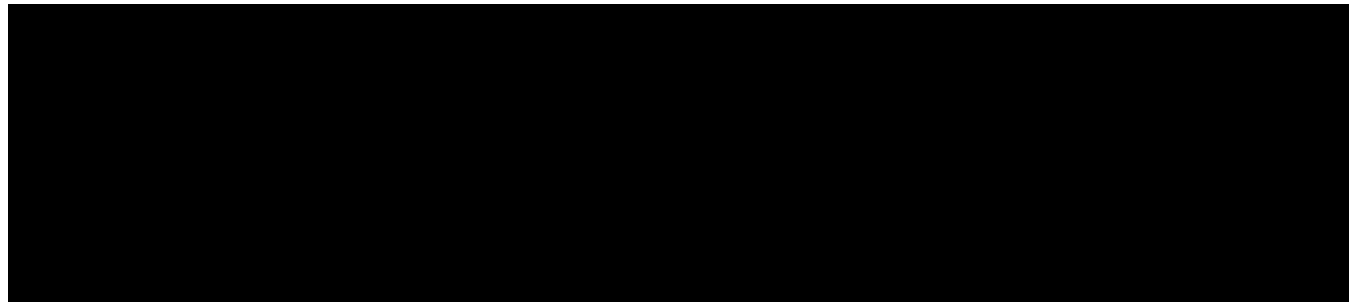
Description of group: First, second and third operators working in either/or the xanthate and derivate plants.

Following is a complete list of all employees who together for the group described above as of

03rd *January* *2024*

Day Month Year

Type or Print names legibly.



Appendix A: Prospec Chemicals Work Schedule:

| New schedule - Fast 12 Plan, 4 crews | | | | | | | | | | | | | | |
|--------------------------------------|--------------------------------------------|----------|--------|----------|--------|--------|---------|-----------|----------|--------|----------|--------|--------|---------|
| Day | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 1 | 2 | 3 | 4 | 5 | 6 |
| Crew | Wednesday | Thursday | Friday | Saturday | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday | Monday | Tuesday |
| 1 | D12 | D12 | N12 | N12 | | | | | D12 | D12 | N12 | N12 | | |
| 2 | | | D12 | D12 | N12 | N12 | | | | | D12 | D12 | N12 | N12 |
| 3 | | | | | D12 | D12 | N12 | N12 | | | | | D12 | D12 |
| 4 | N12 | N12 | | | | | D12 | D12 | N12 | N12 | | | | |
| Day | 7 | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 1 | 2 | 3 | 4 |
| Crew | Wednesday | Thursday | Friday | Saturday | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday | Monday | Tuesday |
| 1 | | | D12 | D12 | N12 | N12 | | | | | D12 | D12 | N12 | N12 |
| 2 | | | | | D12 | D12 | N12 | N12 | | | | | D12 | D12 |
| 3 | N12 | N12 | | | | | D12 | D12 | N12 | N12 | | | | |
| 4 | D12 | D12 | N12 | N12 | | | | | D12 | D12 | N12 | N12 | | |
| Day | 5 | 6 | 7 | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 1 | 2 |
| Crew | Wednesday | Thursday | Friday | Saturday | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday | Monday | Tuesday |
| 1 | | | | | D12 | D12 | N12 | N12 | | | | | D12 | D12 |
| 2 | N12 | N12 | | | | | D12 | D12 | N12 | N12 | | | | |
| 3 | D12 | D12 | N12 | N12 | | | | | D12 | D12 | N12 | N12 | | |
| 4 | | | D12 | D12 | N12 | N12 | | | | | D12 | D12 | N12 | N12 |
| Day | 3 | 4 | 5 | 6 | 7 | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Crew | Wednesday | Thursday | Friday | Saturday | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday | Monday | Tuesday |
| 1 | N12 | N12 | | | | | D12 | D12 | N12 | N12 | | | | |
| 2 | D12 | D12 | N12 | N12 | | | | | D12 | D12 | N12 | N12 | | |
| 3 | | | D12 | D12 | N12 | N12 | | | | | D12 | D12 | N12 | N12 |
| 4 | | | | | D12 | D12 | N12 | N12 | | | | | D12 | D12 |
| | | | | | | | | | | | | | | |
| Name | Fast 12 Plan | | | | | | | | | | | | | |
| Applicability | 24/7 operations | | | | | | | | | | | | | |
| Teams Required | 4 | | | | | | | | | | | | | |
| Shifts | Day (12-hr), Night (12-hr) | | | | | | | | | | | | | |
| Repeat Cycle | 8 days | | | | | | | | | | | | | |
| Rotation | Fast rotation between day and night shifts | | | | | | | | | | | | | |