



November 4, 2025

To Our Valued Customers,

Subject: Exciting Leadership Updates at Third Coast

Jim Clawson, Jr., CEO of Third Coast, is excited to share several important leadership changes that strengthen our commitment to delivering exceptional service and to driving sustainable growth for our customers.

Tres Clawson Promoted to President & Chief Financial Officer

Tres Clawson has been promoted to President & Chief Financial Officer (CFO) of Third Coast, reporting to Jim Clawson, Jr.

In this dual leadership role, Tres will guide the strategic, financial, and operational direction of our contract manufacturing and value-added services. His focus will be on ensuring financial integrity, driving growth, and continuing to provide outstanding service across diverse chemical sectors.

Tres brings deep industry knowledge and a proven record of financial leadership, most recently serving as Vice President of Third Coast Chemicals. Throughout his tenure, he has held key roles in accounting, operations, and inventory management.

HL Barnett Promoted to Chief Operating Officer

HL Barnett has been promoted to Chief Operating Officer (COO) and will report to Tres Clawson.

HL will oversee Operations, HSSEQ, Engineering, and Laboratory organizations, ensuring safe and efficient execution of operations while pursuing opportunities for expansion and growth.

Since joining Third Coast in 2016, HL has been instrumental in advancing our reaction chemistry capabilities and holds an MBA that complements his engineering expertise.

Angie Crenwelge Promoted to Chief Accounting Officer

Angie Crenwelge has been promoted to Chief Accounting Officer (CAO), also reporting to Tres Clawson.

Angie will continue to lead all accounting functions, ensuring compliance, financial integrity, and the development of her team. Since joining Third Coast in 2022 as Controller, Angie has established strong accounting practices and brings over 15 years of experience as a CPA and business leader.

Paul Glenn, Chief of Staff, and **Angie Griffin, Chief Commercial Officer**, will continue in their current capacities under the direction of Tres Clawson.

Please join us in congratulating Tres, HL, and Angie on their well-deserved promotions. These changes reflect our ongoing commitment to excellence and innovation for our customers.