



A MESSAGE FROM OUR CHAIRMAN & CEO

As you may know, the U.S. Supreme Court is currently considering the implications of the COVID-19 Emergency Temporary Standard (“ETS”) issued by the Occupational Safety and Health Administration (“OSHA”). Under the ETS, **which OSHA will begin enforcing today, January 10, 2022**, all U.S.-based Carlisle employees are required to follow a COVID-19 Vaccination, Testing and Face Covering Policy (“Policy”).

Therefore, as of today Carlisle and our U.S. subsidiaries are required to comply with the OSHA mandate. What does this mean for you?

- All U.S. employees must provide the Company with their COVID-19 vaccination status.
- Fully or partially vaccinated employees must provide the Company proof of their vaccination status.
- Any U.S. employee who is not fully vaccinated on January 10, 2022, must wear a face covering in the workplace.
- Any U.S. employee who is not fully vaccinated by February 9, 2022, must continue to wear a mask in the workplace and provide the Company proof of a negative COVID-19 test on that date and weekly thereafter.
- Certain exemptions from the requirements may be requested.

The ETS is a temporary measure that may be altered by a decision of the U.S. Supreme Court. We are actively monitoring any decision and guidance from the Court and will promptly communicate any updates. **However, unless and until the ETS is suspended, expires or is otherwise amended, all U.S.-based Carlisle employees must fully comply with the Policy.**

The Company’s human resources departments will be distributing the Policy and a Policy summary to employees, which provide more information and details of your rights and obligations under the ETS.

Thank you for your efforts, cooperation and support in complying with this OSHA mandate.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Koch", written over a light blue horizontal line.

Chris Koch
Chairman & Chief Executive Officer
January 10, 2022