



A MESSAGE FROM OUR CHAIRMAN & CEO

Today, **January 13, 2022**, the U.S. Supreme Court granted a stay of the COVID-19 Emergency Temporary Standard ("ETS") issued by the Occupational Safety and Health Administration ("OSHA"). The ETS requires all U.S.-based Carlisle employees to follow a COVID-19 Vaccination, Testing and Face Covering Policy ("Policy"). This Policy was distributed to Carlisle's U.S.-based employees on January 10, 2022.

Therefore, until further notice, neither Carlisle nor any U.S.-based Carlisle employee is required to comply with the Policy distributed to you on January 10, 2022.

How does this stay ruling affect you as a Carlisle employee in the U.S.? As of today,

- You are no longer required to provide Carlisle your COVID-19 vaccination status nor proof of vaccination.
- If you are not currently vaccinated, you are no longer required to wear a face covering at work nor begin COVID-19 weekly testing on February 9.

If, and to the extent the ETS is finally approved by a Federal court, we will notify you of any obligations on your part.

The Omicron variant remains a very contagious COVID-19 strain and continues to put pressure on our hospitals and healthcare professionals. Therefore, I encourage all of you, as I have for over the last two years, to consider getting vaccinated if you haven't already, to carry on with Carlisle's health and safety protocols and to continue to show care and respect for each other in our workplaces.

Thank you for your cooperation and support of Carlisle as we work together for our collective benefit.

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 13, 2022