



A MESSAGE FROM OUR CHAIRMAN & CEO

Today the Occupational Safety and Health Administration (“OSHA”) issued an emergency temporary standard (“ETS”) establishing new rules to protect employees of large companies from contracting and transmitting COVID-19 in the workplace. The ETS establishes minimum vaccination, vaccination verification, face covering, and COVID-19 testing requirements in the workplace.

Subject to some exceptions, the new rules will apply to Carlisle employees located in the United States. As currently issued, the ETS requires compliance with the vaccination rules within 30 days and the testing rules within 60 days.

We are currently reviewing the details of the new rules to determine Carlisle’s obligations under the ETS. Carlisle has and will continue to abide by all of its legal duties and requirements. After our review, we will provide timely and appropriate direction and guidance on how we all are to comply with the new rules.

In the meantime, please continue to follow the CDC workplace protocols in place. The best evidence still shows that the most effective way to slow the spread of COVID-19 is through vaccination. I continue to encourage all of you who are able to get vaccinated to please do so. As I have said in the past, it is vital to the growth of our businesses and stability of our jobs that we have safe workplaces and a healthy workforce.

I want to express my sincere gratitude to all of our employees. Throughout the pandemic, which is nearing the start of its third year, you have all done a superb job protecting your health and safety, looking out for your coworkers, backing our COVID-19 workplace protocols, and supporting the critical needs of our customers. Through your contributions, Carlisle continues to grow and prosper despite COVID-19 and other challenges our businesses currently face from supply chain disruptions, labor shortages, inflationary pressure and other external factors which are difficult to control.

Thank you for your continued efforts and support of Carlisle – and particularly for your dedication and commitment.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Koch", written in a cursive style.

Chris Koch
Chairman & Chief Executive Officer
November 4, 2021