



A MESSAGE FROM OUR CHAIRMAN & CEO

This week we will celebrate our traditional Thanksgiving holiday in the United States. This is a time to be thankful, a time to remember, and a time to be grateful for the good fortunes in our lives. I am particularly thankful for everything our valued employees do to make Carlisle a successful company and a rewarding place to work – especially for your persistence, encouragement and dedication throughout a challenging and stressful period dealing with the coronavirus pandemic. You have protected yourselves, contributed to the health and safety of your co-workers and upheld important commitments to our customers.

While alternative medications and therapies continue to be introduced to stem the tide of COVID-19, current medical evidence continues to support vaccination as the most effective way to slow the spread of the virus. I continue to encourage all employees to receive COVID-19 vaccinations to protect themselves, other employees, customers, visitors, business partners, and the community. In further support of increased vaccination, last week the Centers for Disease Control and Prevention expanded eligibility for COVID-19 boosters to all adults.

Earlier this month, the Occupational Safety and Health Administration (“OSHA”) issued an emergency temporary standard requiring U.S. private employers with 100 or more employees to institute mandatory COVID-19 vaccination or testing procedures (the “ETS”). In compliance with Federal law, Carlisle was prepared to send communications setting out the ETS requirements for our U.S. employees. However, since then, several lawsuits have been filed challenging the validity of the ETS, and a stay has been put in place by a Federal court. Given the pending judicial review and the possibility of appeals from any court decision, it is uncertain when we will know when, if, or to what extent the ETS will be implemented. As a result, OSHA announced on November 16th that it had suspended implementation and enforcement of the ETS pending further developments in the litigation. **Accordingly, until we have further direction from OSHA, we will not communicate, share or implement any ETS requirements with our U.S. employees.** We will, of course, communicate immediately, any significant changes to the ETS status that would affect Carlisle employees.

My very best wishes to our U.S. employees for a Thanksgiving table full of your favorite foods surrounded by your family and friends. For those outside the U.S., may the spirit of thanks be with you and your families as well.

Sincerely,

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

Chris Koch
Chairman & Chief Executive Officer
November 22, 2021