



September 9, 2021

Dear US-Based Eriez Employees,

Recently, we circulated an electronic survey as a way of gaining input from the workforce on the COVID-19 vaccine. I would like to thank everyone who participated. We were very pleased by the high response rate among employees and appreciate the candor of the respondents. Based on the consolidated feedback of more than 200 participants, we will not offer any further incentives for COVID-19 vaccinations.

We remain gravely concerned about a very low confirmed vaccination rate across our workforce. Based on voluntary self-disclosures, only 56% of our US employees are vaccinated (37% manufacturing, 72% office).

Our main goal is to prevent employee illness and exposure in the workplace. Given the increasing community spread and higher transmissibility of new variants, we are closely monitoring recommendations from health and safety officials to maintain the safest possible working conditions. We must stay diligent.

All employees are expected to continue following Eriez' procedures and comply with directives regarding COVID-19 mitigation. As a reminder, these include (but may not be limited to) the following:

- Employees are prohibited from all Eriez' work locations if any symptoms of illness are present. Any employee experiencing any symptoms of illness, regardless of how minor or the presumed cause, must contact HR for instructions before returning to work.
- Any employee who has been or may have been exposed to a confirmed or suspected case of COVID-19 must contact HR for instructions before returning to work.
- Social distancing protocol should be maintained to the fullest extent possible inside the workplace: keep six feet of space between yourself and others, and minimize in-person group meetings and gatherings.
- Regularly disinfect surfaces, especially those touched often or by many.
- Any business visits or travel must be approved in advance through Eriez' visitor and travel disclosure review process. Any personal travel outside the continental US must be disclosed in advance and shall be subject to possible quarantine away from the workplace upon return. □
It is notable that health officials strongly recommend against travel at this time.

Current conditions demand that Eriez remain vigilant and firm in its commitment to protect employees. This is still a very active situation, and we will continue to rely on recommendations and data in the administration for our protection strategy. We genuinely hope not to have to reinstate additional restrictions and ask for your continued cooperation. For those unvaccinated, we ask for your reconsideration in support of our mission to keep you safe from COVID-19.

Tim Gland

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