

MEMO: December 13, 2021

To: All METUS Staff

From: Mark Kuntz, CEO

Subject: Year-end Message

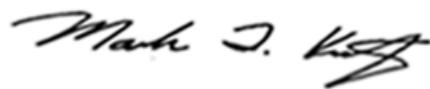
Dear METUS team,

As we close out the calendar year 2021, I could not be more pleased with our progress. This week we crossed the \$900M sales threshold and are on track to meet our challenging financial targets for the fiscal year. This is only possible because of the many “pockets of greatness” that exist throughout METUS. Every step in our flywheel is powering the next step. It begins with developing innovative solutions and getting the best contractors and engineers to promote them. Then we position the right products in the right places (which has been extremely challenging this year). And then we deliver a superior customer experience and generate demand for more products and solutions. This fulfills our purpose of providing personal comfort and prosperous communities and beyond, helping to deliver universal quality of life. We have been working toward this goal for the last 40 years and will continue to do so in the future.

To achieve any of this we must have a healthy organization and a winning culture. This has been one of our top strategic objectives for the past several years. Based on your ongoing input and the results of our last employee survey, we have focused on two specific improvement priorities this year: 1) expanding our professional development offerings and building a culture of continuous learning and improvement and 2) strengthening collaboration and teamwork across the organization. While we still have work to do, I believe we have made progress in both areas. On January 10, 2022, we will launch our next employee survey. I encourage you to take a few minutes to share your perspective on working at METUS and help shape our future. You will see more information about the survey and how to participate from the cross-functional Winning Culture team over the coming weeks.

To show our appreciation for your part in our success and to celebrate the holidays we are pleased to provide a gift of \$200 which will be included in your pay on December 17. I am personally looking forward to spending time with my family and especially the grandchildren this month and wish you the best for a safe and happy season with your family and friends.

Best regards,



Mark T. Kuntz, P.E., LEED AP
Chief Executive Officer