

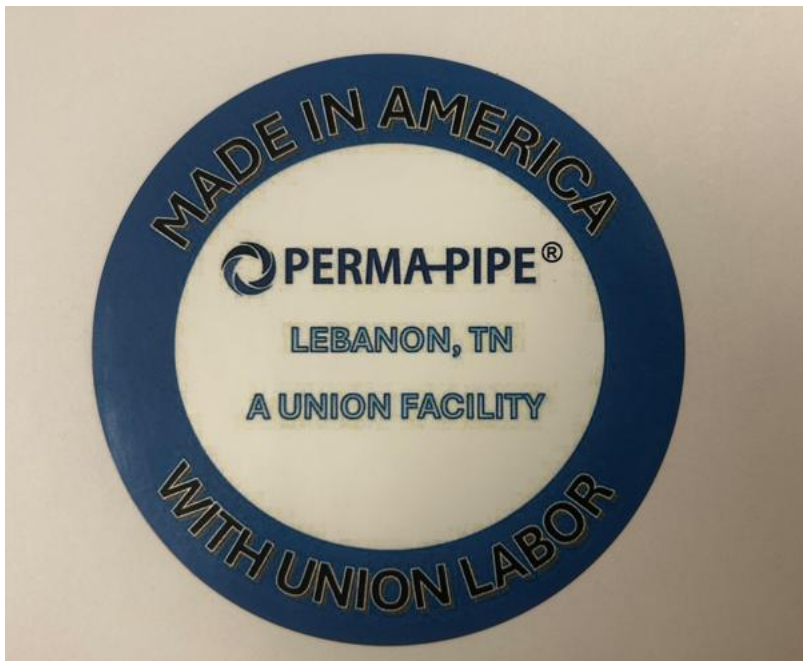
February 1, 2026

RE: Confirmation / Union Representation

The employees at the Perma-Pipe Lebanon, TN. facility are now, and have been, members of the Plumbers and Pipefitters Local 572 since the initial agreement in 1983, some 40+ years of continued commitment. Our current Union Contract is effective through March 31, 2028.

Perma-Pipe is proud to maintain a strong and productive relationship with Plumbers and Pipefitters Union Local 572 providing quality manufactured piping components(systems) to the marketplace. In October 2025, our company decided to leave a separate national multi-employer association that did not affect our relationship with the Pipefitters Local. This transition allows us to work directly with the Local Union so that we can tailor solutions to better fit our employees and our customers' needs.

Our continued relationship with the Pipefitters Local 572 reflects our commitment to utilizing skilled union labor, ensuring high quality workmanship, and fair employment practices. We value our partnership with the Pipefitters Local 572 and proudly recognize their members in Lebanon, Tennessee as an essential part of our workforce, and we are committed to using Union labor for your project.



Alan Morrison

General Manager
Perma-Pipe