

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

The California Transparency in Supply Chains Act requires certain manufacturers doing business in the State of California to disclose their efforts to eliminate the use of slave labor and human trafficking from their supply chains.

Mercury Systems, Inc. and its subsidiaries (collectively, “Mercury”) are committed in our business practices to reflect our company’s values, including treating people with respect and dignity. Our values set the foundation for our Code of Business Conduct and Ethics (the “Code”) and our policies, procedures, and business practices.

Our Code and our terms and conditions with our suppliers require compliance with all applicable governmental laws, rules and regulations (including laws prohibiting human trafficking and forced labor). Suppliers are expected to act proactively, raising concerns about ethical issues, violations of our Code, or governmental rules and regulations.

The United States Government has adopted a zero tolerance policy regarding trafficking in persons. Accordingly, Government contracts for acquisitions of goods and services:

- (a) Prohibit contractors, contractor employees, suppliers, and supplier employees from—
 - (1) Engaging in severe forms of trafficking in persons during the period of performance of the contract;
 - (2) Procuring commercial sex acts during the period of performance of the contract; or
 - (3) Using forced labor in the performance of the contract;
- (b) Require contractors and suppliers to notify employees of the prohibited activities and the actions that may be taken against them for violations; and
- (c) Impose suitable remedies, including termination, for failure to comply with these Government contracting requirements.

In accordance with our Code and terms and conditions in applicable Government contracts, Mercury complies with these requirements regarding trafficking in persons and forced labor and we “flow down” such requirements to our suppliers.