

June 12th, 2020

Re: Mercury Systems, Inc. 2019 Novel Coronavirus (COVID-19) Response.

Dear Valued Mercury Customer,

There has been a lot of activity since my last [correspondence](#), so I wanted to update you on the latest steps we are taking to respond to and eventually emerge from the COVID-19 pandemic. Now that we have established an effective and efficient business continuity model, we have begun to pivot our focus toward strategies, communications and plans for transitioning from a crisis phase to operating in a “next normal” environment. We are doing this very carefully and thoughtfully, with our first priority being the safety and well-being of our extended Mercury family. That said, we are also using this crisis as an opportunity to reimagine what life at Mercury looks like and incorporate many of the innovative business practices we have instituted into our vision of the next normal.

Similar to many government institutions, we are implementing a multi-phased Return to Workplace initiative. Our approach is designed to support our four primary goals, which have been in place since the onset of pandemic: to protect the health, safety and livelihoods of our people; to mitigate or reduce operational and financial risks to the business; to continue to deliver on our commitments to customers and shareholders; and to continue the mission-critical work Mercury does every day to support the ongoing security of our nation, our brave men and women in uniform, and the communities in which we all live. With these in mind, we plan to return to the workplace slowly, methodically and with extra vigilance. The timing of our strategy is largely based on the epidemiology statistics in and around our major sites and will be adjusted accordingly. Although some of the decisions we make may be at odds with the phasing and timing at which individual states, counties, towns, or our customers have chosen to reopen, we believe a more conservative approach will help ensure we continue to deliver on our four primary goals. As we prepare for the next phase, we expect Return to Workplace dates to vary by site, and are planning for the majority of those currently working from home to continue to do so for some time.

With respect to ongoing business operations, we have been monitoring for potential disruptions to our supply chain and/or product deliveries and will continue to implement mitigation plans quickly, as needed. To minimize exposure risks to employees, customers and other visitors, critical health and safety protocols will remain in place for the foreseeable future, including:

- Restrictions on international and domestic business travel.
- Continuing to limit all non-essential visits to our manufacturing sites.
- Mandatory on-site mask policy for all employees and visitors to Mercury sites. Personal cloth masks are allowed and Mercury will provide masks for those who do not bring their own.
- Temperature scanning at all Mercury sites, whether through self-administered one-time use thermometers or third-party temperature scanning services.
- Strict adherence to social distancing, hand washing and other health and hygiene guidance.
- Rigorous deep cleaning of all facilities and frequent cleaning and disinfecting of commonly used areas.
- Mandatory ‘self-quarantines’ for any employee: who has recently traveled internationally or via public transportation domestically (e.g., air, train or bus); displaying flu-like symptoms; and/or potentially exposed to someone with COVID-19.
- Active monitoring of confirmed COVID-19 cases or potential exposure of our employees, with site-specific protocols for various scenarios, up to and including site closure and decontamination.

In addition to the above, and in light of many of the longer-term effects of living and working under the stress of an extended global crisis, we have put in place a host of health and well-being tools and programs for employees and their extended families. As part of our commitment to taking care of ourselves and each other, we have

incorporated a company-wide pledge into our daily operations, which captures many of the key tenets of our cultures and values and applies them to this challenging environment. Personally, as I look back at the resourcefulness, agility, sense of urgency and, possibly most impressive, the compassion demonstrated by our collective organization since the onset of this crisis, I could not be more proud of our Mercury team and our unwavering commitment to “Innovation That Matters®.” A profound and impactful example of this has been the adaption and, in many ways, the reinvention of our customer relationships, which has been essential to delivering the mission-critical solutions needed to ensure the safety and security of our communities. That would not have been possible without the ongoing communication, responsiveness, and steadfast partnership we have with you, and for that I am truly grateful.

Moving forward, we will strive to maintain the high level of collaboration, accountability and trust we have established as a community, while remaining agile and operating at the speed of relevance. I am honored to lead a company that continues to lean forward and take care of our employees and customers in keeping with our culture and values, and thankful for the dedication of both employees and customers to our shared purpose.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Aslett'.

Mark Aslett
President & CEO