

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION STATEMENT

SkyWater Technology Foundry, Inc. is an Equal Opportunity/Affirmative Action Employer. It is the policy of SkyWater to follow both the spirit and letter of all laws (federal, state, local) and to maintain a reputation for high standards of business. The Company seeks an environment characterized by respect for each individual, where diversity is blended by teamwork into a harmonious workforce. As the President, I support the EEO policy and the Company Affirmative Action Programs. SkyWater prohibits discrimination and harassment of employees and applicants on the basis of age, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical condition, race, color, creed, religion, national origin, ancestry, citizenship status, physical or mental disability, genetic characteristics, medical conditions, family care or medical leave status, status as a protected veteran, marital status, familial status, membership or activity in a local human rights commission, status with regard to public assistance, or any other basis protected by applicable federal, state or local laws ("Protected Characteristics"). This policy applies to all jobs at the Company and to all employment practices provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. The Company does and will continue to take affirmative action to employ and advance in employment women, minorities, individuals with disabilities, and protected veterans.

Employment decisions at the Company are based on legitimate, job-related criteria. All personnel actions or programs including recruitment, hiring, training, promotion, termination, compensation, benefits, and/or other terms, conditions, or privileges of employment are made without discrimination because of any Protected Characteristic. Employees may choose to voluntarily disclose their sex, race/ethnicity, disability, and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company's business. The Company also makes reasonable accommodations for sincerely held religious beliefs.

I have appointed Casey Sarver, HR Director, as the Affirmative Action Officer for the Company, with responsibility for designing and implementing the Company's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement these Programs. SkyWater will conduct training to prevent any harassment.

Our Affirmative Action Programs include an audit and reporting system. The Affirmative Action Officer has been assigned responsibility for conducting the audit and annually reports our progress toward achieving the objectives of our EEO and affirmative action commitments to me. The Company's Affirmative Action Programs for Individual with Disabilities and Protected Veterans, respectively, are available for inspection in the Human Resources Department during regular business hours upon request.

In addition, SkyWater specifically prohibits retaliation, including harassment, intimidation, threats, coercion, or discrimination against an employee because he/she has engaged in, or may have engaged in, activities such as filing a complaint, objecting to discrimination or harassment, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state, or local law or regulation regarding Equal Employment Opportunity. Any employee or applicant who believes that he or she has been the subject of retaliation should contact their supervisor or manager, any other member of management, or human resources as described in the Company's Harassment: Anti-Harassment Policy and Complaint Procedure Specification (002-21795) or report the incident using the Company's confidential Whistleblower Hotline as described in the Company's Whistleblower Policy and Confidential Hotline Specification (002-21786).



Thomas Sonderman
President
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