



i360technologies COVID-19 Vaccination Policy

In light of recent guidance from the Safer Federal Workforce Task Force, i360technologies, Inc. (“Company”) is adopting this COVID-19 vaccination policy in furtherance of its efforts to meet government customer requirements to provide and maintain a safe workplace.

As of December 8, 2021 (“Effective Date”), all current Company employees must be fully vaccinated against COVID-19. No later than November 25, 2021, each employee subject to this policy must provide verification of their vaccination status.

New Company employees who begin employment on or after October 15, 2021, must be fully vaccinated against COVID-19 by their start date, and must provide verification of their vaccination status on or before their start date.

For purposes of this policy:

- “Fully vaccinated” means two weeks have passed since the employee received: 1) their second shot in a two-dose vaccine series (such as the Pfizer or Moderna vaccine) or 2) their shot in a single-dose vaccine series (such as the Johnson & Johnson vaccine).
- “Verification of vaccination status” means the employee has provided proof of COVID-19 vaccination record to the Company in a secure manner. Any such records received by the Company will be maintained by Human Resources as confidential medical information, fully safeguarded in accordance with applicable privacy laws.
 - For purposes of this policy, a “COVID-19 vaccination record” means:
 - 1) the employee’s record of immunization from a health care provider or pharmacy; or
 - 2) the employee’s COVID-19 Vaccination Record Card (CDC Form MLS-319813_r, published on September 3, 2020); or
 - 3) the employee’s medical records documenting the vaccination; or
 - 4) the employee’s immunization records from a public health or State immunization information system; or
 - 5) any other official documentation verifying the employee’s vaccination with information on the vaccine name, date(s) of administration, and the name of health care professional or clinic site administering the vaccine.

Subject to applicable law, the Company will consider reasonable accommodations for employees that cannot comply with this policy due to: 1) a disability or medical condition, or 2) a sincerely-held religious belief. All accommodation requests should be directed to Human Resources no later than October 25, 2021. Likewise, any employee who does not intend to

either comply with the policy or request a reasonable accommodation must also notify Human Resources by October 25, 2021.

As of the Effective Date (December 8, 2021), any employee who has not: 1) provided verification of vaccination status, or 2) received written confirmation from Human Resources that the employee is exempt from providing verification of vaccination status in connection with an approved reasonable accommodation, may be placed on an unpaid leave of absence until the employee's vaccination status can be fully evaluated by Human Resources. Subject to applicable law, covered employees who fail to comply with this policy, and who are not otherwise approved for a related reasonable accommodation, should have no expectation of continued employment following the Effective Date.

This policy may be amended or withdrawn in response to changing conditions and in accordance with public health guidance and applicable law.