



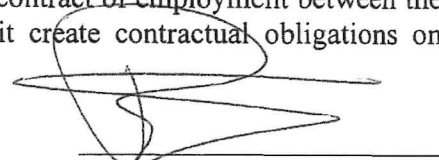
INVITATION TO COVERED VETERANS TO SELF IDENTIFY

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) requires government contractors, including SIG SAUER, Inc., to take affirmative action to employ and advance in employment qualified disabled veterans, veterans of the Vietnam era and veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized; veterans who while serving on active duty on the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order No. 12985; or recently separated veterans. If you are eligible and would like to be considered under the affirmative action program, please contact the Human Resources Department. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. Submission of this information is voluntary and will be kept confidential. Failure to provide the information will not subject you to adverse treatment. The information provided will be used in accordance with VEVRAA.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA or any other Federal, state or local law requiring equal opportunity for disabled veterans, veterans of the Vietnam era or other covered veterans; (3) opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other Federal, state or local law requiring equal opportunity for disabled veterans or veterans of the Vietnam era or other covered veterans; or (4) exercising any other right protected by VEVRAA or its implementing regulations.

The affirmative action plan for disabled veterans, veterans of the Vietnam era and active duty wartime or campaign badge veterans may be viewed during regular business hours in the Human Resources Department. An appointment must first be made with Jeff Chartier, EEO Officer. Jeff Chartier may be reached at 603-610-3700.

This notice is a general statement of policy and no more. It does not constitute a term or provision of any contract of employment or implied contract of employment between the Company and any individual employee, nor does it create contractual obligations on behalf of the Company to any person.


Ron Cohen
CEO

This Affirmative Action Program is effective from January 1, 2023, to December 31, 2023