

Mercury Systems, Inc.

Whistleblower Policy

General

Mercury Systems, Inc.'s Code of Business Conduct and Ethics ("Code") requires directors, officers, employees, suppliers and consultants to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Each employee and director must strive to act with integrity and observe the highest ethical standards of business conduct in their dealings with Mercury's customers, suppliers, partners, service providers, competitors, employees and anyone else with whom they have contact in the course of performing their duties. Mercury seeks to conduct its business in compliance with the letter and spirit of all applicable laws, rules and regulations.

Reporting Responsibility

It is the responsibility of all directors, officers and employees to comply with the Code and to report violations or suspected violations in accordance with this Whistleblower Policy.

No Retaliation

No director, officer or employee who in good faith reports a violation of the Code shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the Company prior to seeking resolution outside the organization.

Reporting Violations

The Code addresses the Company's open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, an employee's supervisor is in the best position to address an area of concern. However, if you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with your human resources business partner or anyone in management who you are comfortable approaching. Supervisors and managers are required to report suspected violations of the Code to the Company's compliance officer, who has specific and exclusive responsibility to investigate all reported violations. For suspected fraud, or when you are not satisfied or uncomfortable with following the Company's open-door policy, individuals should contact the Company's compliance officer directly or use the other reporting channels listed in the Code.

Compliance Officer

The Company's compliance officer is responsible for investigating and resolving all reported complaints and allegations concerning violations of the Code and, at his or her discretion, shall advise the Audit Committee. The compliance officer has direct access to the Audit Committee of the Board and is required to report to the Audit Committee at least annually on compliance activity. The Company's compliance officer is the Company's Chief Legal Officer.

Accounting and Auditing Matters

The Audit Committee shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The compliance officer shall immediately

notify the Audit Committee of any such complaint and work with the Audit Committee until the matter is resolved.

Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. Any allegations that prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The compliance officer will notify the sender and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Approved by the Audit Committee: July 23, 2024