



Social Equity Plan

Fluresh understands and values the importance of having a positive impact on our surrounding communities, the State of Michigan, and its citizens. We empathize with our Michigan neighbors who have felt the adverse effects of marijuana prohibition and broad stroke criminalization and believe that we have an obligation to reverse those effects. We will work to fortify relationships and programs to benefit those individuals and their families including but not limited to, people of color, veterans, low-income residents, seniors, and people who have been unfairly impacted by the war on drugs. We are launching our social equity plan with a focus on three pillars: 1. Investment in Infrastructure, Jobs, and Workforce Development; 2. Criminal Justice Reform and Advocacy; and 3. Community Service.

Investment in Infrastructure, Jobs and Workforce Development

In all Fluresh branches, we believe in equitable talent acquisition & retention and support diversity in the workplace. In our main medical marijuana grow facility in Adrian, we've invested over \$40 million in an industrial district to build a state of the art facility that already employs over 60 people. We expect that we will continue to invest in the area with expansion to allow for adult use grow. We will soon employ over 100 people, the vast majority of whom are residents of Adrian and Lenawee County. These are good paying jobs, with health benefits that exceed the norm.

In Fluresh's flagship location in Grand Rapids, we have elected to enter into the Grand Rapids Marijuana Industry Voluntary Equitable Development Agreement (MIVEDA) including the commitment to hire *15% or more of employees who are residents of the City of Grand Rapids working more than 30 hours/week*. We expect to create over 100 jobs that will be located in this facility and have also supported numerous local vendors. Fluresh believes in being intentional about hiring from an applicant pool that includes area locals, individuals with prior marijuana convictions, and neighbors within high-unemployment and low-income areas. Fluresh's Grand Rapids facility is in an area classified as a Neighborhood of Focus (NOFs) zone, where poverty is disproportionate to the rest of the city. The location is also one of Kent County's ten Economic Opportunity Zones and Fluresh is proud to drive investment in excess of \$30 million dollars within this zone. We value sharing space with diverse communities that our investment can benefit.

To remain involved, and to ensure seamless communication between Fluresh and our communities, we engage with Adrian and Grand Rapids officials, business owners, and residents. We maintain an open dialogue with members of the communities and local organizations, ensuring that evolving issues are reflected in on community outreach programs. Furthermore, we intend to work with area job-training and university organizations to help train the next generation of cannabis employees. These efforts will expand with our business and our workforce as we build our presence in the community.

Criminal Justice Reform and Advocacy

Fluresh is also focused on criminal justice reform and advocacy in the areas we operate. As an example, we're proud supporters of the Black and Brown Cannabis Guild (BBCG) is a Michigan-based charitable organization bringing expungement services to the people of Michigan who have been negatively impacted by the War on Drugs. Fluresh is partnering with BBCG and other local grassroots charitable organizations in advocating for criminal justice reforms to include automatic expungement of minor drug offenses, annual expungement clinic/resource fair support, and annual days of action. We are taking a leading role in sponsoring the BBCG's expungement fair on April 20, 2020, where we hope to impact thousands of individuals. We intend to support justice reform efforts throughout the state to support expungement initiatives. We are also exploring other avenues for supporting social justice reform in our communities.

Service

Fluresh expects our facilities will each enter into periodic 'Days of Service' in our communities across Michigan where employees are strongly encouraged to get involved with a local service project. These could involve park clean-ups, food pantry support, agriculture involvement or other activities. Volunteering for and alongside our neighbors to keep our surrounding public spaces clean and accessible in diverse communities is our priority and an important demonstration of our commitment to environmental sustainability. This is not just a benefit to our communities, but something that our employees enjoy and helps us all recognize the privileges that we have.

Our social equity program will be outlined in detail on our Web site, Fluresh.com, in the coming weeks.