



Skymint

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This entity qualifies for the Gold level tier of
the Social Equity All-Star Program



SKYMINTTM

BRANDS



Social Equity Plan

SKYMINT BRANDS
2023



WHO ARE WE?

CREATIVES. DEEP THINKERS.
MUSIC-LOVERS. BELLY-LAUGHERS.
CURIOUS. CONSIDERATE. SILLY.
SERIOUS. INCLUSIVE.

We are Cannabis LOVERs.... who are in the business for just that... the love of cannabis and what it can do for us, our friends, our families, our communities, and the world.

We are always changing, always learning, always growing.

We get you because we are you.



Community Reinvestment Plan

1.25% OF OUR OPERATING BUDGET IS DIRECTLY
INVESTED BACK INTO COMMUNITIES—AND GROWING.

Corporate Spend Plan

4% OF OUR OPERATING BUDGET IS SPENT IN
SUPPORT OF DIVERSE SUPPLIERS—AND GROWING.

Social Equity Plan

ACTIVE IN 18 SOCIAL EQUITY COMMUNITIES
THROUGHOUT MICHIGAN

COMMITTED TO EQUAL OPPORTUNITY EMPLOYMENT



COMMUNITY REINVESTMENT PLAN

Green Peak Industries, Inc. DBA Skymint, understands the importance of forming meaningful partnerships within every community in which we operate. Accordingly, we focus our time and energy not only on our customers but also the communities in which we serve. We have a demonstrated history of connectivity to communities across the State of Michigan and we provide a wide range of support through financial contributions, volunteering, education, and continuing to work with community leaders to elevate our surroundings. In the past year, we dedicated 1.25% of our operating budget specifically for the direct financial contribution in support of community initiatives throughout the state. Additionally, we are committed to increasing our direct financial support of communities as we continue to grow as a company. In addition to financially supporting communities, Skymint is actively engaged in the support of Michigan communities by engaging local businesses to form partnerships, sharing our industry knowledge as an educational resource, and in donating our employee's time to assist with local charitable initiatives.

Community Involvement

As part of our community development plan, Skymint puts considerable investment of time and resources into our community outreach. Our community outreach begins before we have a license in a community by first getting to know local leaders and understand the community that we are considering to enter as a corporate resident. These interactions not only assist in gaining trust and forming lasting bonds with local leaders, but they also help us to generate an understanding of the unique needs that each community faces so we can best assess how to be a valued member of the community. From there, we are able to interact with local leaders further to discuss how we intend to support the unique needs of each community, whether it be through financial contributions, town hall meetings, providing educational materials at local library, volunteering of time, or in supporting local causes through direct financial contribution. Once we are licensed in a location, we continually have discussions with local leaders, assess local needs, and continue to evolve in the support that we provide to the community.



Engaging Local Businesses

Skymint engages with and anticipates continual development and interaction with local businesses whenever possible, in an effort to work with local contractors as well as to form meaningful business partnerships. Skymint joins and participates in local chambers of commerce in every community where we have a presence, and we use our memberships to facilitate local business engagement opportunities to identify avenues for collaboration with local businesses.

Donating Resources

Skymint embraces the value that helping others has a mutually positive impact on everyone in a community as well as the success of our business, and we directly support communities with ongoing financial commitments throughout Michigan. While some of our direct financial commitments are made to local municipalities directly, we have also made financial contribution in support of local causes as members of communities throughout Michigan. Some examples are as follows:

- Homeless Aid Groups
- Medical Research Foundations
- Adolescent Drug Education/Abstinence Programs
- Domestic Violence Programs
- Community Arts Programs
- Veterans Groups
- Senior Assistance Programs
- Substance Abuse and Addiction Programs
- Local Law Enforcement Programs

While we are dedicating 1.25% of our operating budget to these efforts currently, we are committed to expanding upon our direct financial community support in the future and look forward to working with local communities to identifying local needs and supporting whenever possible.

Donating Time

Beyond monetary contributions, Skymint is committed to donating time by participating in community-oriented campaigns and events. To this end, Skymint has developed and is implementing an employee involvement program, encouraging employees to volunteer their time to the groups and organizations most important to them. Skymint is proud to offer all employees twenty (20) hours of paid volunteer time annually, further encouraging employee participation and engagement within our community. Skymint will develop a calendar each quarter, to be shared with all employees, showcasing volunteer opportunities. Employees will be welcome to donate their time to organizations of their choosing; however, Skymint has also identified the following community events and programs as possible employee participation events:

- Blood Drives
- Urban/Community Farm Initiatives
- Food/Clothing/Blanket/Coat Drive
- Community Clean-Up Events
- Charitable Athletic Events (Races, Triathlon, Golf Outings, etc.)

It is our goal that each employee is aware of the community impact that they can make through volunteerism and we strive to ensure that opportunities for each employee to support their community are known and acted upon.



CORPORATE SPEND PLAN

Skymint firmly believes that the cannabis industry can and should be used as a tool to generate opportunities—especially for those who have been disproportionately impacted by marijuana prohibition and enforcement. Skymint operates retail and cultivation locations throughout Michigan and we are operational in multiple communities that have been identified as social equity communities by the State of Michigan. Within every community that Skymint operates, we believe that we have a responsibility to find and work with as many local operators as we possibly can—when it comes to identifying and working with venders and service providers that are minority owned, women owned, LGBTQ owned, and veteran owned. Currently, Skymint dedicates approximately 4% of our operating expenses for the purposes of supporting these businesses and we are committed to growing our support as we continue to expand our operations.



SOCIAL EQUITY PLAN

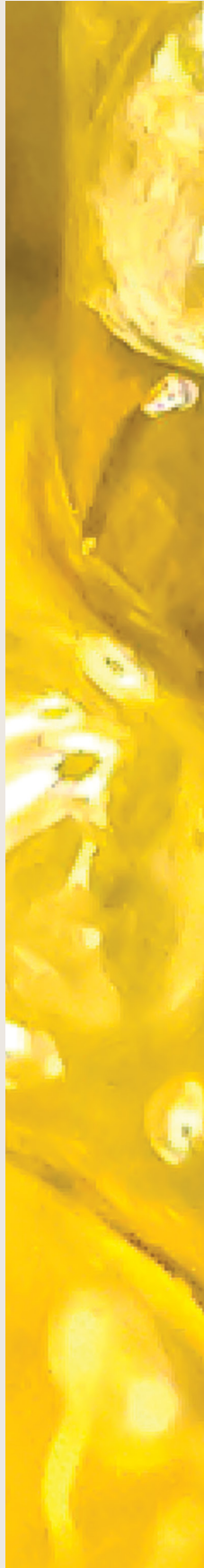
Skymint understands that marijuana prohibition has negatively impacted many lives throughout Michigan. As leaders in the Michigan cannabis industry, Skymint has made social equity a priority among its overall business plan and desires to do everything that we can to bolster participation in disproportionately impacted communities to create opportunities in the cannabis industry for every Michigander. Accordingly, Skymint has developed a multifaceted social equity plan which includes advocating for legislative change, creating a cannabis focused job program, providing equitable business grant funds, and concentrating our community outreach towards social equity communities.

Advocating for Expungement

Skymint is especially concerned with expungement for marijuana-related convictions and thereafter creating opportunities for those convicted with previous non-violent marijuana offenses. While licensed companies such as Skymint are profiting from cannabis, others – including individuals who may have knowledge and expertise valuable to the industry – are barred from participating. Expungement would allow those with previous non-violent convictions to fully participate in the cannabis industry. The ability to work in the industry, whether as a business owner or employee, offers life-changing opportunities for individuals and their families.

Advocating for expungement means providing support for expungement bills and informing lawmakers from on the importance of expungement as it pertains to communities, businesses, and the economy. Our plan reaches beyond traditional advocacy – we encourage grassroots involvement from our employees and encourage them to support expungement efforts.

Tens of thousands of people have been negatively impacted by minor offenses that prevent them from joining a now legal, regulated market. Expungement is critical to Michigan's cannabis industry. For that reason, advocating for expungement has become a priority within our social equity plan.





Skymint Cannabis Job Program

As part of our social equity plan, Skymint is committed to developing a job training program to enable those negatively impacted by marijuana prohibition to gain experience and develop a competitive advantage in the cannabis industry.

Under our job training program, participants would be able to work alongside our production employees to gain hands-on experience of the cultivation and extraction process. Participants could obtain certain cannabis related certifications by training at various Skymint licensed facilities, giving them a competitive edge in the industry. At the end of the program, participants have the possibility to work directly with Skymint or to be referenced to another cannabis facility licensed in Michigan.

We have been in contact with both the Detroit Regional Workforce Fund and Capital Area Michigan Works! to create such a program. Our production facility and corporate funds, combined with an experienced job training network, would mean a highly successful partnership for disadvantaged communities. Agencies such as Capital Area Michigan Works! and Detroit Regional Workforce fund are almost entirely funded by federal grant programs, which is slowing the growth of our desired impact until federal regulations catch up to Michigan's legalization status. Skymint will continue to pursue the establishment of our cannabis job program and encourage State grants in support of the program whenever possible.

Concentrating Community Outreach in Social Equity Communities

Skymint either possesses a marijuana license in and/or is currently undergoing development for facilities in the following 18 social equity communities, as identified by the Cannabis Regulatory Agency:

- Ann Arbor
- Battle Creek
- Big Rapids
- Coldwater
- Detroit
- East Lansing
- Flint
- Gaylord
- Grand Rapids
- Hamtramck
- Hazel Park
- Kalamazoo
- Lansing
- Morenci
- Muskegon
- Saginaw
- White Cloud
- Ypsilant

Skymint will continue to prioritize job creation in social equity communities as part of our social equity plan that focusses on hiring locally. As stated above, we purposely work with organizations like Capital Area Michigan Works! and the Detroit Regional Workforce Fund because these programs would provide us with participants from these communities. Additionally, Skymint joins the local chamber of commerce in every community that we operate in and form partnerships to bolster local participation in hiring locally diverse candidates. Skymint's internal hiring practices will also continue to ensure equitable and diverse employment.

Diversity-Focused Hiring and Employment Practices

Skymint is committed to Equal Opportunity Employment (EOE) and engaging the best, most diverse pool of Michigan-based candidates and vendors while creating a work environment where all employees treat each other with equality, dignity, and respect. This will be achieved by communicating the importance of diversity within the company, by providing diversity training, and by ensuring senior-level commitment to diversity. Academic studies have shown that socially diverse groups are more innovative than their homogeneous counterparts. When people from different backgrounds, genders, and races come together to solve problems, they bring with them different information, opinions, dispositions, and perspectives. This mix enhances creativity, lends itself to a deeper understanding of market issues, and leads to more innovative ideas and spontaneous breakthroughs.



Skymint intends to continually promote open roles internally, to encourage employees to continue learning and expanding within the company. Additionally, we will host local career fairs to identify candidates of all different backgrounds throughout the state. To promote all open roles and any hiring events, Skymint has, and will continue to forge, partnerships with organizations intimately connected with our social equity communities. These partners will work closely with us in the promotion of hiring and staffing initiatives. Additionally, Skymint will work with local chambers of commerce, and consultants, to uphold the best diversity hiring practices possible to utilize every opportunity to create a working atmosphere for diversity to thrive. Skymint is proud to be an Equal Opportunity Employer and anticipates hiring diverse individuals from each local community where we operate a licensed marijuana facility. To accomplish this, our HR Director will work to ensure that each hire conforms to our overarching diversity plan. Management will then meet quarterly to discuss the company's diversity status, inclusion plans, overall recruitment efforts, and pursued and missed diversity opportunities.

Senior-Level Commitment to Diversity

For the diversity plan to succeed, managers, and decision makers within the organization must acknowledge the tremendous benefits of diversity within social equity communities. Increasing awareness of this information is vital across all areas of the company and will be an integral part of our diversity and social equity plan. In addition to mandatory management training, Skymint will coordinate events throughout the year that promote diversity and allow employees to connect with their peers and senior-level staff members to discuss concerns, achievements and ideas. By teaching managers how to effectively work with others, while always respecting employee differences, Skymint is confident in its ability to promote a diverse culture and workforce in disadvantaged communities.

As described above, Skymint is committed to diversity from the top down and to coordinate efforts to attract diverse groups within the population. Diverse outreach programs will address gender, ethnic background, age, disability status, national origin, military status, and sexual orientation. By valuing and celebrating diversity, we will foster in a respected and creative workforce, a high level of employee satisfaction, and a welcome presence in Michigan and the local communities.

