

LETTER OF UNDERSTANDING

Between Vireo Health, Inc. dba Green Goods and UFCW Local 1189

This Letter of Understanding ("LOU") is entered into by and between Vireo Health, Inc. dba Green Goods ("Company") and UFCW Local 1189 ("Union") to memorialize the following agreed-upon terms.

Effective upon ratification of this agreement, the Inventory Specialist classification will be reclassified to Inventory Technician. This change reflects the uniformity of all other titles within the CBA. All current Inventory Specialists will transition to the Inventory Technician title and compensation structure outlined below.

The Inventory Technician Classification will be added to the wage table containing the Cultivation Technician and Laboratory Technician classification and will follow the same progression. Current Inventory Technicians will maintain their current rate of pay and will subsequently progress through the wage schedule in alignment with the established progression applicable to all employees in the classification.

Years of Service	Hourly Rate
Starting Rate	\$19.92

The Inventory Lead classification will be added to the wage table containing the Production Tech Lead classification and will follow the same progression.

Years of Service	Hourly Rate
Starting Rate	\$26.50

Current Inventory Specialists transitioning to Inventory Technician and the current Inventory Lead will retain their existing length-of-service credit for purposes of wage progressions.

With respect to health insurance coverage, the Employer will make eight (8) contributions toward the health & welfare funds. Employees will remain on the Employer's insurance plan until they qualify for the Union healthcare plan. The Employer has up to 12 weeks to make all eight (8) contributions and will ensure no gap in benefits for any employee during the transition period.

Vireo also agrees to make retroactive 401(a) contributions for all current employees in Inventory classifications in accordance with the Collective Bargaining Agreement (CBA), using each employee's original hire date to determine eligibility and contribution requirements.

Quality Assurance employees will be added to the list of excluded positions in Article 1, Section 1 of the CBA.

IN WITNESS WHEREOF, the parties have executed this Letter of Understanding as of the date(s) set forth below.

FOR THE COMPANY:

Signed by:

Ramona Stefan

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Ramona Stefan, Chief People Officer

Date: 7/14/2026

FOR THE UNION:

Signed by:

Abe Wangnoo

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Abe Wangnoo, Union Representative of UFCW Local 1189

Date: 7/14/2026