

vireo

Vireo Health, Inc.
207 S. 9th Street
Minneapolis, MN 55402

August 12, 2025

Letter of Understanding

This Letter of Understanding is made with reference to the Collective Bargaining Agreement ("CBA") dated February 18, 2025, between Vireo Health of Minnesota, LLC and United Food & Commercial Workers Local 1189.

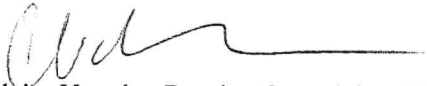
The parties acknowledge that Appendix A of the CBA references the job title "Patient Care Coordinator." Effective as of September 1, 2025, the parties agree that this title shall be changed to "Budtender." This change is strictly in title only and does not alter the position's job description, qualifications, duties, or pay rate. The new title is intended to more accurately reflect the responsibilities of the role as the organization transitions from medical use to adult use operations in Minnesota.

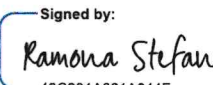
Agreed to this  day of August, 2025.

Vireo Health of Minnesota, LLC

United Food & Commercial Workers Local 1189

Ramona Stefan, Chief People Officer


Claire Van den Berghe, Organizing Director

By: 
Signed by:
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By: