

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.

This Letter of Understanding ("LOU") is entered into by and between the Company and the Union to establish a second Lead Facilities Tech position at the Company's Elk River, Minnesota facility. This LOU supplements and does not otherwise modify the terms of the Collective Bargaining Agreement ("CBA") currently in effect between the parties.

1. Background

The parties previously agreed by Letter of Understanding to create the classification of Lead Facilities Tech, a position held by one bargaining unit member. The Company has determined that a business need exists to add a second Lead Facilities Tech position to support its Elk River, MN facility.

2. Second Lead Facilities Tech Position

The Company shall create and post a second Lead Facilities Tech position for its Elk River, MN facility. The position shall be filled in accordance with the job posting, bidding, and seniority provisions of the CBA. The parties agree to formalize the Lead Facilities Tech classification into the CBA. There is no cap on the number of Lead Facilities Tech positions the Company may create or fill.

3. Wage Rate and Progression

The starting wage rate for the Lead Facilities Tech position shall be \$28.60 per hour, consistent with the starting wage rate for the Cultivation Tech Lead and Packaging Tech Lead classifications. The Lead Facilities Tech position shall follow the same wage progression schedule set forth in the CBA applicable to those classifications.

4. No Other Changes to the CBA

Except as expressly set forth in this LOU, all other terms and conditions of the CBA, including but not limited to the definitions of seniority, qualification standards, posting timelines, and bidding procedures, shall remain in full force and effect and are unaffected by this LOU.

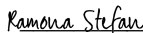
5. Duration

This LOU shall become effective upon signature by both parties and shall remain in effect for the duration of the current CBA, unless otherwise amended or terminated by mutual written agreement of the parties.

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

FOR THE COMPANY:

Signed by:

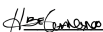


Ramona Stefan, Chief People Officer

Date: 8/25/2026

FOR THE UNION:

Signed by:



Abraham Wangnoo, Union Representative of UFCW Local 1189

Date: 8/17/2026