

LETTER OF UNDERSTANDING
Manufacturing Technician Job Description, Premium Pay, and Location Assignment
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 memorialize their agreement regarding the job description for the Manufacturing Technician classification, which is an existing classification under Appendix A of the Collective Bargaining Agreement ("CBA") currently in effect between the parties, premium pay for Manufacturing Technicians who perform Cultivation Tech II or Production Tech II work, and notice of location assignment. The parties agree as follows:

1. Job Description.

The Company and the Union agree to the job description for the Manufacturing Technician classification effective upon execution of this LOU. The job description shall serve as the documented job description for the Manufacturing Technician classification, including for purposes of Article 16, Section 5 (Promotions and Job Vacancy). The rates of pay and wage progression for the Manufacturing Technician classification remain as set forth in Appendix A of the CBA and are not changed by this LOU.

2. Cultivation Tech II and Production Tech II Premium.

Consistent with the Cultivation Tech II and Production Tech II premium set forth in Appendix A of the CBA, a Manufacturing Technician who performs Cultivation Tech II or Production Tech II work shall receive a premium of \$1.50 per hour above their applicable rate on the Manufacturing Technician wage scale for all hours spent performing such work, or for the entire shift if more than two (2) hours are spent performing such work during that shift.

3. Notice of Location Assignment.

The Manufacturing technician position is intended to be a flexible position working between the Elk River and Otsego grow facilities. Manufacturing Technicians shall receive at least one (1) weeks' notice of their location assignment, unless the Company and the employee mutually agree to a shorter notice period.

4. All Other Terms and Conditions.

Except as expressly set forth herein, all terms and conditions of the current CBA, including but not limited to wages, seniority, benefits, hours of work, overtime, and grievance procedures, shall continue to apply to the Manufacturing Technician classification in the same manner as they apply to other classifications within the bargaining unit.

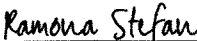
5. Duration and Effect.

This LOU shall be incorporated into and become part of the current CBA and shall remain in full force and effect for the duration of that Agreement, including any extensions or renewals thereof, unless otherwise modified by mutual written agreement of the parties. This LOU does not constitute a precedent or waiver of either party's rights, except as specifically set forth above.

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

FOR THE COMPANY:

Signed by:

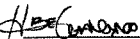


Ramona Stefan, Chief People Officer

Date: 10/6/2026

FOR THE UNION:

Signed by:



Hefeng Wang, Union Representative of UFCW Local 1189

Date: 10/6/2026