

January 14, 2026

VIA EMAIL

Malissa Short
Virginia Rapid Response Program Manager
Virginia Works, Department of Workforce Development and Advancement
Rapid-response@virginiaworks.gov

Dear Ms. Short:

This letter serves as an update to the notices previously provided by New AeroFarms, Inc. and AeroFarms Danville Farming Company LLC (collectively, the “Companies”) on December 11, 2025 and December 19, 2025. On December 19, 2025, the Companies informed you that they had received short-term funding from their lender to continue the core operations at the facility located at 1526 Cane Creek Pkwy, Ringgold, VA 24586 (the “Facility”), until January 16, 2026. The Companies have since received additional short-term funding from their lender to continue the core operations at the Facility while the Companies continue to pursue strategic options. A group of 16 primarily remote employees (6 Virginia residents) will continue to be temporarily furloughed as noted in the previous notice. The job titles of those employees are listed on **Schedule A**. Given the short-term funding they received, the Companies have notified the remaining employees that any Facility closure would now occur on February 27, 2026, rather than between January 2, 2026 and January 16, 2026, as previously noted. A Facility closure would result in the permanent termination of all of the Companies’ 127 remaining employees, including employees working remotely (the “Affected Employees”). Of the total remaining employees, 98 current employees are Virginia residents. The job titles of the affected positions and the number of Affected Employees in each job classification whose employment would be terminated on February 27, 2026 are separately included in the list appended hereto as **Schedule A**.

As we previously noted, the Companies were recently informed that, contrary to the Companies’ expectations, the Companies’ largest investor decided to withdraw any further financial investment into AeroFarms Danville Farming Company LLC and New AeroFarms, Inc., due in whole or in part to the investor’s unannounced restructuring and change in priorities. Since receiving this notice from the investor, the Companies have been diligently attempting to negotiate an extension with the investor or to secure other funding from their other current investors, potential new investors, and financial institutions. The Companies believed there was a realistic opportunity to obtain such alternate capital and that such capital would have been sufficient to avoid or postpone the plant closure. The Companies reasonably believed that providing WARN notices at the time the investor communicated its decision to the Companies would have precluded the Companies from obtaining that capital from other sources. The Companies did issue notice on December 11 due to all prior efforts to obtain capital having failed at that point. Subsequently, the Companies have received interest from buyers and consequently have been able to obtain additional capital from their lender to continue core operations as they pursue these strategic options.

The Companies submit this notice to you in part to satisfy any obligation that may exist under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. and similar state laws (collectively, the “WARN Act”). The Companies do not admit that such laws apply or



that notice is required. If no obligations exist, this notice is being provided voluntarily. The Companies note that, due to the unforeseen nature of the investor's notice, and due to the immediate pursuit by the Companies of alternate capital sources, the Companies were not able to give Affected Employees any additional notice, including the 60 days' notice that otherwise may have been required under the WARN Act, if applicable. The Companies did, however, give the Affected Employees notice of the possible closure of the Facility and the total shutdown of the Companies as soon as possible, electronically on December 11, 2025, and by first class mail as soon as practicable, an updated notice on December 18, 2025, and another updated notice on January 14, 2026. In this regard, the Companies further note that Federal law recognizes that employers may provide less than 60 days' notice where employment loss results from "unforeseen business circumstances," such as the unanticipated cancellation of funding from the Companies' primary investor, and under the "faltering company" exception to notice.

Regretfully, the Companies expect that, should the Facility close, all employees of the Companies will be terminated (including the employees placed on furlough status effective December 19, 2025). All terminations of employment are expected to be permanent, and there will not be bumping rights for other positions. There is no union representation. The closure of the Facility and the separation of the Affected Employees is currently expected to take place on February 27, 2026. A small number of Affected Employees may remain for a short time thereafter to wind down the Companies' operations. At this time, we have not identified who may be asked to stay.

If you have any questions, please feel free to contact Carlos Nuñez, Vice President – Human Resources, carlos.nunez@aerofarms.com, 888-768-0833.

Sincerely,

Carlos Nunez
Vice President – Human Resources

Attachment

SCHEDULE A

Affected Employees Furloughed	
Job Title	Number of Affected Employees
Associate Director of Human Resources	1
Associate Product Manager	1
Data Engineer and Reporting Developer	1
Director of Engineering	1
Food Manufacturing Sanitation Manager	1
Head Grower	1
Production Supervisor	1
Senior Manager, Field Electrical and Controls	1
Senior Manager, Financial Planning & Analysis	1
Senior Manager, Technical Services	1
Senior Mechanical Engineer	1
Senior Process Engineer	1
Supervisor, Shipping and Receiving	1
Technical Training Development Specialist	1
Vice President of IT and Digital Services	1
Vice President of Technology Development	1
Total	16

Affected Employees to Be Terminated At Facility Closure on February 27, 2026	
Job Title	Number of Affected Employees
Accounts Payable Manager	1
Administrative Assistant	1
Automation and Controls Engineer	2
CEO and Executive Chairperson of the AeroFarms Board of Directors	1
CFO	1
CIP Technician I	1
CIP Technician II	1
CMMS Administrator – Maintenance Planner	1
Custodian	2
Customer Experience Manager	1
Customer Experience Representative	1
Director of Corporate Development	1
Director of IT Infrastructure & Engineering Integration	1
ERP Business Manager	1
Facility Security and Safety Officer	2
Field Engineer	2

Flight Controller	2
Food Safety and Quality Assurance Manager	1
FSQA Technician	4
Grow Room Technician	3
HR Recruiter/Generalist	1
Inventory Controls Specialist	1
Lead Maintenance Technician	2
Lead Software Engineer	1
Lead Water Technician	1
Maintenance Technician	5
MGU Process Technician	2
Multi-Craft Maintenance Technician	1
Nutrient Technician	3
Operations Manager	2
Plant Controller	1
Plant Director	1
Process Operator, Packaging	7
Process Operator, Sanitation	7
Process Operator, Harvesting	2
Process Operator, Seeding	4
Process Technician (Floater), Packaging	3
Process Technician, Harvesting	2
Process Technician, Packaging	6
Process Technician, Sanitation Tunnel SME	4
Process Technician, Sanitation	2
Process Technician, Seeding	1
Process Technician, Warehouse	2
Procurement Assistant	1
Production Scheduler	1
Production Supervisor	2
Project Manager, Controls Engineering	1
R&D Head Grower	1
Research Associate	1
Sales and Marketing Coordinator	1
Senior Accountant	1
Senior Associate, Logistics	1
Senior Director, Business Transformation	1
Senior Director, Field Engineering	1
Senior Engineer, Controls and Scada Systems	1
Senior Environmental Safety and Security Manager	1
Senior Head Grower	1
Senior Manager, End User Services	1
Senior Software Engineer	1
Shipping & Receiving Clerk	1

Team Lead II, Packaging	1
Team Lead, Harvesting	2
Team Lead, Packaging	2
Team Lead, Sanitation	4
Team Lead, Seeding	2
Team Lead, Shipping	1
Tower Technician	1
Vice President and Head of Engineering	1
Vice President of Food Safety and Quality Assurance	1
Vice President of Human Resources	1
Vice President of Procurement	1
Vice President of Sales, Grocery	1
Total	127