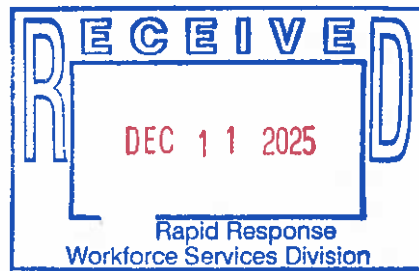


December 11, 2025

VIA EMAIL



AEROFARMS

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

Dear Ms. Short:

This letter is to inform you that New AeroFarms, Inc. and AeroFarms Danville Farming Company LLC (collectively, the "Companies") have made the difficult decision to wind down all of their operations and close the facility located at 1526 Cane Creek Pkwy, Ringgold, VA 24586 (the "Facility"). This will result in the permanent termination of all of the Companies' 173 employees, including employees working remotely (the "Affected Employees"). Of the total employees, 127 are Virginia residents. The job titles of the affected positions and the number of Affected Employees in each job classification are included in the list appended hereto as **Schedule A**.

Recently, we were 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. Unfortunately, the Companies' efforts to obtain additional capital have failed and they have come to the conclusion that they cannot continue operations until they are able to obtain new funding from other sources.

The Companies submit this notice 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 closure of the Facility and the total shutdown of the Companies as soon as possible, electronically on December 11, 2025, and by regular mail as soon as practicable. 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.

1526 Cane Creek Parkway, Ringgold, VA 24586

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All employees of the Companies are being terminated. 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 December 19, 2025. 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

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SCHEDULE A

Job Classification	Number of Affected Employees
Administrative Assistant	1
Accounts Payable Manager	1
Associate Director of Human Resources	1
Associate Product Manager	1
Automation and Controls Engineer	2
CEO	1
CFO	1
CIP Technician	1
CIP Technician II	1
CMMS Administrator – Maintenance Planner	1
Custodian	3
Customer Experience Representative	1
Data Engineer and Reporting Developer	1
Director of Corporate Development	1
Director of Engineering	1
ERP Business Manager	1
Facility Security and Safety Officer	3
Field Engineer	2
Flight Controller	4
Food Manufacturing Sanitation Manager	1
Food Safety and Quality Assurance Manager	1
FSQA Technician	4
Grow Room Technician	3
Head Grower	1
HR Recruiter/Generalist	1
Inventory Controls Specialist	1
Lead Maintenance Technician	2
Lead Software Engineer	1
Lead Water Technician	1
Logistics and Transportation Manager	1
Maintenance Technician	6
Multi-Craft Maintenance Technician	1
Nutrient Technician	2
Operations Manager	2
Plant Controller	1
Plant Director	1
Process Operator – Packaging	18
Process Operator – Sanitation	7
Process Operator – Harvesting	3
Process Operator – Seeding	4
Process Technician (Floater) – Packaging	3
Process Technician – Harvesting	2

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Process Technician – Packaging	6
Process Technician – Receiving	1
Process Technician – Sanitation Tunnel SME	4
Process Technician – Sanitation	3
Process Technician – Seeding	1
Process Technician – Warehouse	3
Procurement Assistant	1
Production Scheduler	1
Production Supervisor	3
Project Manager, Controls Engineering	1
R&D Head Grower	1
Research Associate	2
Sales and Marketing Coordinator	1
Senior Accountant	1
Senior Accounting Specialist and Systems Analyst	1
Senior Associate, Logistics	1
Senior Director, Business Transformation	1
Senior Director, Field Engineering	1
Senior Engineer	1
Senior Environmental Safety and Security Manager	1
Senior Head Grower	1
Senior Manager, End User Services	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
Senior Procurement Manager	1
Senior Project Manager	1
Senior Software Engineer	1
Shipping & Receiving Clerk	1
Shipping & Receiving Coordinator	1
Supervisor, Shipping and Receiving	1
Team Lead II, Packaging	3
Team Lead, Harvesting	2
Team Lead, Packaging	2
Team Lead, Sanitation	4
Team Lead, Seeding	2
Team Lead, Shipping	1
Technical Training Development Specialist	1
Tower Technician	1
Vice President and Head of Engineering	1

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Vice President of IT and Digital Services	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
Vice President of Technology Development	1
Total	173