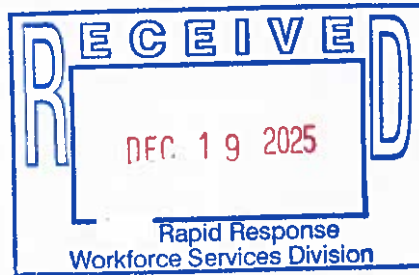


December 19, 2025

**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 serves as an update to the notice previously provided by New AeroFarms, Inc. and AeroFarms Danville Farming Company LLC (collectively, the "Companies") on December 11, 2025. Since the time of the prior notice, the Companies secured short term funding to continue core operations at the facility located at 1526 Cane Creek Pkwy, Ringgold, VA 24586 (the "Facility"). A group of 18 primarily remote employees (7 Virginia residents) is being temporarily furloughed on December 19 as noted in the previous notice. The job titles of those employees are listed on **Schedule A**. The Companies are pursuing strategic options. Given the short-term funding they received, they have notified the remaining employees that any Facility closure would now occur between January 2, 2026 and January 16, 2026, rather than on December 19, 2025, as previously noted. A Facility closure would result in the permanent termination of all of the Companies' 135 remaining employees, including employees working remotely (the "Affected Employees"). Of the total remaining employees, 102 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 between January 2, 2026 and January 16, 2026 are separately included in the list appended hereto as **Schedule A**.

As noted in the December 11 notice, 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. Unfortunately, the Companies' efforts to obtain additional capital had failed at the time and they came to the conclusion that they cannot continue operations past December 19, 2025, until they are able to obtain new funding from other sources. They have since obtained short term funding to fund core operations until sometime between January 2 and January 16, 2026.

The Companies submit this revised 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

1526 Cane Creek Parkway, Ringgold, VA 24586



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, and via a revised emailed notice on December 18, 2025. 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.

Should the Facility close in January, 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 between January 2, 2026 and January 16, 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](mailto:carlos.nunez@aerofarms.com), 888-768-0833.

Sincerely,

Carlos Nunez  
Vice President – Human Resources

Attachment

### **SCHEDULE A**

<b>Affected Employees Furloughed on December 19, 2025</b>	
<b>Job Title</b>	<b>Number of Affected Employees</b>
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
HR Recruiter/Generalist	1
Procurement Assistant	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
Senior Project Manager	1
Technical Training Development Specialist	1
Vice President of IT and Digital Services	1
Vice President of Technology Development	1
<b>Total</b>	<b>18</b>

<b>Affected Employees to Be Terminated At Facility Closure Between January 2 and January 16, 2026</b>	
<b>Job Title</b>	<b>Number of Affected Employees</b>
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	3
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	3
Field Engineer	2
Flight Controller	2
Food Safety and Quality Assurance Manager	1
FSQA Technician	5
Grow Room Technician	3
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	2
Operations Manager	2
Plant Controller	1
Plant Director	1
Process Operator, Packaging	9
Process Operator, Sanitation	5
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	3
Production Scheduler	1
Production Supervisor	2
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, Controls and Scada Systems	1
Senior Environmental Safety and Security Manager	1
Senior Head Grower	1



Senior Manager, End User Services	1
Senior Procurement 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
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
<b>Total</b>	<b>135</b>