

Vireo Health's Commitment to Diversity

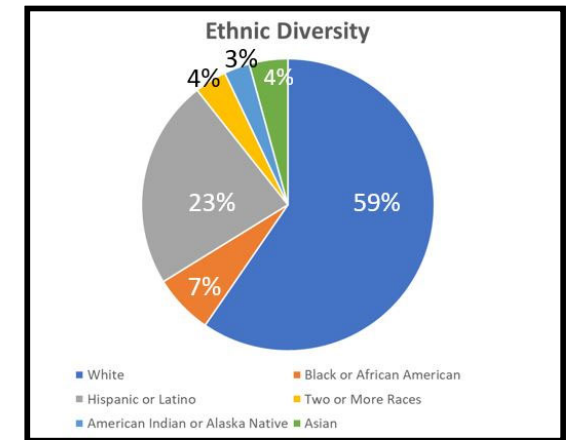
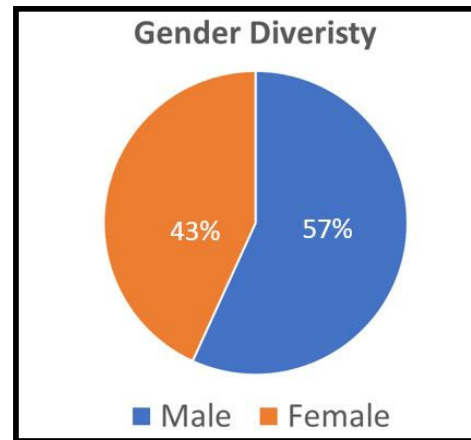
“Since our earliest days, diversity has always been a cornerstone of Vireo’s culture. Today, Vireo is proud to be one of the most diverse cannabis companies in country.” – Chairman & CEO, Kyle Kingsley, MD

Vireo is proud to be one of the most diverse cannabis MSOs in the country.

We have both ethnic and gender diversity at every level of our operation from our retail and cultivation teams to our leadership teams and Board of Directors.

Our team is...

- 43% female identifying
- 42% ethnic minorities
- 50% of our Directors are women or minorities



Vireo Health's Diversity, Equity & Inclusion Efforts

In 2020, Vireo Health established its Diversity, Equity and Inclusion Council. Led by diverse group of Vireo team members, the DEI Council runs a variety of programs to promote and protect diversity & inclusion in our company, communities, and the cannabis industry.

A Few Highlights include:

- Partnering with Minorities for Medical Marijuana to host a series of Expungement Clinics which help people clear their records of non-violent cannabis charges. Over 100 people cleared their records at recent events in Maryland and Arizona
- Partnered with Last Prisoner Project (“LPP”) to run a holiday letter writing campaign at all dispensaries. We are also working with LPP to run the Roll it Up for Justice Campaign at Vireo dispensaries
- First cannabis company to sign the CEO Action for Diversity & Inclusion™ Pledge
- Hosting a variety of DEI-focused internal events – Open Forums, Diversity Trainings, pronoun trainings, and much more
- Running a Medical Cannabis Diversity Internship Program
- PTO with a Purpose – volunteer program for team members

