Docusign Envelope ID: 06ED4615-D5CF-8E31-82B9-280BC76C0492

Magic Leap

October 1, 2026

VIA EMAIL & OVERNIGHT DELIVERY on behalf of McCree Lake

State Trade and Rapid Response Program
Florida Department of Commerce
107 E. Madison Street, MSC 229
Tallahassee, FL 32399
1-866-352-2345
WARNnotices@commerce.fl.gov

Mayor Nick Sortal
Office of the Mayor
400 NW 73rd Avenue
Plantation, FL 33317
954-797-2222
askcityhall@plantation.org

Re: Supplement to July 15th Notice/Notice of Mass Layoff

Dear Sir/Madam:

As a supplement to Magic Leap, Inc.'s (the "**Company**") notification sent on July 15th, 2026, and pursuant to any obligation under the federal Worker Adjustment and Retraining Notification Act, we are writing to advise you that the Company is conducting a reduction in force that will result in layoffs at the Company's facility located at 7500 W. Sunrise Blvd., Plantation, Florida 33322. The planned layoffs are expected to be permanent. At this time, approximately 70 additional employees assigned to the facility will be terminated beginning December 1, 2026.

Affected employees are being provided at least 60 days' advance notice of their termination date, and they will continue to receive their full pay and benefits during the notice period.

A list of the job titles of positions to be affected and the number of employees to be laid off in each job classification is attached hereto as Exhibit A.

This notice is given based upon the best information available from the Company at this time. If you have any questions or for further information, please contact Magic Leap People Team at people@magicleap.com or (786) 220-2749.

Sincerely,

Signed by:
McCree Lake
0C85CBE3F30F403...
McCree Lake
Chief People Officer
Magic Leap, Inc.

Docusign Envelope ID: 06ED4615-D5CF-8E31-82B9-280BC76C0492

EXHIBIT A - LIST OF AFFECTED POSITIONS

Job Title	No.
Associate Mechanical Engineer	1
Audio Systems Engineer	1
Director, Principal Hardware Engineer - Optical	1
Director, Principal Software Engineer - QA	3
Distinguished Tooling Engineer, NPI	1
Electrical Engineering Director	1
Engineering Technician, Prototype	1
Lead Safety Operations Engineer	1
Lead Test Engineer, SDK Integration	1
Lead, Mechanical Engineer, Calibration	1
Magic Leap Fellow	1
Mechanical Engineer	1
Mechanical Engineer, Calibration	1
Principal Electrical Engineer	3
Principal Hardware Engineer	1
Principal Mechanical Engineer	3
Principal Mechanical Engineer - Simulation	1
Principal Opto-Mechanical Engineer	1
Principal Scientist, Human Vision	1
Principal Systems Engineer	1
Principal Technical Program Manager	1
Producer, Industrial Design	1
Senior Director, Business Program Management	1
Senior Director, Distinguished Hardware Engineer	1
Senior Engineering Technician	1
Senior Opto-Mechanical Engineer	1
Senior Software Engineer	2
Software Engineer	1
Software Engineering Director	2
Software Engineering Senior Director	1
Sr Director, Accounting - Financial Reporting	1
Sr Director, Distinguished Software Engineer	3

Docusign Envelope ID: 06ED4615-D5CF-8E31-82B9-280BC76C0492

Sr Director, Distinguished Software Engineer - QA	1
Sr Electrical Engineer	1
Sr Engineering Technician	1
Sr Hardware Engineer	2
Sr Manager, Staff Software Engineer	1
Sr Mechanical Engineer	2
Sr Opto-Mechanical Engineer	1
Sr Project Manager	1
Sr Research Engineer, Experimental Mechanics	1
Sr Sales Operations Specialist, Order Mgmt	1
Sr Software Engineer	2
Sr Software Engineer, Browser	1
Sr Software Engineer, Security	1
Staff Hardware Engineer	5
Staff Hardware Engineer, Mechanical	1
Staff Software Engineer	1
Staff Software Engineer, QA	4
Staff Systems Engineer	1

Docusign Envelope ID: 9D308978-B519-850A-809D-7C717EFD75F9

Magic Leap

July 31, 2026

VIA EMAIL & OVERNIGHT DELIVERY on behalf of McCree Lake

State Trade and Rapid Response Program
Florida Department of Commerce
107 E. Madison Street, MSC 229
Tallahassee, FL 32399
1-866-352-2345
WARNnotices@commerce.fl.gov

Mayor Nick Sortal
Office of the Mayor
400 NW 73rd Avenue
Plantation, FL 33317
954-797-2222
askcityhall@plantation.org

Re: Supplement to July 15th Notice/Notice of Mass Layoff

Dear Sir/Madam:

As a supplement to Magic Leap, Inc.'s (the "Company") notification sent on July 15th, 2026, and pursuant to any obligation under the federal Worker Adjustment and Retraining Notification Act, we are writing to advise that the Company is conducting a reduction in force that will result in layoffs at the Company's facility located at 7500 W. Sunrise Blvd., Plantation, Florida 33322. The planned layoffs are expected to be permanent. At this time, approximately 195 employees assigned to the facility will be terminated on October 1, 2026.

Affected employees are being provided at least 60 days' advance notice of their termination date, and they will continue to receive their full pay and benefits during the notice period.

A list of the job titles of positions to be affected and the number of employees to be laid off in each job classification is attached hereto as Exhibit A.

This notice is given based upon the best information available from the Company at this time. If you have any questions or for further information, please contact Magic Leap People Team at people@magicleap.com at (786) 220-2749.

Sincerely,

Signed by:
McCree Lake
0C8ECBE3F39E403...

McCree Lake
Head of People
Magic Leap, Inc.

Docusign Envelope ID: 9D308978-B519-850A-809D-7C717EFD75F9

EXHIBIT A - LIST OF AFFECTED POSITIONS

Job Title	No.
Associate Data Engineer	3
Associate Electrical Engineer	1
Associate Software Engineer	1
Associate Software Engineer, QA	1
Associate Software Engineer, Remote Rendering	1
Business Systems Partner	1
Director, Business Technology - Core Platform	1
Director, Experience Design	1
Director, Finance	1
Director, Principal Electrical Engineer	1
Director, Principal Software Engineer	4
Director, Principal Software Engineer - QA	1
Director, Principal Technical Program Manager	3
Director, Supplier Quality Engineering	1
Distinguished Manufacturing Engineer	1
Distinguished Manufacturing Engineer, Tooling	1
Distinguished Product Manager	1
Equipment Technician	1
Executive Assistant I	1
Executive Assistant II	1
Hardware Engineer	1
Lead Information Security Analyst, Compliance	1
Lead, Software Engineer	1
Lead, Software Engineer, Application Framework	1
Manager, Sr Quality Engineer	1
Manager, Sr Software Engineer	1
Manager, UXR Research	1
Manufacturing Operations VP	1
Mechanical Engineer	1
Principal Audio Systems Engineer	1
Principal NPI Opto-Mechanical Engineer	1
Principal Product Manager	3
Principal Research Engineer, Systems Usability	1
Principal Software Engineer	5
Principal Software Engineer, Audio Experience	1
Principal Software Engineer, Cloud	1
Principal Software Engineer, Embedded	1
Principal Software Engineer, Mobile Apps	1
Principal Software Engineer, Performance & Data	1
Principal Software Engineer, Platform	1
Principal Software Engineer, Product Design	1
Principal Software Engineer, QA	1
Principal Software Engineer, Real-Time Communication	1
Principal Software Engineer, Runtime	1
Principal Software Engineer, Web Browser	1
Principal Systems Engineer	1
Principal Technical Program Manager	1
Principal UX/UI Designer	1
Product Design Senior Director	1
Program Manager, Ecosystem Solutions	1
Quality Data Analytics Engineer	1
Quality Engineer	1
Senior Software Engineer	4
Senior Software Engineer, Perception	1
Senior UX/UI Designer	1
Senior, Software Engineer	1
Senior, Software QA Engineer	1
Software Engineer	5
Software Engineer, Application	1
Software Engineer, Ecosystem	1
Software Engineer, Embedded	1
Software Engineer, Front End	1
Software Engineer, Graphics	1
Software Engineer, QA	3
Software Engineer, Reliability	1
Software Engineering Director	1

Docusign Envelope ID: 9D308978-B519-850A-809D-7C717EFD75F9

Sr Data Engineer	2
Sr Designer, Motion	1
Sr Designer, Visual Interaction	1
Sr Director, Account Management - Ecosystem Solutions	1
Sr Director, Distinguished Manufacturing Engineer - Mechanical	1
Sr Director, Distinguished Research & Science Engr	1
Sr Director, Distinguished Software Engineer	1
Sr Director, Manufacturing Operations	1
Sr Director, Product Management	1
Sr Director, Product Operations	1
Sr Director, Product Quality, Reliability, Safety	1
Sr Director, Solutions Engineering	1
Sr Director, Technical Program Management - Content	1
Sr Manager, Staff Software Engineer	2
Sr Manager, Staff Software Engineer - Cloud	1
Sr Manager, Staff Software Engineer - Ecosystem	1
Sr Manager, Staff Software Engineer - QA Systems	1
Sr Manufacturing Engineer, Electrical	1
Sr Metrology Engineer	1
Sr Process Engineer	1
Sr Product Manager	1
Sr Quality Engineer	1
Sr Software Engineer	13
Sr Software Engineer, Front End	1
Sr Software Engineer, Cloud	2
Sr Software Engineer, Embedded	1
Sr Software Engineer, Front End	1
Sr Software Engineer, MagicScript	1
Sr Software Engineer, Productivity	1
Sr Software Engineer, QA	4
Sr Software Engineer, Runtime	1
Sr Software Engineer, Web Front End	1
Sr Software Engineer, Web Infrastructure	1
Sr Supplier Quality Engineer	1
Sr Systems Engineer	1

Sr Technical Program Manager	2
Sr Technical Project Manager	1
Sr Technical Support Engineer, Customer Care	1
Sr UX/UI Designer	2
Sr. Manager, Partner Engagement Team and Spokesperson Management	1
Sr. Technical Engineer, Partner Engagement	1
Staff Artist, CG	1
Staff Designer, Animation	1
Staff Hardware Engineer	1
Staff Mechanical Engineer, Simulation	1
Staff Operations Manager	1
Staff Product Manager	1
Staff Program Manager	1
Staff Research & Science Engineer, Human Factors	1
Staff Research Engineer, User Interaction	1
Staff Software Engineer	14
Staff Software Engineer, Application	1
Staff Software Engineer, DevOps	1
Staff Software Engineer, Embedded	1
Staff Software Engineer, Interaction	1
Staff Software Engineer, Product Design	1
Staff Software Engineer, QA	3
Staff Software Engineer, Remote Rendering	2
Staff Software Engineer, Simulation	1
Staff Supplier Quality Engineer	1
Staff Systems Engineer	1
Staff Technical Program Manager	1
Staff UX/UI Designer, Developer Experience	1
SVP, Manufacturing Operations	1
SVP, Software and Engineering Services	1
Technical Program Manager	2
Technical Programs Senior Lead	1
VP, Business Development - Ecosystem	1
VP, Corporate Development	1
VP, Tax	1

Docusign Envelope ID: F9FF5C08-EDB0-8F87-8346-AEDC419A8A9B

July 15, 2026

VIA EMAIL & OVERNIGHT DELIVERY on behalf of McCree Lake

State Trade and Rapid Response Program
Florida Department of Commerce
107 E. Madison Street, MSC 229
Tallahassee, FL 32399
1-866-352-2345
WARNnotices@commerce.fl.gov

Mayor Nick Sortal
Office of the Mayor
400 NW 73rd Avenue
Plantation, FL 33317
954-797-2222
askcityhall@plantation.org

Re: Notice of Mass Layoff

Dear Sir/Madam:

Pursuant to any obligation under the federal Worker Adjustment and Retraining Notification Act, we are writing to notify you that Magic Leap, Inc. (the "Company") is conducting a reduction in force that will result in layoffs at the Company's facility located at 7500 W. Sunrise Blvd., Plantation, Florida 33322. The planned layoffs are expected to be permanent. At this time, approximately 193 employees assigned to the facility will be terminated on October 1, 2026.

Affected employees are being provided more than 60 days' advance notice of their termination date, and they will continue to receive their full pay and benefits during the notice period.

A list of the job titles of positions to be affected and the number of employees to be laid off in each job classification is attached hereto as Exhibit A.

This notice is given based upon the best information available from the Company at this time. If you have any questions or for further information, please contact Magic Leap People Team at people@magicleap.com at (786) 220-2749.

Sincerely,

Signed by:
McCree Lake
0C85CBE53F39F403...
McCree Lake
Head of People
Magic Leap, Inc.

Docusign Envelope ID: F9FF5C08-EDB0-8F87-8346-AEDC419A8A9B

EXHIBIT A - LIST OF AFFECTED POSITIONS

Job Title	No.
Associate Data Engineer	3
Associate Electrical Engineer	1
Associate Software Engineer	1
Associate Software Engineer, QA	1
Associate Software Engineer, Remote Rendering	1
Business Systems Partner	1
Director, Business Technology - Core Platform	1
Director, Experience Design	1
Director, Finance	1
Director, Principal Electrical Engineer	1
Director, Principal Software Engineer	4
Director, Principal Software Engineer - QA	1
Director, Principal Technical Program Manager	3
Director, Supplier Quality Engineering	1
Distinguished Manufacturing Engineer	1
Distinguished Manufacturing Engineer, Tooling	1
Distinguished Product Manager	1
Equipment Technician	1
Executive Assistant I	1
Executive Assistant II	1
Hardware Engineer	1
Lead Information Security Analyst, Compliance	1
Lead, Software Engineer	1
Lead, Software Engineer, Application Framework	1
Manager, Sr Quality Engineer	1
Manager, Sr Software Engineer	1
Manager, UXR Research	1
Manufacturing Operations VP	1
Mechanical Engineer	1
Principal Audio Systems Engineer	1
Principal NPI Opto-Mechanical Engineer	1
Principal Product Manager	3
Principal Research Engineer, Systems Usability	1
Principal Software Engineer	5
Principal Software Engineer, Audio Experience	1
Principal Software Engineer, Cloud	1
Principal Software Engineer, Embedded	1
Principal Software Engineer, Mobile Apps	1
Principal Software Engineer, Performance & Data	1
Principal Software Engineer, Platform	1
Principal Software Engineer, Product Design	1
Principal Software Engineer, QA	1
Principal Software Engineer, Real-Time Communication	1
Principal Software Engineer, Runtime	1
Principal Software Engineer, Web Browser	1
Principal Systems Engineer	1
Principal Technical Program Manager	1
Principal UX/UI Designer	1
Product Design Senior Director	1
Program Manager, Ecosystem Solutions	1
Quality Data Analytics Engineer	1
Quality Engineer	1
Senior Software Engineer	4
Senior Software Engineer, Perception	1
Senior UX/UI Designer	1
Senior, Software Engineer	1
Senior, Software QA Engineer	1
Software Engineer	5

Docusign Envelope ID: F9FF5C08-EDB0-8F87-8346-AEDC419A8A9B

Software Engineer, Application	1
Software Engineer, Ecosystem	1
Software Engineer, Embedded	1
Software Engineer, Front End	1
Software Engineer, Graphics	1
Software Engineer, QA	3
Software Engineer, Reliability	1
Software Engineering Director	1
Sr Data Engineer	2
Sr Designer, Motion	1
Sr Designer, Visual Interaction	1
Sr Director, Account Management - Ecosystem Solutions	1
Sr Director, Distinguished Manufacturing Engineer - Mechanical	1
Sr Director, Distinguished Research & Science Engr	1
Sr Director, Distinguished Software Engineer	1
Sr Director, Manufacturing Operations	1
Sr Director, Product Management	1
Sr Director, Product Operations	1
Sr Director, Product Quality, Reliability, Safety	1
Sr Director, Solutions Engineering	1
Sr Director, Technical Program Management - Content	1
Sr Manager, Staff Software Engineer	2
Sr Manager, Staff Software Engineer - Cloud	1
Sr Manager, Staff Software Engineer - Ecosystem	1
Sr Manager, Staff Software Engineer - QA Systems	1
Sr Manufacturing Engineer, Electrical	1
Sr Metrology Engineer	1
Sr Process Engineer	1
Sr Product Manager	1
Sr Quality Engineer	1
Sr Software Engineer	13

Sr Software Engineer, Front End	1
Sr Software Engineer, Cloud	2
Sr Software Engineer, Embedded	1
Sr Software Engineer, Front End	1
Sr Software Engineer, MagicScript	1
Sr Software Engineer, Productivity	1
Sr Software Engineer, QA	4
Sr Software Engineer, Runtime	1
Sr Software Engineer, Web Front End	1
Sr Software Engineer, Web Infrastructure	1
Sr Supplier Quality Engineer	1
Sr Systems Engineer	1
Sr Technical Program Manager	2
Sr Technical Project Manager	1
Sr Technical Support Engineer, Customer Care	1
Sr UX/UI Designer	2
Sr. Manager, Partner Engagement Team and Spokesperson Management	1
Sr. Technical Engineer, Partner Engagement	1
Staff Artist, CG	1
Staff Designer, Animation	1
Staff Hardware Engineer	1
Staff Mechanical Engineer, Simulation	1
Staff Operations Manager	1
Staff Product Manager	1
Staff Program Manager	1
Staff Research & Science Engineer, Human Factors	1
Staff Research Engineer, User Interaction	1
Staff Software Engineer	14
Staff Software Engineer, Application	1
Staff Software Engineer, DevOps	1
Staff Software Engineer, Embedded	1
Staff Software Engineer, Interaction	1

Docusign Envelope ID: F9FF5C08-EDB0-8F87-8346-AEDC419A8A9B

Staff Software Engineer, Product Design	1
Staff Software Engineer, QA	3
Staff Software Engineer, Remote Rendering	2
Staff Software Engineer, Simulation	1
Staff Supplier Quality Engineer	1
Staff Systems Engineer	1
Staff Technical Program Manager	1
Staff UX/UI Designer, Developer Experience	1
SVP, Manufacturing Operations	1
SVP, Software and Engineering Services	1
Technical Program Manager	2
Technical Programs Senior Lead	1
VP, Business Development - Ecosystem	1