March 31, 2026

Via Email & Certified Mail

Yolanda Triplett
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Florida Department of Commerce
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Miami-Dade County
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Miami, FL 33128
Email: mayor@miamidade.gov

Re: Second WARN Act Notice – Plant Closure

On September 2, 2025, pursuant to the federal Worker Adjustment and Retraining Notification Acts (the "WARN Act"), I notified you that there would be a total, permanent closure of all operations (the "Closure") at PGT Industries, LLC's (the "Company") facilities at: (1) 3780 W 104 St, Hialeah, Florida 33018 (the "Hialeah Facility"), and (2) 7751 NW 79th Pl, Medley, FL 33166 (the "Medley Facility") (together referred to herein as the "Facilities").[1] This Closure was and is expected to be permanent affecting approximately 382 employees at the Hialeah Facility and 60 employees at the Medley Facility. As previously noted, the Closure is intended to increase operational efficiency and optimization for maximum productivity and customer satisfaction and it is intended to be permanent.

Since then, the Medley facility has been closed, and all employees in that facility have been either terminated or transferred to one of the Company's other locations. For the Haileah Facility, due to delays in closing out the operations in the Hialeah facility, on January 29, 2026, some employees received an additional notice pursuant to 20 C.F.R. § 639.10(a) extending their termination date through March 30, 2026. We continue to experience a delay in shutting down that facility, as such, we are issuing a 2nd WARN notice ("2nd WARN Notice") to provide at least 60 days' notice to 31 employees that remain employed in the Haileah Facility. The new separation period is from July 16, 2026 through July 30, 2026 affecting the 31 remaining employees.

[1] Although the Medley Facility employed less than 100 employees and was not subject to the WARN Act, the Company provided this notice for the impacted employees employed in the Medley Facility as if the Hialeah and Medley Facilities were a single site of employment.

As of the date of this letter, all affected employees have been notified of their anticipated separation period pertaining to this 2nd WARN Notice, at least 60 days before their termination is scheduled to occur. The affected employees have also been informed that their separation from employment will be permanent resulting from the Closure. Upon request, the Company will make readily accessible to the State dislocated worker unit and to the unit of general local government the job positions and number of employees affected by this mass layoff with applicable job loss as specified in 20 C.F.R. § 639.7(e).

Pursuant to the WARN Act, the Company will provide an updated notice if any termination of the affected employees is delayed beyond the dates noted above. The Company will assist all of the impacted employees with applying for open positions at other Company locations within or outside commuting distance.

None of the affected employees at the Facilities are represented by a union. The Company does not offer any bumping rights for the affected employees. Therefore, the affected employees will not replace more junior employees out of their job positions as a result of this Closure.

Should you have any questions or need additional information, please reach out to me, Assistant General Counsel April Lee at April.Lee@pgtinnovations.com.

Sincerely,

_____

Assistant General Counsel

Seungeun April Lee

September 2, 2025

Via Email & Certified Mail

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Miami, FL 33128
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Re: WARN Act Notice of Plant Closure

Pursuant to the federal Worker Adjustment and Retraining Notification Acts (the "WARN Act"), I am writing to notify you that there will be a total, permanent closure of all operations (the "Closure") at PGT Industries, LLC's (the "Company") facilities at: (1) 3780 W 104 St, Hialeah, Florida 33018 (the "Hialeah Facility"), and (2) 7751 NW 79th Pl, Medley, FL 33166 (the "Medley Facility") (together referred to herein as the "Facilities").[1] This Closure is expected to be permanent and will affect approximately 382 employees at the Hialeah Facility and 60 employees at the Medley Facility.

The current operations at the Facilities will be transferred to the Company's other locations in Florida, and the Company will be separating employees in connection with the Closure. The Closure is intended to increase operational efficiency and optimization for maximum productivity and customer satisfaction.

As of the date of this letter, all affected employees have been notified of their anticipated separation date(s), at least 60 days before their termination is scheduled to occur. The affected employees have also been informed that their separation from employment will be permanent resulting from the Closure.

The expected date of the first separation at the Hialeah Facility will be **January 16, 2026**, and all the expected terminations there are scheduled to be completed by **January 30, 2026**[2]. The expected date of

[1] Although the Medley Facility employs less than 100 employees and is not subject to the WARN Act, the Company is providing this notice for the impacted employees employed in the Medley Facility as if the Hialeah and Medley Facilities were a single site of employment.

[2] Upon request, the Company will make readily accessible to the State dislocated worker unit and to the unit of general local government the job positions and number of employees affected by this mass layoff with the anticipated schedule of applicable job loss as listed 20 C.F.R. § 639.7(e).

the first separation at the Medley Facility will be **November 1, 2025** (the "Expected Date"), with all the expected terminations scheduled to be completed by **November 15, 2025**. Pursuant to the WARN Act, the Company will provide an updated notice if any termination of the affected employees is delayed beyond the dates noted above. The Company will assist all of the impacted employees with applying for open positions at other Company locations within or outside commuting distance.

None of the affected employees at the Facilities are represented by a union. The Company does not offer any bumping rights for the affected employees. Therefore, the affected employees will not replace more junior employees out of their job positions as a result of this Closure.

Should you have any questions or need additional information, please reach out to me, Assistant General Counsel April Lee at April.Lee@pgtinnovations.com.

Sincerely,

/s/ April Lee

Assistant General Counsel

Seungeun April Lee