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February 27, 2026

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BY EMAIL

To Whom it May Concern:

First Brands Group, LLC (the “Company”) regrets to inform you that it will be closing the entirety of the Cleveland Corporate Office facility located at 127 Public Square Suite 5300, Cleveland, OH 44114 (the “Facility”). This letter constitutes notice to you, pursuant to the Worker Adjustment and Retraining Notification Act of 1988 and Ohio Revised Code § 4113.31.

As you may be aware, the Company is currently experiencing a period of financial distress and is in a chapter 11 bankruptcy process. Nevertheless, the Company has gone to great lengths to maintain its operations. This has included pursuing a sale process as well as attempting to seek additional funding from numerous outside parties. However, under all of these circumstances, the Company has now made the difficult decision to close this Facility.

The Company expects that 110 total employees will be affected by this closure. The Company expects that the closure will commence on April 30, 2026 and that all 110 employees will be terminated effective on that date. At this time, the Company expects the closure to be permanent. Bumping rights are not applicable.

Attached hereto as Exhibit A is a list of the job titles of positions to be affected, and the number of affected employees in each job classification.

Employees have been encouraged to contact the Ohio Department of Job & Family Services at 30 E Broad St, Columbus, OH 43215, (614) 466-6282 to learn about available services, such as unemployment compensation information, job matching, funding for training, resume writing, interview preparation, and hiring events. Employees have also been encouraged to learn more about Unemployment Benefits by visiting the State's website at <https://jfs.ohio.gov/job-services-and-unemployment> or by calling (877) 644-6562.

The job titles of positions to be affected, and the number of affected employees in each job classification are attached as Exhibit A included with this letter. A copy of the template notice provided to affected employees is attached as Exhibits B to this letter.

The name and telephone number of the Company's representative who should be contacted for further information is Paul Kosturos (833-434-2557).

The information in this notice is based on the best information available to the Company at this time.

Sincerely,

First Brands Group, LLC

**Exhibit A**

<b>Job Titles of Affected Positions</b>	<b>Number of Affected Employees</b>
Account Manager	3
Accounting Manager	1
Analyst- Finance	1
Application Systems Manager	1
Benefit Coordinator	1
Business Dev Manager	1
Business Intelligence Man	1
Buyer S	1
CAD Designer	1
Caliper General Manager	1
Chief Operating Officer	1
Continuous Improve Mgr	1
Corporate Accountant	1
Cost Accountant	2
Customer Experience Anly	2
Dir of Administration	1
Director - International Logistics	1
Director Transportation	1
Director- Finance	1
Director of Accounting	1
Director of Accounts Payable	1
Director of Finance	3
Director of Security	1
Director- Product Management	1
Director- Sales	3
Director- Supply Chain	1
Director, Benefits	1
Director, Functional Plastics	1
Director, Program Managem	1
Director, Quality	1
ECommerce Content Spec	1
Engineer- Electrical	1
Engineering Manager	1
ERP Director SAP	1
Estimator	1
EVP of Global Operations	1
EVP of Global Special Projects	2
Gen Corp and Fin Attorney	1
HPKN-Sales Manager	1
HPKN-Software Engineer	1
HR Director	1
HR Spec I-Benefits	1

HRIS Manager	1
IT Site Support	1
IT Specialist	1
Key Account Manager	1
Legal	2
Legal Compliance Officer	1
Manager Finance	1
Manager- North America IT Data Team	1
Manager of Program Management	1
Network Engineer	1
OE Engineering Director -	1
Operations Director I	1
Operations Manager	1
Payroll Manager	1
Planning Manager	1
Plant Manager	1
Product Engineer	2
Product Manager	1
Production Superintendent	1
Program Manager	2
Programmer Analyst Lead	1
Project Manager	1
Purchasing Coordinator	1
Quality Engineer	1
Regional EHS Manager	1
Regional Manager- HR	1
Sales Analyst I	1
Sales Coordinator	1
Senior Accountant	1
Senior Manager Digital and Social	1
Solutions Architect	1
Sr Program Purchasing Mgr	1
Sr. Mgr Global Trade Comp	1
Staff Accountant	1
SVP of Mergers and Acquisitions	1
SVP Performance Brands Gr	1
System Analyst I	1
Systems Analyst	1
Tax Analyst	1
US TA Lead	1
Vice President of Sales	1
Vice President of Supply	1
Vice President Operations	1
VP Distribution	1
VP Information Technology	1
VP of Finance	1

VP of Finance and Treasury	1
VP of Operations Brakes	1
VP of Projects Brakes	1
VP of Purchasing	1
VP of Sales Operations	1
VP of Tax	1
VP Product Management	1
VP- Strategic Projects	1
VP Wiper Products	1
Workday Analyst	1