

AE O INC.

February 11, 2026

RE: Announcement of Closure

Dear Employee,

This letter serves as official notice under the Federal Worker Adjustment and Retraining Notification Act (20 CFR Part 639) (the "WARN Act") that AE Regional Distribution Co., LLC (formerly known as Quiet Logistics, Inc.) (the "Company"), an indirect but wholly owned subsidiary to American Eagle Outfitters, Inc., will be closing its facility located at 64 Jackson Road, Devens, MA 01434. Notice is concurrently being provided to you in compliance with the WARN Act, along with the MassHire Rapid Response and the Mayor of Boston.

At the time of this letter, the Company anticipates that all 103 employees will be permanently separated from employment, which will occur beginning on April 12, 2026 through May 6, 2026, when the entire distribution center is anticipated to close. A list of job titles and the number of employees currently holding affected positions is attached to this letter as Exhibit A.

In connection with the cessation of operations, no employees will have bumping rights to displace other employees working for the Company. Additionally, to the Company's knowledge and belief, no employees are energy workers or workers adversely affected by foreign imports or job shifts to a foreign country.

This announcement and the above timetable are based on the best information currently available. However, various factors may still affect the timing of any employment separation. You will be informed of any significant changes.

We understand this is a difficult transition. To assist you, the MassHire Rapid Response Team provides services including job search assistance, unemployment insurance information, and workshops. For more resources, you can contact the Goodwill Boston Career Center at (617) 541-1400, or visit them at 1010 Harrison Ave, Boston, MA 02118, or visit the website at <https://careercenter.goodwillmass.org/>.

We thank you for your support in this time of transition. If you have any additional questions or concerns that have not been addressed, please feel free to contact Mary Kate Wallace, Senior Director - Human Resources, at 1-724-779-5252 or wallacem@ae.com.

Sincerely,

Michael Boyzuick
VP - Edge Delivery

Exhibit A

List of Impacted Employees

Position	Number of Employees
Director - DC Operations	1
HR Generalist	1
IT Technician	1
Manager - DC Operations	3
Manager - HR DC	1
Manager - Supply Chain Safety & Security	1
Quiet - Forklift Operator	1
Quiet - Maintenance Tech	1
Quiet - Security Associate	1
Quiet - Security Supervisor	1
Quiet - Warehouse Associate	67
Quiet - Warehouse Lead	13
Quiet - Warehouse Lead In Training	3
Sr Manager - DC Operations	3
Supervisor - DC Operations 1	5