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can help make Earth a priority together.



This envelope is not for mailing.

December 1, 2025

VIA EMAIL AND OVERNIGHT DELIVERY

Ken Messina
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Massachusetts Division of Career Services
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Mike Concannon
Mayor
City of Woburn
City Hall
10 Common Street
Woburn, MA 01801
mconcannon@cityofwoburn.com

Re: Notice of Permanent Layoff

Dear Recipient:

This letter will serve as notice that ImmunityBio, Inc. (the “Company”) will implement a permanent layoff of an employee who had reported to its offices located at 19 Presidential Way, Woburn, MA 01801. Although we believe it is not legally required, this notice is being provided to you out of an abundance of caution because the affected employee in the layoff reports remotely to your jurisdiction.

The Company is undertaking this layoff in order to better align operations to support the Company’s ongoing business strategy, reduce redundancies, and drive financial efficiencies. The layoff will take place in no less than sixty (60) days. The Company intends to lay off the affected employee who reports remotely to work in your jurisdiction on January 30, 2026.

The job title of the position to be affected is Principal Scientist, Research & Development and there is one affected employee in that job classification. The affected employee is not represented by a union and bumping rights do not exist.

The name, email address and telephone number of the Company official to contact for further information is Emily Arison, emily.arison@immunitybio.com, and (310) 351-3284.

The Company is saddened to have to take this step.

Very truly yours,



Emily Arison
Senior Vice President Human Resources
ImmunityBio, Inc.