



Personal & Confidential

October 24, 2024
Manpreet Singh
2902 Babich Street
Abbotsford, British Columbia
V2S 3K5

Thank you for investing the time to meet with us over the past few weeks. We have enjoyed getting to know you and are pleased to extend this offer to join the Loblaw team.

Our colleagues – whether they work in one of our Stores, at a Distribution Centre or in a Store Support Office – play an important part in helping Loblaw achieve our mission to be Canada's best food, health, and home retailer by exceeding customer expectations through innovative products at great prices. We are driven by our purpose to help Canadians Live Life Well, and our commitment to make a meaningful difference by helping Fight Climate Change and Advance Social Equity.

You will be important to our success, and along with our 190,000 colleagues across the country, represent our greatest strength. Right here and right now, we are building a culture of success and pride based on our CORE values: Care, Ownership, Respect and Excellence. We are pleased that you will now be a part of it.

Congratulations and welcome to Loblaw!

Sincerely,

LOBLAWS INC.

Harvey Sidhu
Supervisor, Asset Protection

Terms of Employment with LOBLAWS INC. (the "Company")

Ability to Work in Canada: This offer of employment is conditional upon you being able to lawfully work in Canada and providing documentation in support of same upon request. Moreover, your employment shall remain conditional upon you continuing to be able to lawfully work in Canada, failing which you agree that the Company may deem your employment frustrated and consequently terminated without notice or pay in lieu thereof.

Term and Start Date: You shall be employed by the Company in the part-time position of Uniformed Asset Protection Personnel (customer service)-1 reporting to Harvey Sidhu for an indefinite term, subject to the Company's probationary period. The start date of your employment will be November 03, 2024 ("Start Date"). This offer of employment is made to you conditional upon the Company being satisfied with the results of all related background checks.

Work Location: 2855 Gladwin Rd, Abbotsford, British Columbia, V2T 6Y4.

Rate of Pay: You will be paid at a rate of \$17.40 per hour, less applicable statutory deductions and withholding, payable through direct bank deposit. The Company has a pay for performance culture and our performance reviews take place prior to April each year.

Hours of Work: Based on the needs of the business your weekly scheduled hours may vary. You agree to be available to work all shifts, including evenings, nights, weekends, and you may be required to work on statutory holidays.

Short-Term Incentive Plan: You will be immediately eligible to participate in the Company's Short-Term Incentive Plan ("STIP"). Your incentive target will be 5% of your total eligible earnings in the STIP year. STIP payments are discretionary, subject to the terms of the STIP, and contingent on meeting all business and personal performance targets. The Company reserves the right to change or amend the STIP from time to time, as it deems appropriate.

Benefits: You will be eligible to participate in the Company's flex benefits plan, *My Benefits* starting the 1st of the month on or after the date on which you have completed one year of continuous service with the Company. You must work a minimum of 1040 hours in the prior calendar year to be eligible for coverage initially, and must work a minimum number of hours in each calendar year thereafter in order to maintain your eligibility for coverage. Coverage information and enrolment instructions will be provided to you at the time you meet the eligibility requirements. The Company reserves the right to amend the benefits plan from time to time.

Investment & Retirement Savings Program: The Company's investment & retirement savings program includes an employee share ownership plan, defined contribution pension plan, and group RRSP. The provisions of these plans are highlighted in the enclosed summary. More comprehensive information, including eligibility and enrolment instructions, will be provided to you through the new hire onboarding process. Taking the time to understand the options available to you will be key to maximizing your opportunity to save and benefit from the Company's investment in your financial future.

Employment Agreement

The Company reserves the right to amend the investment & retirement savings program from time to time.

Vacation: You will be paid 4 per cent of your earnings as vacation pay. Vacation earnings will be paid through the normal pay process [and included on your regular pay deposit]. Time off will be recorded as unpaid leave.

Colleague Discount Program: You will be immediately eligible to participate in the Loblaw Colleague Discount Program ("CDP") starting on your hire date with the Company. The CDP provides a 10% discount on eligible purchases made at Loblaw Corporate stores.

Expenses: The Company will pay or reimburse you for all reasonable travel, entertainment and other expenses incurred by you on behalf of the Company in the course of your performance of your duties, in accordance with standard practices of the Company.

Statutory Deductions: All compensation, benefits, payments and advances provided for in this Agreement shall be subject to normal and applicable statutory deductions and withholding.

Probationary Period: Your employment with the Company will be subject to an initial trial probationary period of three (3) months ending on February 03, 2025. While we expect your employment with the Company to be successful, it is agreed that should the Company decide to terminate your employment for any reason permitted by law during the Probationary Period the Company will not owe you notice or pay in lieu of notice. In the event the Company is unable to assess your suitability during the Probationary Period, the Company may choose, within its discretion, to extend the Probationary Period for a further 3 months. During this extended probationary period, (of which you will be advised in writing) your employment may be terminated at any time without cause upon the Company providing you with the minimum notice and benefit entitlement that you may have under applicable employment standards legislation.

Non-Disclosure: You will hold a position of trust and accordingly you agree not to disclose to any person or permit disclosure of any Confidential or Proprietary Information of or relating to the Company or affiliated companies and not to make use of any such information, either directly or indirectly, except for the benefit of the Company in the performance of your responsibilities hereunder. This obligation of confidentiality shall survive the end of your employment, however occasioned.

For the purposes of this Agreement, "**Confidential and Proprietary Information**" includes non-public financial and accounting information, strategic information, formulae, source codes, secret inventions, processes, methods of conducting and obtaining business, merchandising and advertising methods and strategies, the manner of producing, manufacturing, distributing, transporting and merchandising products, customer lists and supplier lists, compilations of information, records, specifications, business plans, financial information, personnel records, terms and conditions of this offer, including salary, and internal corporate policies and procedures.

Non-Solicitation: In consideration of the payments contemplated in this Agreement and the other commitments contained herein, you agree that you will not for a period of 12 months from the end of

Employment Agreement

your employment (however occasioned), without the prior written consent of the Company, either alone or jointly with or on behalf of any person directly or indirectly solicit or entice away or endeavour to solicit or entice away from the Company (or an affiliated company) any person who at the date of termination of your employment was an employee and with whom you have had contact during the course of your employment (whether or not such person would commit a breach of their contract of employment by doing so). A breach of this covenant shall result in an award of damages and/or injunctive relief.

Waiver of Intellectual Property and Moral Rights: Any invention, discovery, trade secret, improvement or procedure that relates to the business of the Company, regardless of when or where performed, and if proprietary by nature, whether patentable or not, and which is made or discovered by you while employed by the Company, must forthwith be disclosed to the Company, shall be the sole property of the Company (including all related intellectual property rights such as patents, copyrights, trade secrets and trade-marks), and is hereby assigned by you to the Company and you waive any moral right you may have to such discovery, invention, trade secret, improvement or proceeds.

Entitlements on Termination: While we expect your employment with the Company to be successful, the following sets out the Company's obligations to you in the event that the Company terminates your employment without cause:

If your employment is terminated after the Probationary Period but prior to your completion of two (2) years employment the Company will provide you a salary continuance period of 8 Weeks (the "Salary Continuance Period").

After your first 2 completed years of employment you will be entitled to an additional 2 weeks' salary continuance per each additional completed year of employment, up to a maximum Salary Continuance Period of 52 weeks.

Subject to your eligibility to participate in the STIP you will continue to accrue entitlement under the STIP during the Salary Continuance Period, to a maximum pro-rated payment of your designated incentive target percentage. As noted above, the STIP payment is discretionary, and payment may be modified based on business or personal performance. Payment will be made at the time STIP payments are paid to employees.

Provided you opt in for coverage, your extended medical, drug and dental care benefits (excluding travel insurance) and Employee & Family Assistance Program coverage will continue during your Salary Continuance Period.

Your travel insurance and all other insurance provisions, where applicable, as well as your eligibility to qualify for disability benefits and your eligibility to participate in the CDP, will terminate on your Effective Termination Date. If you work in Ontario your travel insurance and all other insurance provisions, where applicable, as well as your eligibility to qualify for disability benefits will terminate at the conclusion of the notice of termination period prescribed by the British Columbia Employment Standards Act, as amended from time to time.

Code of Conduct: It is a term and condition of your ongoing employment that you abide by the Loblaw Code of Conduct, as amended from time to time, which is hereby incorporated by reference into this Agreement.

Employment Agreement

Legal Advice: You acknowledge and agree that you have had the opportunity to seek, and have not been prevented nor discouraged by the Company from seeking, independent legal advice prior to the execution and delivery of this Agreement.

Governing Law: This Agreement will be governed by and construed and enforced in accordance with the laws of the Province of Ontario and the applicable laws of Canada and shall be treated in all respects as an Ontario contract.

Entire Agreement: This Agreement and the documents specifically referred to herein, constitute the entire agreement between you and the Company regarding the matters described herein and therein. Any and all previous agreements or representations, written or oral, express or implied, relating to such matters are terminated, cancelled or withdrawn.

Consent: By signing this letter, you consent to the Company using the personal information provided in your application for employment for purposes relating to your hiring and, if hired, for purposes relating to your continued employment such as the administration of payroll, pension and employee benefits. You also consent to the Company disclosing only as much of this personal information as may be needed by third parties who provide services to the Company in connection with your employment, such as payroll, pension and benefits administration. You further consent to the collection, use and disclosure of any personal information provided to the Company for purposes relating to your continued employment, where required.

You understand that your personal information will be kept confidential and secure. You hereby authorize the Company to obtain a report or other written or verbal communication about you, for consideration in connection with your application for employment, including authorization to obtain a criminal background check if you work in a province other than Quebec.

True & Correct Statements: You verify that all statements made in your application for employment and those given during your employment interview(s) are true and correct and understand that any false statement shall disqualify you from employment or shall be considered just cause for your termination from employment.

Accessibility: The Company is committed to meeting the accessibility needs of colleagues with disabilities. Our accessibility policies are available on our corporate website at www.loblaw.ca. If you have questions about these policies or have specific accessibility needs that require accommodation, please speak with your Manager or Human Resources Business Partner.

Compliance with Laws: We believe that compliance with laws is about doing the right thing. Upholding the law is part of our Code of Conduct – it reinforces what our customers and stakeholders expect of us. It is a term and condition of your employment that you sign and abide by the Company's Compliance with Laws Policy ("Policy"), as amended from time to time. We would be pleased to answer any questions you may have regarding the content of the Policy.

Competitor Compliance Obligations: If you have been an employee of a Competitor, you would have been privy to confidential business information about the Competitor. Such information must not be

Employment Agreement

used in your employment capacity at Loblaw or shared with any Loblaw colleague. If you receive a request from a Loblaw colleague for confidential business information about your former employer you must report it to www.integrityactionline.com under the category competition law.

If you have any questions regarding the terms of this Agreement, please do not hesitate to contact us.

We are extremely pleased to extend this offer to you and look forward to you joining our team. Below please indicate your acceptance of the terms of this Agreement by signing this letter in the space provided by 5:00 p.m. on October 28, 2024.

Yours truly,

LOBLAWS INC.


Harvey Sidhu (Oct 25, 2024 11:46 PDT)

Harvey Sidhu
Supervisor, Asset Protection

I confirm that I have read, understood and am voluntarily agreeing with and accepting the terms of my employment as set out in this document.


Manpreet Singh (Oct 25, 2024 11:36 PDT)

Oct 25, 2024

Signature

Manpreet Singh

Date