



Dear IGA clients

At Sobeys and our family of brands, our mission is to be a family nurturing families.

In these challenging times, we want to let you know that we're improving the working conditions for the front-line employees working in our stores, affiliated stores and distribution centres.

Here are the details of our *Hero Pay Program*:

- All of our employees (our heroes) will receive an additional \$50 per week, regardless of the number of hours worked, in recognition of their dedication.
- All of our teammates who work more than 20 hours a week will receive an additional \$2 premium per hour for all hours over 20 hours, in addition to the \$50 payment mentioned above.
- These new provisions will be made retroactively as of March 15, 2020.
- This program will be re-evaluated at the end of April.

Our team is playing an essential role in providing food and essentials across Quebec and New Brunswick during this crisis. We're moved by all of our employees' efforts to meet the needs of our communities. We care deeply about their well-being and want to lead the way in how these heroes are treated moving forward.

We've heard countless stories praising the work of our teams, and we're touched by the number of calls, emails and messages we've received from our customers across Canada. We couldn't be prouder of our employees, who work tirelessly and selflessly every day.

We are committed to supporting our teams and to ensuring our stores remain safe and healthy spaces. We're so grateful for the dedication of our employees, suppliers and partners who help us serve our customers better every day.

Sincerely,

Pierre St-Laurent

Executive Vice-President & Chief Operating Officer, Full Service