Docusign Envelope ID: F449E2C4-3C75-454E-A57D-970BFEAB1543

SIDE LETTER OF AGREEMENT

Background

1. UFCW Local 663 ("the Union") and Tony Downs Foods Company ("the Company") are parties to a Collective Bargaining Agreement for the four year term October 1, 2023 through September 30, 2027 (the "Agreement").

2. During negotiations of the Agreement, the Union and the Company discussed Article 17 relating to clothing furnished to employees. Specifically, the Union proposed that the Company provide additional and different cold climate gear for team members working in cold areas.

3. The Company is willing to evaluate and then offer to team members who work in IQF, Matrix, Spiral Room and MadX alternative gloves as well as lightweight jackets or vests for team members to wear under their smocks.

4. Because the availability of suitable gloves and lightweight jackets could vary greatly during the term of the Agreement, the Company and the Union agreed to enter into this Side Letter of Agreement to set forth the Company's commitment on this issue.

Agreement

1. The Company agrees that, within 30 days of ratification of the Agreement, the Company will select and begin to provide a new brand of gloves to team members who work in IQF, Matrix, Sprial Room and MadX.

2. The Company agrees that, within 60 days of ratification of the Agreement, the Company will select and begin to provide either a lightweight jacket or a vest to team members who regularly work in the IQF, Matrix, Sprial Room and MadX according to the following:

   a. Each team member regularly working in the IQF, Matrix, Sprial Room and MadX will have the option to choose either a lightweight jacket or a vest, but not both.
   b. Team members will be responsible for keeping their jacket or vest clean and in good condition consistent with the Company's Good Manufacturing Practices.
   c. The Company will develop a policy for replacing jackets and vests when necessary due to reasonable wear and tear.

3. The Company may decide to change the type of gloves, lightweight jackets and/or vests provided during the term of the Agreement.

4. This Side Letter is non-precedent setting and is entered into only for the purpose of setting forth the Company's commitment to provide suitable gloves and lightweight jackets or vests to team members who work in the IQF, Matrix, Sprial Room and MadX. Neither this Side Letter nor any of its terms establish precedent, custom or practice for the interpretation of Article 17 or any other article of the Agreement.

Dated 8/22/2024, 2024

TONY DOWNS FOODS COMPANY

By: Signed by: David Ross, for Tony Downs Foods 85A0379304044AD...

Title: VP of Human Resources - TDF

Dated 9/3/2024, 2024

UNITED FOOD AND COMMERCIAL WORKERS

By: Signed by: A35A2BE4136E441...

Title: Secretary Treasurer