

Store Hours Effects Bargaining

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from May 8, 2024 through May 7, 2027. The parties agree to the following regarding the change in store operating hours at Minnesota retail locations:

1. Effective Summer 2025, the Company will implement the following new store hours at all Minnesota retail locations:

- Monday through Saturday: 9:00 a.m. to 9:00 p.m.
- Sunday: 10:00 a.m. to 8:00 p.m.

2. This decision is driven in part by the anticipated increase in consumer demand resulting from the legalization of adult-use cannabis in Minnesota.

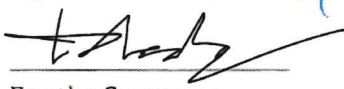
3. The Company maintains that it has the right under the collective bargaining agreement to determine store hours and to establish or modify work schedules. The Union reserves its position that employees are entitled to effects bargaining as to any material impact.

4. In connection with this operational change, the Company agrees to:

- a. Continue to post schedules consistent with existing practices;
- b. Apply seniority and availability practices consistent with the CBA;
- c. Consider reasonable hardship requests from employees impacted by the change.

5. This LOA is non-precedential and does not constitute a waiver of any contractual or legal rights held by either party.

Signed this 25TH day of Aug, 2025:



For the Company



For the Union