Albertsons Companies

November 3, 2026

John Niccollai
President
UFCW Local 464A
245 Paterson Avenue
Little Falls, NJ 07424

Dear President Niccollai:

I am writing in response to your letter dated October 29, 2026 and the issues raised in that letter.

Attached you will find a summary of Albertsons Companies' business review and plan. We currently do not have any planned closures for Mid-Atlantic stores beyond what has already been announced. We also don't have any planned staffing changes to the present workforce. There are no planned technology changes that would adversely affect jobs moving into the future although we are analyzing Electric Shelf Labels to allow us to better deploy our store associates to service the customer which we would discuss with your Local Union prior to implementation.

Albertsons trial against Kroger concluded last week in Delaware's Chancery Court last week. As a follow up, the judge asked both Albertsons and Kroger to compile detailed reports about their efforts related to store divestitures prior to the failed merger.

If you would like to meet to have further discussions regarding our business plan, please provide your availability. Additionally, please reach out with any follow up questions.

Very truly yours,

Daniel Dosenbach
Senior Vice-President of Labor Relations

We have a legacy of strengths built on generations of caring for our customers and communities

OUR ASSOCIATES

~270K frontline associates ingrained in the communities they serve, building connections and delivering personal moments

OUR STORES

2,200+ stores in prime locations with a strong presence across the communities we serve

OUR OWN BRANDS

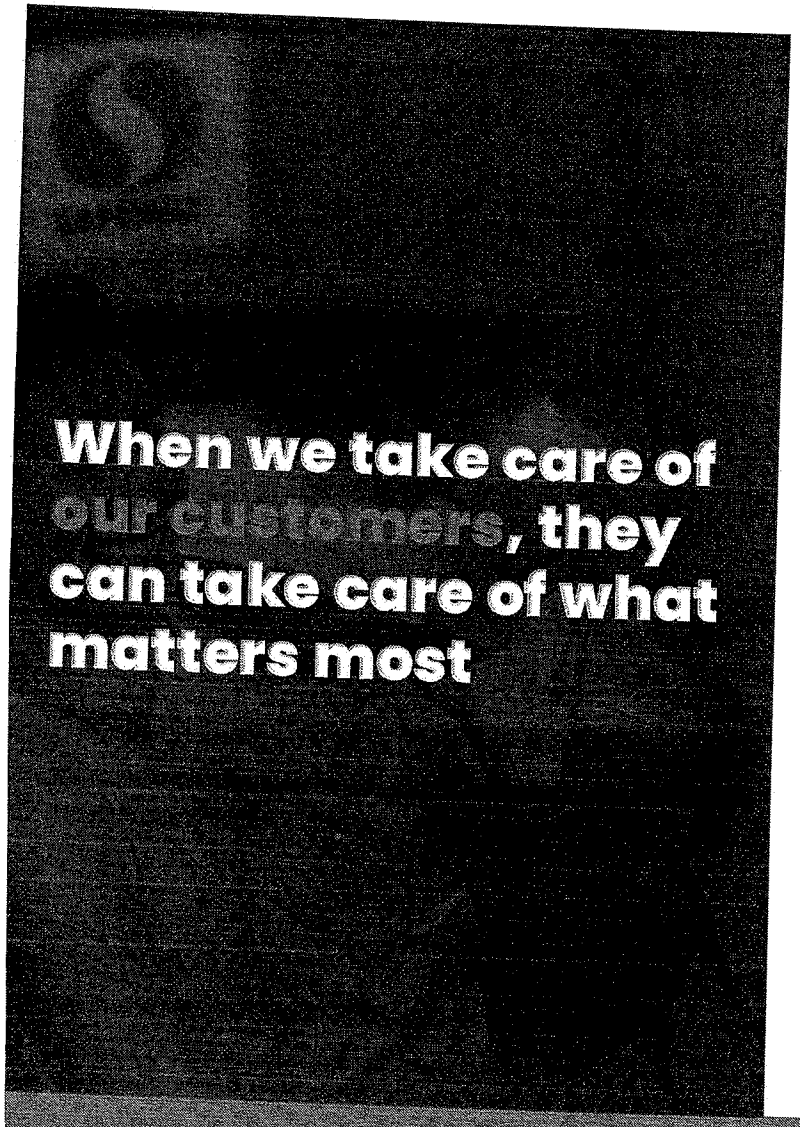
A legacy of innovation and value with **14,000+ SKUs** that help customers find quality at compelling prices

OUR OMNI STRENGTH

Growing e-commerce and digital capabilities, reaching **2.3M omnichannel households**

Building a stronger Albertsons Companies starts with getting back to what matters most

Our turnaround | Our future | Our shared responsibility



For our customers:

We make it easier for them to take care of themselves and the people who matter most

For our associates:

We build a stronger company that can better support the people who serve our customers every day

For our communities:

We strengthen our ability to show up for the neighborhoods and families that depend on us

For our future:

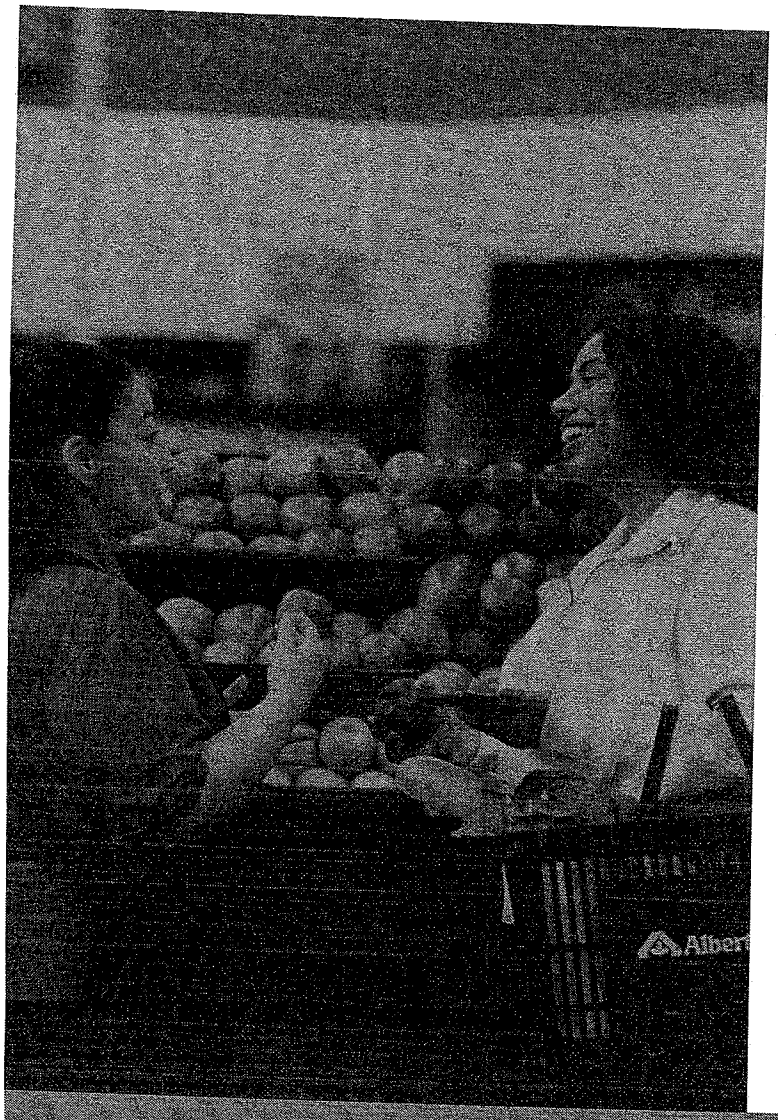
We create a more competitive, resilient Albertsons positioned for long-term success

Our goal: take care of our customers better than anyone else.

Today, caring for customers means making their lives simpler every time they shop with us

- **Curated shopping experience:**
  Make shopping **simpler and more convenient, with the right products readily available**
- **Compelling prices:**
  Deliver **competitive pricing that feels fair and is clearly communicated**, so customers don't have to hunt for deals
- **Freshness first, high-quality meal options:**
  Offer **exceptional freshness and an assortment of convenient meal solutions**





Growth is critical in all we do.

To build on our strengths, we must also improve our performance

- **Strengthen our competitive position**
  by improving **pricing** and the **store experience** to meet customers' expectations for value.

- **Reduce costs and simplify operations**
  to free up resources to reinvest in customers and stores.

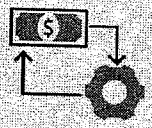
- **Prioritize fewer initiatives**
  to sharpen focus, move faster and execute consistently.

We are starting with immediate actions to improve the customer experience and strengthen our business



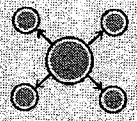
Deliver for our core customers

- **Compelling prices** that feel fair, clearly communicated, and don't require customers to hunt for deals.
- **A simpler shopping experience** with clean, easy-to-navigate stores, **in-stock** products, and helpful associates.



Create capacity to reinvest

- **Reduce costs** by negotiating as one company, **cutting shrink and waste**, and simplifying operations.
- **Reinvest savings** in better prices and meaningful improvements to our stores.



Work smarter and move faster

- **Focus on fewer priorities** so teams can concentrate on what matters most.
- **Make faster decisions** with clearer accountability and less waiting for direction.

NOTE: We will pause some initiatives, so we can concentrate on our main priorities.

Detail: For the next 6–12 months we will focus on 4 programs to reset our core and fund the turnaround

Drive Growth

Fix store performance and customer value

Flawless Fundamentals

Improve the store experience for our core customers

Pricing & Perception

Reset pricing, promo, and own brand mix to revamp customer perception

Fuel Growth

Double our cost out ambition in ½ the time

Structural Cost Reduction

Unlock cost savings across business to fund investments

Get stronger, faster, simpler, and leaner

Lean Org Structure & Clear Decision Rights

Streamline the org to enable faster decisions & execution

Every team has a role in making our turnaround successful

01
Focus on our customers

Keep the customer at the center of every decision and interaction, delivering a better experience every day

02
Execute with consistency

Focus on the priorities that matter most, getting the basics right and delivering on our commitments

03
Take ownership

Be accountable for your role in the turnaround, working together to deliver results and live up to our values