



October 5, 2021

Dear Vendor Partners,

Thank you for your support. It takes great associates, great merchandise and great vendors to become a leading North American variety retailer and you are a vital part of our company's success. Without your company's efforts, along with our team of high quality, committed associates exceeding our customers' expectations every day, we would not be able to grow as successfully as we have. We appreciate your role in that effort.

We would like to take a moment to remind you of our gift and entertainment policy. We have a very clear position on this matter and want to make certain that we communicate it to you. Our Associates will accept NO GIFTS from vendors, regardless of value and "entertainment" is limited to business lunches and dinners served at restaurants. Other vendor provided activities are strictly prohibited. Vendor contact with Dollar Tree and Family Dollar Associates must remain strictly a professional business relationship.

Additionally, no one working directly or indirectly with our company is permitted to have a vendor pay his or her expenses or to accept any type of commissions, gratuities or reimbursements. This includes all Greenbrier International, Dollar Tree and Family Dollar Associates and service providers such as quality control inspectors and lab testing associates. Any instance related to any of these matters must be immediately brought to our attention.

A vendor who violates this policy, assists in others to violate this policy or knows of a violation and does not inform our Senior Management Team will be eliminated from our vendor community. There will be no exceptions.

Expression of gratitude and appreciation for our business should be focused on working with our Associates to provide our customers with extreme value merchandise that meets or exceeds our quality and safety standards.

Best Regards,

Rick McNeely
Enterprise Chief Merchandising Officer

Neil Curran
President, Dollar Tree Canada