



November 21, 2025

Re: Notice of Mass Layoff, Lexington, Nebraska

Dear Team Member:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (WARN Act), this letter serves as advance notice from Tyson Foods of the difficult decision to cease certain operations at its Lexington, Nebraska complex. Your position will be eliminated as part of a mass layoff resulting from this decision.

Based on the best information available to the company at this time, we anticipate the mass layoff to be permanent in nature. Job duties in affected positions will cease on or about January 20, 2026. Please note that because of the nature of our business, certain operations and positions may continue for a short time past January 20, 2026. If your position will be required past January 20, 2026, you will be separately notified by management.

You do not have any "bumping rights," which means you do not have the right to take another team member's job.

Tyson truly appreciates your contributions to the Company and asks for your continued support in maintaining operations at the facility until the date on which operations cease. If you have additional questions, please contact Dale Masters, HR Director, Beef & Pork Operations, at dale.masters@tyson.com or 605-235-4973.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jason Poole".

Jason Poole
Vice President Operations, Beef Enterprise