PLANT CLOSING AGREEMENT

This Plant Closing Agreement ("Agreement") is made by and between Tyson Foods, Inc. Joslin, IL Plant, (hereinafter referred to as the "Company"), and the United Food and Commercial Workers Local 1546, (hereinafter referred to as the "Union"), this day of August 18, 2026.

WHEREAS, the Company plans to cease operations performed by bargaining unit employees at the Plant and timely notified the Union about these plans; and

WHEREAS, the Company and the Union have met, discussed, and negotiated in good faith about the closing and its effects and have reached an agreement concerning all subject matters relative to this issue in full and final satisfaction of any and all obligations each owed to the other under the CBA, and under all applicable local, state, and federal laws.

NOW, THEREFORE, in consideration of the promises and the mutual agreements stated below, the Company and the Union agree as follows:

1. The Company anticipates that the plant will be closed on or before October 12, 2026. The Company intends to comply with the WARN Act.

2. Except as may be modified herein, the CBA shall remain in full force and effect until November 15, 2026 or the date of the Plant Closing, whichever occurs last. At the time, the CBA shall terminate and cease to exist and shall have no future force of effect. Tyson Foods acknowledges that the Union's agreement to this Section 2 is contingent upon Tyson Foods' representation that it will not re-open the Joslin plant location for production purposes prior to December 31, 2026.

3. If any provisions of this Agreement are in conflict with or inconsistent with the CBA, then the provisions of this Agreement shall control.

4. The Union agrees on behalf of itself and the individuals it represents to cooperate fully with the Company in providing for and implementing an orderly Plant Closing and not to take any steps or action to interfere with the business of the Company or its products or interfere in any way with the orderly closing of the Plant, and the Union agrees not to support any such steps or action by others. In the event of a breach by an individual or individuals, the Union shall immediately declare publicly that such action is unauthorized and shall promptly order its members to not take any steps or action to interfere with the business of the Company or its products or interfere in any way with the orderly closing of the Plant. Nothing in this paragraph shall be considered to stop Local 1546 members or the UFCW from stating their opinions about the effect of this closing on the workforce or community.

5. The Company agrees to make representatives available to provide information and assist Employees related to the Retirement Savings Plan and the Stock Purchase Plan.

6. The Company will provide and actively pursue resources available to employees through Federal, State and Local governments including Rapid Response Services.

7. The Company agrees to pay the employees any vacation balance due the employee no later than October 29, 2026.

8. The Company agrees to pay the employees severance pay no later than November 5, 2026.

9. The Company agrees to pay earned but unused Earned Time Off (ETO) hours no later than November 12, 2026.

10. The Company agrees to pay one (1) week of pay as severance for those Team Members with 0-2 years of service as of October 12, 2026; two (2) weeks of pay for Team Members with 2-5 years of service as of October 12, 2026; three (3) weeks of pay for Team Members with 5-10 years of service as of October 12, 2026; and four (4) weeks of pay for Team Members with more than ten (10) years of service as of October 12, 2026. The weekly payouts will be for thirty-six (36) hours and shall be paid no later than November 5, 2026.

11. The Company and the Union agree that they have negotiated in good faith with respect to all effects related to the Plant Closing and that this Agreement represents and constitutes the complete agreement between the parties on that subject. This Agreement may be amended only by a writing signed by authorized representatives of the parties to this Agreement which specifically states that the writing is an amendment to or a replacement of this Agreement. To the extent matters may not have been raised or pursued by either party during negotiation of this Agreement, each party acknowledges that it was not prohibited or precluded from raising or pursuing such matters and, therefore, each party, expressly has waived and hereby waives its right to discuss or negotiate any such matter.

This agreement is entered into on a non-precedent setting basis and its terms shall only apply to the closing of the Company's Joslin, IL facility.

2. Mutual Release

1. In consideration of the agreements made herein, the Company hereby unconditionally releases the Union and its former and current officers, agents, directors, employees, insurers, and representatives and their successors, heirs, assigns, or administrators, and all persons acting by, through, under or in concert with any of them from any and all charges, complaints, demands, grievances, obligations, claims, liabilities, actions or causes of action of any kind whatsoever, whether known or unknown, asserted or unasserted, and including, but not limited to, those arising out of or by reason of acts or conduct occurring prior to the execution of this Agreement including those related to the Plant Closing and termination of the CBA or any other agreement or understanding between or among the Union and the Company and/or any individual represented by the Union arising under any local, state, and federal law.

2. In consideration of the agreements made herein, the Union on behalf of itself and the individuals it represents, hereby unconditionally releases the Company, its parents, subsidiaries and

affiliates at any level, and all of their employees, officers, shareholders, directors, agents, attorneys, insurers, employee benefit plans and their fiduciaries and each of their successors, predecessors and assigns and administrators, and all persons acting by, through, under or in concert with any of them from any and all charges, complaints, demands, grievances, obligations, claims, liabilities, actions or causes of action of any kind whatsoever, whether known or unknown, asserted or unasserted, and including, but not limited to, those occurring prior to the execution of this Agreement including those arising out of or by reason of the employment relationship or the termination thereof, the CBA or any other agreement or understanding between or among the Company, the Union and/or any individual represented by the Union, the representative status of the Union or arising under any local, state, and federal law, including, but not limited to the Worker Adjustment and Retraining Act, 29 USC 2101, et seq. ("WARN") and the National Labor Relations Act, 29 USC 158, et seq. ("NLRA").

3. Sections 2.1 and 2.2 above shall not apply to any claim based on an alleged violation of this Agreement.

ACCEPTED AND AGREED

On behalf of the Company:

Larry Briney
Head of Labor Relations

On behalf of the Union:

Robert W. O'Toole
President, International Vice President