

Reimagining the way we work

Team,

For the past several years, we have had a bold and aggressive change agenda in place at Tyson Foods. This strategy has focused on operational excellence, by finding ways to be better and faster as we pursue our goal of winning with our team members, customers, and consumers.

We have taken significant steps to execute this strategy and invest in our future. Our decisions have been centered on organizational efficiency and agility, driving faster, prioritized decision-making, and investing in technology and digitalization for our team members and customers. Here are some of the decisions we have made:

- In December 2021, we announced an enterprise-wide productivity program around enhancements and efficiencies and are making notable progress against our \$1 billion savings target.
- In October 2022, we shared that all corporate team members will move to one campus in Northwest Arkansas to allow for better collaboration and increased career opportunities, helping us create new roles and remove redundancies.
- We have increased efficiency through greater capacity utilization across our plants, closing less productive facilities and investing in digital-forward plants.
- We have made advancements in technology and automation, accelerating how we do difficult, repetitive, and hard-to-fill jobs in our plants.
- Additionally, we are utilizing technology to improve self-service for administrative tasks across all facilities.

While we have made progress on our strategy, fully realizing the opportunity ahead requires continuing to align our business and our priorities to enable long-term success of the enterprise. We will focus on the fundamentals, capitalizing on today's opportunities and technology. To further this goal, we are:

- 1) Simplifying our structure:** To best align with our customers' and consumers' needs, team members must be empowered to make decisions at the right level of the organization with speed, collaboration, and agility. We looked for ways to break down barriers and bring ideas to execution faster. To accomplish this:
 - Customer office and sales activities will move under the businesses and the growth team, with the exception of customer service, sales training, and enablement, which will remain in the customer office.
 - Automation will be moved into our engineering team, ensuring end-to-end alignment of our capital projects from scope to execution.
 - Continuous improvement and standards will move to the business units to be closer to execution and more aligned to the needs of operations.
 - Regulatory labeling will consolidate with FSQA to drive operational effectiveness.
- 2) Rightsizing our team:** We will drive efficiency by focusing on fewer initiatives with greater intensity and removing duplication of work. As we look towards our future, we must also consider the roles and staffing levels across our teams and prioritize work that drives value for our customers and consumers. This means making the difficult but necessary decision to reduce headcount across the organization. These efforts have

primarily focused on reducing enterprise-wide corporate overhead, which includes eliminating approximately 15% of senior leadership roles and 10% of corporate roles.

Discussions with the majority of affected team members will occur this week. All decisions will be implemented in accordance with all local requirements. We will also continue to look for ways to simplify our organization internationally to execute our global strategy.

This is not an easy day, and we recognize it will be difficult for our team members. While this will require time to process, these decisions are necessary to continue executing our long-term strategy and over time will make Tyson Foods stronger.

Even in this challenging time, I remain optimistic in the bright future of Tyson Foods. Let's keep focused on becoming the best organization we can be in service of each other and our customers. Thank you for all you do.

Donnie