



(UNDER BUSINESS RESCUE)
31 Spanner Road
Clayville
Olifantsfontein
1666

29 May 2026

COMMITTEE OF EMPLOYEES

SAEWA

Attention: Simon Macheke

Per Email: simon@saewa.co.za

AFADWU

Attention: Isaac Ngubeni

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FAWU

Attention: Richard Aphane

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SACTWU

Attention: Tshepo Makhene

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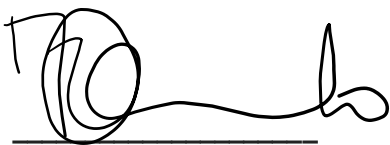
DAYBREAK FOODS // RETRENCHMENT PROCESS

1. We refer to the above matter and the letter addressed by the Employees Committee on 28 May 2026.
2. We thank the Employees Committee in the professional manner that the retrenchment process has been handled to date.
3. We confirm your advises that agreement has been reached on the retrenchment of the affected employees. The Company, as agreed at the consultation held on 26 May 2026, will proceed to issue the termination notices to the affected employees before close of business today.
4. The management team and Mr. Mabele will engage and consult the two quality controllers who will be bumped to supervisors and advise them of their new roles. We will keep the Employees Committee abreast of the developments in this regard.
5. The Employees Committee further requested that the Company advise the employees who have requested voluntary retrenchments on the manner in which their severance packages will be paid.
6. The Company confirms that employees who wish to take voluntary retrenchment packages will be paid on the same terms as those who were retrenched in the ordinary course. Naturally, the law

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requires that the Company offer these employees and additional benefit to what they would have received in an ordinary retrenchment scenario. The Company will engage these employees and advise of the additional incentive that can be made available to them.

7. Lastly, the issue surrounding the bumping of Lizel Emmerick must be considered. The Company accepts the proposal from the Employees Committee that the said employee retains her current position.
8. The Company further proposes that Lizel's job description be amended to align with the roles that she is currently fulfilling. The Company confirms that the remaining terms and conditions of her employment will remain unaffected.
9. We trust that the retrenchment process surrounding the hatchery and breeder operations have now been finalised (barring the issuing of the termination notices).
10. The Company is in the process of finalising the warm body exercise at Head Office and undertake to present this structure to the Employees Committee as a matter of urgency.
11. We trust that you find the above in order.



Tebogo Maoto
Senior Business Rescue Practitioner