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OFFICE OF THE HEAD OF BARGAINING DEPARTMENT/BARGAINING SECRETARY

Date: 19 February 2026

To: Senior Business Rescue Practitioner, Daybreak Foods (Anthill Advisory)

Attention: Mr Tebogo Maoto

Per Email: tebogo@anthilladvisory.com

Copy to: Comrade Edwin Mabowa, **FAWU Deputy General Secretary**, Comrade Simon Mzisa, **FAWU Mpumalanga Provincial Secretary**, Comrade Johannes Kabinde, **FAWU Mpumalanga Provincial Organizer**, Comrade Frederick Ndou, **FAWU Limpopo Provincial Secretary**, Comrade Mashilo Machaka, **FAWU Limpopo Provincial Organizer**, Comrade Simon Macheke, **SAEWA**, Comrade Isaac Ngubeni, **AFADWU**, Comrade Tshepo Makhene, **SACTWU**, with all protocols duly observed.

Subject: Re: Daybreak Foods // Retrenchment Process – Bumping

Dear Mr Tebogo, Maoto

In response to the company's letter dated the 12th of February 2026, see attached **EXHIBIT (A)** for your ease of reference.

Our members' response in respect of the Company's bumping proposal is tabled below as follows:

All our members rejected the Company's bumping proposal and gave a directive that the Company must proceed with the termination notices.

Hope you will find the above in order.

Kind Regards

Digitally Signed

Richard Aphane: Head of Bargaining Department/ Bargaining Secretary

National Office Bearers:

President: Nico Ndimba; 1st Deputy President: Nkululeko Mthethwa; 2nd Deputy President: Kagiso Motshwane;

National Treasurer: Leon Wildschutt.

General Secretary: Vacant & Deputy General Secretary: Edwin Mabowa