



CARGILL 2030: TRADE UNIONS IN EUROPE WITH CARGILL MEMBERSHIP UNITE TO DEFEND EMPLOYEES' RIGHTS

January 2025

Dear Colleagues,

Following the announcement made by Brian Sikes on December 2nd, as well as the communications from management across all European countries regarding the future direction of the company, and particularly the impact on the "banded" population, we would like to share the following information.

In this announcement, Cargill communicated that it plans to **reduce its global workforce by 5%, which equates to approximately 8,000 employees**. At this moment in time, only the "banded" workforce (white collar) will be impacted. In Europe the reduction will be considerably higher than the 5% globally. This restructuring of the company is the largest in the past 25 years.

This announcement has caused significant concern among teams across Europe, and we understand the magnitude of the questions and anxiety it raises.

For this reason, the various unions of the production sites and administrative offices have decided to unite under EFFAT coordination to do everything possible to defend the jobs and rights of the affected employees and find suitable solutions, whether through internal reassignments, individual support, or other measures.

In this critical period, our commitment remains unwavering, and we will do everything to represent the voice of the employees and find fair and equitable solutions.

We will keep you informed about the progress of the discussions and next steps.

In the meantime, we invite you to contact the union representatives at your respective sites for any questions or additional information.

Your mobilization, solidarity, and trust will be essential to get through this ordeal together. We know that during this difficult period, unity is strength!

The members of the European unions from the Netherlands, Germany, France, Spain, Belgium, Italy, United Kingdom and EFFAT.