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Cargill Human Rights Disclosure FY2026

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Introduction

At Cargill, Incorporated (herein referred to as "Cargill" or "the Company"), we aim to provide food, ingredients, agricultural solutions, and industrial products to nourish the world in a safe, responsible, and sustainable way. We connect farmers with markets, customers with ingredients, and families with daily essentials. Headquartered in Wayzata, Minnesota, USA, Cargill has more than 150,000 employees and operates in 70 countries. The Company markets its products principally in four geographic regions: Asia/Pacific, Europe/Africa, Latin America and North America.

Human rights are the foundation of dignity, safety, and opportunity for every person. They underpin how societies and industries like ours function and thrive. The United Nations defines human rights as the basic rights and freedoms inherent to all people, everywhere, without discrimination. In the global food and agriculture sector, human rights are deeply intertwined with how food is grown, traded, and produced.

Cargill recognizes that respecting human rights is a corporate responsibility and business imperative. We prioritize an ethics-first approach to ensure our actions are informed by Cargill's guiding principles. As a key connector in the food system, we work to prevent and address risks to people in our operations and supply chains, and advance practices that protect livelihoods and strengthen the resilience of food-producing communities. Along with our codes, policies, and procedures to manage risk, we also conduct risk assessments, take preventative measures, and remediate risk as needed.

Cargill embeds respect for human rights into how we do business – protecting the safety, dignity, and livelihoods of those who nourish the world, while partnering across supply chains to build a more resilient and equitable food system. Cargill respects local laws and internationally recognized human rights throughout our own operations, supply chains and the communities where we do business. We take guidance from international standards and declarations, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights and the International Labour Organization Fundamental Principles and Rights at Work. As a signatory of the United Nations Global Compact (UNGC), we are committed to promoting human rights. Cargill's Impact Report details the progress we are making towards meeting our sustainability goals and the work we're doing to drive greater global impact across our operations, supply chains and communities, including our work to mitigate human rights risks within our supply chains.

Scope of Disclosure

This disclosure sets out the approach taken to prevent and reduce human rights risks in our business operations and supply chains. The risk of modern slavery – including forced labor, child labor, slavery and servitude, and human trafficking – is assessed and managed as part of Cargill's human rights program (as discussed herein). Therefore, for purposes of this disclosure, references to "human rights" should be understood to incorporate the prohibition against the use of modern slavery.

The actions described in this report are implemented within our businesses and supply chain teams in countries where we operate using a risk-based approach. As a result, certain supply chains and/or geographies are at different stages of implementation.

This disclosure is a combined statement for the period June 1, 2025, to May 31, 2026. This disclosure is intended to meet the reporting requirements of the laws listed below (collectively, the "Modern Slavery Laws"). In some instances, the Modern Slavery Laws request specific detail which can be found in the law-specific disclosures in the Appendices.

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- Australia Modern Slavery Act 2018
- Canada Fighting Against Forced Labour & Child Labour in Supply Chains Act
- Art. 964j-Art. 964l of the Swiss Code of Obligations (SCO) and the Swiss Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO)
- United Kingdom Modern Slavery Act 2015
- California Transparency in Supply Chains Act

We have prepared a single statement for Cargill because we have global policies and compliance procedures relating to modern slavery across our business. However, not all our business entities are subject to the Modern Slavery Laws mentioned above. The Appendices to this disclosure state the specific entities subject to each Modern Slavery Law.

Our Approach

In accordance with Cargill's Code of Conduct, Human Rights Policy, Human Rights and Environmental Due Diligence Policy and country-specific laws as detailed above, Cargill conducts human rights due diligence to help identify and assess risks and, as appropriate, action to prevent, mitigate and remediate relevant human rights risks and impacts. Cargill also monitors the deployment and effectiveness of its actions and evaluates outcomes in hopes of continuously strengthening our approach.

Governance

Cargill's Senior Vice President (SVP) of Sustainability reports to the Chief Legal, Compliance, and Corporate Affairs Officer and leads Cargill's sustainability and responsible sourcing strategy. The SVP of Sustainability works across the company to advance customer-focused sustainability solutions and progress against Cargill's sustainability goals, including those related to human rights.

The Senior Director of Responsible Sourcing and the Global Human Rights Lead are responsible for delivering Cargill's human rights and responsible sourcing strategies. Each position orchestrates their respective strategy's implementation through a cross-functional team and reports to the SVP of Sustainability.

Policies

Code of Conduct

Cargill's Code of Conduct outlines our company's ethical and compliance standards for conducting business throughout the world and serves as a guide for employees in conducting their daily work. Our Code is grounded in seven Guiding Principles that are ingrained in our culture and serves as the foundation for the behaviors expected from all employees. These Guiding Principles are as follows:

1. Obey the law
2. Conduct business with integrity
3. Keep accurate and honest records
4. Honor business obligations
5. Treat people with dignity and respect
6. Protect Cargill's information, assets and interests
7. Be a responsible global citizen

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Guiding Principle #5, "We treat people with dignity and respect", addresses our commitment to human rights. Under this principle, the Code of Conduct expressly states that Cargill will "Act to eliminate any form of forced labour – and work to eradicate child labour – from our own operations and supply chains".

All banded employees are required to complete annual training on the Code of Conduct.

Supplier Code of Conduct

Our Supplier Code of Conduct extends the seven Guiding Principles into the supply chain and is translated into nearly thirty languages.

The Supplier Code of Conduct requires suppliers, farmers, producers, manufacturers, and other business partners (each a "**Supplier Partner**") to work with us to fulfil our purpose – ethically and in compliance with applicable laws. The Supplier Code of Conduct sets forth the minimum requirements that must be met to be a Cargill Supplier Partner. When selecting our Supplier Partners and extending an existing business relationship, we consider the expectations imposed by the Supplier Code of Conduct. The Supplier Code of Conduct also notifies our Supplier Partners that we expect them to fully cooperate with any reasonable requests for data, information, certifications, and audit access to verify compliance, and to obtain assurances that their own business partners and producers uphold our Guiding Principles. We believe a joint commitment to ethical conduct and integrity is a strong foundation for trusted business relationships that create shared value.

As it relates to Guiding Principle #5, the Supplier Code of Conduct explicitly states that Cargill expects our Supplier Partners to uphold the principles and due diligence obligations outlined in Cargill's Human Rights Policy and to prioritize the safety, well-being, human rights, and dignity of all individuals whose talents and hard work help us deliver our products and services.

Human Rights Policy

Our Human Rights Policy further outlines our commitment to human rights within our operations and supply chains and is translated into more than 20 languages. Cargill expects Supplier Partners to uphold the principles outlined in Cargill's Human Rights Policy and take guidance from the International Labour Organization Declaration on Fundamental Principles and Rights at Work. Cargill expects Suppliers to eliminate any form of forced labour and work to eradicate child labour from their operations and supply chains. Additionally, our Grievance Process provides a framework for stakeholders to raise concerns related to human rights.

Today, the world and many industries are facing a variety of human rights challenges. Utilizing a risk-based approach, we focus our efforts on the most pressing human rights issues affecting our operations and supply chains (our salient human rights issues). In line with the UNGPs, this takes into account likelihood, severity and the level of control we can exert. Actions are prioritized where they can create the greatest impact. Addressing human rights-related challenges requires identifying risks, responding to negative impacts where they occur, and prioritizing efforts in areas with the greatest risk to people. Efforts are also directed toward areas where meaningful, positive impact is possible, using available influence and leverage to help drive change.

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Forced Labour

Cargill does not tolerate the use of any form of forced labour – including all prison labour, indentured labour, bonded labour, and any forms of modern slavery or trafficking – both in our own operations and supply chains. As noted above, this expectation is incorporated into various Cargill policies. To further this commitment, Cargill's also commits to the following:

- Respecting the terms and conditions of employment with transparency: Terms and conditions of employment should be communicated to workers in a language they understand, and changes should be communicated transparently. Workers should be free to terminate employment upon reasonable notice, and migrant or temporary foreign workers must be accorded treatment and protection equal to other workers.
- Allowing workers to have freedom of movement: Workers should have the ability to move freely and should not be restricted by their employer through abuse, physical force, or threats of violence or reprisals. Workers should retain control over their personal identification documents and other valuable possessions.
- Recruiting Responsibly: Workers should not pay recruitment or similar fees to obtain employment. The costs of recruitment should be borne by the employer.

Child Labour

At Cargill, we work to eradicate child labour from our operations and supply chains. We implement appropriately designed due diligence systems that are intended to identify, prevent and remediate child labour. As stated in our Human Rights policy, we will not hire individuals under the legal working age or the mandatory age of schooling (whichever is lower). In our supply chains, we reduce the vulnerability of children to child labor by supporting farming families and producers through prevention efforts such as enhancing income generation, access to education and employment. Our integrated approach combines prevention with a supply-chain based monitoring system and is supported by a network of community development activities to address critical needs.

The Due Diligence Process

Foundational to our strategy is a risk management process to proactively identify and manage adverse human rights impacts. We are continuously enhancing our human rights and environmental due diligence (HREDD) program to identify, mitigate and address adverse human rights impacts in our operations and supply chains. We take guidance from the UNGPs, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct, and the OECD Due Diligence Guidance for Responsible Business Conduct.

In certain countries and supply chains where we operate, there are particularly high, systemic risks of adverse human rights impacts. We prioritize human rights due diligence to assess these risks and, as appropriate, take action to use our leverage to prevent, mitigate, and address adverse impacts.

Cargill's Human Rights and Environmental Due Diligence Policy brings clarity to our due diligence process for identifying adverse impacts and has been designed to specifically address impacts associated with human rights and the environment within our own operations, supply chains, and business relationships. Our work in this area is supported by a multidisciplinary team to implement this process across our businesses. We are committed to regularly evaluating and strengthening our process.

Identify and Assess

Cargill's Human Rights and Environmental Due Diligence Policy uses a risk-based approach, beginning with an Abstract Risk Assessment (ARA) to evaluate general risks associated with industry,

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geography, and commodity. Suppliers identified as potential high risk through the ARA are validated by the businesses and prioritized to proceed to a more detailed Concrete Risk Assessment (CRA), which may include a self-assessment questionnaire sent to potential high-risk suppliers or other means of risk assessment (e.g., site level human rights risk assessments).

These initial assessment steps in our HREDD process enable a supplier-specific evaluation, taking into consideration their policies, procedures, certifications, audits or evidence that they are managing their own operations and supply chains responsibly. If a supplier is evaluated as high risk following the CRA, tailored action plans are developed collaboratively to mitigate and/or remediate those risks.

For purposes of the Modern Slavery Laws, Cargill's HREDD process determined that, for the applicable subject entities, Cargill's most significant exposure to modern slavery is concentrated in specific commodities and upstream origin markets, rather than distributed across the broader supplier population. Cocoa, coffee, soy-related products, vegetable oils, marine ingredients, and animal protein categories were identified as the highest risk commodity groups. [Our supply chains for these commodities primarily originate from countries such as the United States, Ivory Coast, Brazil, China, India, and Indonesia.] In accordance with our HREDD process, these commodities may be subject to a higher-level risk scan, with more targeted due diligence, to mitigate against the risk of forced and child labour.

Act

Cargill's Code of Conduct, Supplier Code of Conduct, Human Rights and Environmental Due Diligence Policy and Human Rights Policy outline our global standards and expectations for respecting and promoting human rights across all business entities and supply chains. As a global company, we recognize our responsibility to act decisively when potential human rights abuses are identified. This includes conducting thorough investigations, engaging affected stakeholders, and implementing mitigation and/or remediation plans that prioritize the wellbeing of impacted individuals. We are committed to taking corrective action, which may include enhanced oversight, supplier disengagement, or collaboration with local authorities and NGOs to support prevention and remediation efforts.

Our approach is grounded in internationally recognized human rights frameworks and reinforced through periodic and targeted assessments of our global operations, country-level risk analysis, and supplier-specific due diligence. We expect all supply chain and business partners to uphold the principles outlined in our Code of Conduct and Human Rights Policy—treating workers with dignity and respect, complying with applicable labour laws, and actively working to prevent human rights abuses. Through transparency, accountability, and continuous improvement, we aim to drive meaningful change and uphold our commitment to ethical and responsible business practices worldwide.

Monitoring Performance & Effectiveness

Track

To ensure compliance with the Modern Slavery Laws (as applicable), Cargill has implemented a structured, risk-based approach that includes publishing an annual Human Rights Disclosure; mapping global supply chains to identify high-risk areas; and conducting regular risk assessments and due diligence. This involves using tools like supplier self-assessments, audits, and worker interviews. Confirmed violations trigger corrective actions and remediation efforts. Cargill also sets measurable KPIs, provides training to staff and suppliers, and aligns its practices with international frameworks

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such as the UNGPs. Transparency, continuous improvement, and stakeholder engagement are key to maintaining accountability and driving meaningful change.

Report

Cargill communicates its performance on human rights—including modern slavery— in a manner that reflects its global footprint and commitment to transparency. This includes publishing an annual human rights disclosure, such as this disclosure, in compliance with legislation in the Modern Slavery Laws, to detail Cargill's risk-based due diligence process. Cargill also submits an annual Communication on Progress (CoP) to the UNGC, outlining its alignment with the Ten Principles and Sustainable Development Goals (SDGs), including those related to labour rights and human rights. These disclosures are made publicly available through our corporate websites and government registries to ensure accountability and stakeholder engagement.

Training

Cargill employees receive annual training on the Cargill Code of Conduct, which addresses human rights risks.

In addition, Cargill offers relevant employees training on the definitions of human rights and their root causes, enhancing employees' skills to identify, analyze and resolve human rights issues in our operations and supply chains. Additional human rights training for relevant employees covers Cargill's Human Rights Strategy Framework and policy, including an overview of Cargill salient human rights issues.

Raising Grievances

Cargill's grievance channel is in line with the UNGPs; where we have caused or contributed to adverse impacts on people, we aim to provide or contribute to a remedy for the impact. We continue to increase awareness of our grievance channels among workers and community members, including in our supply chains.

Individuals can raise any concerns anonymously about the conduct of a Cargill employee or business through the ethics open line which is available 24 hours a day, 7 days a week for employees and third parties anywhere in the world (subject to certain countries' legal limitations). This channel is managed by a third-party to secure confidentiality and protection from retaliation, and to make sure that it is accessible to people in different countries and in different languages.

Cargill maintains accessible and confidential grievance mechanisms that allow workers, suppliers, and other stakeholders to report concerns related to modern slavery and other human rights violations. These channels are available across our global operations and supply chains and are designed to ensure that all reports are taken seriously, investigated promptly, and resolved transparently. When grievances are substantiated, we implement appropriate remediation measures, which may include corrective action plans, supplier engagement, or disengagement where necessary. We also take steps to mitigate potential harm to affected individuals, including income loss for vulnerable families, in line with international best practices. Oversight of grievance management is embedded in our governance structure, with cross-functional teams—including legal, procurement, and sustainability—ensuring accountability. Insights from grievance data are used to strengthen our due diligence processes, inform training programs, and continuously improve our approach to preventing and addressing modern slavery risks.

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Cargill also enforces an Anti-Retaliation Policy which applies to all employees, agents, contractors, and others acting on behalf of Cargill. This policy encourages employees to report unlawful or unethical behaviours and requires protection of those employees from retaliation after they report in good faith.

Assessing the Effectiveness of our Measures

Cargill monitors the results and documentation produced as part of the HREDD process on a recurring basis. Cargill works with customers, suppliers, and service providers to learn about and resolve complaints and conflicts in its own operations and supply chains through an open, accessible, transparent, and consultative process. Cargill is taking measures to remediate instances of human rights violations that are identified and, if applicable to the harm, to remediate any loss of income to the most vulnerable families that results from any such measures taken.

We continue to increase awareness of the opportunities for workers and other stakeholders in our supply chains, including community members, to bring concerns to the attention of Cargill. Individuals can anonymously report on the conduct of a Cargill employee or business through the ethics open line.

Cargill also enforces an Anti-Retaliation Policy which applies to all employees, agents, contractors, and others acting on behalf of Cargill. This policy encourages employees to report unlawful or unethical behaviours and requires protection of those employees from retaliation after they report in good faith.

References

Sustainability at Cargill

Human Rights and Environmental Due Diligence Policy

Code of Conduct

Supplier Code of Conduct

Corporate Due Diligence Policy

Ethics Open Line

Grievance Process

ESG Reporting Hub

Impact Report

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Appendix

This is a combined disclosure, prepared in consultation with each of the reporting entities noted below.

Australia Modern Slavery Act 2018

The following entities (collectively, the "Australian Entities") are required to submit a statement pursuant to the Australia Modern Slavery Act 2018 (the "Australia Act"):

- Integrated Foods Holdings Pty Ltd (ACN 603 619 692),
- Cargill Australia Limited ACN 004 684 173 ("**Cargill Australia Limited**"), and
- Cargill Japan LLC ARBN 097781452 ("**Cargill Japan**").

As part of Cargill, this disclosure covers the activities, policies and procedures of the Australian Entities, and their controlled entities, to address the risk of modern slavery in their operations and supply chains.

Established in 1967, Cargill Australia Limited is an unlisted public company and the key flagship operating entity for Cargill in Australia. Cargill Australia Limited is a wholly owned subsidiary of Cargill, Inc. via Integrated Foods Holdings Pty Ltd which is the direct parent of Cargill Australia Limited.
Cargill Australia Limited services the country's large grain export commodities and has over time extended into grain and oilseed origination, provision of risk management products, transportation, storage and distribution of grain and oilseed products, oilseed processing and refining, processing and packing value add, seed distribution, grain and cotton trading, grain storage and handling as well as joint ventures including in beef processing. The supply chains that support the listed activities include but are not limited to grain and oilseed products purchased from growers and traders, employment services, and service providers.

Cargill Australia Limited currently employs approximately 211 employees. Its operations take place across locations in Victoria, New South Wales, South Australia, Western Australia, and Queensland with its head office located in Melbourne.

Cargill Australia Limited's main operating entities include AWB GrainFlow Pty Ltd. and Cargill Processing Limited. Cargill Australia Limited acts as local agent for Cargill Japan a registered foreign company operating in Australia.

Cargill Australia Limited also has an interest in the following joint ventures:

- Teys Australia Pty Ltd (Teys), a beef processing and cattle feeding business with its head office in Queensland. Cargill Australia Limited previously owned 50% of Teys. In November 2025, another Cargill entity acquired the remaining 50%, and Teys is now ultimately wholly owned by Cargill, Inc. Teys will submit its own separate modern slavery statement to the Attorney-General's Department and is not covered by this statement.
- Cargill Altora Grain Partnership, a storage and handling joint venture in Temora, NSW. Cargill Altora Grain Partnership has not submitted a separate modern slavery statement and is not considered to have a separate reporting obligation under the Australia Act.
- RightShip Pty Ltd, which helps customers manage marine risk by identifying and eliminating substandard ships from their supply chains and has its head office in Melbourne. RightShip is

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covered by a modern slavery statement submitted separately by the Rio Tinto group and is therefore not covered by this statement.

Cargill Japan LLC (CJL) is a Japanese company (with no equivalent Australian liability to an Australian unlisted public company). Headquartered in Tokyo, Japan, Cargill Japan is wholly owned by Cargill, Inc. and is mainly engaged in the wholesale of agricultural products and foods as well as the provision of agency, transportation, risk management and other services. Cargill Japan's subsidiary entities are engaged in providing purchasing agency services to Cargill Japan and purchases and sales of various foods and agricultural products.

The supply chains that support Cargill Japan include but are not limited to various foods/agricultural products/proteins from outside of Japan through Cargill group companies or external suppliers, risk management services and ocean transportation services from other Cargill entities.

Cargill Japan currently employs approximately 250 people.

Cargill Japan's operations are primarily located in Tokyo, Japan. In addition, Cargill Japan has overseas branches and representative offices in Vancouver (Canada), Winnipeg (Canada) and Melbourne (Australia).

This joint statement constitutes the Australian Entities' modern slavery statement for the financial year ending 31st May 2026. This joint statement was prepared after consultation with each of the Australia Entities, including their applicable controlled entities (as discussed above).

Solely for purposes of compliance with the Australian Act, this statement has been approved by:

The Board of Cargill Australia Limited on 11/3/2026

Signed by:

Signed by:
Zsolt Kocza
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Zsolt Kocza, Managing Director, Cargill Australia Limited

DocuSigned by:
Tatsuo Ishii
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Tatsuo Ishii, President Cargill Japan LLC

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Canada Forced Labour and Child Labour in Supply Chains Act

The following entities (collectively, "Cargill Canada") are required to submit a statement pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Canada Act"):

- *Cargill Limited* - Cargill Limitée, ("**Limited**"),
- *Precision Agricultural Services Inc.* ("**Precision**"), and
- *EWOS Canada Ltd.* ("**EWOS**")

As part of Cargill, this disclosure covers the activities, policies and procedures of Cargill Canada to address the risk of forced and child labor in their operations and supply chains.This report is filed pursuant to the Canadian Act, and confirms relevant policies, processes and measures applicable as of Cargill Canada's financial year ending 31st May 2026.

Cargill has conducted business in Canada since 1928. Limited, the key flagship operating entity for Cargill in Canada, is a privately-owned Canadian company headquartered in Winnipeg, Manitoba. It conducts business from more than 70 Canadian locations and employs approximately 8,000 people across Canada. Limited is a subsidiary of Cargill, Incorporated, an international provider of food, agriculture, and risk management for products and services. Limited, primarily an agrifood business, is one of Canada's largest merchandisers and processors. Our operations include the processing of beef, poultry, chocolate, and oilseed, and the manufacturing of livestock feed. We are involved in the distribution and sale of food and food ingredients, bioindustrial products, road safety salt, and crop input products. Grain handling and merchandising continue to be a core part of our business.

Precision is a subsidiary of Limited which operates four crop input retail locations in Saskatchewan. EWOS, also a Cargill-owned company, manufactures feed for the aquaculture industry at its facility in Surrey, British Columbia.

Cargill Canada's operations are divided into the three enterprises (Ag & Trading, Food and Specialized Portfolio), each with multiple businesses and supply chains. The supply chains that support the previously listed activities include but are not limited to grain and oilseed products purchased from growers and traders, crop protection, seed and fertilizer supplied from manufacturers, live beef cattle, live chicken, broiler chicken eggs, boxed meats, fresh and frozen trimmings, marinades, coating ingredients, bulk road salt, and chocolate. Cargill Canada assessed these supply chains and did not identify risks in FY2026 requiring remedial action that would impact loss of income to the most vulnerable families or people.

In accordance with the Supplier Code of Conduct, when Cargill Canada recruits workers internationally, we comply with Canadian law and follow the United Nations International Organization for Migration (IOM) IRIS Ethical Recruitment standards. Employees must not pay recruitment or similar fees to obtain employment. The costs of recruitment are borne by Cargill Canada. Further, temporary foreign workers are accorded treatment and protection equal to other workers and retain control over their personal identification documents and other valuable possessions.

Attestations

Solely for purposes of compliance with the Canadian Act, the attestations below confirm the approval of this report by the respective governing bodies of each Cargill Canada entity covered by the report, pursuant to subparagraph 11(4)(b)(i).

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"In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of [title], attest that I have reviewed the information contained in the report on behalf of the governing body of **Cargill Limited – Cargill Limitée.** Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above."

DocuSigned by:
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_____11/3/2026_____

M. Jeffrey Vassart, President Date

"I have the authority to bind Cargill Limited – Cargill Limitée."

"In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of [title], attest that I have reviewed the information contained in the report on behalf of the governing body of **EWOS Canada Ltd.** Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above."

DocuSigned by:
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_____11/3/2026_____

M. Jeffrey Vassart, Director Date

"I have the authority to bind EWOS Canada Ltd."

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of [title], attest that I have reviewed the information contained in the report on behalf of the governing body of **Precision Agricultural Services Inc.** Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above."

Signed by:
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____11/3/2026_____

Glenn Houser, Board Chair Date

"I have the authority to bind Precision Agricultural Services Inc."

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Switzerland Ordinance on Due Diligence and Transparency in relation to Minerals and Metals in Conflict-Affected Areas and child labour (Article 964l SCO)

Cargill International SA in Geneva ("CISA") is not subject to the obligations regarding transparency on non-financial matters [art.964a foll. of the SCO], transparency in raw material companies (art.964d foll. SCO) and due diligence and transparency in relation to minerals and metals from conflict-affected areas (art.964j para.1 SCO). This document constitutes the report ("Report") issued by CISA covering child labour pursuant to Article 964l SCO and Ordinance on Due Diligence and Transparency in relation to Minerals and Metals in Conflict-Affected Areas and Child Labour for the financial year ending May 31st, 2026. As part of Cargill, this Report sets out the steps taken to identify, assess, eliminate and mitigate adverse impacts related to child labour in CISA's business operations and supply chains.

Out of the products CISA sources in Switzerland – soy, corn, coffee, animal nutrition ingredients and wheat – our assessment indicates that the higher risk commodities for child labour are coffee and a subset of animal nutrition ingredients. This conclusion was based on an Abstract Risk Assessment conducted using the relevant Maplecroft child labour risk index to identify suppliers potentially exposed to systemic vulnerabilities based on geography, sector, and risks. Cargill then evaluated the Abstract Risk Assessment results by applying additional specific knowledge about Cargill's supply chains. This assessment also took into account whether commodities originated from countries listed as "Basic" in the UNICEF Children's Rights in the Workplace Index.

Following the risk assessment, calibration, and supplier validation process, CISA progressed to supplier-level engagement. Suppliers identified for further assessment were engaged through supplier questionnaires, including the Swiss Supplier Assessment Questionnaire and a coffee-specific questionnaire. Responses received were reviewed to further assess whether the potential child labour risks identified through the initial abstract risk screening were adequately managed.

To date, CISA's supplier engagement has not identified confirmed instances of child labour in the supply chains covered by this Report. CISA will continue to review supplier risk information and the outcomes of supplier engagement as part of its ongoing due diligence process, including determining where additional assessment, follow-up or engagement may be appropriate.

Signed by:
Jan Dieleman
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____11/3/2026____

Jan Dieleman — Date

President, Cargill Ocean Transportation and Trading Capability

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United Kingdom Modern Slavery Act 2015

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Cargill PLC's slavery and human trafficking statement for the financial year ending 31st May 2026.

As part of Cargill, this Statement covers the activities, policies and procedures of Cargill PLC to address the risk of slavery and human trafficking in its operations and supply chains. Solely for purposes of compliance with the Modern Slavery Act 2015, this Statement has been approved by the Board of Directors of Cargill PLC.

Signed by:

24C1C531BC84468...

Samina Anwar

11/3/2026

Date

Chair of the Board of Directors Cargill PLC