Fonterra Elections 2025
Board of Directors

Candidate Profiles

Dairy for life

Contents

NOTE ON CANDIDATE STATEMENTS

Each Candidate Profile Statement contains a maximum of 1,000 words (excluding the Candidate Interest Statement) provided by the candidate.

The Returning Officer and Fonterra Co-operative Group Limited note that 'shareholdings' in Fonterra or other companies disclosed by candidates may include shares held by third parties in which candidates have a relevant interest as defined by the Financial Markets Conduct Act 2013.

Any emphasis (including capitalisation, italics, bolding, underscoring and bullet points) has been added by the candidate.

The Returning Officer and Fonterra Co-operative Group Limited accept no responsibility for the content, or accuracy of the content, contained in Statements supplied by candidates.

Warwick Lampp, Returning Officer – 2025 Fonterra Elections
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Key information – 2025 election

There are three candidates:

Independently Assessed Candidates

- Michelle Pye
- Mike Fleming
- Alison Watters

Votes may be cast via post or online and must be received by 10.30am on Tuesday, 9 December 2025.

Voting entitlements

Voting entitlements are calculated on the basis of share-backed milksolids production for each farm for the last season (2024/2025).

"Supplying Shareholders" will receive one vote for every 1,000 kilograms of milksolids backed by shares that they supplied to Fonterra during the season ended 31 May 2025. A "Secondary Shareholder's" voting entitlement is based on share backed milk supply, up to the 'agreed percentage' in relation to Fonterra's share standard for the supplying farm.

If a Supplying Shareholder did not supply last season but now owns an existing farm that supplied last season, the voting entitlement for that Supplying Shareholder and any Secondary Shareholder will be based on that farm's supply last season or on the Board's estimate of milksolids production for this season.

In the case of a dry farm conversion and farm amalgamations/divisions, voting entitlement is based on one vote for every estimated 1,000 kilograms of milksolids to be supplied during the season ended 31 May 2026. Milk supplied on Contract Supply and milk which is not backed by shares is excluded from milksolids production when calculating voting entitlements.

Number of vacancies to be filled

2

First Past the Post Voting

The Fonterra Director Election uses First Past the Post voting. This year, each shareholder may vote in favour of up to two candidates.

As there are more candidates than vacancies, the two candidates with the highest number of votes will be elected to the Board.

Fonterra's Board is currently comprised of up to six Elected Directors and three Appointed Directors.

Lost or damaged voting papers

Replacement Voting Papers are available to shareholders who did not receive their Voting Paper or spoil or damage it. These are available from the Returning Officer until the close of voting at 10.30am on Tuesday, 9 December 2025.

Replacement Voting Papers will be posted directly to shareholders. They cannot be collected by candidates or their assistants for distribution to shareholders.

Completed Voting Papers must be received by the Returning Officer by 10.30am on Tuesday, 9 December 2025.

Fonterra Director Candidate Meetings

Fonterra Shareholders have the opportunity to meet and ask questions of the Director candidates at five meetings throughout the country and two online meetings.

Chaired by the Fonterra Co-operative Council, these meetings provide a setting in which candidates meet with and answer questions from Fonterra shareholders with a focus on explaining how their governance skills and attributes meet the requirements of the Co-operative.

The format of the meetings will be that of a panel discussion whereby candidates are first provided an allotted time to introduce themselves before the Chair takes questions from the floor and moderates.

The dates for the online meetings are listed below. Fonterra shareholders can join the online meetings by registering via the Farm Source website or the My Co-op app.

The dates and locations of the meetings are as follows:

Date	Time	Location	Venue	Address and contact details
Tuesday, 25 November	7:00pm	Morrinsville	Morrinsville Rotary Community Centre	45 Canada Street, Morrinsville
Wednesday, 26 November	11:00am	Rotorua	Arawa Park Hotel (Aintree One)	272 Fenton Street, Glenholme, Rotorua
Wednesday, 26 November	7:00pm	ONLINE MEETING	-	-
Thursday, 27 November	11:00am	Palmerston North	Awapuni Function Centre (The Terrace Lounge)	67 Racecourse Road, Awapuni, Palmerston North
Thursday, 27 November	7:00pm	Christchurch	Commodore Airport Hotel (Head of the Avon South)	449 Memorial Avenue, Burnside, Christchurch
Friday, 28 November	11:00am	Gore	Croydon Lodge (The Trust Room)	100 Waimea Street, Croydon, Gore
Monday, 1 December	12.00pm	ONLINE MEETING	-	-

Attributes and Skills

Required attributes

There are certain attributes that the Board considers that all of our Directors must be able to demonstrate:

(a) Understanding of and commitment to the highest standards of governance including an understanding of the collective group decision making processes adopted by the Fonterra Board
(b) Understanding of and empathy with the Co-operative and its farmer owners
(c) Ability and knowledge to comprehend the wider commercial and economic framework in which Fonterra operates
(d) Broad governance experience
(e) Proven track record of creating shareholder value
(f) Global perspective
(g) Time available to undertake a Director's responsibilities
(h) Sound judgement
(i) Ability to apply strategic thought to important issues and to actively contribute to, and positively influence, Board discussions
(j) Ability and willingness to constructively question, challenge and critique in an open-minded way, and offer, and respect, diverse and alternative viewpoints
(k) Unquestioned honesty and integrity

All of our Directors must believe in and value the Co-operative and be able to demonstrate that they have the attributes and skills needed to deliver governance at a level expected for a globally competitive New Zealand dairy co-operative.

Directors on most boards operate within a band of governance experience, from the most experienced through to those who are newer to the particular role, organisation or industry. Over time, newer directors gain more experience and this helps ensure that there is succession on a board as well as a range of views and perspectives.

In order to attract the best candidates for our Board, we need to access the attributes and skills that we know are in our farmer shareholder base that will result in the right balance of experience and ability on the Board over time. It is important for all our farmer shareholders to be clear on what is required of our Board to deliver the necessary performance and to set up our Co-operative for success in the future.

We have identified a list of attributes (described above) that each Director of our Co-operative must be able to demonstrate. For some of these attributes, a Director will continue to develop expertise but it is important that they are able to show that they have the attribute and the ability to keep developing in their role as Directors of our Co-operative.

In addition to these required attributes, our Board requires a set of skills to deliver good governance. There is no expectation that each Director will have all of these skills but it is important that they are appropriately represented across the Board. Some Directors will have strengths in some of the skills while others might be still developing them or will be able to rely on fellow Directors to provide guidance and expertise in particular areas.

Targeted skills

Based on the 2025 Skills Matrix (see page 5), the Board's current priorities, and the external operating environment, the Board has provided the following skills to be targeted in the 2025 Director Election:

(a) In Depth Dairy Farming
(b) Dairy Industry / Understand Value Drivers of Milk Price / Profit
(c) Financial Acumen
(d) Trading Experience
(e) Effective Leadership
(f) Innovation

In determining the targeted skills for 2025, the Board has given consideration to Fonterra's planned divestment and six strategic choices, and the new skill - Trading Experience - added in response to the "Unleashing the Ingredients Engine" strategic choice.

Consideration has also been given to the skills needs of the Board over the coming years, particularly with regards to Chair succession and upcoming Director retirements.

As such, Dairy Industry / Understand Value Drivers of Milk Price / Profit, Trading Experience and Innovation are new targeted skills for 2025, with In Depth Dairy Farming, Effective Leadership and Financial Acumen all continuing to be targeted skills.

It is also important that the skills required for our Board take into account the types of opportunities and challenges that the Co-operative will face in the future, and ensure we are developing the skills that may not be needed currently but will be critical going forward.

This means that the search for skills on the Board should always be looking to extend and build on current expertise. The Fonterra Board Skills Matrix (described on page 5) shows the aggregate skills that are shared across the Board, as well as the skills that will be needed to deliver on the strategy in coming years, and should never show that all skills are currently being delivered. The Board Skills List (described below) shows a balanced mix of skills related to the current requirements of the Co-operative, which will continue to be enhanced to match Fonterra's future requirements.

A Director needs to demonstrate each of the attributes but does not need to be able to demonstrate each of the skills. The key requirement for a Director is that they are able to meet the governance requirements at the level required for our Co-operative. From time to time, we will identify particular skills that may be needed on the Board.

Skills list

Our strength as a co-operative relies on us being able to maximise the opportunity for our farmer shareholders to move from their farming businesses to the board room.

An appreciation of the experience and skills required to make that transition and access to adequate training are essential for any farmer shareholder who wants to become a Fonterra Director.

We expect our Board to have access to Directors with on farm dairy knowledge based on having run or owned a dairy operation as a member of our dairy Co-operative, who are well versed in what drives Fonterra's Farmgate Milk Price and profitability in our global Co-operative, and who demonstrate strong co-operative values.

For a number of Directors' Elections, we have used a skills list made up of the skills the Board requires to govern Fonterra. This skills list has been updated regularly and is published in the documents for the Director Election each year. In addition to keeping the skills list updated, the Board has considered the relative weighting of how much of each skill is needed on the Fonterra Board. This weighting can be used to establish how much of each skill we need on the Board over time (i.e. how many Directors need to exhibit each skill and to what level).

2025 Fonterra Board Skills List

Skill Category	Definition
In Depth Dairy Farming	Deep "on farm" dairy experience, having run or owned dairy operations as a member of our dairy Co-operative
Dairy Industry / Understand Value Drivers of Milk Price / Profit	A strong understanding of what drives Fonterra's milk price and of the profit drivers of the Co-operative
Financial Acumen	Strong financial skills and knowledge gained through business management, or as a highly experienced auditor, or a functional expert in a senior financial position
Risk Management	Senior level experience in, or governance of, organisations that have significant risk management and control frameworks including health and safety, cybersecurity and climate related risks
Manufacturing / Operational Experience	Experience at a senior executive or governance level in a business with manufacturing and supply chain operations
Trading Experience	Experience at a senior executive or governance level in an organisation, overseeing and/or managing commodity or other trading functions
Customer Experience	Senior level executive or governance experience in a customer-oriented B2B company with significant local, regional or global brands
Effective leadership	Senior executive or governance experience in leadership roles including strategy oversight, stakeholder management and people leadership, including experience in environments that value and demonstrate diversity of thinking and approach
Global Experience	Deep understanding of international issues and the macro-political and economic environment, through experience working in multiple geographies, and a proven global mindset
Technology	Knowledge and experience in the governance, strategic use and risk management of technology including information systems, transforming and disruptive technologies and cyber risk
Sustainability	Commitment to and a strong understanding of sustainability including the management of social, environmental and economic factors and their contribution to long-term value creation
Innovation	Experience in, or a strong understanding of, research and development and applied innovation, including in relation to nutrition science

Skills Matrix

The Fonterra Board has produced a Skills Matrix which shows for each skill:

- the aggregate skills of the Board; and
- the required and desired levels of that skill across the whole Board.

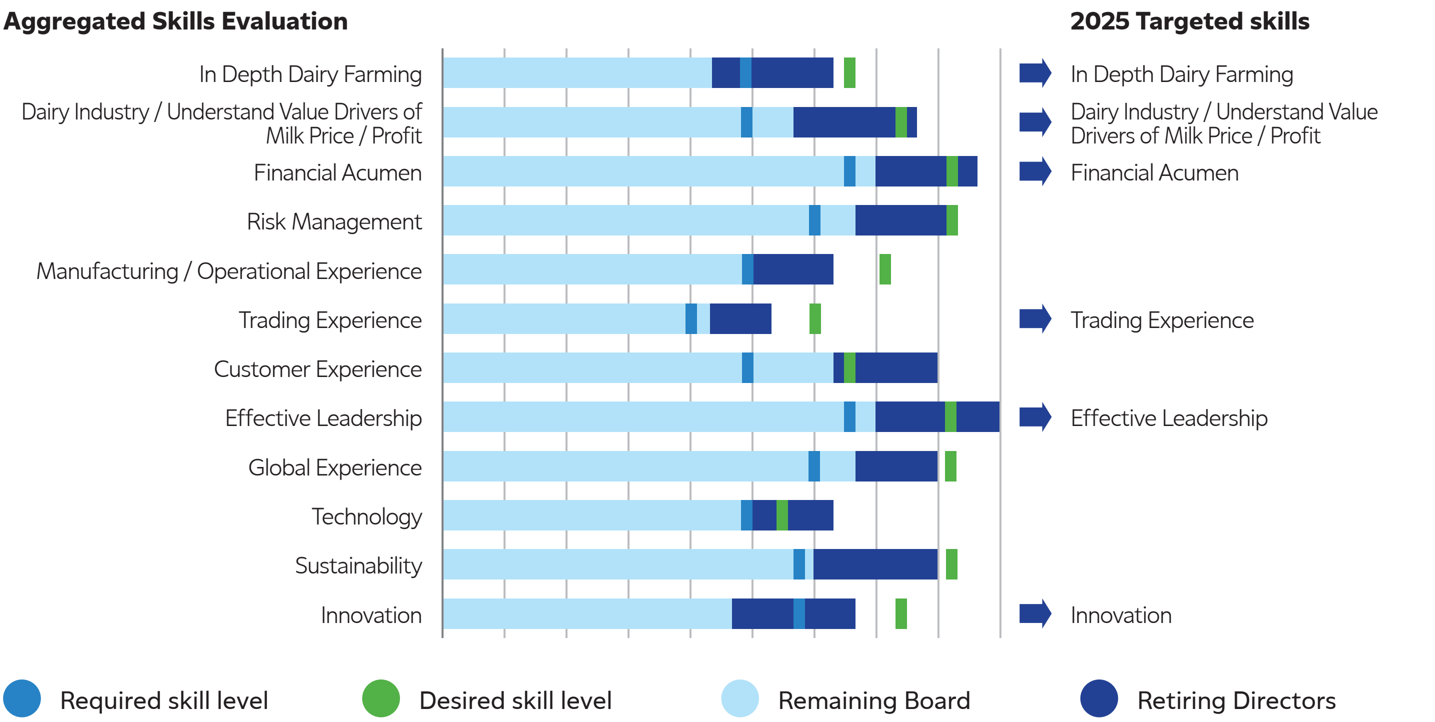
The Board has determined these required and desired levels based on the right mix of skills to govern Fonterra currently, the present composition of the Board and the future strategic needs of the business.

The Skills Matrix uses blue horizontal bars to show the current aggregated skills of the Board. The whole of each blue bar represents the Board's aggregated level for each skill, and the darker shading within those bars represents the skills of Directors who are retiring in the current year (including those who are eligible for re-election), and the skills of the Appointed Directors who have retired or will retire from the Board in the current year.

The lighter shading represents the skills of Directors who are not retiring in 2025.

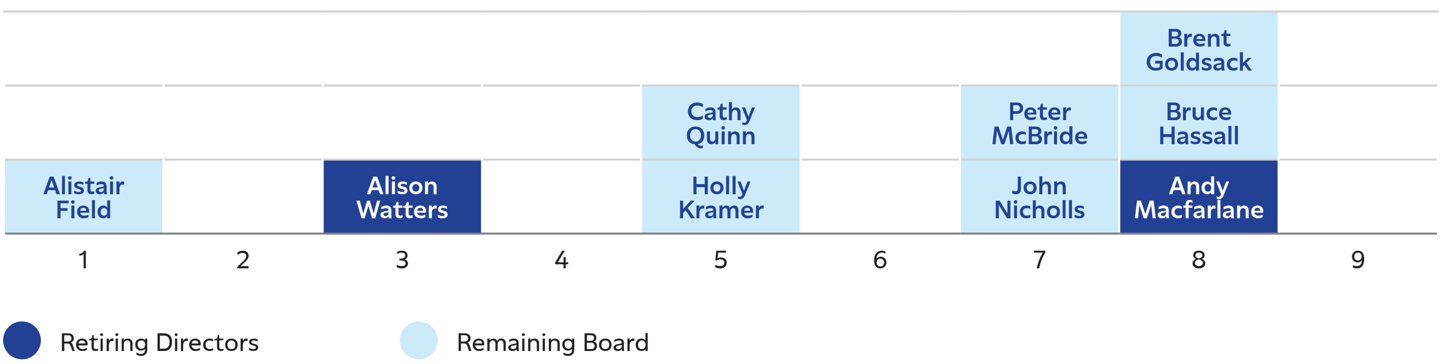
The Skills Matrix (below) shows the skills that the Board is looking for over time, and should be used as guidance. The Skills Matrix is provided to the Independent Assessment Panel to assist them as they assess the best candidates for the Board, and it is included in voting packs as guidance for shareholders when making their voting decisions.

2025 Fonterra Board Skills Matrix



Director Tenure

Years on the Board at the conclusion of the 2025 Annual Meeting



The Independent Assessment Panel

Overview

The role of the Independent Assessment Panel is to rigorously assess and evaluate potential candidates and then to shortlist and recommend the best candidates to Fonterra's shareholders.

The Panel process is designed to provide intending candidates with a confidential, rigorous and totally independent assessment of their skills and experience against the attributes and skills required by the Board in any year, and to provide shareholders with independent and comprehensive information about recommended candidates.

The Independent Assessment Panel process is open to all intending Director Candidates who opt to go through the Independent Assessment Process.

Panel Membership

The Independent Assessment Panel Members are as follows:

- Mark Verbiest, Independent Chair appointed by the Panel members
- Dr. Patrick Strange, Independent Member
- Dame Therese Walsh, Independent Member

Panel Biographies

Chair: Mark Verbiest

Mark is currently Chair of Meridian Energy and Summerset Group Holdings, and has been appointed a director of ASB Bank effective 1 October 2025. He is an experienced professional company director with over a decade of experience. A lawyer by training, Mark spent many years in private practice as partner of a large national law firm. He subsequently joined the senior executive team at Telecom New Zealand as Group General Counsel, also having executive responsibility for other corporate groups as well as two business units.

Mark has previously been Chair of Freightways, Spark, Transpower NZ, Willis Bond Capital and a director of a number of other companies and entities, including ANZ Bank, the inaugural board of the Financial Markets Authority and the advisory board to NZ Treasury.

In 2022, Mark was named Chairperson of the Year at the Deloitte Top 200 Awards, and in 2023 he was awarded the Beacon Award for Corporate Governance by the NZ Shareholders' Association.

Dr. Patrick Strange

Patrick grew up on a dairy farm in Te Aroha in the Waikato. He is currently a director of Transgrid in Australia and recently retired as the Chair of Auckland International Airport Limited. His previous governance experience includes directorships at the NZX, NSW Networks, Essential Energy, Worksafe New Zealand, Mercury NZ Limited, and Chorus – which he chaired until retiring in 2022.

Patrick was named Chairperson of the Year for 2021 at the Deloitte Top 200 Awards.

Prior to focusing on governance, Patrick's management career included Chief Executive roles at Transpower, Mercury Energy, and Vector.

Dame Therese Walsh

Dame Therese is currently the Chair of Air New Zealand and ASB Bank, Chair of the nominations committee for the Climate Change Commission and a Director of On Being Bold Ltd.

Previously she was the Head of New Zealand for the ICC Cricket World Cup 2015 and the Chief Operating Officer for Rugby New Zealand 2011 Limited.

She has also been Chair of TVNZ Ltd, Chair of Chapter Zero New Zealand, Pro Chancellor of Victoria University Wellington, a Director of NZX Ltd, Antarctica New Zealand, Contact Energy Ltd, NZ Cricket and Save the Children NZ, Trustee of the Wellington Regional Stadium, CFO at the New Zealand Rugby Union and part of the team that worked on the winning bid to host Rugby World Cup 2011. Prior to this she was an auditor at KPMG.

Dame Therese is a Fellow of the Institute of Chartered Accountants and a commerce graduate from Victoria University. In 2013, she was named the inaugural supreme winner of the Women of Influence Awards and was awarded a Sir Peter Blake Trust Leadership Award in 2014. She became a Dame Companion of the New Zealand Order of Merit in June 2015.

Independent Secretariat

The Panel appoints an independent secretariat to carry out the Panel's administration functions. Wendy Chen of Juno Legal will fulfil this role in 2025.

2025 Report of Independent Assessment Panel

Introduction

This report sets out the 2025 process undertaken by the Independent Assessment Panel (Panel) to:

- Rigorously assess and evaluate potential Elected Director candidates under the Independent Assessment Process and make recommendations to Shareholders of the Elected Director candidates to stand for election at the upcoming Fonterra 2025 election of directors; and
- Rigorously assess and evaluate the incumbent director standing for re-election in the 2025 election of directors who elected to participate in the Independent Assessment Process.

The Panel was formed in 2016 by the Fonterra Board of Directors and the Fonterra Co-operative Council to provide intending candidates with a confidential, rigorous and totally independent assessment of their skills and experience against the attributes and skills required by the Fonterra Board in any year; and to provide Shareholders with independent and comprehensive information about recommended candidates. The membership and operations of the Panel are independent of the Fonterra Board and Fonterra Co-operative Council.

A joint committee of the Fonterra Board and Fonterra Co-operative Council was established in March 2019 to review the director election process, following which changes were made to improve the independence and transparency of the 'Independent Assessment Process'.

The Panel Members for 2025 are as follows, all of whom are appointed jointly by the Fonterra Board and the Fonterra Co-operative Council:

- Mark Verbiest, Independent Member and Chair appointed by the Panel members
- Patrick Strange, Independent Member
- Dame Therese Walsh, Independent Member

The objectives of the Panel are:

- To have high quality Elected Director candidates nominated for election to the Fonterra Board; and
- That Shareholders will be better informed in the electoral process.

2025 Process Undertaken by the Panel

In August, by circular resolution, the Panel agreed to:

- Elect the Chair of the Panel and note the re-appointment/new appointment of the representative Panel members by the Fonterra Board and Fonterra Co-operative Council;
- Note the amendments to the Terms of Reference approved by the Fonterra Board in June 2025;
- Appoint an independent secretariat to assist the Panel;
- Consider and note the required attributes and skill requirements for director candidates, as set by the Fonterra Board;
- Agree the 2025 Panel Search Brief;
- Agree the timetable to be followed in respect of the 2025 election process; and
- Appoint an independent search agent to support the assessment of intending Independently Assessed Candidates.

It was noted there were two positions available to be filled. Following review of the five nominations received, and an initial interview and reference checking process conducted by the Panel's independent search agent, the Panel interviewed two candidates that applied under the 2025 Independent Assessment Process, together with the one incumbent director standing for re-election who had elected to participate in the Independent Assessment Process. Two further candidates that applied were not progressed to interview stage, and feedback was given to each candidate by the Panel Chair.

Three interviews were carried out in person. Time was allowed for deliberation after each interview and following conclusion of all interviews.

During the short-listing and selection process, the Panel undertook a rigorous assessment of each candidate's attributes, skills and experience relative to those identified in the 2025 Candidate Handbook published by Fonterra, with particular regard given to the six targeted skills identified.

The Panel considers that the interview process was conducted in such a way that each candidate had the same opportunity to demonstrate why their attributes and skills meant they should be recommended by the Panel to shareholders for consideration as a director of Fonterra.

Following the Independent Assessment Process, confidential feedback was provided to all candidates who participated in the process.

The incumbent director who is eligible for re-election this year, Alison Watters, confirmed she would stand for re-election in the 2025 election process.

The Panel unanimously agreed that:

Of the four other intending candidates, two were not suitable to put forward to Shareholders for election, and the two other candidates that were interviewed, Michelle Pye and Mike Fleming, should be put forward to shareholders for election.

To assist Shareholders when deciding which candidates to vote for in the 2025 director elections, the Panel has prepared an assessment summary of the incumbent director standing for re-election and the two additional intending candidates put forward by the Panel, relative to the skills and attributes set out in the 2025 Candidate Handbook.

Declaration of Association

From time to time, Panel members may interview and assess intending candidates they have worked with in the past or have a continuing business relationship with, and it is the intention of the Panel to make any such associations known to shareholders to ensure full transparency.

This year the Panel did not have any associations to declare regarding any of the candidates.

Yours sincerely
Independent Assessment Panel

Mark Verbiest (Chair)	Patrick Strange	Dame Therese Walsh

Michelle PYE

INDEPENDENTLY ASSESSED CANDIDATE

Mobile: 021 360 515

Email: michelle@pyegroup.co.nz

Panel Recommendation Report - Michelle Pye

Michelle and her husband Leighton have owned and operated Pye Group, a large-scale agricultural business based in Canterbury, for over 23 years. They farm over 7,000 hectares with dairy, cropping, process vegetable, grazing, transport and contracting operations. Pye Group's dairy business consists of ten farms producing 4.5 million milk solids with a further three farms to be added to the group next season.

Along with working within Pye Group, Michelle has recently been re-elected for a second term as a Councillor for Timaru District Council. Within Council Michelle has held many positions including as a committee chair and a member of their Audit and Risk Committee and their People and Performance Committee. Michelle is also a Director of Potatoes NZ and the Chair of The Potato Seed Co-op Ltd. Previously Michelle has been a member of the Fonterra Co-operative Council where she was a committee chair. She was also an inaugural member of the Fonterra Sustainability Advisory Panel and has held other governance roles in industry good and community organisations.

Michelle has an accounting background having worked for rural based chartered accountants in Timaru for ten years prior to raising her three (now adult) children and working in their farming business. In 2022 Michelle completed the Fonterra Governance Development Programme and, through Council, has completed the Making Good Decisions Certification for RMA Decision Makers.

Panel's Assessment of Michelle's Capabilities Relative to 2025 Attributes

The Panel were impressed by Michelle and in particular her financial skills and strong understanding of governance within a Co-op context. She was the founding Director of the Potato Seed Co-operative, representing 12 process potato growers across Canterbury, and chairs this entity today, and is a director of Potatoes NZ which represents c.110 growers throughout New Zealand. Michelle also has a good understanding of risk and sits on the Audit and Risk Committee of the Timaru District Council.

Michelle has held a number of governance roles in her career. In particular the Panel noted Michelle's empathy for the Co-operative and its farmer owners. She understands and articulates well the importance of the relationship between the Co-operative and its supplier farmers. She is a proud supporter of Fonterra and has had experience facing into the organisation through her five years on the Co-operative Council, which also included chairing the Board / Council Governance and Representation Review and other committees, and as an inaugural member of Fonterra's Sustainability Advisory Panel. All the dairy farms within her family's Pye Group have supplied to Fonterra since 2003.

Michelle has a solid understanding of the framework in which Fonterra operates and a track record of creating shareholder value both within her family's dairy businesses and also their horticulture businesses. Michelle is cognisant of the time commitment required for this role, and she and her husband are onboarding an independent CEO to manage the day to day operations of Pye Group. She also made clear she would step back from other existing governance roles and responsibilities to the extent appropriate to ensure she had adequate time and space to undertake the Fonterra board role and responsibilities.

Michelle demonstrated good strategic thought around the challenges and opportunities ahead of Fonterra. Michelle presents as open minded and considered and able to build relationships with a very wide range of stakeholders. She also demonstrated a good understanding of risks in the Fonterra context, while noting her exposure to trading in global markets is limited.

Panel's Assessment of Michelle's Capabilities Relative to 2025 Targeted Skills

Over the past 23 years, Michelle and her husband Leighton have successfully established and grown Pye Group, comprising ten converted and purchased dairy farms, a grain and cropping business, and a sizable carrot and potato growing operation. They employ c.150 staff. Michelle brings a strong understanding of profitability and milk price drivers in the dairy industry, enhanced by her involvement in the Fonterra Co-operative Council from 2016 – 2021. Michelle has operated as a director and CFO of Pye Group, and previously spent considerable time working in an accounting practice so has good financial experience and acumen. She has also been on the audit and risk committees for TDC and Potatoes NZ. She has ensured she keeps current with governance-related issues having participated in governance programmes including Fonterra, IOD, and through Farmlands and Silver Fern Farms.

In terms of leadership, the Panel noted Michelle's capability leading and growing her own operation alongside her husband, as well as her governance leadership roles, for example in the potato industry. Michelle demonstrated an ability to innovate – in particular, around sustainable farming practices. Michelle has a high degree of self-awareness and the Panel considers she is also able to build her knowledge quickly when she enters a new domain.

Candidate Profile Statement

I am standing for election to the Fonterra Board because I believe the strength of our Co-operative rests on strong governance, authentic leadership, and the enduring relationships we foster with our farmer suppliers and shareholders. My life and career have been deeply shaped by farming, governance, and community leadership. Over the past twenty years, I have contributed to the growth of our own large-scale agribusiness, represented farmers at the Co-operative Council, led sector organisations, and engaged directly with Fonterra's farmer-owners and stakeholders.

I have governance experience across a range of entities, including local government, agribusiness co-operatives, and industry organisations. While the scale of these organisations differs, the principles of governance are consistent: maintaining accountability, exercising sound judgement, and balancing competing interests for the long-term good.

The Co-operative is nothing without its farmer owners. During my five years on the Co-operative Council, I engaged widely with Fonterra farmers across New Zealand, listening to their perspectives and worked with Council to clarify their role within the Co-op. One of our key achievements was developing a Statement of Expectations, which articulated farmer shareholders' views and strengthened the accountability framework between the Board, the Council, and you, our owners.

At home, our family business has grown from a mid-sized arable operation with a single dairy farm to an extensive agribusiness comprising ten dairy farms alongside cropping, process vegetable, transport, grazing and contracting operations. I have a proven track record of creating shareholder value, both within our own business and in my governance roles. As Chair of the Potato Seed Co-operative, I led its development from a small co-operative leasing cool stores into a fully established purpose-built facility with world leading grading technology. This significantly increased shareholder value without requiring further capital injections. I am proud of this achievement, which demonstrates my ability to balance growth, risk, and shareholder relationships.

Serving as a Timaru District Councillor and Audit & Risk Committee member has taught me to balance competing priorities, weigh long-term community benefits against short-term pressures, and apply deliberate, transparent decision making.

Across all my roles, I have applied a relationship-first approach because influence only comes after you have earned respect and trust. I believe one of my greatest strengths is my willingness to listen to alternative viewpoints and constructively question assumptions. This open-mindedness, combined with my authenticity and ability to build strong relationships, enables me to contribute meaningfully to board discussions and challenge constructively while maintaining unity around the table.

Skills Aligned with the Fonterra Board Skills List

In depth Dairy Farming Experience

Together with Leighton, we are owners of ten dairy farms which we have converted or purchased over the last 23 years and have plans to add at least three more to our group for next season. Whilst not a gumboot farmer I understand the challenges of running a sustainable farming business that creates shareholder value over time whilst being responsible members of our communities. I have also gained industry insights from over ten years judging dairy industry awards across multiple regions.

Dairy Industry and Milk Price Understanding

As a Co-operative Council member, I contributed to reviews of the Dairy Industry Restructuring Act (DIRA), made personal submissions, and gained knowledge of the milk price calculation through interactions with Panel members. I developed a good understanding of Fonterra's milk price drivers and profit levers, supported by detailed financial presentations from Board and Management.

Financial Acumen

My early career in rural chartered accounting firms gave me a strong grounding in financial principles. In our own business, I effectively served as CFO, managing finances and reporting for a large-scale agri-business. I am highly confident analysing financial statements and investment proposals.

Risk Management

As a member of the Audit & Risk Committee at Timaru District Council I have overseen extensive risk frameworks and as the Chair of the Potato Seed Co-operative I have developed a risk framework from scratch.

Leadership and Stakeholder Management

I have successfully led co-operative start-ups, infrastructure projects, and capital restructures, requiring extensive stakeholder engagement. My ability to lead through authenticity and relationships is one of my key strengths.

Sustainability and Innovation

Being a member of the Fonterra Sustainability Advisory Panel gave me great insight into an independent view of what Fonterra needs to consider from a sustainability perspective.

Our own Pye Group strategy has a clear focus on people, culture, environment and good business systems that will allow us to grow an exceptional business that is intergenerational.

As chair of Potato Seed Co-op, I led the board through a major innovation project with the installation of a world leading grading system.

I have learnt through my governance experience that there is a significant difference between observing from the outside and contributing within. For this reason, I am cautious about making broad promises. However, if elected, I will:

- Work hard to be an informed, constructive, and committed member of the Board.
- Prioritise Fonterra by ensuring I have the necessary time and focus to meet the responsibilities of the role.
- Champion the importance of long-term, trusting relationships with farmer shareholders—because without their milk, there is no Co-operative.
- Contribute with authenticity, honesty, and respect for diverse views, while ensuring Fonterra is positioned for long-term sustainable success.

Fonterra is built on trust, co-operation, and the commitment of its farmers. I bring a deep understanding of our sector, proven governance and commercial experience, financial and risk management capability, and most importantly, authenticity and strong relationship-building skills. I believe these qualities will allow me to make a meaningful contribution to the Fonterra Board, helping to steer our Co-operative toward a sustainable, profitable future.

Current Governance Experience

- Timaru District Council – Councillor and member of numerous committees including Audit & Risk
- Potato Seed Co-operative Ltd – Chair since incorporation
- Potatoes New Zealand – Board Member
- Pye Group Ltd (and various entities) - Director

Previous Governance and Fonterra Experience

- Fonterra Co-operative Council Member (2016-2021) including chairing various committees
- Chair of joint Board and Council Governance and Representation Review Committee
- Fonterra Sustainability Advisory Panel (2018-2020)
- South Canterbury Chamber of Commerce Board Member

Candidate Interest Statement

Listed below are details of all business, investment and other relationships I have with Fonterra Co-operative Group Limited and its subsidiaries (the "Fonterra Group") (including as a supplying shareholder), or with any third party that transacts with the Fonterra Group or carries on business in competition with the Fonterra Group.

I am a supplying shareholder of Fonterra (in my name) jointly with Associated Persons (as defined in the Financial Markets Conduct Act 2013) as follows:

- Barnscroft Dairy Ltd, 461,856 Fonterra Shares
- Cloverdene Dairy Ltd, 648,736 Fonterra Shares
- Dialan Dairy Ltd, 509,833 Fonterra Shares
- Grantlea Dairy Ltd 1,005,973 Fonterra Shares
- Highfield Farm Holdings Ltd, 519,560 Fonterra Shares
- South Stream Dairy Ltd, 490,571 Fonterra Shares
- Straven Dairy Ltd, 504,916 Fonterra Shares
- I am a director and shareholder of Pye Group Ltd which owns shares in Central Feeds Ltd which provides agricultural contracting services to the Fonterra Group.

To the best of my knowledge and belief the disclosures set out above are full and complete.

Mike FLEMING

INDEPENDENTLY ASSESSED CANDIDATE

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Panel Recommendation Report - Mike Fleming

Mike Fleming is an accomplished agribusiness leader and governance professional with over two decades of experience driving strategic growth across primary industries in New Zealand. Mike has a background in governance and executive leadership roles and has provided project management and consultancy services to a diverse portfolio of agricultural enterprises.

He currently chairs Fortuna Group Ltd and is a director of Canterbury Grasslands Ltd (both large scale NZ dairy farm businesses), a director of Better Eggs Ltd (one of the largest egg producers in NZ), and of several other agribusinesses. Mike has a strong focus on financial performance, sustainable growth, capital allocation, stakeholder alignment, and operational excellence.

A Lincoln University graduate and Fonterra Governance Development Program alumnus, Mike is values-driven, with a focus on leadership, continuous improvement, and long-term value creation.

Panel's Assessment of Mike's Capabilities Relative to 2025 Attributes

The Panel acknowledged Mike's considerable governance experience, developed over a significant period.

He is an active alumni of the Fonterra Governance Development Program. Similarly, Mike has had deep involvement across the dairy industry for many years, particularly at a leadership and governance level, alongside roles across the broader agri-sector. He expressed that he is motivated to stand for the board because he believes he brings the necessary capabilities to help fill the skill gaps that will emerge as current board members transition out over the coming years. Mike did touch on the wider commercial and economic context in which Fonterra operates during his interview.

Mike has clearly created shareholder value in a number of his roles but also described well the strategic challenges that had been encountered in some of these businesses. For example, he has been involved in dairy businesses expanding offshore, experiencing the challenges of operating abroad, and has also led consolidation efforts within the egg sector.

The Panel noted Mike has a full slate of roles currently and if elected to the Fonterra board, would have to shed some of the load in order to have the space to accommodate the role, including engagement with farmer suppliers and visits outside the normal board schedule, both of which he sees as critical to being a farmer appointed director.

Mike displayed good judgement and this, coupled with his experience to date, should equip him to adapt into the larger context of Fonterra given its scale and global market involvement. Mike has clearly been exposed to dealing with staff and commercial and strategic issues of some magnitude, particularly noting his leadership roles, including chairing boards of major agri-businesses with a combined staff of over 400 pax and assets in excess of $1B.

Panel's Assessment of Mike's Capabilities Relative to 2025 Targeted Skills

As noted above, Mike has extensive experience in the dairy sector. This experience has largely been gained from executive and board roles with large scale dairy farm businesses and various advisory roles with family-owned dairy farm businesses. He has maintained strong relationships with the Fonterra Co-operative's board and management. He has a strong grasp of the key factors influencing milk price and earnings, with a particular focus on how these contribute to long-term value creation for the Co-operative's farmer-owners.

Mike has a strong level of commercial and financial acumen, noting he is not a financial expert. By his own admission, Mike does not have an extensive amount of trading experience, although that is a quite specialised area that not many would have extensive experience of.

Mike gave some good examples around innovation, in particular from his involvement in both dairy and egg industries introducing leading on-farm practices, including from a sustainability perspective.

Candidate Profile Statement

I am incredibly proud to be connected to agriculture in New Zealand, and to contribute as a Fonterra supplier and shareholder. This connection reflects not only my professional journey, but also a commitment to the long-term success of our dairy industry and rural communities.

I grew up on a family farm in Hawkes Bay, gaining a Bachelor of Agricultural Commerce from Lincoln University in 1993. I live in Napier with my wife Kristen, who has enjoyed a successful and rewarding career in dairy farming. We have two children currently dairy farming and aspiring to farm ownership. It is important to me to ensure that our future generations can enjoy being part of a successful and world class dairy industry.

At 55, I have held executive management and governance roles in Agribusiness for the past 23 years, mostly related to pastoral farming (primarily dairy), egg production and related Agribusinesses. I am currently Chair of Fortuna Group Ltd, which has grown to 22 dairy farms in Southland, Director of Canterbury Grasslands Ltd, with dairy farms across NZ and in the USA and a Director of Better Eggs Ltd, which is NZ's second largest egg producer.

There's a common thread across these roles, understanding the expectations of shareholders and wider stakeholders, setting a clear strategy and business plan to achieve these expectations, leading and building teams of highly capable people, and maintaining focus on operational execution which is underpinned by a high-performance culture. I strongly believe that successful businesses operating in commodity sectors need to be lean and agile to adapt quickly to volatile operating environments.

My experience is wide-ranging, varied, and characterised by strong leadership and an ability to influence continuous change and improvement from the boardroom. I ensure financial performance and capital returns meet expectations, while also building capability and leadership succession to sustain long-term success.

What I Bring To The Fonterra Board

I am an experienced director who can govern from the lens of our dairy farm businesses. I have a strong empathy for our farming families and rural communities, and I'm committed to creating meaningful opportunities that support long-term success for future generations.

I have a strong track record of creating value, driven by sound commercial decision-making and a clear focus on growth, profitability, and return on capital. These outcomes need to be supported by a high-performance environment, and I thrive on the challenge of motivating and developing others to achieve continuous improvement. With my experience and capability, I aim to ensure strategic decisions strike the right balance - delivering strong outcomes not only for Fonterra, but also for dairy farm businesses.

As a Director of Fonterra, you can be assured of my commitment, honesty and integrity. With complete accountability, an open mind and listening to understand, I will help lead and influence the continuous improvement we need to see in our Co-operative to remain competitive and relevant.

Targeted Skills

In Depth Dairy Farming

I have held executive management and governance roles for dairy farm businesses since 2005. I lead with a strong focus on value creation through strategic acquisitions and continual focus on operating excellence. I am passionate about developing people within lean organisations.

Dairy Industry / Understanding Value Drivers of Milk Price / Profit

I am an active alumni of Fonterra Governance Development Programme (since 2006) and have had deep involvement across the dairy industry during this time. Within this I have developed ongoing relationships with Fonterra shareholders, directors and other dairy industry leaders. I have regular meetings (normally quarterly) with Fonterra management and directors to discuss factors influencing milk price and earnings and the wider supplier relationship with Fonterra.

Financial Acumen

Throughout my career I have developed and demonstrated expertise in driving financial performance, with financial management being one of my core skillsets. I have clarity on what generates profit, optimising free cash flow, enhancing total shareholder return, managing risk, and consistently meeting stakeholder expectations.

Trading Experience

My experience in the NZ egg industry through various management roles and as a Director of Better Eggs provides deep knowledge of a commodity business within fast moving consumer goods. It is a very competitive, low-margin business environment. The business is involved in the full supply chain from feed manufacture, farm production, grading, distribution and sales. The hard lessons of commodity cycles, inventory management, competition and industry regulation have imprinted valuable learnings, which reinforce the importance of being the lowest cost producer – my understanding of these principles as it relates to Fonterra is core to delivering a strong milk price.

Effective Leadership

Throughout my executive and governance career, I have consistently held leadership roles during times of significant change, challenge, and transformation - earning a few scars and gaining valuable insights along the way. I bring a steady, values-driven approach to board leadership, combining strategic insight, sound judgment, and positive influence to help boards and executive teams navigate uncertainty and achieve positive and sustainable outcomes.

Innovation

My experience with innovation has primarily focused on assessing the commercial viability of new technologies and ensuring we have the capability to implement them successfully within the dairy farming and egg businesses I've been involved with. In the highly competitive egg sector in particular, innovation is essential to create a point of difference for consumers and to maintain low-cost production systems and supply chains.

Governance Experience

- Chair (and shareholder) of Fortuna Group Ltd
- Director (and shareholder) of Canterbury Grasslands Ltd
- Director (and shareholder) of Better Eggs Ltd
- Managing Director (and shareholder) of Heritage Farms (New Zealand) Ltd
- Chair of Progressive Livestock Limited
- Independent Director of Argyle Dairy Farm Limited
- Managing Director and Chair of Festive Fields (2015) Limited
- Deputy Chair of Egg Producers Federation of New Zealand

I am an experienced governor, a member of the Institute of Directors and completed the Fonterra Governance Development Programme in 2007 and have continued involvement and networking through the Alumni program.

Candidate Interest Statement

Listed below are details of all business, investment and other relationships I have with Fonterra Co-operative Group Limited and its subsidiaries (the "Fonterra Group") (including as a supplying shareholder), or with any third party that transacts with the Fonterra Group or carries on business in competition with the Fonterra Group.

I have interests in 8,245,309 co-operative shares held by Associated Persons (as defined in the Financial Markets Conduct Act 2013).

I have the following interests in entities that transact with Fonterra Co-operative Group Limited or its subsidiaries:

- Director and shareholder of Fortuna Group Ltd and subsidiaries;
- Director and shareholder of Canterbury Grasslands Ltd and subsidiaries;
- Director of Argyll Dairy Farm Ltd and subsidiaries;
- Director of Festive Fields (2015) Ltd.

The following companies and farm entities supply other milk processors:

- Argyll Dairy Farm Ltd (and one subsidiary) supplies Danone Nutricia NZ Limited
- Fortuna Group Ltd – lease 1 dairy farm that has an existing supply contract with Open Country Dairies
- Canterbury Grasslands Ltd – three entities supply Synlait Milk

To the best of my knowledge and belief the disclosures set out above are full and complete.

Alison WATTERS

INDEPENDENTLY ASSESSED CANDIDATE

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Panel Recommendation Report - Alison Watters

Alison is currently a farmer-elected Fonterra Director. Alison's additional Fonterra board roles include being Chair of the Sustainability and Innovation Committee; a member of the Audit, Finance and Risk Committee; and of the Co-operative Relations Committee.

Alison is an accomplished governor with extensive subject-matter expertise in research, development, and applied innovation related to the commercialisation of ingredients and food products for human nutrition. Her passion lies in developing and ensuring implementation of robust strategies and ensuring accountability in management performance.

In addition to her role as a Fonterra director, Alison currently serves as Chair of Comhla Vet Limited, and of Totally Vets Limited. Previously, she has held positions as Chair of AsureQuality and of the Meteorological Service of New Zealand Limited (MetService), as well as serving as a Director of Livestock Improvement Corporation Limited and as a Board member of MBIE's National Science Challenge, "High Value Nutrition."

Alison and her family own a fifth-generation dairy farm in Wairarapa, milking 510 cows. She and her husband, Andrew, were named NZ Sharemilker of the Year in 2003.

Panel's Assessment of Alison's Capabilities Relative to 2025 Attributes

The Panel noted that Alison Watters has been on the Fonterra board since 2022 and has participated in strong and effective governance during her time on the board. Alison has been part of a high performing, well-functioning board during that time and she is clearly very committed to the highest standards of governance both in her Fonterra board role and other board roles she has held. Alison describes herself as a staunch supporter of Fonterra and a "Co-op girl through and through". She and her husband own and operate a 510 cow dairy farm in the Wairarapa.

Reflecting on her past three years as an elected Fonterra director, Alison commented that it has been an impactful and invaluable experience, giving her great exposure to the workings of the Co-operative and its impact on the broader farming sector, as well as having to advance significant strategic choices. Alison has been deeply involved with the Sustainability and Innovation Committee of the Fonterra board and she was tasked with establishing this for the Co-op, setting frameworks and establishing the charter.

Prior to taking up her role on the Fonterra board Alison had extensive governance experience across a range of not-for-profit's and commercial boards including chairing AsureQuality for three years.

Alison demonstrates a strong track record of creating shareholder value in a range of environments. Most recently, this has been on the Fonterra board but she has also stepped in to chair a large veterinary business and significantly improve its performance. With regard to her global perspective, this has been an area Alison has been actively developing with the assistance of Fonterra and she has undertaken numerous trips offshore to inform her global perspective.

Alison has a strong understanding of the time required to sit on the Fonterra board given she has done so for the last three years. In preparing herself to take up that board role she consciously phased out most of her other governance roles over the past three years. Alison has demonstrated good judgement at governance level and, in particular, impressed the Panel with strong examples around her ability to apply strategic thought to relevant board issues. She is also well aware of board dynamics and contributes in a constructive way. She has at times shown courage in her decision making and is always focused on the best use of shareholder capital.

Panel's Assessment of Alison's Capabilities Relative to 2025 Targeted Skills

Alison has been on the Fonterra board for the last three years and has continued to consolidate her understanding of dairy farming and her networks in the farming sector. As a Fonterra farmer with a strong commercial foundation, Alison understands the fundamentals of what drives Fonterra's business – milk supply. Sitting on the Co-op board she has gone on to develop a much stronger understanding of the levers and inputs that drive milk price and profit.

Whilst not being an accountant by background, Alison has upskilled in the financial acumen area. She has sat on the Audit and Risk Subcommittees of three major boards. Alison currently sits on Fonterra's Audit and Risk Subcommittee. Alison demonstrated a good understanding of the risks that Fonterra faces, as well as its strategic opportunities.

In terms of trading experience, Alison had the most experience in this area of the three candidates the Panel interviewed. That said, it remains an area where she is developing and continuing to learn, supported by Fonterra. Alison brings over a decade of effective governance experience and demonstrated leadership. She has throughout her career gravitated to leadership roles and demonstrates a servant leadership mindset. She is also self-aware around her areas for development.

When considering innovation, the Panel noted Alison chairs the Fonterra Subcommittee for Sustainability and Innovation and has enjoyed increasing her exposure and knowledge of R&D across the Co-op. Given her own science background, this is an area of particular interest to Alison.

Candidate Profile Statement

When I was elected to the Fonterra board in 2022, I committed to being an impactful director - applying my governance experience and industry knowledge to ensure management remained accountable for our Co-operative's performance.

It has been a privilege to work with the board and management to continually lift Fonterra's performance. Success for Fonterra means success for dairy farming in NZ and I am deeply committed to Fonterra's Co-operative model and the security this brings to our farmer shareholders.

Fonterra has seen significant consolidation and refocusing in the past three years, including a refresh of the strategy to deliver maximum value on-farm for our farmer shareholders through both a strong Milk Price, and consistent dividends. Fonterra's balance sheet has been strengthened through a lift in performance and the divestment of assets no longer aligned with our strategy.

Fonterra is entering an exciting era of:

- focusing on what we're good at - efficient milk collection, manufacturing, and selling of commodity ingredients, whilst continuing to support value-add growth in speciality ingredients and foodservice channels.
- staying globally competitive with rapidly changing customer demands, and
- delivering strong returns, while remaining acutely mindful of farmer shareholders' risk appetite in decision-making.

We are heading in the right direction, but there is still much to do.

Maintaining shareholder confidence in the Co-operative – demonstrated through retained milk supply - is critical for an efficient and effective Co-operative. We must also continue to engage with the next generation of farmers, reinforcing the value of the co-operative model and encouraging them to become Fonterra shareholders.

Equally important is ensuring Fonterra's strong legacy of innovation in dairy science is appropriately resourced within a robust performance management framework, so value is captured from innovation. As Chair of the Sustainability and Innovation Committee, I have worked with my committee to help management develop this framework, which now guides how to best invest in innovation to maximise returns for Fonterra.

It is also vital that the Co-operative and the board continue to focus on delivering strong financial returns, respecting shareholder capital while paying the best Milk Price possible. Alongside this Fonterra must remain proactive in supporting sustainable farming practices; adopting climate-appropriate collection, manufacturing and supply chain processes; and upholding integrity in animal welfare and people management. We need a Fonterra that farmer shareholders are proud of, others aspire to join, and that attracts talented people eager to contribute.

Achieving this requires strong governance - a Board that both supports and challenges management to ensure Fonterra's strategy is effectively implemented and ensures that farmer shareholders are rewarded for their commitment to our Co-operative.

Over the next two years, there will be significant change around the board table. Continuity of leadership and experience is vital to our Co-operative, and I am committed to supporting that stability. I am energised to continue contributing to Fonterra's success.

I believe I bring the skills, experience and personal attributes the Board needs, and I respectfully ask for your continued support for a second term.

Targeted Skills and Attributes:

I am an experienced governor with more than 23 years serving on boards across nonprofit organisations, SMEs and large global commercial companies. My three years as a Fonterra director has significantly deepened my understanding of Fonterra's key business drivers; the value parameters underpinning Milk Price; our global market position and how best to add value through our channels to market; and the financial intricacies of running a large global business whilst pursuing efficiency and "best in cost" manufacturing. I remain passionate about strategy and recognise that the greatest risk with strategy is in its implementation.

I can also provide a strong contribution at the board table in the areas highlighted as targeted skills in the 2025 election process. I bring in depth understanding of dairy farming and the dairy industry, supported by an extensive network of contacts throughout the primary sector. I have developed a far stronger understanding of the financial complexity of operating a global commodity and value-add ingredients and foodservice business, and I understand trading sufficiently to ask relevant questions around the board table. My innovation credentials are deep, having worked at the 'coalface' of R&D, and commercialising R&D with innovation teams at the Fonterra Research and Development Centre, before commencing my governance career.

I have a proven, experience-backed track record in leadership, and I remain committed to making a meaningful impact within Fonterra from a leadership perspective.

About Me:

- Together with my husband Andrew, we own a 510 cow dairy farm in the Wairarapa.
- National Winners - NZ Sharemilker of the Year, 2003
- Bachelor of Agricultural Science and a PhD in Human Nutrition; former research career specialising in the role of dairy protein in health and wellbeing.
- Graduate of the Fonterra Governance Development Programme (2015).
- Over the past three years, I have stepped down from several boards to focus on my Fonterra directorship.
- Former Chair of AsureQuality Ltd and MetService Ltd; former Director of LIC Ltd.
- Currently Chair ComhlaVet Ltd, NZ's largest privately owned veterinary business, with clinics also in Victoria, Australia.
- On the Fonterra board I am part of the Co-operative Relations Committee, the Audit, Finance and Risk Committee and I chair the Sustainability and Innovation Committee.

Candidate Interest Statement

Listed below are details of all business, investment and other relationships I have with Fonterra Co-operative Group Limited and its subsidiaries (the "Fonterra Group") (including as a supplying shareholder), or with any third party that transacts with the Fonterra Group or carries on business in competition with the Fonterra Group.

- I own shares in Taumata Island Dairy Limited, a supplying shareholder of Fonterra Group (in my name) jointly with Associated Persons (as defined in the Financial Markets Conduct Act 2013) which holds 234,737 shares.
- I own shares in the Fonterra Shareholder Fund (in my name) jointly with Associated Persons (as defined in the Financial Markets Conduct Act 2013) with a total of 9,317 shares held.
- I am the Board Chair of ComhlaVet Limited, which is the parent company for multiple individual veterinary businesses through New Zealand, and Victoria, Australia, that service Fonterra Group Shareholders in both New Zealand and Australia, including support for the Co-operative Difference assessments.
- I am the Board Chair of Totally Vets Limited, which is a veterinary business in the lower North Island that services Fonterra Group Shareholders including support for the Co-operative Difference assessments.

To the best of my knowledge and belief the disclosures set out above are full and complete.

If undelivered please return to:

The Returning Officer
Fonterra Elections 2025
PO Box 3138
Christchurch 8140
Free phone 0800 666 034

fonterra.com

Fonterra Elections 2025

Board of Directors

Voting Paper

Election of TWO (2) Directors

YOU CAN VOTE IN **ONE** OF THE FOLLOWING WAYS:

OPTION 1: **ONLINE VOTING**

Electronically via Farm Source website at:
www.nzfarmsource.co.nz

- Login using your Farm Source login and password.
- Follow the voting links from the homepage.
- Enter your Personal Identification Number (PIN) and password – see below.

IMPORTANT: By entering the PIN and password you warrant and undertake that you are authorised to exercise the vote of this shareholder.

After voting online, you do not need to submit this Voting Paper and it can be destroyed.

PIN	**Password**

OR

OPTION 2: **POSTAL VOTING**

Post the completed "Voting Paper" to the Returning Officer in the freepost reply envelope provided.

It is recommended that you post your Voting Paper no later than Wednesday, 3 December 2025 so that it reaches the Returning Officer before the close of voting.

First Past the Post Voting

This is a First Past the Post vote to elect two (2) Directors.

The two candidates with the highest number of votes will be elected.

Postal Voting Instructions

- You may select a **maximum of TWO (2)** candidates. If you select more than two candidates, all your votes will be invalid.
- You can select fewer than two candidates.
- Vote by placing a tick "✔" in the circle next to the name of each candidate you wish to vote in favour of.

VOTE HERE

○ **Michelle PYE**
Independently Assessed Candidate

○ **Mike FLEMING**
Independently Assessed Candidate

○ **Alison WATTERS**
Independently Assessed Candidate

Please only use one of these voting methods

For enquiries phone the ELECTION HELPLINE: **0800 666 034**

VOTING CLOSES AT: 10.30AM ON TUESDAY, 9 DECEMBER 2025

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