

Fonterra Elections 2025 Co-operative Council

Candidate Profiles



WARD 10 - NORTHERN BAY OF PLENTY

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NOTE ON CANDIDATE STATEMENTS

Each Candidate Profile Statement contains a maximum of 400 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
Freephone 0800 666 034
iro@electionz.com

Key information – 2025 election

Ward 10 - Northern Bay of Plenty

There are three candidates – David Beuth, Janelle Nee and Andrew Primrose.

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

Voting entitlement

Voting for Co-operative Councillors is on the basis of two votes per shareholder who is entitled to vote in a Ward election. Both votes may be used by the shareholder, or one may be given to a sharemilker. Votes are not weighted by milksolids production.

Voting system

The Co-operative Council elections are held on a Ward basis using Single Transferable Voting.

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.

Key qualities and capabilities of a Councillor

The key capabilities required to successfully fulfil a Councillor's representation role are:

- Honesty and integrity.
- Courage to question/challenge the status quo.
- In-depth farming knowledge.
- An understanding of Fonterra's business.
- Awareness of the regulatory frameworks in which the Co-operative operates.
- An understanding of and empathy with the Co-operative.
- An understanding of the key drivers of wealth - milk price and profit.
- Business acumen - financial literacy and ability to think strategically.
- Communication skills (including presentation/public speaking capability).
- Interpersonal skills (approachable nature, empathy with fellow farmers).
- Time available to undertake a Councillor's responsibilities.
- A commitment to on-going training including building broad-based Co-operative and governance knowledge to enhance their effectiveness in the role.

A Co-operative Councillor is also expected to be willing to continually develop their capabilities around business understanding, communication and interpersonal skills, and teamwork.

Councillors are expected to commit an average of one day per week to their role.

The Role of Council

Council's role, functions and powers are set out in Fonterra's Constitution.

Council's role is to support shareholders' democratic control of their Co-operative and to actively represent and seek to protect members' interests as owners, investors, suppliers and members of the Fonterra Co-operative community.

Council's functions, and the activities undertaken to perform them, can be summarised under three main themes: Connection, Accountability and Guardianship.

Connection

- Council seeks to foster Co-operative members' engagement with Fonterra
- Engagement activities within each Ward aim to build a comprehensive understanding of members' interests, needs, views and expectations and to provide members with regular feedback on Council's representation of these to the Board
- Councillors receive calls and emails from members and hold Ward meetings, and may be asked to represent Council at field days and other events
- Councillors are expected to report in a timely manner on the feedback and themes they hear
- Council arranges educational programmes for members, such as the Understanding Your Co-operative Programme and Beyond the Farm Gate events (which Councillors host) and the Governance Development Programme.

Accountability

- Council seeks to ensure Co-operative members are fully informed about their Co-operative's performance
- Councillors meet with the Board at least four times each financial year to seek explanation on how well recent performance is meeting members' expectations, whether Fonterra is 'on-track' for meeting its strategic objectives, and what new and/or emerging challenges Fonterra is facing and addressing
- Council seeks to hold the Board to account by seeking from the Board explanation of and responsibility for Fonterra's strategy and performance
- Councillors refer to publicly available information and Council commissions external advisors to provide independent analysis
- Council regularly submits questions to the Board
- Council regularly and transparently reports back to members on its engagements with the Board.

Guardianship

- Along with the Board, Council acts as the guardian of the Co-operative Philosophy, as expressed in the Co-operative Principles, Purpose Statement and Values
- Council is also the primary channel for consultation when Fonterra is considering policy or operational changes that may affect members
- Council advocates publicly on members' collective behalf on matters relating directly to members' interests in the Co-operative
- Council also:
 - manages the Director election process in consultation with the Board
 - appoints the Milk Commissioner
 - consults with the Board in relation to the operation of the Fonterra Shareholders' Market and the Fonterra Shareholders' Fund
 - consults with the Board in relation to any changes to the Milk Price Manual and Principles
 - has four Councillor observers attend meetings of the Board's Co-operative Relations Committee.
- Council has the power to:
 - consider and, in consultation with the Board, propose to shareholders changes to the Constitution
 - recommend the commissioning of a special report on specific projects or activities
 - call a special meeting of shareholders, in certain circumstances.

In carrying out its representation role Council represents the interests of all members of the Co-operative, being shareholders supplying milk to the Co-operative, their sharemilkers and contract milkers, and other persons supplying milk to the Co-operative in New Zealand under standard terms and conditions of supply.

Each Councillor is assigned to one of three committees - Connection, Accountability or Guardianship. However all Councillors are expected to participate fully in all Council activities.



David BEUTH

ROTORUA

Mobile: 027 332 5005

Email: beuth@xtra.co.nz

To start with I would like to thank Don Hammond for the work he has done for us on the Council, it's much appreciated.

My wife Clare and I own a 140 ha dairy farm milking 450 cows up on the Mamaku Plateau where we have been for the past 22 years. Previous to that we have farmed in the Eastern Bay of Plenty and Wairarapa regions.

I have previously been involved with Livestock Improvements Shareholder Council from 2010-2020 and their Inaugural Shareholder Reference Group in 2021. During this time I have represented shareholders' best interests and navigated through a restructure to representation as well.

I have also had experience with School Board of Trustees being the Chairman of our local school for 8 years.

I would like to become more involved with the Fonterra Co-operative Council now that I have a bit more time to give.

I have attended the Fonterra 'Understanding your Co-operative Programme' twice and also attended an Australian Study Tour several years ago.

I am passionate about our co-operative structure and speaking for those who feel their opinion is not important or not listened to. Always interested in understanding our business better and never afraid to ask the difficult questions or challenge the reasons our co-operative's business does things.

We need a good council working together for connections, accountability and guardianship.

I believe I have the skills from past roles to support this ward as your Co-operative Council 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 as David Andrew Beuth jointly with Associated Persons (as defined in the Financial Markets Conduct Act 2013) and hold 142,483 shares.

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



Janelle NEE

TAURANGA

Mobile: 021 377 010

Email: janellennee@gmail.com

I am proud to stand for election to represent the Northern Bay of Plenty Ward on Fonterra's Co-operative Council.

My partner and I are owner-operators of a small family dairy farm milking 165 cows in the hills of Tauranga. We took over the farm from my parents in 2016 and have met the challenges of dairy farming with an attitude of openness, innovation, and a deep commitment to success. We understand firsthand the realities of running a sustainable family farming business and the importance of strong communication and support between farmers and their Co-operative.

Outside the farm, I am the General Manager of a prominent mixed-animal veterinary practice in the Bay of Plenty, leading a team of almost 40 team members. In this role I manage business performance, strategy, and people, developing skills that directly translate to governance and representation — including decision-making, financial literacy, and effective communication.

For the past 20 years, I have been deeply involved in community initiatives, including extensive experience in sport coaching and serving on not-for-profit boards. My governance background includes representing New Zealand at the International Conference of the YWCA, an experience that strengthened my belief in collaboration and accountability.

I am standing for the Co-operative Council because I believe the strength of our Co-operative lies in the collective voice of its farmers. I want to ensure that voice is both heard and understood. I bring a balanced perspective — one grounded in farming experience, strengthened by business leadership, and shaped by years of community service.

I am a strong communicator who is prepared to question “why.” I value transparency, collaboration, and practical communication between farmers and Fonterra. My goal as a Councillor is to continue to bring farmers views to the table and represent their interests, ensuring decisions are well-informed and that every shareholder feels represented and respected.

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 as a Director and 50% shareholder of Kaitiaki Whenua Farming Limited, the company holds 43,195 Fonterra shares.
- I am also employed by a supplying shareholder of Fonterra in a separate business in the capacity of General Manager.

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



Andrew PRIMROSE

TE PUKE

Mobile: 027 247 7283

Email: andrewp@eol.co.nz

I am a proud fourth generation Dairy Farmer on our farm in Te Puke. I worked my way up through the industry in the Waikato and Bay of Plenty starting out in a cadetship in 1986 progressing to herd manager, contract milker and 50/50 Sharemilker to finally purchase our family farm as Owner Operator. While being fully hands-on farming I have also been involved in the wider farming community through committee roles with New Zealand Young Farmers and as the Regional Chairman in the Waikato for Primary ITO. Through this role I had the opportunity to become involved with Farmsafe a health and safety training organisation for the rural community and was the Northern Regional Manager from 2003-2016.

All the way through my farming career I have watched Fonterra progress from inception. I welcome Fonterra's renewed focus on milk supply, farmer retention, and maintaining payout and dividend performance. A positive step to ensure future generations of our farming families will want to supply their milk to Fonterra.

If elected in this role on the Co-operative Council, I would bring a pragmatic voice for local Bay of Plenty farmers ensuring our co-operative remains farmer-led, competitive, and future-focused. I believe deeply in the strength of the co-operative model and want to play my part in shaping a sustainable, profitable future for our industry and for the next generation of farmers.

Candidate Interest Statement

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- I, Andrew Primrose, am a supplying shareholder & director of Acan Holdings Ltd supplying Fonterra Co-operative, holding 108,376 Fonterra shares.
- AB Primrose Trust owns the supplying dairy farm 21385 to Fonterra Co-operative, I am a trustee of this farm, all supply shares are held in Acan Holdings Ltd.

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



Voting Paper 1

For the Co-operative Council Election you have received two Voting Papers for each farm that you own in Ward 10.
Votes for the Co-operative Council Elections are on a per farm basis, not on milksolids production.

- You are automatically entitled to two votes. You may use your two votes in the following ways:
- If you want BOTH YOUR votes to be the same just complete and return VOTING PAPER 1.
 - If you want your two votes to be different, or give the second vote to your sharemilker, tick the green circle below.

☐

I want my two votes to be different and have completed both Voting Papers / I have given Voting Paper 2 to my sharemilker to complete.

WARD 10 - NORTHERN BAY OF PLENTY

Election of ONE (1) Councillor

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
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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.

Please only use one of these voting methods
For enquiries phone the ELECTION HELPLINE: 0800 666 034

Postal Voting Instructions
(Please read carefully)

- Please rank the candidates you wish to vote for in your order of preference by clearly writing a "1" beside the name of the candidate you most prefer, a "2" beside the name of your second most preferred candidate, and a "3" beside the name of your third most preferred candidate.
- You can rank as many or as few candidates as you wish, **though your vote is most effective if you rank all candidates.**
- You can only write one number "1", one number "2" and one number "3". You must not give the same ranking to more than one candidate.
- Do not** vote with a cross "x" or a tick "✓".
- If you make a mistake, cross it out and write the correct number next to it.

NUMBER HERE	Ensure each number is written neatly inside the voting box next to each candidate.
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David BEUTH

Janelle NEE

Andrew PRIMROSE



Voting Paper 2

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- If you want BOTH YOUR votes to be the same just complete and return VOTING PAPER 2.
 - If you want your two votes to be different, or give the second vote to your sharemilker, tick the green circle below.

☐

I want my two votes to be different and have completed both Voting Papers / I have given Voting Paper 1 to my sharemilker to complete.

WARD 10 - NORTHERN BAY OF PLENTY

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David BEUTH

Janelle NEE

Andrew PRIMROSE

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

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