

Fonterra Elections 2025 Co-operative Council

Candidate Profiles



WARD 11 - EASTERN 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
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Key information – 2025 election

Ward 11 - Eastern Bay of Plenty

There are two candidates – Zac Brown and Tom Houston.

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.



Zac BROWN

OPOTIKI

Mobile: 027 277 6628

Email: zac.brown@riverlock.co.nz

My name is Geoffrey Brown, known as Zac. Along with my wife Nanette we are shareholders in companies that farm 3,000 cows in the Opotiki area, which we have been involved in for 45 years. We have five adult children who are all involved in industries outside of farming.

My governance journey started with a position on the board of trustees of the local school which our children attended for 14 years, including a number of years serving as Chairperson. Alongside this I was on the board of Opotiki Veterinary Inc, and was a supplier representative for the Opotiki area when Fonterra was formed. I am now on the Board of Directors of Riverlock Group Holdings and subsidiary companies that have interests in agriculture, horticulture and post-harvest facilities.

I am an honest hard-working person that values the co-operative principles of Fonterra: that every shareholder has a voice no matter how big or small their holding is, that Fonterra delivers high value to its shareholders, that the information flow between the grassroots of farming and the management of Fonterra is a critical part of our business, and that if hard questions need to be asked they are.

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 Shareholder across three Farms 22569, 22583, 22584 under Riverlock Land and Property Limited which holds 1,080,846 Fonterra shares of which I hold 20.64%.

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



Tom HOUSTON

OPOTIKI

Mobile: 027 774 6429

Email: tom@cheddarvalleyfarm.co.nz

Tēnā kotou,

I am currently farming near Ōhiwa Harbour in the heart of Ward 11. I am currently a 50:50 sharemilker on my parents' farm. While I grew up on dairy farms, I chose to opt for a different path in electrical engineering, before my parents managed to draw my attention back to farming in 2018.

Since returning to the Eastern Bay, I have pushed myself to build an efficient, profitable and high quality farm system. Bringing together my attention to detail and the traditional farming values of my family.

Even milking just 150 cows still brings plenty of challenges and I am proud of the progress our farm business has made. Dairy farming definitely requires a wide skill set, which is part of what keeps me driven and interested in the sector.

Together with my partner, we hope to grow our farming business in the future and for me, I hope to broaden my knowledge of our Co-op and contribute as best I can to the future of the Co-op.

I feel I have the passion and ambition to provide meaningful support and a strong voice for all farmers across Ward 11. I have a keen interest in the direction and strategy of the Co-op and have seen some major changes occur even in my short career. I strongly believe in the Co-op model and see it as the best path forward for the future.

We are farming in a volatile climate. Both economically and physically. I think having strong communication between shareholders and Fonterra leadership will be of major importance. Being a day to day farmer I can relate to how leadership decisions could affect on-farm realities. I am a current member of Future Farmers NZ and active in attending local meetings and events. I have previously entered the dairy industry awards and placed third in both the manager and share farmer categories. I am committed to continuing a strong legacy for our Co-op and shareholders.

I believe in the future of New Zealand dairy and in the power of our Co-operative to lead it. If elected, I will work hard to represent the farmers of Ward 11 with integrity, fairness, and a strong focus on sustainability and connection.

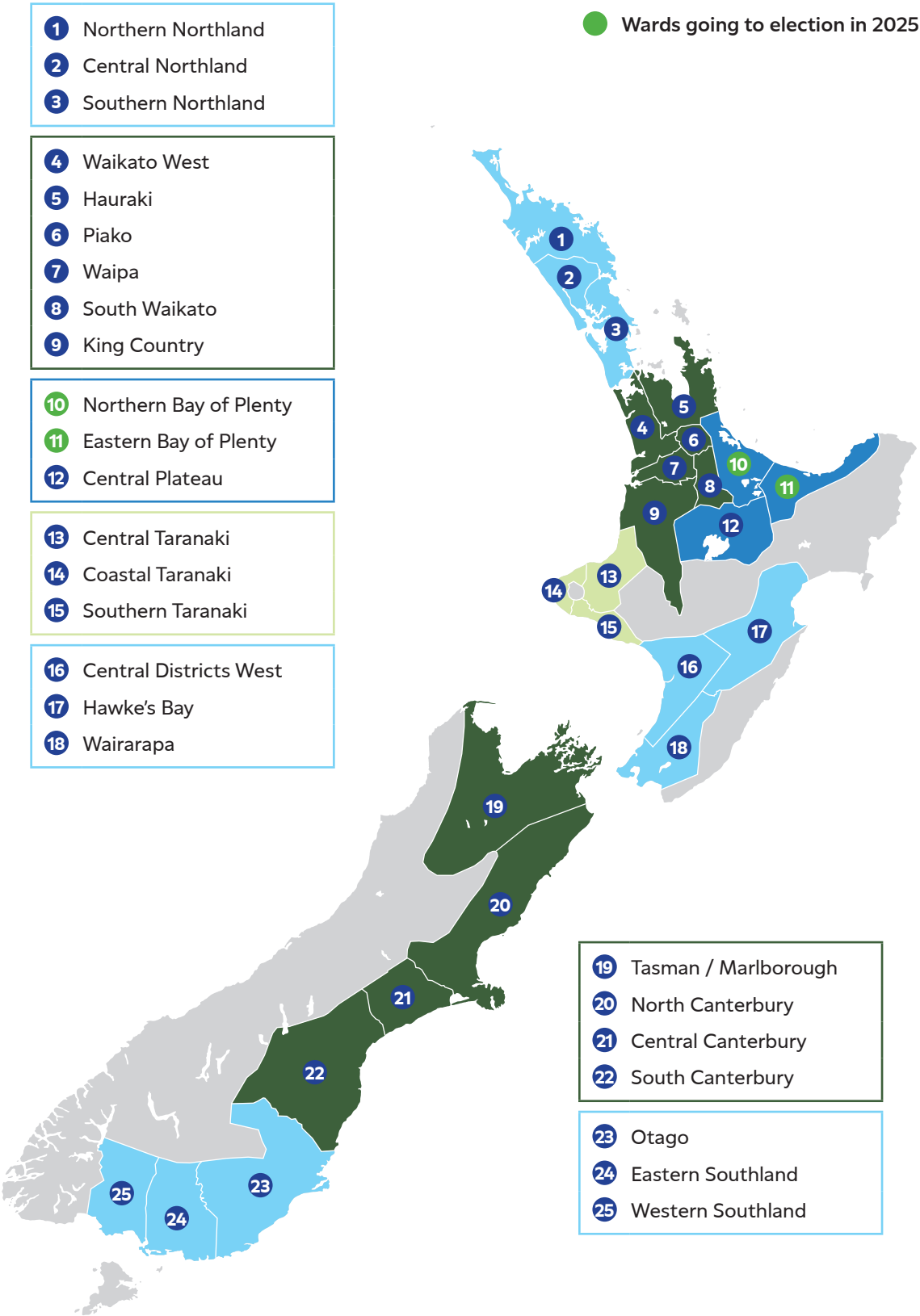
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- I supply milk as a secondary shareholder of Fonterra Co-operative Group Limited through Houston Energy Limited, for supply number 22470, which holds 1,000 shares in my name.
- I am in a 50:50 sharemilking agreement with my parents, Jim and Gill Houston, who are also supplying shareholders of Fonterra.
- I am a benefactor of the Houston Family Trust, which holds 139,375 Fonterra shares.
- I have no other business, investment, or financial relationships with the Fonterra Group, or with any entity that transacts with or competes against it.

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

Council Wards





Dairy for life



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 11.
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:
1. If you want BOTH YOUR votes to be the same just complete and return VOTING PAPER 1.
 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 2 to my sharemilker to complete.

WARD 11 - EASTERN 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

! VOTING CLOSSES AT: 10.30AM ON TUESDAY, 9 DECEMBER 2025



Voting Paper 2

WARD 11 - EASTERN BAY OF PLENTY

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- 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.

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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 and a "2" beside the name of your second most preferred candidate..
- You can rank as many or as few candidates as you wish, **though your vote is most effective if you rank both candidates.**
- You can only write one number "1" and one number "2". 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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	Zac BROWN
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	Tom HOUSTON
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