



25 January 2023

Dear Growers and Industry Partners,

I write to update you on the creation of a new **Chief Operating Officer – Grower and Supply Chain** role in the Zespri executive team, which we will shortly begin recruitment for.

This position has been created to ensure that Zespri delivers global supply excellence, including delivering great-tasting and consistently high-quality fruit and improving how we manage our end-to-end supply chain in a strongly integrated way, helping maximise the industry's long-term value.

The new role will mean that Zespri has a single senior executive leader accountable for both our grower and supply chain relationships, leading a business function that brings together teams across Zespri's Grower and Industry, Supply, Commercial, Quality and Technical and end-to-end supply chain operations.

As part of this change, our existing Chief Officer roles for the Global Supply and Grower, Industry and Sustainability functions will be dis-established when the new structure comes into effect. In the interim, Jason Te Brake will continue in the Acting Chief Global Supply Officer role and Carol Ward will continue to lead the Grower, Industry and Sustainability functions and I'd like to thank them both for their ongoing leadership.

While our recruitment for the new role will begin shortly, our aim is to have the new COO organisational structure in place by July this year. In the meantime, our focus will continue to be on addressing the challenges we have seen with fruit quality to help maximise the value we return to growers and our communities in the upcoming 2023 season and beyond.

Dan Mathieson
Chief Executive