



23 January 2024

Zespri Chairman's Update: Zespri CEO resigns to pursue new opportunity

Dear Industry,

I'm writing to advise you that Zespri CEO Dan Mathieson has resigned from Zespri to take up a new position as President of the Americas for global berry company Driscoll's.

Dan will remain at Zespri to oversee the 2024 harvest and start of the sales season and until a new CEO is appointed, as we prepare to deliver one of our largest-ever crops to meet growing demand for our Zespri Kiwifruit around the world.

I'm sure you'll agree Dan has made an incredible contribution over his 21 years at Zespri and in particular during his almost seven years as CEO.

He's been a world-class leader who has helped turn Zespri into a leading sales and marketing company and helped ensure Zespri has delivered ongoing growth in value back to growers.

Under Dan's leadership Zespri grew sales from almost \$2.3 billion in global sales in 2016/17 to just over \$4 billion in 21/22 prior to the Covid-19 pandemic, with that set to continue to grow strongly in the coming years. Through that time he demonstrated his ability to bring talented people together, to set and execute strategy and ultimately to deliver great outcomes, including through some very challenging times.

He leaves the company in a strong position, with strong and stable management and a clear strategy the team is committed to executing well. I'm excited about the future and know we have the right people to continue to create value for our growers and partners. On behalf of Zespri I wish Dan the absolute best.

The Board looks forward to working with Dan and the Zespri team to deliver the 2024 season well. A search is now underway to find Dan's replacement to continue the great work on behalf of growers.

Thanks and now I'll leave you with some comments from Dan.

Regards,
Bruce.

From Dan

Zespri and the industry have been a huge part of my life and it's going to be difficult to leave, but I know

the industry is going to thrive and I'm excited about a new challenge ahead.

I'm so passionate about this industry. It's filled with incredible, deeply committed people providing a world-class product and its future is so bright.

We've had a huge focus on addressing the quality challenges and on delivering the premium-quality product we're known for and we're seeing the results of those efforts in the 2023/24 season. This year we're expecting to do even better.

We know the demand is there and with what has so far been a good growing season, we're focused on delivering a large, great-tasting and high-quality crop to our markets and bringing value back to our growers and partners.

While I remain focused on the upcoming season, I'm really proud of what the industry is achieving. The industry has a track record of making bold, forward-thinking decisions which have added immense value and it's building something unlike anything else in global fresh produce in a way which is positive for the communities where we operate.

I'm also so proud of the people at Zespri and their commitment to delivering for our growers and partners. We've built a culture which brings the best out of the best people and we're delivering great value back to growers and partners.

There will be new challenges ahead, but with an outstanding team of people, a clear strategy, and strong investment in innovation, I know that Zespri will continue to be an increasingly strong force in the healthy food space.

I look forward to working with you to do that during my remaining time at Zespri and to catching up with some of you at the upcoming February roadshows.

Yours sincerely,
Dan.