

12 September 2023

Speirs Group Limited and Speirs Foods General Partner Limited Director and Senior Management Changes

Speirs Group Limited – Director Changes

David Speirs and Fred Hutchings retire by rotation as directors of Speirs Group Limited at the company's Annual Meeting of shareholders scheduled for 20 November 2023.

Having completed three terms of three-year appointments, Fred will not stand for reappointment at the 2023 meeting of shareholders as the company recognises that three directors is now sufficient for the current scope of the Speirs Group Limited business interests. Fred has been a director of Speirs Group since 11 September 2014 and has agreed to retire from the Speirs Group Limited Board on 30 September 2023. We thank Fred for his contribution to the governance of the business during that period.

David Speirs will retire by rotation at the 2023 Annual Meeting of shareholders, and being eligible, has offered himself for reappointment. Should David be reappointed the Speirs Group Limited directors would then comprise: Lee Simpson, Nelson Speirs and David Speirs.

Speirs Foods General Partner Limited – Director Changes

Speirs Group Limited has the right to appoint two directors to the Board of Speirs Foods General Partner Limited. Speirs Foods General Partner acts as the general partner for Speirs Foods (2018) LP.

The two current appointees from Speirs Group are Fred Hutchings and Craig Tucker.

As noted above, Fred Hutchings will be retiring from the Speirs Group Board. As such a decision has been made to appoint Robert Speirs to the Speirs Foods General Partner Limited Board on 30 September 2023 and that Fred Hutchings will also retire from the Speirs Foods General Partner Limited Board on 30 September 2023.

Robert Speirs is Auckland based and is a successful business Executive with broad experience. Robert Speirs has been a Board Observer on the Speirs Foods General Partner Limited Board for a number of years and has an in-depth understanding of the business to allow him to quickly add commercial competency and strategic insight.

After Robert's appointment the Speirs Foods General Partner Limited directors would then comprise: Robert Speirs, Craig Tucker and Ross Kane.



Speirs Foods General Partner Limited – Senior Management Changes

Speirs Foods Finance Manager Shelley Gower is leaving the business on 28 September 2023. Caleb Lewis, currently Speirs Foods' Commercial Manager, will take on the role of Finance Manager at Speirs Foods from 28 September 2023.

Speirs Group Limited is a company based in the Manawatu/Rangitikei area and is primarily involved in fresh food production (as a majority owner of Speirs Foods (2018) LP) and as a minority shareholder in Equipment, Leasing and Finance Holdings Limited. Speirs Foods (2018) LP manufactures and supplies fresh foods, mainly fresh salads, to supermarkets and the food service industry across New Zealand.

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