



3 April 2014

Dear Supplier/Shareholders

RE: Executive Leadership Team Changes

For several months, consideration has been underway on how to best structure our business and our executive leadership to be able to successfully deliver on our key strategic objectives and initiatives.

The current executive leaders have all played an instrumental role over the last 18 months establishing and launching our ambitious growth agenda. However, as we move into the new phase of cutting through the delivery of this growth, we need to better align and streamline the reporting structure of our senior leadership team.

I wish to announce that effective immediately our executive leadership team will be streamlined to 7 key roles that will be charged with the responsibility to deliver our business transformation and the accelerated dairy foods growth, domestically and internationally, with the ultimate aim of lifting the underlying farmgate milk price by \$1.00 kg/MS by FY17.

The following outlines the new roles and structure of this team, reporting directly to me:

Executive General Manager Dairy Foods

This newly created role will have overall accountability for MG Dairy Foods covering all Consumer and Food Service Sales, as well as Marketing and Innovation, in both domestic and international markets. An executive search for a suitable candidate to fill this key position is currently underway.

Peter Scott, General Manager Consumer Sales, Suzanne Douglas, General Manager Marketing/Innovation and Special Projects, in addition to the role of Head of International (which is currently being recruited) will report directly to the Executive General Manager – Dairy Foods.

Executive General Manager Business Operations

This newly created role will assume overall responsibility for our Ingredients and Nutritionals, Project Management Office (PMO) and Operations teams.

David Mallinson, currently General Manager PMO, has been appointed to this new role. Prior to joining MG, David was Fonterra Australia/NZ's Chief Financial Officer for six years, having held various senior leadership roles within the dairy industry

Reporting to David in this new structure will be Mal Beniston, General Manager Ingredients and Nutritionals, with a new head of PMO to be appointed as a result of David's increased accountabilities.

As a result of David's new accountabilities, Keith Mentiplay, General Manager Operations, will be stepping aside after more than two years leading our business in this area.

During his time with MG, Keith has been instrumental in delivering great improvements across all areas of his Operations portfolio. His personal leadership has achieved strong results in operational excellence, cost management, and heightened the focus and approach on the safety and wellbeing of all MG employees.

Keith will be working closely with David during a transition period over the coming months. We will continue to benefit from Keith's skills and experience as he remains playing an integral role in the finalisation of our new fresh milk facilities in Victoria and New South Wales.

Company Secretary/General Counsel

Fiona Smith remains in the role of Company Secretary/General Counsel, with David Noonan, General Manager Corporate Development, now also reporting through to Fiona.

The following executive leadership roles remain unchanged:

Chief Financial Officer (CFO) – Brad Hingle

Executive General Manager People and Culture – Renee Monkman-Straub

Executive General Manager Shareholder Relations – Robert Poole

Executive General Manager Strategy – Aditya Swarup

Over the coming months, I will work closely with the Executive Leadership Team (ELT) to ensure there is a smooth transition to this new structure. Going forward, I am confident that this is the best structure for our business to focus and successfully deliver on the critical phase of implementing our growth and development plans.

Yours sincerely

A handwritten signature in black ink, appearing to read 'G Helou', with a long horizontal flourish extending to the right.

Gary Helou
Managing Director