



Candidate Handbook 2025

DairyNZ Board of Directors & Directors' Remuneration
Committee Elections

Nominations close 12 noon, 27 August 2025

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For assistance phone the ELECTION HELPLINE 0800 666 935

Introduction

This guide outlines information which may be of interest to you, as a prospective candidate, for the 2025 DairyNZ Incorporated (DairyNZ) election of two farmer-elected directors and two farmer-elected members for the Directors' Remuneration Committee.

The Candidate Handbook intends to assist prospective candidates with general information on the elections, but is a guide only.

The elections are being conducted by postal and internet voting, with nominations closing at 12 noon Wednesday, 27 August 2025.

Candidates or others who require more information can contact the returning officer, Anthony Morton (electionz.com), phone **0800 666 935**

Election details

An election will take place for two farmer-elected directors on the DairyNZ Board – with Tracy Brown and Chris Lewis seeking re-election.

Additionally, two vacancies exist on the Directors' Remuneration Committee – with Shirley Trumper seeking re-election and Ellen Barnett seeking election. Ellen was appointed by the board for twelve months to cover a vacancy for the 2024/25 year after no nominations were received last year.

Nominations are sought to fill these vacancies. If more than the required number of candidates are nominated to fill these vacancies, elections will be carried out:

- across all members of DairyNZ (levy paying dairy farmers who are members ("members"))
- using postal and internet voting
- using the single transferable voting (STV) method
- voting will be weighted by final 2024/25 season milksolids

Candidate names will be listed in random order on the voting papers. The order will be determined by the Returning Officer drawing the candidates' names by lot.

Members of DairyNZ Inc in relation to levy payers

Last year DairyNZ updated its Rules which were voted on and resolved by levy payers to be compliant with the new Incorporated Societies Act 2022 (the Act). Under the Act, a new levy payer cannot automatically become a member of DairyNZ Inc and must elect to do so. All existing levy payers as of 22 October (2024 AGM date) automatically become members as described by the Act at the time of adopting the amended Rules. There is no membership fee to become a member. A levy payer who is a member holds the right to vote on director elections, Director Remuneration Committee member elections and other resolutions proposed for voting upon.

If you have any questions on whether you are a member of DairyNZ please contact the returning officer, Anthony Morton.

Key 2025 election dates

| | |
|---|------------------------------|
| Nominations open | Monday, 11 August |
| Nominations close | 12 noon, Wednesday 27 August |
| Voting opens | Friday, 3 October |
| Voting closes | 12 noon, Tuesday 4 November |
| Final result publicly announced at Annual Meeting | Thursday, 6 November |

Nominations

Candidate eligibility

Director election

A candidate for the DairyNZ director election must be:

- a. a member i.e. someone who pays a levy to DairyNZ and is also a member of DairyNZ (as outlined on the previous page)
- b. not disqualified under the Companies Act 1993 from being a director of a company established under that Act
- c. not disqualified under the Incorporated Societies Act 2022 from being an officer of an incorporated society under that Act
- d. not currently declared bankrupt
- e. qualified, in the opinion of the members nominating him or her, by virtue of his or her knowledge of or experience in the dairy sector, science skills, or governance experience or qualifications.

Directors' Remuneration Committee election

A candidate for the Directors' Remuneration Committee election must be:

- a. a member i.e. someone who pays a levy to DairyNZ and is also a member of DairyNZ
- b. not a current DairyNZ Board or DairyNZ Board subsidiary director
- c. not a candidate for the DairyNZ director election
- d. not an employee of DairyNZ or subsidiary
- e. qualified, in the opinion of the members nominating him or her, by virtue of his or her knowledge, skill or experience.

Nomination forms

Each nomination must be made on an official nomination form, available from the returning officer.

Phone: 0800 666 935

Email: nominations@electionz.com

Web: electionz.com/dairynz2025

General criteria

If the supplier is a company, partnership, trust or other corporate structure, membership will apply to the nominated representative of that entity.

It is not possible to nominate more than one candidate from a single party number. However, for farmers who operate separate party numbers for separate properties, each party's levy payer/member will be counted as a separate levy payer/member.

Announcement of results

The DairyNZ Board (per the Rules of DairyNZ) hold the right to communicate how the results of the election will be shared. For the 2025 director election process, the successful candidates will be announced at the Annual Meeting. Individual candidates' results will not be publicly shared. Each candidate will be notified of the outcome at least 24 hours prior to the Annual Meeting.

Completion of nomination forms

Nominations can be completed online or in hard copy format. See below for a summary of the nomination process.

The following requirements apply to all nominations:

- Each candidate must include their consent on the nomination form and be nominated by one other current levy payer of DairyNZ Inc, and be seconded by one other current levy payer of DairyNZ inc.
- Each candidate must consent to the sharing of their personal information, as provided on the nomination form
- The candidate must complete and sign Section A of the nomination form. The nominator and seconder must complete and sign Section B.
- If a candidate is unable to sign the nomination form (e.g. absent overseas), a letter of consent signed by the candidate is acceptable to attach to the nomination form.
- If a candidate is commonly known in the community by a slightly different name (e.g. Edward Smith is commonly known as Ted Smith) and has been known by this name for at least the last six months (to the satisfaction of the Returning Officer), the commonly known name may appear on the nomination form.
- Each candidate, nominator and seconder must declare their dairy processing company name and supplier number on the nomination form. If you supply a dairy company that does not assign you a unique supplier number, please provide your telephone number.
- Each candidate has the opportunity to provide a candidate profile statement (300-word limit) and photo with their nomination form. If elections are required, these profiles will be published by the Returning Officer with the voting papers and on the DairyNZ website. Further details regarding profile statements and photos are provided on page 10.
- Candidates are not permitted to use honours, official designations, ranks etc as part of their name on the voting paper.

For example:

- a. an honour bestowed on a person by the government such as a knighthood. For example, "Sir" or "Dame" which occur before a person's first name and "OBE" which is placed after a person's surname.
- b. an official designation or appointment in the government such as a registrar-general, the auditor-general or a registrar.
- c. the holding of a rank in the New Zealand Defence Force, the New Zealand Police, the New Zealand Fire Service or the judiciary. For example, colonel, sergeant, private, rating, detective inspector, constable, commander, justice, judge or master.
- d. the use of official titles such as doctor or professor. The use of degrees or qualifications (BBS, BSc, B Ag Sci, Dip Tech) are also not permitted on the voting paper after a candidate's name, however all of the above may be included in the 300-word candidate profile statement.

Interest Statement

Candidates for both the Board of Directors and Directors' Remuneration Committee positions must submit a signed interest statement with their nomination (refer to page 10 for further details).

A candidate must include with their nomination form the name of any entity which provides industry good activities or which DairyNZ promotes or funds, whereby the candidate is a director, officer, trustee or employee, and the candidate's status in relation to that entity in accordance with the Rules of DairyNZ.

In addition to this a candidate must also declare any interests (actual, potential or perceived) that may give rise to a conflict as a director of DairyNZ. An interest is not just a financial interest but could be related to personal duties or roles held either personally or with other organisations. DairyNZ's Interest Policy for Directors can be found on its website at dairynz.co.nz/conflict-of-interest

Completion of online nominations

For those wanting to use the online process, both the Director Election and Directors' Remuneration Committee nomination forms can be accessed at dairynz.co.nz/elections, or through the returning officer.

The candidate will initially be required to complete a candidate section. They can also attach their candidate profile, photo and interest statement. Once they submit the candidate section, they will get a confirmation email and two more emails which the candidate needs to send to their nominator and seconder, so they can complete their parts of the nomination.

Lodging nomination forms

- **Nominations close 12 noon, Wednesday 27 August 2025**
- Nomination forms must be received in the hands of the returning officer, at the offices of electionz.com, 3/3 Pukaki Rd, Yaldhurst, Christchurch, no later than the above time and date.
- Once lodged, nomination forms are checked to ensure the candidate is eligible (the name appears on the members' register) and the nominator and seconder are current levy payers.

Please do not leave lodging your nomination to the last minute

- Should the nomination be received after the close of nominations, the nomination is invalid.
- If a nomination form is lodged late on the day nominations close, and is incorrectly completed or an ineligible nominator is provided, there may be insufficient time to correct the situation and the nomination could be invalidated.
- Confirmation of the accepted nomination will be emailed to each candidate as soon as the nomination is verified. If you have not received confirmation of the lodgement of your nomination within the next working day of submitting it, contact the election helpline on 0800 666 935 to check it has been received.

Process after nominations have closed

If more than the required number of nominations are received, a ballot of candidate names will be held to determine the order of names on the voting papers.

After the close of nominations, the returning officer will email each candidate a list of the confirmed candidates and provide additional information about the conduct of the election (if required) and any additional requirements that will take place once voting opens.

Once nominations have closed, a list of all candidates will be posted on the DairyNZ website and announced by media release.

- Nomination forms can be completed online or be scanned and emailed to the returning officer at nominations@electionz.com
- Or delivered to: The Returning Officer, DairyNZ, 3/3 Pukaki Road, Yaldhurst, Christchurch 8042

Directors' requirements

This short summary has been prepared to assist potential candidates to understand the responsibilities and expectations of DairyNZ Board members.

In summary

Board members play a critical role in setting the strategic direction and driving DairyNZ forward to maximise performance and achievement of goals that benefit the dairy sector and progress a positive future for New Zealand dairy farming. Prospective candidates can find DairyNZ's strategy, available at dairynz.co.nz/strategy

DairyNZ Board members share the responsibility to govern DairyNZ. The board is responsible for setting strategy and overseeing the performance of the organisation as well as making decisions to respond to risks and opportunities facing dairy farmers and the sector. As an industry good organisation DairyNZ is responsible for activity which is expected to provide net benefits to a dairy industry group or groups and which would not be sufficiently provided by the market.

Further details about responsibilities of board members are set out in the 'Rules of DairyNZ Incorporated' document, available at dairynz.co.nz/rules. All prospective candidates should make themselves familiar with this document prior to submitting their nomination. Directors have a duty to act in the best interests of the organisation.

Becoming a board member

The members of DairyNZ Inc (milksolids suppliers who pay a levy to DairyNZ and are members of DairyNZ Inc) elect up to five board members, and the board appoints up to three independent board members. Board members may be elected or appointed from anywhere in New Zealand.

Chair

The board will decide on the Chair annually. This process takes place after each Annual Meeting.

Competencies and skills

Board members are expected to demonstrate the following personal competencies and qualities:

- Integrity – upholds high moral and ethical standards
- Commitment and reliability, ensuring they prepare well and represent DairyNZ within the wider sector
- Good communication skills demonstrating the ability to listen, asks questions, understand perspectives and articulate ideas to others including differing views
- Sound judgement – ability to reach well-reasoned conclusions and propose course of actions based on information and available knowledge
- A team player with experience of demonstrating leadership and/or governance within the dairy or agriculture sector
- Curious and active to build knowledge and commitment to ongoing governance development
- Farmer and levy payer perspective - awareness and knowledge of dairy sector dynamics and issues, including the understanding of different viewpoints across the sector demonstrating the capability to look objectively at the needs of the dairy sector as a whole
- Financial literacy.



Ideally, individual board members will have a number of the following skills and attributes:

- Governance experience, ideally in previous director positions or associate director positions
- The ability to be information-oriented
- Past experience in setting strategy and governing performance for results
- Broad dairy sector knowledge and familiarity with farm issues and trends in New Zealand and internationally
- Sound networks and contacts in the dairy sector
- A clear understanding of the role and functions of industry good activities
- An ability to distinguish governance from management
- Advocacy experience at a sector level
- Experience in collaboration with Māori stakeholders, including iwi, hapū, and Māori organisations, including demonstrating a deep understanding of Māori perspectives, values and cultural protocols
- Understanding the dynamics of the research or technology sectors.

Rotation of directors

Under the current DairyNZ retirement policy, directors serve a three-year term before retiring by rotation. After this term they can stand for re-election, with a director able to serve a maximum of three terms (nine years). Casual vacancies can be filled by board appointment. Directors appointed or elected to fill casual vacancies hold office until the next election cycle occurs.

Current board director tenure

A summary of current DairyNZ Board directors, the date first appointed and the end date at the three-year term.

| Director name | First appointed | Next election |
|---------------------------------|-----------------|---------------------------------|
| Farmer-elected directors | | |
| Tracy Brown | October 2019 | Up for re-election October 2025 |
| Chris Lewis | October 2022 | Up for re-election October 2025 |
| Cameron Henderson | October 2023 | October 2026 |
| Jacqueline Rowarth | October 2018 | October 2027 |
| Richard McIntyre | October 2024 | October 2027 |
| Independent directors | | |
| Mark Todd | April 2022 | October 2025 |
| Mary-Anne Macleod | October 2020 | October 2026 |
| David Hunt | July 2024 | October 2027 |

Directors' duties

Directors, when exercising powers or performing duties, must act in good faith and in the manner which he or she believes will best attain the objectives of the board.

Directors will be required upon election to disclose their interests, and the board will consider these and agree how best to manage any perceived, potential or actual conflicts in line with the DairyNZ Conflict of Interest – Directors Policy (available at dairynz.co.nz/coi-policy).



Director commitments and responsibilities

DairyNZ typically has eight board meetings annually, which can range in length from a half day to two full days, excluding preparation and travel. In addition, directors also attend extra out of session meetings when required and attend four sub-committee meetings per year (Audit & Risk or People & Culture sub committees). These meetings occur at various locations. One week before each meeting, agenda papers and other material are circulated to directors. Additional time is required to attend committee meetings.

DairyNZ Board directors are also often requested to make presentations or represent DairyNZ at field days, farmer events or conferences, attend regional meetings with farmers, or represent DairyNZ on industry boards or stakeholder groups.

These commitments are additional to board meetings, but are inclusive of the role. An annual commitment as a director is approximately 30 days per year.

When do new elected directors come into office?

In accordance with the Rules of DairyNZ, successful candidates elected as directors to the DairyNZ Board take office from the date the election result is declared. As the election result is scheduled to be publicly announced at the Annual Meeting, elected directors will take office at the time of that announcement.

Directors' remuneration and benefits

The Directors' Remuneration Committee (an independent group of levy payers and members to the board) recommend payments for directors each year. Members then vote annually on the proposal, which is announced at the Annual meeting.

For the 2024/25 year, directors' fees are \$52,143 per annum. The Chair's fee is \$100,000 per annum.

Directors' expenses

Each director is entitled to be paid for all reasonable travel, accommodation and other expenses incurred by the director in connection with the director's attendance at meetings or otherwise in connection with DairyNZ's business.

Details about DairyNZ and the responsibilities of board members are available from Robyn Marsh, company secretary, phone (07) 858 3750 or email robyn.marsh@dairynz.co.nz

Current DairyNZ Board members' contact details are available in the latest edition of Inside Dairy August – October, which is available online at dairynz.co.nz/inside-dairy

Directors' Remuneration Committee requirements

This short summary has been prepared to assist potential candidates with understanding the responsibilities and expectations of Directors' Remuneration Committee (DRC) members.

In summary

The purpose of the DRC is to annually review and recommend any changes to directors' remuneration to ensure it is at an appropriate level and effectively managed to attract and retain directors and to motivate them to encourage enhanced performance by DairyNZ in working towards achieving the industry objectives.

Remuneration for directors is set by levy payers who are also members of DairyNZ Inc by voting via post or online each year and announced at the Annual Meeting. The DRC is to provide a report to members 30 days prior to each Annual Meeting, as part of the voting process, on the level of remuneration the DRC recommends should be paid for each director and the Chair for that financial year.

DairyNZ has two standing sub-board committees - the Audit & Risk Committee and the People & Culture Committee. The DRC proposes the remuneration of the Chairs of each subcommittee and also the remuneration of the board's deputy chair.

The DRC is also required to make recommendations regarding the standing committee fees and the daily fee for an associate director, which will also be voted on by members of DairyNZ Inc.

DairyNZ may also seek recommendations regarding director remuneration of DairyNZ subsidiary companies.

Becoming a DRC member

The DRC is comprised of three people who are not associated with the business of DairyNZ but are nominated and elected by members of DairyNZ Inc. The role of the DRC is to consider and recommend remuneration for directors of DairyNZ Inc annually.

A member of the DRC must be a member of DairyNZ but shall not be a director or permanent employee of a DairyNZ Group entity.

DRC members' duties

Members, when exercising powers or performing duties, must act in good faith and in the manner which he or she believes will best attain the objectives of the DRC.

Members will be required to disclose their interests in any company or organisation that their interest may create a perceived, potential or actual conflict in any transaction with DairyNZ.

Vacancies

The Board may appoint a member to the DRC for a period of up to one year if no members stand for election when vacancies arise.

Meetings

The DRC meets 1-2 times a year, either in person or virtually. The Chair of the DRC is also required to report to the DairyNZ Annual Meeting in November each year.

Chair

The DRC will decide on the Chair annually.

When do new elected directors come into office?

In accordance with the Rules of DairyNZ, successful candidates elected as directors for DRC take office from the date the election result is declared. As the election result is scheduled to be publicly announced at the Annual Meeting, elected directors will take office at the time of that announcement.

Rotation of DRC

DRC members are nominated and appointed at DairyNZ's Annual Meeting for a maximum term of three years. At the end of the three-year term a committee member may stand for re-election. A committee member can serve a maximum of three terms (nine years).

DRC Members' remuneration and benefits

Currently the fee for a DRC member is \$875 per day, when attending meetings.

DRC Members' expenses

Each DRC member is entitled to be paid for all reasonable travel, accommodation and other expenses incurred by the member in connection with the member's attendance at meetings.

Details about DairyNZ and the responsibilities of DRC members are available from Robyn Marsh, company secretary, phone (07) 858 3750 or email robyn.marsh@dairynz.co.nz

Campaign opportunities

In addition to the candidate statement, detailed in the section below, there are additional campaign opportunities and requirements, if an election is carried out. Candidates are expected to engage with DairyNZ's communications team during the campaign period for a range of activities. These include, but are not limited to:

- Involvement and engagement in a DairyNZ hosted online event to 'get to know' your candidates, which will be independently hosted by Andy Thompson as the independent facilitator and held on Wednesday 15 October 2025 at 7pm. Candidates must ensure they are available on this date.
- Provide DairyNZ with a 60 second long (max.) self-recorded video clip, which includes a brief introduction and key reason for standing. This will be uploaded to the DairyNZ website and may be used on social media through 'meet the candidate' posts.
- Candidate profiles and contact details are available on the DairyNZ website, from when nominees are announced until voting closes.
- An online bio will be written for the successful farmer elected directors for the DairyNZ website.

Meet the Candidates webinar

If an election occurs, all prospective candidates are expected to be available for DairyNZ's Meet the Candidates webinar.

Wednesday 15 October 2025 at 7pm

Candidate profiles and interest statements

Candidate profiles should be provided by each candidate with the nomination form. These are then collated by the returning officer and forwarded to voters with the voting papers, if an election is required.

Candidate profiles should be provided electronically by email to nominations@electionz.com, in a Microsoft Word document that has been spell checked.

Preferably, photos should also be provided electronically to the returning officer (scanned as a JPEG at 300 dpi and attached to an email). Hard copy photos will be accepted. The photos may be formatted by the returning officer to ensure standardisation between candidates.

N.B. photos will not be returned to candidates.

Candidate profile statements

- **Must not exceed 300 words.**
- Must relate back to competencies.
- Must only include information concerning the candidate, and the candidate's intentions, if elected to the Board of Directors or Directors' Remuneration Committee.
- Should comply with any prescribed requirements (i.e. be generated from a Microsoft Word document, be spell checked, meet the word count and be delivered electronically to the returning officer [as an email attachment]).
- Sign permission for your name, cell phone number to be shared and published on the DairyNZ website from when nominees are announced until voting closes.

If the returning officer is not satisfied that a candidate profile statement complies with the rules, the returning officer will, as soon as practicable, return the statement to the candidate and specify his/her concerns. The candidate will then have three days to re-submit an amended candidate profile statement to the returning officer.

The returning officer is not required to verify or investigate any information included in a candidate profile statement. The returning officer will take no responsibility for the accuracy of the content, however, may suggest corrections to spelling or grammar if appropriate.

A disclaimer concerning the accuracy of the information contained in the statements will be published with the candidate profiles.

Format of profiles

The returning officer reserves the right to format any candidate's profile in order to ensure that no greater prominence is given to one candidate over another.

If there is no candidate profile or photo from a candidate, then the following text will be printed in the profile booklet/sheet.

"No profile statement or photo provided."

Guidelines for interest statements

When lodging a nomination with the returning officer, candidates for election to both the Board of Directors and the Directors' Remuneration Committee are also required to provide a statement of their current interests which could be considered as a perceived, potential or actual conflicts of interest.

The requirements for disclosure of interests are set out in Schedule 4, Part D, paragraph 29, of the Rules of DairyNZ Incorporated (available at dairynz.co.nz/rules) and also the DairyNZ Conflict of Interest – Directors Policy (available at dairynz.co.nz/coi-policy). The Policy outlines types of interests for a candidate to consider. All candidates must familiarise themselves with the requirements prior to submitting their nomination form.

If a candidate does not provide a statement of interest at the time of nomination, they may be disqualified from standing for the Board of Directors or the Directors' Remuneration Committee.

Electionz.com will include the interests identified by each candidate alongside the candidate profiles.

Candidate interests: after election

If a candidate to the Board of Directors of DairyNZ is elected (or appointed) they are required to disclose any interests upon induction, where the interest will be disclosed in the interest register and made aware to the board or committee. Management of the interest and the associated procedures to manage the interest by the board will be in accordance with the Policy.

Why these legal requirements exist

The legal provisions and requirements referred to above were established to protect the interests of DairyNZ and to protect the interests of individuals standing as candidates for election or serving as directors or committee members.

They were also established to ensure that when members of DairyNZ Inc are electing directors or committee members, they are fully aware, prior to voting, of any interests the candidates may have.

Together with the candidate profile statements, the director interest statements will be made available to all electors with their voting documents.

Suggested format of interest statements

Example 1

Interest statement

To the best of my knowledge and belief, I have no conflict (perceived, potential or actual) of interest with DairyNZ at the date of my notice of consent to being nominated as a candidate for the Board of Directors/Directors' Remuneration Committee and I do not believe that any such conflicts of interest are likely to arise.

Signed _____

Full name of candidate _____ Date _____

Example 2

Interest statement

To the best of my knowledge and belief, I have an interest with DairyNZ at the date of my notice of consent to being nominated as a candidate for the Board of Directors/Directors' Remuneration

Committee other than that:

- a. I am a senior employee of the ABC Company, an industry good provider which is funded in large part by DairyNZ;
- b. my partner is a senior employee of the ABC Company, an industry good provider which is funded in large part by DairyNZ;
- c. I am a governing body member, officer or volunteer of another related industry organisation.

I do not believe that any additional interests are likely to arise other than the continuation of the interests stated above.

Signed _____

Full name of candidate _____ Date _____

About the election process

Campaigning guidelines

- Election campaigning can commence when nominations have opened, or when a candidate declares their intention to stand, but must cease on closure of voting, being 12 noon, Tuesday 4 November.
- No election material may contain an imitation voting paper which has the names of the candidates with any direction or indication as to the candidate a person should vote for, or in any way contain such direction or indication likely to influence the voter.



Candidates:

- must act in good faith and in the best interests of DairyNZ.
- must be respectful of other candidates and not make any statement relating to other candidates that is defamatory or that undermines the integrity of the election process.
- must focus on issues affecting DairyNZ and the expertise and attributes that they will bring to a position on the board or committee.
- must not use any DairyNZ property or resources for campaigning purposes, including logos, brands, photos, images or other intellectual property of DairyNZ.
- may use letters, fliers, emails, radio, television, internet, social media and print media (dairy and farming magazines and newspapers) for campaigning purposes.

Members' register

The members' register is a listing of levy payers; their name, address and milksolids production values of New Zealand dairy farmers who supplied milksolids to a dairy processor for the season ending 31 May 2025 and who are also members of DairyNZ Inc. The register will include known new season 2025/26 suppliers who are also members. An allocated weighting will be used based on average milksolids supplied in the 2024/25 season.

There are around 10,500 members on the 2025 register.

The register will not be made available to the public for privacy issue reasons. The register will not be made available to candidates. The register will only be used by the returning officer for the purposes of this election in 2025 and will not be provided to any third party.

Election method – single transferable vote (STV)

STV is used because it has been shown to give the voter the widest choice possible between candidates and thereby increase the diversity of representation. It is an electoral system designed to try and ensure that the candidates elected accurately represent the opinions of the voters across the whole electorate.

It is based on the principle that the elector has a first choice of candidate, but if the preferred candidate has either more than the required number of votes to be elected, or so few as to have the least chance of being elected, then the elector's vote is transferred (in whole or part) to a second or subsequent choice.

Under STV, every voter has only one vote – but they can ask for it, or part of it (as the case may be), to be transferred from one candidate to another, if it would otherwise not help to elect their preferred choice. This is done by ranking the candidates 1, 2, 3 and so on, instead of just putting a tick or cross against one or more preferred candidates.

Scrutineers and election results

Scrutineers

Scrutineers cannot be appointed for these elections. The processing of the returned voting papers is being carried out on a progressive basis by electionz.com at its premises, 3/3 Pukaki Road, Yaldhurst, Christchurch.

Election results

The result will be delivered to the company secretary and announced at the end of the Annual Meeting.

About electionz.com

electionz.com - the returning officer

DairyNZ has appointed electionz.com as the election's contractor for the 2025 elections. Anthony Morton has been appointed returning officer on behalf of electionz.com

electionz.com is based in Christchurch, where most of the election administration will be carried out.

electionz.com provides public and private sector election services for local government, energy trusts, producer boards, industry good organisations, associations, non-profit organisations, universities etc throughout New Zealand.

electionz.com has provided returning officer services for DairyNZ and its preceding entities Dairy InSight and the Dexcel Trust since 2002. electionz.com also carries out returning officer services for many other agriculture-based organisations such as Fonterra Co-operative Group Ltd, Silver Fern Farms, Foundation for Arable Research and Beef + Lamb New Zealand Ltd.

Role of returning officer

The role of the returning officer (RO) is to conduct the elections in accordance with the presiding legislation, namely the rules of DairyNZ Incorporated, as well as in accordance with accepted good election management practices.

The RO has complete and final control over how the elections are carried out. The RO is contracted by DairyNZ and is responsible to the Chief Executive but does not take direction from the Chief Executive or the existing Board of Directors.

The RO is responsible for all staff, systems, resources, policies, procedures and actions to ensure that the democratic process is carried out with utmost integrity, security and fairness for all parties.

Specific duties of the RO include:

- the compilation and certification of the members' register
- the publication of any public notices relating to the election
- calling for and receiving nominations and candidate profile statements
- candidate management
- printing and distribution of voter packs
- issue and receipt of special votes
- processing and counting of votes
- declaration of results
- general administration of election issues.

The RO's decisions in respect to all matters pertaining to the elections is final.

Queries regarding the actions or performance of the RO should be directed to Robyn Marsh, company secretary, phone (07) 858 3750 or email robyn.marsh@dairynz.co.nz

Nominations close 12 noon, Wednesday 27 August 2025.

Dairynz 