



Fonterra Co-operative Group Limited

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Tama Haas
Chief Executive Officer
Contec Group International Ltd
P.O. 8035
Christchurch

Dear Tama

You may be aware that I have resigned my position within Fonterra, effective from the end of this month. When I joined Fonterra, just over five years ago, I couldn't have imagined the journey that lay ahead. I look back and am amazed so much was achieved. My main accomplishment was design and delivery of the Milk Collection Programme of work (MCPOW) with a budget of approx NZD 50 million consisting of 3 programmes with 53 inter-related projects. It's not often a Board is supportive of such an ambitious and risky undertaking, especially when a lot of what was delivered had never been done anywhere in the world before. I will forever be grateful for the opportunity Fonterra presented me.

Prior to leaving Fonterra I want to personally thank you, as well your team, for the contribution Contec has made towards the success of MCPOW. Your guys always went the extra mile to deliver as you committed they would. They should be proud that they have developed and implemented the unique software at the heart of the first successful RFID traceability project delivered in N.Z. I know how difficult the multiple projects were, having to meld various components from different suppliers around the world and make it work e.g. the extension of Footprint to manage the on-farm vat assets' using the robust PDA's with RFID tags on vats. This is working really well, so too is the data integration between Footprint, Aspire, and the Milk tanker system. Their best work though was delivery of the changes to the MadCap lab software to enable automation of lab processes. A lot of design and development effort was required to integrate the multiple reader types in different parts of the lab with the tags, as well as deliver enhanced system usability for lab staff. The success of the lab project ensures Milk sample integrity going forward and will deliver significant savings over time.

I have very much enjoyed working with you on MCPOW and other systems projects Contec have delivered for Fonterra over the past five years. I commend you and Contec for your willingness to undertake bespoke software development at a fixed price up-front, then delivering to it no matter what difficulties were encountered. This significantly reduced risk for me.

I wish you and your team continued success in the future.

Regards

A handwritten signature in blue ink, appearing to read "Steve Cosgrove".

Steve Cosgrove
Fonterra Milk Supply