



SYNLAIT MILK LIMITED  
ANNOUNCEMENT

NZX: SML  
ASX: SM1

29 NOVEMBER 2017

## SYNLAIT CEO SIGNALS DEPARTURE NEXT YEAR, INTENDS TO CONTINUE AS COMPANY DIRECTOR

Synlait Milk (NZX: SML; ASX: SM1) today announced that long-time Chief Executive Officer and founder John Penno intends to step down from his position in the next 12 months, as part of an orderly transition to position Synlait for its next phase of growth.

“John has been an exceptional leader for Synlait, but there was always going to be a time when he would move on to fresh challenges. I am glad John’s decision has come at a time where we can provide a well-managed leadership transition. The company is in very healthy shape with a strong balance sheet and a clear future growth plan,” said Graeme Milne, Synlait Chairman.

Mr Penno has been the CEO and Managing Director of Synlait Milk for 12 years, and a founder of Synlait five years before that.

“The Board is embarking on an international search for the right person to lead the business into the future, and John has committed to continuing in the role of CEO until a successor is found and in place.”

“The new CEO will be taking on a company in strong shape, and with a clear vision and growth strategy. Synlait has grown from a start-up in the early 2000s to a highly profitable company listed on the NZX and ASX, with a team of 600 staff, a blue chip set of customers focused in the infant formula category, and committed farmer suppliers. It is currently earning annual revenue of \$759 million and has a market capitalisation of over \$1.3 billion.”

“From this platform, the company is looking for a CEO with the skills and experiences to



take Synlait up another level. We have already signalled to shareholders our intention to continue to develop our infant formula business, and enter new categories where there are significant opportunities.”

“We have expressed our desire for John to continue in a governance role on the Synlait Milk Board of Directors,” said Mr Milne.

“After 17 years of living and breathing this company, it is time to move on, but I share the Board’s intention for me to continue as a Director of Synlait Milk,” said Mr Penno.

“There will be very clear processes to ensure the incoming CEO has the freedom and scope to make her or his mark on Synlait’s future, and I’m looking forward to taking a supporting role.”

“Once the new CEO is in place, I am looking forward to getting back to my entrepreneurial roots and will be looking for opportunities to get involved with start-ups and young companies, which is where my wife, Maury, and I want to continue to make a contribution.”

ENDS

Attached image:

- John Penno, Managing Director and CEO, and Graeme Milne, Chairman

For more information about Synlait, visit [www.synlait.com](http://www.synlait.com) or contact:

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