

16 April 2019

Client Market Services
NZX Limited
Level 1 NZX Centre
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Wellington



MOA – CHANGES TO LEADERSHIP TEAM

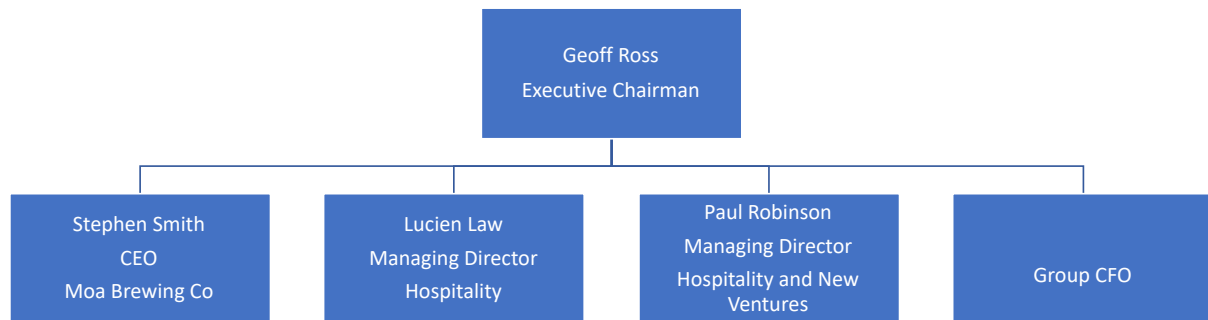
Today MOA Group announces changes following the acquisition of the Savor Group bars and restaurants in April 2019 which more than doubles the turnover and the size of the business.

The aim of these structural changes is to ensure the group has the right structure and people in roles to move the business forward to the next phase and to deliver on important strategic choices.

We have worked through a process to create the most effective structure for the MOA Group.

- Lucien Law will head up the Hospitality (Savor) business as Managing Director.
- Paul Robinson will have a shared responsibility for Hospitality and head up New Ventures
- Chief Operating Officer, Malcolm Bloor, will leave MOA Group after 2 years during which time he led the MOA business to deliver significant gains in market share and portfolio, and in profitability. Malcolm was offered a new role in the new structure but has chosen to take the opportunity to move on and will leave at the end of April. His wide range of skills will be missed by MOA.
- Global Sales Director and former General Manager, Gareth Hughes will leave MOA Group after 9 great years to pursue business ownership. Gareth has been a passionate ambassador for the MOA business and has been there since near the beginning of MOA's journey, and some of its biggest successes, to what is now a \$15m+ revenue business. Gareth will leave at the end of May. He will be missed by many in the wider industry.
- Stephen Smith, currently Strategy & Marketing Director, will be appointed as the Chief Executive Officer of Moa Brewing Ltd. Stephen has been working in the Moa business for the past 14 months to complete the Savor Acquisition, supporting the innovation strategy and has now got an excellent understanding of the Moa organisation and what's needed to take it forward. Stephen was with Lion for over 15 years in senior sales and marketing roles across New Zealand, Australia and Asia being on the Executive leadership teams on both sides of the Tasman. He is currently a Board member of Three Peaks Manuka Honey (Perry Group) and has owned his own hospitality venues for the past 10 years.
- A Group CFO will be appointed to manage financial, governance and commercial aspects across the newly formed Group.

The new leadership structure is:



We take the opportunity to sincerely thank Malcolm and Gareth for their contribution to MOA and look forward to hearing of their future endeavours.

We wish Lucien, Paul, Stephen and the new Group CFO all the very best on this next phase of MOA.

Thanks,

Geoff Ross, Executive Chair
Moa Group Limited