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## **Z Energy announces changes to the Executive leadership team.**

Z Energy (NZX:ZEL) announces changes to its executive leadership team for the roles of Chief Financial Officer and General Manager, Health, Safety, Security and Environment as well as the appointment of a new General Manager, Retail and the creation of the role of Chief Digital Officer.

### **Chief Digital Officer (CDO)**

Z is pleased to announce the creation of a new executive role of Chief Digital Officer (CDO). The CDO will lead Z's newly established Digital function (of which ICT is a part) and champion a digital first model. The CDO will develop and deliver Z's Digitisation strategy by transforming Z to a digital and data driven business that works within an experimental, agile, customer experience and productivity focused execution model.

Z is currently in the late stages of externally recruiting for this role and an announcement of an appointment will be made in February.

### **Chief Financial Officer (CFO)**

The establishment of the new CDO role has reduced the scope and scale of the existing CFO role. As a result, Chris Day has decided that now is the time for him to seek other challenges consistent with how he wants his career to develop.

Chris will leave Z on 10 May 2019 following completion of the financial year end processes and announcement of Z's FY19 results. Lindis Jones, currently General Manager, Corporate will be appointed to the role of CFO effective 1 April 2019.

Chris has been CFO and leader of the Finance, Technology and Risk (FTR) team since joining the company in July 2013, just prior to Z Energy's IPO.

Mike Bennetts, CEO for Z, paid tribute to Chris' role in the development and growth of Z, saying "Chris has been an integral member to the Executive team here at Z and an



important part of our company's success. He joined just before our IPO and has led the FTR team through six full-year results, our first USPP placement, six debt raises on the NZX, an extensive ERP upgrade and of course our successful acquisition of the Caltex New Zealand business that has seen Z Energy become a constituent of the NZX10. We wish Chris every success in his future endeavours."

"I am really pleased to announce that Lindis will take over the role of CFO at Z Energy. Lindis has been a highly effective leader at Z for several years in three executive roles. He has deep industry experience and customer knowledge and was also responsible for the successful integration of the Chevron New Zealand business" said Mike.

In announcing the changes Z confirms that it will change the duties and reporting lines of the CFO. From 1 April 2019 Lindis will lead the Finance function for Z with an additional focus on productivity while continuing to be responsible for the Corporate Communications and Investor Relations team from his previous role. The company will disestablish Lindis' previous role of GM Corporate effective 1 April 2019.

### **General Manager, Strategy & Risk**

Z announces the creation of a new role, General Manager, Strategy & Risk. Julian Hughes, currently General Manager, Health, Safety, Security and Environment (HSSE) will take up his new responsibilities on 1 April 2019.

The Risk team currently reporting to the CFO, which comprises Z's insurance and external risk team, will now report into Julian as well as Z's Strategy and Sustainability teams who currently report into the GM Corporate role.

Mike said "By bringing together the HSSE, Strategy and Enterprise Risk teams we are more able to take a full 360-degree view of strategy and risk at Z, including internal and external risk assessment and mitigation. Julian has been an exceptional leader in the HSSE role and we are now expanding his responsibilities."



## **General Manager, Retail**

After twenty years in the industry Mark Forsyth will leave Z at the end of the current financial year and Andy Baird will join the company in the role of GM Retail, effective 1 April 2019.

Mike Bennetts said of the change in retail leadership, "Mark is one of the most passionate employees I've had the pleasure of working alongside. Mark was integral to the development and growth of our Retail business over the past nine years and we are indebted to him for his dedication and focus on our customers, retailers and our business partners."

Andy Baird will join Z as General Manager, Retail on 1 April. Andy has previously consulted to Z on a number of important customer focused projects including Z's brand change in 2010, convenience store format development and Z loyalty programmes.

Commenting on the appointment, Mike said "Andy brings to Z a wealth of industry experience having previously held roles in innovation, development, marketing and general management in the industry in US, Australia and New Zealand. He has a fiercely competitive spirit and an absolute focus on world class execution and customer experience. I am confident that Andy's energy and commitment to customer experience will cement the Z and Caltex brands as the fuel retailers of choice for motorists in New Zealand."

Mike added, "The changes in the executive team clearly reflect our ambition to focus on a more productive core business and building world class customer experience through the application of digital technology. We have the executive capability we need to execute our strategy while further improving various aspects of our diversity".

## **Biography notes:**

**Lindis Jones:** Lindis was Head of Property at ANZ National Bank, leading a number of significant property transactions and developments. Prior to that, he was with Shell for 13 years, primarily in retail operations and strategy roles in Europe, Asia and New Zealand.



Lindis is a member of the Australian and New Zealand Institutes of Directors and is currently a non-executive Director of Refining New Zealand (NZX: NZR) and Flick Electric Company. He holds Bachelor degrees in Science and Commerce from Otago University as well as a Master of Finance from London Business School.

**Julian Hughes:** Julian has worked in the fields of health, safety, rehabilitation and wellness management in New Zealand for over 20 years. Prior to joining Z in 2015 as the GM HSSE he helped set up and head the Business Leaders' Health and Safety Forum, a group of Chief Executives who committed to working together to improve workplace health and safety in New Zealand. Julian's previous experience includes working in both the public and private sectors in fields that include emergency management, road transport, construction, health and rehabilitation services. Julian has a Masters in Health Science degree from Auckland University.

**Andy Baird:** Since 2010 Andy has managed his own brand and customer experience consultancy business with clients in New Zealand and Australia. Prior to that Andy held several executive roles in the energy industry throughout a career at BP spanning over 25 years. Andy had a variety of roles for BP New Zealand before moving to BP Australia, first as Advertising Manager and then Retail Marketing Director. He returned to New Zealand as GM Retail before taking up a role as Director for global research, innovation and offer development for BP Americas. His last role at BP was as Senior Vice President of Marketing for BP Americas. Andy is the graduate of several professional programmes including Innovation and Design courses from Stanford University as well as marketing programmes at Massey University.

ENDS

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