

NZX & ASX RELEASE

1 December 2023

NOTICE OF PROVISION OF FINANCIAL ASSISTANCE

Introduction

Under section 80(1)(b) of the Companies Act 1993, Freightways Group Limited ("**Company**") is required to provide NZX Limited with the following notice in respect of the financial assistance provided to certain employees in connection with the Company's Employee Share Plan ("**Plan**"). This notice is for information only and no action is required.

Employee share plan

The Company established the Plan by a trust deed dated 30 June 2005 to enable employees to acquire fully paid ordinary shares in the Company ("**Shares**").

The Plan involves the Company making loans to employees to fund the acquisition of Shares, issued by the Company to Freightways Trustee Company Limited ("**Trustee**"), as trustee of the Plan, on behalf of participating employees. Those loans are provided on an interest-free basis and are for a term of three years. The loans will be repaid by employees in regular instalments over this three year term by way of a deduction from their salary or wages.

Disclosure

The following financial assistance was provided by the Company in connection with the Plan on 1 December 2023:

1. The financial assistance was provided in respect of a total of 90,000 Shares ("**Relevant Shares**").
2. A total of \$616,500 was paid by the Trustee as consideration for the issue of the Relevant Shares.
3. The nature of the financial assistance was interest-free loans with a term of three years. The amount of those loans was \$616,500 in total.
4. The financial assistance was provided for the benefit of the persons listed in Part A of the schedule appended to this notice ("**Participants**"). Through a series of inter-company loans, the Company provided financial assistance to Freightways Express Limited, which provided financial assistance to the Trustee, which provided financial assistance to the subsidiaries of the Company listed in Part B of the schedule appended to this notice ("**Subsidiaries**"). Each Subsidiary then provided financial assistance to the Participants employed by that Subsidiary.

ENDS

For further information please contact

Stephan Deschamps
Chief Financial Officer
+64 9 571 9669

SCHEDULE

Part A: Participants

Refer list of Participants attached

Part B: Subsidiaries

Subsidiaries that received loans in connection with the Plan are:

- Air Freight NZ Limited
- Big Chill Distribution Limited
- Fieldair Engineering Limited
- Fieldair Holdings Limited
- Freightways Express Limited
- Freightways Information Services Limited
- Messenger Services Limited
- New Zealand Couriers Limited
- New Zealand Document Exchange Limited
- Parceline Express Limited
- Post Haste Limited
- The Information Management Group (NZ) Limited

Financial assistance was provided for the benefit of the persons listed below

First Name	Last Name
Aaditya	Bhamidipati
Luke	Rohloff
David	Smillie
Luke	Burgess
Kiri	Clark
Adam	Dawson
John	Day
Hamish Graeme	Knudsen
Shayne	Luskie
John	Macmillan
Mark James	Mckay
Jason	Ogden
Racquel	Probine
Daniela	Radulescu
Michael Jeffrey	Smith
Thomas	Steel
Shane Patoto	Tauri
Allan	Taverner
Perry	Thomas
Jason	Wolferstan
Neil Kenneth	Worthington
Paula	Couchman
Cris	Dela Torre
Gareth	Far
Robert	Hawley
Christopher	Heaton
Sean	Henderson
Mark Noel	Hendry
Heath	Reynolds
Kim	Lawton
Kelli-Anne	Ball
Nicola	Silke
Neil	Wilson
Sridhar	Arepalli
Honour	Carmichael
Matthew	Cocker
Rob	Dewar
Madeleine	Green
David	Kelly
Patrick	Moore
Matthew	Patua
Fiji	Philip
Scott	Robinson

Margaret	Chaudhry
Phoebe	Erick
Val	Fa'Agata
Alexander	Jamieson
Rajbir	Kaur
Kylie	O'Callaghan
Jodie	Richards
Kristin	Ririnui
Wendy Vasa	Tagatoa
Jabida	Ali
Kylie	Andrew
Elizabeth	Aratangi
Edward	Barboza
Ramya	Biligiri
Allison	Boehm
Gayle	Brown
David	Butt
Rose	Campbell
Angela	Canton
John	Charles
Craig	Cochrane
Tony	Creighton
Ursala	De Leeuw
Hamish	Dickson
Nisha	Dsilva
George	East
Derek	Edwards
Christina	Falo
Roger	Farrelly
Mark	Godfrey
Ming	Gutschlag
Paris	Hayes
Shane	Hodges
Kelly - Anne	Hopa
Annette	Husband
Sadsoungoen	Kanokporn
Megan	Kerr
Khush	Kotwal
Jashlin	Kumar
Carolyn	Law
Darryl	Matehe
Ashleigh	McBride
Stuart	McCusker
Richard	Morgan
Louella	Morning
Martin	Morris

Gayatri	Mudaliar
Kimiora	Pene
Jaime	Pullar
Karen	Rayment
Leon	Rong
Marie Kaye	Scott
Angela	Shane
Alastair	Smith
Anuradha	Solomon
Laura	Thompson
Scott	Thorburn
Michael	Tovine
Dianne	Van Aken
Kathleen	van Zyl
Clare Elizabeth	Vuleta
Jonathan	Webb
Chris	Young
Jennifer	Zheng
Adrian	Coleman
Rose	Collins
Sherrin	Corbett
Cong (Mason)	Do
Matthew	Fernie
Gregg	Foster
Michael	Greer
Carl Vincent	Hopkinson
Jeya Seelan	Jeya Raj
Wilson	Jeyachandran
Nick	Kent
Jignesh	Kerai
Steven	Kilpatrick
Claudia	Konzen
Stephen	Leggett
Brendan Wayne	Mills
Lesley	Milne
Amelia	Pascua
Steven	Pearson
Ranjit	Ray
Rishlyn Nameel	Reddy
Brian James	Rusbridge
Jeremy	Small
Maree	Stockwell
Manuel	Valdez
Rebecca	Westbury
Teresa	Wigzell
Sara	Aghajari

Sorosh	Aghajari
Garth	Beaumont
Samantha	Begbie
Errol	Dsouza
Richard	Ewers
Lindy-Jane	Johns
Helen	Lui
Tracey	MacGillivray
Chris	MacLeod-Cotter
Ajhurak	McMillan
Jane	Norton
Lana	Palekotama
Johnathan (Johno)	Riley
Rosheel	Sharma
Greg	Smith
Aaron	Stubbing
Damian	Tamati
Kris	Tamati
Kylie Dawn	Teale
Sharon	Whitehead
Tanykah Pauline	Wilson
Herbert	Van Beuzekom
Ryan John	Cauchi-Mills
Taryn	Culpan
Matthew Warrington	Ellis
Robert George	Herriott
Ruhi	Joshi
David	Leuluai
Rusli	Lim
Mike	McKeefry
Keasi	Ngauamo
Juliana	Sendi
Jieyan (Sissi)	Shao
Yuan (Jack)	Shen
Natasha	Souness
Daniel	Ward