



## Ongoing Disclosure Notice

### Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited

|                            |
|----------------------------|
| Name of listed issuer:     |
| Date this disclosure made: |
| Date of last disclosure:   |

|                           |
|---------------------------|
| Freightways Group Limited |
| 9 November 2023           |
| 17 May 2023               |

#### Director or senior manager giving disclosure

|                                                 |
|-------------------------------------------------|
| Full name(s):                                   |
| Name of listed issuer:                          |
| Name of related body corporate (if applicable): |
| Position held in listed issuer:                 |

|                           |
|---------------------------|
| Mark Troghear             |
| Freightways Group Limited |
| n/a                       |
| Chief Executive Officer   |

#### Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

|                                              |
|----------------------------------------------|
| Class of affected quoted financial products: |
| Nature of the affected relevant interest(s): |

|                              |
|------------------------------|
| Fully paid ordinary shares   |
| Beneficial relevant interest |

#### For that relevant interest-

|                                                      |
|------------------------------------------------------|
| Number held in class before acquisition or disposal: |
| Number held in class after acquisition or disposal:  |
| Current registered holder(s):                        |
| Registered holder(s) once transfers are registered:  |

|                                                                                                                              |
|------------------------------------------------------------------------------------------------------------------------------|
| (a) 446,538 fully paid ordinary shares<br>(b) 2,486 fully paid ordinary shares<br>(c) 104,684 share rights                   |
| (a) 479,092 fully paid ordinary shares<br>(b) 2,486 fully paid ordinary shares<br>(c) 68,910 share rights                    |
| (a) Mark Troghear (beneficial)<br>(b) Freightways Trustee Company Limited (non-beneficial)<br>(c) Mark Troghear (beneficial) |
| As per current registered holders above                                                                                      |

#### Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

|                                         |
|-----------------------------------------|
| Type of affected derivative:            |
| Class of underlying financial products: |

|     |
|-----|
| n/a |
| n/a |

#### Details of affected derivative-

|                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       |
| Maturity date of the derivative (if any):                                                                                                                                                             |
| Expiry date of the derivative(if any):                                                                                                                                                                |
| The price specified in the terms of the derivative (if any):                                                                                                                                          |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: |

|     |
|-----|
| n/a |
| n/a |
| n/a |
| n/a |
| n/a |
| n/a |

#### For that derivative,-

|                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------|
| Parties to the derivative:                                                                                                 |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: |

|     |
|-----|
| n/a |
| n/a |

#### Details of transactions giving rise to acquisition or disposal-

|                                                       |
|-------------------------------------------------------|
| Total number of transactions to which notice relates: |
|-------------------------------------------------------|

|         |
|---------|
| Two (2) |
|---------|

**Details of transactions requiring disclosure-**

|                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Date of transaction:                                                                                                                                                                                                          | 20 October 2023                                                                                                                                                                                                                                                                             |
| Nature of transaction:                                                                                                                                                                                                        | 1) Allocation of Freightways Group Limited ordinary shares following the vesting of performance share rights pursuant to the terms of the Freightways Executives Long Term Incentive Scheme.<br>2) Redemption of share rights that have not vested at the end of the 3-year vesting period. |
| Name of any other party or parties to the transaction (if known):                                                                                                                                                             | Freightways Group Limited                                                                                                                                                                                                                                                                   |
| The consideration, expressed in New Zealand dollars, paid or recieved for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration: | Nil                                                                                                                                                                                                                                                                                         |
| Number of financial products to which the transaction related:                                                                                                                                                                | 1) 32,554 ordinary shares<br>2) 3,220 share rights                                                                                                                                                                                                                                          |

*If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—*

|                                                                                                                       |     |
|-----------------------------------------------------------------------------------------------------------------------|-----|
| Whether relevant interests were aquired or disposed of during a closed period:                                        | n/a |
| Whether prior written clearance was provided to allow the aquisition or disposal to proceed during the closed period: | n/a |
| Date of the prior written clearance (if any):                                                                         | n/a |

**Summary of other relevant interests after acquisition or disposal:**

|                                     |     |
|-------------------------------------|-----|
| Class of financial products:        | n/a |
| Nature of relevant interest:        | n/a |
| <i>For that relevant interest,-</i> |     |
| Number held in class:               | n/a |
| Current registered holder(s):       | n/a |

*For a derivative relevant interest,-*

|                     |     |
|---------------------|-----|
| Type of derivative: | n/a |
|---------------------|-----|

**Details of derivative-**

|                                                                                                                                                                                                       |     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       | n/a |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       | n/a |
| Maturity date of the derivative (if any):                                                                                                                                                             | n/a |
| Expiry date of the derivative (if any):                                                                                                                                                               | n/a |
| The price's specified terms (if any):                                                                                                                                                                 | n/a |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: | n/a |

*For that derivative relevant interest,-*

|                                                                                                                            |     |
|----------------------------------------------------------------------------------------------------------------------------|-----|
| Parties to the derivative:                                                                                                 | n/a |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: | n/a |

**Certification**

|                                                                                                                                                                                                           |                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| I certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made. |                                                                                      |
| Signature of person authorised to sign on behalf of director or officer:                                                                                                                                  |  |
| Date of signature:                                                                                                                                                                                        | 9 November 2023                                                                      |
| Name and title of authorised person:                                                                                                                                                                      | Stephan Deschamps<br>Chief Financial Officer                                         |



## Ongoing Disclosure Notice

### Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited

|                            |
|----------------------------|
| Name of listed issuer:     |
| Date this disclosure made: |
| Date of last disclosure:   |

|                           |
|---------------------------|
| Freightways Group Limited |
| 9 November 2023           |
| 17 May 2023               |

#### Director or senior manager giving disclosure

|                                                 |
|-------------------------------------------------|
| Full name(s):                                   |
| Name of listed issuer:                          |
| Name of related body corporate (if applicable): |
| Position held in listed issuer:                 |

|                           |
|---------------------------|
| Stephan Deschamps         |
| Freightways Group Limited |
| n/a                       |
| Chief Financial Officer   |

#### Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

|                                              |
|----------------------------------------------|
| Class of affected quoted financial products: |
| Nature of the affected relevant interest(s): |

|                              |
|------------------------------|
| Fully paid ordinary shares   |
| Beneficial relevant interest |

#### For that relevant interest-

|                                                      |
|------------------------------------------------------|
| Number held in class before acquisition or disposal: |
| Number held in class after acquisition or disposal:  |
| Current registered holder(s):                        |
| Registered holder(s) once transfers are registered:  |

|                                                                  |
|------------------------------------------------------------------|
| (a) 10,773 fully paid ordinary shares<br>(b) 40,467 share rights |
| (a) 26,187 fully paid ordinary shares<br>(b) 23,529 share rights |
| Stephan Deschamps                                                |
| Stephan Deschamps                                                |

#### Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

|                                         |
|-----------------------------------------|
| Type of affected derivative:            |
| Class of underlying financial products: |

|     |
|-----|
| n/a |
| n/a |

#### Details of affected derivative-

|                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       |
| Maturity date of the derivative (if any):                                                                                                                                                             |
| Expiry date of the derivative(if any):                                                                                                                                                                |
| The price specified in the terms of the derivative (if any):                                                                                                                                          |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: |

|     |
|-----|
| n/a |
| n/a |
| n/a |
| n/a |
| n/a |
| n/a |

#### For that derivative,-

|                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------|
| Parties to the derivative:                                                                                                 |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: |

|     |
|-----|
| n/a |
| n/a |

#### Details of transactions giving rise to acquisition or disposal-

|                                                       |
|-------------------------------------------------------|
| Total number of transactions to which notice relates: |
|-------------------------------------------------------|

|         |
|---------|
| Two (2) |
|---------|

#### Details of transactions requiring disclosure-

|                        |
|------------------------|
| Date of transaction:   |
| Nature of transaction: |

|                                                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 20 October 2023                                                                                                                                                                                                                                                                             |
| 1) Allocation of Freightways Group Limited ordinary shares following the vesting of performance share rights pursuant to the terms of the Freightways Executives Long Term Incentive Scheme.<br>2) Redemption of share rights that have not vested at the end of the 3-year vesting period. |

|                                                                                                                                                                                                                               |                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Name of any other party or parties to the transaction (if known):                                                                                                                                                             | Freightways Group Limited                                                             |
| The consideration, expressed in New Zealand dollars, paid or recieved for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration: | Nil                                                                                   |
| Number of financial products to which the transaction related:                                                                                                                                                                | 1) 15,414 ordinary shares<br>2) 1,524 share rights                                    |
| <i>If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—</i>            |                                                                                       |
| Whether relevant interests were aquired or disposed of during a closed period:                                                                                                                                                | n/a                                                                                   |
| Whether prior written clearance was provided to allow the aquisition or disposal to proceed during the closed period:                                                                                                         | n/a                                                                                   |
| Date of the prior written clearance (if any):                                                                                                                                                                                 | n/a                                                                                   |
| <b>Summary of other relevant interests after acquisition or disposal:</b>                                                                                                                                                     |                                                                                       |
| Class of financial products:                                                                                                                                                                                                  | n/a                                                                                   |
| Nature of relevant interest:                                                                                                                                                                                                  | n/a                                                                                   |
| <i>For that relevant interest,-</i>                                                                                                                                                                                           |                                                                                       |
| Number held in class:                                                                                                                                                                                                         | n/a                                                                                   |
| Current registered holder(s):                                                                                                                                                                                                 | n/a                                                                                   |
| Class of financial products:                                                                                                                                                                                                  | n/a                                                                                   |
| Nature of relevant interest:                                                                                                                                                                                                  | n/a                                                                                   |
| <i>For that relevant interest,-</i>                                                                                                                                                                                           |                                                                                       |
| Number held in class:                                                                                                                                                                                                         | n/a                                                                                   |
| Current registered holder(s):                                                                                                                                                                                                 | n/a                                                                                   |
| <i>For a derivative relevant interest,-</i>                                                                                                                                                                                   |                                                                                       |
| Type of derivative:                                                                                                                                                                                                           | n/a                                                                                   |
| <b>Details of derivative-</b>                                                                                                                                                                                                 |                                                                                       |
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                                               | n/a                                                                                   |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                                               | n/a                                                                                   |
| Maturity date of the derivative (if any):                                                                                                                                                                                     | n/a                                                                                   |
| Expiry date of the derivative (if any):                                                                                                                                                                                       | n/a                                                                                   |
| The price's specified terms (if any):                                                                                                                                                                                         | n/a                                                                                   |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:                         | n/a                                                                                   |
| <i>For that derivative relevant interest,-</i>                                                                                                                                                                                |                                                                                       |
| Parties to the derivative:                                                                                                                                                                                                    | n/a                                                                                   |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:                                                                                                    | n/a                                                                                   |
| <b>Certification</b>                                                                                                                                                                                                          |                                                                                       |
| I certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made.                     |                                                                                       |
| Signature of person authorised to sign on behalf of director or officer:                                                                                                                                                      |  |
| Date of signature:                                                                                                                                                                                                            | 9 November 2023                                                                       |
| Name and title of authorised person:                                                                                                                                                                                          | Stephan Deschamps<br>Chief Financial Officer                                          |



## Ongoing Disclosure Notice

### Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited

|                            |                           |
|----------------------------|---------------------------|
| Name of listed issuer:     | Freightways Group Limited |
| Date this disclosure made: | 9 November 2023           |
| Date of last disclosure:   | 17 May 2023               |

#### Director or senior manager giving disclosure

|                                                 |                           |
|-------------------------------------------------|---------------------------|
| Full name(s):                                   | Steve Wells               |
| Name of listed issuer:                          | Freightways Group Limited |
| Name of related body corporate (if applicable): | n/a                       |
| Position held in listed issuer:                 | General Manager           |

#### Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

|                                              |                              |
|----------------------------------------------|------------------------------|
| Class of affected quoted financial products: | Fully paid ordinary shares   |
| Nature of the affected relevant interest(s): | Beneficial relevant interest |

#### For that relevant interest-

|                                                      |                                                                                                                          |
|------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| Number held in class before acquisition or disposal: | (a) 652,987 fully paid ordinary shares<br>(b) 3,188 fully paid ordinary shares<br>(c) 23,137 share rights                |
| Number held in class after acquisition or disposal:  | (a) 661,698 fully paid ordinary shares<br>(b) 3,188 fully paid ordinary shares<br>(c) 13,565 share rights                |
| Current registered holder(s):                        | (a) Steve Wells (beneficial)<br>(b) Freightways Trustee Company Limited (non-beneficial)<br>(c) Steve Wells (beneficial) |
| Registered holder(s) once transfers are registered:  | As per current holders above.                                                                                            |

#### Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

|                                         |     |
|-----------------------------------------|-----|
| Type of affected derivative:            | n/a |
| Class of underlying financial products: | n/a |

#### Details of affected derivative-

|                                                                                                                                                                                                       |     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       | n/a |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       | n/a |
| Maturity date of the derivative (if any):                                                                                                                                                             | n/a |
| Expiry date of the derivative(if any):                                                                                                                                                                | n/a |
| The price specified in the terms of the derivative (if any):                                                                                                                                          | n/a |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: | n/a |

#### For that derivative, -

|                                                                                                                            |     |
|----------------------------------------------------------------------------------------------------------------------------|-----|
| Parties to the derivative:                                                                                                 | n/a |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: | n/a |

#### Details of transactions giving rise to acquisition or disposal-

|                                                       |         |
|-------------------------------------------------------|---------|
| Total number of transactions to which notice relates: | Two (2) |
|-------------------------------------------------------|---------|

**Details of transactions requiring disclosure-**

|                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Date of transaction:                                                                                                                                                                                                       | 20 October 2023                                                                                                                                                                                                                                                                             |
| Nature of transaction:                                                                                                                                                                                                     | 1) Allocation of Freightways Group Limited ordinary shares following the vesting of performance share rights pursuant to the terms of the Freightways Executives Long Term Incentive Scheme.<br>2) Redemption of share rights that have not vested at the end of the 3-year vesting period. |
| Name of any other party or parties to the transaction (if known):                                                                                                                                                          | Freightways Group Limited                                                                                                                                                                                                                                                                   |
| The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily converted into a cash value, describe the consideration: | Nil                                                                                                                                                                                                                                                                                         |
| Number of financial products to which the transaction related:                                                                                                                                                             | 1) 8,711 ordinary shares<br>2) 861 share rights                                                                                                                                                                                                                                             |

*If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—*

|                                                                                                                        |     |
|------------------------------------------------------------------------------------------------------------------------|-----|
| Whether relevant interests were acquired or disposed of during a closed period:                                        | n/a |
| Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period: | n/a |
| Date of the prior written clearance (if any):                                                                          | n/a |

**Summary of other relevant interests after acquisition or disposal:**

|                               |     |
|-------------------------------|-----|
| Class of financial products:  | n/a |
| Nature of relevant interest:  | n/a |
| For that relevant interest,-  |     |
| Number held in class:         | n/a |
| Current registered holder(s): | n/a |

*For a derivative relevant interest,-*

|                     |     |
|---------------------|-----|
| Type of derivative: | n/a |
|---------------------|-----|

**Details of derivative-**

|                                                                                                                                                                                                       |     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       | n/a |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       | n/a |
| Maturity date of the derivative (if any):                                                                                                                                                             | n/a |
| Expiry date of the derivative (if any):                                                                                                                                                               | n/a |
| The price's specified terms (if any):                                                                                                                                                                 | n/a |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: | n/a |

*For that derivative relevant interest,-*

|                                                                                                                            |     |
|----------------------------------------------------------------------------------------------------------------------------|-----|
| Parties to the derivative:                                                                                                 | n/a |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: | n/a |

**Certification**

|                                                                                                                                                                                                           |                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| I certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made. |                                                                                      |
| Signature of person authorised to sign on behalf of director or officer:                                                                                                                                  |  |
| Date of signature:                                                                                                                                                                                        | 9 November 2023                                                                      |
| Name and title of authorised person:                                                                                                                                                                      | Stephan Deschamps<br>Chief Financial Officer                                         |

**Ongoing Disclosure Notice****Disclosure of Directors and Senior Managers Relevant Interests***Sections 297(2) and 298(2), Financial Markets Conduct Act 2013*

To NZX Limited

|                            |
|----------------------------|
| Name of listed issuer:     |
| Date this disclosure made: |
| Date of last disclosure:   |

|                           |
|---------------------------|
| Freightways Group Limited |
| 9 November 2023           |
| 22 May 2023               |

**Director or senior manager giving disclosure**

|                                                 |
|-------------------------------------------------|
| Full name(s):                                   |
| Name of listed issuer:                          |
| Name of related body corporate (if applicable): |
| Position held in listed issuer:                 |

|                           |
|---------------------------|
| Neil Wilson               |
| Freightways Group Limited |
| n/a                       |
| General Manager           |

**Summary of acquisition or disposal of relevant interest (excluding specified derivatives)**

|                                              |
|----------------------------------------------|
| Class of affected quoted financial products: |
| Nature of the affected relevant interest(s): |

|                              |
|------------------------------|
| Fully paid ordinary shares   |
| Beneficial relevant interest |

**For that relevant interest-**

|                                                      |
|------------------------------------------------------|
| Number held in class before acquisition or disposal: |
| Number held in class after acquisition or disposal:  |
| Current registered holder(s):                        |
| Registered holder(s) once transfers are registered:  |

|                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------|
| (a) 36,814 fully paid ordinary shares<br>(b) 4,637 fully paid ordinary shares<br>(c) 23,243 share rights                 |
| (a) 45,343 fully paid ordinary shares<br>(b) 4,637 fully paid ordinary shares<br>(c) 13,871 share rights                 |
| (a) Neil Wilson (beneficial)<br>(b) Freightways Trustee Company Limited (non-beneficial)<br>(c) Neil Wilson (beneficial) |
| As per current registered holders above                                                                                  |

**Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)**

|                                         |
|-----------------------------------------|
| Type of affected derivative:            |
| Class of underlying financial products: |

|     |
|-----|
| n/a |
| n/a |

**Details of affected derivative-**

|                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       |
| Maturity date of the derivative (if any):                                                                                                                                                             |
| Expiry date of the derivative(if any):                                                                                                                                                                |
| The price specified in the terms of the derivative (if any):                                                                                                                                          |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: |

|     |
|-----|
| n/a |
| n/a |
| n/a |
| n/a |
| n/a |
| n/a |

**For that derivative,-**

|                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------|
| Parties to the derivative:                                                                                                 |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: |

|     |
|-----|
| n/a |
| n/a |

**Details of transactions giving rise to acquisition or disposal-**

|                                                       |
|-------------------------------------------------------|
| Total number of transactions to which notice relates: |
|-------------------------------------------------------|

|         |
|---------|
| Two (2) |
|---------|

**Details of transactions requiring disclosure-**

|                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Date of transaction:                                                                                                                                                                                                       | 20 October 2023                                                                                                                                                                                                                                                                             |
| Nature of transaction:                                                                                                                                                                                                     | 1) Allocation of Freightways Group Limited ordinary shares following the vesting of performance share rights pursuant to the terms of the Freightways Executives Long Term Incentive Scheme.<br>2) Redemption of share rights that have not vested at the end of the 3-year vesting period. |
| Name of any other party or parties to the transaction (if known):                                                                                                                                                          | Freightways Group Limited                                                                                                                                                                                                                                                                   |
| The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily converted into a cash value, describe the consideration: | Nil                                                                                                                                                                                                                                                                                         |
| Number of financial products to which the transaction related:                                                                                                                                                             | 1) 8,529 ordinary shares<br>2) 843 share rights                                                                                                                                                                                                                                             |

*If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—*

|                                                                                                                        |     |
|------------------------------------------------------------------------------------------------------------------------|-----|
| Whether relevant interests were acquired or disposed of during a closed period:                                        | n/a |
| Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period: | n/a |
| Date of the prior written clearance (if any):                                                                          | n/a |

**Summary of other relevant interests after acquisition or disposal:**

|                                      |     |
|--------------------------------------|-----|
| Class of financial products:         | n/a |
| Nature of relevant interest:         | n/a |
| <i>For that relevant interest, -</i> |     |
| Number held in class:                | n/a |
| Current registered holder(s):        | n/a |

*For a derivative relevant interest, -*

|                     |     |
|---------------------|-----|
| Type of derivative: | n/a |
|---------------------|-----|

**Details of derivative-**

|                                                                                                                                                                                                       |     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       | n/a |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       | n/a |
| Maturity date of the derivative (if any):                                                                                                                                                             | n/a |
| Expiry date of the derivative (if any):                                                                                                                                                               | n/a |
| The price's specified terms (if any):                                                                                                                                                                 | n/a |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: | n/a |

*For that derivative relevant interest, -*

|                                                                                                                            |     |
|----------------------------------------------------------------------------------------------------------------------------|-----|
| Parties to the derivative:                                                                                                 | n/a |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: | n/a |

**Cerification**

|                                                                                                                                                                                                           |                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| I certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made. |                                                                                      |
| Signature of person authorised to sign on behalf of director or officer:                                                                                                                                  |  |
| Date of signature:                                                                                                                                                                                        | 9 November 2023                                                                      |
| Name and title of authorised person:                                                                                                                                                                      | Stephan Deschamps<br>Chief Financial Officer                                         |



## Ongoing Disclosure Notice

### Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited

|                            |
|----------------------------|
| Name of listed issuer:     |
| Date this disclosure made: |
| Date of last disclosure:   |

|                           |
|---------------------------|
| Freightways Group Limited |
| 9 November 2023           |
| 2 October 2023            |

#### Director or senior manager giving disclosure

|                                                 |
|-------------------------------------------------|
| Full name(s):                                   |
| Name of listed issuer:                          |
| Name of related body corporate (if applicable): |
| Position held in listed issuer:                 |

|                           |
|---------------------------|
| Matthew Cocker            |
| Freightways Group Limited |
| n/a                       |
| Chief Information Officer |

#### Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

|                                              |
|----------------------------------------------|
| Class of affected quoted financial products: |
| Nature of the affected relevant interest(s): |

|                              |
|------------------------------|
| Fully paid ordinary shares   |
| Beneficial relevant interest |

#### For that relevant interest-

|                                                      |
|------------------------------------------------------|
| Number held in class before acquisition or disposal: |
| Number held in class after acquisition or disposal:  |
| Current registered holder(s):                        |
| Registered holder(s) once transfers are registered:  |

|                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------|
| (a) 17,737 fully paid ordinary shares<br>(b) 1,042 fully paid ordinary shares<br>(c) 25,002 share rights                       |
| (a) 25,481 fully paid ordinary shares<br>(b) 1,042 fully paid ordinary shares<br>(c) 16,492 share rights                       |
| (a) Matthew Cocker (beneficial)<br>(b) Freightways Trustee Company Limited (non-beneficial)<br>(c) Matthew Cocker (beneficial) |
| As per current registered holders above.                                                                                       |

#### Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

|                                         |
|-----------------------------------------|
| Type of affected derivative:            |
| Class of underlying financial products: |

|     |
|-----|
| n/a |
| n/a |

#### Details of affected derivative-

|                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       |
| Maturity date of the derivative (if any):                                                                                                                                                             |
| Expiry date of the derivative(if any):                                                                                                                                                                |
| The price specified in the terms of the derivative (if any):                                                                                                                                          |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: |

|     |
|-----|
| n/a |
| n/a |
| n/a |
| n/a |
| n/a |
| n/a |

#### For that derivative,-

|                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------|
| Parties to the derivative:                                                                                                 |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: |

|     |
|-----|
| n/a |
| n/a |

#### Details of transactions giving rise to acquisition or disposal-

|                                                       |
|-------------------------------------------------------|
| Total number of transactions to which notice relates: |
|-------------------------------------------------------|

|         |
|---------|
| Two (2) |
|---------|

**Details of transactions requiring disclosure-**

|                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Date of transaction:                                                                                                                                                                                                       | 20 October 2023                                                                                                                                                                                                                                                                             |
| Nature of transaction:                                                                                                                                                                                                     | 1) Allocation of Freightways Group Limited ordinary shares following the vesting of performance share rights pursuant to the terms of the Freightways Executives Long Term Incentive Scheme.<br>2) Redemption of share rights that have not vested at the end of the 3-year vesting period. |
| Name of any other party or parties to the transaction (if known):                                                                                                                                                          | Freightways Group Limited                                                                                                                                                                                                                                                                   |
| The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily converted into a cash value, describe the consideration: | Nil                                                                                                                                                                                                                                                                                         |
| Number of financial products to which the transaction related:                                                                                                                                                             | 1) 7,744 ordinary shares<br>2) 766 share rights                                                                                                                                                                                                                                             |

*If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—*

|                                                                                                                        |     |
|------------------------------------------------------------------------------------------------------------------------|-----|
| Whether relevant interests were acquired or disposed of during a closed period:                                        | n/a |
| Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period: | n/a |
| Date of the prior written clearance (if any):                                                                          | n/a |

**Summary of other relevant interests after acquisition or disposal:**

|                                     |     |
|-------------------------------------|-----|
| Class of financial products:        | n/a |
| Nature of relevant interest:        | n/a |
| <i>For that relevant interest,-</i> |     |
| Number held in class:               | n/a |
| Current registered holder(s):       | n/a |

*For a derivative relevant interest,-*

|                     |     |
|---------------------|-----|
| Type of derivative: | n/a |
|---------------------|-----|

**Details of derivative-**

|                                                                                                                                                                                                       |     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):                                                                                       | n/a |
| A statement as to whether the derivative is cash settled or physically settled:                                                                                                                       | n/a |
| Maturity date of the derivative (if any):                                                                                                                                                             | n/a |
| Expiry date of the derivative (if any):                                                                                                                                                               | n/a |
| The price's specified terms (if any):                                                                                                                                                                 | n/a |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: | n/a |

*For that derivative relevant interest,-*

|                                                                                                                            |     |
|----------------------------------------------------------------------------------------------------------------------------|-----|
| Parties to the derivative:                                                                                                 | n/a |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: | n/a |

**Certification**

|                                                                                                                                                                                                           |                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| I certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made. |                                                                                      |
| Signature of person authorised to sign on behalf of director or officer:                                                                                                                                  |  |
| Date of signature:                                                                                                                                                                                        | 9 November 2023                                                                      |
| Name and title of authorised person:                                                                                                                                                                      | Stephan Deschamps<br>Chief Financial Officer                                         |