

## NZX & ASX RELEASE

22 December 2025

### 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 22 December 2025:

1. The financial assistance was provided in respect of a total of 50,000 Shares ("**Relevant Shares**").
2. A total of \$647,500 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 \$647,500 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 27 562 5666

## **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**

**Employee**

Christopher Thompson  
Ricky Beddoe  
Craig Reid  
Cameron Helliwell  
William Nicol  
Kelly George  
Samuel Jobson  
Mark Innes  
Daniel Morris  
Drew Counter  
Alvaro Vallespir  
Nigel Appleton  
Cliff Taufa  
Wade Whaitiri  
James Dunne  
Luke Watson  
Anton Awheto  
David Dominguez  
Roydon Lei  
Sinat Soth  
Michael Carter  
Jason Gilgen  
Eric Livesey  
Nathan Hyde  
Cameron Baird  
Cameron Mitchell  
Gower Morton  
Brett Richmond  
James Robinson  
Jason Cahill  
Chris Harris  
Bert Sergeant  
Benjamin Pryor  
Ben Fitzpatrick  
Nolan King  
Ruth Adin  
Matthew Cocker  
Nicola Silke  
Ami van Gills  
Varshi Nitsingham  
Aaron Bryce  
Aparna Chatrathi  
Dannielle Steffany

**Employee**

Glenn Cometa  
Dionesio Sy Tan  
Priyanka Kathuria  
Lasharn Weerasinghe  
Tayla Woolley  
Mehdi Hajy Ramezanali  
Arun Johny  
Fiona Bryan  
Farhaanah Farook  
Max Troughear  
Wei Lu  
Phil Chadwick  
Willem Gordon  
Rajbir Kaur  
Brett Keenan  
Craig Nicholls  
Daniel O'Connor  
Brett Perkins  
Sheryl Quin  
Mark Elliott  
Cindy Farrow  
Amanda Halliday  
Royce Clarke  
Ashmita Nagpal  
Ria Botes  
Rick Toner  
Julia Prest  
Jeffrey Lin  
Josephine Moffat  
Elizabeth Aratangi  
Ramya Biligiri  
Gayle Brown  
David Butt  
Christine Caird  
Tamara Carty  
Sandra Cooke  
Juan-Perre De Jager  
Shaun Egan  
Janet Faga  
Amanda Gordon  
Mikaela Hawke  
Ashlee Holmes  
Christina Hopkinson

**Employee**

Darin Keogh  
Robert Levy  
Theresa Murdoch  
Mark Neilson  
Carina Paul  
Dhrishti Sadhwani  
Janet Sione  
Jeff Smith  
Liz Tane  
Guy Townsley  
Dianne Van Aken  
Kathleen van Zyl  
Yong Wu  
Mark Benton  
Allan Karamba  
Mark Pritchard  
Darryn Lowe  
David Ellis  
Pastor De Guzman  
Lynette Hogan  
Kent Troughton  
Chi Lau  
Nathalie Joubert  
Dean Viviani  
Tendai Murahwa  
Helena Clair  
David Farr  
Chloe Adamson  
Kara-Sue Anderson  
Priscilla Anderson  
Jonnette Delamere  
Suzannah Kirsopp  
Jo-Anne Larsen  
Arron Paul  
Shirley Rush  
Pratima Silva  
Rupert Breach  
Diane Lock  
Darius Vea  
Style Fotuhetule  
Andrew Patten  
Kylie Williamson  
Shannan Morgan

**Employee**

Hayden Stewart  
Darren Mallinder  
Mark Neale  
Victoria Brereton  
Amanda Seeley  
Stephen Morrison-Blank  
Liam Benton  
Rames Perumal  
Jignesh Kerai  
Garth Beaumont  
David Cree  
Karen Elderton  
Paul James  
Stephanie Leslie  
Ajhurak McMillan  
Vanita Nand  
Mark Newman  
Kirisi Nielsen  
Martin O'Connor  
Jane Pike  
Bridget Thompson  
Jessica Smith  
Amelia Law  
Sophie Law-Mitchell  
Kevin Mitchell  
James Taleta  
Bradley Alver  
Nathan Bentley  
Mel Beloy  
Peter Smith  
David Clough  
Mohammed Alkilani  
Vince Atkinson  
Vikas Bhardwaj  
Genevieve Callaghan  
Eliene Calsado  
Jenine Chappell  
Matthew Ellis  
Ron Gillies  
Jarrod Johnson  
Denise Kennedy  
Rusli Lim  
Andrew Murphy  
Allan Norman  
Lewis Tokimua

**Employee**

Tracey Potter  
Juliana Sendi  
Jieyan Shao  
Yuan Shen  
Lisa Thomson  
Tutere Williams