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:	28 August 2025
Date of last disclosure:	6 December 2024

Director or senior manager giving disclosure

Full name(s):	Mark Troughear
Name of listed issuer:	Freightways Group Limited
Name of related body corporate (if applicable):	n/a
Position held in listed issuer:	Chief Executive Officer

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) 487,510 fully paid ordinary shares (b) 2,486 fully paid ordinary shares (c) 160,119 share rights
Number held in class after acquisition or disposal:	(a) 505,820 fully paid ordinary shares (b) 2,486 fully paid ordinary shares (c) 113,657 share rights
Current registered holder(s):	(a) Mark Troughear (beneficial) (b) Freightways Trustee Company Limited (non-beneficial) (c) Mark Troughear (beneficial)
Registered holder(s) once transfers are registered:	As per current registered 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:	Three (3)

Details of transactions requiring disclosure-

Date of transaction:	1) 20 August 2025 2) 20 August 2025 3) 27 August 2025
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. 2) Redemption of share rights that have not vested at the end of the 3-year vesting period. 3) On market sale of fully paid ordinary shares to fund tax obligations relating to recently vested performance share rights
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:	1) Nil 2) Nil 3) $133,788.30 (being $12.053 per share)
Number of financial products to which the transaction related:	1) 29,410 2) 17,052 3) 11,100

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:	No
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

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:	28 August 2025
Name and title of authorised person:	Stephan Deschamps 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:	28 August 2025
Date of last disclosure:	6 December 2024

Director or senior manager giving disclosure

Full name(s):	Stephan Deschamps
Name of listed issuer:	Freightways Group Limited
Name of related body corporate (if applicable):	n/a
Position held in listed issuer:	Chief Financial Officer

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) 22,528 fully paid ordinary shares (b) 49,714 share rights
Number held in class after acquisition or disposal:	(a) 28,520 fully paid ordinary shares (b) 36,299 share rights
Current registered holder(s):	Stephan Deschamps
Registered holder(s) once transfers are registered:	Stephan Deschamps

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:	Four (4)

Details of transactions requiring disclosure-

Date of transaction:	1) 20 August 2025 2) 20 August 2025 3) 22 August 2025 4) 26 August 2025
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. 2) Redemption of share rights that have not vested at the end of the 3-year vesting period. 3 & 4) On market sale of fully paid ordinary shares to fund tax obligations relating to recently vested performance share rights
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:	1) Nil 2) Nil 3) $6,150 (being $12.30 per share) 4) $24,400 (being $12.20 per share)
Number of financial products to which the transaction related:	1) 8,492 2) 4,923 3) 500 4) 2,000

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:	No
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

For that relevant interest,-

Number held in class:	n/a
Current registered holder(s):	n/a

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:	28 August 2025
Name and title of authorised person:	Stephan Deschamps Chief Financial Officer

NZX

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:	28 August 2025
Date of last disclosure:	6 December 2024

Director or senior manager giving disclosure

Full name(s):	Neil Wilson
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) 38,079 fully paid ordinary shares (b) 5,401 fully paid ordinary shares (c) 34,133 share rights
Number held in class after acquisition or disposal:	(a) 40,385 fully paid ordinary shares (b) 5,401 fully paid ordinary shares (c) 26,224 share rights
Current registered holder(s):	(a) Neil Wilson (beneficial) (b) Freightways Trustee Company Limited (non-beneficial) (c) Neil Wilson (beneficial)
Registered holder(s) once transfers are registered:	As per current registered 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:	Three (3)

Details of transactions requiring disclosure-

Date of transaction:	1) 20 August 2025 2) 20 August 2025 3) 28 August 2025
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. 2) Redemption of share rights that have not vested at the end of the 3-year vesting period. 3) On market sale of fully paid ordinary shares to fund tax obligations relating to recently vested performance share rights
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:	1) Nil 2) Nil 3) $32,940 (being $12.20 per share)
Number of financial products to which the transaction related:	1) 5,006 2) 2,903 3) 2,700

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:	No
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

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

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:	28 August 2025
Name and title of authorised person:	Stephan Deschamps Chief Financial Officer

NZX

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:	28 August 2025
Date of last disclosure:	6 December 2024

Director or senior manager giving disclosure

Full name(s):	Matthew Cocker
Name of listed issuer:	Freightways Group Limited
Name of related body corporate (if applicable):	n/a
Position held in listed issuer:	Chief Information Officer

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) 26,845 fully paid ordinary shares (b) 1,571 fully paid ordinary shares (c) 37,572 share rights
Number held in class after acquisition or disposal:	(a) 30,948 fully paid ordinary shares (b) 1,571 fully paid ordinary shares (c) 26,982 share rights
Current registered holder(s):	(a) Matthew Cocker (beneficial) (b) Freightways Trustee Company Limited (non-beneficial) (c) Matthew Cocker (beneficial)
Registered holder(s) once transfers are registered:	As per current registered 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:	Three (3)

Details of transactions requiring disclosure-

Date of transaction:	1) 20 August 2025 2) 20 August 2025 3) 22 August 2025
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. 2) Redemption of share rights that have not vested at the end of the 3-year vesting period. 3) On market sale of fully paid ordinary shares to fund tax obligations relating to recently vested performance share rights
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:	1) Nil 2) Nil 3) $31,475.60 (being $12.106 per share)
Number of financial products to which the transaction related:	1) 6,703 2) 3,887 3) 2,600

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:	No
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

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

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:	28 August 2025
Name and title of authorised person:	Stephan Deschamps 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; and	
Name of listed issuer:	Freightways Group Limited
Date this disclosure made:	28 August 2025
Date of last disclosure:	6 December 2024

Director or senior manager giving disclosure

Full name(s):	Aaron Stubbing
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) 50,414 fully paid ordinary shares (b) 5,234 fully paid ordinary shares (c) 26,026 share rights (d) 70,000 fully paid ordinary shares
Number held in class after acquisition or disposal:	(a) 54,120 fully paid ordinary shares (b) 5,234 fully paid ordinary shares (c) 20,171 share rights (d) 70,000 fully paid ordinary shares
Current registered holder(s):	(a) Aaron Stubbing (beneficial) (b) Freightways Trustee Company Limited (non-beneficial) (c) Aaron Stubbing (beneficial) (d) Siobhan Stubbing (beneficial)
Registered holder(s) once transfers are registered:	As per current registered 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:	1) 20 August 2025 2) 20 August 2025
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. 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 by converted into a cash value, describe the consideration:	1) Nil 2) Nil
Number of financial products to which the transaction related:	1) 3,706 2) 2,149

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:	No
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 quoted 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:	28 August 2025
Name and title of authorised person:	Stephan Deschamps Chief Financial Officer