FY25 Results

Reporting for the period ending 30 June 2025

Presenters:

Mark Troughear
Chief Executive Officer

Stephan Deschamps
Chief Financial Officer

Aaron Stubbing
General Manager, EP

Neil Wilson
General Manager, FRW

FY25

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Presenters and Agenda

MARK TROUGHEAR
Chief Executive Officer

Overview, Divisional Performance, and Outlook

STEPHAN DESCHAMPS
Chief Financial Officer

Financial Summary and Capital Management

AARON STUBBING
General Manager – EP

Divisional Strategy (Express Package)

NEIL WILSON
General Manager - FRW

Divisional Strategy (Information Management)

Overview

> Solid result in a tough economic environment

> Our diversified business model provides resilience

> There are organic opportunities in all lines of business, across 3 horizons

> Well-positioned balance sheet to mitigate risk and take advantage of current market conditions

> Proven track record of capital allocation – Australia is a foundation for growth

> We expect to grow revenue and earnings in FY26

Financial Highlights

Revenue	*EBITA growth	NPAT growth	*EBITA margin
▲ 6.6% to $1.3b	▲ 6.3% to $158.4m	▲ 12.9% to $80.1m	12.3% (same as FY24)

Cash generated from operations	Capex/Revenue	Net Debt	Dividend (FY)
▲ 7.9%	2.3% From 2.6% FY24	▼ (6.4%)	▲ 8.1% To 40c (37c in FY24)

* Non-GAAP (Generally Accepted Accounting Principles)

FY25 Operating Metrics

Express Package

NZ EP Item Growth
0.4%
for FY25

AU EP Item Growth
11.6%
for FY25

Information Management

32% Digital growth (AU)

6.5 million boxes in storage (NZ + AU)

Temperature Controlled

3PL utilisation

Auckland **100%**
Ruakura **83%***
Christchurch **93%**

* at peak in FY25

Same customer transport volume
(5.0)%
For FY25

Waste Renewal

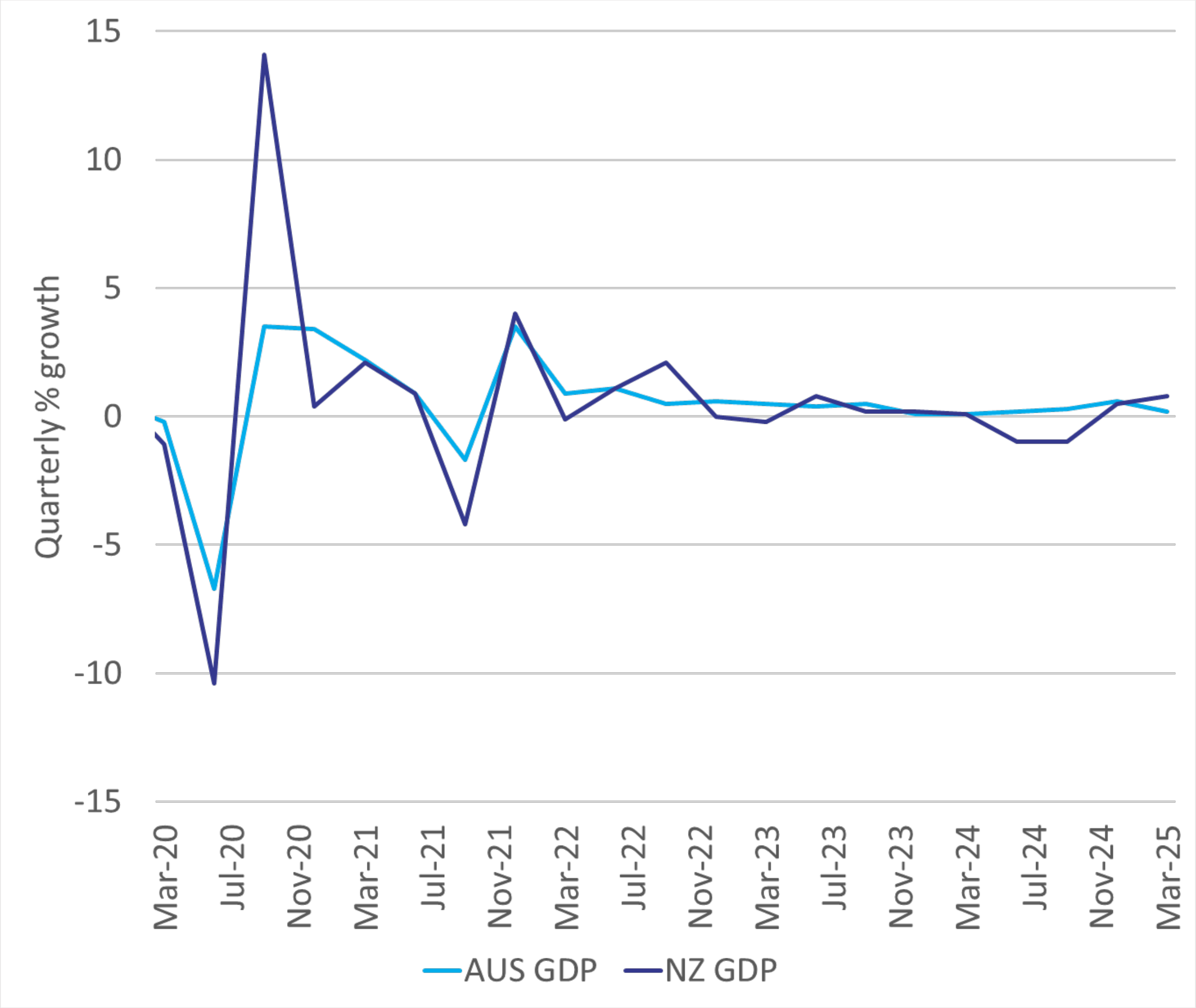
Tonnes of paper collected and recycled
56,800

Market Backdrop

- New Zealand GDP has reportedly lifted from its recent recessionary lows:
  - EP Volumes in NZ starting to recover in the second half, although the pace remains slow
  - Mixed performance by sector with primary industries an outperformer (FRW has less primary exposure)
  - Regional disparity with the North Island underperforming the South Island

- Australia GDP remaining subdued:
  - EP Volumes saw solid growth in FY25, expanding in second half, despite continued subdued conditions
  - Expectations for slowing GDP in near-future driven by trade tensions and slow rate cycle

- Labour Market in NZ now at 5.2% unemployment. Australia unemployment steady at 4.2%



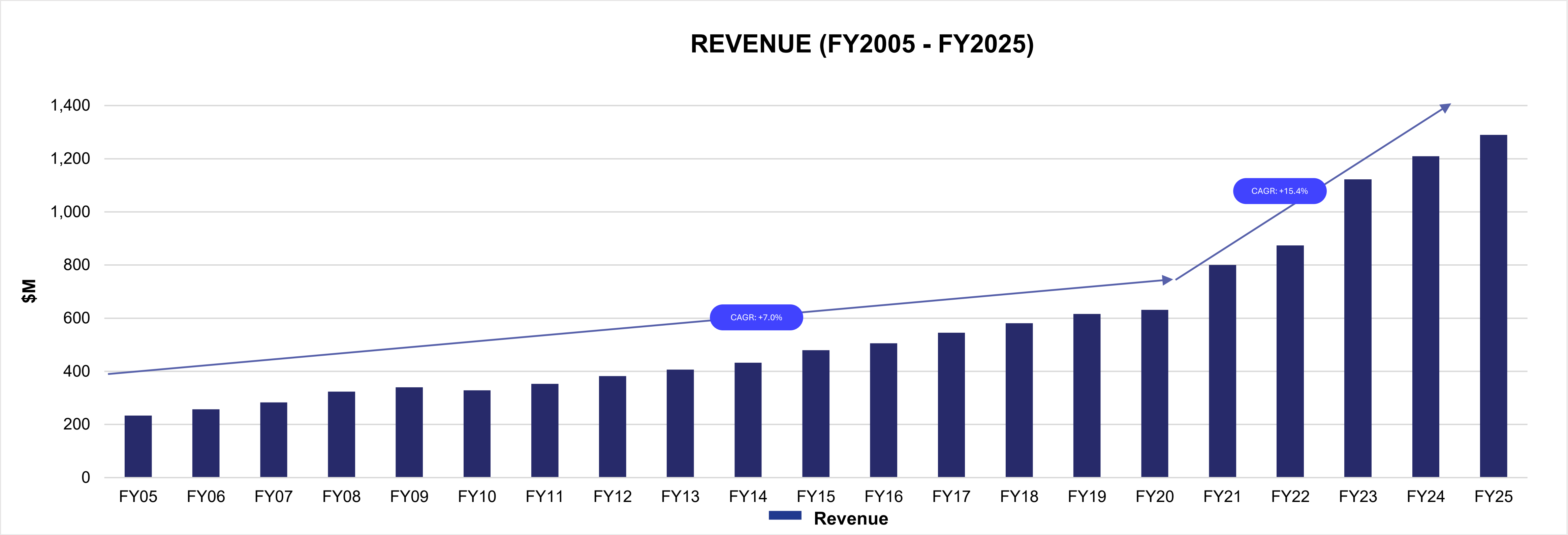
Financial Summary & Capital Management

Stephan Deschamps
Chief Financial Officer

FY25

Freightways Group Revenue increased more than 5x from FY05 to FY25

Our revenue has increased 8.9% per annum since listing



Positive bottom line trend in difficult environment

	Notes	FY25 $m	FY24 $m	Change %
Operating Revenue		1,289.6	1,209.2	6.6
EBITA (non-GAAP)	*1*	158.4	149.0	6.3
EBITA margin		12.3%	12.3%	
NPAT	*2*	80.1	70.9	12.9
NPAT margin		6.2%	5.9%	
Basic Earnings Per Share (cents)		44.7	39.8	12.3

FY25 Performance Overview:

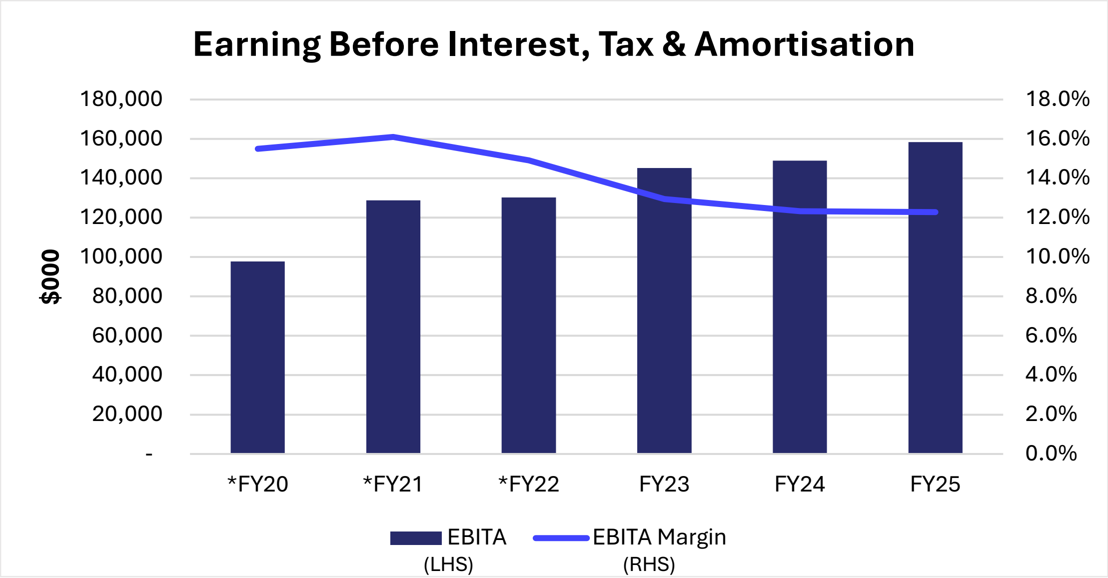
- Economic environment still difficult in NZ, Australia more buoyant
- NZ same-customers weakness mitigated by new business and price increases
- Cost base under less inflationary pressure than previous two years
- Net debt reducing, allowing for faster increase of NPAT

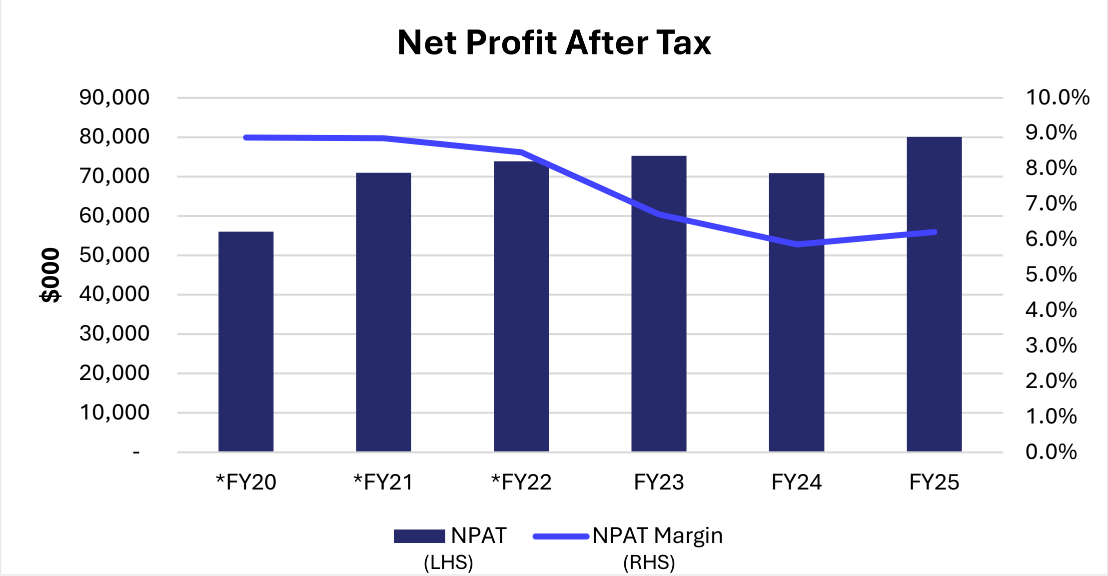
Notes:

- Results in this table after adjustments for NZ IFRS16 (Leases)
- Refer to appendices for reconciliation to results before NZ IFRS16

1. Operating profit before interest, tax and amortisation
2. Net profit after tax

FRW EBITA margin stable with improvement of EP businesses



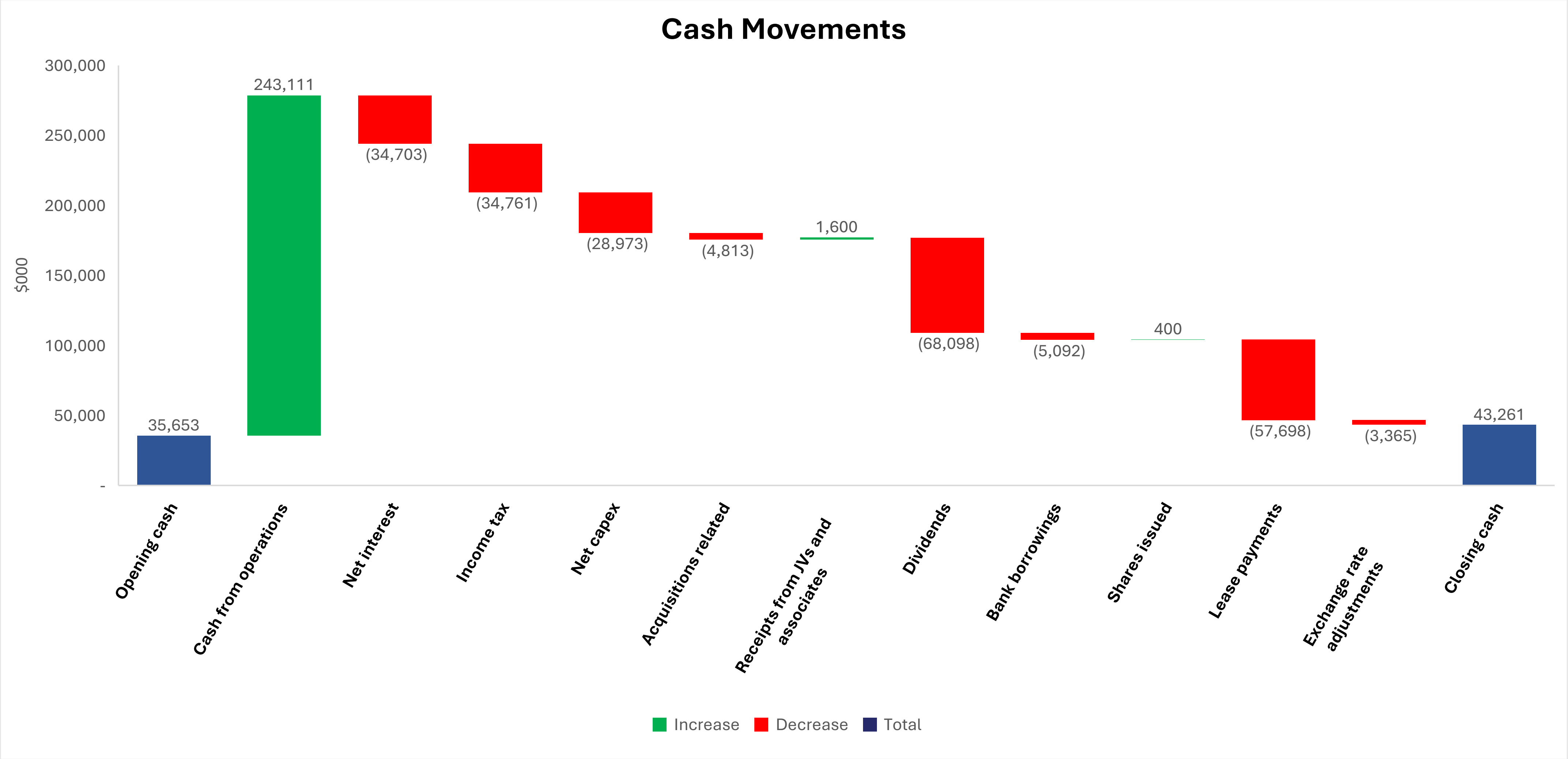


Margin performance:

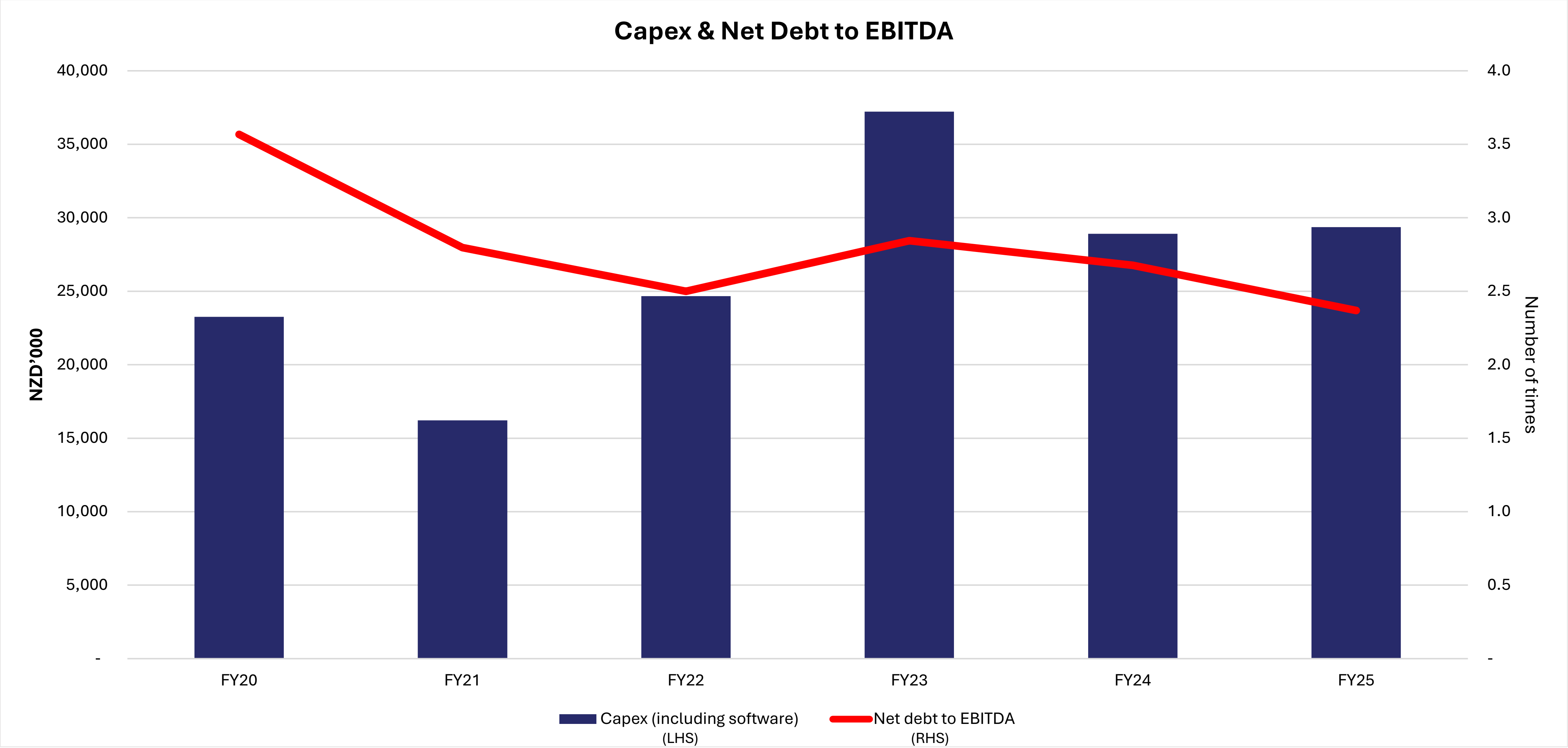
- Group margin stable following a period of heightened inflation, but different trends impacting
- Most EP businesses have seen margin improvements, supported by price increases above labour inflation
- Larger Australian business, with lower margins, impacting average
- BCD margin better but still below where we want it
- IM division impacted by TIMG NZ (Census in FY24) and Shred-X. Significant work is going into improving Shred-X

Note:
* For consistent comparison, EBITA and NPAT for FY20, FY21 and FY22 on this page exclude net non-recurring expenses of approximately $9m, $23m and $4m, respectively. The non-recurring expenses include items such as change in fair value of contingent considerations (earn-out accruals), impairment of intangible assets and inventory write-down.

Strong Cash Flows generation supported debt reduction

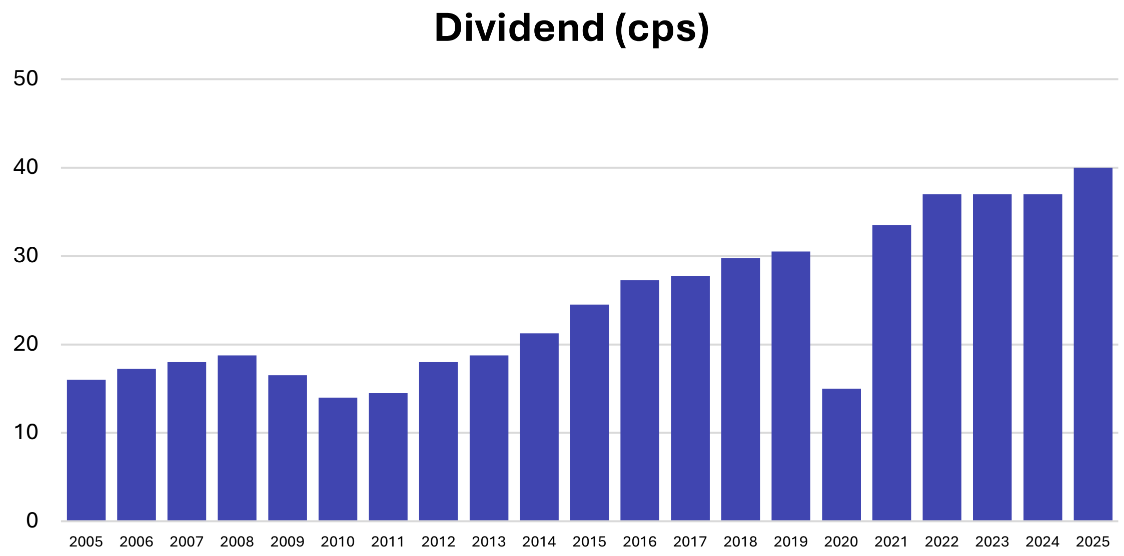


Leverage below the mid-point of our target range



FY25 Dividend on the Rise

FY25 Dividend	FY24 Dividend
40cps	37cps



* cps = Cents Per Share - Final dividend of 21cps, fully imputed in NZ, 46% franked in Australia

Divisional Performance

Express Package & Business Mail

Mark Troughear
Chief Executive Officer

FY25 Express Package & Business Mail Result

	Notes	FY25 $m	FY24 $m	Change %
Operating Revenue		1,061.0	999.1	6.2
EBITA (non-GAAP)	1	143.3	128.4	11.6
EBITA margin		13.5%	12.9%	
NPAT	2	86.7	76.6	13.2

Notes:
- Results in this table are after adjustments for NZ IFRS16 (Leases)
- Refer to appendices for reconciliation to results before NZ IFRS16

1. Operating profit before interest, tax and amortisation
2. Net profit after tax

FY25 Performance Overview:

> New customer wins helped to achieve revenue growth in all businesses

> Same customer volume was flat in a tough NZ environment

> Pleasing uplift in margin despite soft same-customer trading

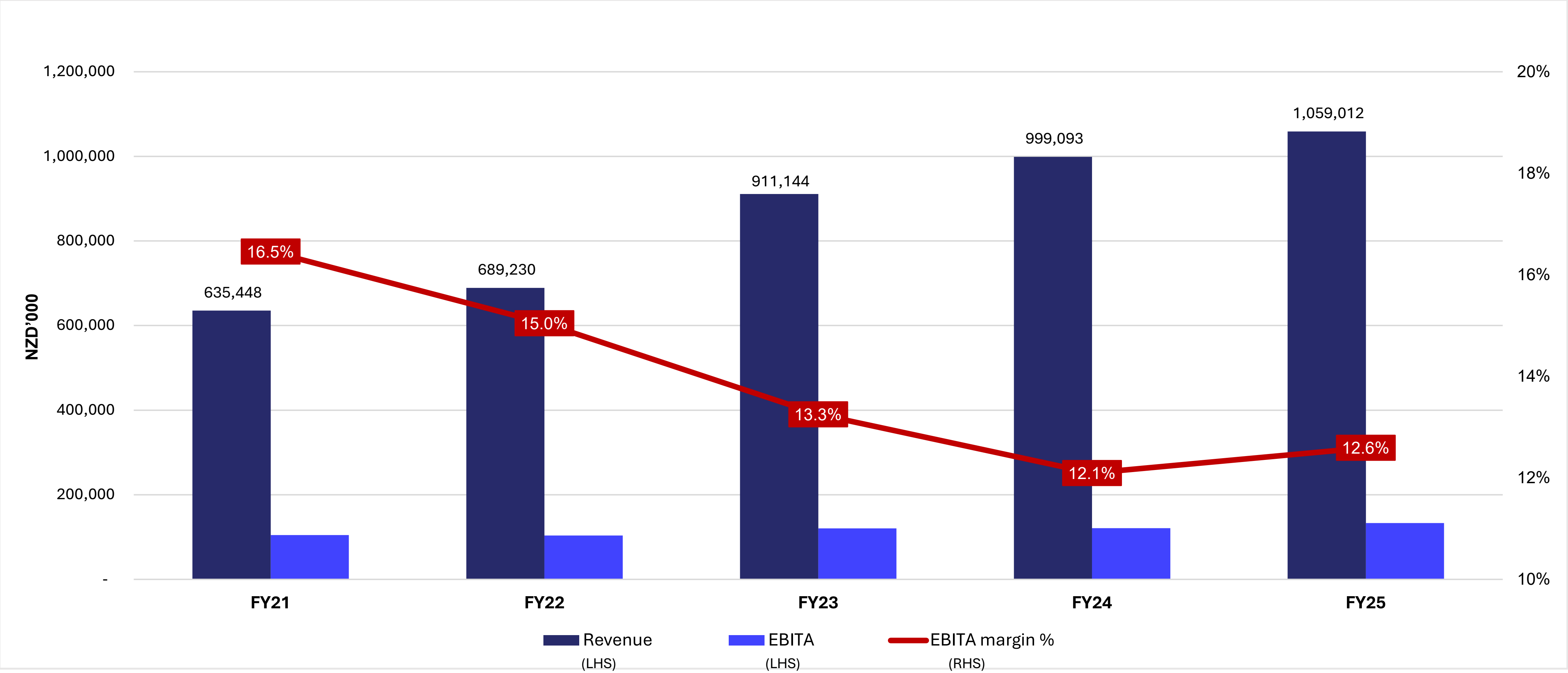
> Allied achieved strong market share growth and leverage through the cost base to improve margins

> Big Chill earnings improved, noting:

- Transport volumes were soft,
- Demand for 3PL services has been strong

> DX Mail produced a strong result with record volumes in FY25, expanding their network off the back of market share gains

Express Package & Business Mail Reversing the Margin Trend



Note: ***All numbers are on a pre-IFRS16 basis***.

FY25 NZ Express Package Volume (excl BCD)

New Zealand:

- Item growth of 2.5% from market share helped offset previous Temu volumes.
- Strong growth from global eCommerce.
- Oversize courier freight achieved its $10m revenue target.
- Well executed GRI netting 3.6% and incremental PFE for outer area local deliveries.

H1 Volumes

▼ 1.5%

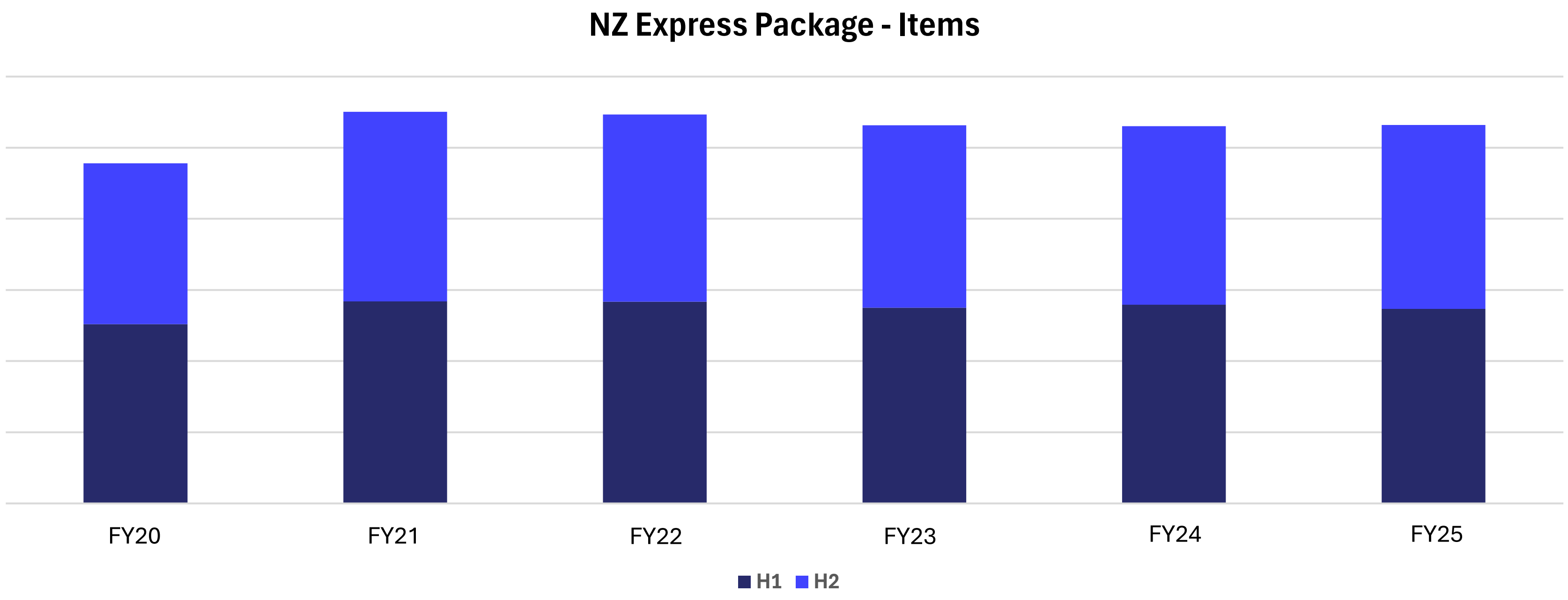
H2 Volumes

▲ 1.9%

FY25 Volumes

▲ 0.4%

Temu contributed to 1.6% of FY24 volume (all in H1)

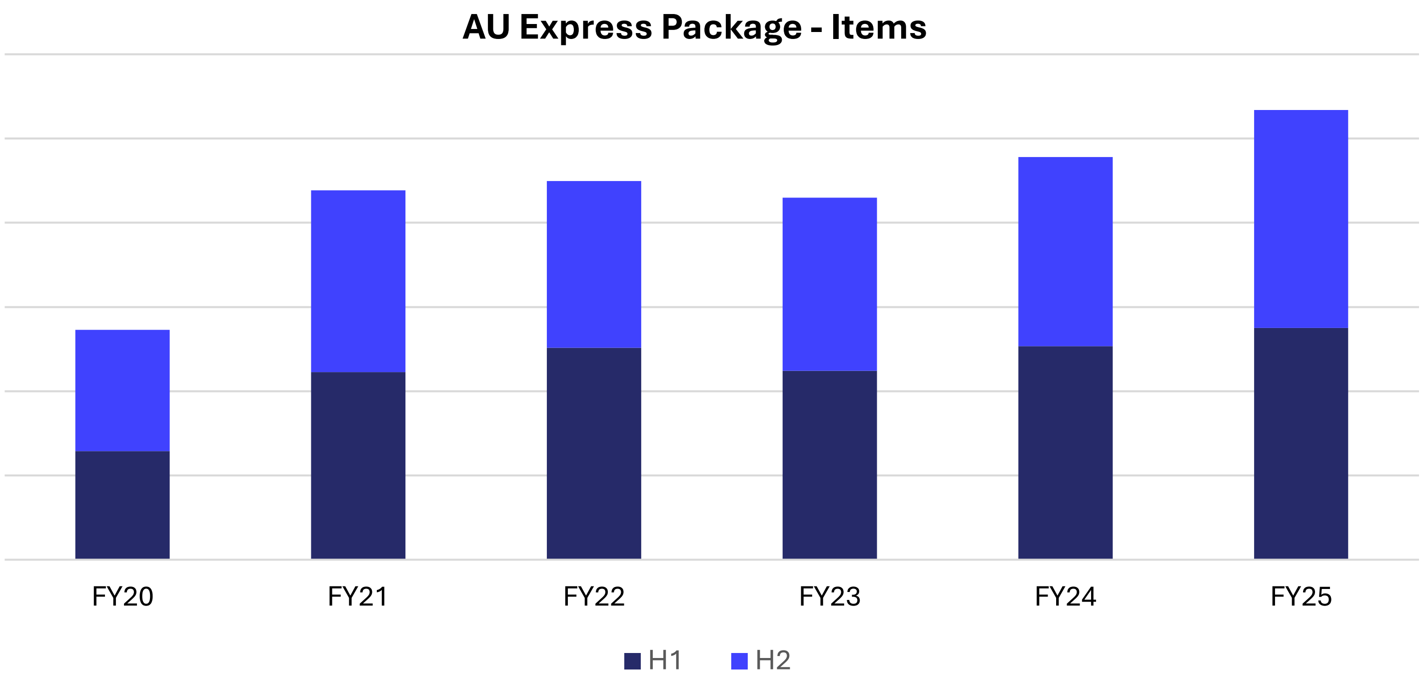


FY25 AU Express Package Volume

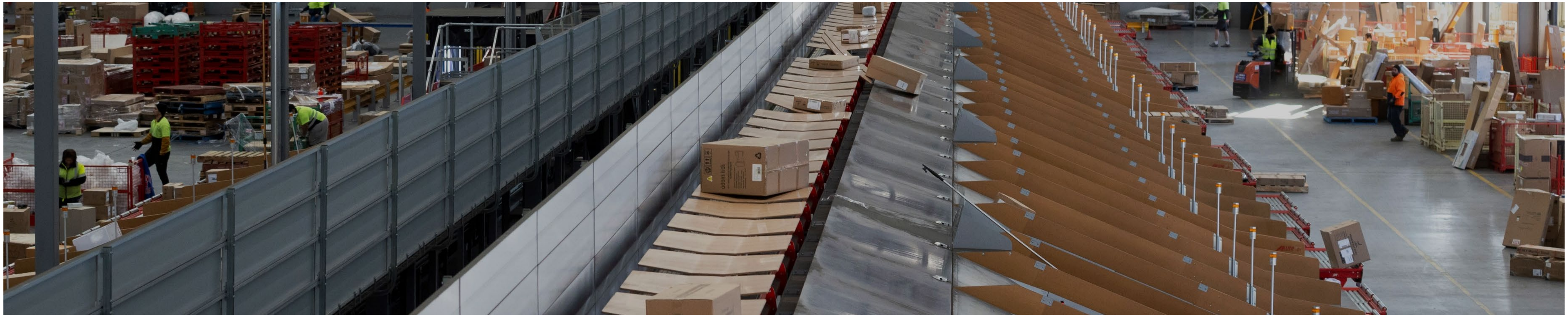
Australia:

- Allied has performed well over FY25. With a new management team, the business has further improved service quality, re-signed key customers and secured meaningful new business wins
- Improvement in operating margins achieved through volume, pricing and a focus on operating efficiency

H1 Volumes	H2 Volumes	FY25 Volumes
▲ 8.5%	▲ 15.2%	▲ 11.6%



Allied Express Automation | Case Study



Overview:

- Over the last two financial years Allied Express has added new automated sortation systems to meet demand at their largest depots in NSW and VIC

Initial Set Up Costs:

- NSW A$11m, operational in October 2023
- VIC A$10m, operational in July 2024

Benefits:

- Allows Allied to accept all customer volumes available (automation volumes were previously capped at peak)
- Improved sort accuracy – misdirects reduced by 25% since implementation
- Better revenue capture - $2m extra margin generated in FY25 by having accurate item sizes
- As volumes increase, labour cost/per item decreases

Big Chill 3PL Strategy | Case Study

Overview:

In October 2023 Big Chill opened their new 3PL superhub at Ruakura. The 21,200m2 facility holds up to 16,500 pallets of chilled and frozen food, ready for distribution to retail and the QSR market via their fleet of 180 temperature controlled trucks and trailers

High level Financial Performance:

Site achieved break even in first year of operation, 9 months earlier than originally planned. Payback for overall investment expected in 3 years

Benefits:

- Ruakura doubled Big Chill's nationwide cold-storage capacity
- Provided more efficient storage and delivery solutions to customers both via inland port and direct into "golden triangle" delivery points
- Generated incremental transport revenues
- New site has relieved pressure of existing operational sites at Putaruru and Auckland
- Strong demand for further 3PL expansion from customers, currently assessing best locations for future expansion
- Additional storage capacity helps mitigate risks in the event of network disruptions

Airfleet Strategy Update

- Airwork, our JV partner in Parcelair, was placed into receivership in July 2025. The receivers are currently operating the business as a going concern
- Freightways has developed a number of contingency plans that can be activated at short notice if required to ensure continuity of the air network
- Our preference remains transitioning to a 3 x 737-800 network as lease commitments expire
- 737-800s have higher carrying capacity and are more fuel efficient

3 Horizons of Growth | Temperature Controlled

Overview:

- Refrigerated national transport
- Temperature controlled 3PL
- Same day refrigerated delivery

Temperature Controlled Brands:

Horizon 1. Extend And Defend | National Delivery

- Pursue market share opportunities leveraging new infrastructure, technology and improved service performance
- Implementation of Big Chill *Connect* (new Transport Management System) has delivered improved visibility across the network. Phase 2 to support efficiencies is near completion

Horizon 2. Grow Scale | 3PL

- Demand for Ruakura 3PL services has exceed expectations (profitable from Q1 FY25), aim to scale to 90%+ utilisation by the end of Q1 FY26.
- Modelling future 3PL facilities to determine whether either (or both) provide required ROIC. Strong customer demand in both locations

Horizon 3. Establish new lines of business |
Same Day (ProducePronto)

- Continue to win new customers and leverage existing capability within the Big Chill network where appropriate
- Ensure that step change costs associated with strong growth are managed and new business secured supports any additional infrastructure costs
- Expand offering into the quick service restaurant and convenience retail sectors

3 Horizons of Growth | Express Package & Business Mail

Overview:

- B2B - overnight national network delivery - courier and mail
- B2C - overnight and economy delivery - courier and mail
- Oversize parcels

Express Package Brands:

New Zealand Couriers, Allied Express, Post Haste, Castle Parcels, Now Couriers, Sub60, DX Mail, Dataprint, KiwiExpress Couriers

Horizon 1. Extend And Defend | B2B

- Focus on profitable market share gains
- Continue to ensure service is a differentiator for customers in NZ
- Project Evolve expenditure to be $5m in FY26
- South Island hub expansion targeted for mid-2027

Horizon 2. Grow Scale | B2C

- Maintain high levels of service to be able to command a premium for B2C deliveries
- Continue Pricing for Effort Strategies

Horizon 3. Establish New Lines of Business | Oversize (25kg+)

- Scale Oversize revenue in NZ and AU
- Continue to extend the reach of our EP services in NZ and AU
- Assess bolt-on M&A opportunities in AU

Divisional Performance

Information Management & Waste Renewal

Mark Troughear
Chief Executive Officer

Neil Wilson
General Manager, Freightways

FY25

FY25 Information Management & Waste Renewal Result

	Notes	**FY25 $m**	FY24 $m	Change %
Operating Revenue		233.6	214.4	9.0
EBITA (non-GAAP)	1	31.3	32.3	(3.1)
EBITA margin		13.4%	15.1%	
NPAT	2	17.3	17.7	(2.3)

Notes:

- Results in this table are after adjustments for NZ IFRS16 (Leases)
- Refer to appendices for reconciliation to results before NZ IFRS16

1. Operating profit before interest, tax and amortisation
2. Net profit after tax

FY25 Performance Overview:

> Solid performance by TIMG but earnings impacted by Waste Renewal performance

> Revenue growth driven primarily from digitisation and waste renewal

- Digitisation grew 16%
- Medical waste grew 16%

> Storage was resilient with 3% revenue growth in the year

> Margins were impacted by the performance of the Waste Renewal business with a number of one off costs ($2.2m) exacerbating a year where revenue grew strongly but at margins that were too low in some product lines

3 Horizons of Growth | Information Management

Overview:

- Document Destruction
- Digitalisation
- E-Commerce 3PL

Information Management Brands:

Horizon 1. Extend And Defend | Storage

- Archive revenues and margins assisted through FY25 through pricing and new business. New customer growth expected to be stronger in AU assisted by health and government verticals
- Focus on filling AU spare warehouse capacity particularly in NSW
- Paper destruction volumes increased in NZ with more workers back in office

Horizon 2. Grow Scale | Digitisation

- Digital revenues in AU grew by 32% during the year. Digital revenues are now TIMG AU's largest activity providing 30% of total revenue
- Pipeline of digital growth opportunities across government and health sectors in AU continue to deliver strong growth
- Successful projects completed to date are helping TIMG's digital credentials. Implementing larger sales teams to further capitalise on this opportunity

Horizon 3. Establish new lines of business | eCommerce 3PL

- Utilise spare records storage capacity to grow our SME targeted eCommerce fulfilment offer
- Still small, but scaling, with revenues from Stocka and secure 3PL passing $5m in FY25

3 Horizons of Growth | Waste Renewal

Overview:

- Document Destruction
- Medical Waste
- High-Value Waste Recycling

Waste Renewal Brands:

* 38.5% owned by Freightways

Horizon 1. Extend And Defend | Secure Destruction

- Implementing new pricing strategies to restore margin in locations where the density of collections have changed
- Restructure of the network to improve service and efficiency – we expect to make a meaningful improvement to earnings in FY26

Horizon 2. Grow Scale | Medical Waste

- Build scale through the new VIC facility – currently at circa 25% utilisation
- Improve sales coverage to drive double digit revenue growth in FY26

Horizon 3. Establish new lines of business | High Value Waste

- Reassess pricing and margins for each line of business with a view to performing only profitable collections
- Consolidate processing to specialist sites to avoid duplication of resource across the network

Disciplined Approach to M&A | AU Opportunity

Acquisition Strategy and Investment Criteria

> Well defined target characteristics: either complementary, or synergistic with existing operations

> Acquisitions aligned with strategy and operating culture

> Disciplined approach to acting on opportunities

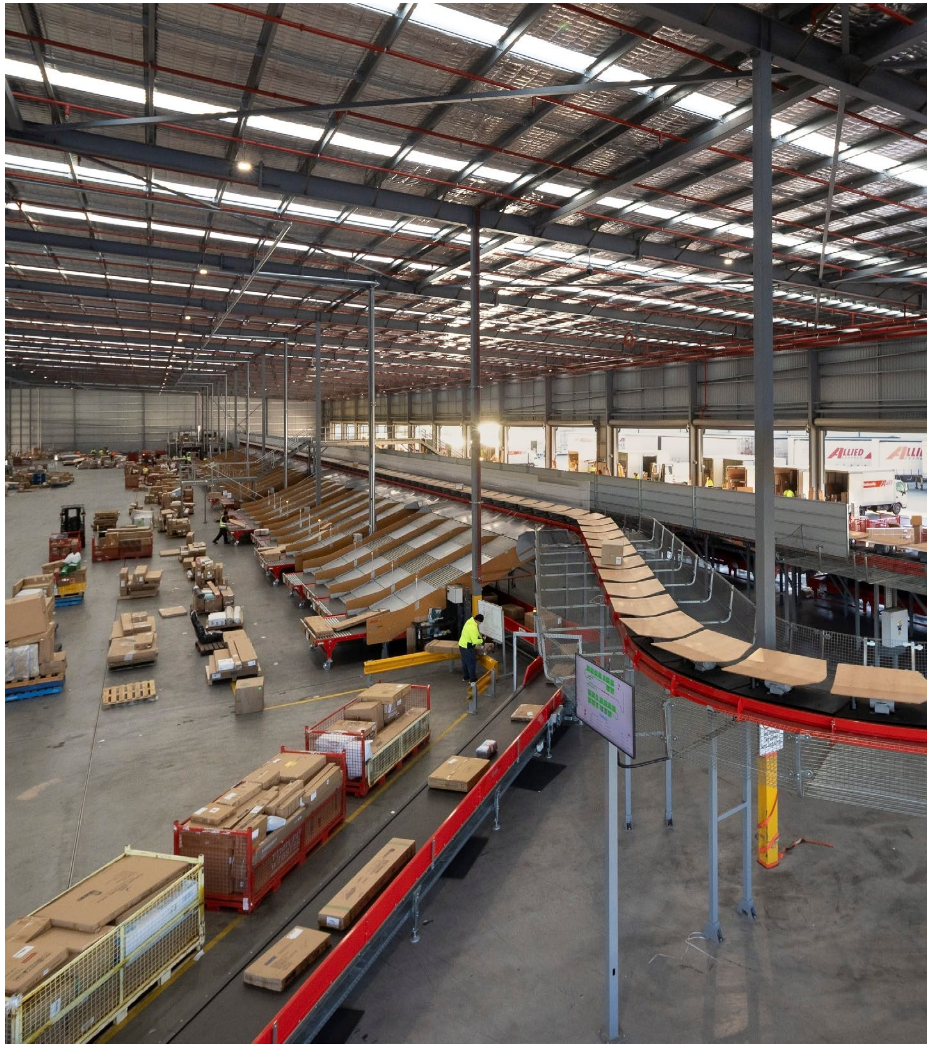
Progress to date

> Assessed a large number express package targets in FY25

> Pipeline has a meaningful number of active and future potential opportunities mostly in the AU EP segment

> Size ranges: Revenue of $50m to $500m / B2B and B2C focussed

> Nature of the market means operators typically service a niche (geo, size, service standard, industry vertical)



Outlook

Mark Troughear
Chief Executive Officer

FY25

FY26 Outlook

- Whilst NZ's long waited recovery has been delayed for longer than anticipated, we have seen a modest improvement in volume over the last 6 months and would expect this to build some momentum in FY26
- Any positive economic momentum, along with our efficiency and pricing initiatives, would assist to expand margins slightly in the year ahead
- Our focus is on demonstrating and improving our service quality to retain, and attract, new customers for each of our niche-facing brands
- There are a range of organic and inorganic opportunities that we will continue to pursue in FY26

Volumes expected to benefit as the economy begins to grow.

Focus on restoring margins continues in FY26.

Disciplined M&A approach, with opportunities being explored.

Freightways

FY25

Questions?

Presenters:

Mark Troughear
Chief Executive Officer

Stephan Deschamps
Chief Financial Officer

Aaron Stubbing
General Manager, EP

Neil Wilson
General Manager, FRW

Appendix – Reconciliation of Post-IFRS16 to Pre-IFRS16

FREIGHTWAYS GROUP		FY25 ($m)			FY24 ($m)		
	Notes	Post NZ IFRS16	NZ IFRS16 adjustment	Pre NZ IFRS16 (non-GAAP)	Post NZ IFRS16	NZ IFRS16 adjustment	Pre NZ IFRS16 (non-GAAP)
Operating Revenue		1,289.6	-	1,289.6	1,209.2	-	1,209.2
EBITDA (non-GAAP)	1	248.6	(74.2)	174.4	229.1	(65.9)	163.2
EBITA (non-GAAP)	2	158.4	(12.9)	145.5	149.0	(12.1)	136.9
NPATA (non-GAAP)	3	92.4	3.4	95.8	83.6	3.8	87.4
NPAT	4	80.1	3.4	83.5	70.9	3.8	74.7

NOTES

1. Operating profit before interest, tax, depreciation and amortisation.
2. Operating profit before interest, tax and amortisation.
3. Net profit after tax before amortisation.
4. Net profit after tax.

Appendix – Reconciliation of Post-IFRS16 to Pre-IFRS16

EXPRESS PACKAGE & BUSINESS MAIL	Notes	FY25 ($m)	FY24 ($m)	Change (%)
Operating Revenue		1,061.0	999.1	6.2
EBITDA (after NZ IFRS16)	1	204.7	181.9	12.5
Less: NZ IFRS16 adjustment		(51.4)	(44.4)	15.8
EBITDA (before NZ IFRS16)	1	153.3	137.5	11.5
EBITA (after NZ IFRS16)	2	143.3	128.4	11.6
Less: NZ IFRS16 adjustment		(8.5)	(7.6)	11.8
EBITA (before NZ IFRS16)	2	134.8	120.8	11.6

NOTES

1. Operating profit before interest, tax, depreciation and amortisation (non-GAAP).
2. Operating profit before interest, tax and amortisation (non-GAAP).

Appendix – Reconciliation of Post-IFRS16 to Pre-IFRS16

INFORMATION MANAGEMENT & WASTE RENEWAL	Notes	FY25 ($m)	FY24 ($m)	Change (%)
Operating Revenue		233.6	214.4	9.0
EBITDA (after NZ IFRS16)	1	58.5	57.5	1.7
Less: NZ IFRS16 adjustment		(22.5)	(21.3)	5.6
EBITDA (before NZ IFRS16)	1	36.0	36.2	(0.6)
EBITA (after NZ IFRS16)	2	31.3	32.3	(3.1)
Less: NZ IFRS16 adjustment		(4.4)	(4.4)	-
EBITA (before NZ IFRS16)	2	26.9	27.9	(3.6)

NOTES

1. Operating profit before interest, tax, depreciation and amortisation (non-GAAP).
2. Operating profit before interest, tax and amortisation (non-GAAP).