

Audit & Risk Committee Charter

Reviewed: November 2025

Audit & Risk Committee Charter

The Board of Directors of Freightways Group Limited (the **Board**) has resolved to establish a Committee to be known as the Audit & Risk Committee (the **Committee**). The Committee is a delegated sub-committee of the Board. Its objectives, membership, term of office, and duties and responsibilities, are as follows:

Objectives

The primary objectives of the Committee are as follows:

- To set the principles and standards with respect to internal controls, accounting policies and the nature, scope, objectives and functions of external and internal audit. This objective enables the Committee to satisfy itself on behalf of the Board that management is discharging its responsibilities in accordance with established processes and wherever practical, best practice methodologies.
- To ensure the efficient and effective management of all business risk, and the efficient and effective compliance with relevant legal and Freightways Group Limited's (**FRW**) policy requirements.

Structure and Composition

The Board will annually confirm the membership of the Committee, which is to be comprised of solely of non-executive Directors, with a minimum of three members. The non-executive Chairman of the Board may be appointed as a member of the Committee or attend ex officio. The majority of Committee Members must be independent. All members must be financially literate. The Committee must have one member who is a financial expert and who has knowledge of the application of accounting rules and standards. However, where the current financial expert ceases to be a member of the Committee, it is acknowledged that the Committee may not have a financial expert for a short period while a replacement is found.

One of the members will be appointed Chair of the Committee by the Board, but must not be the Chair of the Board, either as an appointed member or ex officio. The Chair of the Committee must be an independent director.

The Committee has the authority to direct individuals to participate in the Committee from time to time, including but not limited to FRW's Chief Executive Officer (CEO) and Chief Financial Officer (CFO), the External Auditors and the Internal Auditors (if applicable).

Meetings

The Committee will meet as it deems necessary to properly fulfil its obligations and discharge its duties. In addition, the Chair is required to call a meeting of the Committee if requested to do so by any Committee member, the FRW CEO or CFO, the External Auditors or the Internal Auditors (if applicable).

A quorum shall consist of no less than half the Committee members, one of whom shall be the Chair or a nominee of the Chair. Minutes will be taken and presented to the next Board meeting. Any Director of the Board shall be entitled to attend a meeting of the Committee.

Access

The Committee shall have the authority to seek any information it requires from any officer or employee of the Company, or any subsidiary company and such officers or employees are instructed by the Board to respond to such enquiries.

The Committee is authorised to take such professional advice as it considers necessary to execute its duties and responsibilities.

Duties and Responsibilities

The duties and responsibilities of the Committee are as follows:

External Audit

- Recommend to the Board the appointment of the External Auditor and ensure through liaison with the External Auditor, that the Company and its subsidiaries are discharging their responsibilities to meet relevant legislation and regulatory requirements governing corporate entities, including generally accepted accounting practice and applicable financial reporting standards. In performing these duties and responsibilities:
 - I. the Committee will meet the external auditors without Management present as a standing agenda item at each half yearly and annual financial results meeting, and at other meetings if requested by either party;
 - II. the Committee will meet to consider recommending that the Board adopt the half yearly and annual financial statements and management commentary: currently, these meetings are held in February and August each year;
 - III. the external auditors are encouraged to meet as appropriate with the Committee Chair (independent of Management);
 - IV. the Committee Chair will meet with Management and the external auditors (either together or separately as the Chair deems appropriate) before each half yearly and annual financial results Committee meeting and at other times as required.
- Ensure the lead partner of the External Auditor is changed every 5 years.
- Approve the scope and emphasis of the annual audit plan, timetable and audit fee.
- Review draft financial statements with management and the External Auditors and recommend final acceptance of the full financial statements for each financial year and half year to the Board.
- Provide advice on and review the Group's Annual Report prior to consideration by the Board.
- Receive, consider and ensure appropriate action is taken on the External Auditors' report to management on the status of internal control and management systems.
- Review accounting policies and practices, in particular new accounting policies or amendments to existing accounting policies, to ensure appropriateness and compliance with generally accepted accounting practice and applicable financial reporting standards.

Internal Audit

- Recommend the appointment of the Internal Auditors to the Board, where the internal function is outsourced.
- Review the nature, scope, objectives and function of internal audit, including review of and agreement to the annual internal audit plan, and regular review of achievement against the agreed plan. The annual internal audit plan should be developed having regard to the organisation's identified risks and risk treatment plans.

- Review issues identified by internal audit and the resolution of such by management.
- Ensure the continued independence of the internal audit function and that it complements and is consistent with the external audit programme, including assurance of compliance with corporate policies and procedures.

Risk Management

- Review and recommend to the Board adoption of the Risk Management Policy and management's recommended risk review process.
- Review management's prioritisation of risks as identified in the risk review process and recommend key risks to the Board for which risk management plans will be developed and implemented.
- Ensure management undertakes regular legal and statutory compliance reviews, including assessment of all elements of the FRW Group.
- Retains oversight of the framework for managing enterprise risk, including reviewing risk identification, risk appetite, and assurance over the effectiveness of risk management frameworks. Health & Safety risks will be considered as part of the enterprise risk framework, while detailed operational oversight of these risks is undertaken by the People & Safety Committee.

Risk Monitoring and Reporting

- Ensure the development of regular reporting mechanisms to the Board to give assurance on compliance with the Risk Management Policy.
- Where an internal audit function exists, review risk or compliance issues identified by internal audit and the resolution of such issues by management.
- Review the Risk Management Policy as appropriate and at least once every 3 years.
- Review and approve management's annual risk identification process to ensure risks are managed.
- Seek assurance that training is implemented in a systematic and prioritised manner.

Protected Disclosures (Whistleblower) Arrangements

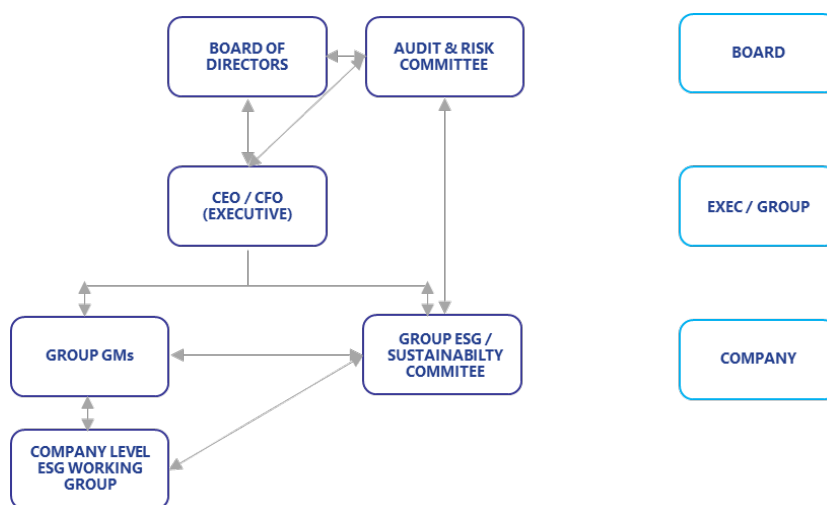
- Ensure the Company has in place arrangements to facilitate the disclosure and investigation of serious wrongdoing in or by the FRW Group and protect those who make disclosures of information about serious wrongdoing in accordance with the related legislation.
- Ensure the Company co-operates with any investigations of serious wrongdoing undertaken by an Appropriate Authority, Minister of the Crown or an Ombudsman.

Climate-Related Risk and Opportunity Management, Monitoring and Reporting

The Committee's responsibilities in relation to climate-related risks and opportunity management, monitoring and reporting are currently described below in greater detail than is customary. This specificity is intended to ensure clarity of roles and accountability during the initial implementation and integration period. As the Company's climate reporting matures and becomes embedded in the Company's standard risk and reporting frameworks, the scope and detail of these responsibilities will be reviewed and adjusted appropriately.

- Review and recommend to the Board, the endorsement of the appointment or termination of the climate-related assurance practitioner.
- Review and approve the engagement letters and fees for the climate-related assurance practitioner.
- Oversee the internal controls and processes for the preparation, verification and approval of climate-related disclosures in line with applicable New Zealand and Australian standards and ensure climate-related disclosure records are complete and accurate. This may include but is not limited to:
 - Reviewing position papers relating to materiality for the purposes of climate-related disclosures;

- Reviewing policies and practices relating to the preparation of greenhouse gas emissions inventories;
 - Reviewing methodologies relating to financial quantification of climate-related impacts;
 - Overseeing data collection processes, content verification and due diligence processes;
 - Overseeing record keeping processes and controls; and
 - Reviewing significant climate-related assurance findings and ensure that they are reported to the Board as appropriate.
- Review and recommend for Board approval for each financial year climate-related disclosures in line with applicable New Zealand and Australian standards and requirements. This includes but is not limited to:
 - Review of the greenhouse gas emissions inventory;
 - Review of scenario analysis conducted, and climate-related risks and opportunities identified;
 - Review of the quantification of climate-related impacts;
 - Review of the transition plan;
 - Review of metrics and targets for managing climate-related risks and opportunities.
 - Recommend to the Board the inclusion of climate-related risks and opportunities in the Company's long-term strategy via its transition plan, and the metrics and targets for managing those risks and opportunities and the Company's reporting on the same.
 - Ensure management assigns responsibilities relating to climate-related risks and opportunities to appropriate roles and personnel within the Company and with sufficient resources to allow the Committee to meet its obligations above, including in alignment with the following general approach:



Other Committee Duties

- Review other financial issues as delegated by the Board.
- Identify and direct any special projects or investigations deemed necessary.
- Undertake other duties as delegated by the Board from time to time.
- Review Delegation of Authority Policy as appropriate and at least once every 3 years.

Review of Charter

The Committee is responsible for reviewing and approving this Charter every 3 years, or more frequently as circumstances require.