Diversity, Equity and Inclusion Policy

The Board of Directors of MOVe Logistics Group (the Board) has in June 2026 adopted the following Diversity, Equity and Inclusion Policy

1. Policy Statement

At MOVe Logistics Group Limited (MOVe) we are committed to creating a diverse and inclusive working environment at all levels, including senior management and the Board.
We believe that a diverse workforce builds a competitive advantage, enhances business thinking, and helps us to connect innovatively with consumers and markets around the world. We believe that an ability to attract and retain a diverse and inclusive workforce broadens the recruitment pool of high calibre candidates, enables innovation, improves business performance, and underpins our reputation as a socially responsible employer.

This commitment to diversity, inclusiveness, fair employment and a balanced blend of work and personal life is reflected in our policies and principles.

2. Application

This policy applies to all employees, Directors and contractors of MOVe and its subsidiaries.

3. Principles

Diversity at MOVe refers to characteristics of individuals and includes factors such as gender, marital status, neurodiversity, religious belief, colour, race, ethic or national origin, disability, age, political opinion, employment status, family status or sexual orientation. It encompasses the ways our people differ in terms of their education, life experience, job function, work experience, personality, location and career responsibilities. The key aspects that we are seeking are diversity of thinking and skills as these attributes are most likely to assist MOVe in delivering better outcomes for our stakeholders.

Diversity at MOVe is about the commitment to equal employment opportunities and treating all individuals fairly and with respect.

MOVe has a diverse workforce, and we recognise that everyone has individual differences which can be leveraged to create stronger teams, and which will ultimately drive stronger business performance.

The value in different viewpoints and perspectives offered is considered to lead to more informed decision making, greater innovation and better outcomes for our stakeholders. Diversity within MOVe enables us to better understand the needs of our customers and stakeholders and to better respond effectively to them.

We believe that recognising and embracing diversity makes our company stronger, leads to increased morale and is an essential element in the long-term success of MOVe.

At Board level, Directors are appointed who broaden the Board's expertise and provide skills and knowledge that complement the other Directors. Industry experience, commercial experience and diversity of thinking are considered when assessing the appointment of new Directors to the Board.

4. Achieving Our Commitments

This policy provides guidance on implementing MOVe Groups' diversity philosophy within the organisation and specifically offer guidance on the following areas:

(a) Recruitment;
(b) Working Environment;
(c) People Development;
(d) Recognition and Reward; and
(e) Board Appointments.

Recruitment: All people involved in People and Culture, recruitment and development processes at MOVe must uphold the principles in this policy and take into consideration the value of diversity within a team and the work environment when considering potential employees for roles. Potential employees are selected based on their merits and the value they can bring to MOVe. People involved in selecting and recruiting potential employees are encouraged to actively seek out people with diverse skills, backgrounds and capabilities for roles within the organisation.

Working Environment: Employees are treated equally and with respect at MOVe and diversity is embraced and recognised as adding value to our company. MOVe's leadership and People and Culture personnel are encouraged to design, deliver, and measure the effectiveness of programmes that promote workforce diversity, and to cultivate a culture of inclusion in which the strengths of every individual is recognised and valued.

People Development: We invest into our employees to challenge them and help grow their talents. Internal succession planning is undertaken for critical roles to provide MOVe employees with career development opportunities. Opportunities are offered based on merit, unhindered by individual differences.

Recognition and Reward: MOVe's remuneration practices are based on merit with employees being rewarded based on their achievement and performance. We recognise the contributions and talent of individuals and teams in our organisation and encourage participation.

Board Appointments: The Board regularly reviews the mix of skills, experience, capabilities and diversity on the Board to ensure effective governance and oversight of MOVe's business. When recruiting and appointing new Directors, the Board will seek a diverse pool of candidates. As a minimum, and where practicable, MOVe will ensure that no less than 30% of the candidate pool is female and no less than 30% of the candidate pool is male.

Measurable objectives and reporting: MOVe maintains this written diversity, equity and inclusion policy and makes it publicly available on its website. The Board may set measurable objectives each year to support this policy. The Board (or a Board committee delegated by the Board) may assess annually both the measurable objectives and MOVe's progress towards achieving them and will ensure that appropriate disclosures are made in MOVe's annual report. Disclosure will meet, at a minimum, the requirements of the NZX Corporate Governance Code and the NZX Listing Rules.

5. Responsibility

All MOVe's Directors, executives and employees (and contractors or any other person who represents MOVe) are responsible for carrying out their day-to-day duties in accordance with the intent of this policy.

Management, including MOVe's executive team and individual business managers, are responsible for ensuring compliance with and understanding of this policy across the organisation and within their businesses.

The General Manager People and Culture is responsible for managing an annual review of compliance with this diversity policy across the organisation, including the implementation of diversity initiatives and practices and their effectiveness, and may report to the Board on that effectiveness of this policy on an annual basis. This includes supporting the Board (or any delegated Board committee) to develop proposed measurable diversity objectives and providing progress reporting against those objectives.

The Board is responsible for overseeing this policy and may set annual measurable objectives each year and then assess MOVe's progress towards achieving them. The Board will ensure appropriate diversity disclosures are made in MOVe's annual report in accordance with the NZX Listing Rules and the NZX Corporate Governance Code. The Board may delegate aspects of the implementation of this policy (including the development of proposed objectives and monitoring of progress) to a Board committee (for example, the Remuneration Committee), or to MOVe's management as it considers appropriate.

6. Acting In Accordance

Supporting policies: This policy should be read in conjunction with MOVe's Code of Ethics, Whistleblowing Policy, and other relevant People and Culture policies and processes relating to recruitment, remuneration and workplace behaviour.

Any people who are found to have unlawfully discriminated against others may be held personally liable for any damage which is caused by their behaviour.

Breach of this Policy may lead to disciplinary action, up to and including dismissal (or termination of existing contractual arrangements for contractors or other agents).

MOVe encourages a speak-up culture. Any known or suspected breaches of this Policy should be raised with a Manager, the People and Culture team or confidentially through the Whistleblowing procedure.

7. Document Control

Owner	General Manager People and Culture
Approver	MOVe Logistics Group Board
Version	#2
Date approved	June 2026
Next review due	June 2028
Amendment Reason	Scheduled Review