SECURITIES TRADING POLICY

Purpose

This policy details MOVE Logistics' policy on, and rules for trading in, Restricted Financial Products. The requirements imposed by the policy are separate from, and in addition to, the legal prohibitions on insider trading in New Zealand and Australia.

If you do not understand any part of this policy, or how it applies to you, you should raise the matter with MOVE Logistics' Chief Financial Officer before trading in Restricted Financial Products.

Scope

This policy applies to all directors, officers and employees of MOVE Logistics and its subsidiaries (collectively "**Personnel**") who intend to trade in "Restricted Financial Products". For the purposes of this policy, "**Restricted Financial Products**" means:

(a) ordinary shares in MOVE Logistics

(b) any other quoted financial products of MOVE Logistics or its subsidiaries; and

(c) any quoted derivatives (including futures contracts quoted on an authorised futures exchange) in respect of MOVE Logistics' financial products, from time to time.

In this policy, "**trade**" includes buying or selling Restricted Financial Products, or agreeing to do so, whether as principal, agent or trustee, but does not include subscription for, or the issue of, new Restricted Financial Products.

This policy provides additional more specific and stringent rules for certain "Restricted Persons" (defined below) in the Schedule.

Policy

1. **Fundamental rule – Insider trading is prohibited at all times**

If you possess any "material information" (as defined below), you must not:

(a) trade in Restricted Financial Products

(b) advise or encourage others to trade or hold any Restricted Financial Products

(c) advise or encourage a person to advise or encourage another person to trade or hold Restricted Financial Products; or

(d) directly or indirectly disclose or pass on the material information to anyone else – including colleagues, partners, family or friends, as well as companies, trusts or nominees and other persons over whom you have investment control or influence – knowing (or where you ought reasonably to have known) that the other person will use that information to trade, continue to hold, or advise or encourage someone else to trade, or hold, Restricted Financial Products.

This offence, called “insider trading”, can have significant consequences for you and others (refer to section 4 below).

The prohibitions apply regardless of how you learn of the information, and regardless of why you are trading. You should note that, even if you change jobs within MOVE Logistics or leave the organisation completely, the prohibitions will still apply to you as a matter of general law if you remain in possession of material information.

2. Confidential information

In addition to the above, you also have a duty of confidentiality to MOVE Logistics. You must not reveal any confidential information concerning MOVE Logistics to a third party (unless that third party has signed a confidentiality agreement with MOVE Logistics and you have been authorised to disclose confidential information), or to use confidential information in any way which may injure or cause loss to MOVE Logistics, or to use confidential information to gain an advantage for yourself. You should ensure that external advisers keep MOVE Logistics’ information confidential.

3. What is “material information”?

“Material information” is information that:

(e) is not generally available to the market

(f) if it were generally available to the market, a reasonable person would expect it to have a material effect on the price of Restricted Financial Products; and

(g) the person knows, or ought reasonably to know, that the information is not generally available and, if it were generally available, a reasonable person would expect it to have a material effect on the price of Restricted Financial Products.

Information is “generally available” to the market if:

(a) it has been made known in a manner that would, or would be likely to, bring it to the attention of persons who commonly invest in Restricted Financial Products and a reasonable period for it to be disseminated among those persons has passed; or it has been released as an NZX announcement and ASX announcement; or

(b) the information is readily obtainable by investors that commonly invest in Restricted Financial Products (whether by observation, use of expertise, purchase or other means).

It does not matter how you come to know the material information (including whether you learn it in the course of carrying out your responsibilities, or in passing in the corridor, or in a lift, or at a social function).

Information includes rumours, matters of supposition, intentions or likely intentions of a person (including MOVE Logistics) and information which is insufficiently definite to warrant disclosure to the public.

Any person who trades in Restricted Financial Products while they possess "material information" will be liable to both civil penalties and liabilities and criminal liabilities (including fines and imprisonment).

4. What are some examples of material information?

The following list is illustrative only. Material Information could include information which has not been released to the market concerning:

a) MOVE Logistics' financial performance

b) a possible change in MOVE Logistics' strategic direction

c) the introduction of an important new product or service

d) a possible acquisition or sale of any assets, business or company by MOVE Logistics

e) entry into or the likely entry into, or termination or likely termination, of material contracts or other business arrangements which are not publicly known

f) changes in MOVE Logistics' actual or anticipated financial condition or business performance

g) a possible change in MOVE Logistics' capital structure, including proposals to raise additional equity or borrowings

h) a change in the historical pattern of dividends

i) senior management changes

j) a possible change in the regulatory environment affecting MOVE Logistics

k) a material legal claim by or against MOVE Logistics; and

l) any other material unexpected liability.

5. Restrictions on trading in Restricted Financial Products

In addition to the above insider trading prohibition, there are further restrictions on trading in Restricted Financial Products to all Personnel, and in some circumstances applicable to the Restricted Persons (as defined below in the Schedule) only.

6. General Principles

All Personnel must comply with the following general principles regarding trading of Restricted Financial Products:

a) avoid and be seen to avoid, actual or potential conflict between your personal interest and your duty to MOVE Logistics

b) do not derive personal advantage from information which is not generally available and which has been obtained in the course of, your directorship, employment or engagement

c) in the case of Restricted Persons, seek prior approval to trade in Restricted Financial Products from the Chairperson (or the Chairperson of Risk Assurance and Audit Committee in the case of the Chairperson)

d) do not trade in Restricted Financial Products if in possession of "material information".

7. Exceptions

This policy does not apply to:

a) acquisitions or disposals of Restricted Financial Products by gift or inheritance; and

b) acquisitions through an issue of new Restricted Financial Products, such as an issue of new shares on the exercise of options, under a rights issue, or a dividend reinvestment plan.

8. No short-term trading

You should not engage in short term trading of any Restricted Financial Products. In general, the purchase of securities with a view to resale within a 12-month period and the sale of securities with a view to repurchase within a 12-month period is considered to be "short term". However, the sale of shares immediately after they have been acquired through the conversion of a security (e.g., exercise of an option) will not be regarded as short-term trading.

Short term trading can be a key indicator of insider trading, particularly if undertaken on a regular basis or in large amounts. Therefore, to reduce the risk of an allegation of insider trading, do not trade Restricted Financial Products on a short-term basis.

9. No short-selling

You should not short-sell any Restricted Financial Products.

10. NZX and ASX Notification

A Director or Senior Manager (where applicable) must notify the NZX and the ASX within 5 trading days after any change in the Director's relevant interest in securities of MOVE Logistics or a related body corporate.

A Director or Senior Manager (where applicable) must notify the Group Chief Financial Officer in writing of the requisite information for the Group Chief Financial Officer to make the necessary notifications to ASIC, the NZX and the ASX as required by the Financial Markets Conduct Act, the Corporations Act 2001 and the NZX and ASX Listing Rules.

11. If in doubt, don’t trade

The rules contained in this policy do not replace your legal obligations. The boundary between what is (and is not) in breach of the law is not always clear. Sometimes behaviour that you consider to be ethical may be insider trading. If in doubt, don’t trade!

12. Breaches of policy

Potentially serious criminal and civil liability arises for breaches of insider trading laws. These laws also apply to individuals outside MOVE Logistics, such as your family, should they become aware of material information. Strict compliance with this policy is a condition of your employment and engagement of contractors. Breaches of this policy will be subject to disciplinary action, which may include termination of your employment or contract for services.

13. Monitoring of trading

MOVE Logistics may monitor the trading of directors, officers and employees as part of the administration of this policy.

14. Application of policy

The Board has approved this policy. The Board may approve updates, amendments to, and exemptions from, this policy from time to time, which may be implemented by written notice to you.

To the extent of any inconsistency with any previous policy or rules relating to this subject matter, this policy prevails over them.

This policy is not intended to be legal advice and is not a substitute for legal advice. If you have any doubt about whether you may trade in Restricted Financial Products, you should raise the matter with the Chief Financial Officer or consult a legal adviser.

15. Takeover

For the avoidance of doubt, nothing in this policy will apply to the trading of financial products in respect of a takeover made under the Takeovers Code Approval Order 2000.

Roles And Responsibilities

In addition to any other responsibilities of MOVE Logistics' Group Chief Financial Officer set out in this policy, that person is also responsible for:

a) ensuring all MOVE Logistics' employees and directors are aware of this policy and that this policy is easily accessible
b) ensuring that Restricted Persons follow the appropriate procedures and complete the relevant forms in relation to trading in MOVE Logistics' securities
c) considering requests for consent to trade in MOVE Logistics' securities and providing a recommendation to the Board; and
d) passing on the Board's response to requests for consent to Restricted Persons.

In addition to any other responsibilities of the Board set out in this policy, the Board is also responsible for:

a) giving consent for MOVE Logistics' securities trading transactions to Restricted Persons; and
b) approving this policy, and any amendments to this policy, from time to time.

Business managers of MOVE Logistics' subsidiaries are responsible for ensuring their employees are aware of this policy.

SCHEDULE

Additional trading restrictions for Restricted Persons

The additional trading restrictions set out below apply to:

"**Restricted Persons**", in respect of MOVE Logistics, include:

a) all directors of MOVE Logistics, both during the period in which that person holds office as a Director and for a period of six months from the date on which that person ceases to be a Director of the Company
b) all senior managers (as defined in the Financial Markets Conduct Act 2013), all key management personnel (as defined by AASB 124), including the Chief Executive Officer and Chief Financial Officer, both during the period in which that person is a senior manager and for a period of six months from the date on which that person ceases to become a senior manager
c) all associates of any of the above, including the spouse and dependent children of such persons and trusts and companies in which such persons have a material interest or which are controlled by such persons; and
d) anyone else notified by MOVE Logistics from time to time.

Persons covered by these additional restrictions are called "**Restricted Persons**". Directors and employees will be considered responsible for the actions of trusts and companies controlled by them. In this respect, "control" is not to be construed in a technical way but by looking at how decisions are made in practice.

Additional trading restrictions for Restricted Persons (black-out period)

Restricted Persons are prohibited from trading in any Restricted Financial Products during the following specific "black-out" periods:

(a) the four weeks prior to MOVE Logistics' half year and full year balance date until the second trading day after the release of the interim and full year results announcements (as applicable); and

(b) any other period MOVE Logistics specifies from time to time,

unless the Board provides a specific exemption in respect of a particular black-out period. The chair of the Board or the Risk Assurance and Audit Committee has discretion to reduce or extend (conditionally or unconditionally) the black-out periods.

Exceptional circumstances

Trades should generally be limited to outside the blackout periods defined above and the Chairperson (or the Chairperson of the Risk Assurance and Audit Committee in the case of the Chairperson) will generally refuse consent of trades in MOVE Securities within these times unless exceptional circumstances exist. Exceptional circumstances may include:

(a) severe financial hardship being a pressing financial commitment that cannot be satisfied otherwise than by selling the securities; or

(b) if there is a court order or court enforceable undertaking to transfer or sell the securities or there is some other overriding legal or regulatory requirement to do so.

Please note that if you hold material information you must not trade Restricted Financial Products at any time –regardless of these black-out periods.

Requirements before trading for Restricted Persons

Before trading in Restricted Financial Products, at any time, Restricted Persons must, in writing (which can be by email):

(a) notify the Group Chief Financial Officer of their intention to trade in Restricted Financial Products, and seek consent to do so using the "Request for Consent to Trade in Quoted Financial Products" form included in this schedule

(b) confirm that they do not hold material information; and

(c) confirm that there is no known reason to prohibit trading in any Restricted Financial Products.

The Group Chief Financial Officer will review the form, in consultation with MOVE Logistics' Chair of the Board if appropriate, and either provide approval of the request or decline the request. A consent is only valid for a period of 10 trading days after written approval (which can be by email) is given. A consent is automatically deemed to be withdrawn if the person becomes aware of material information prior to trading.

The Group Chief Financial Officer and the Chair of the Board are required to seek approval from the Chair of the Risk Assurance and Audit Committee in respect of any trading in Restricted Financial Products.

Personnel who are not Restricted Persons may trade in Restricted Financial Products outside blackout periods if the employee notifies the Group Chief Financial Officer (Lee.Banks@movelogistics.com) before commencing the transaction and provides confirmation of the trading immediately after the transaction has occurred.

Requirements after trading for Restricted Persons

A Restricted Person must advise the Group Chief Financial Officer promptly following completion of any trade, and the Restricted Person must comply with any disclosure obligations that person has under the Financial Markets Conduct Act 2013.

If a Restricted Person is subject to disclosure obligations under the Financial Markets Conduct Act 2013, such disclosure obligations continue to apply for six months after that person ceases to be a Restricted Person.

No hedging

Notwithstanding any other provision in this policy, Restricted Persons must not, without prior approval from the Chairperson (or the Chairperson of the Risk Assurance and Audit Committee in the case of the Chairperson) engage in hedging arrangements, trade in derivatives or enter into other arrangements which mitigate economic risk related to Restricted Financial Products including, for example, dealing in warrants, equity swaps, put and call options, contracts for difference and other

contracts intended to secure a profit or avoid a loss based on fluctuations in the price of Restricted Financial Products. This provision includes engaging in hedging or other arrangements that have the effect of limiting the economic risk in connection with unvested securities issued pursuant to any employee option or share plan.

Margin lending

Restricted Persons are discouraged from entering into any margin loan arrangement where Restricted Financial Products may be used as a security against repayment of the loan. This is because the terms of such a loan may require the sale of Restricted Financial Products during blackout periods or while the Restricted Person is in possession of material information.

Document Control

Date approved:	27 February 2025
Owner:	Chief Financial Officer
Content Manager:	Chief Financial Officer
Next scheduled review:	27 February 2027
Version:	3.0
Amendment Reason:	Bi-annual Review

MOVE LOGISTICS GROUP LIMITED

REQUEST FOR CONSENT TO TRADE IN QUOTED FINANCIAL PRODUCTS

To: **CFO &** Group General Counsel

MOVE Logistics Group Limited

In accordance with MOVE Logistics' securities trading policy, I request MOVE Logistics' consent be given to the following proposed transaction to be undertaken either by me or persons associated with me, within 10 trading days of notification of approval being given. I acknowledge MOVE Logistics is not advising or encouraging me to trade or hold financial products and does not provide any recommendation in respect of the relevant financial products.

Name:

Position in MOVE Logistics:

Residential address:

Email address:

Name of registered holder transacting (if different):

Description and number of financial products:

Type of Trade (circle):	**Purchase**	**Sale**	**Other (specify)**
To be transacted (circle):	**On NZX**	**Off-market Trade**	**Other (specify)**
Other (please specify):			
Likely date of trade: (on or about):			

DECLARATION

I declare that I do not hold information which:

- **is not generally available to the market; and**
- **would have a material effect on the price of MOVE Logistics' quoted financial products if it were generally available to the market.**

I know of no reason to prohibit me from trading in MOVE Logistics' quoted financial products and certify that the details given above are complete, true and correct.

I UNDERSTAND THAT CONSENT IS AUTOMATICALLY DEEMED TO BE WITHDRAWN IF I BECOME AWARE OF MATERIAL INFORMATION PRIOR TO THE TRADE BEING COMPLETED.

Signature of Restricted Person _____

Date _____/_____/_____

MOVE Logistics hereby **consents / does not consent** to the proposed transaction described above. Any consent is conditional on the proposed transaction being completed within 10 trading days of the date of this consent, and in compliance with MOVE Logistics' securities trading policy.

_____

Name:

on behalf of MOVE Logistics Group Limited

Date _____/_____/_____