

## Global Reporting Initiative Disclosure 2-7 Workforce

For the year ended 31 March 2023, Mainfreight's global workforce numbered 11,311, made up of our Team and our Owner Drivers. Analysis in support of GRI Disclosure 2-7 is provided below:

Region	New Zealand	Australia	Asia	Americas	Europe	Total
<b>Full Time</b>	2,787	2,492	532	1,713	2,945	10,469
Male	2,154	1,807	204	1,011	2,206	7,382
Female	633	685	328	702	739	3,087
<b>Part Time</b>	63	85	7	28	204	387
Male	26	25	2	21	112	186
Female	37	60	5	7	92	201
<b>Temporary</b>	149	39	-	24	243	455
Male	114	28	-	14	185	341
Female	35	11	-	10	58	114
<b>Total</b>	2,999	2,616	539	1,765	3,392	11,311
Male	2,294	1,860	206	1,046	2,503	7,909
Female	705	756	333	719	889	3,402

### Notes & Assumptions:

- Our Permanent Team is the total of Full-time and Part-time team members
- Data is sourced from our Payroll functions in each region, and from information provided by our branch operations (particularly in respect of Owner Drivers and Temporary team)
- In the Americas, privacy laws prevent us from obtaining gender statistics for individuals employed as temporary team members through third-party agencies. Accordingly, we have apportioned the gender split using an estimate of 60:40.
- There are no significant seasonal variations affecting the numbers reported.