

Global Reporting Initiative Disclosure 102-8 Workforce

For the year ended 31 March 2022, Mainfreight's global workforce numbered 10,393, made up of our Team and our Owner Drivers. Analysis in support of GRI Disclosure 102-8 is provided below:

| Region | New Zealand | Australia | Asia | Americas | Europe | Total |
|------------------|--------------|--------------|------------|--------------|--------------|---------------|
| Full Time | 2,652 | 2,195 | 486 | 1,278 | 2,723 | 9,334 |
| Male | 2,088 | 1,627 | 167 | 834 | 2,070 | 6,786 |
| Female | 564 | 568 | 319 | 444 | 653 | 2,548 |
| Part Time | 66 | 76 | 4 | 54 | 192 | 392 |
| Male | 27 | 23 | 1 | 54 | 100 | 205 |
| Female | 39 | 53 | 3 | - | 92 | 187 |
| Temporary | 148 | 25 | - | 271 | 223 | 667 |
| Male | 112 | 21 | - | 163 | 197 | 493 |
| Female | 36 | 4 | - | 108 | 26 | 174 |
| Total | 2,866 | 2,296 | 490 | 1,603 | 3,138 | 10,393 |
| Male | 2,227 | 1,671 | 168 | 1,051 | 2,367 | 7,484 |
| Female | 639 | 625 | 322 | 552 | 771 | 2,909 |

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.
- The numbers provided for Americas Temporary Team are as at 30 April 2022.
- For 2022, the Owner Driver numbers are included in full-time team numbers, and are assumed to be 100% male given that this is a predominantly male domain. In future years we will source an actual measure of Owner Driver gender.
- There are no significant seasonal variations affecting the numbers reported.