

## Global Reporting Initiative Disclosure 2-7 Workforce

For the year ended 31 March 2024, Mainfreight's global workforce numbered 10,644, 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>	2,679	2,440	509	1,598	2,759	10,017
Male	2,115	1,769	186	1,043	2,085	7,198
Female	596	671	323	555	674	2,819
<b>Part Time</b>	56	83	-	54	200	393
Male	22	25	-	32	100	179
Female	34	58	-	22	100	214
<b>Temporary</b>	94	20	-	7	113	234
Male	79	14	-	4	85	182
Female	15	6	-	3	28	52
<b>Total</b>	2,861	2,543	509	1,659	3,072	10,644
Male	2,216	1,808	186	1,079	2,270	7,559
Female	645	735	323	580	802	3,085

### 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.