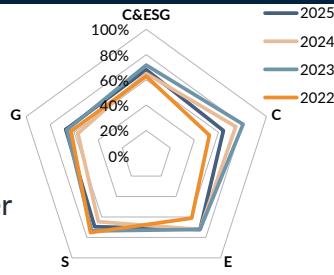


Company ticker:

**MFT**
**A-**
**Fast Follower**


|               | Grade     | Score      | Industrials<br>Average | New Zealand<br>Average | Industrials<br>Sector Weights |
|---------------|-----------|------------|------------------------|------------------------|-------------------------------|
| Carbon        | B+        | 64%        | 56%                    | 64%                    | 20%                           |
| Environmental | A-        | 72%        | 55%                    | 54%                    | 20%                           |
| Social        | A-        | 70%        | 61%                    | 64%                    | 20%                           |
| Governance    | B+        | 67%        | 60%                    | 67%                    | 40%                           |
| <b>Total</b>  | <b>A-</b> | <b>68%</b> | <b>58%</b>             | <b>64%</b>             |                               |

#### Forsyth Barr Commentary

Mainfreight (MFT) retained its position in the Fast Follower category this year, with an overall grade of A-. The company's 100-year vision continues to underpin its sustainability strategy. MFT's Carbon grade remained solid at B+, though this was down from A in the prior year as its five-year emissions trend is moderately increasing. Its Environmental score remained A-, underpinned by its strong environmental commitments. MFT's Social grade improved to A- as a result of its modernised parental leave policy and improved proportion of women in leadership roles relative to women employees. Governance improved to B+, with the company again held back by its extended auditor tenure and high average board member tenure.

| Carbon               |      | Metric                                                                                                                                                      | Data                         | Score | Weight | Group Score | Group Wgt |
|----------------------|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------|--------|-------------|-----------|
| Climate Reporting    | C1.1 | Is the company a Climate Reporting Entity, required to prepare climate-related disclosures in accordance with the Aotearoa NZ Climate Disclosure Standards? | Yes                          |       |        |             |           |
| GHG Emissions        | C2.1 | For how long have scope 1 and 2 CO2e (tonnes) been tracked, measured and publicly reported by the company?                                                  | ≥ 5 years                    | 1.00  | 20.0%  | 70.0%       | 50.0%     |
|                      | C2.2 | If at least five years of scope 1+2 emissions data, are scope 1+2 emissions decreasing, stable, or increasing over the last five years?                     | +18.4%                       | 0.00  | 20.0%  |             |           |
|                      | C2.3 | If at least five years of scope 1+2 emissions data, is carbon intensity decreasing, stable, or increasing?                                                  | +0.9%                        | 0.50  | 20.0%  |             |           |
|                      | C2.4 | Has the company identified and publicly disclosed its most material scope 3 emission sources?                                                               | Yes                          | 1.00  | 20.0%  |             |           |
|                      | C2.5 | For how long have scope 3 CO2e (tonnes) been tracked, measured and publicly reported by the company?                                                        | ≥ 5 years                    | 1.00  | 20.0%  |             |           |
| Emissions Management | C3.1 | Does the company have an emissions reduction target or net zero commitment in place?                                                                        | Yes                          | 1.00  | 16.7%  | 58.3%       | 50.0%     |
|                      | C3.2 | If a target is in place, is the target aligned with and/or verified by the SBTi (or similar) as a science-based target?                                     | No                           | 0.00  | 16.7%  |             |           |
|                      | C3.3 | Has the company provided a climate transition plan?                                                                                                         | Plan in place - lacks detail | 0.50  | 16.7%  |             |           |
|                      | C3.4 | Is the company already operating at net zero and if so, how are offsets used to help meet targets?                                                          | No                           | 0.00  | 16.7%  |             |           |
|                      | C3.5 | Has the company introduced the concept of a 'just transition' into its climate ambitions?                                                                   | Yes                          | 1.00  | 16.7%  |             |           |
|                      | C3.6 | Does the company own any proven or probable fossil fuel reserves?                                                                                           | No                           | 1.00  | 16.7%  |             |           |
| C - Total            |      |                                                                                                                                                             |                              |       |        | B+ (64.17%) |           |

| Environmental                    |      | Metric                                                                                                                                                                                            | Data         | Score | Weight     | Group Score | Group Wgt   |
|----------------------------------|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-------|------------|-------------|-------------|
| Environmental Management Systems | E1.1 | Does the company have ISO 14001, EMS, Toitū Envirocare carbonzero or equivalent certification on all applicable sites?                                                                            | Yes          | 1.00  | 33.3%      | 100.0%      | 33.3%       |
|                                  | E1.2 | Has the company made commitments to new build or retrofit to meet level 4, 5 or 6 of the Green Star (or equivalent Homestar if relevant) standard in owned or leased buildings?                   | Green Star 5 | 1.00  | 33.3%      |             |             |
|                                  | E1.3 | Has there been an environmental fine or breach (including any resource consent discharge breaches such as nutrient or harmful substances discharges) in the last three years?                     | No           | 1.00  | 33.3%      |             |             |
| Waste & Water                    | E2.1 | Is there a commitment to reduce waste in place?                                                                                                                                                   | Yes          | 1.00  | 50.0%      | 50.0%       | 33.3%       |
|                                  | E2.2 | If there is five years of waste management data, is total waste to landfill decreasing, stable, or increasing?                                                                                    | < 5y data    | 0.00  | 50.0%      |             |             |
|                                  | E2.3 | Is water consumption material to the company's business operations and/or supply chain?                                                                                                           | No           | 0.00  | Not scored |             |             |
|                                  | E2.4 | If water consumption is considered material to the company's operations, is the company currently implementing any water stewardship practices to reduce water usage or improve water efficiency? | Not material | 0.00  | 0.0%       |             |             |
|                                  | E2.5 | If water consumption is considered material to the company's operations, and if there is five years of water data, is total water use decreasing, stable, or increasing?                          | Not material | 0.00  | 0.0%       |             |             |
| Biodiversity & Circular Economy  | E3.1 | Is there a commitment by the company to preserve and protect biodiversity and/or natural ecosystems?                                                                                              | Yes          | 1.00  | 33.3%      | 66.7%       | 33.3%       |
|                                  | E3.2 | Does the company voluntarily report against the TNFD framework?                                                                                                                                   | No           | 0.00  | 33.3%      |             |             |
|                                  | E3.3 | Is the company actively engaged in implementing circular economy principles into its business model?                                                                                              | Yes          | 1.00  | 33.3%      |             |             |
| E - Total                        |      |                                                                                                                                                                                                   |              |       |            |             | A- (72.22%) |

| Social                               |        | Metric                                                                                                                                                                                                                                               | Data                  | Score | Weight  | Group Score | Group Wgt |
|--------------------------------------|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------|---------|-------------|-----------|
| Health & Safety                      | S1.1   | Does the company have safety management targets in place?                                                                                                                                                                                            | Yes                   | 1.00  | 33.33%  | 66.67%      | 20.00%    |
|                                      | S1.2   | If there is five years of data on a measure of safety (e.g. LTIFR) collected by the company, is it decreasing, stable, or increasing?                                                                                                                | +22.3%                | 0.00  | 33.33%  |             |           |
|                                      | S1.3   | Have there been any workplace fatalities in the last five years?                                                                                                                                                                                     | No                    | 1.00  | 33.33%  |             |           |
| Human Rights & Supply Chain          | S2.1   | Does the company have a human rights policy?                                                                                                                                                                                                         | No                    | 0.00  | 25.00%  | 50.00%      | 20.00%    |
|                                      | S2.2   | Has the company identified where, across its business, there may be material risks of modern slavery?                                                                                                                                                | Yes                   | 1.00  | 25.00%  |             |           |
|                                      | S2.3   | Is the company an accredited living wage employer?                                                                                                                                                                                                   | No                    | 0.00  | 25.00%  |             |           |
|                                      | S2.4   | Is there a supply chain code of conduct?                                                                                                                                                                                                             | Yes                   | 1.00  | 25.00%  |             |           |
| Product Quality & Accessibility      | S3.1   | Have there been any unplanned product or service faults (including cyber incidents or data privacy breaches) resulting in, for example, disruption to operations or recalls (including FDA regulated products if relevant), in the last three years? | No                    | 1.00  | 100.00% | 100.00%     | 20.00%    |
| Employee Value Proposition / Culture | S4.1   | Is employee turnover measured and publicly reported?                                                                                                                                                                                                 | Yes - internally only | 0.50  | 25.00%  | 56.25%      | 20.00%    |
|                                      | S4.2   | If employee turnover is reported:                                                                                                                                                                                                                    |                       |       |         |             |           |
|                                      | S4.2.1 | Is it <10%, <20%, >20%?                                                                                                                                                                                                                              | 10%<X<20%             | 0.50  | 12.50%  |             |           |
|                                      | S4.2.2 | If there is five years of employee turnover data, is it decreasing, stable, or decreasing?                                                                                                                                                           | Insufficient data     | 0.00  | 12.50%  |             |           |
|                                      | S4.3   | Is there a contemporary parental leave policy?                                                                                                                                                                                                       | Modernised            | 0.50  | 25.00%  |             |           |
|                                      | S4.4   | Does the company provide resources and support for employees' mental health and well being, and is the company measuring the impact of its mental health/wellbeing initiatives on productivity and/or retention?                                     | Yes                   | 1.00  | 25.00%  |             |           |
| Diversity                            | S5.1   | Does the company publicly report its gender pay gap?                                                                                                                                                                                                 | Yes                   | 1.00  | 50.00%  | 75.00%      | 20.00%    |
|                                      | S5.2   | Does the company track and measure the proportion of women in management roles in relation to the proportion of women employees?                                                                                                                     | 66.3%                 | 0.50  | 50.00%  |             |           |
| S - Total                            |        | A- (69.58%)                                                                                                                                                                                                                                          |                       |       |         |             |           |

| Governance                               |      | Metric                                                                                                                                            | Data                       | Score | Weight     | Group Score | Group Wgt |
|------------------------------------------|------|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-------|------------|-------------|-----------|
| Sustainability                           | G1.1 | Does the company integrate its sustainability strategy into its business-as-usual operations?                                                     | Yes                        | 1.00  | 25.00%     | 25.00%      | 16.67%    |
|                                          | G1.2 | Is remuneration for senior executives linked to achieving sustainability performance?                                                             | No                         | 0.00  | 25.00%     |             |           |
|                                          | G1.3 | Has the company committed to voluntarily putting its executive remuneration report forward for a shareholders vote?                               | No                         | 0.00  | 25.00%     |             |           |
|                                          | G1.4 | Does the company have B Corporation, Future-Fit (or equivalent) certification?                                                                    | No                         | 0.00  | 25.00%     |             |           |
| Investor Protections                     | G2.1 | Does the company have share classes with different voting rights?                                                                                 | No                         | 1.00  | 33.33%     | 83.33%      | 16.67%    |
|                                          | G2.2 | Is there potential for a 'blocking' shareholder?                                                                                                  | 14.8%                      | 0.50  | 33.33%     |             |           |
|                                          | G2.3 | Is there any evidence of significant unequal treatment of minority shareholders in any equity raisings in the last three years?                   | No equity raisings         | 1.00  | 33.33%     |             |           |
| Audit & External Relationship Management | G3.1 | How long is the current auditor's tenure?                                                                                                         | 23                         | -1.00 | 25.00%     | 37.50%      | 16.67%    |
|                                          | G3.2 | What is the average proportion of total fees paid to the auditor for non-statutory audit services over the past three years?                      | 33.8%                      | 1.00  | 25.00%     |             |           |
|                                          | G3.3 | Are all audit-committee members non-executive directors?                                                                                          | Yes                        | 1.00  | 25.00%     |             |           |
|                                          | G3.4 | Has the company received external assurance of its sustainability report or disclosures?                                                          | Reasonable - GHG inventory | 0.50  | 25.00%     |             |           |
|                                          | G3.5 | Is the company explicitly considering lwi specific considerations within its business operations?                                                 | Yes                        | 1.00  | Not scored |             |           |
| Board                                    | G4.1 | Do non-executive and independent Board members comprise the majority of Board members?                                                            | 71.4%                      | 1.00  | 12.50%     | 56.25%      | 16.67%    |
|                                          | G4.2 | Is the CEO also the Chair?                                                                                                                        | Chair is ex-CEO            | 0.00  | 12.50%     |             |           |
|                                          | G4.3 | What is the average tenure of current Board members?                                                                                              | 17.1                       | 0.00  | 12.50%     |             |           |
|                                          | G4.4 | What is the average number of Board member affiliations of non-executive Board members?                                                           | 1.5                        | 1.00  | 12.50%     |             |           |
|                                          | G4.5 | How many directors are on the Board?                                                                                                              | 7                          | 1.00  | 12.50%     |             |           |
|                                          | G4.6 | Is a Board skills matrix disclosed?                                                                                                               | No                         | 0.00  | 12.50%     |             |           |
|                                          | G4.7 | Is the Board's gender diversity sufficient?                                                                                                       | 42.9%                      | 1.00  | 12.50%     |             |           |
|                                          | G4.8 | Does the Board undertake an annual self review process and is this made publicly available?                                                       | Yes - not public           | 0.50  | 12.50%     |             |           |
| Data Security & Tax                      | G5.1 | Is there a cybersecurity policy in place? If so, is there evidence the company has tested its cyber resilience strategies in the last year?       | Yes                        | 1.00  | 33.33%     | 100.00%     | 16.67%    |
|                                          | G5.2 | Is there a data privacy and protection policy in place? If so, is there evidence the company has tested its security measures in the last year?   | Yes                        | 1.00  | 33.33%     |             |           |
|                                          | G5.3 | Does the Board have a tax governing framework in place?                                                                                           | Yes                        | 1.00  | 33.33%     |             |           |
| Controversies                            | G6.1 | Has the company avoided major controversies in the last five years as well as acted with integrity in both financial and non-financial reporting? | Yes                        | 1.00  | 100.00%    | 100.00%     | 16.67%    |
| G - Total                                |      |                                                                                                                                                   |                            |       |            | B+ (67.01%) |           |