

**EROAD**  
**Sustainability**  
**Report**  
**2023**



## Our purpose

# Delivering intelligence you can trust, for a better world tomorrow

At EROAD, we believe you can't plan where you are going tomorrow, if you don't know where you are today. At the heart of local economies, our customers don't just need data, they need intelligence. Reliable, accurate and real-time insights helping them to make decisions which move us all forward towards a safer and more sustainable future.

With more than a decade of experience in the transportation industry, EROAD is uniquely positioned to address our customers' needs and cater to their sustainability objectives.

We have a deep understanding of the challenges our customers encounter and we use this knowledge to provide innovative solutions that offer tangible benefits and facilitate sustainable outcomes.

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# Our Connections

The total distance travelled by EROAD units in FY23 is more than the distance from the Sun to Neptune and back



9,276,940,200 kms

The total kilometres by region

**NORTH AMERICA**

5,320,464,853 kms

**AUSTRALIA**

627,463,093 kms

**NEW ZEALAND**

3,329,012,252 kms

Location of all EROAD in market products



# Letter from the Chair

At EROAD, our purpose is to deliver intelligence you can trust to create a better world tomorrow. We recognize that through our actions, in collaboration with our customers and partners, we have the opportunity and responsibility to make a positive impact on our community, the environment, and economic growth. It is with pride that we present our second annual sustainability report, showcasing the significant progress we have made in advancing sustainability within our company.

Dear Stakeholders,

It is my pleasure to write the introduction to our second Annual Sustainability Report. Sustainability is at the core of our decision-making process, guiding us to balance the needs of present and future generations while preserving and nurturing our natural environment. Our commitment is rooted in doing the right thing for all EROADers, our valued customers, and the environment. We are steadfast in our pursuit of establishing and nurturing a thriving business that sustains itself for the long run. This report builds upon the foundation laid last year and represents a significant milestone in our sustainability reporting journey.

In FY23, we took a comprehensive approach by partnering with Toitū Envirocare to capture our company's full emissions profile. Additionally, following the integration of Coretex, we have taken the opportunity to reset our base year emissions profile. In line with these developments, our Net Zero Steering Group has been reimagined and renamed as the Sustainability Committee. This reformed committee is dedicated to driving global sustainability initiatives throughout our entire business.

Looking ahead to FY24, our focus will be on empowering EROAD customers with tools and insights that enable them to reduce their emissions and operate more sustainably. We are proud to announce the appointment of our first-ever Chief Sustainability Officer, a testament to our unwavering commitment to this journey. This pivotal role will help us navigate the evolving climate landscape and prepare for forthcoming reporting obligations under New Zealand's climate-related disclosure framework.

Sustainability and sustainability reporting are integral to our long-term strategy, and we are fully committed to this journey. We are excited to share our progress with you and keep you updated on our ongoing efforts. We extend an invitation to our customers and partners to join us on this journey to create a better, more sustainable future for all.

Thank you for your continued support and engagement. Together, we can make a meaningful difference in building a resilient and thriving world for generations to come.



Yours sincerely,

**Graham Stuart**  
Chair



# Message from the Chief Executive Officer

Sustainability is core to what we do at EROAD. We support our customers to deliver sustainable outcomes for their businesses and the transportation industry. With new product and service functions on the horizon, EROAD is continuing to advance our delivery of trusted intelligence to create a better world for tomorrow.

### Delivering on our purpose

Ensuring EROAD has a positive impact on the environment, our communities and the economy is fundamental to achieving our purpose and values. EROAD leads from the front, and we take every opportunity to connect with and support our customers and industry partners. In FY23 EROAD organised special fleet events for customers to give them insights into the latest technology and sustainability initiatives, and to provide our customers with industry networking opportunities. Our people attended sustainability events around the world, and we appointed our first ever Chief Sustainability Officer to help us deliver on our sustainability strategy.

### Supporting customers to reduce their emissions

Within the next five years, EROAD is aiming to implement our sustainability strategy which will include introducing innovative solutions and features. These additions will support customers by promoting fuel efficiency, economic driving, decarbonisation planning and fleet management recommendations. EV specific fleet management tools and state of charge reporting are all on the horizon to ensure our customers have the decision-making tools they need to minimize their carbon emissions. Through our partnership with EECA, we are developing an innovative decarbonisation tool which will provide customers with sustainability intelligence to support their own emission reduction journey. We want to leverage our knowledge and experience to deliver innovative and sustainable solutions to customers throughout New Zealand, Australia and North America to help our customers achieve their environmental, social and governance objectives.

### Focus for FY24

EROAD's Board and Executive team are committed to achieving our purpose. Our product teams are fully focused on assisting our customers and drivers in reducing their emissions, while supporting broader sustainability initiatives. With new product and service features on the horizon, EROAD will continue to deliver intelligence you can trust, to create a better world tomorrow.



**Mark Heine**  
Chief Executive Officer



# A note from the Chief Sustainability Officer

I am delighted to be EROAD's first Chief Sustainability Officer and I look forward to leading EROAD through our next phase of sustainable growth. Since our last report, we have integrated the EROAD and Coretex businesses, and have measured and reported on our full carbon emissions profile.

## Measuring and reducing our carbon footprint

In FY23 we have re-set our baseline emissions to ensure we have an accurate view of the total emissions profile for the entire EROAD Group. In FY22 we signalled to the market that we would be providing emissions reductions targets in this report, however we are now looking to provide these in our FY24 report to allow time for reduction plans to be established. As Chief Sustainability Officer, I will be leading this work together with the Sustainability Committee and wider team.

EROAD is actively working to reduce our category 1 & 2 emissions – which includes our fuel and electricity emissions. We are pleased to confirm that we have reduced our New Zealand electricity emissions by switching our electricity supply to Ecotricity, a certified carbonzero provider.

In FY23 we hosted an internal Sustainability Month to encourage EROADers to think more actively about sustainability and the actions we can take - both personally and professionally. We have a real opportunity to foster enduring change and we are passionate about advancing sustainable outcomes.

## Performance metrics and targets

With a new business strategy confirmed from FY24, we are focused on setting meaningful performance targets. These will be provided in EROAD's FY24 Sustainability Report, together with our climate-related risks and opportunities.

It is a privilege to lead EROAD's Sustainability Committee as we work to create a more sustainable world for us all.



**Craig Marris**  
Chief Sustainability Officer & EVP Mixed Fleets

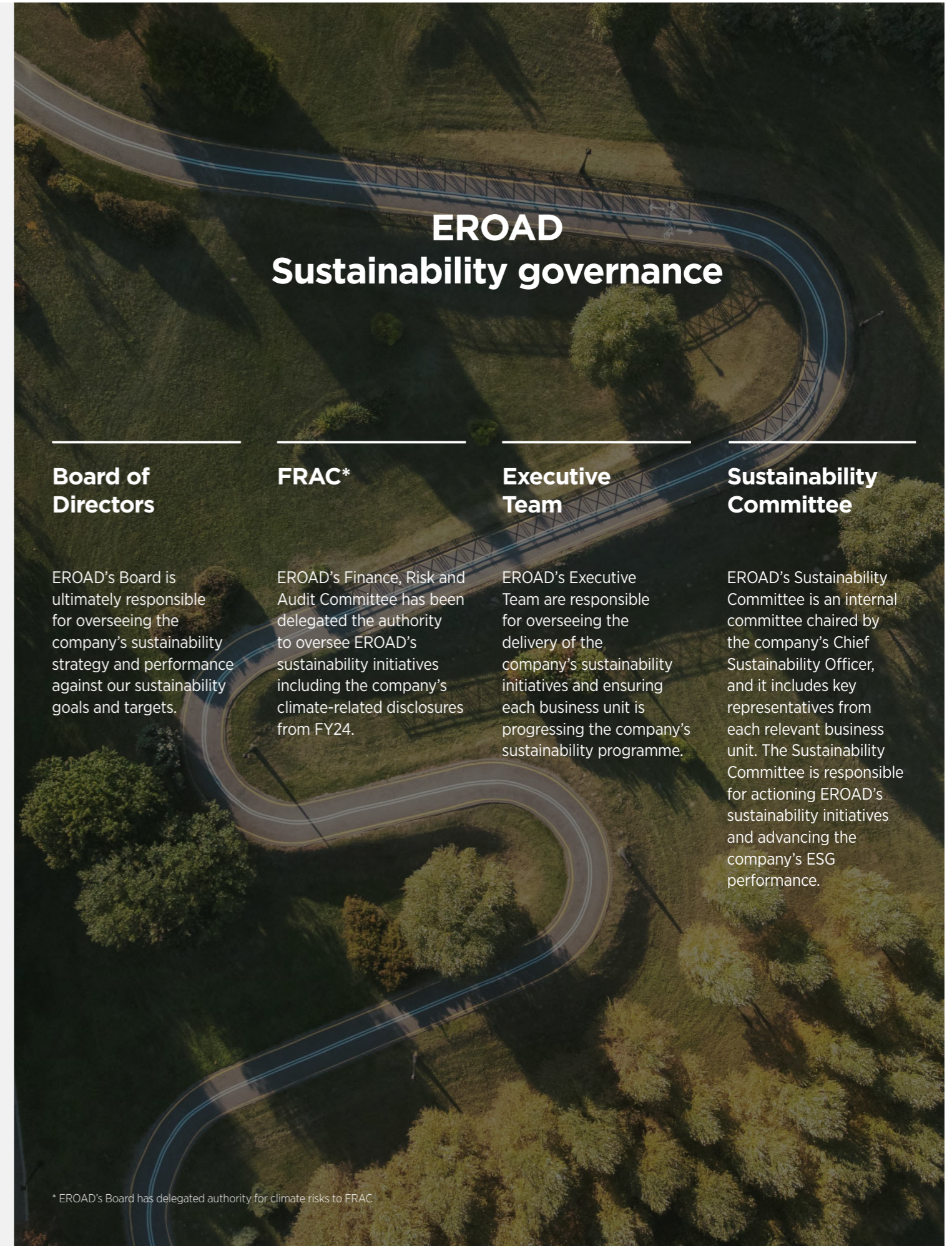


# Sustainability Governance

EROAD's Sustainability Policy guides our sustainability approach, encompassing the pillars of environment, social, and governance. The Board assigns climate-related responsibilities to the management team, who report back on progress. Our management teams prioritise sustainability and manage climate-related risks and opportunities.

Sustainability is the foundation for our global decision-making processes, and the recent introduction of a new business strategy provides an ideal opportunity to explore ways to operate in a more sustainable manner. We are committed to seizing climate-related opportunities while mitigating associated risks, and our Sustainability Committee offers guidance and advice on the strategies that will achieve our sustainability goals.

Representatives from the management team convene monthly within the Sustainability Committee. This proactive approach keeps the business well-informed about the evolving climate landscape, and puts EROAD in a strong position to realise our objectives, plus will have significant impact on the carbon emissions in the transportation sector.



## EROAD Sustainability governance

### Board of Directors

EROAD's Board is ultimately responsible for overseeing the company's sustainability strategy and performance against our sustainability goals and targets.

### FRAC\*

EROAD's Finance, Risk and Audit Committee has been delegated the authority to oversee EROAD's sustainability initiatives including the company's climate-related disclosures from FY24.

### Executive Team

EROAD's Executive Team are responsible for overseeing the delivery of the company's sustainability initiatives and ensuring each business unit is progressing the company's sustainability programme.

### Sustainability Committee

EROAD's Sustainability Committee is an internal committee chaired by the company's Chief Sustainability Officer, and it includes key representatives from each relevant business unit. The Sustainability Committee is responsible for actioning EROAD's sustainability initiatives and advancing the company's ESG performance.

\* EROAD's Board has delegated authority for climate risks to FRAC

# Our Community



## Goals and aspirations

- Support **decarbonisation** and **air pollution reduction** efforts to create healthier and more sustainable communities
- Enhance operational safety and **reduce the occurrence of serious injuries and deaths on roads**
- Improve **survivability of crashes** by supporting our customers to ensure vehicles are fit for purpose
- Advocate for regulatory solutions that are **sensible, cost effective and future proof**
- Advocate for **data led decision making in the transport industry** to achieve a sustainable supply chain and efficient transportation network
- Support **community** initiatives and give back to our local communities



## Our Community

### Up-cycling laptops supports local schools

EROAD proudly supports **The Laptop Drop**, a New Zealand non-profit organisation which donates second-hand laptops to school-aged children. Not only did we donate the first laptops to this programme, but in March 2023 we were delighted to donate their 100th laptop. As well as keeping devices out of landfill, this gives local children access to essential technology needed for their education.



Waitakere College teachers



Jonathan Morgan from Laptop Drop and EROAD's Mark Heine

### Positioning EROAD as a fleet sustainability partner

During FY23 EROAD surveyed key business decision makers across Australia and New Zealand to understand their sustainability goals and challenges. EROAD's customer base includes industries which are typically high Green House Gas (GHG) emitters and we are well-placed to support them on their sustainability journey.

**Our survey found that 65% of heavy fleets said they will have at least one low or zero emissions vehicle on their fleet by 2025. In the next two years, 46% expect to have a goal to decarbonise their fleet and assets.**

As fleets transition towards lower emissions alternatives in the coming years, it's likely that their fleet data and reporting requirements may also change.

Over the last year and half, EROAD has been proud to partner with Fuso New Zealand on two zero emissions last-mile delivery truck trials in Auckland and Christchurch.

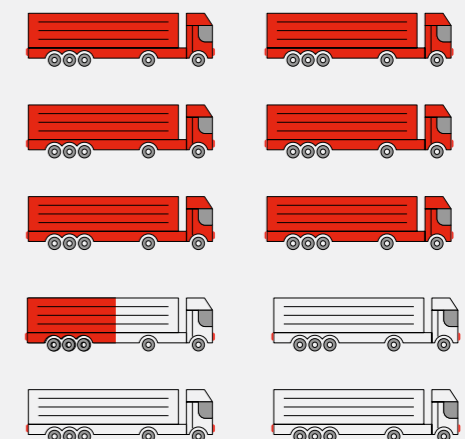
Several New Zealand companies are taking part in the trials which aim to encourage the adoption of electric trucks in New Zealand.

As the telematics partner on both trials, EROAD can gather data and learnings about running electric vehicles as part of a mixed fleet, including reporting requirements.

The trials are helping to inform the development of EROAD's upcoming fleet decarbonisation tool which will be released later this year. More information on this tool is outlined in the Our Commercial Approach section.

65%

**of heavy fleets said they will have at least one low or zero emissions vehicle in their fleet by 2025**



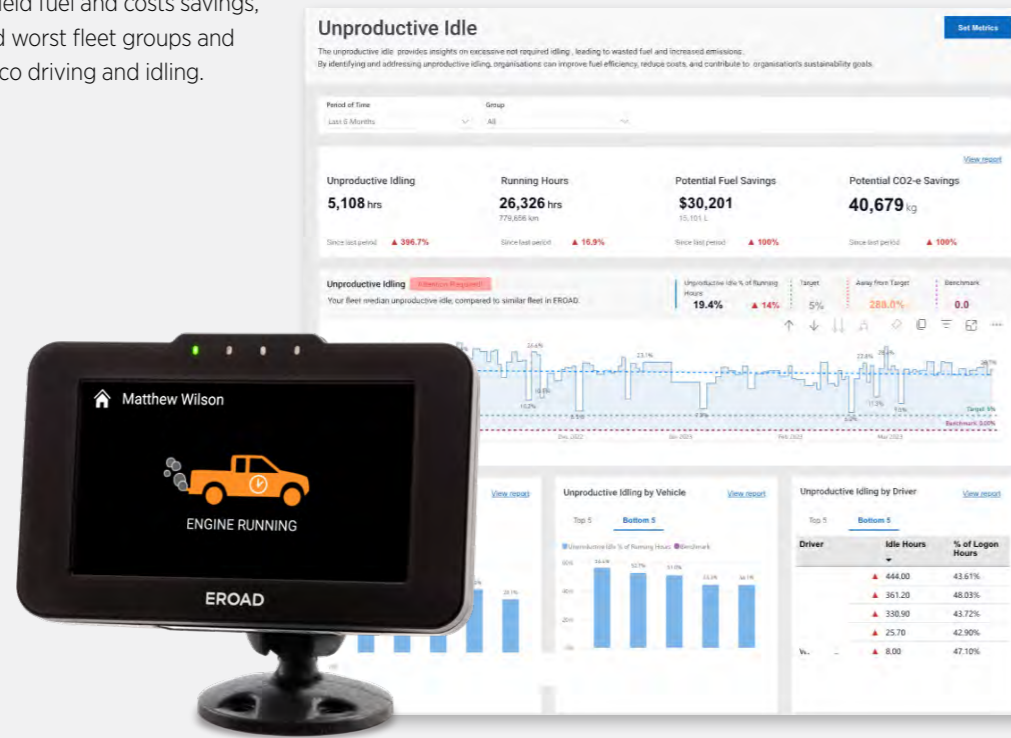
## Our Community

# Offering new tools in the fight for climate action

EROAD’s 2022 Sustainability Survey uncovered that: **“Over half of businesses say they’re hampered by the ability to track and measure sustainability performance.”** How is EROAD supporting our customers to overcome this?

EROAD is aware of the challenges our customers face around measuring sustainability performance due to complexity and large number of variables to consider. It has been a game of layering estimates after estimates. However, EROAD deals in data around vehicle information, driver performance, and trip data which offers the opportunity to assist customers with emissions reporting through our new decarbonisation tool. Starting with identifying the low-hanging areas of fleet operations that can immediately yield fuel and costs savings, through to the best and worst fleet groups and drivers as it relates to eco driving and idling.

Our decarbonisation tool brings new visibility and transparency through a range of reports that serve four areas of concern: emissions, unproductive idling, energy consumption, and replacement suitability. The latter provides fleet managers insights to which of their heavy vehicles are candidates to switch to lower-emitting vehicles and fully-electric vehicles.



# Emission impacting factors



## Vehicle

- Technology standards
- Drive train technology
- Weight
- Maintenance (tire inflation, tire wear, axle alignment, lubrications)
- Aerodynamics



## Driver

- Idling
- Speed
- Acceleration/braking
- Gearing (RPM)
- Habits (window open, AC usage)



## Route & Load

- Distance
- Terrain
- Traffic conditions
- Number of stops
- Road surface conditions
- Load optimisation (maximize load per km)

## Our Community

### Using technology in the aftermath of Cyclone Gabrielle

Following the widespread damage caused when Cyclone Gabrielle swept through NZ's North Island in February 2023, communication outages and difficulty accessing some areas made providing emergency support difficult in parts of regional Hawkes Bay.

To assist with the immediate emergency response, long term EROAD customer Downer loaned NZ Police 20 four-wheel-drive vehicles to access the worst affected areas.

EROAD donated satellite enabled devices (EHUBO2 and Where) so that for safety purposes Police could always track these vehicles and drivers.

“At Downer we believe that relationships create success. In times of need it is incredibly powerful that our businesses (Downer and EROAD) can come together to support critical first responses faced with an unprecedented immediate demand. As much as we enabled them, ultimately they enable the community to move into the next phases of a recovery process. EROAD telematics provided critical visibility across these units during this time.”

**Downer**



Cyclone Gabrielle damage @Downer



Cyclone Gabrielle response @Downer

### Reducing EROAD's own impact

As well as supporting customers to lessen their footprint on the planet, EROAD is also focused on our internal operations to do the same. With our headoffice in New Zealand and offices in Australia and the US, we are looking at ways to reduce our category 1 & 2 emissions, and while early in this journey, have made progress around our fuel and electricity emissions. In late 2022 we switched our electricity provider for all NZ locations to Ecotricity, an accredited carbon neutral provider. In Albany we changed waste collection provider to align with the same provider used by other businesses in the precinct, thereby reducing the need for additional vehicles accessing the site and reducing fuel usage. There are also additional financial savings which align with our strategic goal of increasing efficiencies within the business. In FY24 we are moving to a hybrid/EV fleet within our NZ Sales team. We will continue to explore how we can escalate initiatives not only in NZ, but across our global locations to positively benefit our sustainability goals and the environments where we operate.



E-Bike day at EROAD HQ



One of EROAD's EVs

## Our Community

### Supporting our local communities

Each year EROAD staff can dedicate one paid day volunteering with a charity or organisation in their local community. In FY23 EROAD staff supported several charitable causes including:

- Food parcel support at Auckland City Mission**  
 In 2022 two groups of EROADers volunteered to pack food parcels for families in need at the Auckland City Mission distribution centre.
- Planting for improved water quality**  
 EROADers volunteered to plant special fauna that provides important habitat and reduces runoff and sediment from reaching a local estuary.
- Weeding for sustainability**  
 Two EROAD teams used their volunteer opportunity to get their hands dirty helping a river restoration trust. They cleared overgrown weeds and vines that were choking the trees on the banks of a local river.
- Supporting families in need**  
 EROADers were pleased to help with maintenance at a local Ronald McDonald House, a global charity which provides a 'home away from home' for families with children in hospital.



### North America sustainability expo

EROAD's North American team attended the Advanced Clean Transportation Expo in Anaheim, California. AK Koyi, Craig Marris and board member Susan Paterson joined nearly 13,000 people at the four-day event to hear about the latest infrastructure solutions, and technologies transforming clean commercial transportation. Many of the conference presenters were existing EROAD customers.





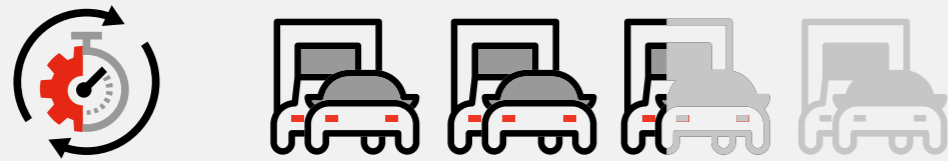
# Our Environment

## Goals and aspirations

- Deliver intelligent solutions that contribute to **net zero government targets**
- Provide actionable insights to customers on their **fleet's emissions performance** and their areas of impact
- Empower customers to take targeted actions to **decarbonise**
- Improve our customers' fleet utilisation and fuel efficiency to **reduce their emissions**
- **Reduce** food, construction and industrial **wastage** and **reduce contamination** in transit
- Operate efficiently and sustainably to **reduce EROAD's emissions** across all areas of our operations
- Continue to measure and reduce EROAD's **carbon footprint**
- Further our understanding of EROAD's **climate landscape** in accordance with the NZ climate-related disclosures framework
- Remain agile and responsible to **environmental challenges**

Our Environment

**Over half of businesses say they're hampered by the ability to track and measure sustainability performance.**



The majority of vehicles in the transport industry rely on fossil fuels, such as gasoline and diesel, which produce carbon dioxide (CO2) and other greenhouse gases when burned. These emissions contribute to climate change, which has negative impacts on the environment, including rising temperatures, rising sea levels, and increased frequency and severity of extreme weather events.

At EROAD we're committed to reducing our own carbon emissions and supporting customers to do the same. We are on the sustainability journey with our customers and together we can create a better world tomorrow.

EROAD provides data intelligence that helps fleet operators optimize their routes and reduce fuel consumption, including the incorporation of real time traffic through turn-by-turn navigation. By providing real-time data on vehicle location, speed, and fuel use, EROAD's telematics services can help operators identify opportunities to improve efficiency and reduce emissions.

EROAD is also supporting the adoption of electric vehicles including the integration into electric charging points and reporting State of Charge (SoC) of electric vehicles and encouraging customers to explore options for incorporating EVs into their own fleets.

**Measuring fleet sustainability performance**

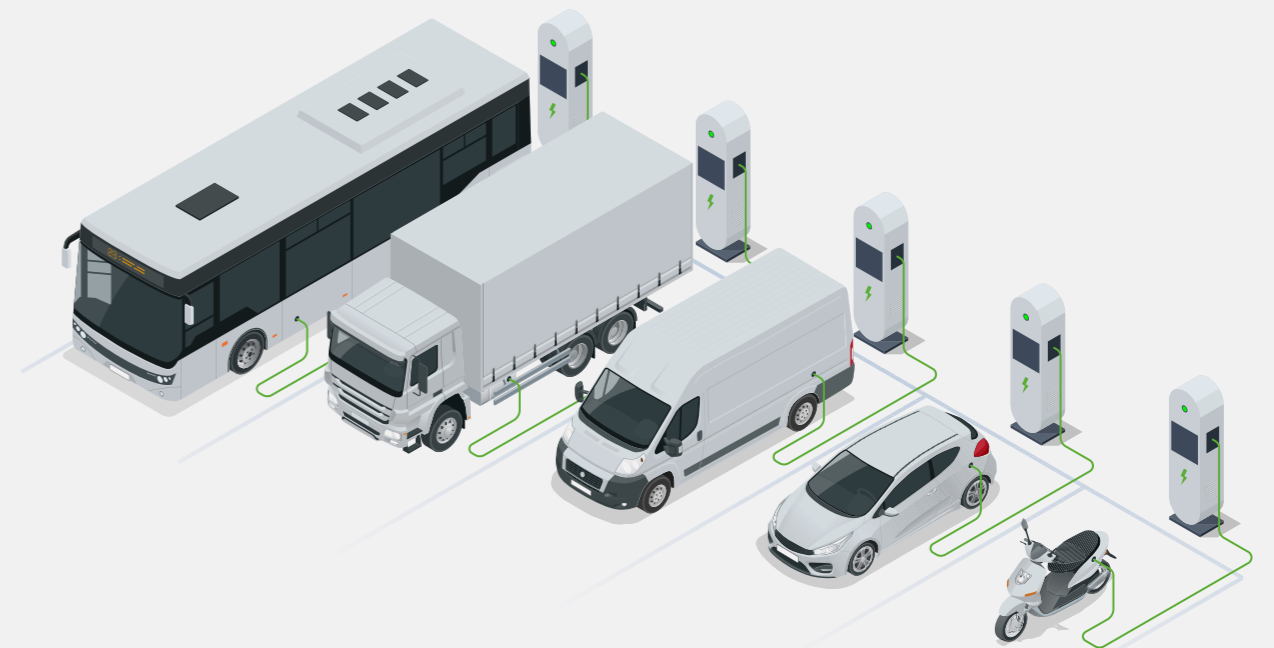
Globally, sustainability reporting is increasing – with or without regulation. In our 2022 Sustainability Survey, 8 in 10 heavy fleets say their customers are reviewing sustainability performance in their vendor selection processes.

Businesses with a fleet of vehicles – heavy or light – need information they can use to demonstrate their sustainability performance.

EROAD already provides many of our customers with valuable data that they're using as part of their overall sustainability reporting, including total distance travelled, vehicle/asset utilisation, overspeeding and harsh driving trends, idle time and fuel usage.

**EROAD's Fleet Decarbonisation Tool**, which is due to launch later this year, will provide fleet businesses with further data on their fleet sustainability performance and give insights as to which fleet vehicles are suitable for EV conversion.

EROAD hopes the tool will help the more than 50% of businesses surveyed who face challenges with data availability for setting, measuring and achieving sustainability goals.



## Our Environment

### Decarbonisation tool launches in FY24

Scheduled to launch in FY24, EROAD’s new decarbonisation tool will help customers operate a more sustainable and cost-effective fleet. Partially funded by the Energy Efficiency and Conservation Authority (EECA), the tool helps customers assess the environmental impact of their fleet and identify areas for improvement.

By analysing fuel consumption, mileage, and other data, the tool highlights the most inefficient vehicles, allowing customers to make informed decisions around reducing fuel consumption to lower emissions.

It also provides data on vehicle utilisation, so that fleet managers can optimize vehicle usage and minimize idle time, resulting in reduced fuel consumption and emissions.

The Decarbonisation Overview feature provides detailed reports on the fleet’s carbon emissions, helping fleet managers track progress towards emissions reduction targets and report to stakeholders on their company’s commitment to sustainability and responsible business practices.

Organisations will be empowered to make data-led decisions to manage their vehicles in a sustainable and efficient way which will improve their operating costs and further their sustainability goals.

The tool will be free to all My EROAD customers for the first year.

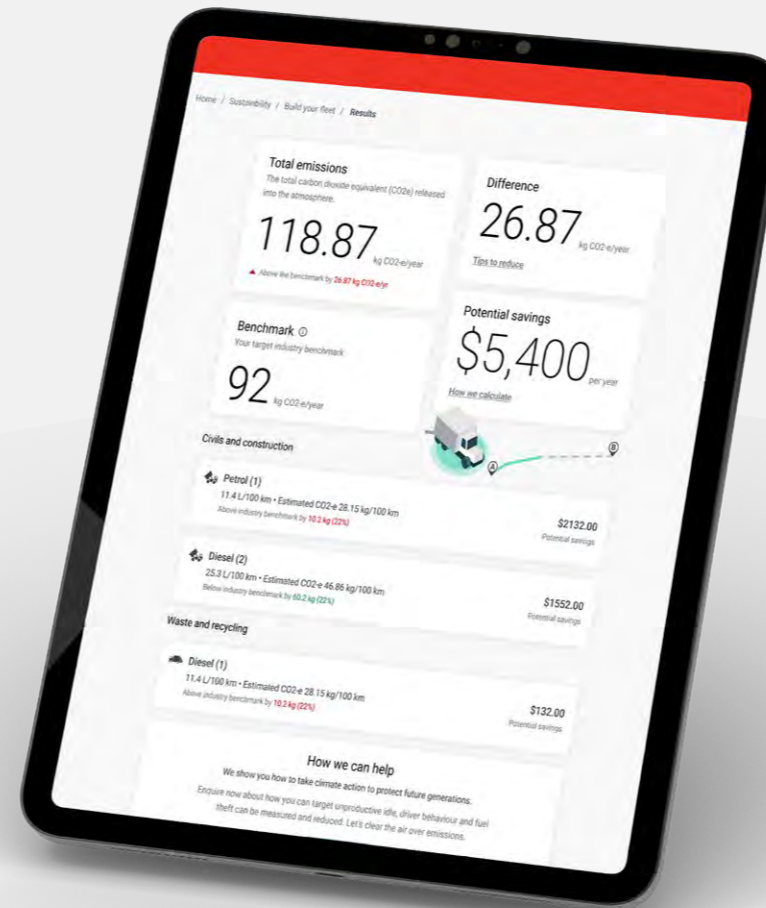
#### Decarbonisation tool at a glance

##### SUPPORTS:

- Achieving customers sustainability goals
- Reducing operating costs
- Improving bottom line

##### GIVES INSIGHTS INTO:

- Emissions overview
- Unproductive idling
- Fuel and energy economy
- EV replacement suitability



\*Decarbonisation tool UX workflow



EROAD’s decarbonisation tool is a powerful asset on our sustainability journey. With more than 70 trucks using over 500,000l of diesel per annum, the EROAD decarb tool’s reporting capabilities allows us to use our fleet data to identify how we can better serve our customers, increase efficiency in transport, analyse if we have the right fleet in the right place, and see the emissions profile by region for that service. It’s powerful to know where you sit within your industry and compared to similar fleets. It’s difficult navigating all available tools on the market, so to have integrated data through EROAD allows clarity for decision making, reduces the guess work, and ultimately facilitates more timely decisions. Now we can create changes and targets and use the tool to report improvements over time.

#### Phoenix Metalman Recycling

## Our Environment

### Electric vehicles

#### Tools for electric vehicle (EV) management

In FY24 EROAD will launch seamless management of both internal combustion engine and electric vehicles within a single fleet management platform. This will include the ability to view the EV's charge status directly on the map display.

#### Electronic logging devices (ELD) for EVs

In North America, avoiding driver fatigue is mandated by the ELD mandate. EROAD's Electronic Logging Devices let drivers easily manage their hours of service, clearly displaying when they should take rest breaks and how long until they can begin work again. To support customers who are investing in EV vehicles within their fleets, EROAD's ELD enables connectivity with EV vehicle CANBUS so our North American customers remain compliant.

#### Encouraging light fleets to go electric

EROAD's Fleet Expo hosted managers of light fleets for a first-of-its-kind event for light fleet managers and business leaders. Held in Wellington, NZ, the one-day event, sponsored by EROAD and the Greater Wellington Regional Council brought together light fleet professionals and businesses to discuss the challenges, trends and opportunities in the sector.

Transport accounts for 17% of New Zealand's emissions, and in EROAD's 2022 Sustainability Survey, 76% of businesses operating light vehicles said low or zero emissions vehicles will become part of their fleet by 2025. Events like EROAD Fleet Expo aim to help businesses understand the options available to them and learn from each other as they work to reduce emissions.

More than 120 fleet professionals, experts and business leaders took part in discussions on the journey to electrification and the actions leaders should take to prepare for the future. There was also practical advice on fleet optimisation, leasing versus buying and how to plan for EV charging infrastructure, and the opportunity to test drive electric vehicles suitable for light fleets.

#### BookIt: Tracking the shift to EVs

Our pool vehicle fleet solution 'BookIt' enables EROAD's customers to record and track the utilization of their vehicles by fuel type (ICE, Electric & Hybrid). Across all our BookIt pool vehicle fleets in New Zealand we see a strong trend in the use of new energy and hybrid vehicles over time. The proportion of EVs on the system has grown from 8% in Jan 2022 to 24% in April 2023, reflecting the rapid adoption of EVs in the New Zealand light-vehicle segment.



EROAD Fleet Expo, Wellington 2023



### Giving insights into the sustainability journey EA Sween, North America

North American foodservice manufacturer and distributor EA Sween joined EROAD in 2010. The third generation, family-owned company produces more than 100 million sandwiches a year and provides fresh, daily delivery to more than 2,000 7-Eleven stores across the US.

"EROAD's fleet management solutions allow us to run a more efficient fleet and reduce the biggest costs associated with fleet ownership. We can easily manage deliveries and route performance, and remotely control the temperature of our refrigerated trailer units during transportation. We recently rolled out CoreTemp, EROAD's simulated product solution, which gives us real-time food temperature which maintains a high standard of food quality during transportation and a more sustainable solution for our customer. We can be more proactive with our delivery management and our customer gets increased visibility of food safety during transit."

**Shawn Enloe, VP-Final Mile Solutions, EA Sween**





## Our Environment

### Climate-related disclosures

As a publicly listed company in New Zealand, EROAD adheres to the mandatory disclosure requirements outlined in the Financial Sector (Climate-related Disclosures and Other Matters) Amendment Act 2021. This legislation mandates the publication of climate-related information and analyses, necessitating ongoing consideration of the impact of climate change on our company. The aim of these requirements is to enhance our comprehension of the climate landscape, leading to more informed and efficient allocation of capital. This increased understanding aligns with our purpose and facilitates EROAD's transitions toward a more sustainable organisation.

EROAD is on the way to assessing the company's risks and opportunities and we will be disclosing our metrics and targets in our FY24 Reports. Climate reporting is an evolving process, and we approach it with an open and engaged mindset, recognising that it is a journey of continuous improvement.

### EROAD insights for zero emission trials

EROAD played a critical role in the **EECA funded trials** sponsored by the Christchurch City Council and Auckland Transport, which aimed to gather crucial data and insights for future policies, development, and utilisation of electric delivery vehicles in city centres. Fuso NZ collaborated with both organisations to procure and deploy electric trucks for the trials, while EROAD's involvement was crucial in providing the means for data collection, analysis, and insights.

In Christchurch, Fuso deployed nine eCanter electric trucks to fleet participants, five for the Civil Construction and Maintenance Trial and four for the Shopping District Trial. Auckland's Zero Emission Area City Centre trial saw Fuso deploy five eCanter electric trucks. The trials produced reports detailing information including the eCanter's State of Charge (SoC), average kilometers travelled per kWh of charge, greenhouse gas emissions avoided, and depot charger utilisation and time of use.

EROAD's first foray into the electric vehicle (EV) space provided valuable learnings for future work. The trial results revealed disparities between expectations and reality, with initial assumptions made about accessing State of Charge (SoC) data proving to be a challenge. Both the Auckland and Christchurch trials played a significant role in EROAD's discovery and knowledge around EVs and CANBUS.

The trial also shed light on the varying attitudes of fleet managers towards EVs, chargers, and other related aspects. These insights will be crucial in guiding future EV work, ensuring that both EROAD and our customers are well informed and equipped to utilise the full potential of electric vehicles.



## A focus on lowering emissions

### Orion, New Zealand

Over the last eight years, the team at Orion has been on a journey to electrify their fleet, and now 50% of the passenger fleet is electric – mostly plug-in hybrid. As they transition to low-emission vehicles, the data and tools within EROAD are helping to make their fleet more efficient and sustainable. As Fleet Manager, Richard says *“we can’t manage what we don’t measure.”*

As part of their sustainability drive, people leaders review the overspeed and idle reports, while their sustainability team has created a dashboard using EROAD’s fuel card management tool and EROAD Analyst to track and report on their fuel usage.

“As part of our sustainability journey we are now starting to go from passively to actively managing the data. Overspeed goes hand in hand with efficiency of the vehicle and we’re also looking at the idling numbers.

We get the data back from card smart through EROAD and we’re using that data to come up with a BI dashboard on fuel use.”

**Orion**

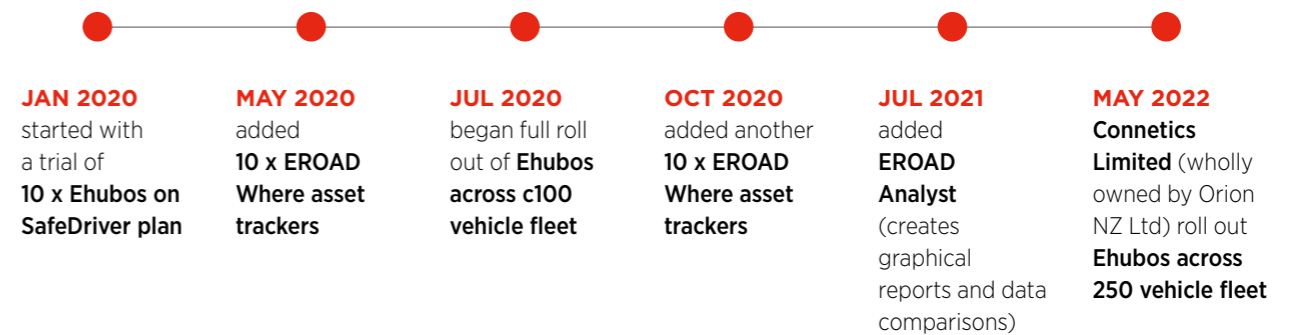
## Our Environment

### Data-driven business decisions

When you’re looking for ways to improve efficiency or productivity in your business, good data is invaluable. Orion is one of many businesses that are harnessing the power of data.

By combining EROAD’s accurate data with other critical business data, Orion can make informed business and policy decisions.

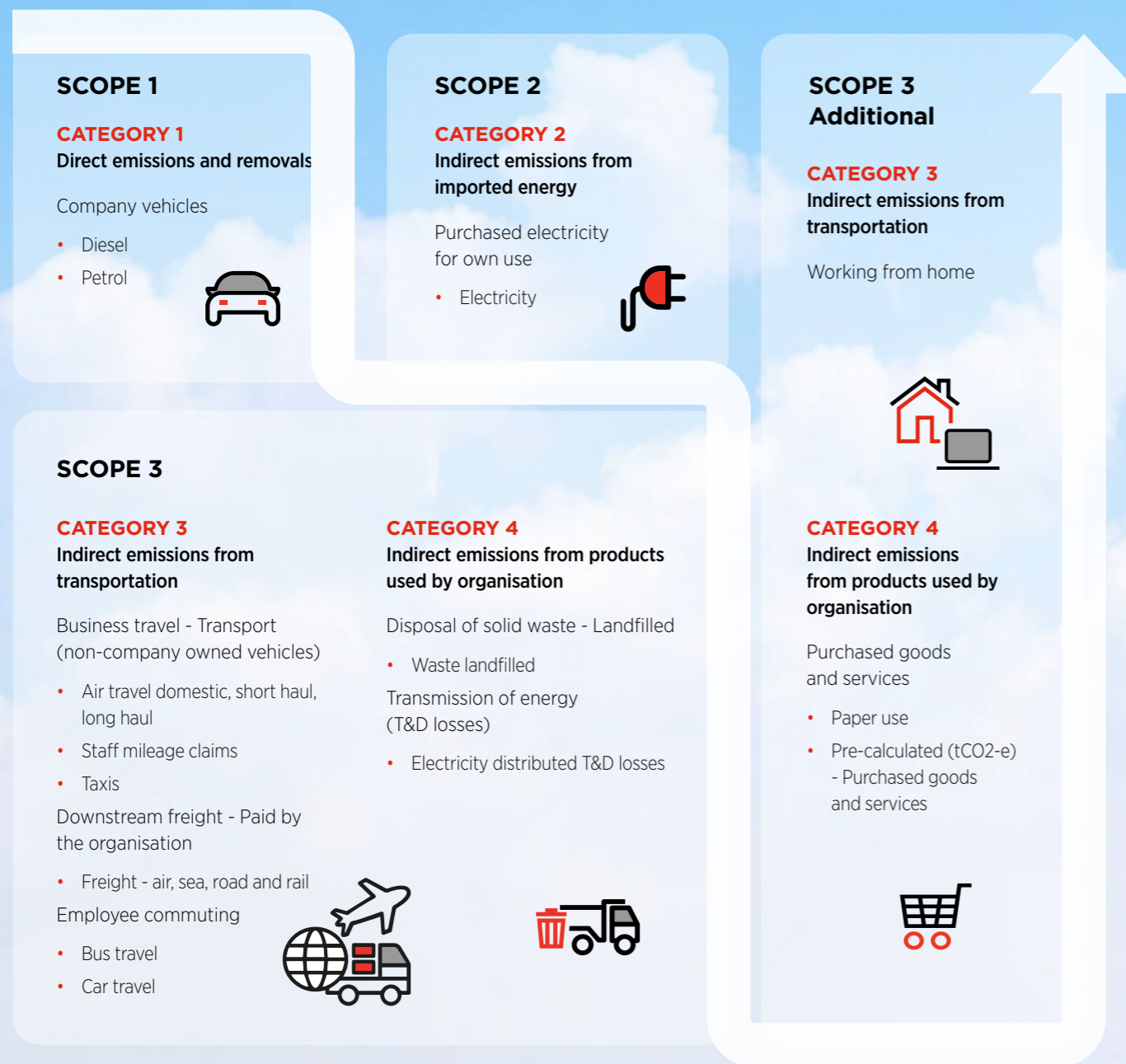
#### HERE’S HOW ORION NZ HAS GROWN WITH EROAD



## Our Environment

# EROAD's internal emissions

### Categories under the scope terminology with actual emission areas for EROAD



### Emissions (tCO<sub>2</sub>e) by category

167.41	84.78	1,641.00	26,717.68
<b>CATEGORY 1</b> Direct emissions and removals	<b>CATEGORY 2</b> Indirect emissions from imported energy (market-based method)	<b>CATEGORY 3</b> Indirect emissions from transportation	<b>CATEGORY 4</b> Indirect emissions from products used by organisations

Emissions reporting in New Zealand follows the GHG Emissions reporting Protocol which breaks down emissions into three Scopes:

- **Scope 1:** Direct GHG emissions and removals
- **Scope 2:** Indirect GHG emissions from imported energy
- **Scope 3:** Other indirect GHG emissions.

From FY21, Toitū emissions inventory reporting aligns with ISO 14064-1:2018 which breaks emissions into six Categories instead of the three Scopes. This allows for more granular reporting.

**28,610.86**  
EROAD'S TOTAL EMISSIONS FOR FY23 (tCO<sub>2</sub>e)

### Reducing EROAD's internal emissions

EROAD is proud to mark its second year as member of the **Toitū carbonreduce programme** in New Zealand. Since the FY22 Report, we have successfully completed the integration with Coretex and have included the corresponding emissions in this year's report.

Due to the significant changes resulting from the Coretex acquisition, we have recalibrated our base year emissions profile to accurately reflect the emissions profile of the entire EROAD Group. As a result, we are unable to report specific emissions reduction targets at this stage. Nevertheless, we have taken steps to reduce our New Zealand electricity emissions by transitioning to Ecotricity, a certified carbonzero provider. We have also introduced lower emission fleet vehicles including hybrid vehicles to lower our fuel consumption. We are aiming to reduce our company wide electricity and fuel usage in line with Toitū programme requirements.

While we recognise that category 4 emissions, including purchased goods and services, pose a challenge as we have limited control over them, we are committed to collaborating with suppliers to reduce these emissions as part of our long-term sustainability goals.

In FY23 EROAD organised an internal **Sustainability Month** encouraging staff to consider the actions they can take on a personal and professional level to benefit the fight against climate change and a more sustainable existence.

EROAD's dedication to reducing carbon emissions extends beyond our internal business operations. We also strive to support our customers and their drivers in reducing their own emissions and contribute to wider sustainability initiatives. By delivery intelligence that fosters a better world tomorrow, we can actively contribute to creating a more sustainable future.

# Our People



## Goals and aspirations

- An inclusive, collaborative engaged **culture aligned to our values and vision**
- Strong **talent pipelines** and **career progression opportunities** for current and potential EROADers
- **Remuneration and benefits** that recognise performance and support attraction and retention
- **Leaders** with the capability, tools and empowerment to lead

## Our People

### Our Values



#### WE DO WHAT'S RIGHT

We put customers at the heart of what we do.

We look after our people and put their safety & wellbeing first.

We focus on delivering quality outcomes.



#### WE PLAY AS A TEAM

We all play for the same team and that includes our customers and partners.

We value and respect diverse opinions and we work together to overcome challenges.

We embrace our differences and celebrate what makes us unique.



#### WE LEARN & GROW

We listen to learn.

We own and learn from mistakes, choosing to hold a growth mindset.

We believe that curiosity fuels successful innovation.



#### WE GET IT DONE

We do what we say we will.

We prioritise to deliver the most important outcomes.

We take ownership and work together to get to a solution.

### People at the heart

The health, wellbeing, and development of our people remains a top priority for EROAD. We understand that the success of the individual is directly linked to the success of our business.

This year we established a solid foundation of platforms, processes, and development programmes to support our people throughout their time with EROAD to reach their own professional goals and contribute to EROAD's commercial success. This year brought challenges as the world returned to a new 'normal' following the disruption of the covid pandemic and changing global economic conditions. As we embarked on a return to more regular office-based hours after so long working from home, we were pleased to offer a flexible hybrid working environment for staff. Our people now enjoy the benefits of working remotely and also coming together to collaborate in our seven global locations.

Now in our second year since the merger with Coretex, we're working to ensure our combined team culture reflects togetherness, where we see the value and role we play both individually and to EROAD's overall success.

For FY24 we are focused on continuing to build the capability and skill of our team leaders so they can provide world class support and coaching to our people as we embark on our growth strategy.



## Our People

### Reward and recognition

Reward and recognition are important in a high-performing culture, and at EROAD we celebrate success through two peer-to-peer initiatives; our online reward platform, Bonusly, and a quarterly EROAD Awards programme.



234

**EROAD Award nominations**



34,918

**Bonusly recognition messages**



\$1,500

**donated to charity through EROAD Awards**



### Training and development

#### Building leadership capability

In FY23 two cohorts of leaders underwent **EROAD's Leadership Programme (ELP)** with 10 senior leaders in North America and 18 in New Zealand completing the intensive six month programme.

This year EROAD launched a new interactive programme designed for people leaders across the globe, whether they were seasoned managers or new to a management role.

**The Leadership Essentials Programme** offers 12 modules, covering the skills needed to lead people and teams more effectively and efficiently. The modules cover essential skills including recruiting new staff, having difficult conversations, coaching teams, finance for non-financial leaders, and giving effective feedback. The programme aims to grow leadership skills to assist managers to support EROAD teams through our next growth phase. Increasing leadership capability is an important goal for FY24.

#### Training and education

IN FY23 we:

- Launched our new **e-learning platform** on Workday which offers all online training within EROAD's global central HR system
- Offered **16 Open Sesame online learning courses** including Agile Crash Course, Safe Driving Distracted Driving, Productivity and Time Management, Excel for beginners, Change Management Global
- Engaged **specialist external course providers** to upskill and support teams including specific training in Lean Six Sigma Yellow Belt, Telephone Sales Growth Retention, Chapter Lead Training
- Launched a new mandatory course: **Working for a listed business** which sits with other compulsory courses for all staff: data security, legal privacy, health and safety, new starter induction, hardware familiarisation, and MYEROAD fleet management portal.

#### Career development

In FY23 EROAD introduced new **development plans** for all staff. Completed by staff and endorsed by their people leader, these plans outline career progression goals alongside potential training opportunities to support staff. By the end of FY23, 71% percent of EROAD had completed a development plan.

EROAD's managers continued to hold regular development one-to-ones with team members, ensuring everyone has the opportunity for development conversations to take place across the business.

#### Attracting new talent

Attracting new talent is a priority at EROAD. We are focused on providing an innovative and engaged workplace to support our team now and in the future.

#### Intern programme

EROAD received more than 100 high calibre applicants for our FY23 summer intern programme. The nine successful interns received a hands-on experience working with our product development and engineering team gaining valuable skills for a career in the technology sector.

Four interns were welcomed into EROAD's graduate programme in late 2023.

#### Scholarship

For the seventh year, EROAD offered a \$5,000 scholarship award through the University of Auckland. The scholarship is awarded to a Māori or Pacific student studying advanced science, computer/data science, information systems, or software engineering. This year's worthy recipient was Cameron Nathan.

#### Immigration status

EROAD retains Immigration NZ employer status.

## Our People

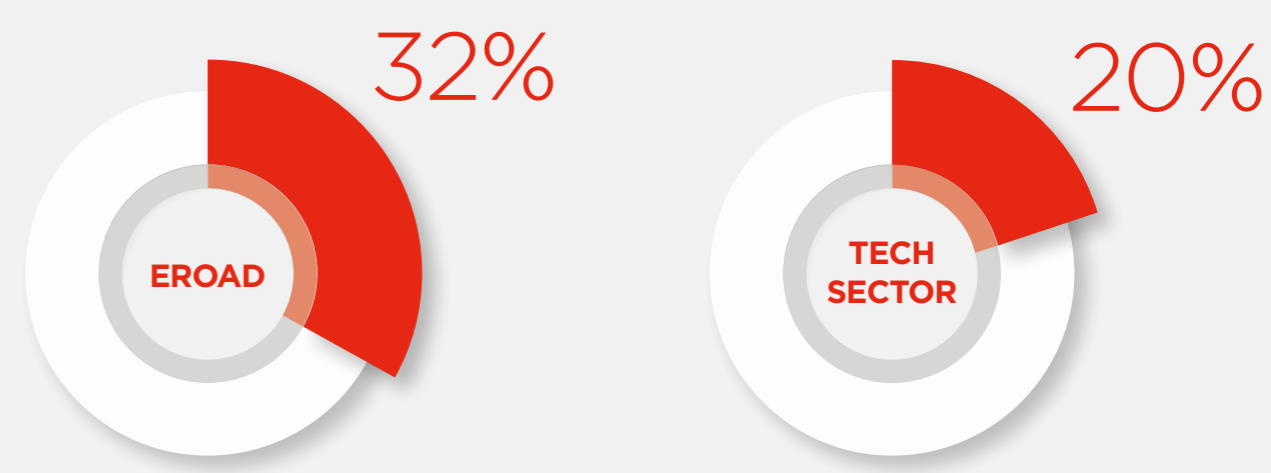
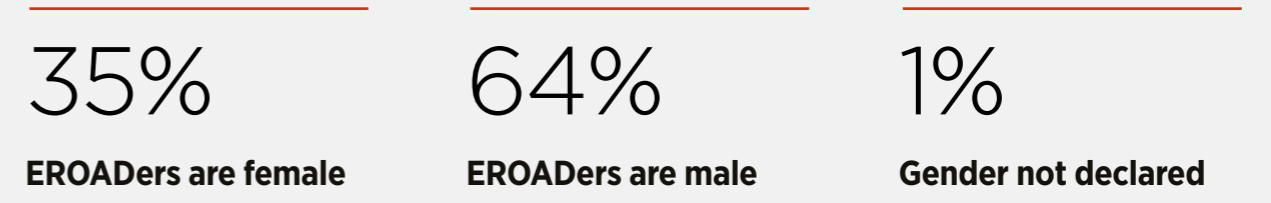
### Diversity and equality

EROAD values its people and is dedicated to fostering a diverse and inclusive work environment. Our company embraces diversity and promotes an inclusive culture that thrives on the contributions of individuals from 30 different countries. In terms of female representation, EROAD surpasses industry standards in the technology sector.

As part of our commitment to ensuring all EROADers can prioritise family, EROAD offers various resources such as flexible work arrangements, and remote working and parental leave (both maternal and paternal). We recognise that when our wider family thrives, so do we.

To foster a sense of belonging and unity across our organisation, we have established the WISH (Wellbeing, Inclusion, Social & Health & Safety) committee. Comprised of passionate volunteers from different areas of EROAD, this committee strives to bring everyone together as one team, regardless of their geographical location. Throughout the year, the WISH committee organizes a range of events, activities, and celebrations that allow our team members to connect, celebrate, meet new colleagues, and have fun.

The WISH committee plays a vital role in promoting inclusion and celebrating our diverse workforce. Their efforts include organising events such as, a global walking competition, international women's day, pink shirt day, and community volunteer opportunities. These events showcase the wide range of passions and backgrounds within EROAD, reinforcing our commitment to diversity and fostering a sense of belonging. Follow on from the COVID years of remote working, the WISH committee remains determined to connect all EROAD teams worldwide. With many EROAD employees working remotely, in FY23 the committee organised virtual events and activities to connect our global team regardless of their physical location. These included a weekly online pop quiz, a celebration of new EROAD products, a panel discussions and more fun events which allowed our global team to come together and enjoy shared experiences, even from a distance.



**32% of EROAD female employees are in leadership roles compared to 20% in the technology sector overall**

## Our People

### Health, safety and wellness of our people

Health and safety is a priority at EROAD and in FY23 this focus was bolstered with the appointment of a dedicated Group Health and Safety team.

Health and safety is fundamental to the sustainable growth of the business, ensuring our people can support customers to raise industry standards. A comprehensive roadmap for FY24 outlines new initiatives and programmes supports EROAD to deliver on its health, safety, and wellbeing commitments.

To support our team’s psychological health and wellbeing, we offer 24-hour access to employee assistance programmes across our global locations, as well as wellbeing packages including free healthcare, insurance, and wellbeing packages to all EROADers, globally. This includes mobile support through the use of our Being Well app, so EROADers can access support from anywhere, at any time.





# Our Commercial Approach

## Goals and aspirations

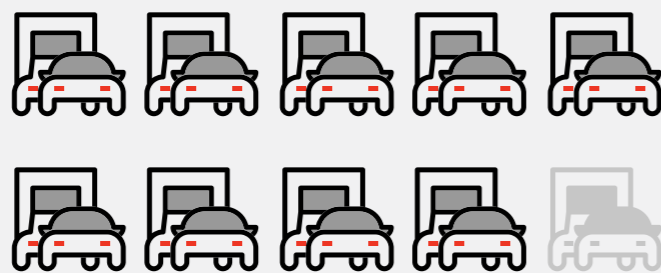
- Deliver sustainable and growing **financial returns for shareholders**
- Deliver **innovative solutions** to solve customers' challenges
- Maintain **resilient and robust** platforms
- Ensure high level **protections** against breach of confidentiality, loss or unauthorised access to data, and technology disruption

## Our Commercial Approach



84%

**of businesses have seen at least one positive impact as a result of taking sustainability action**



9 in 10

**businesses have already started taking action through sustainability initiatives**

## Reliable and secure data

At EROAD, our success hinges on building and maintaining reliable, high performing technology platforms which protects privacy and security for our customers. Cyberattacks are a constant threat so it is paramount we protect our customers from confidentiality breaches, data loss, or technological disruptions which can lead to financial and reputational consequences for our customers.

We work closely with our key technology partners, including **AWS, Microsoft, HERE, and Vodafone**, to 100% align on the frameworks and key pillars of well architected platforms. This ensures we follow best practices and that we are leveraging changing products and services that benefit our products and customers.

- Operational Excellence
- Security
- Reliability
- Performance Efficiency
- Cost Optimisation

Our products are built on the top of our world class cloud platforms, leveraging the distributed global network of datacentres, isolated availability zones and regional redundancy. Architected from the ground up for low latency, resilience, and scalability.

We implement stringent security measures, from early design through to operational controls, and conduct annual third-party penetration testing. We prioritise privacy in all design processes and have launched a privacy impact assessment tool to strengthen our efforts.

We're continuously working to clarify and fortify IT and cybersecurity policies, emphasising robust security practices. Our comprehensive training programmes help employees understand privacy risks, data security, and effective mitigation strategies.

99.7%

**Overall EROAD uptime across all platforms**

In FY23 two EROAD security engineers achieved **Offensive Security Certified Professional (OSCP) certification**. The qualification which covers ethical hacking, forensics and penetration testing culminating in a 48-hour practical exam, is highly respected amongst information security professionals.





## Data driven decisions PLM, North America

PLM Fleet is a dedicated fleet management provider serving the cold supply chain and refrigerated trailers through leasing, maintenance, telematics, rental, and lifecycle management solutions to reduce total cost of ownership. Currently PLM Fleet manages over 14,000 refrigerated trailers consisting of diesel, hybrid, and fully zero emission.

“EROAD works with us to produce new data points to track the overall performance of both diesel and zero emission Transport Refrigeration Units. Via these data points we can provide advanced analytics to our customers to reduce diesel consumption and optimize overall fleet efficiency. This coupled with battery and temperature analysis of our zero emission TRU allows us to reduce the carbon footprint of our customer and ensure they are making the necessary operational changes to fully transition to the zero-emission climate.

Through EROAD’s numerous data points provided by their telematics we can build customer facing analytic reports to help lay out a roadmap as to how a fleet can transition to fully zero emission. EROAD is always willing to work with our teams here at PLM to integrate new data points such as battery state of charge to ensure the electric Transport Refrigeration Unit is working to its utmost capabilities.

The long-term relationship with EROAD to leverage their technology solution to reduce diesel fuel consumption and food waste is a win/win for the company and our environment through lower costs and lower emissions.”

**PLM**

## Our Commercial Approach

### EROAD’s own fleet vehicles

EROAD is continually looking at ways to reduce our own fleet’s fuel burn and CO2 emissions. We recently reduced our NZ sales fleet size and swapped higher emission vehicles for lower emission vehicles.



We have reduced sales vehicles **from 34 to 25**



We are forecast to save **7,305 litres of fuel** per year



We are forecast to reduce our **CO2 emissions** directly from fuel consumption from **57.5 tonnes per year to 39.5 tonnes per year**

We already have three EVs and 19 hybrid vehicles in our fleet. We are actively investigating how to increase the number of EVs we have in the future.

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## Our Commercial Approach

### Sustainable Supply Chain

Following the relaxation of COVID-19 restrictions worldwide, and the subsequent reopening of borders, EROAD's supply chain team re-established connections with our global partners. This enhanced interaction facilitated several crucial initiatives focused on stability, sustainability, and social responsibility.

Conducting on-site visits allowed us to audit our top suppliers, ensuring that our supply chain maintains a strong commitment to social responsibility. These visits provided an opportunity to further fine tune our environmental objectives, particularly around our emissions reduction goals. We are eager and have begun to collaborate with our suppliers to explore ways to collectively reduce our carbon emissions.

In FY23 EROAD formalised our sustainable supplier questionnaire. This questionnaire requires suppliers to undertake a self-assessment and declare key sustainability policies and practices. This initiative gives EROAD's continuous oversight of our supply chain practices and so we maintain visibility over sustainability efforts.

The integration with Coretex presented us with the opportunity to work on optimising our supply chain while prioritising environmental, social and governance factors. Building on the progress made in FY22, we have been actively developing alternative sources for critical product lines, with strong focus on the impact on customers around the upcoming 2G and 3G networks phase out.

Within FY24 we will be embarking on additional projects to support sustainability objectives. This will include a tender process for freight providers in an effort to reduce costs, provide improved visibility and reporting as well as allow for further integration of combined services.

EROAD's focus on securing critical components necessary to sustain production operations through the semiconductor shortage period has, to date, been helpful in enabling production to continue unhindered. With the easing of a large proportion of the industry shortages, the business now shifts focus to that of reducing component inventory and aiding the overall FCF performance.

### Modern Slavery Statement

EROAD is committed to upholding human rights practices across all our business-related activities. The company's purpose and values support this commitment. Upholding human rights practices involves ensuring that slavery and human trafficking are not taking place in any part of our business operations. Modern slavery in any form\* is against EROAD's company policies.

This Modern Slavery Statement is made in accordance with our obligations as a listed entity on both the NZX and ASX (foreign-exempt issuer) and under the Modern Slavery Act 2018 (Australia) and Transparency and Supply Chains Act 2010 (California).

EROAD publishes an annual Modern Slavery Statement in accordance with our legal obligations and our moral obligations as a socially responsible entity.\*\*

\*Modern slavery risks include all forms of slavery or practices like slavery such as child labour, forced or compulsory labour, bonded labour, serfdom, and recruitment for armed conflict.

\*\*EROAD is aware that New Zealand's Ministry of Business, Innovation and Employment (MBIE) is presently developing modern slavery and worker exploitation legislation for all organisations in New Zealand. EROAD will address these requirements once they are known.

# Modern Slavery Statement

## EROAD's Business and Organisational Structure

### EROAD's Business

EROAD modernises road charging and tax compliance and health and safety compliance for road transport by replacing paper-based systems with easy-to-use electronic systems that also improve fleet management and driver experience.

The company is headquartered in Auckland, New Zealand, and is listed on the New Zealand Exchange (NZX: ERD) and Australian Stock Exchange (ASX: ERD). Its US business is based in San Diego, California, serving customers with vehicles operating in every US mainland state.

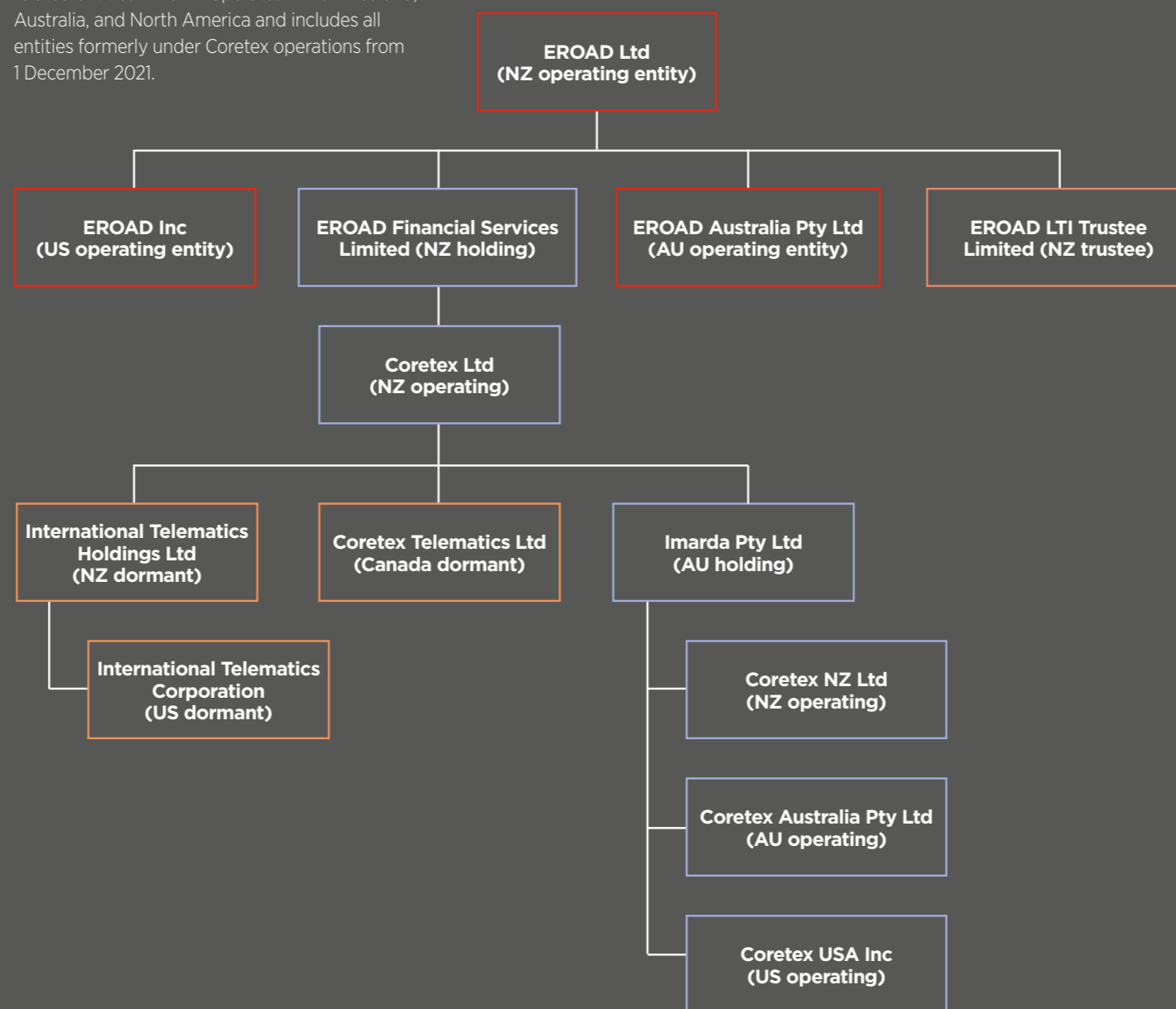
In 2009 EROAD introduced the world's first nationwide electronic road user charging (ERUC) system in New Zealand. The Company develops and sells end-to-end hardware enabled software as a service (SaaS) products for the management of vehicle fleets in New Zealand, Australia and North America. EROAD's product offerings are intended to:

1. support regulatory compliance including transportation taxes, road user charging, fuel and vehicle registration;
2. improve record keeping of both mobile assets (vehicles) and drivers (including fatigue related products);
3. help reduce vehicle operating costs and carbon emissions by improving fleet efficiency;
4. help improve and promote driver safety;
5. monitor refrigerated fleets and provide services to construction and waste fleets; and
6. track micro assets.

EROAD has undergone a period of significant growth following the acquisition of Coretex in 2021.

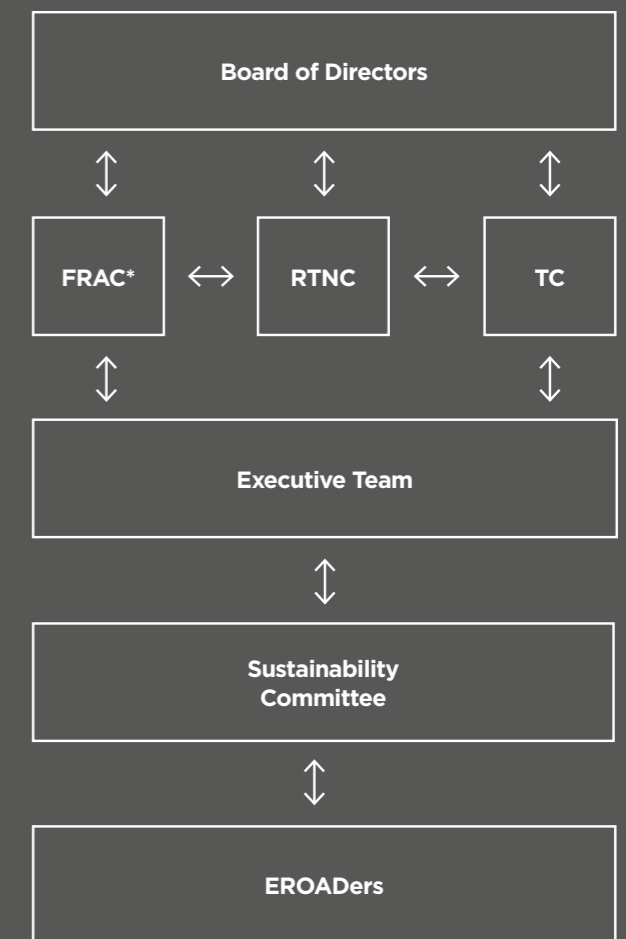
### EROAD's Organisational Structure

EROAD's business includes EROAD Limited and all related entities. EROAD operates in New Zealand, Australia, and North America and includes all entities formerly under Coretex operations from 1 December 2021.



### EROAD's Governance Structure

EROAD's Board of Directors undertakes to perform its duties and exercise its powers in the best interests of the Company. The Board is assisted in its role by the Finance, Risk and Audit Committee, Remuneration Talent and Nomination Committee and Technology Committee. EROAD's Executive Team is responsible for the day-to-day management of the Company and is supported by the Senior Leadership Team and internal committees including EROAD's Sustainability Committee.



## Modern Slavery Statement

### Supply Chain

EROAD Limited manufactures its hardware products within a number of countries in Asia. Hardware manufacturing occurs in China, The Philippines, Singapore, Malaysia and Indonesia. The company has distribution centres in New Zealand, Australia and North America. EROAD uses a variety of freight methods including road, sea, rail and air, with the majority of our freight going via air travel. The Company is committed to sustainable supply chain management and accordingly, products are always refurbished where possible.

EROAD employs a number of EROADers to create, manage and develop our software, as well as EROADers to serve our customers, comply with corporate requirements and lead our teams. These employees are primarily based in New Zealand, Australia and North America. In FY23 the company reported 484 employees worldwide.

EROAD's governance framework and remuneration policies ensure fair wages and benefits for all EROADers. EROAD has a number of mechanisms, in particular the company's Code of Conduct, Code of Ethics, Risk Management Policy, Diversity and Inclusion Policy and Whistleblower Policy, which all seek to ensure fair and appropriate behaviour by the company. Any concerned party is encouraged to raise issues with their manager or to utilise EROAD's independent whistleblower service managed by Deloitte.

### Risks of Modern Slavery Practices

#### Risk Identification

EROAD is aware that slavery-like practices can include underpayment of wages, excessive working hours, debt bondage and confiscation of personal documents; and that these risks are typically associated with other human rights transgressions such as inadequate grievance mechanisms, discriminatory practices, bullying/ harassment, unsafe/ unsanitary working conditions.

Slavery-like practices are not restricted to a specific part of business, but may be prevalent along the entire supply chain, within core operations (own employees and third parties), as well as at customers. Of these three areas EROAD has determined that the greatest relative risk resides within our supply chain.

While modern slavery risks exist in every country, the Global Slavery Index identifies Asia as being highly vulnerable to, and having a high prevalence of modern slavery. The Index also identifies similar vulnerabilities and prevalence levels in the electronics sector (component and equipment manufacture), and freight (particularly shipping).

To date, EROAD has not identified or become aware of any instances of human trafficking or slavery within our operations or supply chain.

### Risk Assessment and Evaluation

With our supply chain being our main area of focus, we have adopted a multi-pronged approach to assessing the risk. This includes supplier pre-qualification due diligence; supplier self-assessment (via our Sustainable Supplier Questionnaire); and on-site assessment and audits to 'ground truth' the supplier governance documents and other pertinent information provided.

EROAD has a Sustainable Supplier Questionnaire which is sent out to all key suppliers we work with. The section on social responsibility requires suppliers to disclose whether they have any human rights and/or labour policies in place, and to provide these where applicable. Likewise with any safety and wellbeing policies. EROAD is committed to upholding human rights practices in all our business-related activity.

We ask suppliers for a statement to be made on fair labour practices and adherence to labour laws within their territory of operation. Should red flags be identified, our focus is on supplier engagement to discuss our concerns, and where required, agree on actions to be taken.

EROAD acknowledges that rapid termination of suppliers involved in human rights violations may not be in the best interest of vulnerable people within the supply chain, and therefore we intend to use supplier termination as a measure of last resort.

### Actions taken by EROAD to address modern slavery risks

#### Integration across our business

EROAD has no appetite for slavery and human trafficking risks across our business. Accordingly, we expect all of EROAD, organisations in our supply chain, as well as our contractors, customers and third parties to comply with this commitment.

Our Code of Ethics, Code of Conduct, Diversity and Inclusion Policy, Whistle-blower Policy, Sustainability Policy and Risk Management Policy all reinforce our value of doing what's right by committing to acting ethically and with integrity in all our business relationships to address modern slavery risks.

We have a multidisciplinary team, with representation from People & Capability, Global Operations, Supply Chain, Product and Legal, overseeing the application and assurance of these requirements.

#### Entities we Own / Control

For entities we own/control, for example entities formerly controlled by Coretex Limited, EROAD adopts the same approach. All companies and divisions under the EROAD umbrella are subject to our policies on modern slavery. We undertake supplier questionnaires and audits for any entities within our control as applicable. Any concerns are addressed and escalated in the same manner described above.

## Modern Slavery Statement

### Assessing the Effectiveness of our Actions

We assess the effectiveness of our actions regularly to ensure our approach is fit for purpose. We operate from a position of trust and hope that our suppliers are honest in their responses. We are however conscious of the fact that without being on the ground, it is difficult to verify the truth and accuracy of the information provided to us by suppliers. We work hard to ensure a thorough due diligence process and we continue to monitor our approach to ensure it is appropriate. In FY23 EROAD's Supply Team was able to travel to supplier locations to meet with workers and personally assess their working conditions. This naturally afforded us the opportunity to verify the accuracy of supplier self-assessments.

We visit suppliers to assess truth of questionnaire responses and supplier declarations. If visits show deception on the part of the supplier, we request additional information. To date we have not uncovered any modern slavery issues. If we were to find workers are not being treated in a safe and healthy manner, we take this extremely seriously. In FY23 we were recommended a supplier, but upon visiting the facility we determined that the health and safety conditions were not appropriate - respiratory requirements were not being met and as a result, we chose not to engage with this supplier on that basis.

EROAD is committed to taking meaningful action to identify, mitigate and manage any modern slavery risks in accordance with our zero tolerance policy.

### Recruitment and Employment Practices

EROAD's People & Capability Team is responsible for making sure that modern slavery does not feature in EROAD's internal operations. We have robust processes in place around pre-employment screening, employment conditions and workplace behaviour. Expectation of workplace behaviour and employee safety is provided to all EROADers when they commence their employment with EROAD.

### Procurement Practices

EROAD's procurement policies and processes strive to support partnering with other socially responsible and reputable organisations across our supply chain and in support of our core operations. (For example: business support services, recruitment providers and professional employer organisations, etc.)

To minimize the disparate and inadequate application of our policies our key procurement requirements are predominantly centralized in the business. Furthermore, business relations with our key suppliers, contractors and third-party providers are well established, which contributes to improved relations with these entities, and greater knowledge of their business practices.

### Awareness and Training

EROAD raises awareness of modern slavery issues by ensuring this statement is readily accessible to all relevant stakeholders, beginning with all directors and Executive Team members who have been briefed on the requirements of the Australian Modern Slavery Act 2018.

To mitigate the risk, we provide training and appropriate guidance materials to relevant employees across the business. This is intended to help staff recognise the risks of modern slavery and human trafficking in our business and supply chains.

EROAD also provides a notification mechanism to capture suspected instances of serious wrongdoing, including slavery-related practices. These may either be reported to EROAD's General Counsel, Chair of our Finance, Risk and Audit Committee, or anonymously through our Whistleblower facility. This service is managed by Deloitte, an independent third party, on behalf of EROAD and may be accessed by either email, webform or phone.

### Monitoring and reviewing the effectiveness of our actions

Modern slavery falls within the broader realm of Environmental, Social and Governance (ESG). Consequently, ongoing monitoring and evaluation of EROAD's other ESG initiatives provides insights into the adequacy of our modern slavery risk management; and how this should be adapted to be better aligned and more effective. EROAD supports the UN Sustainable Development Goals and makes disclosures against the GRI framework in our annual Sustainability Report.

### Impacts of COVID-19

The impact of the COVID-19 pandemic on international supply chains (such as commodity shortages, business closures, and economic downturn) is widely known. However, the nature and extent of such impacts directly influencing potential slavery and trafficking practices is many organisations' supply chains are less apparent - particularly beyond Tier1/direct suppliers.

Limitations on international travel over the majority of FY22 undermined the ability to assess first hand conditions at manufacturing facilities within our supply chain. We are pleased to have been able to resume travel to key suppliers in FY23. This proved to be a significant measure for us throughout the year as it enabled us to circumvent involvement with a supplier who did not meet our health and safety standards, as outlined earlier in this statement.

### Our Consultation Process

In FY22 our consultation has primarily focused on notifying key internal stakeholders and priority suppliers of the requirements they are required to adhere to. Deeper internal and external engagement occurred in FY23. A cross-functional approach to modern slavery has been taken and EROAD's supply team regularly engages with other EROAD teams. In FY24 we are driving further engagement through our Sustainability Committee with key company representatives. The consultation also involves Directors at the Board level.

### Approval

This statement is made in accordance with the Australian Modern Slavery Act 2018 and constitutes our Group slavery and human trafficking statement for the financial year ending 31 March 2023. It is approved by the Board and reviewed annually.

# GRI Standards Inventory

## What has EROAD reported on?

### United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs) are the UN’s blueprint for a more sustainable future for all. These goals look to create a better world by ending poverty, fighting inequality and addressing climate change.

EROAD is supportive of the United Nations Sustainable Development Goals and has linked these to our GRI disclosures below.



EROAD Limited has made GRI-referenced claims in accordance with the GRI Standards for the period 1 April 2022 - 31 March 2023. EROAD is committed to advancing our disclosures in the interests of being fully transparent with our stakeholders.

Disclosure	Description	Report Section	FY23
<b>GRI-2 GENERAL DISCLOSURES</b>			
2-1	Organisational details	Cover/About EROAD	<ul style="list-style-type: none"> <li>a) EROAD Limited</li> <li>b) Limited company incorporated under the New Zealand Companies Act 1993. Owned by shareholders trading on the NZX and ASX.</li> <li>c) Level 3, 260 Oteha Valley Road, Albany, Auckland, New Zealand</li> <li>d) New Zealand, Australia, United States of America</li> </ul>
2-2	Entities included in the organisation’s sustainability reporting	Directory	<ul style="list-style-type: none"> <li>a) EROAD Limited and associated entities. These are: EROAD Inc (US incorporated entity, EROAD Financial Services Limited (NZ holding), EROAD Australia Pty Ltd (AU operating entity) and EROAD LTI Trustee Limited (NZ Trustee entity). Coretex Ltd, Imarda Pty Ltd, Coretex NZ Ltd, Coretex Australia Ltd and Coretex USA Inc. are also included.</li> <li>b) Entities EROAD Limited controls or has an interest in are included in our sustainability reporting. Please see financial statements.</li> <li>c)                             <ul style="list-style-type: none"> <li>i) No minority interests to adjust for.</li> <li>ii) Coretex Limited and its subsidiaries was acquired on 1 December 2021, the operations of the Coretex subsidiaries are included in this sustainability report.</li> <li>iii) No differences in approach across the disclosures in this Standard or across material topics.</li> </ul> </li> </ul>
2-3	Reporting period, frequency and contact point	-	<ul style="list-style-type: none"> <li>a) 1 April - 31 March, annually</li> <li>b) 1 April - 31 March, annually - sustainability reporting is aligned with financial reporting.</li> <li>c) 16 June 2023.</li> <li>d) Citadel MAGNUS for Investor Relations</li> <li>e) Hugo Shanahan for Media Enquires</li> </ul>
2-4	Restatements of information	EROAD’s Internal Emissions	<ul style="list-style-type: none"> <li>a) EROAD has updated the Company’s base year carbon emissions profile to include the Coretex side of the business.                             <ul style="list-style-type: none"> <li>i) It is important for us to provide a true and accurate presentation of the Company’s carbon emissions and the former Coretex entities are now sufficiently integrated into our operations to enable us to provide this.</li> <li>ii) This will naturally show an increase in the Company’s carbon emissions with the addition of the former Coretex entities. EROAD does not shy away from this disclosure and is working hard to reduce our emissions profile.</li> </ul> </li> </ul> <p>Our FY23 emissions are 61% higher than our FY22 emissions due to the inclusion of business activity that was formerly part of the Coretex operations</p>







Disclosure	Description	Report Section	FY23
2-5	External assurance	-	<p>a) EROAD seeks external assurance for our financial statements - these are audited by KPMG in accordance with legal requirements. EROAD also elects to seek external assurance for our carbon emissions reporting through the carbonreduce programme with Toitū Envirocare. Senior executives and the Board provide oversight and guidance in relation to these commitments.</p> <p>b) EROAD’s sustainability reporting has not been externally assured, however, EROAD’s carbon emissions reporting has been certified by Toitū Envirocare under the Toitū carbonreduce programme and we will be seeking external assurance in accordance with climate-related disclosure requirements from FY24.</p> <p>i) Toitū carbonreduce certification disclosure (<a href="https://toitu.co.nz">Toitu.co.nz</a>)</p> <p>ii) Toitū carbonreduce certified means measuring emissions to ISO 14064-1:2018 and Toitū requirements; and managing and reducing against Toitū requirements. Level of Assurance: Reasonable for all categories excluding category 3 employee commute and category 4 purchased goods and services &amp; Limited for category 3 employee commute and category 4 purchased goods and services</p> <p>iii) EROAD has no other relationship with Toitū Envirocare outside of the Toitū carbonreduce certification.</p>
2-6	Activities, value chain and other business relationships		<p>a) EROAD Limited (ASX: ERD; NZX: ERD) (“EROAD”) purpose is delivering intelligence you can trust for a better world tomorrow. EROAD develops and markets technology solutions to manage vehicle fleets, provide supply chain visibility, support regulatory compliance, improve driver safety, and reduce the costs associated with operating a fleet of vehicles and inventory of assets. EROAD has a proven SaaS business model and is experiencing continuing growth in installed units and revenue. EROAD has operations in New Zealand, North America and Australia with customers ranging in size from small fleets through to large enterprise customers.</p> <p>EROAD’s solutions span fleets that service over-the-road delivery, less than truckload, broadliners, civil engineering, construction, ready mix, waste and recycling, refrigeration transportation, intermodal, private fleets. In 2023, we added another Shipper to our simulated product temperature solution, Coretemp. This solution significantly reduce product waste by providing clear visibility about the core product temperature integrity for Shippers and Carriers as well as transparency for Receivers.</p>

Disclosure	Description	Report Section	FY23
			<p>b)</p> <p><b>Infrastructure</b></p> <p>EROAD’s infrastructure includes its software platform, the cloud infrastructures they are hosted on, and its network of hardware, software and sales partners. The software platform is the foundation of EROAD’s business, and it allows customers to track their vehicles, manage their fleets, and comply with regulations. The data centers are used to store and process data, and the network of partners allows EROAD to develop &amp; manufacture hardware components, integrate additional SaaS services to our core offering and extend our sales network.</p>
			<p><b>P&amp;C</b></p> <p>EROAD’s people and culture are essential to its success, attracting top talents, especially in the engineering field is critical. The company has a strong focus on innovation, and it is committed to providing a positive, supportive and diverse work environment. EROAD’s employees are passionate about their work, and they are committed to helping customers improve their efficiency, enhance the safety for all road users and support a move to more sustainable practices in transport.</p>
			<p><b>Technology</b></p> <p>EROAD’s technology development process is focused on creating innovative products and services that meet the needs of its customers. This includes either designing and developing software and hardware, testing and refining it, or assessing, partnering and integrating with 3rd party providers then deploying the products and services to customers. EROAD’s software development process includes agile development methodologies to quickly iterate on new features and functionality. EROAD invests heavily in R&amp;D for both their SaaS and Hardware products to ensure ongoing competitive advantage and compliance with regulations.</p>
			<p><b>Procurement</b></p> <p>EROAD has a team of experienced procurement professionals who are responsible for sourcing, evaluating, and selecting suppliers. The procurement process at EROAD is aligned with the company’s overall business goals. The team is responsible for ensuring that the company obtains the best possible prices for its inputs (Cloud services, Cellular connectivity, hardware components, complete hardware product), while also ensuring that the quality of the inputs meets the company’s high standards. The team also works to develop long-term relationships with suppliers, in order to ensure a reliable supply of inputs.</p>
			<p><b>Inbound Logistics</b></p> <p>of EROAD’s business, and it allows customers to track their vehicles, manage their fleets, and comply with regulations. The data centers are used to store and process data, and the network of partners allows EROAD to develop &amp; manufacture hardware components, integrate additional SaaS services to our core offering and extend our sales network.</p>
			<p><b>Operations</b></p> <p>The operational process for EROAD includes hardware and software product development, testing, and deployment. This includes designing and developing software and hardware, testing and refining it, and deploying/installing the products and services to customers. EROAD’s software development process includes agile development methodologies to quickly iterate on new features and functionality. EROAD also has a customer support team that provides ongoing support to its customers.</p>

Disclosure	Description	Report Section	FY23
	The outbound logistics for EROAD involve delivering its products and services to customers. This includes deploying hardware and software to customers, as well as providing ongoing support and maintenance. EROAD's software products are primarily delivered through a SaaS model, which enables the company to deliver its services to customers via the cloud. Hardware is delivered and installed to customers either direct or through resellers and installer networks.	<b>Outbound Logistics</b>	
	EROAD's marketing and sales efforts are focused on driving customer acquisition and retention. This includes creating marketing campaigns, developing sales channels, and establishing partnerships with other companies in the industry. EROAD's marketing efforts are primarily digital, using online advertising, social media, and content marketing to attract new customers. Sales activities are a mix of inhouse sales teams and channel partners.	<b>Marketing &amp; Sales</b>	
	EROAD's service offerings include customer support, maintenance, and upgrades. The company has a dedicated customer support team that provides ongoing support to its customers. EROAD also offers maintenance and upgrade services to ensure that its products and services are up-to-date and functioning properly.	<b>Service</b>	
	<p><b>i)</b> Operations are defined as a corporate office or warehouse facility exclusively utilised for EROAD business purposes.</p> <ul style="list-style-type: none"> <li>New Zealand corporate offices – Albany, Newmarket, Christchurch</li> <li>New Zealand warehouse facilities – Penrose</li> <li>Australia – Corporate - Sydney</li> <li>Australia – Warehousing - Sydney</li> <li>USA – Corporate offices – San Diego and New Jersey</li> <li>USA - Warehousing - San Diego</li> <li>7 Total operation centres.</li> </ul> <p>EROAD serves New Zealand, Australian, American and Canadian markets in Reefer, Heavy Transport, Light vehicle fleets, Civils, and Construction.</p> <p><b>ii)</b> EROAD employs the services of a diverse set of suppliers that are located across Indonesia, Singapore, Philippines, Taiwan, Australia, Fiji, New Zealand, China and North America. The Company's supplier base is continually evolving as EROAD executes on the supply chain strategy. We currently engage with contractors, brokers, distributors, wholesalers, contract manufacturers, 3rd party logistics providers and retailers. The Company currently has approximately 6 Tier 1 suppliers and 10 Tier 2 suppliers, as well as a myriad of other lower volume suppliers.</p> <p>The types of services consumed by EROAD relate specifically to contract manufacturing, brokered sales of electrical components, contracted product design, contracted mechanical design, contracted warehousing, freight, logistics and consulting services. The nature of our business means that most suppliers are long-term partners, however there are instances where the Company employs external services for short-term and/or project based work.</p> <p><b>iii)</b> Downstream entities to EROAD include our customers in the regions we serve with 227,149 contracted units across approximately 10,260 number of customers.</p> <p>EROAD serves New Zealand, Australian, American and Canadian markets in Reefer, Heavy Transport, Light vehicle fleets, Civils, and Construction.</p> <p>The nature of the business relationships are in general longer-term and contract driven.</p> <p><b>c)</b> Other relevant business relationships include the dealer network who assist with sales of our products and services in North America and installation providers who assist with the install of our products into customer vehicles across New Zealand and Australia.</p> <p><b>d)</b> There have been no significant changes in disclosures 2-6 a to c during FY23, other than changes as a result in growth in contracted units, number of customers and the opening of office presence in New Jersey.</p>		

Disclosure	Description	Report Section	FY23
<b>2-7</b>	Employees	Our People	<p><b>a)</b>                      NZ - total 382, female 141, male 235, not declared 6.                      AU - total 17, female 5, male 12                      US - total 85, female 24, male 60, not declared 1.</p> <p><b>b)</b>  <b>i)</b>                      NZ - female 139, male 232, not declared 5.                      AU - female 5, male 12.                      US - female 24, male 60, not declared 1.</p> <p><b>ii)</b>                      NZ - female 2, male 3, not declared 1                      AU - female 0, male 0                      US - female 0, male 0</p> <p><b>iii)</b>                      NZ 0, AU 0, US 0</p> <p><b>iv)</b>                      NZ - female 133, male 232, not declared 6.                      AU - female 4, male 12                      US - female 23, male 59 and not declared 1.</p> <p><b>v)</b>                      NZ - female 8, male 3, not declared 0                      AU - female 1, male, 0.                      US - female 1, male 1, not declared 0.</p> <p><b>f)</b>  <b>i)</b> reported in headcount.  <b>ii)</b> at the end of the reporting period.</p>
<b>2-8</b>	Workers who are not employees	Our People	<p><b>a)</b> 45</p> <p><b>i)</b> Contract for services and vendors</p> <p><b>ii)</b> Software engineers, operations manager, customer support, development partner, network specialist, BI engineer, business manager, executives, product lead, IT admin, warehouse technicians, credit controller.</p> <p><b>b)</b>  <b>i)</b> Reported in headcount.  <b>ii)</b> At the end of the reporting period.</p> <p><b>c)</b> Not applicable.</p>


Disclosure	Description	Report Section	FY23																																									
2-9	Governance Structure and composition		<p>a) EROAD is governed by our Board of Directors. There are four committees that sit under the Board. These are: Finance, Risk and Audit Committee; Remuneration, Talent and Nomination Committee; Technology Committee; Continuous Disclosure Committee. The Executive Team sit under the Board Committees and this filters down to the Senior Leadership Team, Business Leaders and Business Units.</p> <p>b) Finance, Risk and Audit Committee, Remuneration, Talent and Nomination Committee, and internal Sustainability Committee.</p> <p>c)</p> <p>i) Board:</p> <table border="1"> <thead> <tr> <th>Non-executive members</th> <th>Executive members</th> </tr> </thead> <tbody> <tr> <td>6</td> <td>0</td> </tr> </tbody> </table> <p>FRAC:</p> <table border="1"> <thead> <tr> <th>Non-executive members</th> <th>Executive members</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>0</td> </tr> </tbody> </table> <p>RTNC</p> <table border="1"> <thead> <tr> <th>Non-executive members</th> <th>Executive members</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>0</td> </tr> </tbody> </table> <p>TC</p> <table border="1"> <thead> <tr> <th>Non-executive members</th> <th>Executive members</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>0</td> </tr> </tbody> </table> <p>ii) EROAD's Board is primarily made up of Non-Executive, independent directors. The Board is chaired by an independent director and there is a clear division of responsibility between the Board and the Executive Team.</p> <p>iii)</p> <table border="1"> <thead> <tr> <th>Member</th> <th>Member since</th> <th>Last elected</th> </tr> </thead> <tbody> <tr> <td>Graham Stuart (Chair)</td> <td>January 2018</td> <td>July 2021</td> </tr> <tr> <td>Anthony Gibson</td> <td>October 2009</td> <td>July 2020</td> </tr> <tr> <td>Susan Paterson</td> <td>March 2019</td> <td>July 2022</td> </tr> <tr> <td>Barry Einsig</td> <td>January 2020</td> <td>July 2020</td> </tr> <tr> <td>Selwyn Pellett</td> <td>December 2021</td> <td>July 2022</td> </tr> <tr> <td>Sara Gifford</td> <td>April 2022</td> <td>July 2022</td> </tr> </tbody> </table> <p>iv) Please see EROAD's Annual Report, Regulatory Disclosures section</p> <p>v)</p> <table border="1"> <thead> <tr> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>2</td> </tr> </tbody> </table> <p>vi) -</p> <p>vii) Please see the Board Skills Matrix in our FY23 Annual Report.</p> <p>viii) The Board are responsible for the strategic direction of the company and are accountable to shareholders accordingly.</p>	Non-executive members	Executive members	6	0	Non-executive members	Executive members	3	0	Non-executive members	Executive members	5	0	Non-executive members	Executive members	3	0	Member	Member since	Last elected	Graham Stuart (Chair)	January 2018	July 2021	Anthony Gibson	October 2009	July 2020	Susan Paterson	March 2019	July 2022	Barry Einsig	January 2020	July 2020	Selwyn Pellett	December 2021	July 2022	Sara Gifford	April 2022	July 2022	Male	Female	5	2
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Disclosure	Description	Report Section	FY23
2-10	Nomination and selection of the highest governance body	Corporate Governance Statement	<p>a) EROAD has a Director Nomination Policy that sets out the process for the nomination and selection of board members.</p> <p>b) Stakeholder views are sought via governance roadshows, alongside independence, expertise and experience. The Board is particularly focused on ensuring diversity within group and is delighted with the appointment of Sara Gifford at the beginning of FY23.</p> <p>i) Stakeholder views are sought as above and are factored into the decision outcomes.</p> <p>ii) The Board is particularly focused on ensuring diversity within the group. Our current board displays both gender and geographical diversity and it is something we continue to turn our minds to with regard to succession planning strategies.</p> <p>iii) EROAD is focused on complying with applicable laws, listing rules, governance codes and best practice standards. The majority of our board members are independent directors and we feel this is vital to ensuring our board has the ability to lead the company in a manner that is free of any external influence or any conflicts of interest.</p> <p>iv) Please see our Board Skills Matrix in the FY23 Annual Report.</p>
2-11	Chair of the highest governance body	Corporate Governance Statement	<p>a) The Board Chair is not a senior executive - the Chair is a non-executive, independent director.</p> <p>b) Not applicable - the Chair is not a senior executive so no conflicts of interest arise in this way.</p>
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Statement	<p>a) EROAD's Board and Executive Team are responsible for setting the strategic direction of the company and implementing this respectively. As a purpose lead organisation, the Board and Executive Team are responsible for developing and approving EROAD's purpose and ensuring that we are on track to achieve this. EROAD's Executive Team ensure that our values, strategies, policies and goals are aligned with our purpose so that our business is set to flourish in a sustainable way. Sustainability is a core element of our purpose and we work hard to achieve sustainable development and outcomes.</p> <p>b) The Board receive regular updates on our processes and progress with regard to identifying and managing our impact on the economy, environment and people.</p> <p>i) EROAD conducted and disclosed our most recent Materiality Matrix in FY21. This remains unchanged for FY23. Members of EROAD's internal Sustainability Committee collaborate with customers and outside parties and report on these collaborations. The market leaders, CFO and General Counsel share this progress with the Board.</p> <p>ii) EROAD's Board carefully considers the outcomes of these processes and adopts a sharp and critical view to ensure the company's actions continue to be in alignment with our purpose.</p> <p>c) The Board reviews the Materiality Matrix and considers whether our actions support the identified outcomes. Where there may be a discrepancy, the Board will direct management to focus on rectifying this.</p>
 			

Disclosure	Description	Report Section	FY23
2-13	Delegation of responsibility for managing impacts	Sustainability Governance	<p>a) The Board delegates the oversight of ESG matters to the Finance, Risk and Audit Committee and handling of these matters to Executive Team Members. This delegation is filtered down to the Senior Leadership Group and particularly the Sustainability Committee (formerly Net Zero Steering Group). Finance, Risk and Audit Committee makes recommendations to the Board.</p> <p>i) EROAD's CEO and CFO are ultimately responsible for economic impacts, and EROAD's Chief People Officer is naturally responsible for people related impacts. We are all responsible for our environmental impact, however this is primarily managed by the Chief Sustainability Officer, General Counsel and Supply Chain Team.</p> <p>ii) The management of impacts has been delegated to other employees where relevant. the Executive Team rely on the expertise of their team members to understand and manage our impacts.</p> <p>b) ESG matters are considered at every meeting of the Finance, Risk and Audit Committee and, where required, the Board. Executive Team members provide updates to the Committee and the Board on our impacts - including any progress or issues that have been identified.</p>
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	<p>a) The Board reviews and approves EROAD's reported information. The suggested messaging is proposed by our Investor Relations Team with significant input from the Executive Team and the Chair. The Board is consulted once the materials have been drafted and all feedback is taken into account and actioned where appropriate.</p> <p>b) Not applicable - the Board is responsible for reviewing and approving EROAD's reported information, including our material topics.</p>
2-15	Key impacts, risks and opportunities	Corporate Governance Statement and Regulatory Disclosures	<p>a) EROAD maintains a comprehensive interest register detailing the interests, holdings and relevant personal relationships for all Board and Senior Executive Team Members. Directors of EROAD's subsidiaries are also included in the register.</p> <p>b) Yes - conflicts of interests are disclosed to shareholders.</p> <p>i) Yes - positions held by board members are included in the Regulatory Disclosures Section of our Annual Report</p> <p>ii) EROAD does not currently record director shareholdings in companies other than EROAD. We do however require directors to disclose any potential conflicts of interest which would include any cross-shareholding with suppliers and other stakeholders</p> <p>iii) Yes - please see our Regulatory Disclosures Section in our Annual Report.</p> <p>iv) EROAD has a Related Party Transactions Policy which is available via our investor website.</p>
2-16	Communication of critical concerns	Corporate Governance Statement	<p>a) EROAD has a clear process outlined for communicating critical concerns. Critical concerns can be raised in accordance with our Whistle-blower Policy, or by communicating directly with Executive Team Members who are obligated to pass this up to the Board. EROAD's Whistle-blower Policy is available via our investor website.</p> <p>b) No critical concerns were communicated to the Board in FY23.</p>
2-17	Collective knowledge of the highest governance body	Corporate Governance Statement	<p>a) EROAD is committed to ensuring our directors remain up to date with company. This includes ensuring that directors are able to advance their knowledge, skills and experience on sustainable development. Board papers provide advice and recommendations to the Board.</p>
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Statement	<p>a) The Board strives to undergo independent review of their on a biennial basis. The Board has committed to an evaluation of its performance after the onboarding of an additional director.</p> <p>b) Evaluations are independent and the Board strives for these to occur biennially.</p> <p>c) EROAD strives to adhere to best practice corporate governance. We take any recommendations/suggestions/criticisms seriously and are committed to evolving our Board and management teams in line with best practice recommendations.</p>

Disclosure	Description	Report Section	FY23
2-19	Remuneration Policies	Remuneration Report	<p>a) The RTNC has responsibility for overseeing remuneration and organisational matters at EROAD, including making recommendations to the Board regarding company wide remuneration, benefits and policies, together with overseeing the senior management team's performance objectives, remuneration packages, succession planning and manager development programmes. Fundamental to the senior management team's achievement of success is strong alignment to the Company's purpose and values.</p>
2-20	Process to determine remuneration	Remuneration Report	<p>a) EROAD's Director and Executive Remuneration Policy is set by the RTNC with guidance from our People and Capability Team and external advisors. The RTNC oversees the overall human resources strategy and its implementation. It also oversees remuneration policies and practices relating to independent remuneration consultants being engaged, director remuneration and senior management remuneration and financial and other reporting as it relates to remuneration. More information can be found in EROAD's Remuneration Report.</p> <p>i) The RTNC is an independent governance body responsible for overseeing remuneration and organisational matters at EROAD, including making recommendations to the board regarding company-wide remuneration, benefits and policies, together with overseeing the senior management team's performance objectives, remuneration packages, succession planning and manager development programmes.</p> <p>ii) EROAD is always willing and open to engaging with our stakeholders. We are also committed to ensuring best practice governance and strive to be transparent and accountable. In line with this approach, EROAD has elected to voluntarily comply with the Australian legislation which directs a ASX listed entities to include a non-binding resolution enabling shareholders to vote on the adoption of the company's annual remuneration report. This piece of legislation is known as the 'Say on Pay' regime. From FY22 EROAD has adopted the Australian Say on Pay regime by offering shareholders the opportunity to vote on EROAD's Remuneration Report and to call a spill meeting in accordance with that regime (if necessary). The outcome of the voting will be non-binding.</p>
2-21	Annual total compensation ratio	GRI Index	<p>a)</p> <p>NZ - NZD 53 : 980</p> <p>Australia - AUD 67 : 416</p> <p>US - USD 1053 : 25000</p> <p>b)</p> <p>0% ; 5.5%</p> <p>c)</p> <p>The above data is generated using remuneration data for employees who were at EROAD as at FY23 year end. Due to changes in our executive team, current executives, were not engaged for the whole financial year.</p> <p>Due to a change in our HR reporting systems, we cannot access historical remuneration data to determine % increases for these applicable date periods</p>
2-22	Statement on sustainable development strategy	Chair/CEO/CSO letters	<p>a) Sustainability is key to EROAD's success. As a purpose lead organisation, sustainability is at the forefront of our minds as we seek to deliver intelligence you can trust, for a better world tomorrow.</p> <p>EROAD's Sustainability Policy sets out our company approach to sustainability. This is broken down under the headings "E", "S" and "G" and outlines the Company's commitment to sustainable strategy and sustainable development.</p> <p>EROAD is aiming to measure and reduce our internal carbon emissions and is dedicated to providing customers with the insights they need to support global sustainability initiatives.</p>



Disclosure	Description	Report Section	FY23
<p><b>2-23</b></p> 	Policy Commitments	Corporate Governance Statement and GRI Index	<p><b>a)</b> EROAD has key policies in place which outline our commitments to responsible business conduct. EROAD’s purpose is delivering intelligence you can trust for a better world tomorrow and our company values are key to achieving this purpose. EROAD’s values are:</p> <ul style="list-style-type: none"> <li>• We do what’s right;</li> <li>• We play as a team;</li> <li>• We learn &amp; grow; and</li> <li>• We get it done.</li> </ul> <p>EROAD’s values reflect our commitment to delivering the best outcomes for our team, our customers, shareholders and wider stakeholder group.</p> <p>EROAD’s Code of Ethics and Sustainability Policy provide guidance on behaviours that will enable the directors, employees, independent contractors and advisors of EROAD to align their conduct, actions and decisions with EROAD’s purpose and values.</p> <p>EROAD’s Board, Legal and People &amp; Capability Team were all involved in setting our Code of Ethics and Sustainability Policy. These core policies also had input from the wider Executive Team to ensure alignment across the company.</p> <p><b>i)</b> The commitments do not specifically reference any intergovernmental instruments however this Index is linked to the UN Sustainable Development Goals and naturally, we follow all applicable laws in our areas of operation.</p> <p><b>ii)</b> EROAD’s commitments do not explicitly refer to conducting due diligence, however EROAD maintains internal registers to ensure unknown conflicts of interest do not arise. EROAD also conducts due diligence prior to engaging with suppliers.</p> <p><b>iii)</b> The precautionary principle is set out in Principle 15 of the UN Rio Declaration on Environment and Development. It states “where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation”. EROAD is committed to sustainable operations and development as outlined in our Sustainability Policy. EROAD is working towards a full report against the NZ climate related disclosure standards and as such, will be looking at ways we can manage the inevitable environmental risks. The level of risk EROAD is willing to take on is captured in the Risk Appetite Statement (RAS). Key business risks are identified, reviewed and agreed by the Executive Team and the Board on an annual basis (and more regularly where required). Performance against these risk limits is monitored continuously and reported to the Executive Team and Board on a monthly basis. EROAD adapts its risk universe to factor in emerging risks such as climate, geo-policies and so on.</p> <p>From FY24, EROAD has been operating under a renewed Risk Appetite Statement which includes a specific statement on management of ESG reporting risk.</p> <p><b>iv)</b> EROAD Sustainability policy includes a commitment to social sustainability and this is reinforced by our company Modern Slavery Policy. We are committed to upholding human rights practices in all our business-related activities.</p> <p><b>b)</b> EROAD is committed to respecting and upholding human rights across all our business practices.</p> <p><b>i)</b> EROAD has not specifically aligned ourselves to any particular internationally recognised human rights framework. We do however comply with the Australian modern slavery legislation with respect to our obligation to produce and file an annual Modern Slavery Statement with Australian Border Force.</p>

Disclosure	Description	Report Section	FY23
			<p><b>ii)</b> EROAD stakeholders include our EROADers, customers, suppliers, partners, contractors, shareholders, investor groups, policy makers and industry regulators and associations. EROAD does not favour any particular stakeholder group over another as we understand and value the importance of all our stakeholder relationships. This is key to our success. EROAD’s Code of Ethics, Sustainability and Modern Slavery Statement are accessible via <a href="https://www.eroadglobal.com/global/investors/">https://www.eroadglobal.com/global/investors/</a></p> <p><b>c)</b> All public facing EROAD policies are approved by the Board of Directors and these commitments are reviewed at least on an annual basis.</p> <p><b>d)</b> Our policy commitments apply to all of our business related activities and relationships equally. We are committed to ethical business practices throughout our operations.</p> <p><b>e)</b> All employees are required to adhere to the EROAD Code of Ethics, and we are actively implementing regular training sessions to ensure that all staff members are familiar with this policy document and our Code of Ethics. Our internal web platform “EHUB” documents our key policies for internal staff and our investor website details our policies for external parties. Business partners are made aware of our policies through our public reports, contractual terms and declarations as applicable.</p> <p>EROAD does not offer information in any other languages, English is the primary language for all our business communications.</p>

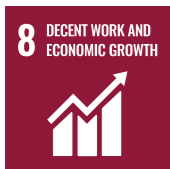
Disclosure	Description	Report Section	FY23
2-24	Embedding policy commitments	Corporate Governance Statement and GRI Index	<p>a) As a purpose-led organisation, all members of the EROAD team understand the importance of living our values and adhering and implementing our commitments to responsible business conduct.</p> <p>i) The Board of Directors is ultimately responsible for the oversight of EROAD's policy commitments. This responsibility requires implementation and accountability on the part of EROAD's Executive Team. We are all responsible for ensuring we live up to our commitments. This starts with the Chief Executive Officer who leads EROAD by example and receives reports from key Executive Team members. The Chief People Officer is responsible for ensuring internal staff do not contravene our Code of Ethics or Code of Conduct. The General Counsel manages legal commitments and risks, and the Chief Financial Officer is responsible for financial commitments and risks. EROAD's Supply Chain Officer is responsible for supply chain commitments. Everyone has a part to play. EROAD has a clear process for reporting breaches of our policies. This process is articulated in our Whistleblower Policy, available via our investor website.</p> <p>ii) EROAD aligns our policy commitments with our broader risk management policies. Each business unit is responsible for managing their own risk within their area in accordance with our broader Risk Appetite Statement which sets out how much risk we are willing to take on as a business and in what areas. Our Risk Appetite is specifically designed to align with and help us deliver on our strategic goals.</p> <p>EROAD undertakes a supplier sustainability questionnaire to assess any potential impacts on human rights and social working conditions. We also assess the environmental footprint through our carbon emissions reporting work with Toitū Envirocare.</p> <p>EROAD's Supplier Selection template requires all prospective parties to self-declare on a wide range of ESR factors including human rights, child labor, environmental sustainability and more. Once a short list of proposed suppliers is decided, and based on the Tier by which the service being sought aligns, EROAD will then chose to visit and further audit the larger value suppliers. Smaller value suppliers will be accepted based on the business's acceptance of self-declaration data.</p> <p>A part of our monthly risk reporting, stakeholders across the business are required to update the Board on any events that may exceed EROAD's Risk Appetite as they become aware of anything.</p> <p>iii) EROAD communicates our policies to suppliers via our supplier questionnaires and contact information pages. We always look to partner with reputable companies with good standing in their industry.</p> <p>iv) EROAD provides training on all our key company commitments.</p> <p>Our North American EROADers complete compliance training on sexual harassment, and health &amp; safety for employee wellbeing which is in accordance with federal, state, city, and county laws.</p> <p>Mandatory training is provided on data privacy, cyber security, health and safety, office safety, legal learnings, working for a listed business, and road user charges.</p>

Disclosure	Description	Report Section	FY23
2-25	Processes to remediate negative impacts	GRI Index	<p>a) We maintain open and honest relationships with our stakeholders and are open to hearing any concerns they may have regarding our practices and we will aim to resolve any concerns in good faith.</p> <p>EROAD is committed to corporate responsibility. We are accordingly committed to engaging in any remediation process that may be required to address any negative impacts that are identified. EROAD has not identified any negative impacts requiring remediation for the FY23 reporting period.</p> <p>b) Stakeholders are able to raise any grievances they have with EROAD and we do what's right by addressing these. EROAD does not have any collective bargaining arrangements. We comply with local laws and regulations in each jurisdiction we operate and are prepared to engage with any mediation services, governing agencies, regulatory bodies or judicial processes where this is necessary. EROAD manages a specific email hotline for investors to raise concerns. We also offer a dedicated email hotline for any privacy related concerns. Any grievances raised are escalated and investigated where appropriate before a response can be formulated. EROAD manages these hotlines and Executive Team owners are responsible for determining whether an issue warrants Board involvement (usually reserved for serious issues). Where necessary, EROAD will treat concerns confidentially and may engage independent experts as part of the investigative process.</p> <p>c) No actions identified in FY23.</p> <p>d) EROAD regularly engages with our stakeholders. We do this through customer and supplier surveys, sustainability reports, investor calls, shareholder meetings, materiality matrix surveys and local transport / road events. We welcome feedback from stakeholders and implement suggestions where these align with our understanding of the expectations on us.</p> <p>e) According to UN Guiding Principle 31, effective grievance mechanisms are considered as those that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, and a source of continuous learning. Effective operational-level grievance mechanisms are also based on engagement and dialogue. EROAD strives to ensure effective grievance mechanisms are offered and followed. We act equitably and reasonably in all our dealings and we are focused on legitimate, lawful and transparent practices. We engage experts where required and are always willing to engage, understand and learn. We support our staff in doing the right thing. Our Whistle-blower Policy supports EROAD's commitment to human rights and fair dealing by including a non-retaliation clause. This Policy has been updated in FY23 to include a truly anonymous third party reporting mechanism to engender trust and confidence in the grievance reporting process. No grievances have been noted in the FY23 reporting period.</p>

Disclosure	Description	Report Section	FY23
2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance Statement + GRI Index	<p>a) EROAD has a number of mechanisms for individuals to seek advice and raise concerns about our policies and practices in relation to professional business conduct.</p> <p>i) EROAD maintains an internal platform "EHUB" where EROADers can view our company policies. We also maintain other internal platforms with key information in an easily digestible form for EROADers to view. The Executive Team, Senior Leadership Team and Legal Team all operate with an 'open door policy'. This means that individuals can and should feel comfortable discussing any thoughts, questions or concerns with their manager or Executive Team member or by approaching our in-house Legal Team. This is the fastest way to seek advice on EROAD's policies and practices for responsible business conduct. EROAD has also been running weekly meetings (which have now moved to fortnightly meetings) where EROADers can ask Executive Team Members questions on an anonymous basis and these are answered in a live Q&amp;A.</p> <p>ii) If any EROADer has a concern about our business conduct, they can raise this by discussing the concern with their manager or trusted Executive Team Member. EROAD also offers an independent whistleblower service which is explained in our Whistleblower Policy. EROAD's independent whistleblower service is managed by Deloitte and offers potential whistleblowers mechanisms to report raise concerns via a toll free number, email or web form. All reports are made on a confidential basis and can be made anonymously if using the Deloitte web form offering. Deloitte will work with EROAD to deal with any concerns in a fair manner. The Deloitte service is available on a 24/7 basis in all countries we operate in. EROAD's Whistleblower Policy is available via our investor website an internally via our platform 'EHUB' which is used to communicate key company information.</p> <p>There was no advice sought, nor any concerns raised for the FY23 reporting period.</p>
2-27	Compliance with laws and regulations	GRI Index	<p>a) EROAD has not identified any significant issues of non-compliance with laws and regulations for the reporting period.</p>
2-28	Membership Associations	GRI Index	<p><b>New Zealand</b></p> <ul style="list-style-type: none"> <li>Bus and Coach Association</li> <li>Civil Contractors New Zealand</li> <li>Ia Ara Aotearoa Transporting New Zealand</li> <li>Intelligent Transport Systems New Zealand</li> <li>New Zealand Rally Championship</li> <li>New Zealand Trucking Association</li> <li>WasteMINZ</li> </ul> <p><b>Australia</b></p> <ul style="list-style-type: none"> <li>Australian Furniture Removers Association</li> <li>Australia Rally Championship</li> <li>Civil Contractors Federation New South Wales</li> <li>Civil Contractors Federation Victoria</li> <li>Roads Australia</li> </ul>

Disclosure	Description	Report Section	FY23
			<p><b>United States of America</b></p> <ul style="list-style-type: none"> <li>American Trucking Association</li> <li>Arkansas Trucking Association</li> <li>Californian Trucking Association (CTA)</li> <li>Colorado Trucking Association</li> <li>Commercial Vehicle Safety Association</li> <li>Florida Trucking Association</li> <li>Georgia Trucking Association</li> <li>Indiana Motor Trucking Association</li> <li>International Food Distribution Association</li> <li>Louisiana Trucking Association</li> <li>Mileage Based User Fee Alliance</li> <li>National Private Truck Council</li> <li>National Ready Mix Concrete Association</li> <li>New York Trucking Association</li> <li>North American Transportation Services Association</li> <li>North Carolina Trucking Association</li> <li>Oklahoma Trucking Association</li> <li>Oregon Trucking Association</li> <li>Oregon Concrete &amp; Aggregate Producers (OCAPA)</li> <li>Tennessee Trucking Association</li> <li>Texas Trucking Association</li> <li>Texas Aggregate &amp; Concrete Association</li> <li>Tennessee Trucking Association</li> <li>Truckload Carriers Association</li> <li>Trucking Association of New York</li> <li>Truckers Against Trafficking</li> <li>Washington Trucking Association</li> <li>Women in Trucking</li> </ul> <p><b>Global</b></p> <ul style="list-style-type: none"> <li>International Bridge Tunnel and Turnpike Association</li> <li>International Road Federation (Global)</li> </ul>

Disclosure	Description	Report Section	FY23
2-29	Approach to stakeholder engagement	GRI Index	<p>a) EROAD adopts a proactive and transparent approach to stakeholder engagement.</p> <p>i) EROAD engages with all our key stakeholders which we identify through our business operations. We engage with investors and shareholders, market leaders, industry regulators, governmental organisations, local communities, consultants and independent experts, suppliers, customers, drivers, staff members and other people/groups/organisations that we come across.</p> <p>ii) The purpose of stakeholder engagement is often contextual and multi-faceted. EROAD engages with investors and shareholders on an annual basis at our Annual Shareholder's Meeting. We also engage with investors and shareholders as part of the market announcements we prepare for each half year. We adopt an approachable and transparent approach to shareholder engagement and are responsive to emails where investors reach out to us. We engage with industry regulators, governmental organisations, local communities, customers and drivers to share our offerings, gain feedback and insight and create long term partnerships where we feel we can add value. We view our suppliers as key business partners and we engage with suppliers on a regular basis. External consultants and independent experts are consulted from time to time as needed. We view these relationships as key to our success. We view our staff members as part of our company family and we offer regular - both formal and informal - staff engagement opportunities. It is our view that staff who feel understood, valued and appreciated naturally have a more positive approach to their work. Our goal is to ensure everyone understands their role in EROAD's story and feels supported in the journey forwards. We are transparent and approachable in our engagement with staff members across the globe.</p> <p>i) Meaningful engagement is characterised by clear communication and understanding by all parties. EROAD seeks to achieve and maintain meaningful engagement by engaging openly, regularly and in good faith. By keeping communication channels open and welcoming feedback and discussion, EROAD is able to integrate stakeholder feedback into decision-making (where appropriate) and provide further guidance where this may not be deemed to be appropriate. This engenders trust and confidence in our approach to stakeholder engagement which in turns strengthens our relationships long-term.</p>
2-30	Remuneration policies	Annual Report: Corporate Governance Report	<p>a) 0% - EROAD does not have any employees covered by collective bargaining agreements.</p> <p>b) EROAD employees are not covered by a collective bargaining agreement, therefore this information is not applicable.</p>



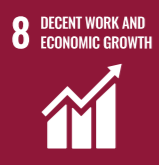








Disclosure	Description	Report Section	FY23
<b>GRI-3 MATERIAL TOPICS</b>			
3-1	Process to determine material topics	GRI Index	<p>a) Our business plan and materiality matrix are key starting points for assessing our material topics. Our risk reviews and papers also highlight EROAD's material topics.</p> <p>i) EROAD has identified the actual and potential, negative and positive impacts on the economy, environment, and people (including human rights impacts) across our activities and business relationships. We recently underwent a 'strategy refresh' with external support from McKinsey &amp; Company. Part of this work involved an in-depth analysis of our actual and potential impacts, and how we might best harness these. We are in a unique position and have the ability to have a real positive impact on the societies in which we operate. Our impacts on the economy are identified through financial and business forecasting and investor analyst reviews within the market context. Our impacts on the environment are measured in part through our work with Toitū Envirocare and as part of our climate risk reporting under the new Climate-related non-financial disclosure obligations. We identify our impact on people through multi-stakeholder engagement. This includes employee engagement, customer engagement, supplier engagement, engagement with policy makers, industry regulators and associations, engagement with our drivers and our investor community. Our engagement with suppliers helps us identify the potential for any negative impacts, particularly with respect to human rights practices and people safety practices. Our purpose directs us to operate in an intelligent way that leads to a better world for tomorrow. This purpose underpins all our company actions. Our company purpose, reinforced by our values, set the framework for our operations as a responsible entity.</p> <p>ii) This will be assessed as part of our climate-related disclosure work in FY23 .</p> <p>b) EROAD's material topics have been determined following a multi-faceted approach to information gathering. Our IR consultants facilitated the Materiality Matrix, McKinsey &amp; Company worked closely with EROAD's Board of Directors and Executive Team to establish key focus points for the years ahead. Various departments, groups and committees provide advice and recommendations in relation to specific topics including our net zero strategy, supply chain management and the like.</p>






Disclosure	Description	Report Section	FY23
3-2	List of material topics	GRI Index	<p>a)</p> <hr/> <p><b>Our Communities</b></p> <ul style="list-style-type: none"> <li>Safer communities</li> <li>Health &amp; safety</li> <li>Contribution to public policy</li> </ul> <hr/> <p><b>Our People</b></p> <ul style="list-style-type: none"> <li>Occupational health &amp; safety</li> <li>Training &amp; development</li> <li>Diversity &amp; equality</li> <li>Talent acquisition &amp; retention</li> </ul> <hr/> <p><b>Our Environment</b></p> <ul style="list-style-type: none"> <li>Carbon emissions</li> <li>Environmental impact / natural resources</li> <li>Responsible use of materials</li> </ul> <hr/> <p><b>Our Commercial Approach</b></p> <ul style="list-style-type: none"> <li>Data integrity/reliability</li> <li>Customer relationships</li> <li>Sustainable financial returns</li> <li>Data privacy &amp; security</li> <li>Ethical business practices</li> </ul>
			<p>b) Our material topics have remained the same however we have a much stronger focus on environmental sustainability. Although environmental sustainability has always been important to EROAD, climate change and new regulatory and legislative requirements mean that the company has really sharpened our focus in this area. As indicated in the company's FY23 Annual Report we are also focused on becoming free cash flow positive and delivering sustainable returns to shareholders. Sustainable operations are the core of our focus as we implement and deliver on our new purpose to create a better world for tomorrow.</p>
3-3	Management of material topics	GRI Index	<p>a) A topic is material because of its importance to EROAD and our wider stakeholder group. Within each topic, there is the potential for positive or negative impacts depending on how they are managed. EROAD regularly reviews our material topics and how we operate within them.</p> <p>b) No significant negative impacts have been identified in FY23.</p> <p>c) Our commitment to manage each material topic is based our commitment to our company purpose and driving sustainable growth for our shareholders.</p> <p>d) Each material topic is managed by the relevant business unit and any significant impacts are reported to the Board as part of our general risk reporting process.</p> <p>i) EROAD takes action to prevent or mitigate potential negative effects. We visited a prospective supplier during FY23 and chose not to engage with them due to concerns around worker health and safety.</p>

Disclosure	Description	Report Section	FY23
<b>GRI-201 ECONOMIC PERFORMANCE</b>			
201-1	Percentage increase in annual total compensation ratio	Financial statements	<p>i) Total revenue \$174.9m</p> <p>ii) Operating expenses \$72.2m</p> <p>Personnel expenses \$74.5m</p> <p>Payments to providers of capital: Nil dividends were paid in the year, interest was paid of \$4.9m in the year.</p> <p>Payments to Government in the form of taxes such as GST, FBT and income taxes of \$2.2m in NZ, \$1.9m in NA and \$0.8m in AU.</p> <p>iii) Economic value retained: \$18.4m.</p>
201-2	List of stakeholder groups	Materiality Matrix	EROAD will disclose this information in our FY24 Sustainability Report in accordance with our obligations under the NZ climate-related disclosure framework.
201-3	Defined benefit plan obligations and other retirement plans	Corporate Governance Statement + GRI Index	<p>Remuneration for US based employees, EROAD has a 401k Plan in place which staff may opt in to.</p> <p>North American EROADers may subscribe to paid medical, dental, vision, short term disability (STD), long term disability (LTD), life insurance available to all employees. There are buy up options for medical, STD, LTD, and life insurance as well as additional option such as critical care insurance.</p> <p>EROAD offers kiwisaver contributions for New Zealand based employees in line with legislative requirements, which is currently 3%.</p> <p>EROAD also offers superannuation contributions for Australian based employees in line with legislative requirements, which is currently 10.5%.</p>
201-4	Financial assistance received from the government	Materiality Matrix	EROAD has a multitude of stakeholders including regulatory bodies, suppliers and customers. EROAD has a desire to work with organizations who share EROAD's values and goals.




Disclosure	Description	Report Section	FY23
<b>GRI-202 MARKET PRESENCE</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	GRI Index	Currently no employees are on minimum wage.
202-2	Portion of senior management hired from the local community   	GRI Index	<p>a) The percentages below show the percentage of senior management at significant locations of operation that were hired from the local community</p> <p>US: 100%</p> <p>NZ: 100%</p> <p>AU: No senior managers were hired in Australia during the FY23 period.</p> <p>b) Senior management includes all executive team members, as well as those managers who report directly to an executive member.</p> <p>c) EROAD's definition of 'local' is within the country.</p> <p>d) EROAD's definition for 'significant locations of operation' are the three markets we operate in - New Zealand, Australia and the United States of America.</p>
<b>GRI-204 MARKET PRESENCE</b>			
204-1	Proportion of spending on local suppliers	GRI Index	<p>a) Domestic NZ manufacturing, including refurbishment of products, makes up a small proportion of total manufacturing spend. The bulk of EROAD's manufacturing is being conducted by our network of international suppliers which are not local to EROAD. This is primarily driven by cost considerations, the proximity to larger electronic component supply chains as well as freight networks.</p> <p>b) EROAD's definition of 'local' is within the country.</p> <p>c) EROAD's definition for 'significant locations of operation' are the three markets we operate in - New Zealand, Australia and the United States of America.</p>
<b>GRI-206 ANTI-COMPETITIVE BEHAVIOUR</b>			
206-1	Legal actions taken for anti-competitive behaviour, antitrust, and monopoly practices	GRI Index	No legal actions have been taken for anti-competitive behaviour, antitrust or monopoly practices.


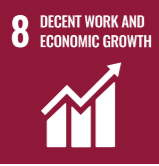

Disclosure	Description	Report Section	FY23
<b>GRI-207 TAX</b>			
207-1	Approach to tax   	Financial statements and GRI Index	There is no formal tax strategy currently in place. EROAD takes a conservative position in regards to tax to ensure we meet all our obligations in each of the jurisdictions we operate in.
207-2	Tax governance, control, and risk management   	Corporate Governance Statement, Financial statements and GRI Index	EROAD has external advisors to support us with our tax governance and risk management. EROAD takes a conservative position in regard to tax to ensure we meet all our obligations in each of the jurisdictions we operate in. Any changes in our approach to tax would require sign off by the Board of Directors. The taxation calculations included in the annual financial statements are subject to audit review.


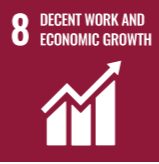


Disclosure	Description	Report Section	FY23
207-3	Stakeholder engagement and management of concerns related to tax	Corporate Governance Statement and GRI Index	As noted above, EROAD has external advisors globally who prepare our tax returns and transfer pricing documentation, they act as our agent with Tax Authorities in each jurisdiction and would manage any concerns arising.


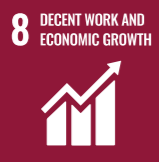







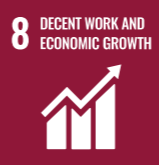



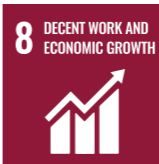


Disclosure	Description	Report Section	FY23																																												
207-4	Country-by-country reporting	GRI Index	<p>a) Tax is reported at a group level in the audited annual financial statements. Individual tax returns are prepared for each tax jurisdiction within which we operate. The tax jurisdictions for each of the trading entities in the EROAD Group are as follows:</p> <p>b) <b>i / ii / iii / iv / v / vi / vii / viii / ix / x</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Tax jurisdiction</th> <th style="text-align: center;">NZ</th> <th style="text-align: center;">NA</th> <th style="text-align: center;">AU</th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;">                     Entities and their primary activities                 </td> <td>                     EROAD Limited: Transport technology &amp; SaaS. Parent entity of the Group.                      EROAD Financial Services Limited: Financing activities within the Group                      EROAD LTI Trustee Limited: LTI scheme trustee                      Coretex NZ Limited: Transport technology &amp; SaaS                 </td> <td>                     EROAD Incorporated: Transport technology &amp; SaaS                      Coretex USA Incorporated: Transport technology &amp; SaaS                      Coretex Telematics Limited: Transport technology &amp; SaaS                 </td> <td>                     EROAD (Australia) Pty Limited: Transport technology &amp; SaaS                      Coretex Australia Pty Limited: Transport technology &amp; SaaS                 </td> </tr> <tr> <td>No. of employees (permanent employees as at 31 March 2023)</td> <td style="text-align: center;">376</td> <td style="text-align: center;">85</td> <td style="text-align: center;">17</td> </tr> <tr> <td>Revenues from third-party sales</td> <td style="text-align: center;">94.0</td> <td style="text-align: center;">71.6</td> <td style="text-align: center;">9</td> </tr> <tr> <td>Revenues from intra-group transactions with other tax jurisdictions</td> <td style="text-align: center;">39.3</td> <td style="text-align: center;">0.9</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Profit/(loss) before tax</td> <td style="text-align: center;">-33.8</td> <td style="text-align: center;">26.9</td> <td style="text-align: center;">1.7</td> </tr> <tr> <td>Tangible assets other than cash and cash equivalents</td> <td style="text-align: center;">81.4</td> <td style="text-align: center;">51.4</td> <td style="text-align: center;">8.0</td> </tr> <tr> <td>Corporate income tax paid on a cash basis</td> <td style="text-align: center;">0.0</td> <td style="text-align: center;">0.0</td> <td style="text-align: center;">0.0</td> </tr> <tr> <td>Corporate income tax accrued on profit/loss</td> <td style="text-align: center;">4.9</td> <td style="text-align: center;">-3.5</td> <td style="text-align: center;">0.7</td> </tr> <tr> <td>Tax due if the statutory tax rate is applied to profit/loss before tax</td> <td style="text-align: center;">-9.5</td> <td style="text-align: center;">7.0</td> <td style="text-align: center;">0.5</td> </tr> <tr> <td>Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax</td> <td>Differences relate to non-deductibles and utilisation of tax losses</td> <td>Differences relate to non-deductibles and utilisation of tax losses</td> <td>Differences relate to non-deductibles and utilisation of tax losses</td> </tr> </tbody> </table> <p>c) The information reported above is for the period 1 April 2022 to 31 March 2023.</p>	Tax jurisdiction	NZ	NA	AU	Entities and their primary activities	EROAD Limited: Transport technology & SaaS. Parent entity of the Group. EROAD Financial Services Limited: Financing activities within the Group EROAD LTI Trustee Limited: LTI scheme trustee Coretex NZ Limited: Transport technology & SaaS	EROAD Incorporated: Transport technology & SaaS Coretex USA Incorporated: Transport technology & SaaS Coretex Telematics Limited: Transport technology & SaaS	EROAD (Australia) Pty Limited: Transport technology & SaaS Coretex Australia Pty Limited: Transport technology & SaaS	No. of employees (permanent employees as at 31 March 2023)	376	85	17	Revenues from third-party sales	94.0	71.6	9	Revenues from intra-group transactions with other tax jurisdictions	39.3	0.9	0	Profit/(loss) before tax	-33.8	26.9	1.7	Tangible assets other than cash and cash equivalents	81.4	51.4	8.0	Corporate income tax paid on a cash basis	0.0	0.0	0.0	Corporate income tax accrued on profit/loss	4.9	-3.5	0.7	Tax due if the statutory tax rate is applied to profit/loss before tax	-9.5	7.0	0.5	Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax	Differences relate to non-deductibles and utilisation of tax losses	Differences relate to non-deductibles and utilisation of tax losses	Differences relate to non-deductibles and utilisation of tax losses
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Disclosure	Description	Report Section	FY23
<b>GRI-301 MATERIALS</b>			
301-1	Materials used by weight or volume  	GRI Index	Not recorded at this stage.
301-2	Recycled input materials used  	GRI Index	We do not use recycled electronic components in our products due to the potential for early life failure. We do refurbish our products.
301-3	Reclaimed products and their packaging material  	GRI Index	When EROAD refurbishes its main product approximately 70% of the product by value is reused, with the remaining 30% replaced with new components.

Disclosure	Description	Report Section	FY23																																								
<b>GRI-302: ENERGY</b>																																											
302-1	Energy Consumption within the organisation    	GRI Index	<p>a)</p> <table border="1"> <thead> <tr> <th>Type</th> <th>NZ</th> <th>NA</th> <th>AU</th> </tr> </thead> <tbody> <tr> <td>Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used</td> <td>17,527</td> <td>Not available</td> <td>12,657</td> </tr> <tr> <td colspan="4">Unleaded petrol (litres)</td> </tr> <tr> <td>Diesel (litres)</td> <td>30,893</td> <td>-</td> <td>3,851</td> </tr> </tbody> </table> <p>b)</p> <table border="1"> <thead> <tr> <th>Type</th> <th>NZ</th> <th>NA</th> <th>AU</th> </tr> </thead> <tbody> <tr> <td>Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>c)</p> <table border="1"> <thead> <tr> <th>Type</th> <th>NZ</th> <th>NA</th> <th>AU</th> </tr> </thead> <tbody> <tr> <td>Electricity consumption (kWh)</td> <td>318,044</td> <td>122,184</td> <td>14,296</td> </tr> </tbody> </table> <p>d) Not applicable</p> <p>e)</p> <table border="1"> <thead> <tr> <th>Type</th> <th>NZ</th> <th>NA</th> <th>AU</th> </tr> </thead> <tbody> <tr> <td>Total energy consumption (tCO2e)</td> <td>148</td> <td>49</td> <td>55</td> </tr> </tbody> </table> <p>f) Fuel consumption for NZ and AU has been derived from supplier reporting on litres purchased. Electricity consumption for the regions has been determined from the monthly electricity bills. Where this is unavailable an estimate of usage has been determined based on number of employees and the average usage determined on the other sites.</p> <p>g) Energy consumption within the organisation has been converted to tonnes of CO2e using the Toitū Envirocare eManage tool as part of the organisation's Toitū carbonreduce certification for FY23.</p>	Type	NZ	NA	AU	Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used	17,527	Not available	12,657	Unleaded petrol (litres)				Diesel (litres)	30,893	-	3,851	Type	NZ	NA	AU	Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used	-	-	-	Type	NZ	NA	AU	Electricity consumption (kWh)	318,044	122,184	14,296	Type	NZ	NA	AU	Total energy consumption (tCO2e)	148	49	55
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302-2	<p>Energy consumption outside the organisation</p>    	GRI Index	<p>The following categories and activities from the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard have been identified as relevant energy consumption outside of the organisation sources:</p> <p><b>Upstream categories</b></p> <ul style="list-style-type: none"> <li>• Purchased goods and services</li> <li>• Upstream transportation and distribution<sup>4</sup></li> <li>• Business travel</li> <li>• Employee commuting</li> <li>• Other: employee working from home</li> </ul> <p><b>Downstream categories</b></p> <ul style="list-style-type: none"> <li>• Downstream transportation and distribution</li> <li>• Use of sold products<sup>5</sup></li> <li>• End-of-life treatment of sold products</li> </ul> <table border="1"> <thead> <tr> <th>Energy type</th> <th>NZ</th> <th>NA</th> <th>AU</th> </tr> </thead> <tbody> <tr> <td>Upstream<sup>1</sup></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Purchased goods and services<sup>2</sup></td> <td>19,075</td> <td>6,894</td> <td>721</td> </tr> <tr> <td>Business travel</td> <td>267</td> <td>97</td> <td>43</td> </tr> <tr> <td>Employee commuting<sup>3</sup></td> <td>674</td> <td>134</td> <td>24</td> </tr> <tr> <td>Employee working from home<sup>5</sup></td> <td>27</td> <td>8</td> <td>24</td> </tr> <tr> <td><b>Total upstream energy consumption</b></td> <td><b>20,043</b></td> <td><b>7,133</b></td> <td><b>812</b></td> </tr> <tr> <td>Downstream<sup>1</sup></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Downstream transportation and distribution<sup>4</sup></td> <td>62</td> <td>282</td> <td>-</td> </tr> <tr> <td><b>Total downstream energy consumption</b></td> <td><b>62</b></td> <td><b>282</b></td> <td><b>-</b></td> </tr> <tr> <td><b>Total energy consumption outside of the organisation</b></td> <td><b>20,105</b></td> <td><b>7,415</b></td> <td><b>812</b></td> </tr> </tbody> </table> <p>1. Upstream and downstream categories emissions data in tCO<sub>2</sub>e has been extracted from the Toitū carbonreduce eManage tool and the audited results for FY23. Reasonable assurance was obtained for FY23, except for category 3 employee commute and category 4 purchased goods and services which limited assurance was obtained due to the level of estimation required for that category.</p> <p>2. Emissions from purchased goods and services (except for waste, electricity distributed losses and paper use) have been estimated based on \$ spend in FY23. We will continue to work with our suppliers in the quest for better quality data in future periods.</p> <p>3. Emissions from employee commuting and working from home were estimated based on employee surveys conducted as part of the data gathering for the Toitū carbonreduce certification.</p> <p>4. For FY23 downstream transportation and distribution emissions have all been allocated to the regions where the split is available. Where this is not the case the emissions have been calculated at the Group level and therefore allocated to New Zealand. In future periods we hope to be able to disaggregate this data further into the region to which it relates. These emissions also include upstream transportation and distribution where EROAD were responsible for the organisation of the freight cartage.</p> <p>5. The energy consumption of our downstream categories use of sold products and end-of-life treatment of sold products was not calculated for our FY23 Toitū carbonreduce certification due to the difficulty in obtaining this information and forming appropriate estimates for. This is an area that we would like to work on and consider including in future periods as they are areas expected to contribute significantly to the organisations total energy consumption outside of the organisation and through the development of our products we can somewhat influence potential reductions in these emissions. These are also areas that our customers would value having emissions data available for.</p>	Energy type	NZ	NA	AU	Upstream <sup>1</sup>				Purchased goods and services <sup>2</sup>	19,075	6,894	721	Business travel	267	97	43	Employee commuting <sup>3</sup>	674	134	24	Employee working from home <sup>5</sup>	27	8	24	<b>Total upstream energy consumption</b>	<b>20,043</b>	<b>7,133</b>	<b>812</b>	Downstream <sup>1</sup>				Downstream transportation and distribution <sup>4</sup>	62	282	-	<b>Total downstream energy consumption</b>	<b>62</b>	<b>282</b>	<b>-</b>	<b>Total energy consumption outside of the organisation</b>	<b>20,105</b>	<b>7,415</b>	<b>812</b>
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302-3	<p>Energy Intensity</p>    	GRI Index	<p>EROAD became certified under the Toitū carbonreduce programme in FY22. The company reset our base year emissions to capture operations of the entire EROAD Group following the acquisition of Coretex in December 2021.</p> <p>The following inventory summary has been taken from the Toitū carbonreduce certification:</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Scope</th> <th>tCO<sub>2</sub>e</th> </tr> </thead> <tbody> <tr> <td>Category 1: Direct emissions</td> <td>Scope 1</td> <td>167</td> </tr> <tr> <td>Category 2: Indirect emissions from imported energy</td> <td>Scope 2</td> <td>85</td> </tr> <tr> <td>Category 3: Indirect emissions from transportation</td> <td>Scope 3</td> <td>1,641</td> </tr> <tr> <td>Category 4: Indirect emissions from products used by the organisation</td> <td>Scope 3</td> <td>26,718</td> </tr> <tr> <td><b>Total direct emissions</b></td> <td></td> <td><b>167</b></td> </tr> <tr> <td><b>Total indirect emissions</b></td> <td></td> <td><b>28,443</b></td> </tr> <tr> <td><b>Total emissions</b></td> <td></td> <td><b>28,611</b></td> </tr> </tbody> </table> <p>Energy included in the reported emissions figures are: fuel and electricity. All energy consumption within the organisation is included and a subset of energy consumption outside of the organisation as identified in 302-2.</p> <p>Under the Toitū carbonreduce programme total revenues is a mandatory intensity measure. EROAD have also specifically chosen total contracted units at the end of the period as a second intensity measure due to the units influence on the revenues of the business as well as the catalyst for the majority of our emissions.</p> <table border="1"> <thead> <tr> <th>Emissions intensity</th> <th>Total emissions</th> </tr> </thead> <tbody> <tr> <td>Total revenues (total emissions tCO<sub>2</sub>e/\$ million of revenue)</td> <td>175.10</td> </tr> <tr> <td>Per unit (total emissions tCO<sub>2</sub>e/number of contracted units)</td> <td>0.13</td> </tr> </tbody> </table>	Category	Scope	tCO <sub>2</sub> e	Category 1: Direct emissions	Scope 1	167	Category 2: Indirect emissions from imported energy	Scope 2	85	Category 3: Indirect emissions from transportation	Scope 3	1,641	Category 4: Indirect emissions from products used by the organisation	Scope 3	26,718	<b>Total direct emissions</b>		<b>167</b>	<b>Total indirect emissions</b>		<b>28,443</b>	<b>Total emissions</b>		<b>28,611</b>	Emissions intensity	Total emissions	Total revenues (total emissions tCO <sub>2</sub> e/\$ million of revenue)	175.10	Per unit (total emissions tCO <sub>2</sub> e/number of contracted units)	0.13
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302-4	<p>Reduction of energy consumption</p>    	GRI Index	<p>EROAD became certified under the Toitū carbonreduce programme in FY22. The company reset our base year emissions to capture operations of the entire EROAD Group following the acquisition of Coretex in December 2021. Due to the change in the base year there is no reduction in energy consumption to report.</p>																														





Disclosure	Description	Report Section	FY23
302-5	Reductions in energy requirements of products and services	GRI Index	EROAD became certified under the Toitū carbonreduce programme in FY22. The company reset our base year emissions to capture operations of the entire EROAD Group following the acquisition of Coretex in December 2021. Due to the change in the base year there is no reduction in energy requirements to report.
	   		





**GRI-304 BIODIVERSITY**






304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas of high biodiversity value outside protected areas	GRI Index	No organisational sites managed in or adjacent to protected areas and/or areas of high biodiversity value.
	 		

Disclosure	Description	Report Section	FY23
304-2	Significant impacts of activities, products and services on biodiversity	GRI Index	No significant direct and/or indirect impacts on diversity identified.
	 		
304-3	Habitats protected or restored	GRI Index	No habitat areas have been identified.
	 		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI Index	No activities identified that would post a threat to endangered plant/or animal species.
	 		

Disclosure	Description	Report Section	FY23
<b>GRI-305 EMISSIONS</b>			
<b>305-1</b>	Direct (Scope 1) GHG emissions	GRI Index	<p>a) Gross direct (Scope 1) GHG emissions was 167.4 tCO<sub>2</sub>e for the year to 31 March 2023.</p> <p>b) The gross direct (Scope 1) GHG emissions are made up of CO<sub>2</sub> (162.8 tCO<sub>2</sub>e), CH<sub>4</sub> (0.9 tCO<sub>2</sub>e) and N<sub>2</sub>O (3.7 tCO<sub>2</sub>e) gases.</p> <p>c) There were no CO<sub>2</sub> biogenic emissions reported for 31 March 2023 in EROAD's gross direct (Scope 1) GHG emissions.</p> <p>d)</p> <ul style="list-style-type: none"> <li>i) With the acquisition of the Coretex entities on 1 December 2021, the base year for the calculation was revised to 1 April 2022 to 31 March 2023. EROAD first calculated its emissions and the year that EROAD joined the Toitū carbonreduce programme was during FY22.</li> <li>ii) Gross direct (Scope 1) GHG emissions for the revised base year was 167.4 tCO<sub>2</sub>e. Total emissions were calculated for category 1 with reasonable assurance obtained for the Toitū carbonreduce certification.</li> </ul> <p>e) All emissions were calculated using Toitū emange with emissions factors and Global Warming Potentials provided by the Programme.</p> <p>f) Operational control consolidation approach was used to account for emissions. EROAD acquired control over Coretex Limited and its subsidiaries on 1 December 2021. Due to the timing of the control (8 months into our period) and our ability to influence changes and obtain information during this critical integration time Coretex operations were excluded for FY22. Coretex operations was included in FY23 and presented in this report.</p> <p>g) All emissions were calculated using Toitū emange with emissions factors and Global Warming Potentials provided by the Programme.</p>
	   		
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	GRI Index	<p>a) and</p> <p>b) Gross indirect emissions from imported energy (Scope 2) GHG emissions was 84.8 tCO<sub>2</sub>e for the year to 31 March 2023. These emissions are calculated under market-based methodology.</p> <p>c) The gases included in the calculation were unavailable.</p> <p>d)</p> <ul style="list-style-type: none"> <li>i) With the acquisition of the Coretex entities on 1 December 2021, the base year for the calculation was revised to 1 April 2022 to 31 March 2023. EROAD first calculated its emissions in the year that EROAD joined the Toitū carbonreduce programme which was during FY22.</li> <li>ii) Gross indirect emissions from imported energy (Scope 2) GHG emissions for the revised base year were 84.8 tCO<sub>2</sub>e. Total emissions were calculated for category 2 with reasonable assurance obtained for the Toitū carbonreduce certification.</li> </ul> <p>e) All emissions were calculated using Toitū emange with emissions factors and Global Warming Potentials provided by the Programme.</p> <p>f) Operational control consolidation approach was used to account for emissions. EROAD acquired control over Coretex Limited and its subsidiaries on 1 December 2021. Due to the timing of the control (8 months into our period) and our ability to influence changes and obtain information during this critical integration time Coretex operations were excluded for FY22. Coretex operations was included in FY23 and presented in this report.</p> <p>g) All emissions were calculated using Toitū emange with emissions factors and Global Warming Potentials provided by the Programme.</p>
	   		

Disclosure	Description	Report Section	FY23
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	GRI Index	<p>a) Gross indirect (Scope 3) GHG emissions was 28,358.7 tCO<sub>2</sub>e for the year to 31 March 2023</p> <p>b) The gases included in the calculation were unavailable.</p> <p>c) There were no CO<sub>2</sub> biogenic emissions reported for 31 March 2023 in EROAD's gross indirect (Scope 3) GHG emissions.</p> <p>d) Other indirect (Scope 3) GHG emissions categories and activities included in the calculation were:</p> <ul style="list-style-type: none"> <li>• Category 3: Indirect emissions from transportation - business travel (air travel, taxis, employee mileage claims), downstream distribution for goods paid by the organisation (freight by air, rail, road and sea), emissions from employee commuting and emissions from working from home.</li> <li>• Category 4: Indirect emissions from products used by the organisation - emissions from purchased fuel and energy related activities (electricity distributed T&amp;D losses), emissions from purchased goods and services, disposal of solid waste landfilled.</li> </ul> <p>e)</p> <ul style="list-style-type: none"> <li>i) With the acquisition of the Coretex entities on 1 December 2021, the base year for the calculation was revised to 1 April 2022 to 31 March 2023. EROAD first calculated its emissions and the year that EROAD joined the Toitū carbonreduce programme was during FY22.</li> <li>ii) Gross indirect (Scope 3) GHG emissions for the revised base year was 28,358.7 tCO<sub>2</sub>e. Total emissions were calculated for categories 3 and 4 with reasonable assurance obtained except for category 3 employee commute and category 4 purchased goods and services which limited assurance was obtained due to the level of estimation required for that category in the Toitū carbonreduce certification.</li> </ul> <p>f) All emissions were calculated using Toitū emange with emissions factors and Global Warming Potentials provided by the Programme.</p> <p>g) Operational control consolidation approach was used to account for emissions. EROAD acquired control over Coretex Limited and its subsidiaries on 1 December 2021. Due to the timing of the control (8 months into our period) and our ability to influence changes and obtain information during this critical integration time Coretex operations were excluded for FY22. Coretex operations was included in FY23 and presented in this report.</p>
	   		

Disclosure	Description	Report Section	FY23																														
305-4	GHG emissions intensity  	GRI Index	<p><b>a), b) and c)</b> EROAD became certified under the Toitū carbonreduce programme in FY22. The company reset our base year emissions to capture operations of the entire EROAD Group following the acquisition of Coretex in December 2021.</p> <p>The following inventory summary has been taken from the Toitū carbonreduce certification:</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Scope</th> <th>tCO2e</th> </tr> </thead> <tbody> <tr> <td>Category 1: Direct emissions</td> <td>Scope 1</td> <td>167</td> </tr> <tr> <td>Category 2: Indirect emissions from imported energy</td> <td>Scope 2</td> <td>85</td> </tr> <tr> <td>Category 3: Indirect emissions from transportation</td> <td>Scope 3</td> <td>1,641</td> </tr> <tr> <td>Category 4: Indirect emissions from products used by the organisation</td> <td>Scope 3</td> <td>26,718</td> </tr> <tr> <td><b>Total direct emissions</b></td> <td></td> <td><b>167</b></td> </tr> <tr> <td><b>Total indirect emissions</b></td> <td></td> <td><b>28,443</b></td> </tr> <tr> <td><b>Total emissions</b></td> <td></td> <td><b>28,611</b></td> </tr> </tbody> </table> <p>Energy included in the reported emissions figures are: fuel and electricity. All energy consumption within the organisation is included and a subset of energy consumption outside of the organisation as identified in 302-2.</p> <p>Under the Toitū carbonreduce programme total revenues is a mandatory intensity measure. EROAD have also specifically chosen total contracted units at the end of the period as a second intensity measure due to the units influence on the revenues of the business as well as the catalyst for the majority of our emissions.</p> <table border="1"> <thead> <tr> <th>Emissions intensity</th> <th>Total emissions</th> </tr> </thead> <tbody> <tr> <td>Total revenues (total emissions tCO2e/\$ million of revenue)</td> <td>175.10</td> </tr> <tr> <td>Per unit (total emissions tCO2e/number of contracted units)</td> <td>0.13</td> </tr> </tbody> </table> <p>The split of the emissions intensity ratio has only been determined at the Group level for FY23 as the focus is on reductions at this level.</p> <p><b>d)</b> The gross direct (Scope 1) GHG emissions are made up of CO2 (162.8 tCO2e), CH4 (0.9 tCO2e) and N2O (3.7 tCO2e) gases. Gases information is not available for the other scopes.</p>	Category	Scope	tCO2e	Category 1: Direct emissions	Scope 1	167	Category 2: Indirect emissions from imported energy	Scope 2	85	Category 3: Indirect emissions from transportation	Scope 3	1,641	Category 4: Indirect emissions from products used by the organisation	Scope 3	26,718	<b>Total direct emissions</b>		<b>167</b>	<b>Total indirect emissions</b>		<b>28,443</b>	<b>Total emissions</b>		<b>28,611</b>	Emissions intensity	Total emissions	Total revenues (total emissions tCO2e/\$ million of revenue)	175.10	Per unit (total emissions tCO2e/number of contracted units)	0.13
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305-5	Reduction of GHG emissions  	GRI Index	<p>EROAD became a Toitū carbonreduce certified organisation for the first time in FY22. With the acquisition of the Coretex entities on 1 December 2021 their operations have been included for the first time in FY23, as such FY23 forms our new base year. Due to the change in the base year there is no reduction in GHG emissions to report.</p>																														

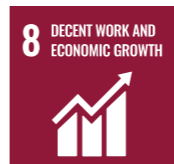
Disclosure	Description	Report Section	FY23
305-6	Emissions of ozone-depleting  	GRI Index	Information on emissions of ozone-depleting substances is not currently available.
305-7	Nitrogen oxides (NOx), sulfur oxides, (SOx), and other significant air emissions   	GRI Index	Information on nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions is not currently available.











Disclosure	Description	Report Section	FY23																		
<b>GRI-306 WASTE</b>																					
<b>306-1</b>	Waste	GRI Index	<p>EROAD currently collects and discloses data for waste generated as a result of operations in New Zealand, North America and Australia. The waste data collected is for landfilled waste from each of the EROAD offices as well as the warehouse premises in New Zealand for the distribution of EROAD products to customers and product refurbishment activities. EROAD's reporting of waste is currently on waste generated by our own activities and none that are generated upstream or downstream in our value chain. Reported waste data is based on information provided by our waste disposal vendors where available.</p> <p>The following areas have been identified as significant actual and potential waste impacts in the EROAD value chain:</p> <table border="1"> <thead> <tr> <th>Inputs, activities and outputs</th> <th>Waste generation</th> <th>Actual and potential waste impacts</th> </tr> </thead> <tbody> <tr> <td>Materials and production</td> <td>Upstream in value chain</td> <td>Solid waste disposal and recycling produced from the sourcing of raw materials and component products to manufacture EROAD products including the packaging to transport the materials to be manufactured.</td> </tr> <tr> <td>Product components</td> <td>Upstream in value chain</td> <td>Solid waste disposal and recycling produced from the sourcing of raw materials and component products to manufacture EROAD products including the packaging to transport the materials to be manufactured.</td> </tr> <tr> <td>Products and packaging</td> <td>Own activities</td> <td>Solid waste disposal and recycling from supplier packaging, pallets, scrap metal, office paper, plastics and mixed recycling, as well as generated waste from own warehouse operations to distribute products to our customers.</td> </tr> <tr> <td>Consumption</td> <td>Downstream in value chain</td> <td>Solid waste disposal and recycling from EROAD packaging, consumables associated with installation of the products and retirement of the product at end of life.</td> </tr> <tr> <td>Product refurbishment</td> <td>Own activities</td> <td>Solid waste disposal and recycling from the refurbishment and repair of EROAD products including that generated from spare parts and componentry and the packaging of those. Solid waste disposal and recycling of returned products at end of life.</td> </tr> </tbody> </table>	Inputs, activities and outputs	Waste generation	Actual and potential waste impacts	Materials and production	Upstream in value chain	Solid waste disposal and recycling produced from the sourcing of raw materials and component products to manufacture EROAD products including the packaging to transport the materials to be manufactured.	Product components	Upstream in value chain	Solid waste disposal and recycling produced from the sourcing of raw materials and component products to manufacture EROAD products including the packaging to transport the materials to be manufactured.	Products and packaging	Own activities	Solid waste disposal and recycling from supplier packaging, pallets, scrap metal, office paper, plastics and mixed recycling, as well as generated waste from own warehouse operations to distribute products to our customers.	Consumption	Downstream in value chain	Solid waste disposal and recycling from EROAD packaging, consumables associated with installation of the products and retirement of the product at end of life.	Product refurbishment	Own activities	Solid waste disposal and recycling from the refurbishment and repair of EROAD products including that generated from spare parts and componentry and the packaging of those. Solid waste disposal and recycling of returned products at end of life.
Inputs, activities and outputs	Waste generation	Actual and potential waste impacts																			
Materials and production	Upstream in value chain	Solid waste disposal and recycling produced from the sourcing of raw materials and component products to manufacture EROAD products including the packaging to transport the materials to be manufactured.																			
Product components	Upstream in value chain	Solid waste disposal and recycling produced from the sourcing of raw materials and component products to manufacture EROAD products including the packaging to transport the materials to be manufactured.																			
Products and packaging	Own activities	Solid waste disposal and recycling from supplier packaging, pallets, scrap metal, office paper, plastics and mixed recycling, as well as generated waste from own warehouse operations to distribute products to our customers.																			
Consumption	Downstream in value chain	Solid waste disposal and recycling from EROAD packaging, consumables associated with installation of the products and retirement of the product at end of life.																			
Product refurbishment	Own activities	Solid waste disposal and recycling from the refurbishment and repair of EROAD products including that generated from spare parts and componentry and the packaging of those. Solid waste disposal and recycling of returned products at end of life.																			



Disclosure	Description	Report Section	FY23								
<b>306-2</b>	Management of significant waste-related impacts	GRI Index	<p>a) To prevent waste generation and to manage significant impacts from waste generated in EROAD's own activities, upstream and downstream in our value chain the three R's from the waste hierarchy: Reduce, Reuse, Recycle are considered.</p> <p>To strengthen EROAD's focus on generating less waste, EROAD is continuing to focus on a more circular economy. This includes designing out waste from our products and packaging, extending the life of products and materials and reducing consumption across the value chain. Working with our suppliers to share this same goal of waste minimisation is an important step in this process.</p> <p>b) Waste generated by the organisation is managed by third-parties at each of our sites. As far as we are aware the waste is managed in line with legislative obligations as no breaches have been brought to our attention.</p> <p>c) Our largest two waste generating sites, being our head office in Albany and our warehouse in Penrose the waste taken away is measured by general waste and cardboard using weight scales on their trucks. The third-party supplier then undertakes further separation of the general waste at their own facilities to identify and remove any other recyclable materials to divert these from landfill. For our other sites being Christchurch, Portland, New Jersey, San Diego and Sydney, the waste removal is managed by the landlord of the leased offices. Limited data is available on the waste removed at these other sites but we will work with our landlords to improve the data and to better understand the processes undertaken.</p>								
<b>306-3</b>	Waste generated	GRI Index	<table border="1"> <thead> <tr> <th colspan="2">2023 (metric tonnes)</th> </tr> </thead> <tbody> <tr> <td>Solid waste disposal total</td> <td>32.0</td> </tr> <tr> <td>Solid waste recycling total<sup>1</sup></td> <td>9.3</td> </tr> <tr> <td>Total waste</td> <td>41.3</td> </tr> </tbody> </table> <p><sup>1</sup> Current available data relates to recycled cardboard at our Albany and Penrose sites in NZ only.</p> <p>Our largest two waste generating sites, being our head office in Albany and our warehouse in Penrose the waste taken away is measured by general waste and cardboard using weight scales on their trucks. The third-party supplier then undertakes further separation of the general waste at their own facilities to identify and remove any other recyclable materials to divert these from landfill. For our other sites being Christchurch, Portland, New Jersey, San Diego and Sydney, the waste removal is managed by the landlord of the leased offices. Limited data is available on the waste removed at these other sites but we will work with our landlords to improve the data and to better understand the processes undertaken.</p>	2023 (metric tonnes)		Solid waste disposal total	32.0	Solid waste recycling total <sup>1</sup>	9.3	Total waste	41.3
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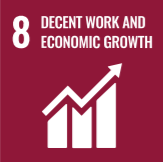



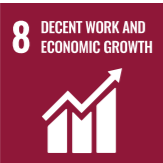



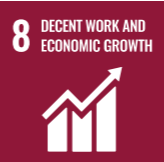
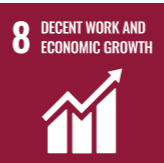


Disclosure	Description	Report Section	FY23
306-4	Waste diverted from disposal	GRI Index	Further breakdowns of our waste are not currently available. We will work with our third-party providers to improve our data quality as well as look at ways to reduce our waste and for what we cannot reduce, improve the amount that can be recycled.
	  		
306-5	Waste directed to disposal	GRI Index	Further breakdowns of our waste are not currently available. We will work with our third-party providers to improve our data quality as well as look at ways to reduce our waste and for what we cannot reduce, improve the amount that can be recycled.
	    		


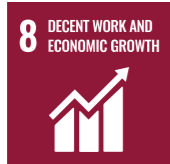
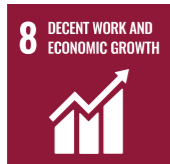

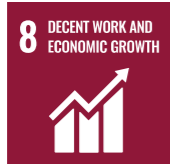
**GRI-308 SUPPLIER ENVIRONMENTAL ASSESSMENT**

308-1	New suppliers that were screened using environmental criteria	GRI Index	2 new suppliers were screened using environmental criteria.
308-2	Negative environmental impacts in the supply chain	GRI Index	No negative impacts identified. If major breach to EROAD policies, we would cease the arrangement. Our policy is to work with suppliers where possible to remedy any negative environmental impacts.

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<b>GRI-401 EMPLOYMENT</b>																																																																																																																																										
401-1	New employee hires and employee turnover	GRI Index	<p><b>a)</b></p> <table border="1"> <thead> <tr> <th>NEW HIRES BY AGE</th> <th>Australia</th> <th>New Zealand</th> <th>United States</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>20 and under</td> <td>1</td> <td>3</td> <td>6</td> <td>10</td> </tr> <tr> <td>21 - 30</td> <td></td> <td>28</td> <td>4</td> <td>32</td> </tr> <tr> <td>31 - 40</td> <td>5</td> <td>29</td> <td>5</td> <td>39</td> </tr> <tr> <td>41 - 50</td> <td></td> <td>15</td> <td>6</td> <td>21</td> </tr> <tr> <td>51 - 60</td> <td></td> <td>8</td> <td>6</td> <td>14</td> </tr> <tr> <td>61 - 64</td> <td></td> <td></td> <td>1</td> <td>1</td> </tr> <tr> <td>65 and over</td> <td></td> <td>1</td> <td></td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>6</b></td> <td><b>84</b></td> <td><b>28</b></td> <td><b>118</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>NEW HIRES BY GENDER</th> <th>Australia</th> <th>New Zealand</th> <th>United States</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>5</td> <td>42</td> <td>14</td> <td>61</td> </tr> <tr> <td>Female</td> <td>1</td> <td>40</td> <td>10</td> <td>51</td> </tr> <tr> <td>Not Declared</td> <td>0</td> <td>2</td> <td>4</td> <td>6</td> </tr> <tr> <td><b>Total</b></td> <td><b>6</b></td> <td><b>84</b></td> <td><b>28</b></td> <td><b>118</b></td> </tr> </tbody> </table> <p>23% based on number of permanent employees hired.</p> <p><b>b)</b></p> <table border="1"> <thead> <tr> <th>LEAVERS BY AGE</th> <th>Australia</th> <th>New Zealand</th> <th>United States</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>20 and under</td> <td></td> <td></td> <td>1</td> <td>1</td> </tr> <tr> <td>21 - 30</td> <td></td> <td>28</td> <td>6</td> <td>34</td> </tr> <tr> <td>31 - 40</td> <td>3</td> <td>45</td> <td>9</td> <td>57</td> </tr> <tr> <td>41 - 50</td> <td>3</td> <td>19</td> <td>4</td> <td>26</td> </tr> <tr> <td>51 - 60</td> <td></td> <td>12</td> <td>7</td> <td>19</td> </tr> <tr> <td>65 and over</td> <td></td> <td>1</td> <td></td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>6</b></td> <td><b>105</b></td> <td><b>27</b></td> <td><b>138</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>LEAVERS BY GENDER</th> <th>Australia</th> <th>New Zealand</th> <th>United States</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>2</td> <td>48</td> <td>9</td> <td>59</td> </tr> <tr> <td>Male</td> <td>4</td> <td>57</td> <td>16</td> <td>77</td> </tr> <tr> <td>Not declared</td> <td></td> <td></td> <td>2</td> <td>2</td> </tr> <tr> <td><b>Total</b></td> <td><b>6</b></td> <td><b>105</b></td> <td><b>27</b></td> <td><b>138</b></td> </tr> </tbody> </table> <p>27% based on resignations from permanent employees.</p> <p>Please note: EROAD has undertaken restructuring efforts in 2023 which has caused our number of leavers to be higher than usual.</p>	NEW HIRES BY AGE	Australia	New Zealand	United States	Total	20 and under	1	3	6	10	21 - 30		28	4	32	31 - 40	5	29	5	39	41 - 50		15	6	21	51 - 60		8	6	14	61 - 64			1	1	65 and over		1		1	<b>Total</b>	<b>6</b>	<b>84</b>	<b>28</b>	<b>118</b>	NEW HIRES BY GENDER	Australia	New Zealand	United States	Total	Male	5	42	14	61	Female	1	40	10	51	Not Declared	0	2	4	6	<b>Total</b>	<b>6</b>	<b>84</b>	<b>28</b>	<b>118</b>	LEAVERS BY AGE	Australia	New Zealand	United States	Total	20 and under			1	1	21 - 30		28	6	34	31 - 40	3	45	9	57	41 - 50	3	19	4	26	51 - 60		12	7	19	65 and over		1		1	<b>Total</b>	<b>6</b>	<b>105</b>	<b>27</b>	<b>138</b>	LEAVERS BY GENDER	Australia	New Zealand	United States	Total	Female	2	48	9	59	Male	4	57	16	77	Not declared			2	2	<b>Total</b>	<b>6</b>	<b>105</b>	<b>27</b>	<b>138</b>
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Disclosure	Description	Report Section	FY23
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees    	GRI Index	<p>a) United States, Australia, New Zealand,</p> <ul style="list-style-type: none"> <li>i) Life insurance: US: Yes, AU: No, NZ: No.</li> <li>ii) Healthcare: US: Yes, Health insurance: AU: Yes, NZ: Yes.</li> <li>iii) Yes, N/A, N/A</li> <li>iv) Disability and invalidity cover: US: Yes, AU: Yes, NZ: Yes</li> <li>v) Parental leave is available to all employees, Provided to all eligible employees as per legislation.</li> <li>vi) Stock ownership is provided to senior permanent employees. Provided to senior permanent employees.</li> <li>vii) Stock ownership is provided to senior permanent employees. Provided to senior permanent employees. Provided to senior permanent employees.</li> <li>viii) EAP is provided to all, as is volunteer days.</li> </ul> <p>b) United States, Australia, New Zealand.</p>
401-3	Parental leave   	GRI Index	<p>All permanent employees who have completed six months service are eligible for eight weeks paid parental leave in addition to statutory entitlements. We provide this to primary and secondary carers regardless of gender.</p> <ul style="list-style-type: none"> <li>a) 152 female, 288 males and 4 not declared employees were entitled to parental leave.</li> <li>b) 13 females and 18 males.</li> <li>c) 11 females and 16 males returned to work during FY23. 2 males are still on leave yet to return.</li> <li>d) 9 females and 12 males are still employed as at 31 March 2023.</li> <li>e) Return to work = female 85% and male 89%</li> </ul> <p>Retention rate = female 82% and male 75%</p>
<b>GRI-402 LABOUR/MANAGEMENT RELATIONS</b>			
402-1	Minimum notice periods regarding operational changes  	GRI Index	<p>This is determined on a case-by-case basis and within employment regulations as necessary</p>
<b>GRI-403 OCCUPATIONAL HEALTH AND SAFETY</b>			
403-1	Occupational health and safety management system  	GRI Index	<ul style="list-style-type: none"> <li>a) HSMS implementation has begun in FY23.                             <ul style="list-style-type: none"> <li>i) Updated health safety management systems are being implemented in all areas of operations.</li> <li>ii) Recognised risk management is being implemented.</li> </ul> </li> <li>b) All workers are covered.</li> </ul>

Disclosure	Description	Report Section	FY23
403-2	Hazard identification, risk assessment, and incident investigation  	GRI Index	<ul style="list-style-type: none"> <li>a) Hazards are reported through the H&amp;S Page on Ehub (EROADs internal intranet) where EROADers complete documentation which is then sent to the H&amp;S team for actioning with the appropriate leader(s). Hazards can also be identified through routine risk review.                             <ul style="list-style-type: none"> <li>i) EROAD's Group Health &amp; Safety team sits within the EROAD People &amp; Capability Team. Actions are reported to the Board as appropriate.</li> <li>ii) Assessment as to the quality of this process cannot yet be made but is something EROAD is working on and will look to report on this in future years.</li> </ul> </li> <li>b) The process for workers to report hazardous situations is currently in progress and EROAD will look to report on this in future years.</li> <li>c) The policies and processes for workers to remove themselves from work situations where they believe they could suffer an injury is currently in progress and EROAD will look to report on this in future years.</li> <li>d) The processes used to investigate work-related incidents, including the process to identify hazard and assess risks relating to incidents is currently in progress and EROAD will look to report on this in future years.</li> </ul>
403-3	Occupational health services  	GRI Index	<p>Workers medical records are kept in accordance with local legal requirements.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety   	GRI Index	<ul style="list-style-type: none"> <li>a) Health, Safety and Wellbeing Steering Committee Group meets regularly to consult on health, safety and wellbeing within the business - including policies, procedures and training.</li> <li>b) The Group HSW Senior leadership Team consults with other operational members of the business on risk/hazard and identification of those.</li> <li>c) HSW Steering Committee is a senior led committee charged with driving health &amp; safety within the business. This committee is made up of execs and senior leaders within the business who have influence over outcomes, and who can provide senior sponsorship of all safety activity. All EROADers commit to the health, safety and wellbeing of the business and its people.</li> </ul>
403-5	Worker training on occupational health and safety  	GRI Index	<p>All EROADers complete mandatory health safety and wellbeing learning modules.</p>

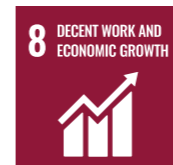
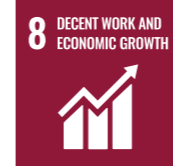
Disclosure	Description	Report Section	FY23
403-6	Promotion of worker health 	GRI Index	All employees are offered Healthcare as part of their employment package, including 24-hour access to employee assistance programmes across our global locations, as well as mobile support through the use of our Being Well app, so EROADers can access support no matter where they work or what the time.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 	GRI Index	Information not currently available.
403-8	Workers covered by an occupational health and safety management system 	GRI Index	a) Management system based on Health and Safety at Work Act (2015) requirements, as well as any other legislative requirements for Australia and North America.
403-9	Work-related injuries  	GRI Index	<p>a)</p> <ul style="list-style-type: none"> <li>i) No fatalities reported.</li> <li>ii) No high-consequence work-related injuries recorded.</li> <li>iii) One work-related injury was reported during FY23 in Australia but none in New Zealand and North America.</li> <li>iv) Crushed /partially severed finger.</li> <li>v) -</li> </ul> <p>b)</p> <ul style="list-style-type: none"> <li>i) No fatalities recorded.</li> <li>ii) No high-consequence work-related injuries recorded.</li> <li>iii) No work-related injuries recorded.</li> <li>iv) None recorded.</li> <li>v) -</li> </ul> <p>c)</p> <ul style="list-style-type: none"> <li>i) Determined through auditing and hazard analysis involving key workers from specific departments</li> <li>ii) 0</li> <li>iii) All hazards identified are first attempted to be eliminated, and if unable to be eliminated, minimisation techniques are used.</li> </ul> <p>d) All hazards identified are first attempted to be eliminated, and if unable to be eliminated, minimisation techniques are used.</p> <p>e) Not applicable.</p> <p>f) No workers excluded.</p> <p>g) Not applicable.</p>

Disclosure	Description	Report Section	FY23
403-10	Work-related ill health   	GRI Index	No worker related ill-health recorded.

Disclosure	Description	Report Section	FY23
<b>GRI-404 TRAINING AND EDUCATION</b>			
<b>404-1</b>	Average hours of training per year per employee	GRI Index	<p>a) All employees are required to complete an average of 6 hours of mandatory training as part of their onboarding. This includes:</p> <p><b>Mandatory Training All Staff (6 + hours)</b>                      IT Data Privacy, Cyber Security and Information Security (45mins) eLearning                      Legal Privacy at EROAD Parts 1 and 2 (60mins) EROAD eLearning                      Legal Working for a Listed Business (30 mins) EROAD eLearning                      Health &amp; Safety Office Safety (23mins) Open Sesame eLearning                      Welcome to EROAD New Starter Induction (90mins)(In Person &amp; Teams)                      Hardware Familiarization (60mis) (In Person &amp; Teams)                      EROAD MYEROAD (NZ) Fleet Management Portal (60 mins) (In Person &amp; Teams)</p> <p><b>Recommended eLearnings All Staff</b> (not mandatory but assigned to Learning Dashboards) (3hours 15mins) eLearning</p> <ol style="list-style-type: none"> <li>Six Steps to Leading Productive Meetings (30mins) Open Sesame eLearning</li> <li>Unconscious Bias and You (45mins) Open Sesame eLearning</li> </ol> <p><b>Open Sesame Online Learning Subscription Available to All Staff on Demand</b></p> <p>The Complete Agile Scrum Fundamentals Course + Certification (16 hours)                      An Agile Crash Course: Agile Project Management &amp; Agile Delivery (1hr 5 mins)                      Safe Driving Distracted Driving (9mins)                      Boosting Emotional Intelligence (20mins)                      Productivity and Time Management (24mins)                      Decision Making Excellence (30 mins)                      Dealing with Irate Customers (10mins)                      Writing Effective emails (24mins)                      Individual Priority Management (50mins)                      Microsoft TEAMS Essentials (45mins)                      EXCEL 2016: Beginner (4 hrs)                      Salesforce Essentials (70 mins)                      Change Management Global (10mins)                      Microsoft Power BI (2 hrs)                      Creating an Environment based on Respect (15mins)                      Health &amp; Wellness: Take a Deep Breath (9 mins)</p> <p><b>North America learning is via Insperty</b></p> <ol style="list-style-type: none"> <li>Female 167 Male 302</li> <li>Employee Count 528 (59 Gender not disclosed) .</li> </ol>



Disclosure	Description	Report Section	FY23
<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	GRI Index	<p><b>NEW ZEALAND</b></p> <ol style="list-style-type: none"> <li>Lean Six Sigma Yellow Belt Training                      Lean 6 Sigma Yellow Belt yellow belt May 2022 14 attended 4 gained belt                      Lean 6 Sigma Yellow Belt yellow belt June 2022 19 attended 3 gained belt</li> <li>Business Intelligence Dashboard in a Day,</li> <li>Dale Carnegie Telephone Sales Growth Retention,</li> <li>Change Resiliency (In person and Teams 1 hr sessions to all employees backed up by</li> <li>EROAD eLearning module 'Change Resiliency: Understanding &amp; Embracing Change',</li> <li>Chapter Lead Training 4 Half Days of Training "Manager Essentials Course - Roseann's Principles" 24 Enrolled (Courageous Conversations, Goal Setting &amp; Delegation, Feedback Rich Culture Coaching &amp; Mentoring)</li> <li>EROAD Leadership Program NA Cohort 6 November Graduates (9 male, 1 female)</li> <li>EROAD Leadership Program NZ Cohort 5 November Graduates (10 male, 8 female)</li> </ol> <p><b>NORTH AMERICA</b></p> <p>Training delivered via Insperty, including orientation and overview of policies around discrimination.                      Outplacement training provided (including CV review, interview skills and recruitment process support), focusing on transition assistance programs to facilitate continued employability and the management of careers resulting from retirement or termination of employment</p>
<b>404-3</b>	Percentage of employees receiving regular performance and career development reviews	GRI Index	<p>No formal framework was in place for performance reviews in FY23.                      Development Plans completed                      Female - 68%                      Male - 73%                      Not declared - 50%</p>



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<b>GRI-405 DIVERSITY AND EQUAL OPPORTUNITY</b>																																																																																																																																										
<b>405-1</b>	Diversity of governance bodies and employees	GRI Index	<p><b>Diversity in North America:</b></p> <ul style="list-style-type: none"> <li>i) 29% Female, 71% Male</li> <li>ii) 57% 30-50 years, 43% over 50</li> </ul> <p>Data above includes executive team only (as at 31 March 2023).</p> <p><b>a)</b></p> <table border="1"> <thead> <tr> <th>NEW HIRES BY AGE</th> <th>Australia</th> <th>New Zealand</th> <th>United States</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>20 and under</td> <td>1</td> <td>3</td> <td>6</td> <td>10</td> </tr> <tr> <td>21 - 30</td> <td></td> <td>28</td> <td>4</td> <td>32</td> </tr> <tr> <td>31 - 40</td> <td>5</td> <td>29</td> <td>5</td> <td>39</td> </tr> <tr> <td>41 - 50</td> <td></td> <td>15</td> <td>6</td> <td>21</td> </tr> <tr> <td>51 - 60</td> <td></td> <td>8</td> <td>6</td> <td>14</td> </tr> <tr> <td>61 - 64</td> <td></td> <td></td> <td>1</td> <td>1</td> </tr> <tr> <td>65 and over</td> <td></td> <td>1</td> <td></td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>6</b></td> <td><b>84</b></td> <td><b>28</b></td> <td><b>118</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>NEW HIRES BY GENDER</th> <th>Australia</th> <th>New Zealand</th> <th>United States</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>5</td> <td>42</td> <td>14</td> <td>61</td> </tr> <tr> <td>Female</td> <td>1</td> <td>40</td> <td>10</td> <td>51</td> </tr> <tr> <td>Not Declared</td> <td>0</td> <td>2</td> <td>4</td> <td>6</td> </tr> <tr> <td><b>Total</b></td> <td><b>6</b></td> <td><b>84</b></td> <td><b>28</b></td> <td><b>118</b></td> </tr> </tbody> </table> <p>23% based on number of permanent employees hired.</p> <p><b>b)</b></p> <table border="1"> <thead> <tr> <th>LEAVERS BY AGE</th> <th>Australia</th> <th>New Zealand</th> <th>United States</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>20 and under</td> <td></td> <td></td> <td>1</td> <td>1</td> </tr> <tr> <td>21 - 30</td> <td></td> <td>28</td> <td>6</td> <td>34</td> </tr> <tr> <td>31 - 40</td> <td>3</td> <td>45</td> <td>9</td> <td>57</td> </tr> <tr> <td>41 - 50</td> <td>3</td> <td>19</td> <td>4</td> <td>26</td> </tr> <tr> <td>51 - 60</td> <td></td> <td>12</td> <td>7</td> <td>19</td> </tr> <tr> <td>65 and over</td> <td></td> <td>1</td> <td></td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>6</b></td> <td><b>105</b></td> <td><b>27</b></td> <td><b>138</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>LEAVERS BY GENDER</th> <th>Australia</th> <th>New Zealand</th> <th>United States</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>2</td> <td>48</td> <td>9</td> <td>59</td> </tr> <tr> <td>Male</td> <td>4</td> <td>57</td> <td>16</td> <td>77</td> </tr> <tr> <td>Not declared</td> <td></td> <td></td> <td>2</td> <td>2</td> </tr> <tr> <td><b>Total</b></td> <td><b>6</b></td> <td><b>105</b></td> <td><b>27</b></td> <td><b>138</b></td> </tr> </tbody> </table> <p>27% based on resignations from permanent employees.</p>	NEW HIRES BY AGE	Australia	New Zealand	United States	Total	20 and under	1	3	6	10	21 - 30		28	4	32	31 - 40	5	29	5	39	41 - 50		15	6	21	51 - 60		8	6	14	61 - 64			1	1	65 and over		1		1	<b>Total</b>	<b>6</b>	<b>84</b>	<b>28</b>	<b>118</b>	NEW HIRES BY GENDER	Australia	New Zealand	United States	Total	Male	5	42	14	61	Female	1	40	10	51	Not Declared	0	2	4	6	<b>Total</b>	<b>6</b>	<b>84</b>	<b>28</b>	<b>118</b>	LEAVERS BY AGE	Australia	New Zealand	United States	Total	20 and under			1	1	21 - 30		28	6	34	31 - 40	3	45	9	57	41 - 50	3	19	4	26	51 - 60		12	7	19	65 and over		1		1	<b>Total</b>	<b>6</b>	<b>105</b>	<b>27</b>	<b>138</b>	LEAVERS BY GENDER	Australia	New Zealand	United States	Total	Female	2	48	9	59	Male	4	57	16	77	Not declared			2	2	<b>Total</b>	<b>6</b>	<b>105</b>	<b>27</b>	<b>138</b>
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Disclosure	Description	Report Section	FY23
<b>405-2</b>	Ratio of basic salary and remuneration of women to men	GRI Index	<ul style="list-style-type: none"> <li>a) For each employee category                             <ul style="list-style-type: none"> <li>New Zealand - 88/100</li> <li>Australia - 81/100</li> <li>US - 94/100</li> </ul> </li> <li>b) New Zealand, Australia, United States</li> </ul>




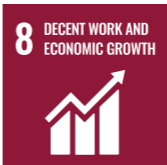

  



Disclosure	Description	Report Section	FY23
<b>GRI-406 NON-DISCRIMINATION</b>			
<b>406-1</b>	Incidents of discrimination and corrective actions taken	GRI Index	No incidents of discrimination were identified.


Disclosure	Description	Report Section	FY23
<b>GRI-407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
<b>407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI Index	<p>EROAD has performed 3 audits of Tier 1 contract manufacturing suppliers this year. These manufacturers are based in Philippines, Indonesia and Australia respectively. No concerns were found related to workers' rights during these audits.</p> <p>For all other existing suppliers, no retrospective audits related to workers' rights have been undertaken to date. It is anticipated that all Tier 1 and Tier 2 suppliers will be audited, either by visit or by self-declaration, over the course of the following financial year.</p>

Disclosure	Description	Report Section	FY23
<b>GRI-408 CHILD LABOUR</b>			
408-1	Operations and suppliers at significant risk for incidents of child labour	GRI Index	<p>EROAD has performed 3 audits of Tier 1 contract manufacturing suppliers this year. These manufacturers are based in Philippines, Indonesia and Australia respectively. No concerns were found related to child labour during these audits.</p> <p>For all other existing suppliers, no retrospective audits related to child labour have been undertaken to date. It is anticipated that all Tier 1 and Tier 2 suppliers will be audited, either by visit or by self-declaration, over the course of the following financial year.</p>
	  		
<b>GRI-409 FORCED OR COMPULSORY LABOUR</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	GRI Index	<p>EROAD has performed 3 audits of Tier 1 contract manufacturing suppliers this year. These manufacturers are based in Philippines, Indonesia and Australia respectively. No concerns were found related to forced labour during these audits.</p> <p>For all other existing suppliers, no retrospective audits related to forced labour have been undertaken to date. It is anticipated that all Tier 1 and Tier 2 suppliers will be audited, either by visit or by self-declaration, over the course of the following financial year.</p>
	 		
<b>GRI-410 SECURITY PRACTICES</b>			
410-1	Security personnel training in human rights policies or procedures	GRI Index	<p>a) Not applicable. b) Not applicable.</p>
			


Disclosure	Description	Report Section	FY23
<b>GRI-411 RIGHTS OF INDIGENOUS PEOPLES</b>			
411-1	Incidents of violations involving rights of indigenous peoples	GRI Index	<p>No special action outside of discrimination and harassment policies and national reporting to legal bodies by Insperity. EROAD runs diversity and inclusion events throughout the year and in hiring practices, remuneration reviews, benchmarking and so on.</p>
			
<b>GRI-413 LOCAL COMMUNITIES</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	GRI Index	<p>EROAD does not currently assess suppliers on their engagement with local communities.</p> <p>Internally, part of the North American People strategy for the upcoming year is incorporating hiring initiatives around vulnerable groups such as veterans, as well as lead community volunteering programs for our teams.</p>
413-2	Operations with significant actual and potential negative impacts on local communities	GRI Index	<p>EROAD does not currently assess suppliers on their engagement with local communities.</p>
			
<b>GRI-414 SUPPLIER SOCIAL ASSESSMENT</b>			
414-1	New suppliers that were screened using social criteria	GRI Index	<p>EROAD does not yet specifically screen suppliers against social criteria. Elements of social criteria such as health and safety in the work place and human rights are reviewed though.</p>
	  		




Disclosure	Description	Report Section	FY23
414-2	Negative social impacts in the supply chain and actions taken	GRI Index	EROAD does not yet specifically screen suppliers against social criteria. No negative social impacts have been identified.
	  		

**GRI-415 PUBLIC POLICY**

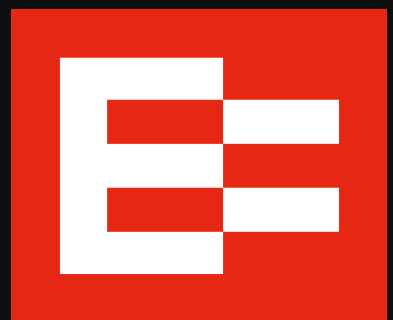
415-1	Political Contributions	GRI Index	No political donations.
			

**GRI-416 CUSTOMER HEALTH AND SAFETY**

416-1	Assessment of the health and safety impacts of product and service categories	GRI Index	All EROAD products are risk assessed for potential health and safety impacts to customers; spanning distribution, installation, use, maintenance and removal. This risk assessment process begins at concept stage and is reassessed through subsequent product development phases up to a post launch retrospective. Where relevant our product guides highlight HSW requirements our customers should be aware of.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Index	No incidents of non-compliance were recorded.
			

Disclosure	Description	Report Section	FY23
<b>GRI-417 MARKETING AND LABELLING</b>			
417-1	Requirements for product and service information and labelling	GRI Index	<p>a)</p> <ul style="list-style-type: none"> <li>i) Not disclosed on hardware packaging or software</li> <li>ii) Not disclosed on hardware packaging or software</li> <li>iii) Safe use content for hardware contained in user manuals. No safe use content for software</li> <li>iv) Limited disclosure for trained installers as part of de-installation process</li> <li>v) Not applicable.</li> </ul> <p>b) All hardware include iii and iv but not i or ii. Software doesn't include any of the above. -25%</p>
			
417-2	Incidents of non-compliance concerning product and service information and labelling	GRI Index	No incidents of non-compliance recorded.
			
417-3	Incidents of non-compliance concerning marketing communications	GRI Index	No incidents of non-compliance recorded.
			
<b>GRI-418 CUSTOMER PRIVACY</b>			
418-1	Substantiated complaints received concerning breaches of customer privacy and losses of customer data	GRI Index	EROAD did not have any substantiated complaints (whether from customers or regulatory bodies) concerning breaches of customer privacy.





**EROAD**