

16 April 2025

Executive Chair agreement & update on succession planning

WiseTech Global Limited (**ASX:WTC, WiseTech, Company**) today announces the key terms of the employment agreement (**Employment Agreement**) entered into with Founder and Executive Chair Richard White and provides an update on the Company's succession planning and Chief Executive Officer search progress.

Founder and Executive Chair's commitment to WiseTech's future growth

Founder and Executive Chair, Richard White, has entered into an employment agreement with the Company setting out the terms of his employment as Executive Chair and Chief Innovation Officer of WiseTech. In this role, Mr. White will be supported by the Chief of Staff and Deputy Chief Innovation Officer, a newly created role, announced today, designed to facilitate more effective delegation and reporting pathways that will materially assist the execution of WiseTech's product development roadmap and growth opportunities over the medium term.

Under the terms of his employment agreement Mr. White's focus will be on:

- Delivering WiseTech's product roadmap;
- Innovation and software development;
- Commercialisation of new products;
- Strategy development and implementation including identifying and pursuing growth initiatives (organic and inorganic such as M&A);
- Identifying initiatives and overseeing the implementation of initiatives that generate customer and shareholder value; and
- Leading WiseTech's succession planning in conjunction with the Board's People & Remuneration Committee

Key terms of Mr. White's Employment Agreement include:

- **Title:** Executive Chair and Chief Innovation Officer
- **Basis:** Full-Time
- **Term:** 10-year term from 26 February 2025, with option to extend for a further 5 years by mutual agreement
- **Termination:** Terminable by either party on 12 months' notice subject to customary exceptions
- **Compensation:** Mr. White to be paid \$1 Million AUD per annum (unchanged since his remuneration in 2015)
- **Reporting:** Mr. White reports to the Board on his executive activities.

Mr. White advises that the pre-programmed share trading plan he has had in place for several years was paused prior to his return to the WiseTech Board in February and that

neither he nor his associated entities have traded since his return to the Board. Mr. White has advised that the pre-programmed share trading plan will continue to be paused and that neither he nor his associated entities intend to trade in WiseTech shares until at least after the Company's FY25 full year results are released in August 2025.

Founder and Executive Chair, Richard White said, *"My return to employment at WiseTech as Executive Chair and Chief Innovation Officer reflects my long-term commitment to continuing WiseTech's track record of delivering strong shareholder returns. I am focused on implementing WiseTech's product-led innovation strategy and ensuring we have a strong succession plan in place to maintain our growth momentum. I am confident of WiseTech's future growth prospects, our ability to execute our strategy and the strength of our high calibre senior leadership team."*

Succession Planning and CEO search progress

The Company has progressed its search for a permanent Chief Executive Officer. Several strong internal and external candidates have been identified for the role. A shortlist is in the process of being finalized with an appointment anticipated to be announced to the market prior to the Annual General Meeting in November 2025. Interim CEO Andrew Cartledge has reaffirmed his previously stated commitment that he is available if required to stay beyond his planned retirement at the end of calendar 2025 as needed by the Company to enable an orderly and seamless handover and transition.

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This announcement has been authorized for release by the Board of Directors of WiseTech Global Limited.

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About WiseTech Global

WiseTech Global is a leading developer and provider of software solutions to the logistics execution industry globally. Our customers include over 16,500¹ of the world's logistics companies across 195 countries, including 46 of the top 50 global third-party logistics providers and 24 of the 25 largest global freight forwarders worldwide².

Our mission is to change the world by creating breakthrough products that enable and empower those that own and operate the supply chains of the world. At WiseTech, we are relentless about innovation, adding over 5,800 product enhancements to our global CargoWise application suite in the last five years while bringing meaningful continual improvement to the world's supply chains. Our breakthrough software solutions are renowned for their powerful productivity, extensive functionality, comprehensive integration, deep compliance capabilities, and truly global reach. For more information about WiseTech Global or CargoWise, please visit wisetechglobal.com and cargowise.com

¹ Includes customers on CargoWise and non-CargoWise platforms whose customers may be counted with reference to installed sites

² Armstrong & Associates: Top 50 Global 3PLs & Top 25 Global Freight Forwarders ranked by 2023 gross logistics revenue/turnover and freight forwarding volumes – updated 14 August 2024