

2024 Gender Pay Gap Report

About WiseTech Global

WiseTech Global is a leading developer and provider of software solutions to the global logistics industry. Our customers include over 17,000¹ of the world's logistics companies across 181 countries, including 45 of the top 50 global third-party logistics providers and all of the 25 Global Freight Forwarders worldwide². Headquartered in Australia, we have a team of more than 3,300 people across 37 countries.

Our vision is *'to be the operating system for global logistics'*. At WiseTech, we are relentless about innovation, adding over 5,500 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.

We are a "deep tech" company – this means our technology solutions are based on substantial scientific or engineering challenges that require substantial investment, ground breaking research and considerable development effort before successful commercialization (i.e. different to other types of technology companies that sell products or simply deliver their product or service online). Our workforce reflects this with two thirds of our Australian team in technical roles such as software engineers, product managers, and product specialists.

Diversity and inclusion at WiseTech

Our organization was co-founded by Richard White and Maree Isaacs in 1994. Today, our ongoing commitment to gender equality is a critical component of our wider objectives to attract diverse talent and increase the size of the talent pool available to create the products that solve critical problems for our customers. As we continue to grow and scale, diversity and inclusion (D&I), including gender equality, is embedded in our culture and our team member experience.

Our approach to D&I is guided by our D&I Principles. We recently appointed a D&I Manager, who is supported by an internal cross-functional working group which includes executive sponsors from our Senior Management Team. Our People & Remuneration Committee (PRC) oversees D&I at WiseTech, including gender pay equity, gender diversity in the workforce and organizational practices, and updates are regularly provided to this Committee.

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

² Based on Armstrong & Associates Inc. Top 25 Global Freight Forwarders List ranked by 2022 gross logistics revenue/turnover and freight forwarding volumes - Updated 5 October 2023

We have identified People & Culture as an impact priority area for WiseTech in our [Sustainability & ESG Framework](#). Our strategic objectives for People & Culture are to attract and retain the best talent, and ensure our high-performance culture supports D&I.

Our 2023 global team member engagement survey found 89% of our people believe that WiseTech values diversity and inclusion, and 83% believe that WiseTech builds teams that are diverse and inclusive. We are committed to consulting our people on key elements of D&I at WiseTech, including gender equality.

More information about our approach to D&I can be found on WiseTech's [website](#).

Our commitment to gender equality

Our [D&I principles](#) are designed to promote a culture that values and achieves D&I. A number of our principles relate directly to gender equality. We are committed to:

- Increasing the participation of women³ at all levels in our workforce, and in our industry, with the goal of closing the gender pay gap as it may exist for equivalent roles.
- Supporting programs that build the diversity of qualified candidates and ensuring our recruitment, selection, and promotion practices at all levels, including Board appointments, are structured to consider diversity in selection of and for talent and competency.
- Enabling flexible working through our hybrid working model and promoting a genderless approach to the use of team member benefits.
- Routinely reviewing, improving, and optimizing our people processes to guard against any conscious or unconscious biases and ensure we are guided by the principles of merit and fairness.
- Taking a zero-tolerance approach to discrimination, harassment, vilification, and victimization.

Our remuneration strategy and framework

Our remuneration framework includes cash and equity components that reward our workforce for achieving operational and strategic priorities and for creating long-term sustainable value for WiseTech and its shareholders.

We offer comprehensive packages – beyond just pay and benefits. We foster a strong sense of connection and commitment from our people to our business success through team member equity programs. We strive to ensure consistency, fairness, and transparency with remuneration related decisions by working collaboratively with People Leaders to prevent bias-based decisions and offering resources and educational content to help People Leaders to communicate their decisions effectively with team members.

³ We acknowledge that language is constantly evolving and recognize that one label or description is not able to capture all gender identities. Our intention is to be as succinct as we can, but inclusive of all. For the purpose of this report, “women” includes non-binary people and those whose gender identity falls outside of the gender binary, people who do not have a gender, or people who opted not to disclose their gender.

Our reward decisions reflect a variety of factors including individual contribution, performance, qualifications, skills, experience, company performance, market position, internal relativities, role-specific needs, global consistency, and local market conditions. To drive fair and unbiased decisions for all team members, we:

- Conduct annual gender pay analysis by level, like-for-like roles and across the organization.
- Create transparency of pay review budget spend by gender for People Leaders as part of our pay review process.
- Mandate training on recognizing personal biases for all People Leaders.

Learn more about our remuneration strategy and framework on page 77 of our [Annual Report 2023](#).

WiseTech's WGEA GPG

In accordance with Australia's *Workplace Gender Equality Act 2012*, WiseTech reports data related to gender and its Australian workforce annually to the Workplace Gender Equality Agency (WGEA).

WGEA's Gender Pay Gap (GPG)⁴ refers to the difference in earnings between men and women team members, generally expressed as a percentage of men's earnings.

WGEA's median gender pay gap refers to the percentage difference between the median earnings of men and women team members, expressed with reference to the median total remuneration of men⁵. For each gender, the median is determined by ranking all salaries in order of lowest to highest and identifying the middle-ranked salary (or salaries). It is not necessarily representative of salaries as a single data point from each gender is compared.

Our GPG has continued to trend down over the past three years, and WiseTech's 2023 WGEA median base salary GPG is 20% and median total remuneration⁶ GPG is 24%.

Industry influences and other external factors

As a deep technology company that develops software for the logistics industry, we operate in two industries with strong participation from men. For example, we recruit product-related roles from the supply chain sector, where women represent 21%⁷ of the workforce; and only 30%⁸ of all occupations within the computer system design and related services WGEA sub-division are

⁴ The 2022-2023 gender pay gap calculation does not include voluntary salary data submitted for CEO, Head of Business, overseas managers, and casual managers. It also excludes team members who did not receive any payment during the reporting period. Team members identified as non-binary are excluded from WGEA's GPG reporting. Part-time/casuals/part-year team members are annualised to full-time equivalent

⁵ Median gender pay gap is the middle value after sorting the gender pay of organizations in the comparison group from lowest to highest. If the number of comparison groups is an even number, the median is the average of the two middle values

⁶ WGEA total remuneration includes all remuneration for a team member including base salary, superannuation, remuneration equity, overtime, bonuses and other additional payments

⁷ Australian Logistics Council (ALC) – Employment White Paper Submission – November 2022 – Page 5

⁸ WGEA data explorer – Industry Results – Division: Professional, scientific, and technical services. Subdivision: computer system design and related services

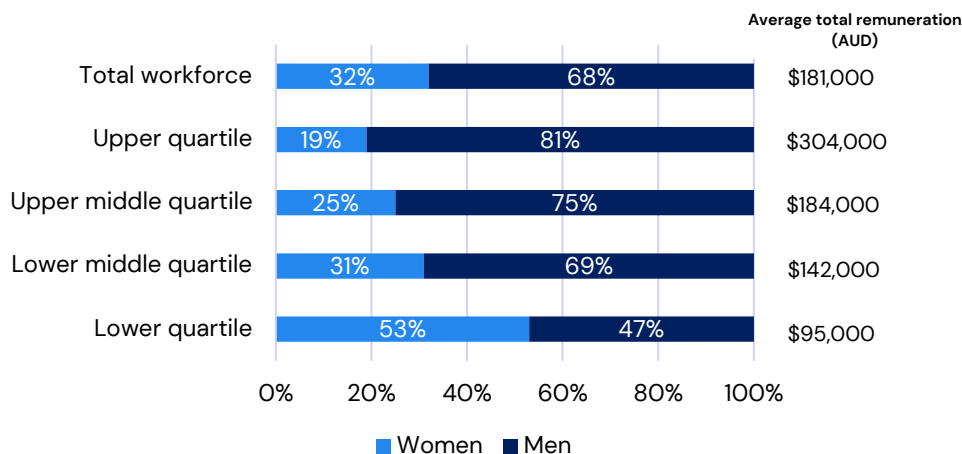
held by women. This challenge is driving our focus on the whole K-12 education system initiatives and beyond designed to build skills and passion for creative problem solving and interest in STEM careers, particularly software engineering, across all genders to join the future workforce.

Our GPG reflects historic low participation of women in the software engineering industry. In January 2024, 67% of our Australian workforce are in technical roles⁹, of which 24% are women¹⁰. This is in line with the proportion of women in Australia who are studying information technology: In 2021, just 23% of Australian university graduates in IT were women¹¹ and this is notably worse in software development/engineering graduates. This means there are substantially less women software engineers available to recruit.

This has been a long-term issue within the Australian education sector. Historically, many more men than women have studied and worked in software engineering which means there are substantially less women available for senior technical roles today, and these roles attract significantly higher pay outcomes. Our GPG at WiseTech reflects this, driven by lower representation of women team members across our upper pay quartiles, and higher representation in the lower pay quartile. This is in part due to a broader lack of participation of women in technical roles, which tend to be the higher paid roles in our organization and across the sector.

We are actively working to change this characteristic of our industry and it is why we are focused on education programs that encourage and support more women to consider and embark on careers as software engineers.

Gender composition by pay quartile¹²



⁹ Technical roles are defined as team members within the product design & development function

¹⁰ Excludes non-binary people and those whose gender identity falls outside of the gender binary, people who do not have a gender, or people who opted not to disclose their gender

¹¹ STEM Equity Monitor, Australia Government Department of Industry, Science and Resources. Accessed February 2024

¹² Based on 2022 - 2023 WGEA submission and as calculated by WGEA. Note that the average total remuneration is rounded to the nearest \$1,000

Action to challenge the status quo and accelerate change

While these external factors impact our GPG, we don't accept the status quo and are taking action to accelerate the downward trend in our GPG, and across the wider tech sector.

We invest in long term initiatives to attract and support more women to enter technology careers. This requires comprehensive and multi-faceted efforts to engage students starting in early high school, to help them be aware of, have enjoyable experiences in and see themselves participating in software engineering careers – regardless of gender, background or economic situation. Over time, we expect there will be more women with the experience and expertise to take on more of the high paying senior roles. It is important to note this is not an overnight change.

Our full program of technology education initiatives includes our support of Grok Academy, our Earn & Learn Program for school leavers, our relationship with major universities and our own WiseTech Academy. This means we cover Kindergarten to Year 12 (K-12), the bridge from high school to university, the bridge from education to employment, undergraduate, post-graduate, on-the-job and adult learning. In particular:

Engaging primary and high school students in tech: We contribute 1% of pre-tax profits to Grok Academy annually to make the Grok Academy Learning Platform completely free for all K-12 students in Australia and New Zealand and support the continued evolution of the platform to meet learning needs. The program is designed to enhance their digital technologies experience with the aim of encouraging more students into IT careers. Following WiseTech's sponsorship, the number of students accessing the Grok Academy platform in 2023 was 82% higher than the previous year and 40% of participants who provided a gender were girls.

Accelerating software engineering careers for school leavers: Our [Earn & Learn Program, launched in 2023](#), enables high school leavers to embark on and fast track their software engineering careers at WiseTech. This combines theoretical learning at university with applying skills in a real-world environment at WiseTech, leading to the completion of a Bachelor of Computing Science degree in four years. Established in 2023, already 28% of the 82 students taking part to date are women – that's well above the 21% of students enrolled in information technology degrees in Australia¹³ and the 25% of women team members in our own technical workforce.

Read more about our technology education initiatives on page 13 of our [Annual Report 2023](#).

Meanwhile, within our own organization we continue to focus on creating an environment that supports gender equality in the workplace. We promote WiseTech as a great workplace for women in order to attract more women to our team with the goal of closing the GPG.

In recent years we have updated parental leave entitlements and introduced paid domestic and family violence (DFV) leave policy in a further eight regions, bringing the total to 16. We sponsor the Women in IT society of the University of New South Wales (UNSW) based in Sydney, Australia and continue to highlight, in our workforce internally and externally, the opportunities at WiseTech for women – particularly those in technical roles. Our content showcases WiseTech

¹³ [STEM Equity Monitor](#) – University enrolment in Information Technology in 2021

team members of all seniorities and functions to inspire women who may be considering joining the tech industry.

We have also introduced and updated our processes to support pay equity and internal career progression. We have allocated a dedicated budget to support leaders in addressing identified pay equity gaps, and are removing pay secrecy clauses from all contracts globally and defining role progression and career paths for thought leadership and people leadership skillsets across our core WiseTech Global teams.

We're supporting female leadership at WiseTech where 44% of our current Board and 31% of senior managers are female¹⁴.

We are committed to continuous improvement. Last year, we reviewed and refreshed our D&I Principles to include a clear commitment to increasing the participation of women at all levels in our workforce and in our industry, with the goal of closing the gender pay gap. We have set targets for the representation of women on our Board, in senior management and across our organization, and appointed WiseTech's first dedicated D&I Manager in 2023.

Looking ahead

We are committed to reducing our GPG and increasing the number of women in the tech sector. We want people of all genders to thrive in their careers at WiseTech.

In addition to the action we are already taking, we have identified key opportunities to further drive progress in closing our GPG. These include:

- Ongoing analysis of GPG and gender pay equity.
- Continue to allocate a dedicated budget to address identified pay equity gaps, and reviewing processes that support leaders to apply this budget.
- Continue to present a diverse range of candidates for senior roles
- Identify opportunities to sponsor and support the progression of women in to senior roles
- Continue to build the D&I awareness of all team members, so everyone contributes to closing our GPG.

¹⁴ As at 30 June 2023. Senior managers are determined by assessing the role, scope and responsibilities of managers with reporting levels CEO-1 and CEO-2