Our people and culture:

The WiseTech Global Way



Our people:

Creating an environment for innovation to flourish

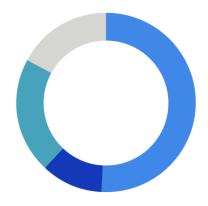


Angelina McMenamin Head of Talent

The talent, motivation and enthusiasm of our diverse, global team drive our innovation and growth

Employees by function

(%, as at 30 June 2020)



Product design and development 51%

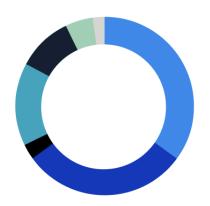
Sales and marketing11%

Technical and product support 21%

General and administration 17%

Employees by region

(%, as at 30 June 2020)



Australia and New Zealand

Europe

South Africa

Asia

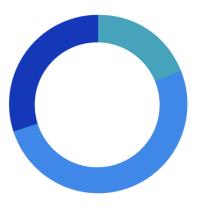
North America

Latin America

Middle East

Employees by age

(%, as at 30 June 2020)



Under 30

30-44

35%

30%

3%

15%

10%

5%

2%

45 and over

19%

51%

30%



We have a flat, low-hierarchy management system with small, diverse teams who are empowered to deliver

Anyone can talk to anyone at any time, for any reason

Productivity at the centre of everything

Find the root cause and solve for that

Win-win or no deal

Lead with content

Slower today, faster forever

Creative abrasion fuels collaboration

Lead others, manage yourself

Culture eats strategy for lunch

At all levels across all teams and all departments, each one of us is actually encouraged to ask questions and to find out how we can do better.

WiseTech Global Australia



Our new hybrid model is driven by five global principles



Ensuring a safe and effective setup

We have an optimal environment for producing meaningful work, wherever we are.



Enhancing productivity and performance

We manage ourselves and lead others, working to clear targets aligned with our mission to build the operating system for global logistics.



Nurturing creativity and connections

We have the virtual meeting capabilities, digital tools and inperson opportunities required to effectively communicate, create, design, plan and innovate with each other, our customers and partners.



Strengthening wellbeing and balance

Our mental and physical health and wellbeing are strengthened through services and initiatives that promote balance and welfare both at and away from the office.



Supporting learning and development

We lead with content and are empowered to improve ourselves with the tools and opportunities to strive, learn, grow and flourish.