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This Corporate Governance Statement
is an extract of pages 76 to 89 of
WiseTech Global's Annual Report 2026.

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Corporate Governance Statement



Corporate Governance Statement

This statement explains how the Board oversees the management and corporate governance of WiseTech Global Limited (WiseTech Global or Company). The main principles and policies adopted by us are summarized below. Details of our key principles and policies and the charters for the Board and each of its standing committees are available on our website at:

<https://wisetechglobal.com/investors/corporate-governance>

This statement is as at 13 October 2026 and has been approved by the Board of WiseTech Global (the Board).

ASX Recommendations

This Statement discloses the extent to which we have followed the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition) (ASX Recommendations) during FY26.

During the reporting period WiseTech complied with all ASX Recommendations other than ASX Recommendations 2.1 and 2.5.

ASX Recommendation 2.1 provides that the chair of the Nomination Committee should be an independent director. From 1 July 2025 to 20 November 2025, the Nomination Committee (which comprises all members of the Board) was chaired by Richard White as Executive Chair. This was a continuation of the practice adopted in prior years that the Chair of the Board would also serve as Chair of the Nomination Committee. At the Nomination Committee's first meeting for FY26 (held in November 2025), it determined that the role of Chair of the Committee should transition to the Lead Independent Director instead of the Executive Chair. As a result, from 21 November 2025 until 30 June 2026, the Nomination Committee was chaired by the Lead Independent Director (being Andrew Harrison until 30 April 2026 and Raelene Murphy from 1 May 2026).

ASX Recommendation 2.5 provides that the chair of the Board should be an independent director. From 1 July 2025 until the end of the reporting period, the Board was chaired by Richard White as Executive Chair.

Mr White was considered the most appropriate person at that time to lead the Board given his deep knowledge of WiseTech's business and the experience he brings as Co-Founder and Chief Innovation Officer. On 7 July 2026, Raelene Murphy, an Independent Non-Executive Director who joined the Board on 1 January 2026, was appointed Independent Chair with immediate effect. Richard White remains on the Board as an Executive Director and continues his role as Chief Innovation Officer.

During FY26 the Board continued its renewal program to ensure the appropriate composition of independent directors with the right skills to support WiseTech's future growth. Roberto Castaneda and Sandra Hook were appointed as Independent Non-Executive Directors effective 1 July 2025. Michael Gregg retired from the Board effective 20 November 2025 and Andrew Harrison retired from the Board effective 30 June 2026. Since the end of FY26, Timothy (Tim) Ebbeck has been appointed as a new Independent Non-Executive Director effective 1 September 2026. Mr Ebbeck has been Chair of the Audit and Risk Committee, and a member of the People & Remuneration Committee and Nomination Committee, since joining the Board.

Our Governance framework



Board composition

As of 30 June 2026, our Board comprised a total of seven Directors – five independent Non-Executive Directors and two Executive Directors. Andrew Harrison ceased to be a Director of the Board on 30 June 2026. As noted above, Tim Ebbeck joined the Board as an Independent Non-Executive Director on 1 September 2026.

Biographies of our Board members, including details of their qualifications, tenure and experience, can be found on pages 70–75 of our Annual Report 2026, and on our website at:

<https://wisetechglobal.com/investors/our-board-of-directors/>

Board committees

The Board may, from time to time, establish appropriate committees to assist in performing its responsibilities. Three standing committees operated throughout FY26:

- ☒ the Audit & Risk Committee;
- ☒ the Nomination Committee (comprising all members of the Board); and
- ☒ the People & Remuneration Committee.

Please refer to the Directors' Report (pages 131–133 of our Annual Report 2026) for further information regarding the Committee meetings, including the number of times each Committee met throughout the reporting period and the individual attendances of the Committee members at those meetings.

Corporate governance principles and policies

We have implemented a principles-based governance model whereby practical sets of principles are provided to guide behavior. These principles are designed to give direction on our approach to business conduct. More structured policies are implemented where appropriate.

You can find copies of our key corporate policies and principles on our website at:

<https://wisetechglobal.com/investors/corporate-governance>



Principle 1: Lay solid foundations for management and oversight

Responsibilities of the Board

The role of the Board is to approve the strategic direction of WiseTech Global and its controlled entities (the Group), to guide and monitor the management of the Group in achieving its strategic plans, to review, approve and monitor the Group's risk management systems across its businesses, and to oversee good governance practices. The Board is responsible for our overall corporate governance and oversees relevant internal controls, risk management processes and corporate governance principles, policies and practices, that are designed to promote the responsible management and conduct of the Group.

The Board has approved a Board Charter, which governs the operation of the Board, its role and responsibilities, composition, structure and membership requirements. A copy of the Board Charter is available on our website at: <https://wisetechglobal.com/investors/corporate-governance>

Matters which are specifically reserved for the Board or its committees include:

- approving the Group's strategy, business plans and policies and monitoring the Group's performance, strategic direction and portfolio of activities and the associated risks;
- appointing the Chief Executive Officer (CEO) and approving the remuneration of, and overseeing the performance review of, the CEO;
- reviewing the remuneration of, and performance review of, WiseTech Global's executive team in conjunction with the CEO;
- reviewing and approving succession plans for the CEO and WiseTech Global's executive team;
- reviewing, approving and monitoring the Group's risk appetite within which the Board expects management to operate and the financial and non-financial risk management systems, including internal compliance and control mechanisms;
- approving the Annual Report and financial statements (including the Directors' Report, Remuneration Report and sustainability-related disclosures) and any other published periodic reporting required by law, or under the ASX Listing Rules, to be adopted by the Board;
- approving and monitoring the progress of major capital expenditure, capital management, resource allocations, capital raising initiatives and acquisitions and divestments;
- approving the dividend policy of the Company and payment of dividends;
- overseeing the integrity of the Group's accounting and corporate reporting systems and appointing, re-appointing or removing the Company's external auditors and approving the auditor's remuneration;
- approving and monitoring the effectiveness of the Group's system of corporate governance, including reviewing corporate policies and principles and monitoring their effectiveness;
- approving the Company's purpose, values, monitoring corporate culture and management's promotion of the Company's values;
- receiving information regarding material breaches of the Anti-Bribery and Corruption Policy and material incidents reported under the Whistleblower Protection Principles;
- approving the overall remuneration policy, including Non-Executive Director remuneration, Executive Director and senior executive remuneration and any executive incentive plans;
- overseeing the implementation and management of the Group's sustainability, and ESG strategy, policies, practices, performance, targets and initiatives, and monitoring the Group's sustainability risks and opportunities;
- considering the climate resilience of the Company's strategy and business model, and implications for the Company's financial position, financial performance and cash flows;
- determining the size, composition and structure of the Board and its committees, and the process for evaluating its performance;
- overseeing the management of the Company's interactions and communications with shareholders and the broader community; and
- reviewing the division of functions and responsibilities between the Board, CEO and the Company's executive team.

The CEO reports directly to the Board and has full accountability for the performance and growth of the business, including leadership across operations, people, culture, governance, risk management, product delivery and commercial performance. The CEO collaborates with and supports the Chief Innovation Officer with long-term product vision, innovation and strategic investment.

In carrying out management responsibilities, the CEO must report to the Board in a timely and clear manner and ensure reports to the Board present a true and fair view of our financial condition and operational results. The role of management is to support the CEO and implement the running of the general operations and financial business of WiseTech Global in accordance with the delegated authority of the Board.

Appointment of Directors

When any new Non-Executive Director is appointed, appropriate checks are conducted to determine whether the candidate has the capabilities needed and is fit and proper to undertake the responsibilities of the role. On appointment, each Director receives a formal letter outlining the key terms, conditions and expectations of their appointment. Directors are elected and re-elected at each Annual General Meeting (AGM) in accordance with the ASX Listing Rules and our Constitution.

Raelene Murphy and Tim Ebbeck will stand for election at the 2026 AGM. The Notice of AGM will provide all material information on each director, including their background, skills and experience.

CEO and senior executives

The CEO and senior executives have clearly understood goals, accountabilities and employment contracts setting out their terms of employment, duties, rights and responsibilities, and entitlements on termination of employment. Appropriate checks are undertaken prior to appointing senior executives.

Company secretary

The company secretary, appointed by the Board, is directly accountable to the Board, through the Chair, on all matters related to the proper functioning of the Board. This includes advising the Board and its committees on governance matters and procedures, coordinating Board business (including preparing and maintaining Board and Committee papers) and providing a point of reference for dealings between the Board and management.

Diversity and Inclusion

We value a strong and diverse workforce and are committed to diversity and inclusion in our workplace. We have implemented and disclosed our Diversity and Inclusion Principles, designed to promote a culture that values and achieves diversity and inclusion in our workforce and on our Board, and to guide how we integrate diversity and inclusion considerations into the way we work. Our principles include a zero-tolerance approach to discrimination, harassment, vilification and victimization, support for programs that build the diversity of qualified candidates, and a hybrid and flexible working model that supports the diversity of our workforce and provides equal access to team member benefits.

A copy of our Diversity and Inclusion Principles is available on our website at:

<https://wisetechglobal.com/investors/corporate-governance>

The Board sets measurable objectives for achieving gender diversity in the composition of our Board, senior executives and workforce generally, and assesses annually both the objectives and the Company's progress in achieving them.

The percentages of women at Board and senior manager levels and across our organization as at 30 June 2026 and at 30 June 2025, were:

	2026	2025
Board	43%	17%
Senior managers ¹	25%	29%
All employees	33%	30%

While there is more work for us to do, we believe our current levels of female representation compare relatively well to other technology companies and in the context of both the logistics industry and technology for business-to-business software. Our short-term measurable objectives for achieving gender diversity at all levels are:

- ☒ not less than 30% of our Directors are female and not less than 30% are male, with a medium-term gender equality target that 40% of our Directors are female by 31 March 2029 pursuant to the Workplace Gender Equality Act 2012 (Cth);
- ☒ 30%+ of senior managers are female; and
- ☒ 30%+ of our workforce are female.

We believe that gender diversity is a broader technology industry challenge that requires comprehensive and multi-faceted efforts at the early education stage to encourage greater industry participation across genders. For more information on our diversity and inclusion practices and our student scholarships, sponsorships and training programs, please see our ESG Report (pages 38–69 of our Annual Report 2026).



¹ Senior managers are determined by assessing the role, scope and responsibilities of managers with reporting levels CEO-1 and CEO-2.



Review of Board, Committee and Director performance

The Board conducts periodic performance evaluations of itself, its Committees and each Director. The Board adopts various ways to facilitate the evaluation process, including evaluation through the use of questionnaires.

During FY26, Directors participated in a Board evaluation exercise facilitated through an external Board performance evaluation tool. The Board evaluation provided a holistic review of the Board's overall behaviors and capabilities, assessing performance across ten key areas: strategy, risk management, stakeholder management, monitoring performance, Board composition, executive chair leadership, board culture, board–management relationship, talent, succession and remuneration, and Board committees. The performance and leadership of the Executive Chair was assessed in the Board evaluation process by other Directors.

Review of CEO and senior executives' performance

The Board reviews the performance of the CEO annually against performance measures and other agreed goals, in accordance with the business requirements of the Company. The CEO reviews the performance of the senior executives regularly, but no less than annually, based on their agreed performance measures. The proposed performance review outcomes for senior executives were further reviewed by the People & Remuneration Committee before recommending to the Board for approval. Performance reviews in accordance with these processes were conducted in respect of FY26 for the CEO and senior executives shortly after the end of the reporting period.

Principle 2: Structure the Board to be effective and add value

Nomination Committee

The Nomination Committee's role is to assist and advise the Board in relation to the following matters:

- the process for nomination and selection of Directors;
- the Board skills matrix, setting out the mix of skills, competencies, expertise, experience, independence, knowledge and diversity that the Board currently has or is looking to achieve in its membership;
- the size, composition and mix of the Board, including reviewing Board succession plans;
- the process to review Director contributions and the performance of the Board, Board committees and individual Directors; and

- Director induction and professional development programs, and their effectiveness.

The Nomination Committee Charter sets out the role, responsibilities and composition of the Committee. A copy of the Nomination Committee's Charter is available on our website at:

<https://wisetechglobal.com/investors/corporate-governance>

All Directors, including the Executive Directors, are members of the Nomination Committee.

During FY26, the Nomination Committee comprised these Directors:

- Richard White (1 July 2025 to 30 June 2026, including as Chair from 1 July 2025 to 20 November 2025);
- Roberto Castaneda (1 July 2025 to 30 June 2026);
- Christopher Charlton (1 July 2025 to 30 June 2026);
- Michael Gregg (1 July 2025 to 20 November 2025);
- Andrew Harrison (1 July 2025 to 30 June 2026, including as Chair from 21 November 2025 to 30 April 2026);
- Sandra Hook (1 July 2025 to 30 June 2026);
- Maree Isaacs (1 July 2025 to 30 June 2026); and
- Raelene Murphy (1 January 2026 to 30 June 2026, including as Chair from 1 May 2026 to 30 June 2026).

Board skills matrix

The Board is responsible for Board succession planning, the appointment of new Directors and continuing professional development of Directors. In doing so, it has regard to the balance of skills, diversity, experience, independence and expertise on the Board. The Board uses a skills matrix which identifies the skills and experience needed to support WiseTech in achieving its strategy and meeting its regulatory and governance requirements.

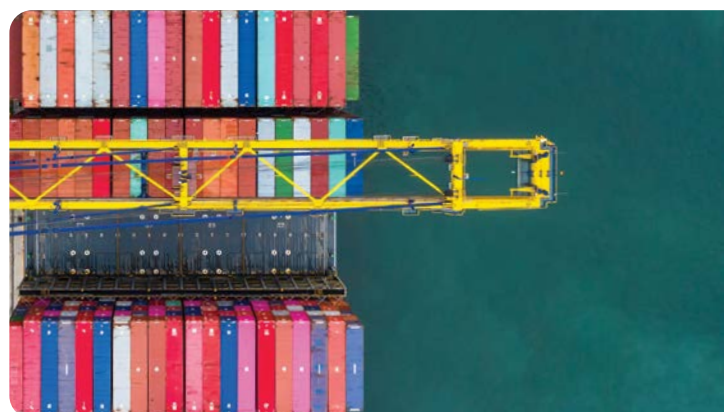
Concurrent with the FY26 Board evaluation, Directors undertook an assessment of the Board's collective skills and experience utilizing an external platform. Directors' competencies were evaluated against each skill and experience category in the Board skills matrix using a three-tiered proficiency scale: recognized experts with deep practicing experience, consistent ability to identify oversight risks, and broad knowledge or foundational understanding of subject area.

The Board skills matrix in this Corporate Governance Statement differs from that disclosed in the FY26 Sustainability Report as a result of Board changes after the end of FY26. The assessment results set out below incorporate peer-adjusted ratings for Raelene Murphy, Roberto Castaneda, Christopher Charlton, Sandra Hook, Maree Isaacs and Richard White.

Tim Ebbeck's assessment comprised a self-evaluation only, reflecting his appointment effective 1 September 2026. Andrew Harrison's peer-adjusted rating is not included in the assessment results below, as he ceased to be a Director prior to the publication of this Corporate Governance Statement.

The Board will continually review and, if appropriate, update the Board skills matrix to reflect the needs of the business.

The current key skills and experience represented by the Board as at 13 October 2026 is set out in the following matrix:



Board skills and experience	Description of skills and experience	Percentage of directors
Leadership	Board or senior executive experience in organizations with comparable size and complexity, including founder led organizations	
Strategy and commercial acumen	Board or senior executive experience assessing, testing and implementing strategic objectives and plans for complex businesses, translating strategic objectives into concrete plans and capital allocation decisions and in mergers and acquisitions	
Industry experience	Senior executive experience in technology sector, logistics industry, supply chain industries or other entrepreneurial or disrupter companies, senior executive or non-executive director experience in countries other than Australia and New Zealand	
Technology and digital	Board or senior executive experience in technology or digital transformation, responsibility in information technology, data management and cyber security in comparable organizations	
People and culture	Board or senior executive experience in workplace culture and employee engagement, remuneration structures, performance monitoring, talent management and retention and succession plan	
Governance, risk and compliance	Board or senior executive experience overseeing compliance framework, risk management, internal audit in organizations with comparable size and complexity	
Financial and accounting	Experience in financial reporting integrity, overseeing external auditors and forecasts in comparable organizations	
Sustainability and ESG	Experience in shifting community expectations, knowledge on ESG-related risk profiles and business opportunities from sustainability or ESG issues	

Legend

- Recognized experts with deep practicing experience
- Consistent ability to identify complex oversights
- Broad knowledge or foundational understanding of subject area

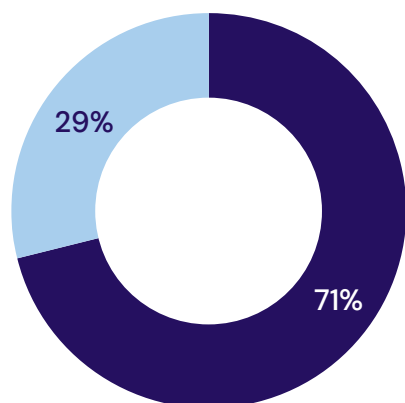


Board tenure and diversity

As at 30 June 2026, these were:

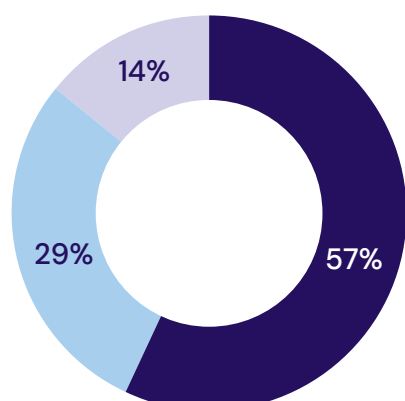
TENURE^{1, 2}

■ 0–3 years ■ 3–9 years ■ 9+ years



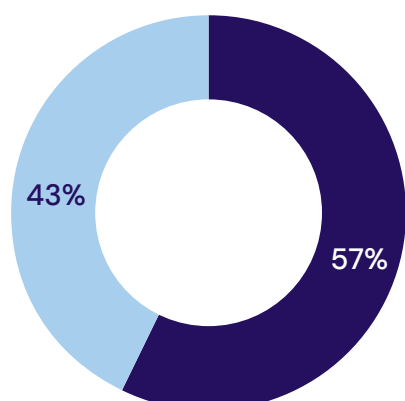
AGE

■ 45–54 years ■ 55–64 years ■ 65+ years



GENDER DIVERSITY

■ Male ■ Female



Independence of Directors

The Board considers an independent Director to be a Non-Executive Director who is not a member of our leadership team and who is free of any interest, position, business or other relationship that might influence, or reasonably be perceived to influence, in a material respect, the unfettered and independent exercise of their judgment and their ability to act in the best interests of WiseTech Global as a whole rather than in the interests of an individual security holder or other party. The Board considers a range of factors relevant to assessing the independence of Directors in accordance with the ASX Recommendations. The Board considers quantitative and qualitative principles of materiality for the purposes of determining independence on a case-by-case basis.

As at the date of this Corporate Governance Statement, the Board considers that Roberto Castaneda, Christopher Charlton, Tim Ebbeck, Sandra Hook and Raelene Murphy are Independent Non-Executive Directors.

Andrew Harrison was previously an Independent Non-Executive Director of the Company from July 2015 to March 2024, including serving as Chair from September 2018. He was appointed Lead Independent Director from 31 March 2025 until 30 April 2026 and remained an Independent Non-Executive Director until 30 June 2026. The Board (absent Andrew Harrison) has taken into account Andrew's previous tenure when considering whether Andrew Harrison should be considered independent. The Board did not consider Andrew's previous tenure to be sufficiently dominant or influential in the circumstances so as to conclude he was not independent.

Richard White and Maree Isaacs, as Executive Directors and members of the leadership team, are not considered by the Board to meet the criteria of independent Directors.

On this basis, the Board consisted of a majority of independent Directors during FY26. As noted above, Tim Ebbeck was appointed as an additional Independent Non-Executive Director, effective 1 September 2026.

The Board regularly reviews the independence of each Director in light of interests disclosed to the Board.

Director orientation and education

An orientation program is tailored to meet the needs of each new Director, including briefings on our strategy, financial, operational and risk management matters, our governance framework and Directors' legal duties and obligations.

¹ Richard White was Chief Executive Officer and Executive Director up until 24 October 2024. He was appointed Executive Chair from 26 February 2025 to 6 July 2026. The period from 25 October 2024 to 25 February 2025 was not included in the calculation of his tenure.

² Andrew Harrison was appointed to the Board on 31 March 2025. His previous Director tenure from 1 July 2015 to 31 March 2024 was not included in the calculation.

As part of the Board meeting cycle, the Directors receive regular briefings and education sessions on the business and key developments in areas such as governance, regulatory and accounting matters. The Board periodically reviews whether there is a need to undertake specific training or professional development to maintain the skills and knowledge needed to perform their roles effectively. During the reporting period, the Directors took part in a risk workshop and received training from external experts on the AASB S2: Climate-related Disclosures reporting standard and on workplace health and safety, including psychosocial safety.

Principle 3: Instill a culture of acting lawfully, ethically and responsibly

Our values

Our credo, mantras and values give us focus and purpose. Our values are disclosed on our website at: <https://wisetechglobal.com/who-we-are/our-credo-and-mantras/>

Code of Conduct

Our Code of Conduct outlines the ethical standards expected for all our Directors, senior executives, employees and other workers. WiseTech Global is committed to maintaining ethical standards in how we conduct our business activities and stakeholder relationships. Our Audit & Risk Committee is informed of any material breaches of our Code of Conduct.

A copy of the Code of Conduct is available on our website at: <https://wisetechglobal.com/who-we-are/our-credo-and-mantras/>

Whistleblower Protection Principles

Our Whistleblower Protection Principles establish mechanisms and procedures for employees to report suspected unethical or illegal conduct in a manner which protects the whistleblower and gathers the necessary information for us to investigate such reports and act appropriately.

Our Whistleblower Protection Principles apply to all staff globally. These principles are supplemented by additional policies to meet local requirements (including in Australia). The Board is informed of material reports under the Whistleblower Protection Principles.

Our global Whistleblower Protection Principles are available on our website at: <https://wisetechglobal.com/investors/corporate-governance>

Anti-Bribery and Corruption Policy

We are committed to conducting our business activities in an ethical, lawful and socially responsible manner, and in accordance with the laws and regulations of the countries in which we operate.

The Anti-Bribery and Corruption Policy supports the Group's Code of Conduct and, in particular, the Group's firm commitment to operating as an ethical business organization. The Board is informed of any material breaches of our Anti-Bribery and Corruption Policy.

Our Anti-Bribery and Corruption Policy is available on our website at: <https://wisetechglobal.com/investors/corporate-governance>



Principle 4: Safeguard the integrity of corporate reporting

Audit & Risk Committee

The Audit & Risk Committee assists the Board in fulfilling its corporate governance and oversight responsibilities in relation to our periodic corporate reports, financial reporting process and internal control structure, management of risks and the external audit processes.

The Committee's primary function is to assist the Board to carry out its responsibilities to:

- review and approve WiseTech Global's consolidated financial reports and statements (including sustainability reporting);
- review and oversee systems of risk management, internal control and regulatory compliance within the Group, including overseeing the process for implementing appropriate and adequate control, monitoring and reporting mechanisms;
- review and oversee internal audit, insurance, legal compliance and related party transactions;
- review the adequacy of WiseTech Global's corporate and financial reporting processes; and
- liaise with and monitor the performance and independence of the external auditor.

The Audit & Risk Committee Charter sets out the role, responsibilities and composition of the Committee. In accordance with its Charter, it is intended that all members of the Committee should have a working familiarity with general financial and accounting practices, and at least one member must have accounting or related financial management expertise.

A copy of the Audit & Risk Committee Charter is available on our website at: <https://wisetechglobal.com/investors/corporate-governance>

During FY26, the Audit & Risk Committee comprised these Directors:

- Roberto Castaneda (21 November 2025 to 31 December 2025);
- Michael Gregg (1 July 2025 to 20 November 2025);
- Andrew Harrison (1 July 2025 to 30 June 2026, including as Chair from 1 July 2025 to 30 April 2026);
- Sandra Hook (1 July 2025 to 30 June 2026); and
- Raelene Murphy (1 January 2026 to 30 June 2026, including as Chair from 1 May 2026 to 30 June 2026).

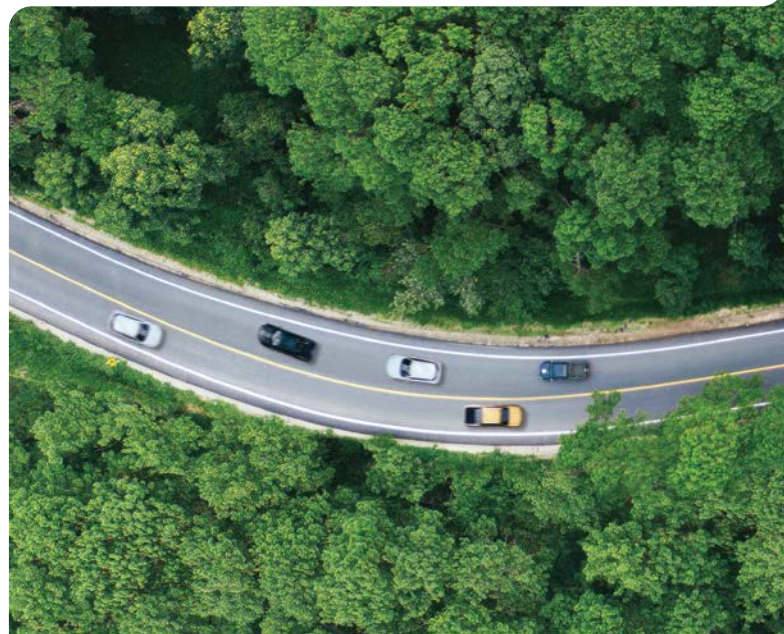
Non-Committee members, members of management and our external auditor are requested to attend meetings of the Audit & Risk Committee by invitation of the Committee Chair.

CEO and Interim CFO assurance

The Board receives regular reports about the operational results and financial condition of the Group. The Board has received and considered a declaration from the CEO and the Interim CFO in relation to the FY26 financial statements, prior to approving the financial results, in accordance with ASX Recommendation 4.2. The declaration states that, in the opinion of the CEO and the Interim CFO, the financial records of the Group have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of WiseTech Global, and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively. The Board also has received and considered a declaration from the CEO and the Interim CFO in relation to the FY26 Sustainability Report, prior to approving the FY26 Sustainability Report. The declaration states that, in the opinion of the CEO and the Interim CFO, the substantive provisions of the FY26 Sustainability Report complied with the appropriate accounting standard.

Periodic corporate reports

Any periodic corporate reports that have not been audited or reviewed by an external auditor are subject to internal verification processes before being released to the market. Content is either verified by the Finance team against source data or data that has been audited or reviewed by the external auditor, or is reviewed and signed-off by relevant subject matter experts from within the business. Equivalent procedures are also used to verify other materials such as presentations to investors.



Principle 5: Make timely and balanced disclosure

Market Disclosure and Communications Principles

Our Market Disclosure and Communications Principles establish procedures to help ensure that:

- we comply with our continuous disclosure obligations in accordance with the ASX Listing Rules and the Corporations Act 2001 (Cth); and
- our stakeholders have equal and timely access to information we make available.

A copy of these Principles is available on our website at:

<https://wisetechglobal.com/investors/corporate-governance>

Market announcements

The Board approves all material market announcements prior to their release to the market. We also provide copies of all material market announcements to Directors promptly after they have been released.

In accordance with best practice guidelines, we release any investor presentation materials that contain new and substantive information to the ASX Market Announcement Platform ahead of the presentation to investors and/or analysts.

Principle 6: Respect the rights of security holders

Investor relations

WiseTech Global has an investor relations program to facilitate effective two-way communication with investors primarily through our AGMs, Investor Days, the Investor Center section of our website (as further detailed below) and a detailed program of interactions with institutional investors, retail investor groups, sell-side and buy-side analysts, proxy advisers and the financial media.

Annual General Meeting

Our AGM is an opportunity for WiseTech Global to provide information to shareholders and to receive feedback from shareholders, including the opportunity for shareholders to ask questions about the business operations and management of WiseTech Global.

To enhance shareholder access to the Board, our 2026 AGM will be held as a hybrid meeting. Shareholders and proxyholders will be able to participate and ask questions onsite, in writing or orally via the online platform, and vote in real time during the AGM.

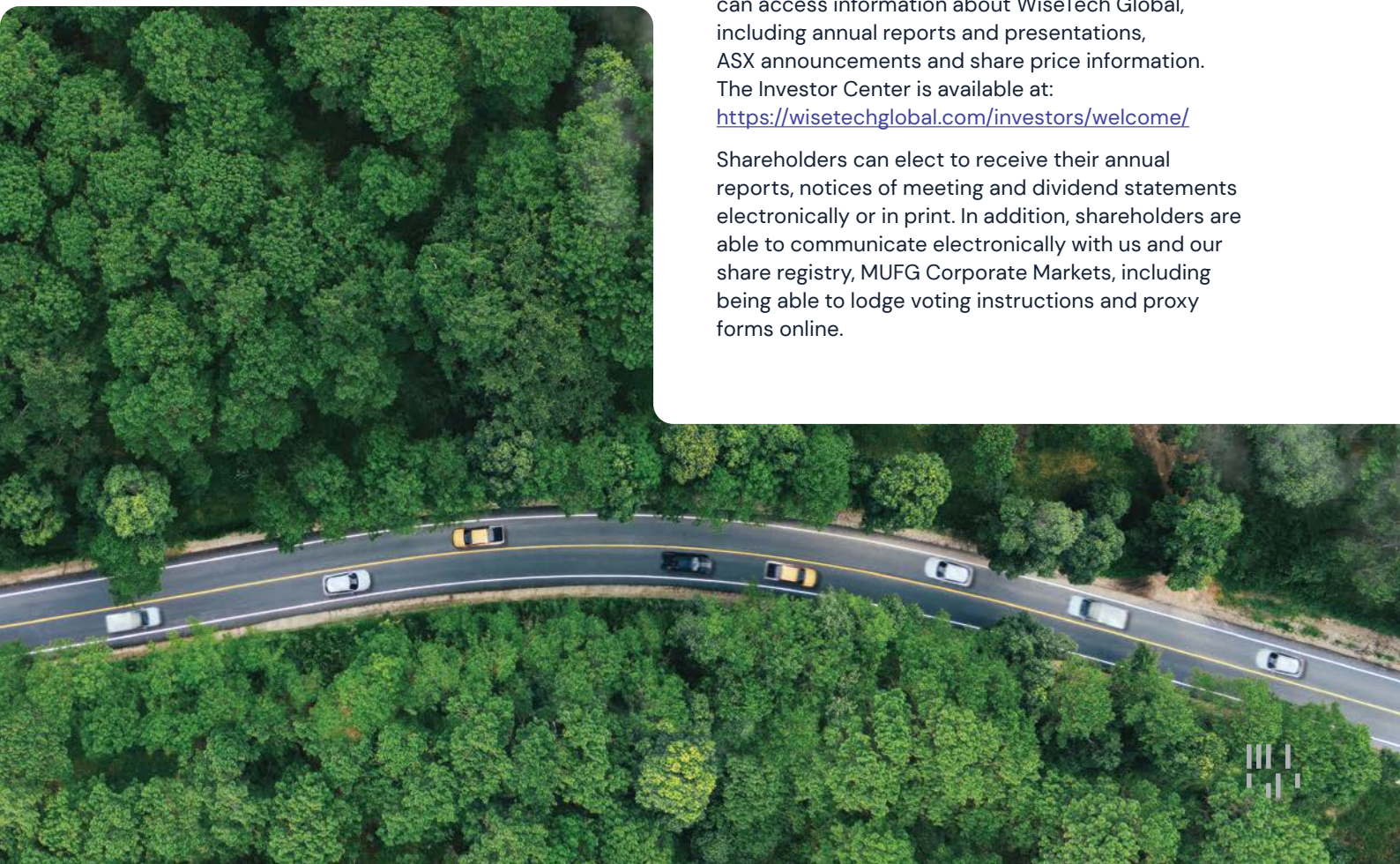
Since WiseTech Global's listing on the ASX in 2016, all resolutions at meetings of security holders have been decided on a poll.

Investor website

Our website includes a separate 'Investor Center' section, where shareholders and other stakeholders can access information about WiseTech Global, including annual reports and presentations, ASX announcements and share price information. The Investor Center is available at:

<https://wisetechglobal.com/investors/welcome/>

Shareholders can elect to receive their annual reports, notices of meeting and dividend statements electronically or in print. In addition, shareholders are able to communicate electronically with us and our share registry, MUFG Corporate Markets, including being able to lodge voting instructions and proxy forms online.



Principle 7: Recognize and manage risk

Risk Management Principles

We view risk management as a continual process, integral to achieving our corporate objectives, managing our assets effectively and creating and maintaining shareholder value.

Our Board is responsible for monitoring the Group's risk management systems across its business, and the Audit & Risk Committee assists the Board in the discharge of this responsibility. Risk management is also delegated to a group of senior executives who oversee a system of internal controls and risk management and monitor and manage those risks. These executives hold regular meetings with the CEO, during which risks are discussed and analyzed, and any necessary actions are determined. Material exceptions or issues are reported to the Audit & Risk Committee and/or the Board. A review of the risk management framework is conducted by the Audit & Risk Committee at least annually to satisfy itself that the framework continues to be sound and that WiseTech Global is operating with due regard to the risk appetite set by the Board. A review of the risk management framework was conducted for FY26.

Our 2026 Annual Report includes a summary (on pages 98–102) of the main risks relevant to WiseTech Global. In addition, WiseTech monitors emerging risks that may impact our business over the medium to long term. While climate related, sustainability and social risks are monitored, they are not currently considered material drivers of WiseTech's enterprise risk profile or financial performance.

Internal audit

A Risk Management and Internal Audit function operated throughout FY26. The Head of Risk and Internal Audit reports to the Chair of the Audit & Risk Committee. The role of the Risk Management and Internal Audit function is to provide assurance to executive management and the Board that an appropriate enterprise risk framework has been established, and that key controls are in place and operating effectively. The Internal Audit function has a global role and is assisted with resources from a co-sourced specialist provider.

Principle 8: Remunerate fairly and responsibly

People & Remuneration Committee

The People & Remuneration Committee's role is to assist and advise the Board in relation to:

- the overall remuneration policy and incentive framework for all staff;
- changes to total remuneration packages for the CEO and the senior leadership team;
- terms of incentive offers made to the CEO and the senior leadership team;
- remuneration arrangements for non-executive directors;
- the processes for overseeing performance accountability and effective monitoring of the senior leadership team, including setting and evaluating performance against goals and targets;
- remuneration structure and its effectiveness;
- recruitment, retention and termination strategies;
- the annual Remuneration Report;
- the appointment of remuneration consultants for the purposes of the Corporations Act 2001 (Cth);
- shareholder and other stakeholder engagement relating to our remuneration policies and practices;
- people practices and strategies that support the development of WiseTech Global's desired culture and alignment with our values;
- progress towards pay equity and setting measurable objectives for achieving gender diversity in the composition of the senior leadership team and the broader workforce;
- people policies and practices, including with respect to workplace health and safety, to ensure they are fit for purpose, aligned with WiseTech Global's values and risk appetite and support WiseTech Global's ability to attract, develop, retain and motivate employees;





- CEO and senior leadership appointments, development and succession planning;
- organizational practices for supporting diversity and inclusion in accordance with WiseTech Global's agreed principles; and
- disclosures relating to people and diversity.

The People & Remuneration Committee Charter sets out the role, responsibilities and composition of the Committee. A copy of the charter is available on our website at:

<https://wisetechglobal.com/investors/corporate-governance>

During FY26, the People & Remuneration Committee comprised these Directors:

- Christopher Charlton (1 July 2025 to 30 June 2026);
- Michael Gregg (1 July 2025 to 20 November 2025);
- Andrew Harrison (1 July 2025 to 30 June 2026, including as Chair from 1 July 2025 to 30 September 2025);
- Sandra Hook (as Chair from 1 October 2025 to 30 June 2026).

Remuneration Report

Our Remuneration Report describes the policies and practices regarding the remuneration of Non-Executive Directors and the remuneration of Executive Directors and our senior leadership team.

Securities Trading Policy

Our Securities Trading Policy outlines the rules for Directors and employees with respect to trading in WiseTech Global securities. The purpose of the policy is to assist Directors and employees to comply with their obligations under the insider trading provisions of the Corporations Act 2001 (Cth).

Our policy establishes trading blackout periods for key employees and Directors. The policy also requires that WiseTech Global's securities acquired under an employee or Director equity plan must never be hedged prior to vesting and that WiseTech Global's securities must never be hedged while they are subject to a holding lock or restriction on dealing under the terms of an employee or Director equity plan operated by WiseTech Global.

Our Securities Trading Policy is available on our website at:

<https://wisetechglobal.com/investors/corporate-governance>

