

Chair's address

This year, WiseTech celebrates its 30th anniversary.

The Company is an extraordinary Australian success story, grown from Richard White's bold vision to create 'the operating system for global logistics'. The Company's continued growth and success would not be possible without the outstanding WiseTech team of 3,500 people around the world. On behalf of the Board, congratulations and thank you to the whole WiseTech team globally.

In the three years that I have been a director of WiseTech, market conviction has continued to build as the Company advances our global ambition.

Our core international freight forwarding capabilities have brought many of the logistics industry's largest players onto CargoWise, a single global platform, with a revolutionary business model – something that was considered impossible. CargoWise is making it substantially easier for large global players to operate efficiently and effectively and has driven vast improvements across the industry.

As you will shortly hear from Interim CEO, Andrew Cartledge, Financial Year 2024 was another very successful year, with a total FY24 dividend of 16.9 cents per share, representing a payout ratio of 20% of Underlying NPAT and with Total Shareholder Returns of 25.9% achieved. We continued to execute our 3P strategy – Product, Penetration and Profitability – delivering sustainable growth and further positioning WiseTech Global as a leader in logistics execution technology.

Recent events

Clearly, the past month has been a challenging time for the Company, and the founder Richard White. Upfront, I need to say that the Board is disappointed that the diversion of Richard White's attention away from product development at a critical juncture has impacted the timing of the release of some of the three breakthrough products. This will result in changes to both revenue and earnings guidance, and Andrew Cartledge will provide a full update on this in his Interim CEO address.

Despite this setback, the team has not been standing still. Alongside the three breakthrough products, we have been working on other significant initiatives to benefit both WiseTech and our customers. It is too early to say much about these, but they have long-term, and material, potential.

I want to emphasize, these impacts are timing issues, not a stalling of growth; but suffice to say that the complications in Richard White's personal situation, and the flow on impacts to

how the product development teams have been able to tap into Richard's support, have been more material than the Board initially expected.

Turning to events of the last month, for three solid weeks, intense scrutiny was brought to certain aspects of Richard White's private life. Many of the allegations or assertions were, and remain untested and unproven, and I note that because some matters were before the Courts, both the Board and Richard White were constrained to comments we could make.

As a Board, we recognize and acknowledge that every Founder's personal identity is deeply intertwined with that of the Company they build, particularly after a 30-year journey in WiseTech's case. The Board also acknowledges that the media attention deeply affected the Company, its reputation and some team members. We accept that some of the matters raised in later media stories touched the Company and aspects of its historic governance. I will have more to say about this shortly.

Our primary concern was always, and remains, to act in the best interests of the Company as a whole, having regard to the views of our shareholders, other stakeholders, and naturally as well, our team and our customers. Over this period, my colleagues and I were very active, meeting with and hearing from all these groups. We received constructive feedback and suggestions, and I am particularly grateful for institutional shareholders being willing to make the time to meet with me at short notice.

As a Board, we tried very hard to respond to the situation in a human way, balancing a range of competing needs and viewpoints. Recognizing that team members may have been confronted by the media stories, we established enhanced EAP support and, where needed, specialist counselling. We stayed in close touch with all stakeholders, and we sought to act in a measured and non-reactive way.

We also had another important person to attend to in this intense situation, namely Richard White himself. The Board was deeply concerned about Richard's wellbeing, and that of his family. We sought to ensure Richard was supported, and I hope he feels that he was. Richard has a long-serving and loyal team at WiseTech, and I know they would have expected no less from the Board. I want to stress that, despite some media reports in recent weeks, Richard White and the Board have never been in conflict or at odds. Richard and I spoke regularly, as you would expect, and he was fully constructive and open at all times.

When Richard announced that he wished to relinquish the Chief Executive role, and resign as a Director, this was entirely his decision. I know that Richard cares about nothing more than the long-term success of WiseTech. While this aspect of our public statement was questioned by some, it nevertheless remains true that Richard and I had been discussing the need to continue to evolve the Company to realize its full potential, and hence his role in the

complex WiseTech system, since about this time last year after I was designated as Chair-elect.

Richard and I have met fortnightly during the year, and this issue – evolving the company – has been a regular topic of discussion. So, while it might have surprised others that Richard should reach his decision, I can't say that I was wholly surprised. None of us had expected the timing or circumstances, but – as someone about to turn 70 – it was always clear that Richard's role would evolve over time...and so it has.

Many people have asked me in recent weeks how this new arrangement with Richard White will work in practice. Let's acknowledge, it is far from unprecedented in technology companies for a Founder to remain long-term in the company they built. Richard's extraordinary strengths relate to his long-term vision, his ability to see problems in ways that other don't – and to imagine solutions to these problems – and his uncanny ability to "join up" things that, for others, might look separate. In his new role, WiseTech will lose none of these things. Given our collaborative and mature team, the Board is confident that Richard, a new CEO and the team will continue to work together to ensure that the company realizes its full potential.

Some people have questioned why Richard White will report to the Board. The simple answer is the Board is responsible for making this new arrangement fully effective and value-enhancing. To that end, having recently stepped down from two other Board roles – including my other listed Board commitment – I have said I will devote myself very extensively – as I have been – to ensure this arrangement's success and I will not take on any additional commitments until it is running smoothly. My colleagues Fiona Pak-Poy and Lisa Brock have also committed to spending additional time on WiseTech, and the Board has approved appropriate special exertion arrangements to reflect these significantly enhanced responsibilities and time commitments.

Interim leadership update

The Board is grateful to Andrew Cartledge and Caroline Pham for being willing to assume the Interim CEO and Interim CFO roles respectively. Having been in the Company for over nine years, and worked alongside Richard White, Andrew is well-known to, and respected by, shareholders, and he brings a wealth of knowledge and experience to his new role, as well as a calm, measured and clear leadership approach.

Caroline Pham has been a key player in WiseTech's finance team for eight years, most recently as Deputy CFO, and again is a very safe pair of hands.

Andrew announced in July that he intended to retire as CFO at the end of 2025, giving us over a year to organize a transition and handover. Since some shareholders have asked me directly, I should clarify that Andrew has indicated that he will not be a candidate for the

CEO permanent role, but he has committed to the Board to stay with WiseTech for as long as we need him.

Andrew, thank you for your willingness to put the Company's needs ahead of your own retirement plans.

Board review update

Turning to governance, the Board of WiseTech is absolutely committed to excellence in corporate governance, transparency and accountability and we regularly review our governance arrangements and practices to reflect changes in our business community expectations, and regulation.

It is easy to look at a Founder-led firm and assume that it should be governed in the same way as a large bank, insurance company or utility. Baseline standards are always not negotiable. However, we should also acknowledge that there is no one way to govern an organization, and "fit for purpose" governance is an important concept. Periodically, it has been suggested to me that the Board of WiseTech must be constrained because of Richard White's large shareholding and strong opinions. That has certainly not been my experience. Richard has always respected the Board's important role, and he has not sought to constrain it or dominate it. Like most other things in WiseTech, the process has been collaborative, and as needed appropriately challenging, and we have all been guided by what is best for the company.

This principled approach has guided our actions in addressing specific issues highlighted in recent media reports.

The Board recognized that we had an obligation to review carefully the range of matters that surfaced through the media and were otherwise brought to our attention.

Because the Board is accountable, this has been a Board-led review, with my colleague Lisa Brock, as Chair of the Audit and Risk Committee, talking the overall lead.

The Board appointed Herbert Smith Freehills and Seyfarth Shaw LLP to assist in the review and I want to say a few things about how this has been conducted.

- Firstly, as Chair, I was clear that we should not set deadlines for the review work. Having been involved in conducting reviews of this kind myself, I know that deadlines and time constraints are not appropriate. These things take as long as is needed.
- Secondly, the advisers have been free to set their own program of activities and undertake the work as they see necessary. That includes allocating resources and seeking additional assistance as needed.

- Thirdly, if any matter has arisen that the advisers consider should be followed up, the Board has supported this without restriction.

As you would have seen from our recent announcement, progress has been made on the Review, but some matters remain outstanding, and work continues.

Earlier today, we released a market update detailing findings that have been made in relation to certain allegations. These findings are largely the result of work conducted by Seyfarth Shaw, who interviewed 21 people in 30 interviews. The advisers also retained specialist support as needed, including forensic accounting support. Each of the findings, which is self-explanatory, indicates no impropriety by Richard White, in relation to the affairs of the Company.

Board composition

As WiseTech continues to grow and expand its global reach and geographic footprint, we will also continue to evolve our Board composition, experience, and skills.

Earlier this year, we added two new independent Non-Executive Directors to the Board, Lisa Brock and Fiona Pak-Poy. Both Lisa and Fiona bring considerable ASX-listed company experience, and you will hear from each of them later in the meeting given they are seeking election today.

Our previous Chair, Andrew Harrison, retired from the Board on 31 March 2024 after nine years on the Board, and I thank him in particular for his support throughout the Chair transition.

Teresa Engelhard also stepped down as a director after more than six years on the Board, and likewise made an important contribution to the growth of WiseTech, for which the Board is very grateful.

This year we have asked you, our shareholders, to vote in favor of increasing the Non-Executive Director remuneration pool limit. This increase will allow us the flexibility to increase the Board size and, importantly, to consider adding additional skills, and possibly an international director, to our diverse Board.

Thanks

In closing, I would like to say that the Board and I are fully convinced that more potential lies in front of WiseTech than is behind it. If we continue to solve problems for the logistics industry, and add value to our customers, WiseTech can become a genuinely significant global business.

Richard White's decision to assume a new role, and the opportunity this creates to evolve the Company, is exciting. Done well, it will accelerate our growth and increase shareholder value.

I would like to acknowledge the hard work and dedication of all our team members. I would also like to thank my fellow directors for their support and congratulate WiseTech's senior leadership team on another successful year.

I also want to thank you, our shareholders, our customers, and the communities in which we operate, for supporting WiseTech over the years and sharing our vision.

Thank you. I'll now hand over to Andrew.

Interim CEO's address

Thank you, Richard, and good morning, everyone.

Firstly, I'm honored and excited to take on the role of Interim CEO of WiseTech while the search for a permanent CEO takes place. As Chief Financial Officer of the business for the last nine years, I've had the privilege to work closely with many of my fellow WiseTech team members, investors, shareholders, analysts and customers. I look forward to the opportunities to connect with more of you and build on the strong foundations we have.

I want to acknowledge and thank Richard White, for founding WiseTech and building it into the tech powerhouse it is today. The impact and influence he's had over his time as WiseTech CEO has been enormous.

30 years strong

As we reflect on WiseTech's 30th anniversary, it's important to highlight the many people around us that have contributed to the business' success.

Our passionate and dedicated team of 3,500 people around the world. Through the work they do each day, and their commitment and dedication, we continue to deliver lasting positive impacts to the logistics and supply chain industries. I'm proud of our team, the resilience and strength they display, and the ability to focus on the opportunities ahead of us. Thank you to all the WiseTech team.

Our customers who work in an industry that is complex and challenging, and who remain dedicated to making the world's logistics processes as seamless and efficient as possible for the world around us.

And our shareholders, for your continued belief in our vision and mission, and as supporters of our success.

Thank you to all of you for being a part of this amazing journey and the exciting future ahead of us.

WiseTech's strategic vision is to be the operating system for global logistics and the momentum we're building towards achieving this vision is accelerating.

We have the capability and capacity that no one else in this industry has, and we're achieving outcomes that positively impact our customers and the industry we serve. Through the consistent execution of our product-led, 3P strategy, we're revolutionizing major parts of the global logistics ecosystem as we expand our capabilities across our six key development priorities.

Delivering on our strategy

In FY24, I'm please to share that we delivered a strong financial result, achieving an EBITDA margin run rate of 50% in the fourth quarter, a full year ahead of schedule.

We also secured an additional five Large Global Freight Forwarder rollouts of our world-leading CargoWise solution, including Top 25 Global Freight Forwarder Sinotrans, the largest freight forwarder in China. And since year end, we also secured Nippon Express, a Top 10 Global Freight Forwarder, and the largest freight forwarder in Japan.

Our R&D investment increased by 41% to \$368.2 million, representing 35% of our revenue, which delivered 1,135 new product enhancements on the CargoWise application suite. Over the past five years, we have invested over \$1.1 billion in R&D delivering more than 5,600 new product enhancements. And we will continue to invest in the capability to further accelerate our product delivery and address new markets.

We continued our focus on our six key development priorities and announced three new breakthrough products that present a substantial advance in our product capability – CargoWise Next, Container Transport Optimization and ComplianceWise, and grew our global development capability, with 62% of our workforce now focused on product development.

We're a product-led innovator, and we have a long-term strategy of building breakthrough products to revolutionize, not to simply replace.

We look to find fundamental flaws, operating problems, inefficient models and incomplete or ineffective processes, and to embed and automate improvements so that we revolutionize the industry's established models.

With our breakthrough products announced at our FY24 results briefing in August 2024 – CargoWise Next, Container Transport Optimization, and ComplianceWise – we'll provide a dramatically better business model embedded in the CargoWise application suite.

During FY24, to support our CargoWise product development priorities, we completed the acquisitions of MatchBox Exchange which is delivering important container transport optimization capabilities to CargoWise, plus Sistemas Casa and Aktiv Data, creating customs footholds in Mexico and Finland, respectively. As a result, WiseTech's global customs platform will now cover greater than 75% of global manufactured trade flows including countries in production and development.

Our market approach is to target the Top 25 Global Freight Forwarders and top 200 global logistics providers, enabling us to benefit from large-scale global rollouts and consolidation within the logistics sector.

Since FY23, in addition to Sinotrans and Nippon Express mentioned earlier, we also secured Large Global Freight Forwarder rollouts with Yamato Transport, APL Logistics, TIBA Tech and Grupo TLA Logistics.

We now have a total of 52 large global freight forwarders in roll-out or completed, and more than 50% of the Top 25 Global Freight Forwarders signed to or using CargoWise globally.

The opportunity pipeline across the world's major economies is also strengthening and is especially strong across the Asian region. Importantly, many customers are continuing to build on their global rollouts by adding customs and warehouse implementations organically, as they are needed or become available in CargoWise.

In FY24, we delivered Total revenue of \$1.04 billion, representing a 28% increase on FY23, driven by strong CargoWise growth, which was up 33% to \$880.3 million, or 19% organically. This result was underpinned by our 97% recurring revenue base, and our consistently low attrition rate of less than 1% which it has been for the last 12 years.

Statutory NPAT was up 24% on FY23 to \$262.8 million, and FY24 Underlying NPAT was up 15% at \$283.5 million.

The Board declared a fully franked final dividend of 9.2 cents per share, representing a 10% increase on the FY23 final dividend. The final FY24 dividend coupled with the FY24 interim dividend of 7.7 cents per share equates to a total FY24 dividend of 16.9 cents per share, representing a payout ratio of 20% of Underlying NPAT.

As noted in our FY24 results briefing, our company-wide efficiency program achieved its FY24 goal and delivered \$40 million in annual run rate savings with \$14 million net cost out in FY24. The program has now been expanded for FY25 with an updated target of \$50 million in

annual run rate savings. This involves extracting acquisition synergies and streamlining our processes, and removing duplication, to enhance our operating leverage and ensure appropriate allocation of resources to support scalability and delivery of our long-term strategic vision.

At the heart of WiseTech's success lies our exceptional team of people, whose diverse talents and unwavering dedication drive the company forward. Our team of more than 70 nationalities and ranging in age from 16 to 75, brings a wealth of unique perspectives and skills that foster innovation and creativity.

This broad mix of experiences and backgrounds is not merely a feature but a cornerstone of our vibrant and dynamic culture. It's this extraordinary team that underpins our technological leadership and global market presence, ensuring that productivity remains at the core of everything we do.

By nurturing an environment that values continuous learning and development, diversity of thought, and encourages impactful change, we continue to attract, retain, and develop top talent, solidifying our position as a leader in the industry.

We take great pride in our global and inclusive workforce and the incredible talent they embody. Approximately 32% of our employees and 43% of our Board members are female as of 30 June 2024. And we remain committed to encouraging and supporting more women to enter the technology and logistics industries.

Our education initiatives, particularly the WiseTech-funded Earn & Learn Program, have made a transformative impact on students' educational journeys by bridging the gap between academic learning and professional experience, applied knowledge and fluency.

Through comprehensive support including financial, practical experience, and enhanced mentorship, Earn & Learn equips students with essential skills and knowledge, ensuring their readiness for successful careers. This initiative underscores WiseTech's dedication to nurturing talent and advancing workforce development in the dynamic tech industry

Since the Earn and Learn's program's launch in 2023, we have added 51 students to our cohort, bringing our total to 78 Earn & Learn Associate Software Engineers in FY24, with women making up 31% of participants, higher than the participation rate for women in engineering and technology undergraduate degrees in Australia.

Our aim is to partner with more educational institutions to broaden the program's reach and offer our Earn & Learn team members a wider range of learning opportunities.

Through our Registered Training Organization WiseTech Academy, we're also extending industry learning opportunities. In FY24, we saw almost 16,000 courses completed by

external customers via the WiseTech Academy, a 19% increase on FY23. And the number of CargoWise Certified Practitioners increased by 29% on FY23, to approximately 38,000.

In August this year, we announced that CargoWise certification training was free for the public, opening skills development and employment opportunities in the fast-growing logistics and supply chain industries.

This year, we continued to offset 100% of our Scope 1 and 2 market-based emissions from our global operations using offsets aligned to verified carbon standards, while we continue to investigate ways to transition to clean energy sources as part of our net zero operations pathway. We also expanded our Scope 3 emissions inventory to account for additional relevant categories. Over time, we will continue to develop and build on our ESG disclosures in alignment with new sustainability accounting standards. I encourage you all to read more about our FY24 sustainability performance in our Sustainability Report.

FY25 Outlook

Turning to our FY25 guidance. I'm updating our FY25 guidance. We expect to now deliver FY25 revenue of \$1.2 billion to \$1.3 billion, representing revenue growth of 15 to 25% versus FY24, with CargoWise revenue expected to grow by approximately 21 to 33% versus FY24. In terms of FY25 EBITDA, we expect to deliver \$600 million to \$660 million, representing EBITDA growth of between 21 and 33% versus FY24, with the EBITDA margin between 50 and 51%.

Over the last month, since being appointed to the Interim CEO role, with the Board and in consultation with Richard White, we have completed a review of the company's three breakthrough products. ComplianceWise was released in 1Q25, as expected and CargoWise Next will launch broadly on schedule. As a result of distractions flowing from recent media attention and the organizational changes that have subsequently been implemented, the commercial launch of Container Transport Optimization has been delayed to the second half of FY25, resulting in a delay in anticipated revenue. Importantly, the company's expectations of the long-term value of all three breakthrough products will create for our customers remains unchanged.

In addition, we are seeking to mitigate this revenue delay through other significant initiatives which are expected to have long-term benefits for WiseTech and our customers.

For 30 years WiseTech has been challenging the status quo, thinking of breakthrough ideas that revolutionize global logistics and continuing to build powerful software products that provide significant productivity and efficiency benefits for our customers and for their customers.

I'm excited about WiseTech's future and the opportunities ahead of us. There's huge potential for our solutions to fundamentally improve, enable and empower logistics services providers and the movement of goods around the world. As a team of talented problem-solvers, we're driven by these complex challenges, building the right solutions, and changing the world of logistics one innovation at a time.

I want to again thank all the WiseTech team for their achievements and contribution this year. And thank you to the Senior Management Team for continuing to inspire and drive our people.

And thank you to our shareholders, for your continued support and being a part of our vision.

There is huge potential ahead of us, as we continue to do what no one else in the industry is doing or is capable of doing.

Thank you.

Founder's message

Thank you, Chair.

Firstly, I'd like to address the media over the past two months.

I deeply regret the impact this recent media has had on the people around me – my family, friends, loved ones, the WiseTech team, and you, our shareholders. I am truly sorry for how this has affected each of you.

While this time has been difficult and challenging, I want to assure you, that this has not diminished my passion and dedication for WiseTech and what this business will achieve in the long-term.

WiseTech is an amazing company and the team at WiseTech is truly incredible.

I am extremely proud of the WiseTech team's achievements over the past 30 years.

In 1994, Maree and I, along with a small team of five people, that are still here today, started the company that is now known as WiseTech Global. What was initially an idea of taking on the local Australian freight forwarding market, became the global success story it is today. In 2004, when we released the new generation of our product, it was a watershed moment. While customers were hesitant at first, they quickly started to see the massive productivity advantages and improvements in simplicity and capability. Over the next 20 years, the WiseTech team has continued to grow globally. We released the third-generation product, CargoWise One in 2014, and continued to build out powerful capabilities in many new markets. We are about to progressively roll out CargoWise Next, our next and fourth generation product.

There have been many moments and memories over the past 30 years that are very near and dear to my heart. Many have been critical to this company, the development of our team, and the growth of this organization. It has been achievement after achievement for

this amazing team of people. And what I have learned over the years is that if you focus on the right things, focus on the future, think long-term and drive yourself to be passionate and determined, you'll create a successful company like WiseTech.

I've always been somebody who thinks deeply about how we can do things better. And a part of the WiseTech culture is a "challenger mentality" – always thinking of better ways to solve problems. There are so many problems in the logistics and supply chain industries and while lots of people are trying to solve these problems using traditional thinking, we think differently.

We build products that make a fundamental difference to the way the world works. One of our mantras is "Different isn't necessarily better, but better is always different". Thinking differently gives us a unique perspective, and that's why this company and team have been so successful and will continue to be successful.

In deciding to step down as CEO of WiseTech and as a Director of the Board and take on a very product and growth focused role, I am confident that the combination of our leadership team to continue to deliver, and the depth of knowledge and expertise between all of us, will continue to drive growth and innovation.

While my new role as consultant is a change, I am excited to be focused on what I am truly passionate about and love to do. Continuing to drive product innovation and business growth. I will be engaged in work that will be far more valuable for WiseTech, for our customers and for our shareholders.

I know that WiseTech is in extremely competent and experienced hands with Andrew Cartledge stepping in as Interim CEO. I have worked closely with Andrew over the past nine years and witnessed firsthand the commitment and strong belief he has in WiseTech's vision and mission.

I also look forward to supporting the Board and WiseTech's leadership team and contributing to WiseTech's ongoing success. The success of the company has always been because of our unique mix of technical and business skills, industry knowledge and a drive to innovate.

I am committed to continuing to help the Board, the company, and Andrew and the management team, drive WiseTech's growth for the long term.

I want to thank all of you for your continued belief in WiseTech and what this talented team of people is working hard to achieve.

I'm looking forward to the amazing things we will achieve together.

Thank you.