

3 April 2025

Interim CEO Employment Agreement

WiseTech Global Ltd (WiseTech, the Company, ASX: WTC) advises of a variation to Mr Andrew Cartledge's employment agreement pursuant to ASX Listing Rule 3.16.4.

In recognition of Mr. Cartledge stepping into the role of Interim CEO in October 2024, his employment agreement has been amended to include the following terms:

- **Base Remuneration:** AU\$1,700,000 per annum, comprising fixed cash remuneration (inclusive of superannuation) of AU\$1,200,000 and remuneration equity grant of \$500,000.
- **Performance Equity Incentive:** Maximum opportunity of AU\$1,366,667 per annum, with the opportunity to be awarded an additional 50% for exceptional achievement.
- **Treatment on cessation:** Upon his retirement from the Company, Mr. Cartledge will be treated as a good leaver in respect of his entitlements (subject to any material breaches of his employment agreement or Company policies).
- **Post-employment restraints:** Mr. Cartledge is subject to post-employment restraints for 12 months following the end of his employment.

The Company has entered into a deed with Mr. Cartledge pursuant to which the Company has agreed to provide Mr. Cartledge with access to Board papers, to maintain a directors' and officers' insurance policy and to indemnify Mr. Cartledge (to the extent permitted by law) against losses or liabilities he might incur as an officer of the Company

All other terms of Mr. Cartledge's employment agreement remain unchanged. Further details are disclosed in WiseTech's Remuneration Report for the year ended 30 June 2024.

Mr. Cartledge has reconfirmed the commitment he made to the Board in October last year that he is available, if required, to stay on beyond his planned retirement at the end of calendar 2025 as needed by the Company to ensure a seamless and orderly transition to a permanent CEO.

//ENDS

Authorized for release to ASX by the Board of Directors of WiseTech Global Limited.

Contact information

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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](https://www.wisetechglobal.com) and [cargowise.com](https://www.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

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