

GRI and SASB Index

Our reporting is informed by the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Software & IT Services Standard.

GRI Index

Statement of use	WiseTech Global has reported the information cited in this GRI content index for the period July 2021 to June 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	See Annual Report, Financial Report.
	2-2 Entities included in the organization’s sustainability reporting	See Annual Report, Financial Report.
	2-3 Reporting period, frequency and contact point	1 July 2021 to 30 June 2022 issued 18 October 2022 Contact sustainability@wisetechglobal.com
	2-4 Restatements of information	We continued to refine and improve our data collection methods and assumptions this year, which has resulted in updates to FY21 energy consumption and emissions data for accuracy following internal data reviews. All references to this data throughout the Sustainability Report are consistent with these updated figures.

	2-5 External assurance	WiseTech does not obtain external assurance for its Sustainability report, but does undertake internal verification of all content.
	2-6 Activities, value chain and other business relationships	See www.cargowise.com See https://www.cargowise.com/partners/find-a-partner/
	2-7 Employees	See Our People, Sustainability section of Annual Report.
	2-8 Workers who are not employees	As of 30 June 2022, there were 85 individuals working with WiseTech Global in the following categories: students, temporary workers, casuals and contractors.
	2-9 Governance structure and composition	See Corporate Governance Statement, Annual Report.
	2-10 Nomination and selection of the highest governance body	See Corporate Governance Statement, Annual Report.
	2-11 Chair of the highest governance body	See Corporate Governance Statement, Annual Report.
	2-12 Role of the highest governance body in overseeing the management of impacts	See Approach to Sustainability, Sustainability section of Annual Report. See Board Charter – WiseTech website – Investors > Corporate governance
	2-13 Delegation of responsibility for managing impacts	See Approach to Sustainability, Sustainability section of Annual Report.
	2-14 Role of the highest governance body in sustainability reporting	The Board approves the Sustainability section of Annual Report as part of its review of the Annual Report prior to publication. The People & Remuneration Committee (PRC) discusses human capital-related disclosures as part of its remit.

	2-15 Conflicts of interest	New Director appointments are selected by the Board in accordance with the process set by the Nomination Committee. The Directors are required to abide by the Code of Conduct (which includes a section on dealing with conflicts of interest). The Board maintains a register of Director interests. Any related party transactions are reviewed by the Audit & Risk Committee and are disclosed in the Financial Report.
	2-16 Communication of critical concerns	Shareholders and related stakeholders can communicate concerns via the Company Secretary. Any stakeholder can contact the business directly via the corporate website Contact section. There were no critical concerns raised during the period.
	2-17 Collective knowledge of the highest governance body	See Corporate Governance Statement.
	2-18 Evaluation of the performance of the highest governance body	See Corporate Governance Statement.
	2-19 Remuneration policies	See Remuneration Report.
	2-20 Process to determine remuneration	See Remuneration Report. The PRC is responsible for reviewing our remuneration structure and its effectiveness and making recommendations to the Board in relation to the total remuneration packages of the CEO and the senior management team. The PRC comprises independent non-executive directors. Independent remuneration advisors may provide advice to the PRC and/or Management. Protocols are in place to ensure that external advice is provided in an appropriate manner.
	2-21 Annual total compensation ratio	Ratio of total compensation for highest paid individual to median annual total compensation (excluding highest paid individual): 11.9 Ratio of percentage increase in total compensation for highest paid individual to median percentage increase in total compensation for all employees (excluding highest paid individual): 90.9

	2-22 Statement on sustainable development strategy	See Chair’s letter, Annual Report. See CEO’s message, Annual Report.
	2-23 Policy commitments	See Sustainability section of website (WiseTech website – Investors > Sustainability > Our approach to sustainability)
	2-24 Embedding policy commitments	See Sustainability section of website (WiseTech website – Investors > Sustainability > Our approach to sustainability)
	2-25 Processes to remediate negative impacts	Customers and media can contact us via our corporate website, through the Contact channels, or via our CargoWise platform. Shareholders can contact us through our Investor pages or via our Investor Relations team.
	2-26 Mechanisms for seeking advice and raising concerns	<p>As per our Code of Conduct for employees, team members must immediately report any concern about a possible breach of the Code or any other Reportable Matter to their immediate people leader or, where applicable, follow the procedure as set out in our Whistleblower Policy and/or Whistleblower Protection Principles.</p> <p>See Modern Slavery Statement (WiseTech website – Investors > Corporate governance)</p> <p>See Code of Conduct – Labour (WiseTech website – Investors > Corporate governance)</p>
	2-27 Compliance with laws and regulations	There have not been any instances of material non-compliance with laws and regulations during the reporting period, no material fines issued and no material non-monetary sanctions.
	2-28 Membership associations	See Approach to Sustainability, Sustainability section of Annual Report.

	2-29 Approach to stakeholder engagement	See Our Approach to Sustainability, Sustainability section of Annual Report.
	2-30 Collective bargaining agreements	Approximately 12% of our employees globally are covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	See Sustainability section of website (WiseTech website - Investors > Sustainability)
	3-2 List of material topics	See Sustainability section of website (WiseTech website - Investors > Sustainability)
	3-3 Management of material topics	See Sustainability section of website (WiseTech website - Investors > Sustainability)
GRI 302: Energy 2016	Management approach	See Environment (WiseTech website - Investors > Sustainability > Environment)
	302-1 Energy consumption within the organization	See Environment, Sustainability section of Annual Report.
	302-3 Energy intensity	10.84 MWh / \$M revenue (AUD)
	302-4 Reduction of energy consumption	See Environment, Sustainability section of Annual Report.
GRI 305: Emissions 2016	Management approach	See Environment (WiseTech website - Investors > Sustainability > Environment)
	305-1 Direct (Scope 1) GHG emissions	See Environment, Sustainability section of Annual Report.
	305-2 Energy indirect (Scope 2) GHG emissions	See Environment, Sustainability section of Annual Report.
	305-3 Other indirect (Scope 3) GHG emissions	We do not currently report Scope 3 emissions.
	305-4 GHG emissions intensity	5.26 tCO ₂ e / \$M revenue (AUD)

	305-5 Reduction of GHG emissions	See Environment, Sustainability section of Annual Report.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	See Environment, Sustainability section of Annual Report.
	306-2 Management of significant waste-related impacts	See Environment, Sustainability section of Annual Report.
	306-4 Waste diverted from disposal	See Environment, Sustainability section of Annual Report.
GRI 401: Employment 2016	Management approach	See Our People (WiseTech website – Investors > Sustainability > People)
	401-1 New employee hires and employee turnover	See Our People, Sustainability section of Annual Report.
	401-3 Parental leave	All employees at WiseTech are eligible for parental leave. In the reporting period 33 men and 28 women took either Primary or Secondary Care Giver leave, representing 3% of our workforce.
GRI 404: Training and Education 2016	Management approach	See People (WiseTech website – Investors > Sustainability > People)
	404-1 Average hours of training per year per employee	See Our People, Sustainability section of Annual Report.
	404-2 Programs for upgrading employee skills and transition assistance programs	See Our People, Sustainability section of Annual Report.
GRI 405: Diversity and Equal	Management approach	See People (WiseTech website – Investors > Sustainability > People)
	405-1 Diversity of governance bodies and employees	See Our People, Sustainability section of Annual Report.

Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	See Our People, Sustainability section of Annual Report for information about how we track and manage our pay gap. We do not disclose this data publicly. We disclose gender pay data to WGEA as required of all large Australian businesses.
GRI 418: Customer Privacy 2016	Management approach	See Marketplace (WiseTech website - Investors > Sustainability > Marketplace)
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were zero substantiated complaints during the reporting period

SASB Index

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE / LOCATION
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	See Environment, Sustainability section of Annual Report
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	Not available
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	n/a	See Environment, Sustainability section of Annual Report.

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE / LOCATION
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	n/a	See Privacy Policy
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	Number	Not available
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Reporting currency	\$0
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)	Not applicable to our business model
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis		See Privacy Policy
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	Number, Percentage (%)	We are not able to provide information on data security breaches, as it is proprietary and confidential.

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE / LOCATION
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	See Data Security & Privacy within Sustainability section of our Annual Report
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	59% of employees are located outside of Australia
	TC-SI-330a.2	Employee engagement as a percentage	Quantitative	Percentage (%)	We undertook a global employee survey in FY22. We communicated results to our workforce and a program is underway to address feedback we received
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Percentage (%)	Women in our business: (1) Senior Management Team: 23% (2) Technical: 20% (3) All other employees: 49% We do not track the racial/ethnic group

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE / LOCATION
					representation of our employees.
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	\$0
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, Days	We do not disclose this as information is proprietary and confidential.
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	See Risk management in our Annual Report
Activity metrics	TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloudbased	Quantitative	Number, Percentage (%)	We do not disclose this as information is proprietary and confidential.

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE / LOCATION
	TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Quantitative	See note	We do not disclose this as information is proprietary and confidential.
	TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	We do not disclose this as information is proprietary and confidential.