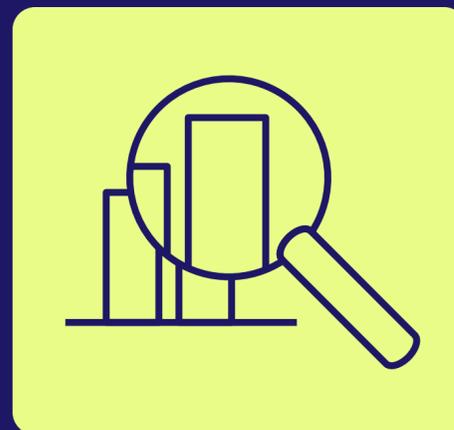




# WiseTech Global Gender Pay Gap Report

WGEA employer statement



FOR THE REPORTING PERIOD 1 APRIL 2024 - 31 MARCH 2025

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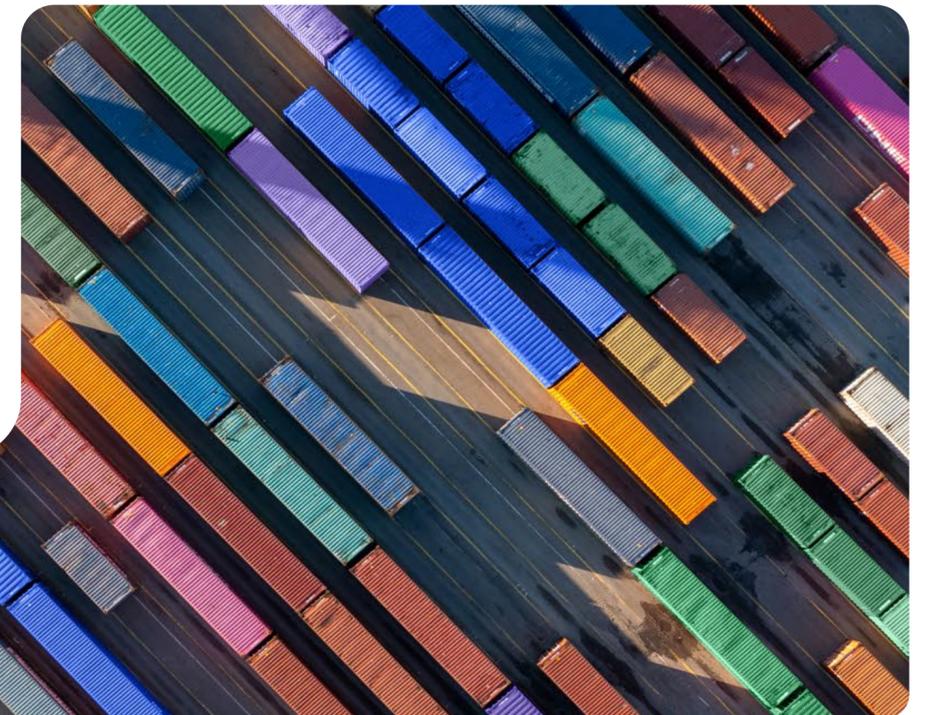
Action we're taking

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# About WiseTech Global

WiseTech Global is a leading developer and provider of software solutions to the logistics, global trade and supply chain industry globally. We are a “deep tech” company, meaning we create technology solutions based on tangible engineering innovation.

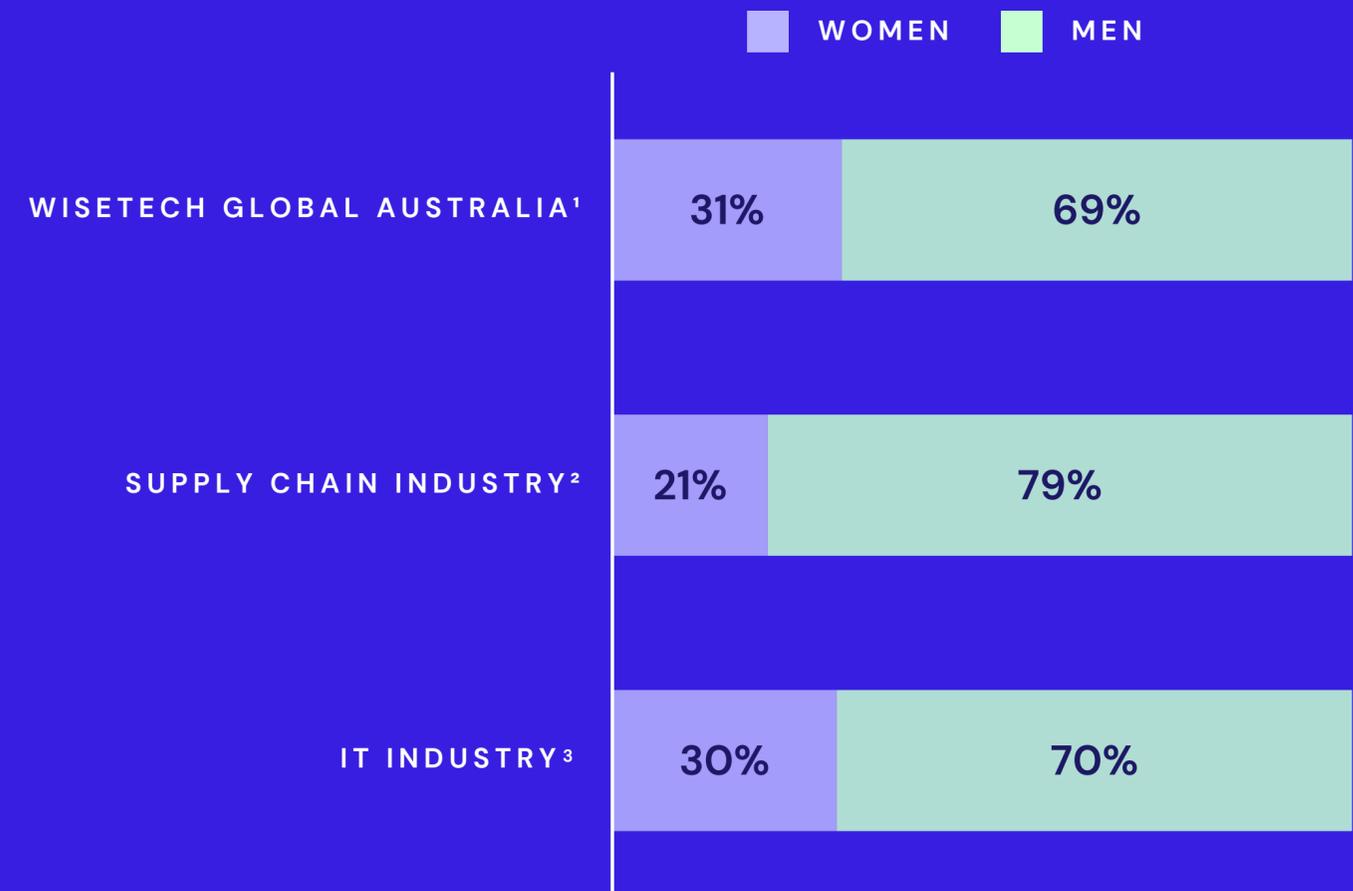
This focus is reflected in our workforce, with approximately two thirds of our Australian-based workforce in technical roles such as software development and product management, rather than the sales or consulting roles often found in the Australian-based workforces of other technology services companies.



# The challenge

We operate in, and recruit from two key industries, technology and supply chain, where less women have traditionally participated. Unfortunately, women represent only 21%<sup>2</sup> of the supply chain workforce; and women only held 30%<sup>3</sup> of all occupations within the computer system design and related services WGEA sub-division.

Historically, many more men than women have studied and worked in software engineering which means there are substantially less women available for senior technical roles that attract higher pay today.



**20% computer science graduates are women<sup>4</sup>**

<sup>1</sup> Team members based in Australia, as at 31 March 2025 (WGEA snapshot date)

<sup>2</sup> Australian Logistics Council (ALC) – Employment White Paper Submission – November 2022 – Page 5

<sup>3</sup> WGEA data explorer – Industry Results – Division: Professional, scientific, and technical services.  
Subdivision: computer system design and related services

<sup>4</sup> Australian Government Department of Education, Higher Education Analysis, 2024 computer science undergraduate degree completions

# Our commitment

We want everyone within the global WiseTech community to feel welcomed and valued. Our 2025 global team member engagement survey found 87% of respondents consider that WiseTech builds teams that are diverse and inclusive, and 89% believe that people of all genders have equal opportunity to succeed here, a one and two percentage points increase, respectively, compared with the previous year.

We are committed to continuing to close the GPG by improving the gender composition in senior and technical roles over time through a combination of inclusive recruitment, career development and providing a flexible work environment.

In addition, we invest in long term programs designed to tackle the root cause problem of attracting more people into software engineering study and careers.



# Our global workforce gender composition



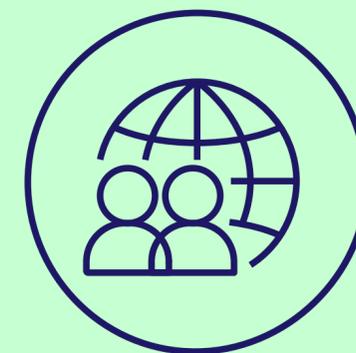
**43%**

Board members are women<sup>4</sup>



**29%**

Senior managers are women<sup>5, 6</sup>



**30%**

Global team are women<sup>5</sup>

<sup>4</sup> As at 01 January 2026

<sup>5</sup> As at 30 June 2025

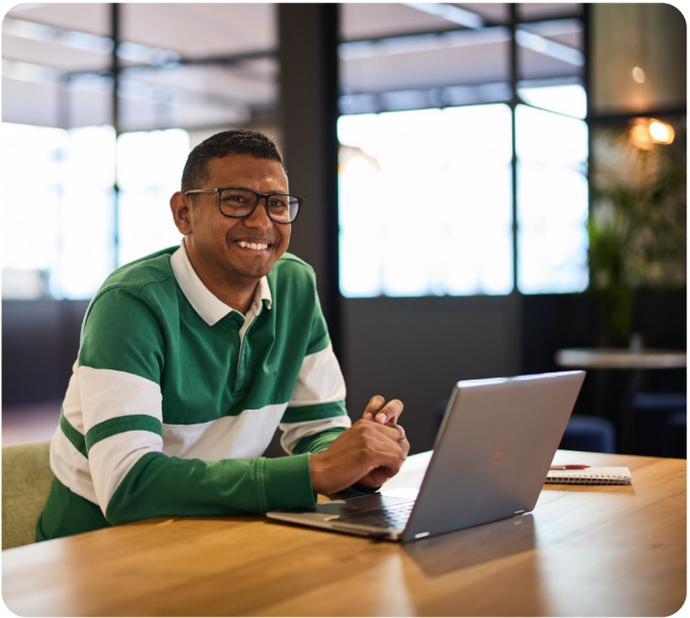
<sup>6</sup> Senior managers are determined by assessing the role, scope and responsibilities of managers with reporting level CEO-1 and CEO-2

# Levers we are using for change:

**33%**  
of participants in our Leadership Foundations program were women



**100%**  
return to work rate following parental leave



**\$0.5 million<sup>7</sup>**  
additional pay equity adjustments in the global 2025 annual remuneration review



<sup>7</sup> Australian dollars

# Our WGEA Gender Pay Gap

It is important to understand that Gender Pay Gap (GPG) is different to Gender Pay Equity (GPE). GPG is the difference between the median or average pay of women and men across an organization<sup>8</sup>, but it is not a comparison of like roles.

Over the past two years, we've sustained progress on reducing our GPG. After a 4.1 percentage point drop in median total remuneration GPG in 2023-24, this year the median remained steady at 19.9%, while the average total remuneration gap decreased by a further 1.7 percentage points.

WiseTech's WGEA Gender Pay Gap (GPG) <sup>9, 10, 11</sup>			
WGEA reporting year	2023-24	2024-25	Change in GPG
Base salary	Median: 16.4%	Median: 16.0%	0.4 percentage points decrease
	Average: 14.6%	Average: 13.4%	1.2 percentage points decrease
Total remuneration <sup>12</sup>	Median: 19.9%	Median: 19.9%	-
	Average: 17.6%	Average: 15.9%	1.7 percentage points decrease

<sup>8</sup> While WiseTech submits data on non-binary team members in its reporting, the data is not yet included while WGEA establishes the baseline level for this new information

<sup>9</sup> The WGEA reporting year 2023-24 is 01 April 2023 to 31 March 2024; and 2024-25 is 01 April 2024 to 31 March 2025

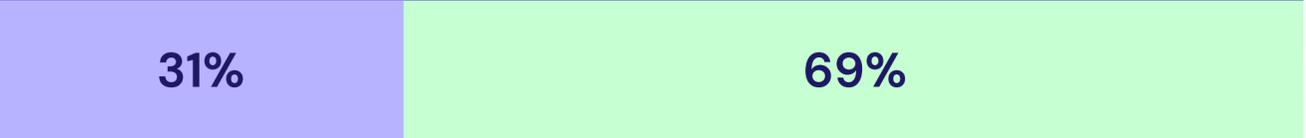
<sup>10</sup> WGEA calculates GPG based on annualized full-time equivalent remuneration for part-time/casual/part-year team members. Per WGEA's methodology, team members who did not receive any payment during the reporting period are excluded. A positive percentage indicates men are paid more than women on average or at the median. A negative percentage indicates women are paid more than men on average or at the median

<sup>11</sup> WGEA's GPG calculation includes CEO, Head of Business (HOB) and Casual Manager (CM) (where submitted) and excludes overseas managers (OSM)

<sup>12</sup> Total remuneration includes base salary, superannuation, remuneration equity, overtime, bonuses and other additional payments. The average total remuneration is rounded to the nearest \$1,000

# Australia workforce composition

## TOTAL WORKFORCE



## AVERAGE TOTAL REMUNERATION<sup>13</sup>

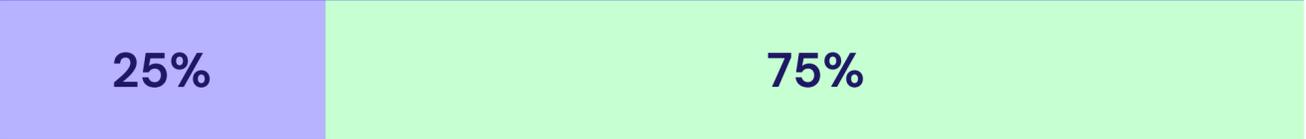
\$189,000

## UPPER QUARTILE



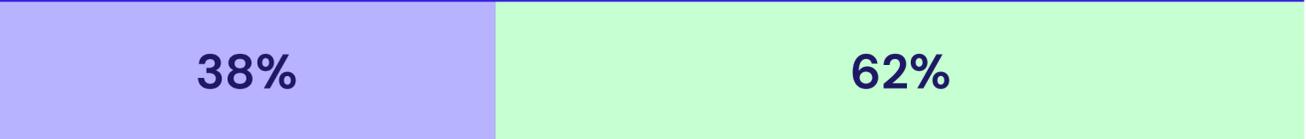
\$308,000

## UPPER MIDDLE QUARTILE



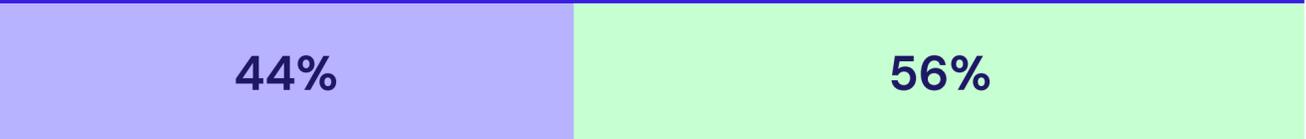
\$194,000

## LOWER MIDDLE QUARTILE



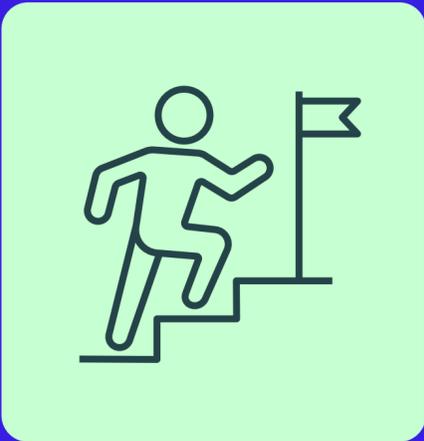
\$152,000

## LOWER QUARTILE



\$101,000

■ WOMEN ■ MEN



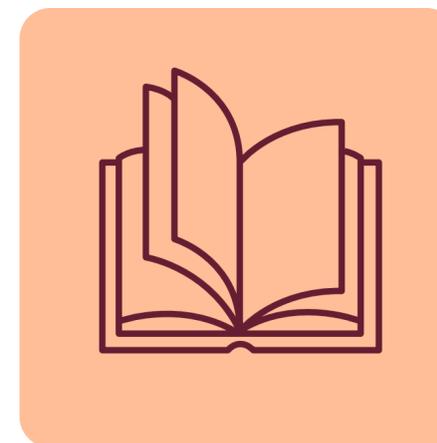
<sup>13</sup> Total remuneration includes base salary, superannuation, remuneration equity, overtime, bonuses and other additional payments. The average total remuneration is rounded to the nearest \$1,000

# Key actions: long term change via education

We are taking action to continue the downward trend in our own GPG, and across the wider tech sector.

We invest in long term initiatives to attract and support more people to enter technology careers. Over time, we expect there will be more women and non-binary<sup>14</sup> people with the experience and expertise to take on more of the high paying senior roles. It is important to note this is not an overnight change.

Our technology education initiatives include the Earn & Learn program, relationships with major universities, sponsorship of Grok Academy through KIK Innovation, the new WiseTech Global Programming Competition for schools, and our own WiseTech Academy.



<sup>14</sup> We acknowledge that language is constantly evolving and recognize that one label or description is not able to capture all gender identities. Our intention is to be as succinct as we can, but inclusive of all. For the purpose of this report, “non-binary” includes non-binary people and those whose gender identity falls outside of the gender binary, people who do not have a gender, or people who opt not to disclose their gender

# Spark early interest in tech careers via KIK Innovation and Grok Academy

Last year, we committed to evolving our program of education partnerships to enable a wider range of school students to experience coding and consider software developer careers.

As part of this commitment, we explored opportunities to intervene early and make an impact on the broader pipeline of tech talent, by identifying ways to encourage more school students to consider a career in tech, growing the next generation of technology professionals.

To support this, we have partnered with KIK Innovation, a not-for-profit organization whose mission is to remove barriers to education and employment opportunities for youth and disadvantaged people.

KIK strives to make inclusive and free learning opportunities accessible for all learners, and to empower the next generation of tech talent.

KIK acquired Grok Academy in November 2024.

In 2025 WiseTech partnered with KIK to launch a new programming competition for high school students, delivered by Grok Academy.

It attracted more than 1,000 student participants – with \$30,000 awarded in prize money. Second place was won by year 9 school girl Jiayu Hu, setting an example for others to follow.

In January 2026, WiseTech Global committed \$8.7 million<sup>15</sup> over three years in sponsorship of KIK Innovation to help more school students learn coding skills via Grok Academy.

The sponsorship will enable KIK Innovation to continue offering the world class Grok Academy online learning platform, free to every school, teacher, and student across Australia and New Zealand.

Grok Academy is an engaging, gamified platform that guides and supports students as they build knowledge and confidence in coding, digital technologies and digital literacy. It also equips teachers with ready-to-use classroom resources that make learning digital technologies accessible and fun.

This early engagement breaks down stereotypes and cultural perceptions of what career a student can pursue, exposing them to opportunities their families and communities might not consider.

<sup>15</sup> Australian dollars

## Earn & Learn

The Earn & Learn program, in its fourth year, is an accelerated pathway into a tech career for Year 12 graduates with strong coding skills.

The program combines full-time paid employment with support through a four-year Computer Science degree.

Participants apply their skills in a professional, real-world environment alongside their university studies, resulting in outstanding academic outcomes and early career development.

Working within diverse teams at WiseTech supports the development of emotional intelligence and transferable workplace skills, such as communication, collaboration and active listening.

“The supportive environment at WiseTech pushes me to learn faster and embrace new concepts. It has been amazing to see the progress I have made in my skills and understanding since I joined the program a year ago. I’m excited for the future and to see where this path takes me”

**Rebecca Howath**

ASSOCIATE SOFTWARE ENGINEER  
EARN & LEARN PROGRAM

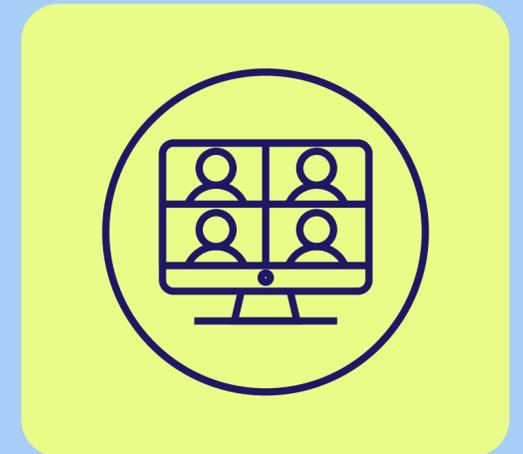


## Encourage teachers to consider software engineering careers for their students

We ran communication campaigns tailored to teachers, parents and students to raise awareness of career opportunities in software engineering and break down assumptions based on gender, neurodiversity or coding experience to encourage a wider range of students to take advantage of the Earn & Learn Program. We continued to distribute our Education Quarterly newsletter with tips for gaining coding skills and links to resources. We also ran articles in *Educations Review* to help teachers be aware of career options available for their students that they might not be personally familiar with.

## Women in Technology (WIT) society of the University of New South Wales (UNSW)

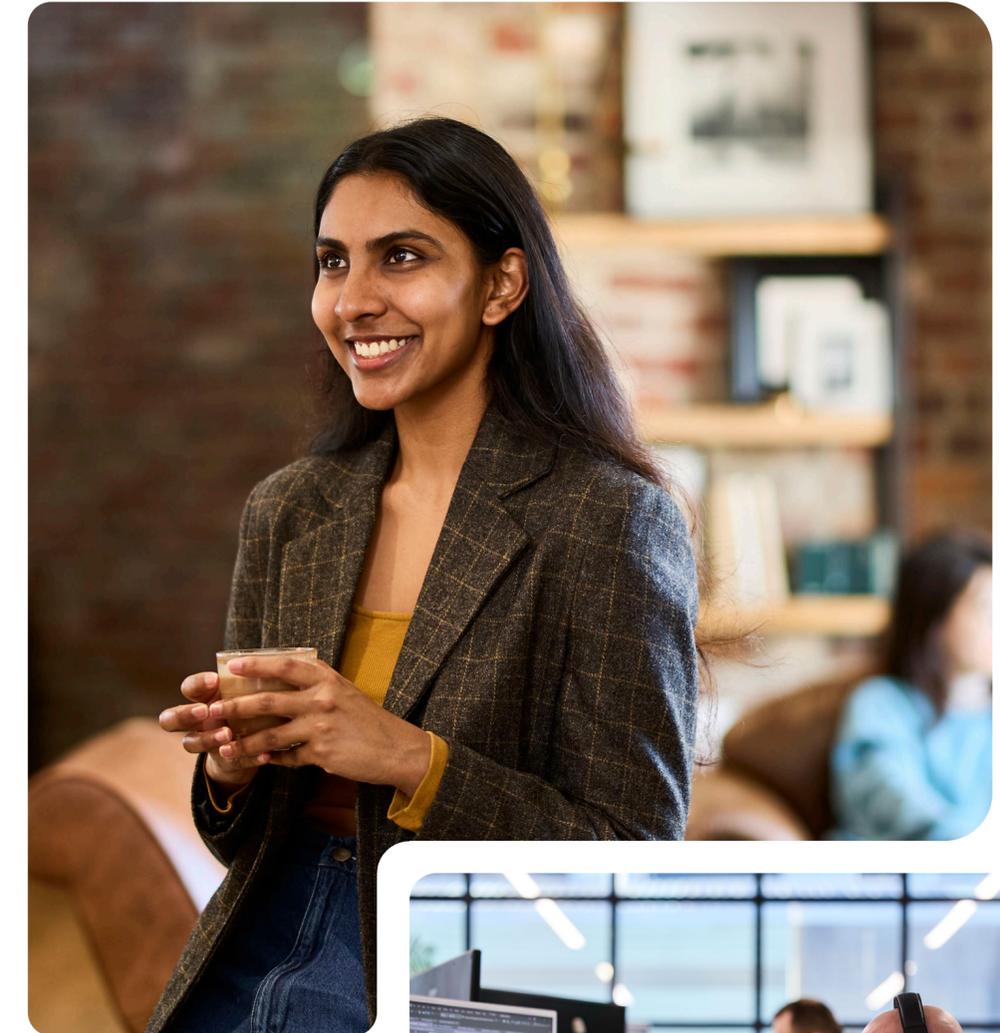
Our sponsorship supports over 3,900 of WIT's members via mentoring, competitions and networking, creating a platform for women about to join the IT industry.



# Key actions: attraction and recruitment

## Creating an environment that women and non-binary people<sup>14</sup> want to join

- Offered flexible hybrid work environment.
- To present a diverse range of candidates for senior roles we expanded sourcing channels to access diverse talent pools; proactively sourced candidates through targeted outreach; enhanced interview process to be more flexible and accessible.
- Showcased diverse range of team members of all seniorities and functions as role models for women and non-binary<sup>16</sup> people considering joining the tech industry and WiseTech via web, social and media channels.
- Visited schools to promote our Earn & Learn program and tech careers.



### Next steps

Work with not-for-profit education providers that design programs extending beyond traditional classrooms to address the STEM participation gap for girls in high schools. These programs should focus on building confidence and awareness of pathways into technology careers.

<sup>16</sup> We acknowledge that language is constantly evolving and recognize that one label or description is not able to capture all gender identities. Our intention is to be as succinct as we can, but inclusive of all. For the purpose of this report, "non-binary" includes non-binary people and those whose gender identity falls outside of the gender binary, people who do not have a gender, or people who opt not to disclose their gender

# Key actions: retention and development

## Creating an environment that supports gender equality in the workplace

- ✓ Earn & Learn program features women mentors to support and inspire participants.
- ✓ 33% of Leadership Program participants in Australia were women in 2025.
- ✓ Shared career journeys of senior team members and importance of professional growth during our 2025 Festival of Learning.
- ✓ Continued our membership with Diversity Council of Australia to access relevant research and guidance.
- ✓ Invested in Women @ WiseTech team member led groups through consultation and collaboration to support networking, professional growth and development.
- ✓ Conducted a psychosocial hazard and risk assessment and consulted team members on their experience of psychological safety through a combination of our global engagement survey and interviews, leading to a set of targeted recommendations that will be implemented during 2026.
- ✓ Ongoing analysis of GPG and GPE with budget allocated to address gaps.

FOR MORE INFORMATION VISIT  
[wisetechglobal.com](https://www.wisetechglobal.com)

