

WiseTech Global

FY21 Sustainability/ESG report

Disclosure reconciliation to GRI standards

GRI STANDARDS (CORE)

GRI standard title	Disclosure	Standard disclosure title	Reference or response
GRI 102 General Disclosures 2016	102-14	Statement from senior decision-maker	2021 Annual Report – CEO’s message (page 8-11)
	102-1	Name of the organisation	2021 Annual Report – Content page (page 1)
	102-2	Activities, brands, products and services	2021 Annual Report – “At a glance” (page 3) and Our business (page 12-19)
	102-3	Location of headquarters	2021 Annual Report – Corporate directory (page 156)
	102-4	Location of operation	2021 Annual Report <ul style="list-style-type: none"> - Review of operations section in Operating and financial review (page 60) - Corporate Directory (page 156) Corporate website – Our locations: www.wisetechnology.com/contact/
	102-5	Ownership and legal form	2021 Annual Report <ul style="list-style-type: none"> - Content page (page 1) - Corporate Governance statement (page 50-59) - Shareholder Information (page 153-154)
	102-6	Markets served	2021 Annual Report <ul style="list-style-type: none"> - “At a glance” (page 3) - Our business (page 12-19) Corporate website – Our businesses: www.wisetechnology.com/what-we-do/our-businesses/
	102-7	Scale of the organisation	2021 Annual Report <ul style="list-style-type: none"> - Our People section of Sustainability Report (page 26-33) - “At a glance” (page 3) - Operating and Financial review (page 60-65)
	102-8	Information on employees and other workers	2021 Annual Report – Our People section of Sustainability Report (page 26-33)
	102-9	Supply chain	Stakeholder engagement reported on: www.wisetechnology.com/investors/sustainability/
102-10	Significant changes to the organisation regarding size, structure, ownership and its supply chain	2021 Annual Report <ul style="list-style-type: none"> - Chair’s letter and CEO’s message (page 6-11) Corporate website – Investors FY21 Results www.wisetechnology.com/investors/results-center/	

102-11	Precautionary Principle or approach	2021 Annual Report - Risk Management section (page 91-92) - Corporate Governance statement (page 50-59)
102-13	Membership of associations (industry) and national or international advocacy – hold position on governance body; provide funding or views membership as strategic	2021 Annual Report – Marketplace section of Sustainability Report (page 42-43) Memberships listed on: www.wisetechglobal.com/investors/sustainability/
102-16	Values, principles, standards and norms of behaviour	2021 Annual Report - CEO quote and Our Credo at the start of Sustainability Report (page 20-21) - Our People section of Sustainability Report (page 26-33) Corporate website – Corporate Governance www.wisetechglobal.com/investors/corporate-governance/
102-18	Governance structure	2021 Annual Report – FY21 Governance Framework (page 50)
102-40	List of stakeholder groups	Stakeholder engagement reported on: www.wisetechglobal.com/investors/sustainability
102-41	Collective bargaining agreements	2021 Annual Report – Our People section of Sustainability Report (page 26)
102-42	Identifying and selecting stakeholders	Corporate website: Stakeholder engagement reported on: www.wisetechglobal.com/investors/sustainability
102-43	Approach to stakeholder engagement	Corporate website: Stakeholder engagement reported on: www.wisetechglobal.com/investors/sustainability
102-44	Key topics and concerns raised	2021 Annual Report – Our Sustainability Pillars of Sustainability Report (page 22)
102-45	Entities included in the consolidated financial statements	2021 Annual Report – Scope of Sustainability Report (page 23)
102-46	Defining report content and topic Boundaries	2021 Annual Report – Our Sustainability Pillars of Sustainability Report (page 22)
102-47	List of material topics	2021 Annual Report – Our Sustainability Pillars of Sustainability Report (page 22)
102-49	Changes in reporting	2021 Annual Report – Additional information section in Sustainability Report (page 23)
102-50	Reporting period	2021 Annual Report – Scope section in Sustainability Report (page 23)
102-51	Date of most recent report	2021 Annual Report – Content page (page 1)
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	2021 Annual Report – Corporate directory (page 156)
102-54	Claims of reporting in accordance with the GRI Standards	2021 Annual Report - Chair’s Letter (page 6-7) - Additional information section in Sustainability Report (page 23)

	102-55	GRI content index	Corporate website – GRI Reconciliation tables listed on: www.wisetechglobal.com/investors/sustainability
	102-56	External assurance	
GRI 103: Management Approach 2016	103-1	Explanation of material topic and its Boundary	2021 Annual Report <ul style="list-style-type: none"> - Governance section of Sustainability Report, managing ESG risks paragraph (page 44-46) - Chair’s letter (page 6-7) Other relevant sections for material topics: <ul style="list-style-type: none"> - Our People (page 26-33) - Supporting our communities (page 34-37) - Environment (page 38-41) - Marketplace (page 42-43)
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	2021 Annual Report – Environment Section of Sustainability Report, Energy consumption paragraph (page 38-39)
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG Emissions	2021 Annual Report – Environment Section of Sustainability Report, GHG emissions paragraph (page 40)
	305-2	Energy indirect (Scope 2) GHG emissions	2021 Annual Report – Environment Section of Sustainability Report, GHG emissions paragraph (page 40)
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	2021 Annual Report – Environment Section of Sustainability Report, Waste management paragraph (page 41)
	306-2	Management of significant waste-related impacts	2021 Annual Report – Environment Section of Sustainability Report, Waste management paragraph (page 41)
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	2021 Annual Report – Our People section of Sustainability Report, diversity & inclusion paragraph (page 33)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health and wellbeing benefits for all staff outlined in: <ul style="list-style-type: none"> - 2021 Annual Report – Our People section of Sustainability Report, health & wellbeing paragraph (page 27-29)
	401-3	Parental leave	2021 Annual Report – Our People section of Sustainability Report, health & wellbeing paragraph (page 28)
GRI 403: Occupational health & safety 2018	403-1	Occupational health and safety management system	2021 Annual Report – Our People section of Sustainability Report, health & wellbeing paragraph (page 27-29)
	403-3	Occupational health services	2021 Annual Report – Our People section of Sustainability Report, health & wellbeing paragraph (page 27-29)
	403-6	Promotion of worker health	2021 Annual Report – Our People section of Sustainability Report, health & wellbeing paragraph (page 27-29)
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	2021 Annual Report – Our People section of Sustainability Report, learning and development paragraph (page 30)
GRI 405: Diversity and Equal	405-1	Diversity of governance bodies and employees	2021 Annual Report <ul style="list-style-type: none"> - Our People section of Sustainability Report, diversity and inclusion paragraph (page 32-33)

Opportunity 2016			- Corporate Governance Statement, diversity and inclusion principles (page 52-53)
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2021 Annual Report – Governance section of Sustainability Report, data protection and cyber security paragraph (page 45)