

28 April 2025

## ASX Announcement

**Wiseway Group Limited**  
ABN 26 624 909 682

**Registered office:**  
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### Senior Management and Board Changes

Wiseway Group Limited (ASX: WWG, “**Wiseway**”, “**the Company**” or “**the Group**”), one of Australia’s leading integrated freight and logistics operators, is pleased to advise the following changes to its senior management and Board of Directors:

- Mr Ken Tong has been appointed as Chief Executive Officer (CEO) of the Company, effective 1 July 2025;
- Mr Roger Tong will transition from CEO and join the Board as an Executive Director, effective 1 July 2025; and
- Mr Jim Tong has been appointed as Chief Commercial Officer (CCO) and accordingly will step down as a Non-Executive Director, effective 1 May 2025.

#### CEO appointment

Ken has served as the Company’s Chief Operating Office since 27 February 2023 and Managing Director of Wiseway Logistics Australia and New Zealand since 1 July 2024. Since then, the Company has experienced continued growth and profitability across its key divisions. Notably, the Company’s recent half yearly results represented four successive half-year periods of positive profitability and financial performance for the Group. The continued improvement in Wiseway’s financial performance is a testament to Ken’s leadership and his delivery of key strategic initiatives in the past 2 years.

For the purposes of ASX Listing Rule 3.16.4, the material terms of Mr Ken Tong’s CEO contract are set out in Annexure A.

#### Board changes and CCO appointment

The Company’s outgoing CEO, Mr Roger Tong, will continue to serve the Company as an Executive Director and provide support during this transitional period for the Group. For the purposes of ASX Listing Rule 3.16.4, the Company confirms that the employment terms of Mr Roger Tong’s will remain unchanged, apart from Mr Tong ceasing to be a CEO from 1 July 2025.

As part of Mr Jim Tong’s appointment as CCO, he will step down as a Non-Executive Director.

Jim is a Management Consultant at a leading consulting company providing strategic consultation and advisory services to large Australian Companies. As well as delivering business development services to Wiseway, he has previously worked at Quantum, Herbert Smith Freehills, Baker McKenzie and KPMG. He holds a Bachelor of Commerce (Distinction) and Law (First Class Honours) from the University of New South Wales.

Commenting on the announcement, Mr Roger Tong said, “I am proud of Ken and Jim’s outstanding achievements. Over the past two years, Ken, in his role as COO, has demonstrated exceptional leadership, dedication, and capability. He has earned the respect of both our shareholders and the

Wiseway management team, and played a key role in driving a major turnaround for the Company. His promotion to CEO is well deserved.

I am also pleased to see Jim's strong passion for both the logistics industry and for Wiseway. With experience at a world-leading management consulting firm and an impressive academic background, I am confident he will make significant contributions to the Company. I believe these leadership changes mark an exciting new chapter and will lead to an even brighter future for Wiseway."

Furthermore, Chair of the Board, Ms Astrid Raetze said, "I am delighted that Ken is being promoted to WWG's CEO, and that Roger is staying as Executive Director to guide and assist with a seamless transition. Ken has shown his exceptional leadership talents since joining WWG. He brings strategic vision, strong client relationship skills and an ability to operationalise complex client requirements. I look forward to assisting him as CEO in growing WWG's global footprint and increasing its profitability.

It has always been part of WWG's succession planning that Jim join the executive team, and I am happy that we were able to bring this part of the succession plan forward so that Jim can join us from 1 May. Jim is an exceptional individual, bringing innovative thinking, collaboration skills, and a wealth of knowledge built during his time in management consulting. He is also undertaking an MBA at Harvard Business School. WWG is lucky to have such an exceptionally strong, and vibrant, executive team in Ken, Jim and their CFO, Simon Yuen. I look forward to continuing to support their achievements as the Chair."

**Authorised for release by the Board of Directors of Wiseway Group Limited.**

**Ends**

For further information, please contact:

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**About Wiseway Group Limited (the Company)**

WiseWay (ASX: WWG) is a leading provider of integrated logistics solutions, with a global network of strategically located warehouses and facilities and a large modern fleet of trucks, aircraft and delivery vehicles.

Established in 2005 to serve the growing Australia-Asia Pacific trade industry, Wiseway has grown to become one of the top three outbound air freight logistics providers in Australia. With multiple strategically located operation hubs in Australia, the US, and the Asia Pacific, the Company provides its large base of domestic and international customers with specialist cross-border logistics services including air freight, sea freight, import, domestic transportation, warehousing, and customs clearance.

**For more information, please visit [www.wiseway.com.au](http://www.wiseway.com.au)**

## Annexure A – Summary of material terms of CEO contract

<b>Effective Date</b>	1 July 2025
<b>Title</b>	Chief Executive Officer
<b>Salary</b>	\$400,000 (plus superannuation) per annum
<b>STI</b>	Depending on the employee's and Company's performance, entitlement to Wiseway bonus scheme which is 40% of the base salary
<b>LTI</b>	Once a long-term incentive plan has been designed, finalised and approved by the Board, the Company will consider inviting the employee to participate.
<b>Notice period</b>	6 months with notice