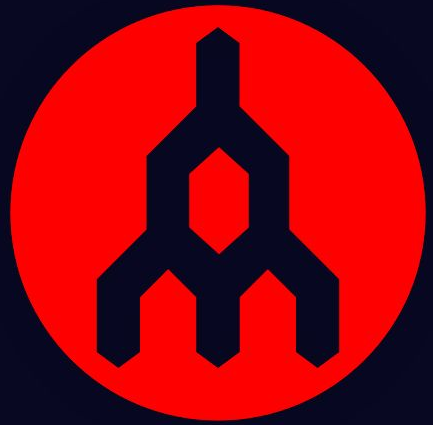
Megaport

FY22 Diversity Measurable Objectives

10 AUGUST 2021



FY22 Diversity Measurable Objectives

In FY22, Megaport will continue to focus on gender diversity as a core objective and will adopt additional interventions to support existing approaches.

As part of the commitment to achieving and maintaining effective diversity policies, the Board and the Remuneration and Nomination Committee has established a Diversity & Inclusion Advisory Board, reporting to the CEO. The Advisory Board will work to promote diversity by identifying clear diversity goals, undertaking initiatives and conducting regular reviews of the changes in diversity throughout the organisation. In FY22, there will be particular focus on:

- Women
- Board
- Under-represented Minorities
- Cultural diversity
- LGBTIQ initiatives

FY22 Diversity Measurable Objectives

	FY22 Objective	Actions
Women in General workforce	31%	• Participating in and benchmarking against Australian Workplace Equality Index • Partner with 'Women in tech who globally support Education, Entrepreneurialism, Social Inclusion, Science & Innovation. • Introduce targeted development for our women leaders via Women Rising (Microsoft)
Gender diversity of senior executive team	27%	Actively review pipeline of talent for future succession to senior executive roles.
Gender diversity of Non-Executive Board Members	50%	Actively review succession planning for the recruitment of female board directors

FY22 Diversity Measurable Objectives

	FY2022 Objective	Actions
Under-represented Minorities (URM)	• Continued focus for URM • Understand why there is a lack of colour diversity across the business. • Work with partners to focus on low income high school students to excel in STEM undergraduate majors. • Review neurodiversity opportunities in the technology sector	• Partner with Codetocollege • Engage with representative organisations to increase support for neurodiversity
Cultural Diversity	• Continued focus for cultural diversity initiatives	• Launch a mentoring programme and education workshops for all employees on mental health management within the workplace.

FY22 Diversity Measurable Objectives

	FY2022 Objective	Actions
LGBTIQ Initiatives	● Increase activities specifically supporting LGBTIQ interactions	● Form networks and partnerships with targeted groups ○ InterEngineer ○ Pride Professionals