



Diversity at Megaport

July 2020



Megaport

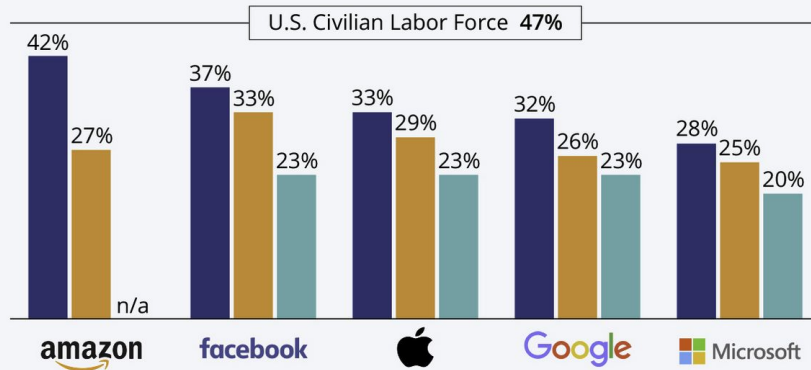
Megaport Limited
ACN 607 301 959

Women in Tech: Peer Review

GAFAM: Women Still Underrepresented in Tech

Percentage of female employees in the workforce of major tech companies*

■ Total Workforce ■ Leadership Jobs ■ Tech Jobs

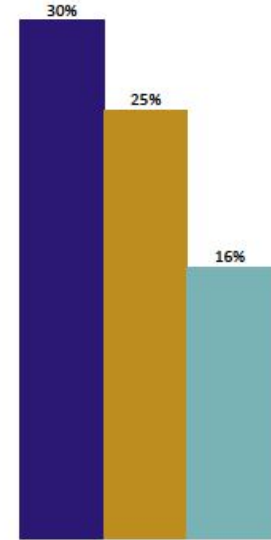


* latest available data as of Feb. 19, 2020

Source: Company reports

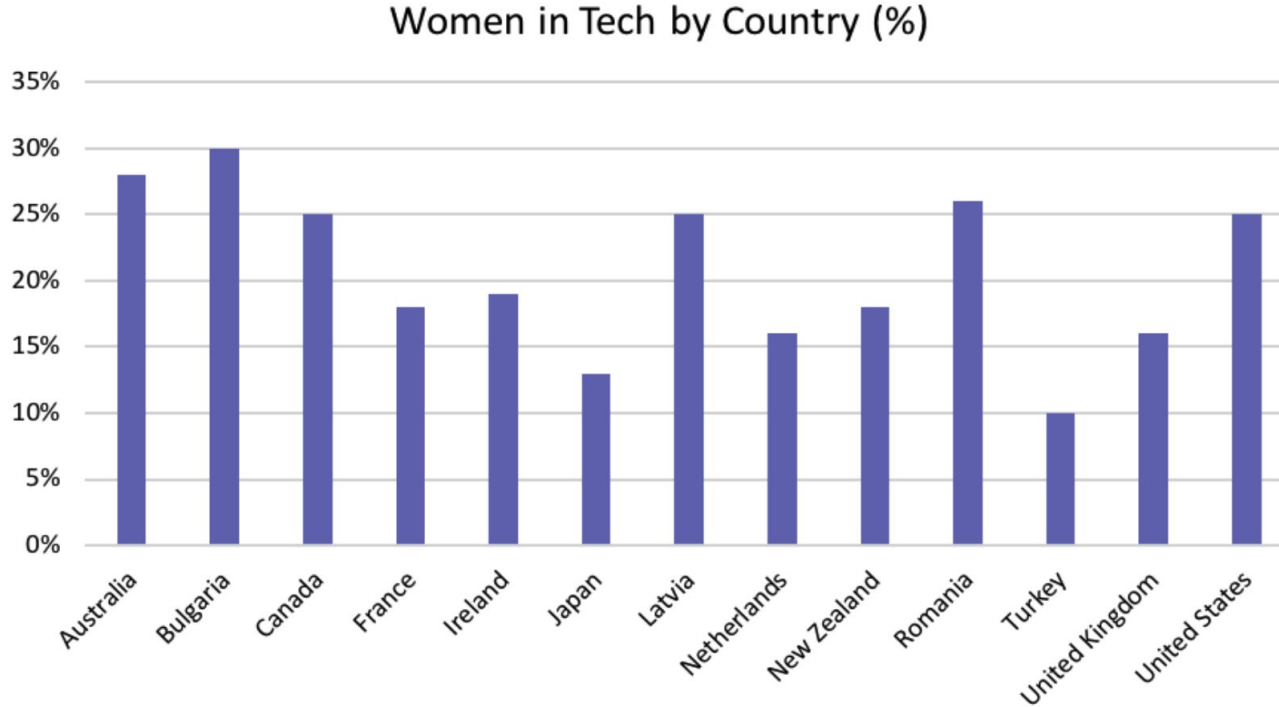


statista



 **Megaport**

Women in Tech: Country Review



Selection from the 2018 Women in Tech Index, which analyses 41 countries in the EU and the Organisation for Economic Co-operation and Development (OECD)

FY21 Diversity Objectives

In FY21, Megaport will focus on gender diversity as a core objective and will adopt additional interventions to support existing approaches. Namely, closer collaboration with Work 180 to support recruitment campaign adaptation, attendance at 'WomenHack' events to increase Megaport's profile and specific focus on roles with the greatest gender disparity.

Further, diversity 'think tank' sessions will be introduced in the first quarter of FY21 to generate greater internal awareness and stimulate ideas to tackle this objective. Megaport will also commence a careers blog on the company website fostering Diversity and Inclusion.

As part of the commitment to achieving and maintaining effective diversity policies, the Board and the Remuneration and Nomination Committee will perform regular reviews of the changes in diversity throughout the organisation. There will be particular focus on the following groups:

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

FY21 Measurable Objectives

	FY2021 Objective	Actions
Women in General workforce	32%	Actively engage with representative organisations such as Women in Tech and equivalent companies to increase female representation in the workforce
Gender diversity of senior executive team	27%	Actively review pipeline of talent for future succession to senior executive roles
Gender diversity of Board	33%	Engage an external agency to assist with the recruitment of female board directors

*Senior executive includes CEO, CFO, CMO, CCO, VP Product, VP Operations and General Counsel.

FY21 Measurable Objectives

	FY2021 Objective	Actions
Under-represented Minorities (URM)	<ul style="list-style-type: none">· Determine goals for URM· Understand why there is a lack of colour diversity across the business· Review neurodiversity in the technology sector	<ul style="list-style-type: none">· Initiate a diversity 'think tank' to explore URM topics across the organisation· Identify and engage with representative organisations to increase support for neurodiversity
Cultural Diversity	<ul style="list-style-type: none">· Determine goals for cultural diversity· Understand how cultural differences influence the buying and selling of business services	<ul style="list-style-type: none">· Implement a diversity blog on the company website for employee input· Implement a 'lunch and learn' programme to understand how different cultures buy and sell business services.