

# FY25 Diversity Measurable Objectives

June 2024



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Megaport's FY25 DE&I strategy is to continue developing a diverse workforce and promoting a culture of inclusion, engagement and high performance at all levels of our organisation.

Key focus areas include:

1. Gender Diversity and Equality
2. Cultural diversity and inclusion of underrepresented minorities
3. Neurodiversity

Focus	FY2025 Objective	Actions
Women in the general workforce	32%	<ul style="list-style-type: none"><li>• Continue targeted development for our women leaders and male allies via <a href="#">Women Rising (Microsoft)</a>.</li><li>• Continue our partnership with '<a href="#">Women in Digital</a>' who focus on connecting, educating and supporting women in the technology industry.</li><li>• Actively promote development opportunities aimed at women through the Women of Megaport network.</li></ul>
Gender diversity of senior executive team <sup>1</sup>	37.5%	<ul style="list-style-type: none"><li>• Actively review pipeline of talent for succession to senior executive roles.</li></ul>

<sup>1</sup> The Company defines 'senior executive' as the CEO, Chief Financial Officer, Chief Technology Officer, EVP Business Development and Global Channel and Chief Legal Officer.

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Gender diversity at leadership level (E - 1 levels)	37.5%	<ul style="list-style-type: none"><li>• Review pipeline of talent for future succession to senior executive roles.</li><li>• Create succession and development plans to strengthen pipeline.</li><li>• Develop an 'emerging professionals' program, supporting the promotion and progression of Megaport employees into leadership pathways, for rollout in FY25.</li></ul>
Maintain gender diversity of Non-Executive Board Members	At least 50% female	<ul style="list-style-type: none"><li>• Actively review succession planning for the recruitment of female board directors.</li></ul>

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Supporting a diverse workforce	<ul style="list-style-type: none"><li>• Review and redesign hiring processes to improve representation of women and other underrepresented minorities</li><li>• Provide opportunities for employees with family or carer responsibilities to work flexibly and in senior positions</li><li>• Promote and support mental health awareness and employee wellbeing</li></ul>	<ul style="list-style-type: none"><li>• Continue unconscious bias training for recruitment team and hiring managers</li><li>• Use inclusive language in job advertisements</li><li>• Ensure recruitment selection panels are gender and culturally diverse</li><li>• Continue mentoring programme and education workshops for all employees on mental health management and wellbeing in the workplace, including RU OK day</li><li>• Continue to offer accredited mental health first aid training for employees.</li><li>• Develop partnerships with neurodiverse organisations with a view to creating specific opportunities within MP1</li><li>• Continue providing flexible working arrangements to staff</li></ul>

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Focus	FY2025 Objective	Actions
Supporting inclusion within our diverse workforce	<ul style="list-style-type: none"><li>• Continue focus on cultural diversity and inclusion initiatives</li><li>• Increase Allyship with focus on LGBTQI+ Initiatives</li></ul>	<ul style="list-style-type: none"><li>• Deliver cultural awareness training</li><li>• Provide education and resources and guides on Allyship</li><li>• Build a calendar of events to recognise and celebrate the diversity of our global workforce, e.g. Harmony Day, NAIDOC Week, International Women's Day, Lunar New Year, Eid</li><li>• Participate in and benchmark against <a href="#">Australian Workplace Equality Index</a></li></ul>