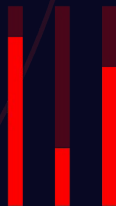
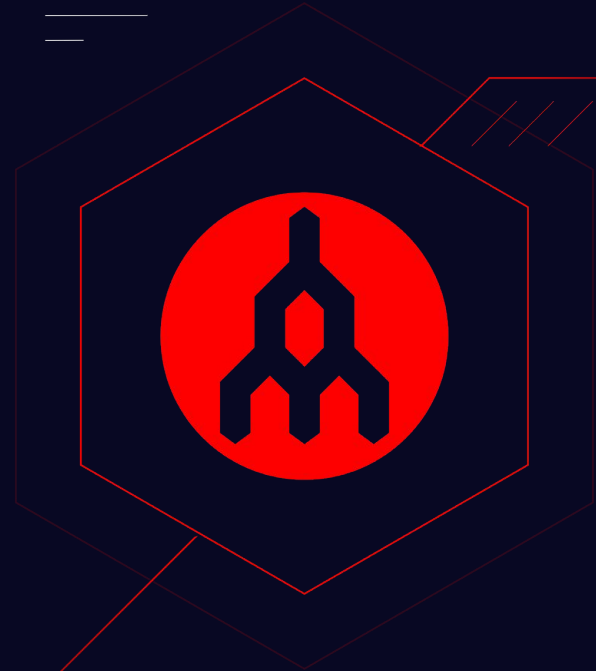
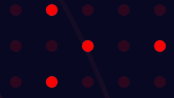




FY24 Diversity Measurable Objectives

July 2023



FY24 Diversity Measurable Objectives

Megaport's FY24 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 including Indigenous Australians
3. Lesbian, gay, bisexual, trans/transgender, intersex and queer (LGBTQI+) inclusion
4. Neurodiversity

Focus	FY2024 Objective	Actions
Women in the general workforce	32%	<ul style="list-style-type: none">• Continue targeted development for our women leaders via Women Rising (Microsoft)• Partner with 'Women in tech who globally support Education, Entrepreneurialism, Social Inclusion, Science & Innovation.
Gender diversity of senior executive team ¹	37.5%	<ul style="list-style-type: none">• Actively review pipeline of talent for succession to senior executive roles

¹ The Company defines 'senior executive' as the CEO, Chief Financial Officer, Chief Marketing and Product Officer, Chief Revenue Officer, Chief Technology Officer, VP of Corporate Development and General Counsel.

FY24 Diversity Measurable Objectives

Focus	FY2024 Objective	Actions
Gender diversity at leadership level (E - 1 levels)	35%	<ul style="list-style-type: none"> Review pipeline of talent for future succession to senior executive roles. Create succession and development plans to strengthen pipeline. Develop an 'emerging professionals' program, supporting the promotion and progression of Megaport employees into leadership pathways, for rollout in FY25.
Maintain gender diversity of Non-Executive Board Members	50%	<ul style="list-style-type: none"> Actively review succession planning for the recruitment of female board directors

FY24 Diversity Measurable Objectives

Focus	FY2024 Objective	Actions
Supporting a diverse workforce	<ul style="list-style-type: none">● Review and redesign hiring processes to improve representation of women and other underrepresented minorities● Provide opportunities for employees with family or carer responsibilities to work flexibly and in senior positions● Review neurodiversity partnership opportunities in the technology sector● Promote and support mental health awareness and employee wellbeing	<ul style="list-style-type: none">● Continue unconscious bias training for recruitment team and hiring managers● Use inclusive language in job advertisements● Ensure recruitment selection panels are gender and culturally diverse● Continue mentoring programme and education workshops for all employees on mental health management and wellbeing in the workplace, including RU OK day● Continue to offer accredited mental health first aid training for employees.● Develop partnerships with neurodiverse organisations with a view to creating specific opportunities within MP1● Continue providing flexible working arrangements to staff

FY24 Diversity Measurable Objectives

Focus	FY2024 Objective	Actions
<p>Supporting inclusion within our diverse workforce</p>	<ul style="list-style-type: none"> ● Continue focus on cultural diversity and inclusion initiatives ● Increase Allyship with focus on LGBTQI+ Initiatives ● Capture demographic data in order to: <ul style="list-style-type: none"> ○ better understand the diversity of our workforce; ○ tailor future DEI strategy and equip managers to understand the diversity of their teams; and ○ assess the inclusiveness of our policies and practices. 	<ul style="list-style-type: none"> ● Deliver cultural awareness training ● Provide education and resources and guides on Allyship ● Continue our relationship with Pride Professionals by committing to sponsor one event at Megaport’s Brisbane office in FY24. ● Build a calendar of events to recognise and celebrate the diversity of our global workforce, eg Harmony Day, NAIDOC Week, International Women’s Day, Lunar New Year, Eid ● Conduct a demographic data collection survey on a voluntary basis to gather data on the Megaport workforce. ● Participate in and benchmark against Australian Workplace Equality Index