

FY26 Diversity Measurable Objectives

May 2025



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Megaport's FY26 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	FY2026 Objective	Actions
Women in the general workforce	32%	<ul style="list-style-type: none">• Continue targeted development for our women leaders and male allies via Women Rising (Microsoft).• Partner with universities and other organisations such as Women in Digital and SheCodes with a view to developing internship and mentoring opportunities and improve the diversity of our early career talent pool and development opportunities for our existing staff.• Actively promote development opportunities aimed at women through the Women of Megaport network.
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 Technology Officer, EVP Business Development and Global Channel and Chief Legal Officer.

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Focus	FY2026 Objective	Actions
Gender diversity at leadership level (E - 1 levels)	35%	<ul style="list-style-type: none"> • Regular review of pipeline of talent for future succession to senior executive roles. • Create succession and development plans to strengthen pipeline. • Further develop our emerging professionals program, supporting the promotion and progression of Megaport employees into leadership pathways.
Maintain gender diversity of Non-Executive Board Members	At least 50% female	<ul style="list-style-type: none"> • Actively review succession planning for the recruitment of female board directors.

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Focus	FY2026 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• Promote and support mental health awareness and employee wellbeing	<ul style="list-style-type: none">• Continue to require unconscious bias training for hiring managers as part of the recruitment process• Continue mentoring programme and education sessions on mental health management and wellbeing in the workplace, including RU OK day• Continue to offer accredited mental health first aid training for employees.• Continue providing flexible working arrangements to staff• Develop and implement 'returnship' mentoring program to support parents returning to work after parental leave

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Focus	FY2026 Objective	Actions
Supporting inclusion within our diverse workforce	<ul style="list-style-type: none">• Continue focus on cultural diversity and inclusion initiatives• Increase Allyship and mentorship within the business	<ul style="list-style-type: none">• Provide training and materials on allyship.• Provide resources and guides on disability awareness, inclusive language, bias and inclusion.• Host events to recognise and celebrate the diversity of our global workforce, e.g. Diwali, Eid, Lunar New Year and International Women's Day.