

FY27 Diversity Measurable Objectives

July 2026



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Megaport remains committed to building a diverse workforce and fostering an inclusive culture where all employees have the opportunity to succeed.

During FY26, Megaport completed the acquisitions of Latitude and Extreme. Both business operated within highly technical infrastructure sectors and had a higher proportion of male employees than the existing Megaport workforce. While these acquisitions affected a number of our diversity metrics, they also strengthened our technical capability and increased the scale of our global workforce.

Accordingly, the FY27 objectives retain ambitious representation targets while placing increase emphasis on building sustainable and diverse talent pipelines, improving progression opportunities and embedding inclusive practices across the employee lifecycle. This year, we have included additional KPIs to ensure that the actions taken to meet the objectives are measurable and outcome based.

Key focus areas remain:

1. Gender Diversity and Equality
2. Supporting an inclusive workplace across our global business

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Focus	FY2027 Objective	Actions	Additional KPIs
Women in the general workforce	32%	- Continue targeted development for our women leaders and male allies via Women Rising (Microsoft). - Extend our existing internship program, with a focus on providing opportunities for female candidates in technical roles (engineering, operations, sales). - Partner with universities and other organisations 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	- At least 50% female participation in early career internship programs - Promotion rates for women broadly aligned with workforce representation (with a root cause analysis and plan to remediate developed if the gap is greater than 3%) - Annual voluntary turnover gap between men and women monitored and reviewed

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Focus	FY2027 Objective	Actions	Additional KPIs
Gender diversity of senior executive team ¹	37.5%	Annual succession planning, including review pipeline of talent for succession to senior executive roles.	Minimum of one diverse internal successor identified for each executive role

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	FY2027 Objective	Actions	Additional KPIs
Gender diversity at leadership level (E - 1 levels)	35%	- Regular review of pipeline of talent for future succession to senior executive roles. - Create succession and development plans to strengthen pipeline. - Executive sponsorship/ mentorship for high potential female employees. - Further develop our emerging professionals program, supporting the promotion and progression of Megaport employees into leadership pathways.	- Minimum 40% female participation in leadership development programs - Annual review of promotion decisions for gender balance - Increase proportion of women in technical roles over time
Maintain gender diversity of Non-Executive Board Members	At least 50% female	Actively review succession planning for the recruitment of female board directors.	

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Focus	FY2027 Objective	Actions	KPIs
Supporting a diverse workforce	• Embed a consistent and inclusive culture across newly acquired businesses while maintaining equitable people practices • Continue to apply equitable recruitment and selection practices that improve presentation across all stages of the hiring process	• Align people policies across all areas of the business • Review remuneration and career frameworks for consistency • Ensure equal access to learning and development opportunities • Require diverse interview panels, where practical • Continue to require unconscious bias training for hiring managers as part of the recruitment process	• 100% of core People & Culture policies harmonised across acquired businesses within 12 months • All staff to receive access to learning and development frameworks • Require diverse interview panels, where practical • Consider gender diversity (where appropriate) in procurement processes, eg appointment of external advisors

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Focus	FY2027 Objective	Actions	KPIs
Supporting a diverse workforce	• 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	• Continue to offer flexible working arrangements for all employees • Continue to offer accredited mental health first aid training for employees. • Provide support and materials for managers to support inclusion throughout the business	• All managers across the business to receive inclusion training

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Focus	FY2027 Objective	Actions	KPIs
Supporting inclusion within our diverse workforce	• Review (and where appropriate, update) HR policies with a focus on inclusion • Further develop Allyship and mentorship within the business • Continue focus on cultural diversity and inclusion initiatives	• Review HR policies to ensure inclusive language and application of benefits. • Diverse talent reviewed as part of annual succession planning process • Provide training and materials on allyship, including a 'Designated Allies' program. • Provide resources and guides on disability awareness, inclusive language, understanding neurodiversity and managing bias. • Continue to host events to recognise and celebrate the diversity of our global workforce, e.g. Diwali, Eid, Lunar New Year, Pride Month and International Women's Day.	• Completion of accessibility improvements identified during FY27. • Annual inclusion survey • Participation rates in inclusion learning