

DIVERSITY POLICY

NEXTDC Limited and its subsidiaries (ACN 143 582 521)



Overview

NEXTDC's workforce is made up of many individuals with diverse skills, values, experiences, backgrounds and attributes including those gained on account of their gender, age, ethnicity and cultural background. NEXTDC values and is proud of its strong and diverse workforce and is committed to supporting and further developing this diversity through attracting, recruiting, engaging and retaining diverse talent and aligning the Company's culture and management systems with this commitment.

NEXTDC strongly believes that such a commitment to diversity creates competitive advantage and enhances employee participation, and in this way is essential to the organisation continuing to succeed and grow strong.

The Company is committed to meeting its obligations with respect to "Diversity" under the ASX Corporate Governance Principles and Recommendations (ASX Recommendations) and any other applicable regulatory requirements.

Nothing in this policy shall be taken, interpreted or construed to endorse:

- the principal criteria for selection and promotion of people to work within the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of achievement of the Company's objectives;
- any discriminatory behaviour by or within the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel; and
- any existing person within the Company being prejudiced by this policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others.

Key Strategies

The Company is committed to providing and promoting a corporate culture which embraces diversity as mentioned above, and aims to do so by:

1. promoting the principles of merit and fairness when making decisions about recruitment, development, promotion, remuneration and flexible work arrangements;
2. having an overall transparent process for the review and appointment of senior management positions and Board members;
3. recruiting from a diverse pool of qualified candidates, engaging where practical a professional search / recruitment firm, advertising vacancies widely, making efforts to identify prospective employees who have diversity attributes and ensuring diversity of members on the selection /

- interview panel when selecting and appointing new employees (including senior management) and new Board members;
4. Continue to incrementally grow the number of women employment and women performing senior roles;
 5. embedding the importance of diversity within the Company's culture by encouraging and fostering a commitment to diversity by leaders at all levels whilst recognising that diversity is the responsibility of all employees;
 6. recognising that employees may have domestic responsibilities; and
 7. continuing to review and develop policies and procedures to ensure diversity within the organisation.

Key Initiatives and Programs

The Company aims to introduce and / or maintain the following programs and initiatives to assist with improving diversity within the organisation:

- a) mentoring programs;
- b) career opportunity and targeted professional development programs including those aimed at helping employees develop skills and experience in preparation for senior management and board positions;
- c) work life balance policies including flexible work options, paid parental leaves, return to work programs and the like; and
- d) networking opportunities.

Measurable Objectives, Targets and KPIs for Gender Diversity

1. The Company will set and implement measurable objectives, targets and / or key performance indicators (KPIs) to achieve gender diversity.
2. Management will develop, for approval by the Board or its relevant subcommittee, as appropriate:
 - a) the measurable objectives; and
 - b) the targets and / or KPIs to verify progress towards attainment of those measurable objectives.
3. Management will also measure performance of the measurable objectives against those targets and KPIs.

Responsibilities

The Board is ultimately accountable for this policy. The Chief Executive Officer (CEO), the Chief People and Culture Officer (CPCO) and members of senior management are responsible for the implementation of this policy and monitoring compliance with it. The Chief Legal Officer (CLO) with input from CPCO is responsible for the administration of the policy (including in relation to reporting to the Board, or its relevant subcommittee as appropriate).

Reporting

NEXTDC's performance against this Policy can be found in its Corporate Governance Statement, Environmental, Social and Governance Report (ESG) and the Workplace Gender Equality Report for the relevant period. These reports are published in the Corporate Governance section of NEXTDC's website.

Review

This Policy is reviewed at least annually by NEXTDC Senior Executive Management and presented to the Board for approval.