



FY2024 Global Reporting Initiative (“GRI”) Content Index

This GRI content index supports the FY2024 ESG disclosures for Macquarie Group Limited (“MGL” or “Macquarie”) and its subsidiaries. Our ESG disclosures comprise relevant sections of Macquarie’s FY2024 Annual Report and Macquarie’s website. Macquarie has reported the information cited in this GRI content index for the period 1 April 2023 to 31 March 2024 with reference to the GRI Standards, based on the requirements outlined in *GRI 1: Foundation 2021*. There are no GRI Sector Standards applicable to Macquarie.

Macquarie is committed to aligning the reporting of our ESG impacts to reflect evolving user expectations, new reporting standards and frameworks, and regulations. In the context of this evolving landscape, Macquarie has transitioned our ESG reporting from “in accordance with the GRI Standards” to “with reference to the GRI Standards”.

To support consistency, we have made reasonable efforts to continue to report on information which has been disclosed in the past, however it is believed that this new approach will allow Macquarie to better tailor content which we believe will meet the key information requirements of users, while allowing us to focus on readying ourselves for upcoming mandatory ESG reporting under a range of new frameworks and standards.

In relation to the disclosures against the GRI Topic Standards for each material topic, in some instances, certain disclosures for that topic have not been provided in full and these are marked as a ‘Partial disclosure’. In addition, where the data to meet the disclosure requirements is unavailable or incomplete, these disclosures have been removed.

The content of the disclosures is based on Macquarie’s ESG focus areas, which are reviewed annually and selected as most relevant to Macquarie based on internal and external research, engagement with stakeholders, market benchmarking, and topic prioritisation.

General Disclosures

GRI 2: General disclosures 2021

Disclosure	Reference
2-1 Organisation details	Legal name: Macquarie Group Limited (“MGL” or “Macquarie”) <ul style="list-style-type: none"> - FY2024 Annual Report – About Macquarie - FY2024 Annual Report – Operating and financial review - FY2024 Annual Report – Additional investor information - FY2024 Annual Report – Back cover - FY2024 Presentation to Investors and Analysts – Diversification by region
2-2 Entities included in the organisation’s sustainability reporting	Partial Disclosure: MGL’s notable subsidiaries for financial reporting are disclosed. Entities which are included in MGL’s financial reporting are also included in our sustainability reporting (unless noted otherwise for specific metrics and/or disclosures). <ul style="list-style-type: none"> - FY2024 Annual Report – Notes to the financial statements (note 17) - FY2024 Basis of Preparation for ESG Reporting

GRI 2: General disclosures 2021

2-3	Reporting period, frequency and contact point	Partial Disclosure: Macquarie has a 1 April 2023 to 31 March 2024 reporting period. Macquarie's financial and sustainability reporting period is aligned. Macquarie's Environmental, Social and Governance ("ESG") Report is produced annually. The publication date of reporting information is 3 May 2024. <ul style="list-style-type: none">- FY2024 Annual Report - Additional investor information (Enquiries)
2-4	Restatements of information	Where reported amounts have been restated, these are noted against the relevant metrics within the: <ul style="list-style-type: none">- FY2024 Annual Report - Environmental, Social and Governance- FY2024 ESG Dataset
2-5	External assurance	<ul style="list-style-type: none">- FY2024 Annual Report - Corporate Governance Statement- FY2024 Basis of Preparation for ESG Reporting
2-6	Activities, value chain and other business relationships	Partial Disclosure: Sectors in which Macquarie is active are disclosed. Macquarie's value chain including activities, products and services are disclosed. <ul style="list-style-type: none">- FY2024 Annual Report - About Macquarie- FY2024 Annual Report - Operating and financial review- Modern Slavery Act Transparency Statement 2023 - Macquarie's business and supply chain
2-7	Employees	Partial disclosure: Active permanent employee headcount by region and gender is disclosed. <ul style="list-style-type: none">- FY2024 ESG Dataset - People and workplace- FY2024 Annual Report - Diversity, Equity and Inclusion- Macquarie website - People and workplace
2-8	Workers who are not employees	Partial disclosure: Contingent workforce headcount is disclosed. Contingent workers include: independent contractors/consultants; secondees; and agency workers. <ul style="list-style-type: none">- FY2024 ESG Dataset - People and workplace
2-9	Governance structure and composition	<ul style="list-style-type: none">- FY2024 Annual Report - Corporate Governance Statement- FY2024 Annual Report - Directors' experience and special responsibilities
2-10	Nomination and selection of the highest governance body	Partial disclosure: The MGL Constitution sets out requirements concerning board size, meetings, election of directors and the powers and duties of directors. <ul style="list-style-type: none">- FY2024 Annual Report - Corporate Governance Statement- MGL Constitution
2-11	Chair of the highest governance body	The Chair of Macquarie's Board is not a senior executive.
2-12	Role of the highest governance body in overseeing the management of impacts	Partial disclosure: Role in oversight of risks and opportunities across MGL's governance structure is disclosed. <ul style="list-style-type: none">- FY2024 Annual Report - Environmental, Social and Governance (ESG approach and governance)- FY2024 Annual Report - Corporate Governance Statement- 2023 Net Zero and Climate Risk Report - Governance- MGL Board Charter - Allocation of responsibilities between Board Committees

GRI 2: General disclosures 2021

2-13	Delegation of responsibility for managing impacts	<p>Partial disclosure: Approach of the highest governance body to ESG impacts is disclosed. Management's responsibility for implementation of the ESG framework is disclosed.</p> <ul style="list-style-type: none"> - FY2024 Annual Report – Environmental, Social and Governance (ESG approach and governance) - FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management) - 2023 Net Zero and Climate Risk Report – Governance
2-14	Role of the highest governance body for sustainability reporting	<p>The Board is responsible for approving Macquarie's ESG framework including major ESG policies. In accordance with its Charter, the Board Governance and Compliance Committee (BGCC) assists the Board in adopting appropriate governance standards and reviewing the operation of environmental and social risk management policies.</p> <p>The BGCC considers the MGL's reports and public disclosures on environmental, social and governance topics. The MGL Board reviewed and approved the FY2024 Annual Report, which contains the FY2024 ESG Report.</p>
2-15	Conflicts of interest	<p>Partial disclosure: Conflicts of interest processes are in place and described.</p> <ul style="list-style-type: none"> - FY2024 Annual Report – Corporate Governance Statement (Board structure; and Key policies) - MGL Board Charter – Conflicts of interest
2-16	Communication of critical concerns	<ul style="list-style-type: none"> - Whistleblower Policy - Code of Conduct - FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management) - FY2024 Annual Report – Environmental, Social Governance (Business conduct and ethics) - FY2024 ESG Dataset – Business conduct and ethics - 2023 Net Zero and Climate Risk Report – Climate risk reporting
2-17	Collective knowledge of the highest governance body	<p>Partial disclosure: Experience of the highest governance body is disclosed.</p> <ul style="list-style-type: none"> - FY2024 Annual Report – Directors' experience and special responsibilities - FY2024 Annual Report – Corporate Governance Statement (Board oversight)
2-18	Evaluation of the performance of the highest governance body	<p>Partial disclosure: The process to determine Executive Key Management Personnel remuneration outcomes is disclosed.</p> <ul style="list-style-type: none"> - FY2024 Annual Report – Remuneration report
2-19	Remuneration policies	<ul style="list-style-type: none"> - FY2024 Annual Report – Remuneration report
2-20	Process to determine remuneration	<p>Partial disclosure: The process for designing remuneration policies and for determining remuneration is disclosed.</p> <ul style="list-style-type: none"> - FY2024 Annual Report – Remuneration report
2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> - FY2024 Annual Report – Letter from the Chair - FY2024 Annual Report – Letter from the Managing Director and CEO - 2023 Net Zero and Climate Risk Report – Foreword from Macquarie's CEO

GRI 2: General disclosures 2021

2-23	Policy commitments	Partial disclosure: <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Business conduct and ethics)- FY2024 Annual Report – Corporate Governance Statement- Modern Slavery Act Transparency Statement 2023
2-24	Embedding policy commitments	<ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (ESG approach and governance)- FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management)- FY2024 Annual Report – Environmental, Social and Governance (Business conduct and ethics)- FY2024 Annual Report – Corporate Governance Statement- Environmental and Social Risk Policy Summary- 2023 Net Zero and Climate Risk Report – Governance and risk management sections- Modern Slavery Act Transparency Statement 2023
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Client and customer experience)- FY2024 Annual Report – Environmental, Social and Governance (Business conduct and ethics)- Modern Slavery Act Transparency Statement 2023 – Raising concerns and remediation- Whistleblower Policy – Specific protections and remedies
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none">- Whistleblower Policy- FY2024 Annual Report – Environmental, Social and Governance (Client and customer experience)- FY2024 Annual Report – Environmental, Social and Governance (Business conduct and ethics)- Modern Slavery Act Transparency Statement 2023 – Raising concerns and Remediation
2-27	Compliance with laws and regulations	Partial disclosure: <ul style="list-style-type: none">- FY2024 Annual Report – Directors’ Report (Environmental regulations)
2-28	Membership associations	Partial disclosure: A list of external initiatives and standards that Macquarie engages with is disclosed. <ul style="list-style-type: none">- 2023 Net Zero and Climate Risk Report – Partnerships and advocacy- MAM 2023 Sustainability Report - Partnerships and advocacy- Macquarie website – Environmental, Social and Governance
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Stakeholder engagement)- Macquarie website – ESG focus and stakeholder engagement
2-30	Collective bargaining agreements	Partial disclosure: Macquarie respects employee rights to freedom of association and collective bargaining. In general, employment agreements are governed by local laws, and the majority of Macquarie employees are not covered by collective bargaining agreements. Accordingly, Macquarie does not report on the percentage of total employees covered by collective bargaining agreements.

Materiality Disclosures

GRI 3: Materiality

Disclosure	Reference
3-1 Process to determine material topics	Partial disclosure: Process for determining our ESG material focus areas and topics is disclosed, along with a list of our material focus areas and topics.
3-2 List of material topics	- FY2024 Annual Report – Environmental, Social and Governance (Process for determining our ESG focus areas)
3-3 Management of material topics	- Macquarie website – ESG focus and stakeholder engagement

Economic Disclosures

GRI 201: Economic Performance 2016

Disclosure	Reference
201-1 Direct economic value generated and distributed	Partial disclosure: Information in relation to revenues, employment expenses, operating costs, payments to providers of capital, income tax, and community investments is disclosed. - FY2024 Annual Report – Notes to the financial statements (notes 2, 4 and 5) - FY2024 Annual Report – Macquarie Group Foundation - FY2024 Management Discussion and Analysis – International income - FY2024 ESG Dataset – Community
201-2 Financial implications and other risks and opportunities due to climate change	Partial disclosure: Risk identification and management processes are disclosed. Climate risks and associated impacts as identified within Macquarie’s Risk Management Framework are disclosed. - FY2024 Annual Report – Environmental, Social and Governance (Climate change) - 2023 Net Zero and Climate Risk Report

GRI 207: Tax 2019

Disclosure	Reference
207-1 Approach to tax	Partial disclosure: Macquarie’s approach to tax and business transactions is disclosed. - FY2024 Annual Report – Environmental, Social and Governance (Business conduct and ethics) - FY24 Tax Transparency Statement - Macquarie Group Tax Policy
207-2 Tax governance, control, and risk management	- FY24 Tax Transparency Statement – Tax policy, strategy and governance - FY2024 Annual Report – Environmental, Social and Governance (Business conduct and ethics) - Macquarie Group Tax Policy - Whistleblower Policy - Code of Conduct

GRI 207: Tax 2019

207-3	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none">- FY2024 Annual Report - Tax transparency- FY24 Tax Transparency Statement- Macquarie Group Tax Policy
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Environmental Disclosures

GRI 302: Energy 2016

Disclosure	Reference	
302-1	Energy consumption within the organisation	<p>Macquarie's fuel consumption from non-renewable sources is disclosed including electricity consumption, energy consumption, methodologies and source of conversion factors used. Macquarie's fuel consumption is not from renewable sources. Macquarie does not sell electricity and does not sell or consume heating, cooling or steam energy.</p> <ul style="list-style-type: none">- FY2024 Annual Report - Environmental, Social and Governance (Sustainability in our own business operations)- FY2024 ESG Dataset - Sustainability in our own business operations- FY2024 Basis of Preparation for ESG Reporting
302-4	Reduction of energy consumption	<p>Partial disclosure: The percentage reduction in electricity usage from prior year and from 2014 base year, and the percentage reduction in energy intensity per capita from prior year and 2014 base year is disclosed.</p> <ul style="list-style-type: none">- FY2024 Annual Report - Environmental, Social and Governance (Climate change)- FY2024 Annual Report - Environmental, Social and Governance (Sustainability in our own business operations)- FY2024 ESG Dataset - Sustainability in our own business operations- FY2024 Basis of Preparation for ESG Reporting

GRI 305: Emissions 2016

Disclosure	Reference	
305-1	Direct (Scope 1) GHG emissions	<p>Direct Scope 1 GHG emissions, source of emission factors used, methodologies and assumptions are disclosed. To the extent available, information on gases is disclosed. Biogenic CO₂ emissions are not relevant to Macquarie's operations. Base year for direct Scope 1 emissions is not applicable.</p> <ul style="list-style-type: none">- FY2024 ESG Dataset - Sustainability in our own business operations- FY2024 Annual Report - Environmental, Social and Governance (Sustainability in our own business operations)- FY2024 Basis of Preparation for ESG Reporting
305-2	Energy indirect (Scope 2) GHG emissions	<p>Location and market-based indirect Scope 2 GHG emissions, source of emission factors used, methodologies and assumptions are disclosed. To the extent available, information on gases is disclosed. Biogenic CO₂ emissions are not relevant to Macquarie's operations. Base year for indirect Scope 2 emissions is not applicable, however base year indirect energy usage is disclosed.</p> <ul style="list-style-type: none">- FY2024 ESG Dataset - Sustainability in our own business operations- FY2024 Annual Report - Environmental, Social and Governance (Sustainability in our own business operations)- FY2024 Basis of Preparation for ESG Reporting

GRI 305: Emissions 2016

305-3	Other indirect (Scope 3) GHG emissions	<p>Partial disclosure: A breakdown of Scope 3 emissions for Category 1-8 (including FY2020 baseline emissions) and Category 15 (including FY2020 and FY2021 baseline emissions) is disclosed. Emissions reported for Category 15 relate to carbon-intensive sectors, as defined by the Net-Zero Banking Alliance, that are considered in-scope for Macquarie. The sources of emission factors used, methodologies and assumptions are also disclosed.</p> <ul style="list-style-type: none">- FY2024 ESG Dataset – Climate change- FY2024 ESG Dataset – Sustainability in our own business operations- FY2024 Annual Report – Environmental, Social and Governance (Sustainability in our own business operations)- FY2024 Basis of Preparation for ESG Reporting- 2023 Net Zero and Climate Risk Report <p><i>Note: 2023 Net Zero and Climate Risk Report figures are for the FY2023 reporting period 1 April 2022 – 31 March 2023.</i></p>
305-4	GHG emissions intensity	<p>Partial disclosure: The emissions intensity per capita for Scope 2 and Scope 3 emissions (Category 1-8) is disclosed. The emissions intensity for carbon-intensive sectors (Category 15) per MJ for oil/gas upstream, per km for motor vehicles, per MJ for coal mining and per m² for residential mortgages is disclosed. Emissions reported for Category 15 relate to carbon-intensive sectors, as defined by the NZBA and in-scope for Macquarie.</p> <ul style="list-style-type: none">- FY2024 ESG Dataset – Climate change- FY2024 ESG Dataset – Sustainability in our own business operations- FY2024 Annual Report – Environmental, Social and Governance (Sustainability in our own business operations)- 2023 Net Zero and Climate Risk Report <p><i>Note: 2023 Net Zero and Climate Risk Report figures are for the FY2023 reporting period 1 April 2022 – 31 March 2023.</i></p>

Social Disclosures

GRI 401: Employment 2016

Disclosure	Reference
401-1	<p>New employee hires and employee turnover</p> <p>Partial disclosure: The aggregated rolling 12-month global voluntary turnover rate is disclosed.</p> <ul style="list-style-type: none">- FY2024 ESG Dataset – People and workplace
401-2	<p>Benefits provided to full-time employees that are not provided to temporary or part-time employees</p> <p>Partial disclosure: Part-time and full-time employees are eligible for the same types of benefits unless there is a local legal or regulatory requirement to restrict eligibility on that basis. Information on benefits provided is disclosed.</p> <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (People and workplace)- FY2024 Annual Report – Diversity, Equity and Inclusion- Macquarie website – Benefits and wellbeing
401-3	<p>Parental leave</p> <p>Partial disclosure: The global return to work rate following primary carers' leave is disclosed.</p> <ul style="list-style-type: none">- FY2024 ESG Dataset – People and workplace

GRI 403: Occupational health and safety 2018

Disclosure	Reference
403-1 Occupational health and safety management system	Partial disclosure: Macquarie's Work Health Safety (WHS) practices are disclosed which are applicable to all staff employed or engaged by Macquarie Group Limited, Macquarie Bank Limited, or any of their subsidiaries. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management)- Work Health and Safety Policy Summary- Macquarie website – Managing environmental and social risk (Work health and safety)
403-3 Occupational health services	Partial disclosure: A high-level description of the health support services offered to employees is disclosed. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management)- Macquarie website – Managing environmental and social risk- Macquarie website – People and workplace- Work Health and Safety Policy Summary
403-4 Worker participation, consultation, and communication on occupational health and safety	Partial disclosure: A high-level description of the health support services offered to employees is disclosed, including a description of the opportunity to engage in health and safety forums. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management)
403-5 Worker training on occupational health and safety	Partial disclosure: Macquarie offers WHS training to all staff. The WHS training attendances are disclosed. This relates to attendances by risk managers and those in specific business groups with greatest potential exposure to environmental, social and WHS risks. This excludes global online WHS training completions. Separately, the percentage of our people that complete global online WHS training is also disclosed. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management)- FY2024 ESG Dataset – ESRM
403-6 Promotion of worker health	Partial disclosure: Macquarie's WHS policy outlines how Macquarie builds and maintains a safety-positive workplace. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management)- Macquarie website – Managing environmental and social risk- Work Health and Safety Policy Summary
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	- FY2024 Annual Report – Environmental, Social and Governance (Environmental and social risk management)

GRI 404: Training and education 2016

Disclosure	Reference
404-2 Programs for upgrading employee skills and transition assistance programs	Partial disclosure: We disclose information on the Macquarie Leadership Program, digital upskilling, and the nature of training offered. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (People and workplace)- FY2024 ESG Dataset – People and workplace
404-3 Percentage of employees receiving regular performance and career development reviews	Partial disclosure: Macquarie's approach to career development and appraisal is disclosed. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (People and workplace)

GRI 405: Diversity and equal opportunity 2016

Disclosure	Reference
405-1 Diversity of governance bodies and employees	Partial disclosure: We disclose the percentage of female representation across our global permanent workforce, Board of Directors, Executive Committee, Division Heads, Senior Executives and the workforce. <ul style="list-style-type: none">- FY2024 ESG Dataset – People and workplace- FY2024 Annual Report – Diversity, Equity and Inclusion

GRI 415: Public policy 2016

Disclosure	Reference
415-1 Political contributions	Partial disclosure: Value of contributions in Australia by political party is disclosed. Macquarie does not generally make political donations in other jurisdictions. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Business conduct and ethics)- FY2024 ESG Dataset – Business conduct and ethics

GRI 418: Customer privacy 2016

Disclosure	Reference
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Partial disclosure: The number of data protection incidents required to be reported under a data protection regime in which Macquarie operates is disclosed. <ul style="list-style-type: none">- FY2024 Annual Report – Environmental, Social and Governance (Business conduct and ethics)- FY2024 ESG Dataset – Client and customer experience- FY2024 ESG Dataset – Business conduct and ethics