

Ireland Gender Pay Gap Report 2025

Ensuring gender balance



In our Gender Pay Gap disclosure we describe the differences in average pay, and bonuses, between women and men in Macquarie Bank Europe Designated Activity Company (Ireland).

As this is our first Gender Pay Gap disclosure in Ireland, we aim to use this as a baseline to drive improvements going forward. The primary cause of the gap is the under-representation of women in senior management roles, and a higher proportion of women in more junior roles. This is a challenge we're working to address, as we continue to focus on building a more inclusive workplace and progress towards a more gender-balanced workforce across all levels.

Importantly, the data set out in this report does not reflect unequal pay. Across Macquarie we ensure equal pay for comparable roles by continuously reviewing and monitoring our compensation practices to mitigate bias.

We are committed to attracting, developing, and retaining a wide range of talent, and creating a workplace where everyone can succeed, feel valued and respected, and contribute to our collective achievements.

This commitment helps to drive innovation and enhances our ability to serve our clients and communities effectively.



To help further our commitment to driving gender balance, in 2024 we launched a Global Sponsorship Programme, conducted a Recruitment Inclusivity Audit to make our candidate journey more inclusive, and updated our global Macquarie Standards. These standards clarify the behaviours that underpin success for everyone, including the expectation to foster a culture which empowers our people to deliver long-term, positive outcomes.

Our [website](#) provides further details on our commitment to gender balance, showcasing our efforts to build a diverse workforce that brings varied perspectives, ideas, and insights.

I confirm that the information contained in this report is accurate.

Andrew Gates
Chief Executive Officer
Macquarie Bank Europe
Designated Activity Company

Our Gender Pay Gap

Our 2025 Gender Pay Gap Report provides statutory data for Macquarie Bank Europe Designated Activity Company (Ireland). The Gender Pay Gap measures the difference in mean (average) and median pay and bonuses between women and men across all roles and seniority levels in Ireland.

Entity	Mean pay gap	Median pay gap	Mean bonus gap	Median bonus gap
MBE DAC (Ireland)	36%	25%	57%	27%

The primary factor contributing to this gap is the under-representation of women in our most senior roles, not unequal pay.

We recognise that achieving greater gender balance in our most senior roles will take time, and we are continuing to build our talent pipeline through attracting, developing and retaining women at all levels of the organisation.

We're seeing the positive impacts of this - the proportion of women in senior roles has grown over the past couple of years, but we recognise that more progress needs to be made.

Macquarie has a range of initiatives to advance gender balance, and support everyone to succeed. Our focus continues to be on developing the internal and external pipeline of women and building an inclusive culture where everyone can contribute to their full potential. Enhancing our recruitment and talent practices to embed inclusion and accessibility helps facilitate this.

We are committed to continuing our efforts to promote gender balance throughout our organisation - you can see a detailed overview of our efforts and how we support gender balance on our website.

Fostering a diverse and inclusive culture

At Macquarie, we all share responsibility for creating an inclusive workplace culture, from which we can all benefit and thrive.

We encourage our people to self-identify across a broad range of diversity dimensions including cultural and ethnic diversity, disability, gender identity, sexual orientation, and parenting and caring roles. This data enables internal and external benchmarking, as well as measurement of progress in our people processes and employee experiences.

Data and tables explained

Our Ireland Gender Pay Gap reporting covers the disclosure of prescribed statistics (mean and median hourly pay gap, mean and median bonus gap, proportion of women and men receiving a bonus, proportion of women and men receiving benefits in kind, and proportion of women and men by quartile pay band).

The selected snapshot date for calculations is 30 June 2025 (and any bonuses paid in the 12 months preceding it).

The data relates to Macquarie Bank Europe DAC, our only employing entity in Ireland with headcount exceeding 50.

Hourly Pay Gap

Entity	Mean hourly pay gap	Median hourly pay gap
MBE DAC (Ireland)	36%	25%

Bonus Pay Gap

Entity	Mean bonus pay gap	Median bonus pay gap
MBE DAC (Ireland)	57%	27%

Part-time and Temporary Hourly Pay Gap

Entity	Mean part-time hourly pay gap	Median part-time hourly pay gap	Mean temporary hourly pay gap	Median temporary hourly pay gap
MBE DAC (Ireland)	N/A*	N/A*	41%**	33%**

*There is only one part-time employee in Macquarie Bank Europe DAC (Ireland). Therefore there is no applicable pay gap.

** Temporary hourly pay relates to Macquarie employees with a fixed-term contract.

Data and tables explained

Proportion of employees who received a bonus

All employees who met our eligibility criteria received a discretionary bonus in 2025. Employees who did not receive a discretionary bonus had joined Macquarie shortly before the relevant award date and did not meet the relevant qualifying period.

Entity	Female	Male
MBE Ireland DAC	90%	93%

The proportion of employees who received benefits in kind

The benefit in kind reporting requirements apply exclusively to our Irish private medical insurance. This is available to all employees who choose to enrol. The table below shows the proportion of female and male staff who have chosen to do so.

Entity	Female	Male
MBE Ireland DAC	76%	82%

Pay quartiles

The information shows the proportion of women and men in each pay quartile i.e., lower (Q1), lower middle (Q2), upper middle (Q3) and upper quartile (Q4). All employees (both women and men) are ranked in increasing order of hourly rate of pay and then divided into four equal parts (i.e. quartiles). Within each quartile, the proportion of women and men is calculated as a percentage of the total number of employees in the quartile.

Entity	Q1		Q2		Q3		Q4	
	Female	Male	Female	Male	Female	Male	Female	Male
MBE Ireland DAC	38%	63%	38%	63%	19%	81%	29%	71%

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