Ireland Gender Pay Gap Report 2026

MACQUARIE

Ensuring gender balance



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

This is our second year of publication and we are pleased to see improvements in the data, whilst recognising that more progress is needed.

In the reporting period, we have seen a narrowing of our hourly gender pay gap and our bonus gender pay gap. 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.

We remain committed to strengthening our talent pipeline by attracting, developing and retaining women at all levels of the organisation and will continue embedding inclusion across each stage of the employee lifecycle.

This includes supporting the progression of women towards senior management roles, enhancing support for parents and carers through inclusive and tailored benefits, and using data-driven insights to benchmark progress and guide targeted actions across recruitment, development and progression. Our global Sponsorship Programme and our Gender Employee Network Group, Balance, continue to support career development, inclusion and shared learning across the region.

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.

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 2026 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.

Year	Mean pay gap	Median pay gap	Mean bonus gap	Median bonus gap
2026	**33%**	**16%**	**52%**	**2%**
2025	36%	25%	57%	27%
Change	-3%	-9%	-5%	-25%

Our Gender Pay Gap has narrowed year on year, reflecting the impact of embedding inclusion across our people processes and programmes.

This year, both our mean and median hourly pay gaps have reduced, with the median hourly pay gap showing the greater improvement. We have also seen improvements in both our mean and median bonus gaps. However, women remain under-represented in our most senior roles, which continues to have a significant influence on our overall pay and bonus gaps.

We recognise that achieving greater gender balance in our most senior roles will take time, and remain committed to strengthening our talent pipeline by attracting, developing and retaining women at all levels of the organisation.

Fostering an inclusive culture

Everyone at Macquarie plays a role in fostering an inclusive culture where our people feel respected, supported and able to thrive.

Our EMEA Management Committee works closely with the EMEA People & Culture Team and our operating groups to steer our Inclusion agenda and drive meaningful change. Their leadership ensures that our efforts are aligned with broader business priorities and effectively embedded across the organisation.

We encourage our people to self-identify across a broad range of diversity dimensions including cultural and racial diversity, disability, gender identity, sexual orientation, and parenting and caring roles. This data helps us to understand our workforce, conduct internal and external benchmarking, and measure inclusion in our people processes.

By embedding inclusion into our culture and each stage of our employee lifecycle, from recruitment to development to progression, we aim to provide a workplace where opportunity is unlocked, different perspectives are valued, and our people are empowered to perform at their best. Further details on our actions to strengthen gender balance at Macquarie can be found on our **website**.

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 2026 (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

Year	Mean hourly pay gap	Median hourly pay gap
2026	**33%**	**16%**
2025	36%	25%
Change	-3%	-9%

Bonus Pay Gap

Year	Mean bonus pay gap	Median bonus pay gap
2026	**52%**	**2%**
2025	57%	27%
Change	-5%	-25%

Part-time and Temporary Hourly Pay Gap

Year	Mean part-time hourly pay gap	Median part-time hourly pay gap	Mean temporary hourly pay gap	Median temporary hourly pay gap
2026	**N/A***	**N/A***	**N/A****	**N/A****
2025	N/A	N/A	41%	33%

* There are no part-time employees 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. There are no temporary employees in Macquarie Bank Europe DAC (Ireland), therefore there is no applicable pay gap.

Data and tables explained

Proportion of employees who received a bonus

All employees who met our eligibility criteria received a discretionary bonus in 2026. 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.

Year	Female	Male
2026	**100%**	**90%**
2025	90%	93%
Change	+10%	-3%

The proportion of employees who received benefits in kind

The benefits in kind included in our reporting are available to all employees on an optional basis. The table below shows the proportion of female and male employees who have chosen to avail of these benefits.

Year	Female	Male
2026	**87.5%**	**90.5%**
2025	76%	82%
Change	+11.5%	+8.5%

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.

	Q1		Q2		Q3		Q4	
Year	Female	Male	Female	Male	Female	Male	Female	Male
2026	**27%**	**73%**	**43%**	**57%**	**14%**	**86%**	**27%**	**73%**
2025	38%	63%	38%	63%	19%	81%	29%	71%

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