

Macquarie Group 2024-25

Workplace Gender Equality Agency (WGEA) Gender Pay Gap Employer Statement

At Macquarie, we remain committed to maintaining pay equity for like roles and performance, and to providing remuneration based on equal pay for equal work, or work of equal or comparable value, regardless of gender identity.

WGEA's reporting details the difference in earnings between women and men in the workforce, regardless of their role or seniority. It is not to be confused with women and men being paid equally for the same, or comparable, job. This is a legal requirement that we comply with.

Here's a summary of this year's reporting, covering our employees in Australia for the 12 months ended 31 March 2025:

	Macquarie gender pay gap (all entities)	
	2024-2025 reporting period	2023-2024 reporting period
Average total remuneration	29.6%	30.3%
Median total remuneration	18.5%	18.9%
Average base salary	16.9%	16.6%
Median base salary	20.4%	19.2%

We are confident that women and men doing the same or similar roles, with similar performance, at the same level, are paid equally within our organisation. We have robust internal processes and controls in place to ensure this, during the hiring process and as part of our annual remuneration review. In addition, a global gender pay review, which incorporates equal pay, takes place yearly, the results of which are reported to the Board Remuneration Committees.

WGEA's research confirms that the Australian labour market is highly gender-segregated by industry and occupation. Sectors such as asset management and finance, commodity trading, capital and principal investment remain male-dominated globally, especially at senior levels. Most of Macquarie's directors are employed in these sectors.

Our gender pay gap is driven by the fact that more of our most senior roles, especially revenue-generating roles with the greatest potential profit share, are currently held by men. To continue closing the pay gap, we are working towards a gender-balanced population at all levels throughout the organisation. We have many programs underway, including developing our internal and external female talent pipelines by enhancing our recruitment processes and providing programs and policies that support gender representation in our workplace. Women now represent 55% of the Macquarie Group Board, 30% of the Executive Committee, and 47% of our total workforce in Australia.

You can read more about these efforts on [our website](#).