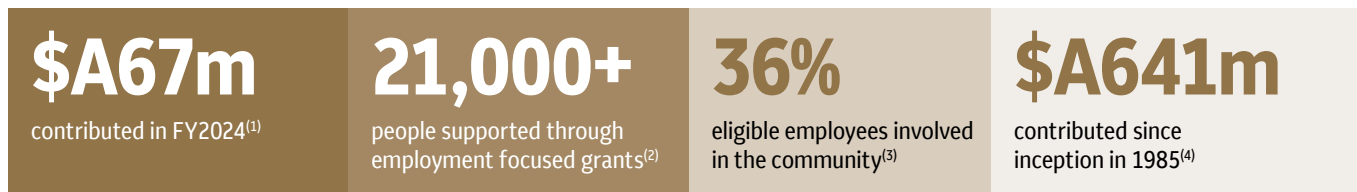


Macquarie Group Foundation

The Macquarie Group Foundation drives social impact work for Macquarie, supporting its people, businesses, and communities to build a better future.



Together with Macquarie employees, the Macquarie Group Foundation (the Foundation) has contributed \$A641 million to thousands of non-profit organisations since its inception in 1985. During FY2024, \$A67 million was contributed to 3,000 non-profits around the world through employee donations and fundraising, Foundation matching and donations, grants and social impact investments, marking a significant increase on FY2023 and a record year of giving.


Our people

The Foundation's impact reflects Macquarie's biggest asset: its people.

Macquarie encourages employees to support the causes that matter to them by providing a range of benefits including donation matching, paid volunteer leave and charitable donations in recognition of time spent volunteering or serving on a non-profit board.

In FY2024, 36% of eligible employees globally were engaged in the community by giving their time, financial support or skills. Employees donated or fundraised a record \$A19.5 million in FY2024 and took over 1,900 days of paid volunteer leave to support community organisations.

In October 2023 a record \$A10 million was raised during Macquarie's 10th annual Foundation Week, during which additional matching incentives are available. Macquarie employees organised or participated in over 320 initiatives, spanning 42 offices in 25 markets and supporting more than 240 non-profits globally.

 For more information about how our people contribute to the community see pages 80 and 81.

Our businesses

As well as providing advice on philanthropic giving, the Foundation is partnering with Macquarie businesses to integrate a shared value approach into existing business models and identify upcoming projects that can deliver both increased social value and enhanced commercial advantage.

To catalyse this work within Macquarie, the Foundation created the Macquarie Shared Value Award, in memory of Macquarie's former Managing Director and Executive Chairman David Clarke AO (1942-2011). The Award recognises a Macquarie team driving social impact through a business-led shared value project and the inaugural winner was the Pennsylvania Department of Transportation Major Bridge P3 Initiative managed by Macquarie Capital in the Americas. This project is developing major bridges throughout the Commonwealth of Pennsylvania while also deploying an enduring workforce development initiative. Philadelphia Works, the non-profit involved in the project, was awarded a \$A100,000 grant to help increase the scope and scale of social impact.

Our communities

The Foundation supports community organisations through its global focus on breaking down barriers to employment, its commitment to promoting a more equitable and just society for underrepresented people and its special grants programs.

Breaking down barriers to employment

Recognising that many people around the world face systemic barriers to employment, the Foundation uses a range of tools, including grants and social impact investments, to break down these barriers and build effective pathways to employment.

The Foundation's grantmaking efforts in each region focus on issues of local relevance, and garner additional support from employees through mentoring, training, knowledge sharing and employability programs.

In FY2024, the Foundation provided \$A13.4 million in philanthropic and impact investment funding to 54 employment focused partners. The Foundation's existing employment focused partners reported supporting 1,300 people into employment, with a total of 21,000 people supported through training, skilling and employment programs.⁽⁵⁾ In FY2024, World YMCA joined Generation, You Employed as the Foundation's second global grant partner.

(1) In the 12 months to 31 March 2024.

(2) Data was supplied and not independently verified between 1 April 2023 - 31 March 2024 for activities undertaken by Macquarie's employment focused partners with philanthropic and impact investment support from Macquarie Group.

(3) Eligible employees engaged in the community by giving their time, financial support or skills in the 12 months to 31 March 2024.

(4) Contribution figures comprise Macquarie employees' donations and fundraising; Foundation matching support for employees' donations and fundraising; Foundation donations to commemorate employees attaining 10-year and 25-year anniversaries at Macquarie; Foundation grants to non-profit organisations to recognise 12 months of board service by a Macquarie employee; and Macquarie and Foundation grants and social impact investments to community organisations since inception in 1985 to 31 March 2024.

(5) Data was supplied and not independently verified between 1 April 2023 - 31 March 2024 for activities undertaken by Macquarie's employment focused partners with philanthropic and impact investment support from Macquarie Group. 'Into employment' is defined by our partners using one or more of these categories: type of work, hours of work, living wage work, meaningful work, secure work, career progression, income progression, jobs created, jobs maintained. It is possible for a person to be counted as employed more than once (for example: if they move to another employment position within the reporting period). 'Support' is defined by our partners using one or more of these categories: direct help, indirect help, giving information. Into employment is a subset of the total number of people supported.

Grant funding for World YMCA will support pilot interventions that use digital solutions and innovative financing to move historically underserved young people beyond skilling and into work. New regional grant partners in FY2024 also include social enterprises through the Lord Mayor's Charitable Foundation, The Majority Trust and An Cosán.

In FY2024, the Foundation announced that Pursuit, based in the USA, would receive both a philanthropic grant and a social impact investment. These two complementary forms of catalytic capital will enable Pursuit to scale its impact supporting low-income individuals without a college degree into long-term careers.

The Foundation also made a social impact investment into the Growth Impact Fund in the United Kingdom. Capital provided through social impact investments aim to be patient, risk-tolerant and flexible, with any financial returns to be re-invested into future Foundation social impact projects.

Promoting a more equitable and just society

The Foundation takes an equitable approach to its grantmaking, and also funds organisations that focus on promoting a more equitable and just society for underrepresented people. These grants include the Centre for Social Impact (ANZ), Asia Pacific Mission for Migrants (Asia), Baobab Foundation (EMEA) and four Racial Equity Fund grantees in the Americas.

Now in its fourth year, the Racial Equity Fund supports four partners as well as this year's four People's Choice grant recipients selected by employees. In FY2024, the Foundation provided a grant to the Bullard Center for Environmental & Climate Justice to fund a new HBCU (Historically Black College or University) Climate Corps at Texas Southern University. The program will equip young people with the tools they need to become the next generation of leaders and educate them on climate change and its impact on communities of colour.

Macquarie 50th Anniversary Award

Throughout FY2024 the five organisations awarded \$A10 million each as part of the Macquarie 50th Anniversary Award in 2019 continued to make progress against each of the project milestones.

One award recipient, the Murdoch Children's Research Institute's World Scabies Program (WSP) rolled out world-first, nation-wide mass drug administration (MDA) programs to treat scabies in both Fiji and the Solomon Islands. These MDAs have positioned WSP to help drive similar programs across the globe, surfacing best practice scabies management and advocacy to replicate the outcomes seen in Fiji and the Solomons thus far.

Another award recipient, Social Finance US, continued to scale its talent finance portfolio, expanding high quality career training to help unemployed and underemployed people participate in the modern economy.

\$A67 million contribution in total during FY2024

Total Macquarie contribution
(including matching of staff contributions)

\$A47,189,715

Over the past year, Social Finance launched a Pay It Forward Fund in Colorado to prepare residents for in-demand, well-paying jobs in industries including IT, cybersecurity, and health care. Seeded with over \$A12 million from multiple philanthropic sources, the Colorado Pay It Forward Fund provides different kinds of financing for learners, training providers, and employers. For each kind of financing, all loan repayments are recycled back into the fund to support future learners.

Responding to humanitarian needs

In support of humanitarian relief efforts in Israel and the Palestinian Territories, employees and the Foundation contributed over \$A3 million to organisations working to provide vital support. In addition, the Foundation also provided \$A1 million in grant funding to two aid agencies – Anera and IsraAID – both providing critical humanitarian relief in the region.

Our broader community

Macquarie Sports

Macquarie Sports aims to engage young Australians by improving access to sporting opportunities. In FY2024, Macquarie Sports supported 36 sporting clinics in communities around Australia, reaching over 1,500 participants.

Aligned with the Foundation's focus of breaking down barriers to employment, in FY2024 Macquarie Sports renewed grants to Surfing Australia and Clontarf Foundation, organisations that support young people through education, training and employment-based programs. During calendar year 2023 this funding supported 60 young people and provided pathways for 29 people into employment.

Macquarie Sports also awarded four corporate scholarships to elite sportspeople, to assist with their transition into the financial services sector following their sporting careers.

Macquarie Group Collection

The Macquarie Group Collection (Collection) is a unique philanthropic corporate collecting model comprising 940 works. Featuring art in all media, the theme of the Collection is *The Land and Its Psyche*. The Collection promotes the talent and diversity of Australian emerging artists by acquiring and displaying their art in 44 Macquarie offices worldwide.

Planning is underway for the opening of the new public gallery, The Art Space, in Macquarie's new global headquarters at 1 Elizabeth Street, Sydney (1 Elizabeth). The Art Space will host the 2024 Macquarie Group Emerging Artist Prize opening night and exhibition.



Find out more about the Macquarie Group Foundation visit macquarie.com/community.

Staff contribution
(estimation based on Foundation match funding)

\$A19,492,986



Camille Andrada (first from the left, front row) volunteering at the Fair Training Center in Manila.



Sohan Pujarand's colleagues at The Big Kitchen, Sydney.



Courtney Lollback (second from left) and James Gardner (fourth from left) pictured with the Growth Impact Investment pro bono team in London.



Macquarie's first ever Racial Equity Fund externship, New York.

Fundraising for a cause

In Asia, Teng Ee Teoh, Jamie Chung and The Majority Trust working group in Macquarie's Singapore office held a fundraising event on World Alzheimer's Day. Designed to uncover the fastest thinking team, 13 teams took part in a series of quizzes over three rounds of intense competition.

Together with matching from the Foundation, over \$4,000 was raised for The Majority Trust's Silver is Gold program, which supports innovative solutions and services to meet the needs of persons living with dementia and tackles public stigma surrounding dementia.

"The quiz was a fun way to engage our colleagues and fundraise for a good cause. With matching from the Foundation, it doubles our fundraising efforts and means a larger donation for The Majority Trust. Many of us know someone living with dementia so it was meaningful to be able to contribute in this way."

Teng Ee Teoh

Commodities and Global Markets, Singapore

Giving time

Macquarie encourages volunteering by offering two days of paid volunteering leave to all eligible employees, and the Foundation recognises time spent volunteering by providing volunteer rewards and board service rewards in the form of charitable donations. Employees can explore hands-on, skills sharing or pro bono volunteering opportunities.

In Sydney, a popular team building activity is spending a day volunteering at Our Big Kitchen, which prepares and distributes meals to shelters for people suffering from homelessness, extreme illness, and domestic violence. Sohan Pujarand and his colleagues recently spent a day volunteering and received volunteer rewards.

"Together we made over 200 meals for people in need. After a fun day, everyone returned home with their newfound cooking skills but more importantly with a feeling of fulfilment. We also received volunteer rewards of \$A25 per hour to donate to a charity of our choice, so this was another way we could support Our Big Kitchen's vital services."

Sohan Pujarand

Financial Management Group, Sydney

Sharing skills

Many employees around the world volunteer as board members for non-profit organisations and are eligible to receive a \$A10,000 charitable donation for the non-profit organisation they support. Matt Osborn has been a longtime volunteer with Noah's House, an organisation dedicated to providing opportunities for growth, fulfillment, and independence for adults with intellectual and developmental disabilities.

"Having a son with Down Syndrome, Noah's House's mission is one I'm passionate about and it's incredible to see how a few people can come together and have such a big impact."

Macquarie Group Foundation

Social impact led by our people

Macquarie employees are at the heart of the Foundation's social impact work. Through a range of Foundation benefits, Macquarie encourages employees to give their time, financial support or skills to the causes that matter to them.

As a current board member, I know how much of an effect the fundraising, matching and board service donation makes on an organisation that is changing the lives of many people."

Matt Osborn

Corporate Operations Group, Houston

Recognising exceptional contributions to the community

Avantika Pratap, James Sim, Mai Dinh and Mark Yam led BFS's annual trivia fundraiser event in both Sydney and Melbourne, which supported the Cooper Rice-Brading Foundation (CRBF). CRBF funds clinical research into sarcoma, an aggressive form of cancer, whilst also raising awareness to promote early diagnosis, and providing support for patients and their families.

In FY2024, the team were recognised with a Macquarie Award (Community category) for their fundraising.

"It was a thrill to win the Macquarie Award and receive an additional charitable donation for CRBF. This is a close and personal cause for many at Macquarie, especially for those who knew Cooper personally before his passing in 2017. To raise over \$A158,000 including matching from the Foundation for such a meaningful cause was an honour and it has truly been one of the highlights of our Macquarie journey."

Avantika Pratap

Banking and Financial Services, Sydney

Our businesses

Driving shared value

The Foundation is partnering with Macquarie businesses to integrate a shared value approach into existing business models and identify upcoming projects that can deliver both increased social value and commercial advantage.

Geoff Segal was part of the Macquarie Capital team who won the inaugural Macquarie Shared Value Award for their Pennsylvania Department of Transportation Major Bridge P3 Initiative.

"As well as having a direct positive impact on the local economy, this project will establish an enduring workforce development program. When we commenced work on the proposal, we sought advice from the Foundation team on how we could maximise the benefit of the project for jobseekers in the local community.

It's a great example of how our work can build a better future for the communities in which we operate by delivering both economic and social outcomes."

Geoff Segal

Macquarie Capital, New York

Our communities

Macquarie's support for grant and social impact investment partners expands beyond funding thanks to our people.

Supporting Macquarie 50th Anniversary Award winners

The Macquarie 50th Anniversary Award Ambassador Network was established to engage employees to further support and contribute to each of the five causes. Emily Mellett volunteers her time on The Ocean Cleanup Ambassador network, which brings together colleagues from across the globe.

"As a network, we have organised a range of initiatives to raise awareness and funds for The Ocean Cleanup's mission. We've also supported them to progress a global research study, which aims to identify global and political incentives to fund the cleanup efforts. The strength of Macquarie's networks and connectivity allowed us to provide essential and different insights to support them to progress their analysis and research and develop their industry connections."

Emily Mellett

Corporate Operations Group, London

Supporting our Racial Equity Fund grant partners

In addition to funding for grant partners, the Foundation creates opportunities for staff engagement through mentoring, training, knowledge sharing and employability programs.

In November 2023, nearly 50 college sophomores in Houston and New York celebrated completion of Macquarie's first ever Racial Equity Fund externship, designed to expose students that have historically been underrepresented in the sector to financial services. Through the externship, students spent eight weeks meeting with Macquarie colleagues, building their skills and confidence and growing their knowledge of the business.

"During their time at Macquarie, the externs toured our offices, visited Macquarie-owned assets and connected with over 40 Macquarie colleagues for mentorship, networking, mock interviews and informational sessions. Students also completed a final project to develop an investment pitch in the green energy sector, meeting with colleagues from across Macquarie to refine their presentations and deliver a final pitch. It was fantastic to see Macquarie's Racial Equity Fund make such an impactful experience for the students."

Nicole Spaur

Risk Management Group, Houston

Working groups dedicated to breaking down barriers to employment

Across Asia there are several working groups made up of passionate employees who come together to support a non-profit organisation.

In Manila, one working group supports the Fair Training Center (FTC), which focuses on ending the forced labour of migrant workers by reinventing domestic worker training. The working group has organised fundraising and volunteering throughout the year for FTC and recently collaborated with a local designer to help FTC revamp its video training materials.

"Being part of a group of volunteers focused on creating better migration outcomes for migrant workers is a meaningful way to make a difference. I've taken volunteer leave and sought matching from the Foundation to further contribute to FTC, so I'm grateful that Macquarie supports me to give back in this way."

Camille Andrada

Corporate Operations Group, Manila

Pro bono contributions enabling social impact investments

Every social impact investment the Foundation makes utilises knowledge and expertise from across Macquarie. The Foundation collaborates with small teams of colleagues from around the world who conduct various forms of due diligence, incorporating impact, commercial and risk considerations.

During FY2024 Courtney Lollback and James Gardner from Macquarie's Asset Management Group and Legal and Governance Group provided their expertise on Macquarie's investment into the Growth Impact Fund social impact investment, announced in October 2023.

"The opportunity to work alongside the Foundation on commercial and financial due diligence of the Growth Impact Fund investment was a highlight of my year. I thoroughly enjoyed the experience and the chance to put my skills to use to help create positive social change."

Courtney Lollback

Macquarie Asset Management, London

"Working on the Growth Impact Fund transaction was brilliant in many ways. It's been helpful from a professional perspective, great to work with different people and to be running towards something that feels purposeful and tangible."

James Gardner

Legal and Governance Group, Macquarie Asset Management, London