

Macquarie Group Foundation

The Macquarie Group Foundation (Foundation) drives social impact work for Macquarie Group, supporting its people, businesses, and communities to build a better future. Macquarie Sports and the Macquarie Group Collection (Collection) are an important part of the Foundation's commitment to the community.

\$A52m+

contributed in FY2023⁽¹⁾

2,500+

non-profit organisations supported in FY2023

\$A570m+

contributed since inception in 1985⁽²⁾

Together with Macquarie employees, the Foundation has contributed over \$A570 million to thousands of non-profit organisations since its inception in 1985. In FY2023, the contribution from the Foundation, together with charitable donations and fundraising efforts by Macquarie employees, totalled over \$A52 million and was donated to over 2,500 non-profits around the world.

Our people

Macquarie employees are at the heart of the Foundation's work. The Foundation encourages employees to support the causes that matter to them by providing a range of support measures. Benefits include matching employees' donations and fundraising efforts up to \$A50,000 per person per year, and rewarding non-profit board service and time spent volunteering. In FY2023, Macquarie introduced two days per year of paid volunteer leave to further encourage employees to volunteer their time and skills.

Macquarie's ninth annual Foundation Week, when employees access additional donations for their fundraising and volunteering efforts, saw a total of \$A3.2 million contributed to more than 240 non-profits globally. Over 250 initiatives took place across 43 Macquarie offices in 25 countries, with a 9% increase in volunteering events and a \$A500,000 increase in funds raised from FY2022 levels.

Each year, the Foundation runs regional initiatives designed to educate employees on the Foundation's grantmaking focus and increase engagement with non-profits doing impactful work in this area. These comprise Mentoring Week in the Americas, Better Migration Week in Asia, and Social Mobility Week in EMEA.

Our businesses

The Foundation launched the Macquarie Social Impact Award as part of its shared value strategy to partner more closely with Macquarie businesses on projects that provide both social impact and commercial returns. In memory of Macquarie's former Managing Director and Executive Chairman David Clarke AO (1942-2011), the Award will recognise a Macquarie team driving significant social impact through a business-led project. The inaugural winner will be announced in May 2023.

The Foundation, in partnership with the Green Investment Group (GIG) and non-profit Generation UK, has established a first-of-its-kind 'green jobs' program, yielding compelling results in its first year. Designed to provide people facing barriers to employment with profession-specific training to enter the green sector, the program has enrolled 86 people across five cohorts of learners, with 53 people graduating and 33 being placed into green jobs.⁽³⁾

Our communities

The Foundation's community support spans our global focus on breaking down barriers to employment, our commitment to diversity, equity and inclusion, and our 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 FY2023, the Foundation made new grants totalling over \$A8.9 million, adding to a multi-year grant portfolio that now consists of over 40 organisations in total.⁽⁴⁾ The Foundation also made its first global employment focused grant to Generation You Employed, which will support people in Australia, the UK, France, Brazil and India.

To expand the scope and scale of the Foundation's impact, \$A20 million was allocated to the Foundation for social impact investing. This allocation represents an additional funding source for organisations working to break down barriers to employment - funds are primarily being used for investments, with a smaller portion being used to support and grow the sector.

(1) In the 12 months to 31 March 2023.

(2) 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 to community organisations since inception in 1985 to 31 March 2023.

(3) As at 31 March 2023.

(4) Figure includes Foundation grants, Macquarie Sports grants and India CSR grants.

In FY2023, the Foundation invested in Good Return and White Box Enterprises (WBE). WBE's landmark Payment By Outcomes trial will support up to 170 Australians living with a disability into award wage employment with jobs-focused social enterprises. Good Return's impact investment fund supports women-led small and medium size enterprises (SME) businesses in emerging economies, driving economic growth, and supporting women, families, and communities.



For more information about the Foundation's grantmaking and social impact investing, see pages 74 and 75.

Diversity, equity and inclusion

Inherent to the Foundation's work is a focus on equity, ensuring people who face systemic barriers are supported to overcome these challenges and thrive. The Foundation acknowledges current and historic inequities in the philanthropic and community sector, and has taken steps to strengthen the diversity, equity, and inclusivity of its grantmaking processes and practices globally.

The Foundation is also funding organisations that promote a more equitable and just society including Centre for Social Impact (ANZ), Asia Pacific Mission for Migrants (Asia), Baobab Foundation (EMEA) and through the Racial Equity Fund in the Americas, which has now supported 12 organisations including the YWCA of Houston, Equal Justice Initiative and Stop AAPI Hate.

The Foundation continues to partner with organisations like Breakthrough New York (Americas), CareerSeekers (ANZ), Asha Community Health and Development Society (Asia) and Social Mobility Foundation (EMEA) that create opportunities for underrepresented young people to experience the world of work and help provide pathways to employment and a better future.

Macquarie 50th Anniversary Award

Throughout FY2023 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. An example is Monash University's World Mosquito Program which scaled mosquito releases in Colombia and expanded operations into Laos and El Salvador. The Wolbachia-carrying mosquitos will protect millions of people from deadly mosquito-borne diseases including dengue fever, Zika virus and yellow fever.

The five organisations were supported by employees who volunteered their time to participate on the Macquarie 50th Anniversary Award Ambassador Networks, helping to raise awareness and contribute to each cause.

COVID-19 donation fund fully deployed

During FY2023, recipients of the COVID-19 donation fund continued to focus on long-term economic recovery initiatives. edX awarded over 8,000 online learning scholarships for the Macquarie Group Scholarship Program and Investing in Women seeded and scaled two impact investing partners, deploying funds to sixteen women's SME in the Philippines. In addition, two organisations funded by COVID-19 grants, Generation UK and White Box, have led to ongoing partnerships supporting underrepresented people facing barriers to employment.

Our broader community

Macquarie Sports

In 2022, Macquarie Sports launched a new Australian grantmaking program, supporting sports-focused organisations delivering education, training, and employment programs for young people facing barriers to opportunity. Clontarf Foundation and Surfing Australia were chosen as the inaugural grant partners. Macquarie Sports also funded 22 community sporting events in FY2023, across 10 sports, reaching 2,500 children.

Macquarie Group Collection

In a unique corporate collecting model, the Collection features art in all media, around the theme The Land and Its Psyche, reflecting the diversity of the country as seen through the eyes of its artists. Now comprising more than 920 works, the Collection is on display in around 43 Macquarie offices worldwide.

Following another year of quality submissions, 10 finalists were selected for the 2022 Macquarie Group Emerging Artist Prize. The finalists' work featured in the exhibition held at 50 Martin Place and the Prize was awarded to Billy Bain, a contemporary Indigenous Australian artist of Darug descent. This was the first in-person opening night and exhibition for the Collection since 2019.



Find out more about the Foundation's social impact visit macquarie.com/community.

\$A52 million contributed in total during FY2023

Total Macquarie spend
(including matching of staff contributions)

Staff contribution
(estimation based on Foundation match funding)

\$A37,536,000

\$A14,618,000



Generation UK



White Box Enterprises



United Negro College Fund



Social Ventures Australia

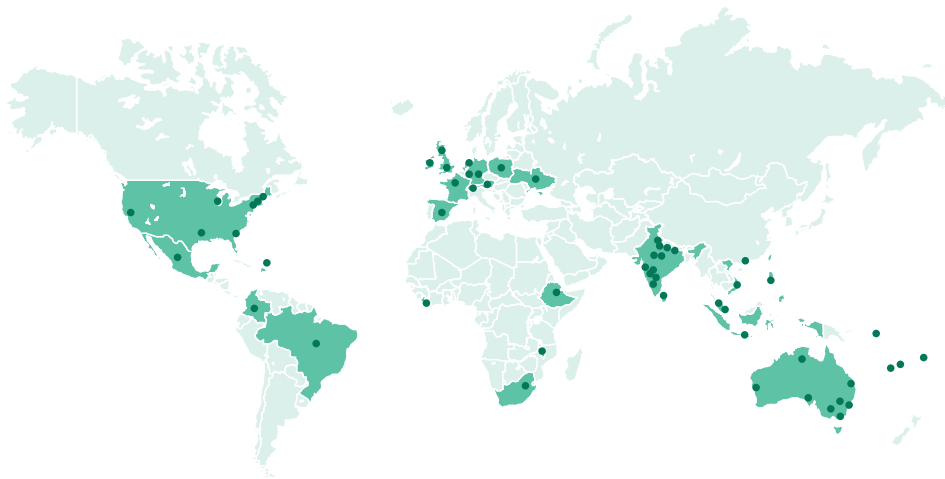
Macquarie Group Foundation

Spotlight on breaking down barriers to employment

With the aim of having a greater social impact and by commissioning evidence-based research to inform decision making, the Foundation has continued to narrow its grantmaking into one thematic area, which has also been applied to the Foundation's social impact investments. Recognising that many people around the world face systemic barriers to employment, the Foundation focuses on breaking down these barriers and building effective pathways to employment.

The Foundation team works with experts around the world to inform its understanding of the barriers to employment and to make evidence-based funding decisions that will have the highest likelihood of impacting future social and economic mobility. The team works closely with grant partners to track the progress of the goals and objectives agreed at the outset of each grant and adapt these as required to ensure the strongest outcomes for the community. Related to grants focused on reducing barriers to employment, the Foundation measures how many participants are engaging with programs and corresponding various outcomes including education and training completion, job placement and retention rates, and wage growth.

Our global focus on breaking down barriers to employment



Generation

Generation’s mission is to transform education-to-employment systems to support adults to achieve economic opportunity and mobility through a career. In FY2023, building on the Foundation’s existing partnerships supporting the establishment and scale of Generation Australia, and the creation of the Generation UK green jobs program, the work with Generation is expanding globally to support people into employment in the green, technology and health sectors in Australia, the UK and France. In Brazil and India, Foundation funding will support Generation to develop and test the effectiveness of a digital mentorship platform designed to improve learner outcomes globally.

Social Ventures Australia (SVA)

In Australia, the Foundation focuses on supporting better employment outcomes for young people. Foundation funding supports the core operating expenses of the SVA Employment team, who work to drive change by empowering employers to create more and better career opportunities for young people at risk of exclusion in Australia. The SVA Employment team also work with a range of stakeholders, including government officials and peak industry bodies, to promote quality employment outcomes for young people.

White Box Enterprises (WBE)

As well as being a grant recipient, one of the Foundation’s first social impact investments was made to WBE for the Payment By Outcomes (PBO) trial. Delivered in partnership between the Department of Social Services and WBE, the PBO trial is measuring the effectiveness of jobs-focused social enterprises in creating long-term employment outcomes for people living with a disability. In the first eight months of the trial 70 people who have previously been out of work for nine months are now employed and earning a full award wage at one of 15 participating social enterprises (as at February 2023).

United Negro College Fund (UNCF)

In the Americas, the Foundation supports organisations promoting college access, success, and career attainment for underrepresented youth. The UNCF is a minority education organisation driving educational achievement. The Foundation’s funding is supporting UNCF’s work partnering with eight Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions to engage 3,600 Black students in re-enrolment coaching. The goal is to re-enrol students who dropped out during the pandemic and build capacity with HBCUs around enrolment through training and resources.

Aidha

In Asia, the Foundation focuses on supporting better migration outcomes for migrant domestic workers. Aidha helps migrant domestic workers and low-income women achieve economic independence through a holistic approach to financial education including skills building in money management, communication, digital literacy, and entrepreneurship. In FY2023, the Foundation renewed the partnership with Aidha and will support the organisation to significantly scale operations, with the aim of engaging 10,000 people by the end of the three-year grant.

Social Mobility Foundation (SMF)

In EMEA, the Foundation supports people (16-80yrs+) to achieve their social mobility aspirations through employment, with an emphasis on enduring jobs and meaningful work. The SMF supports high-achieving young people from low-socio economic backgrounds into top universities and professions. Following a previous three-year partnership supporting SMF’s work in Birmingham, the Foundation’s latest grant funds SMF’s Cardiff office and the Aspiring Professionals Programme, providing over 100 students per year with an insight into a variety of professions.



For more information on the Foundation’s focus on breaking down barriers to employment, visit macquarie.com/community