

Benefits of working at Macquarie



At Macquarie, we believe in supporting our employees to be their best - both at work and at home. This guide provides a summary of benefits available to Macquarie employees.

Leave benefits

Parental leave

We support our employees to take care of their families in many ways, including through our paid parental leave policy. There is **no minimum tenure** requirement meaning that all employees are eligible for parental leave upon commencing employment with Macquarie.

Benefits include:

- **20 weeks paid parental leave** (in addition to government parental payments) for employees who are new parents responsible for their child during normal business hours up until the child's second birthday.
- **6 weeks paid co-parent leave** at time of birth, adoption or custody. Employees who are responsible for childcare during business hours at a later period can access up to 20 weeks paid parental leave.
- Phased return to work with **12 paid transition days** and **access to personal coaching**.
- **Super contributions for up to 32 weeks** while on unpaid parental leave.
- **2 days unpaid pre-adoption leave**.
- **10 paid 'keeping in touch days'** if you would like to maintain a level of contact with Macquarie while on parental leave.
- **12 months unpaid leave**, with the option to request up to a further 12 months.
- Access to paid and unpaid parental leave by non-birth primary carers for up to 24 months from birth/adoption.
- Special maternity leave for female employees who are not fit for work.
- Access to a range of resources including childcare centres¹, school holiday programs¹, and parents' rooms.

Leave to support employee lifestyle and wellbeing

We offer several leave options to help our people manage their work and life priorities. Additional leave available to eligible employees includes:

- **1 day wellbeing leave** per year
- **2 days paid volunteer leave** per year
- Up to **5 additional days'** leave based on length of service
- Up to **5 days compassionate and bereavement leave** per occasion
- Up to **10 days paid leave** for employees impacted by family or domestic violence
- Up to **10 days paid defence leave**
- Up to **10 days paid emergency volunteer leave**
- Leave without pay, role guarantee for up to 3 months



1. Sydney only.

Flexible and hybrid working

At Macquarie, hybrid working empowers us to work together flexibly, balancing time spent working in the office and at home. Each of our business groups has different needs so expectations for hybrid working are set on a group and team level. Formal flexible arrangements are also available.

We are a people business. We build relationships and learn from each other. There are plenty of opportunities for employees to connect with their colleagues, these include:

Employee Network Groups (ENGs)

Employees can join one of our many ENGs including:

- Pride at Macquarie
- Families and Carers
- Gender Equality
- First Nations
- Heritage and Culture

Networking initiatives

Employees enjoy connecting with colleagues through our many networking and engagement initiatives including:

- Book club
- Choir
- Sporting groups
- Breakfast club in some locations
- Other networking events

Supporting the community

We're committed to making a positive impact on the communities where we live and work. To support our employees' volunteering efforts, we offer:

- **2 days paid volunteer leave per year**
- Access up to **10 paid days of emergency volunteer leave** per year
- Match charitable donations and funds raised by employees for non-profit organisations through the Macquarie Group Foundation



Macquarie Plus

Macquarie Plus is our holistic wellbeing program, providing employees with access to a range of benefits and initiatives designed to support their physical, psychological and financial wellbeing.

Benefits include:

Employee Assistance Program (EAP)

An external, confidential and professional counselling service that aims to assist employees with overcoming problems that may affect their work and home life.

Meditation and mindfulness programs

Access to meditation and mindfulness programs including workshops and guided mediation to provide employees with practical insights and key tools to keep them centred.

Physical wellbeing initiatives

Our employees can access a range of services to support their physical health and wellbeing, including:

- Discounted rates at a range of gyms
- Corporate rates for private health insurance
- Various onsite health screening checks
- Bike racks and regular bike servicing
- Change rooms, lockers and showers
- Flu vaccinations
- Quiet rooms and multi-faith prayer programs
- Onsite fitness classes

Nutritional support

We offer all employees access to nutritional support and resources including workshops and virtual cooking classes.

Financial wellbeing

In addition to offering competitive compensation packages, our employees can access a range of financial resources to help manage their financial wellbeing.

Other financial benefits include:

- Salary sacrificing
- Salary continuance insurance
- Macquarie-managed superannuation fund
- Retail discounts
- Savings on a new vehicle purchased through specific manufacturers
- Discounted rates on insurance
- Novated leases
- Recruitment referral rewards.



Career growth and learning

We empower our people to learn, grow and develop their careers with us.

Learning and development

There are many opportunities for learning and development at Macquarie, including on the job and through formal training programs. Employees can access a wide range of resources and courses that are designed to build their soft and technical skills.

You will also have access to subsidised relevant external study as well as paid professional memberships.

Career growth

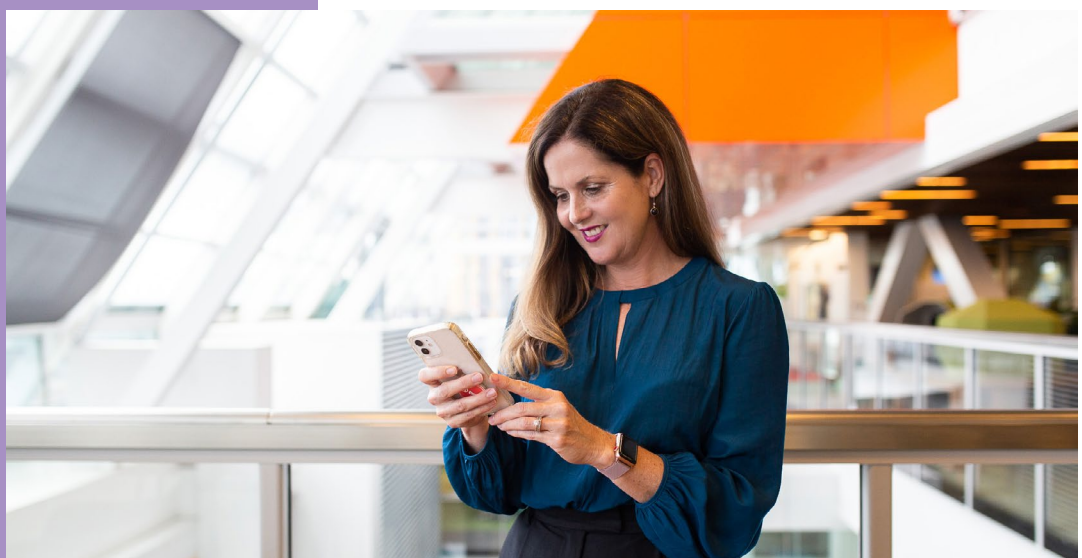
At Macquarie, we aspire to have a promotion system which is fair, transparent, and consistently applied without discrimination or bias. Advancement is based on merit not on length of service.

As a global business there are also opportunities for employees to grow their career in one of our many offices around the world.

Macquarie Bank financial benefits

As a Macquarie employee, you will receive access to exclusive offers, expertise, and a dedicated team of banking specialists. This includes:

- Staff rates on Macquarie Bank home loans.
- Reduced home loan rates for your family and friends (conditions apply).
- No annual or reduced fees on Macquarie Bank transaction accounts, savings account, and credit cards.
- Access to flexible car loan solutions, expert knowledge, and car-buying specialists.



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