

Macquarie University Sustainability-Linked Loans update



PROGRESS OVERVIEW – JANUARY 2026

As of January 2026, five out of the six KPIs have met full-year 2025 targets:

- A working group provides governance and progress tracking against KPIs.
- An assurance was undertaken by DNV between March and April 2026 on each KPI.

SUMMARY OF PROGRESS AGAINST THE SIX KPIs

KPI	Description and targets	December 2025 target	2025 results
1. SCOPE 1 AND 2 EMISSIONS	<ul style="list-style-type: none"> • Reduce absolute Scope 1 emissions by a further 14 per cent by 2028 • Reduce Scope 2 emissions to zero by 2024 and maintain them at zero thereafter 	<ul style="list-style-type: none"> • Scope 1: <3.19kt • Scope 2: 0kt • Total 1+2:<3.19kt • Approve design of pool heating electrification 	✓
2. SCOPE 3 EMISSIONS	<ul style="list-style-type: none"> • Measure and set a Scope 3 emissions reduction target by 2026 that aligns with the science-based targets initiative 	<ul style="list-style-type: none"> • Identify related supply chain risks 	✓
3. BIODIVERSITY CONSERVATION	<ul style="list-style-type: none"> • Restore 3.5 hectares of habitat by 2028, increasing the high and very high integrity forest areas (three layers of a forest with no major weeds) by 25 per cent, to reach 74 per cent • Establish three or more partnerships that embed the restoration program in course materials and professional experience units by 2027 	<ul style="list-style-type: none"> • Conduct vegetation survey and GIS analysis • Complete 192 hours of additional primary weeding per year • Embedding of site case study into lecture or tutorial materials for two units offered by MQ School of Natural Sciences (continues through to 2028) • Full semester engagement with a PACE unit. 	✓
4. CULTURAL AWARENESS AND UNITED NATIONS SDG TRAINING	<ul style="list-style-type: none"> • Completion of Manawari Aboriginal training by 80 per cent of graduating students between 2025 and 2028 and new staff each year between 2024 and 2028 • Completion of SDG training course by 80 per cent of graduating students and new staff each year between 2025 and 2028 	<p>A. Manawari training</p> <ul style="list-style-type: none"> – Graduating students: >80% – New staff: >80% <p>B. UNSDG training</p> <ul style="list-style-type: none"> – Graduating students: >80% – New staff: >80% 	Achievement: ~70% across the cohorts
5. GENDER EQUALITY	<ul style="list-style-type: none"> • Align with the Workplace Gender Equality Agency's 40:40 Vision by achieving a 40 per cent representation of genders by 2030 in senior academic levels (levels D and E) • By 2030, increase gender diversity in academic recruitment in line with the 40:40 Vision 	<ul style="list-style-type: none"> • Representation at academic levels D & E >37% • Gender diversity in recruitment >35% <ul style="list-style-type: none"> – Implement staff gender equality training – Create senior academic women support network – Implement inclusive HR policies and create diversity dashboards 	✓
6. EXPANSION OF THE DISCOVERY ACADEMY PROGRAM FOR UNDERREPRESENTED GROUPS	<ul style="list-style-type: none"> • Expand Deaf and Hard of Hearing program (DHH) to 72 enrolments per year by 2027 • Expand STEM program for girls and women to 90 enrolments per year by 2027 • Establish Blind and Visually Impaired (BVI) program with 24 enrolments by 2027 	<p>Targets:</p> <ul style="list-style-type: none"> • DHH: 48 • STEM: 60 • BVI: 0 • Total: 108 	✓