



Macquarie University Sustainability-Linked Loans Update

PROGRESS OVERVIEW

As of January 2025, all six KPIs have met full-year 2024 targets:

- A working group was established in early 2024 to provide governance and progress tracking against KPIs.
- An assurance was undertaken by DNV between 3 February and 3 March 2025. All six KPIs have been verified to have achieved targets.

SUMMARY OF PROGRESS AGAINST THE SIX KPIs

KPI	Description and targets	December 2024 target	Full-year target
1. SCOPE 1 AND 2 EMISSIONS	• 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	• Scope 1: <3.19kt • Scope 2: 0kt • Total 1+2: <3.19kt • Determine feasibility pool heating electrification	✓
2. SCOPE 3 EMISSIONS	• Measure and set a Scope 3 emissions reduction target by 2026 that aligns with the science-based targets initiative	• Quantify and report on Scope 3 greenhouse gas emissions	✓
3. BIODIVERSITY CONSERVATION	• 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	• Conduct vegetation survey • Complete 192 hours of additional primary weeding per year	✓
4. CULTURAL AWARENESS AND UNITED NATIONS SDG TRAINING	• 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	A. Manawari training • Graduating students: n/a • New staff: >80% B. UNSDG training • Graduating students: n/a • New staff: n/a	✓
5. GENDER EQUALITY	• 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	• Representation at academic levels D & E >37% • Gender diversity in recruitment >35% • Detailed analysis to identify areas of underrepresentation and contributing factors • Set local level targets and strategies to improve representation at levels D & E	✓
6. EXPANSION OF THE DISCOVERY ACADEMY PROGRAM FOR UNDERREPRESENTED GROUPS	• 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	Targets: • DHH: 36 • STEM: 45 • BVI: 0 • Total: 81	✓