Macquarie Group of Companies

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MACQUARIE

ASX Release

CONFIRMATION OF APPOINTMENT OF MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER

Sydney – 9 November 2026 – Further to Macquarie Group's (ASX: MQG, ADR: MQBKY) July 23, 2026 announcement regarding the upcoming retirement of Managing Director and Chief Executive Officer Shemara Wikramanayake, Macquarie confirms that effective 7 November 2026, Greg Ward was appointed as Managing Director and Chief Executive Officer. From the same date, Mr Ward was also appointed an Executive Voting Director of Macquarie Group Limited and Macquarie Bank Limited (ASX: MBL), replacing Ms Wikramanayake.

Annexed: Material terms of employment.

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This document was authorised for release to the ASX by Simone Kovacic, Company Secretary.

Appendix

Terms of Employment

Mr Ward

The material terms of Mr Ward's employment, including remuneration terms, are set out in the table below.

The existing remuneration arrangements that apply to the Managing Director and Chief Executive Officer are outlined in the 2026 Macquarie Group Remuneration Report (the FY26 Remuneration Report). The approach for determining Mr Ward's remuneration as Managing Director and Chief Executive Officer will remain consistent with the approach disclosed for Ms Wikramanayake in that report.

Length of contract	Permanent open-ended
Remuneration review period	1 April to 31 March annually
Fixed remuneration	Mr Ward's fixed remuneration is currently unchanged from that disclosed in the FY26 Remuneration Report and will next be reviewed by the Board in May 2027 at the time of approving his performance-based remuneration in relation to the year ending March 2027.
Profit share participation	Mr Ward will be eligible to be considered for a profit share allocation in relation to the financial year ending 31 March 2027. The terms of the allocation and the Board's approach to allocating profit share are set out in the FY26 Remuneration Report. Profit share awards are subject to malus and clawback provisions. Unvested profit share is usually forfeited on termination, although the Board may, at its discretion, allow vesting after termination in certain circumstances. Any such approved vesting will be in accordance with the original vesting schedule, except in case of death or serious incapacitation.
Performance Share Unit (PSU) participation	Mr Ward will be eligible to receive PSUs, structured as Deferred Share Units, under the MEREP.As described in the FY26 Remuneration Report, PSU vesting is subject to two performance hurdles and a PSU pre-vest assessment. PSUs are also subject to malus and clawback provisions. The Board may, at its discretion, allow vesting after termination in certain circumstances. Any such approved vesting will be subject to the same performance hurdles and PSU pre-vest assessment and will be in accordance with the original vesting schedule.
Termination of employment	Termination of employment by Macquarie or by Mr Ward requires six months' notice.
Post-employment restrictions	Restrictions include non-solicitation provisions applicable for 12 months and paid non-competition provisions applicable, at Macquarie's election, for up to six months post-termination.