CUSHMAN & WAKEFIELD

PAY GAP REPORTING

SUMMARY OF OUR GENDER AND ETHNICITY PAY GAPS AS OF 30TH JUNE 2025

Better never settles

CONTENTS

STATEMENT FROM THOMAS CARTHY 03

GENDER PAY GAP REPORTING 04

MEAN GENDER PAY GAP
MEDIAN GENDER PAY GAP 05

QUARTILES 06

APPENDIX 07

STATEMENT BY THOMAS CARTHY

> ***At Cushman & Wakefield, we believe that diversity is fundamental to our success. It enables us to better understand our clients, strengthen our teams, and foster a culture where everyone has the opportunity to thrive.***

This year marks the first time that companies in Ireland with 50 or more employees are required to report under the Gender Pay Gap Information Act 2021. We welcome this move toward greater transparency and accountability across all sectors, including commercial real estate and professional services.

The gender pay gap at our organisation reflects the overall composition and distribution of our workforce, rather than unequal pay between men and women performing the same role. We fully committed to paying men and women equally for equal work, with fair, transparent, and consistent reward practices applied across all roles.

Our results show that a higher proportion of men occupy senior, fee-earning, and leadership positions - a structural pattern within our industry that will take time to address. We are, however, encouraged by the more balanced gender representation emerging at mid-level roles, which strengthens our confidence in the future leadership pipeline and reinforces our ongoing efforts to foster a diverse and inclusive workplace.

Over the past year, we have taken deliberate steps to support and develop female talent within Cushman & Wakefield Ireland. These include increasing female representation on our Executive Committee, launching a Shadow Executive Committee chaired by a female, and introducing an Executive Mentorship Programme for emerging female leaders. We are also reviewing our HR policies in Ireland, particularly those relating to parental and family leave, and are enhancing development and promotion plans to support key female employees and strengthen the leadership pipeline.

We recognise that achieving lasting change takes time and continued commitment. Closing the gender pay gap will require sustained focus and effort across all levels of the organisation. I am confident that, with the continued engagement of our people and leadership, we will build a more balanced, inclusive and successful future at Cushman & Wakefield in Ireland.

THOMAS CARTHY
Head of Ireland

GENDER PAY GAP REPORTING

The Gender Pay Gap Information Act 2021 was signed into Irish law in 2021 and came into practical effect in 2022 for employers with more than 250 employees. In 2025, for the first time, the legislation extends to all employers with 50 or more employees, requiring them to report on their gender pay gap — defined as the difference in the mean and median remuneration of men and women within an organisation over a 12-month period prior to a designated snapshot date.

For Cushman & Wakefield Ireland, the relevant snapshot date is 30 June 2025. Accordingly, we have collected and analysed data covering the 12-month period from 1 July 2024 to 30 June 2025.

At Cushman & Wakefield Ireland, we have chosen to go beyond the minimum legal requirements by reporting on our full Ireland population, inclusive of both Cushman & Wakefield Commercial Ireland Limited (hereafter "C&W CI") and Cushman & Wakefield Facilities Management Ireland Limited (hereafter "C&W FM"). This broader approach provides a more complete and transparent picture of gender representation and pay across our business in Ireland.

MEAN GENDER PAY GAP

The mean and median gender pay gap figures below represent the entire Ireland population across both C&W CI and C&W FM entities. These figures are calculated based on ordinary pay only, which includes basic salary, allowances, pay for piecework, leave pay, and shift premium pay received by an individual during the reporting period of 1 July 2024 to 30 June 2025.

Bonuses are excluded from these calculations. For statutory reporting purposes, bonuses for the previous financial year (2024) were paid during this period (April 2025) and have been prorated in line with legislative requirements to reflect the relevant period of July to December 2024.

However, for the voluntary pay gap reporting, we deliberately removed bonuses to provide a more accurate reflection of ordinary pay and reduce distortion. Including bonuses in voluntary figures can misrepresent the underlying gender pay gap, especially when bonus timing varies between organisations or is subject to different proration methods.

MEAN GENDER PAY GAP:

2025
18.8%

MEDIAN GENDER PAY GAP:

2025
11.7%

QUARTILES

The illustration below considers the proportion of women, from all C&W entities, receiving full-pay, split across four quartiles. The legal entities taken into consideration in this data, is C&W CI and C&W FM.

WOMEN ARE REPRESENTED IN THE PAY QUARTILES AS:

33% UPPER QUARTILE

53% UPPER MIDDLE QUARTILE

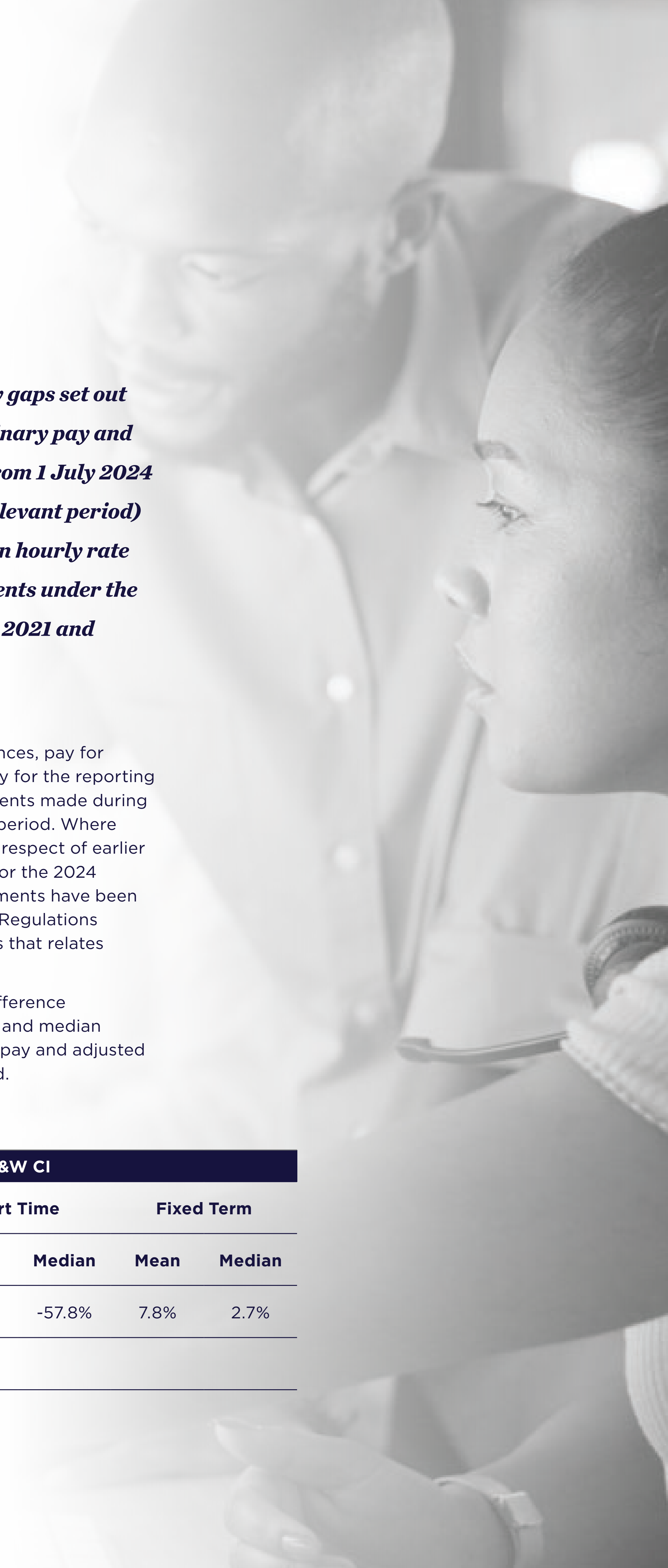
58% LOWER MIDDLE QUARTILE

48% LOWER QUARTILE

APPENDIX

LEGISLATIVE REQUIREMENTS FOR CUSHMAN & WAKEFIELD COMMERCIAL IRELAND LIMITED (C&W CI)

The figures below report the gender pay and bonus gaps for C&W CI as a standalone legal entity, in accordance with the Gender Pay Gap Information Act 2021 and associated statutory requirements. This reporting covers all employees included under the legislation, namely those in the organisation with over 50 employees.



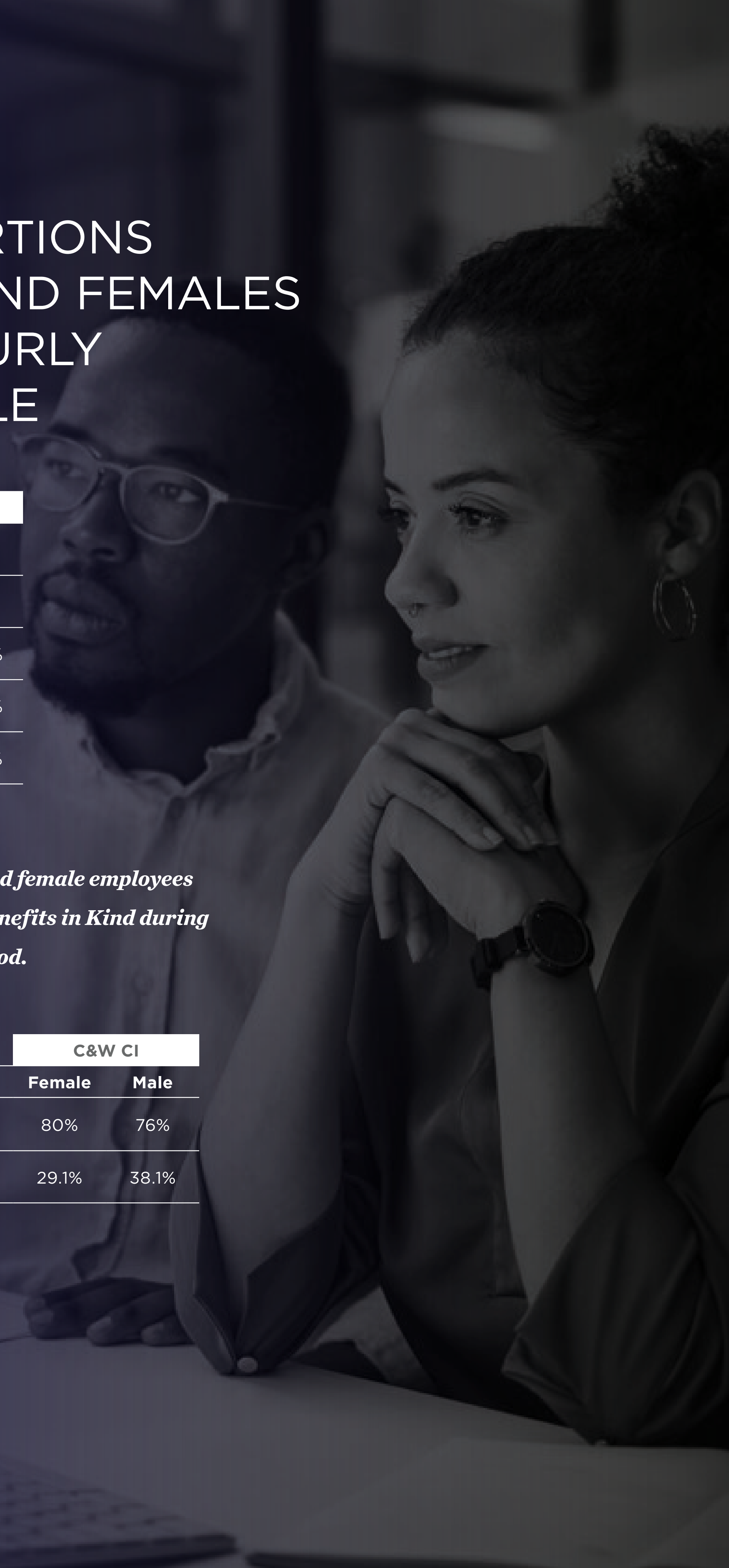
PAY AND BONUS GAPS:

> ***The mean and median gender pay gaps set out below take into account both ordinary pay and bonuses paid during the period from 1 July 2024 to 30 June 2025 (or equivalent relevant period) and convert those amounts into an hourly rate in accordance with the requirements under the Gender Pay Gap Information Act 2021 and associated Regulations.***

Ordinary pay comprises basic salary, allowances, pay for piece-work, leave pay, and shift premium pay for the reporting period. Bonus pay includes any bonus payments made during the relevant pay period and relating to that period. Where bonuses paid during the reporting period in respect of earlier work were triggered (for example bonuses for the 2024 financial year paid in April 2025), those payments have been prorated or adjusted where required by the Regulations so as to reflect only the portion of the bonus that relates to the relevant pay period.

The resulting figures therefore reflect the difference between male and female employees' mean and median hourly remuneration — inclusive of ordinary pay and adjusted bonus pay — in the relevant reporting period.

	C&W CI					
	All Employees		**Part Time**		**Fixed Term**	
	Mean	**Median**	**Mean**	**Median**	**Mean**	**Median**
Pay Gap	22.6%	9.6%	-117%	-57.8%	7.8%	2.7%
Bonus Gap	60.8%	0%				



THE PROPORTIONS OF MALES AND FEMALES IN EACH HOURLY PAY QUARTILE

	C&W CI	
Quartile	**Female**	**Male**
Upper	29%	71%
Upper Middle	51.6%	48.4%
Lower Middle	51.6%	48.4%
Lower Quartile	45.2%	54.8%

The proportions of male and female employees who received a bonus or Benefits in Kind during the relevant reporting period.

	C&W CI	
	Female	**Male**
Employees who received a bonus	80%	76%
Benefits in Kind	29.1%	38.1%

ABOUT CUSHMAN & WAKEFIELD

Cushman & Wakefield (NYSE: CWK) is a leading global commercial real estate services firm for property owners and occupiers with approximately 52,000 employees in nearly 400 offices and 60 countries. In 2024, the firm reported revenue of $9.4 billion across its core service lines of Services, Leasing, Capital markets, and Valuation and other. Built around the belief that Better never settles, the firm receives numerous industry and business accolades for its award-winning culture.

For additional information, visit **www.cushmanwakefield.com.**