GREYSTAR

Gender Pay Gap Report 2025-26

Greystar Ireland Limited

Greystar Ireland Limited is committed to fostering an inclusive workplace and gender equality in pay. Our approach is founded on the principle that pay must be gender-neutral and all our team members should have equal opportunities to progress, develop and succeed. Based on the employee threshold requirements, this is our first year of reporting and as of the snapshot date of 30 June 2026, we employed 77 relevant employees (50 male, 27 female). Our gender pay gap figures represent the difference in average pay between men and women across our Ireland business as we remain focused on building a culture of fairness, opportunity, and respect for everyone at Greystar.

HOURLY PAY GAP:

The mean hourly pay gap is the difference between the average hourly remuneration for all male team members and the average hourly remuneration for all female team members, irrespective of their position. The median pay gap is the difference between the midpoints in the ranges of hourly remuneration for all male team members and all female team members, irrespective for their position.

	All employees	Part-time employees
Mean	-18.2%	-23.2%
Median	-16.0%	-22.5%

BONUS PAY GAP:

The mean bonus pay gap is the difference between the average bonus remuneration for all male team members and the average bonus remuneration for all female team members for the 12-month period to June 2026, irrespective of their position. The median bonus pay gap is the difference between the midpoints in the ranges of bonus remuneration for all male team members and all female team members for the 12-month period to June 2026, irrespective of position. Bonus remuneration includes all annual bonuses, incentives, distributions, and deferred compensation.

Mean	-59.9%
Median	-200.2%

PROPORTION OF MALE AND FEMALE TEAM MEMBERS RECEIVING A BONUS:

This represents the proportion of male and female team members who received a bonus in the 12-month period to June 2026, expressed as a percentage of all male or female team members.

Male	58.0%
Female	51.9%

PROPORTION OF MALE AND FEMALE TEAM MEMBERS RECEIVING BENEFITS IN KIND:

This represents the proportion of male and female team members who received benefits in kind in the 12-month period to June 2026, expressed as a percentage of all male or female team members.

Male	100.0%
Female	100.0%

PAY QUARTILES BY GENDER:

This table is calculated from a ranked list of hourly remuneration for all team members. The list is divided into four equal-sized groups based on hourly pay rate.

	Male	Female
Upper Hourly Pay Quarter	60.0%	40.0%
Upper Middle Hourly Pay Quarter	63.2%	36.8%
Lower Middle Hourly Pay Quarter	73.7%	26.3%
Lower Hourly Pay Quarter	63.2%	36.8%

EXPLANATION OF THE RESULTS:

- Our mean and median hourly pay gaps, and our mean and median bonus pay gaps, are all negative — meaning average pay and bonuses for female employees are higher than for male employees during the reporting period.
- Female representation is proportionally higher in our upper pay quartile (40% of Q4, versus 35% of our overall workforce) and lowest in our lower-middle quartile (26% of Q2). With only 77 relevant employees, a small number of individuals in senior or higher-paid roles has an outsized effect on the mean and median calculations in either direction.
- The bonus gap is driven by a small number of high-value bonus payments. The largest single bonus in the period was paid to a female employee, and female bonus recipients skew toward higher average bonus values than male recipients during this period. Because our headcount is small, a handful of large payments materially shifts the mean, and to a lesser extent the median.
- A smaller share of female employees received a bonus this period (52% vs. 58% of male employees), which is an area we are monitoring. This is primarily due to acquisitions during the reporting period where the transitioned employees were not eligible to receive bonus payments through Greystar Ireland Limited.

To reduce the gap and support progression through the organisation, Greystar Ireland is committed to:

- Continue to ensure equal pay for equal value of work and to bring transparency in our pay practices by educating our business leaders
- Review and extend bonus-scheme eligibility for employees transitioned through recent acquisitions, to close the current gap in bonus

- Continue to develop our pipeline of female talent—identifying potential leaders through early career programs, and supporting them through mentoring and development opportunities
- Monitor our quartile distribution of pay and bonus to ensure that both men and women have equitable access to roles that attract higher pay and bonus
- Maintain pay equity discipline as headcount grows, to sustain our current favourable pay position for female employees
- Track progress and report annually on diversity metrics alongside business performance

Conclusion:

This report reflects our commitment to transparency around pay equity within Greystar and we remain committed to identifying the underlying drivers of any gap, taking targeted steps to address them, and fostering a workplace where opportunities for advancement are equitable and accessible to all. We will continue to monitor our progress, review our practices regularly, and report transparently on our findings in the years ahead.