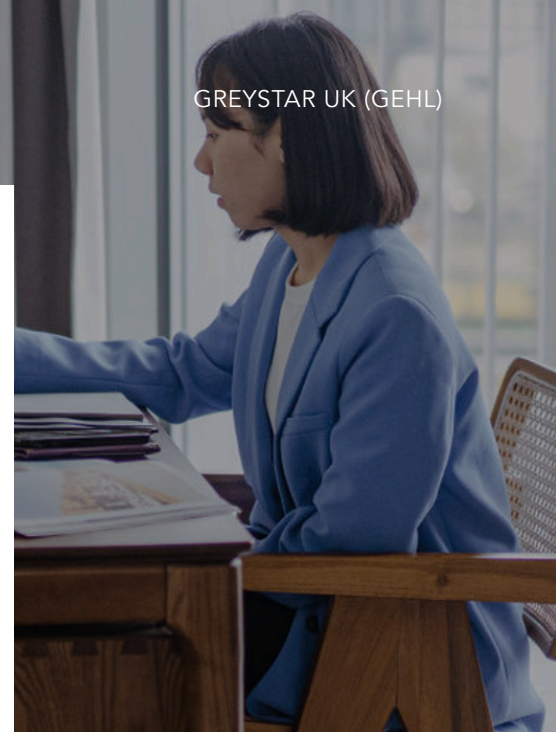


GENDER PAY RESULTS 2023

As we publish the 2023 gender pay results for Greystar's UK business, we are taking the opportunity to recognise that although our commitment to building a diverse, equitable and inclusive business remains a key strategic priority for the organisation, there remains progress to make.



With this in mind, we continue to be dedicated to fostering an equitable and inclusive organisation. Building a diverse workforce is a key strategic goal for the organisation as a whole and enables us to not only maintain our reputation as a leading global investor, but ensure that we are an employer of choice, and a place where top talent of all backgrounds can grow professionally.

GREYSTAR'S HOURLY PAY GAP FIGURES

Greystar's gender pay gap relates to our investment and development professional roles having a higher proportion of team members who identify as male. The average pay for those roles are higher than those in support functions at Greystar, where there has historically been a more balanced gender split. We remain mindful of the imbalance of

representation across higher paid groups and are actively focused on increasing the proportion of females in professional investment and development roles, as well as ensuring diversity of gender representation across our leadership teams. Greystar's approach to pay is gender neutral and we can confirm that women and men are paid equally for performing equivalent roles across the organisation.

Greystar continually commits to diversity, equity and inclusion inside the organisation and champions the need for progress and change across the industry; we also recognise that there is still a significant amount of progress that needs to be made. Greystar's commitment to DE&I takes several forms; the launch of our global Women's Inclusion Network, targeted recruiting programmes to

attract qualified, diverse talent to Greystar, and external corporate partnerships focused on supporting team members' professional growth as they advance through their careers.

HOURLY PAY GAP

The mean hourly pay gap is the difference between the average hourly pay for all male employees and the average hourly pay for all female employees, irrespective of position. The median pay gap is the difference between the midpoints in the ranges of hourly pay for all male employees and all female employees, irrespective of position. Hourly pay includes salary and allowances paid in April 2023.

MEAN
18.2%
(2022: 17.4%)

MEDIAN
22.8%
(2022: 11.1%)

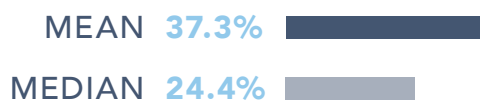
PROPORTION OF MEN & WOMEN IN EACH HOURLY PAY QUARTILE

This is calculated from a ranked list of hourly pay for all employees. The list is divided into four equal quartiles and the percentage of men and women in each quartile is shown.



GREYSTAR'S BONUS PAY GAP FIGURES

The mean bonus gap is the difference between the average bonus pay for all male employees and the average bonus pay for all female employees for the 12-month period to April 2023, irrespective of position. The median bonus gap is the difference between the midpoints in the ranges of bonus pay for all male employees and all female employees for the 12-month period to April 2023, irrespective of position. Bonus pay includes all annual bonuses, distributions, and deferred compensation.



PROPORTION OF MEN & WOMEN RECEIVING A BONUS

This represents the proportion of men and women who received a bonus in the 12-month period to April 2023, expressed as a percentage of all male or female employees.



MALE
81.4%



FEMALE
86.6%