

GENDER PAY RESULTS 2024

At Greystar, we're committed to fostering an inclusive and equitable workplace where all team members have the opportunity to thrive. Understanding and addressing the gender pay gap is a crucial part of this commitment. We have reported on our pay statistics for six consecutive years now, with the hope that transparency and accountability will drive meaningful change.



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	MEDIAN
17.9%	21.1%
(2023: 18.2%)	(2023: 22.8%)

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 2024, 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 2024, irrespective of position. Bonus pay includes all annual bonuses, distributions, and deferred compensation.

MEAN: 42%

MEDIAN: 23.9%

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 2024, expressed as a percentage of all male or female employees.



MALE
83.2%



FEMALE
85.9%

PAY QUANTILES BY GENDER

This table shows our workforce divided into four equal-sized groups based on hourly pay rate.

Greystar is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We:

- carry out regular pay audits; and
- evaluate job roles and pay grades to ensure fairness.

UPPER	66.5% MEN		33.5% WOMEN
UPPER MIDDLE	57.4% MEN		42.6% WOMEN
LOWER MIDDLE	56.1% MEN		43.9% WOMEN
LOWER	46.2% MEN		53.8% WOMEN

Our gender pay gap can be attributed to our higher proportion of male employees in Investment and Development roles, which on average are paid higher than other roles across the organisation.



WHAT ARE WE DOING TO ADDRESS OUR GENDER PAY GAP?

We are committed to doing everything we can to reduce the gap. However, we are aware this is a complex issue.

So far, we have taken the following steps to promote gender diversity:

RECRUITMENT AND HIRING

- Continued partnerships with targeted diversity-focused recruiting programmes to attract a diverse range of talent at early careers levels.
- Unconscious bias training included as part of hiring manager recruitment training and guidance.
- Commitment to providing teams with diverse candidate shortlists in all recruitment processes.
- Introduction of gender diverse hiring panels and diversity interview champions to ensure equitable assessment and evaluation of potential talent.
- Ongoing tracking of gender diversity metrics to measure success of initiatives.

WORKING PRACTICES AND LEAVE POLICIES

- We continue to offer hybrid working as standard for our corporate team members.
- Enhanced paternity leave and improvements in parental leave introduced to create shared partnership at home.
- Enhanced maternity and adoption leave, including offering 50% hours and full pay when team members transition back into the business 1-month post maternity leave.
- DEI Initiatives
- We offer unconscious bias training for managers and leaders.
- The review of ownership status and compliance with relevant legislation for all our external suppliers.

By themselves, none of these initiatives will close the gender pay gap - and it may be several years before some have any impact at all. In the meantime, we will continue to update you every year on what we're doing to reduce the gender pay gap and the progress that we're making.