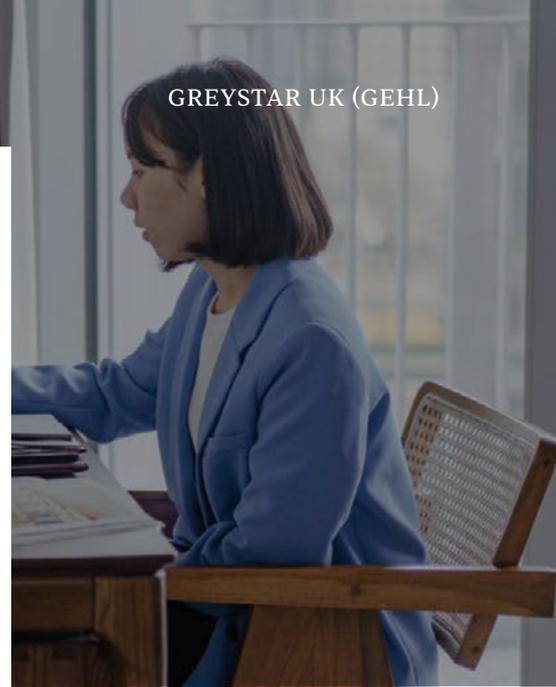


GENDER PAY RESULTS 2025

Greystar Europe Holdings Ltd (“Greystar UK”) reaffirms its commitment to fairness, equality and inclusion. Our approach is founded on the principle that pay must be gender-neutral, and that all our team members should have equal opportunities to progress, develop and succeed. Each year, we report on our gender pay gap to reflect on our progress and identify areas for improvement at all levels in the organisation. Our gender pay gap figures represent the difference in average pay between men and women across our UK 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 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.

MEAN	MEDIAN
16.9%	19.7%
(2024: 17.9%)	(2024: 21.1%)

BONUS PAY GAP

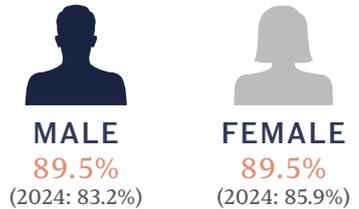
The mean bonus pay gap is the difference between the average bonus pay for all male team members and the average bonus pay for all female team members for the 12-month period to April 2025, irrespective of their position. The median bonus pay gap is the difference between the midpoints in the ranges of bonus pay for all male team members and all female team members for the 12-month period to April 2025, irrespective of position. Bonus pay includes all annual bonuses, distributions, and deferred compensation.

MEAN: 40.6% (2024: 42%)

MEDIAN: 24.4% (2024: 23.9%)

PROPORTION OF MALE AND FEMALE TEAM MEMBERS RECEIVING A BONUS

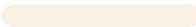
This represents the proportion of male and female team members who received a bonus in the 12-month period to April 2025, expressed as a percentage of all male or female team members.



PAY QUANTILES BY GENDER

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

In order to reduce the gap in each quartile, we carry out regular pay audits and evaluate our roles in a fair, consistent and systematic manner. As a diversified business in the real estate market, we use different pay structures for each business stream and so our Investment and Development teams are paid higher than other roles in the organization based on external market practices.

UPPER	64.6% MEN		35.4% WOMEN
UPPER MIDDLE	53.1% MEN		46.9% WOMEN
LOWER MIDDLE	61.1% MEN		38.9% WOMEN
LOWER	39.5% MEN		60.5% WOMEN



OUR COMMITMENTS & NEXT STEPS

To reduce the gap and support progression of women through the organisation, Greystar UK is committed to:

- Continue to ensure equal pay for equal roles and transparency in our pay practices by educating our business leaders on pay for performance
- Increase representation of women in senior roles through targeted recruitment to attract a diverse range of talent, internal development through succession planning, and partnerships with external networks
- Enhance our pipeline of female talent—identifying potential leaders through early career programs, support through mentoring and development opportunities
- Monitor our quartile distribution of pay and bonus to ensure that women have equitable access to roles that attract higher pay and bonus.
- Track progress and report annually for diversity metrics alongside business performance

CONCLUSION

We believe diversity strengthens our business and the communities we serve. While our data shows continued progress, we acknowledge that there is more work to do to achieve full gender balance in the coming years and we will continue to take meaningful, measurable action to support women's advancement and ensure that every team member has an equal opportunity to grow, succeed, and be rewarded fairly at Greystar.