

## **NOTICE OF PAY TRANSPARENCY REPORT – BRITISH COLUMBIA**

In compliance with the obligation set forth in the British Columbia *Pay Transparency Act*, SBC 2023, c18 and its Regulation, CBRE is posting its pay transparency report with a publishing date of November 1, 2025. The report was prepared based on the time period of January 1, 2024 – December 31, 2024.

This analysis represents employees in all entities of CBRE Limited.

The report, prepared to align with the provincial reporting requirements and prescribed information, does not take into account several aspects that inform compensation at CBRE, such as understanding the variety of roles (union and non-union), business segments and compensation structures within the company. The assessment of comparable employees based on these variables would allow for more accurate reporting and provide more meaningful insight into understanding CBRE's internal pay practices.

CBRE is committed to principles of diversity, equity, and inclusion and recognizes the value that diverse employees bring to the organization. CBRE recognizes the dignity and worth of every person and is committed to removing systemic barriers to employment with the aim of enabling the full participation of every individual in the workplace.

CBRE is further committed to our RISE values (respect, integrity, service and excellence), which underpin everything we do and enable us to help our employees thrive. We work to create opportunities for all of our people to realize their potential.

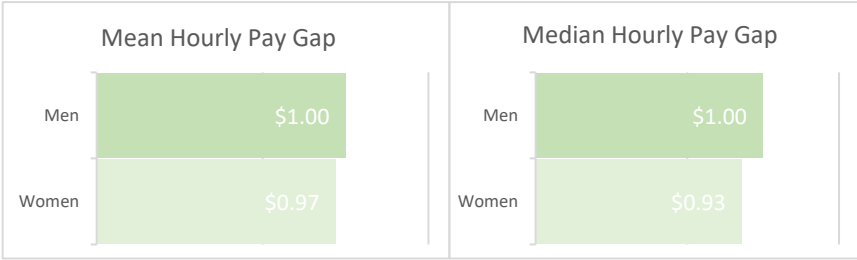
We are committed to the following principles around a values-driven culture:

- We work to maintain a culture of excellence that gives every employee the opportunity and support to succeed and rewards top performance.
- We foster an environment where all of our people feel they belong, are heard, and are valued, which creates a more engaged and productive workforce.
- We aspire to be a company that is diverse across all dimensions. We have a deeper talent pool, build stronger teams and create better outcomes with the benefit of various perspectives, backgrounds and life experiences.
- We have zero tolerance for discrimination in any form and insist on a workplace where everyone is treated fairly and with respect.
- We strive to build and maintain a meaningful relationship with a broad range of clients, suppliers and partners.

CBRE Limited  
Pay Transparency Report

Employer: CBRE Limited  
Address: 1021 W. Hastings Street, Vancouver, BC V6E 0C3  
Reporting Year: 2025  
Time Period: January 1, 2024 – December 31, 2024  
NAICS Code: 53 – Real Estate and Rental and Leasing  
Number of Employees: 300 – 999

## Hourly Pay



For women the mean average hourly wages are 3.5% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents.

For women the median hourly wages are 7.38% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents.

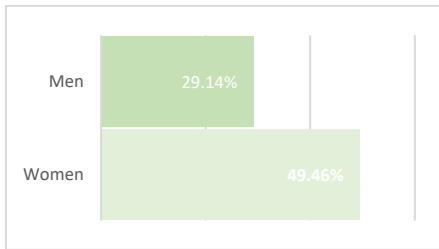
**Explanatory notes:**

- "Mean hourly wage gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
- "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

## Bonus Pay

Not all CBRE roles are bonus eligible, which factors into this analysis. 49.46% of Women received a bonus during the applicable time frame, relative to 29.14% of Men.

Percentage of employees in each gender receiving bonus pay:



Women's mean average bonus pay is 26.75% less than men's. For every dollar men earn in average bonus pay, women

Women's median average bonus pay is 16.60% less than men's. For every dollar men earn in median bonus pay, women earn 83 cents.

## Percentage of each gender in each pay quartile

Women occupy over 38% of the highest paid jobs and over 45% of the lowest paid jobs.

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lower hourly pay quartile (lowest paid)



## Overtime Pay

Not all CBRE hourly roles receive overtime pay. Factors such as union and non-union roles and scope of work inform this analysis. Roles that typically earn overtime are Mobile Technician, HVAC Technician, Maintenance Technician, and Building Engineer.

For women, average overtime pay is 93.35% less than men's. For every dollar men earn in average overtime pay, women earn 7 cents in average overtime pay.

For women, median overtime pay is 95.98% less than men's. For every dollar men earn in median overtime pay, women earn 4 cents in median overtime pay.

On average, 46.63 % of men in hourly roles receive overtime pay. On average, 9.68% of women in hourly roles receive overtime pay.