Lisney Gender Pay Gap Report 2025

Transparency. Equality. Progress.

Empowering Your Career: The Value of Gender Pay Gap Reporting

,, —

As Managing Director of Lisney, I am proud to share our continued commitment to fostering an environment of transparency, equality, and progress. Our success as a company is rooted in the core values of Respect, Integrity, Collaboration, and Excellence, principles that guide every aspect of our work. At Lisney, Diversity, Equity, and Inclusion (DE&I) are fundamental to our culture and influence decision we make.

We have structured our approach on two key pillars. First, we strive to cultivate a culture that inspires, where individuality is celebrated, every voice is valued, and inclusion is woven into the fabric of our daily interactions. Second, we are dedicated to nurturing talent that thrives by investing in learning, leadership development, and accessible career pathways ensuring every member of our team has the opportunity to reach their full potential.

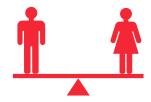
Our Gender Pay Gap Report reflects our dedication to holding ourselves accountable and driving meaningful change. We recognise there is much more work to do, but together, guided by these values and pillars, we are building a fairer, more inclusive future for all at Lisney.

At Lisney, equality is more than compliance, it's a commitment. GPG reporting helps us identify gaps and take action to create a fair, inclusive workplace.

"

David ByrneManaging Director

Understanding the Gender Pay Gap



A gender pay gap represents the difference in the average earnings between women and men across Lisney as a whole. It is not the same as equal pay, which ensures that individuals performing the same or equivalent roles receive the same pay. Our gender pay gap reflects the distribution of women and men across various positions and levels, with a greater concentration of men in senior roles contributing to the disparity. The gender pay gap refers to differences in average hourly earnings between male and female employees across Lisney.

Some helpful terms explained

Mean & Median Hourly Pay Gaps

We calculate the mean and median gender pay gaps by looking at the average hourly pay for women and men across Lisney. These figures give insight into how different genders are represented across roles and pay bands, highlighting where imbalances exist.

Bonus Pay

We review variations in bonus payments to understand potential disparities in access to variable compensation. For transparency, please note that commission payments are included within the bonus category for reporting purposes, as they form part of overall earnings.

Benefits in Kind

Assess any non-cash benefits provided, as they may differ by gender and contribute to the overall gap.

Pay Distribution by Quartile

This divides employees into four equal groups based on pay, allowing you to see how women and men are represented at different levels of remuneration.



While the property sector has historically faced gender imbalance, particularly in senior, higher-paid roles, there are encouraging signs of change. Some firms have reported upper quartile pay gaps exceeding 25%, but targeted recruitment and development initiatives are helping to shift the landscape. According to the Society of Chartered Surveyors Ireland (SCSI), women currently make up 25% of full members. At our Lisney, the overall gender breakdown as of June 2025 was 54 females to 52 males, reflecting a near-balanced workforce. These figures highlight both the challenges and the significant opportunity for continued progress.

As more women progressively move into leadership roles, the industry is becoming increasingly inclusive, paving the way for a more balanced future.





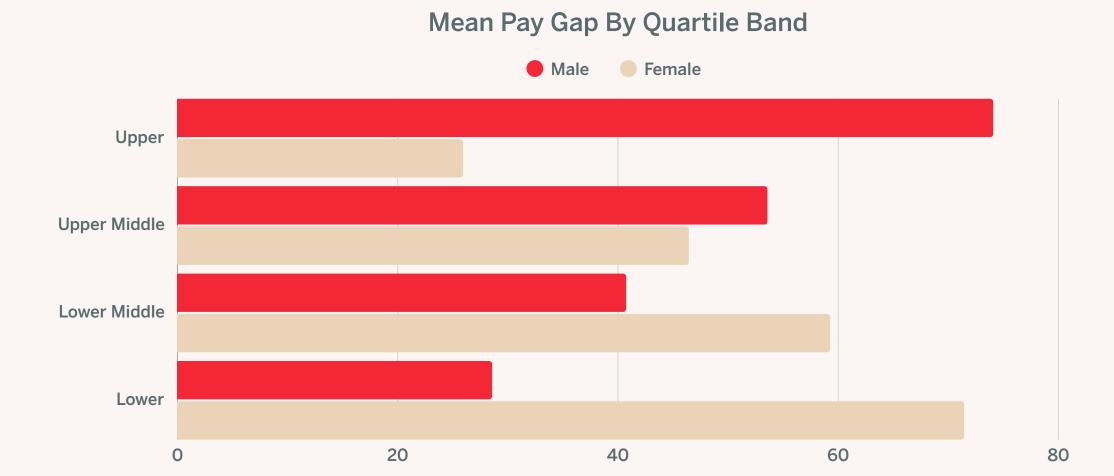
Our June 2025 snapshot...

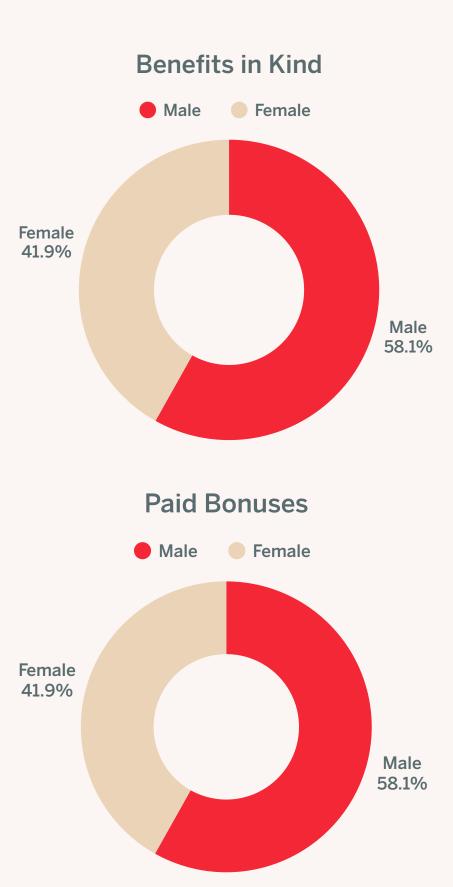
Difference in hourly total remuneration of males and females (all employees)

Difference in hourly total remuneration of males and females (all employees)		Difference in hourly total remuneration of males and females (part-time employees only)	
Mean hourly pay gap (all employees)	31.77%	Mean hourly pay gap (part-time employees)	0%
Median hourly remuneration pay gap (all employees)	50.88%	Median hourly remuneration pay gap (part-time employees)	0%
Difference in hourly bonus pay of males and f (all employees)	emales	Difference in hourly total remuneration of males and fe (temporary employees)	males
	emales 10.02%		emales 100%

Our June 2025 snapshot...

The analysis of our pay quartiles shows that we have a gender imbalance at the senior management end of our business.





Lisney's Gender Pay Gap: A Closer Look

At Lisney, we are committed to building a more inclusive and equitable workplace. Our Gender Pay Gap report highlights the difference in average hourly earnings between men and women in our business. This gap reflects a legacy of under-representation of women in senior roles across the real estate sector, a challenge we acknowledge and are actively working to address.

While the headline figures may appear stark, our deeper analysis of pay quartiles has helped us pinpoint where the real disparities lie. The data shows that men currently occupy a greater proportion of higher-paying roles, which contributes significantly to the overall gap.

Additionally, men receive slightly higher bonuses on average, and a higher percentage of men (46.3%) receive bonuses compared to women (33.3%). In interpreting the bonus data within our Gender Pay Gap report, it's important to note that the definition of "bonuses" in our reports in inclusive of both discretionary payments and commission, where commission is a key component of the remuneration structure for our real estate agents and surveyors.

Approximately 35.8% of employees are in commission-based roles, while 64.2% are in non-commission-based positions. Among the non-commission group, 57.4% are women. Within this group, only 7.4% were eligible for a bonus, and of those, 60% received one.

This helps explain why a higher proportion of men (46.3%) receive bonuses compared to women (33.3%), as commission-based roles are more commonly held by men which include performance-related pay. This distinction is crucial in understanding the bonus gap and reinforces our commitment to reviewing and evolving our reward structures to ensure fairness and transparency across all roles.

We also note that certain employment types such as part-time and temporary roles are currently held exclusively by one gender, which further influences the overall figures. For example, there are no male part-time employees and no female temporary employees, which creates no comparisons at those levels.

Importantly, we are not standing still. We have already begun taking meaningful steps to improve gender balance, particularly at mid to senior levels. Our recruitment and talent development strategies are focused on creating more opportunities for women to progress into leadership roles. These efforts are part of a broader commitment to diversity and inclusion, which we believe is essential to our long-term success.

We recognise that change takes time, but we are confident that the actions we are taking today will help close the gap over the medium-term. Our goal is to ensure that everyone at Lisney, regardless of gender, has equal opportunity to thrive and succeed.

Closing the Gap: Lisney's Commitment to Pay Equity & Gender Diversity

Lisney's "Working Family" programmes represent a cultural shift investing in education, flexibility, and wellbeing to build a workplace where all parents and women feel supported, valued, and empowered to thrive. These initiatives are designed not only to close the gender pay gap but to foster a truly inclusive and equitable environment for all.

Join

Comprehensive Leave Policies

- Enhanced maternity and paternity leave (3 weeks paid paternity leave, phased maternity return-to-work options).
- Flexible leave and work arrangements, normalising family-friendly policies and reducing stigma.

Diversity and Inclusion Resource Platform

 Commitment to family-friendly and inclusive policies is communicated during recruitment and onboarding, helping to attract diverse talent.

Celebrating Role Models

 Internal campaigns highlighting female leaders and sharing their career journeys, making Lisney attractive to women seeking visible pathways to leadership.

Grow

Leadership Training Programme Expansion

- One-on-one mentoring provides tailored guidance, helping female employees overcome challenges, build confidence, and develop the skills needed to achieve their career goals
- Inclusive leadership training for all managers (unconscious bias, equitable promotion practices).

Educational Workshops and Webinars

- Ongoing workshops for managers on maternity leave management, return-to-work planning, and wellbeing.
- Webinars and sessions on diversity, inclusion, and leadership development.

Networking Opportunities

 Invitations to social and informal events, to maintain professional networks.

Educational Assistance

 Learning and development budget supports ongoing education and upskilling for all employees.

Thrive

Pay Equity Commitment

- Transparent salary and career progression processes, especially post-leave.
- KPIs for gender balance in leadership, holding the company accountable for progress.

Enhanced Maternity Support

- Pre-maternity transition planning (two-month handover, phased return, structured check-ins).
- Wellbeing touchpoints: EAP access, optional team updates, and event invitations.

Flexible Career Pathways

 Career progression plans that accommodate flexible working and role redesigns to support leadership growth without compromising work-life balance.

Return-to-Lead Pathway

• Tailored re-onboarding for women returning from extended leave, including career mapping, mentoring, and access to strategic projects.

Speak-Up Policy and Procedure

 Open feedback channels and a formalised speak-up policy, ensuring all employees can raise concerns about pay equity, discrimination, or inclusion safely.

Contacts



Equality is everyone's business. Together, we can make Lisney a place where talent thrives.



David Byrne

Managing Director

Aoife Brennan

Senior Director



Brian Gilson

Senior Director



Simone Russell

Director, Head of Finance



Karen O'Reilly

Divisional Director, Head of HR

Contact us:

Website Phone Number
Lisney.com +353 1 638 2700