

Knight Frank Gender Pay Gap Report



2025

1. Executive Summary

This report provides an overview of the gender pay gap at Knight Frank Ireland Commercial, and outlines contributing factors relevant to the commercial property sector.

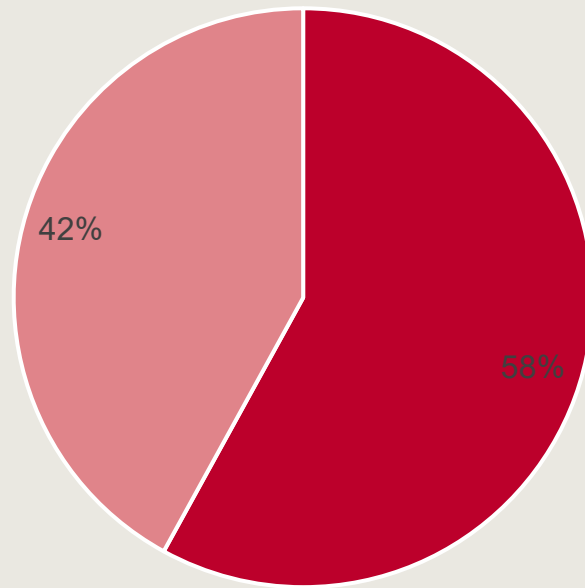
A comprehensive analysis was carried out across the business from 1st July 2024 to the 30th June 2025.

The report is based on the hourly rates of pay and bonus pay between men and women.

Knight Frank - Gender Breakdown



Gender Breakdown



■ Male ■ Female

Your partners in property

1. Hourly Pay Gap

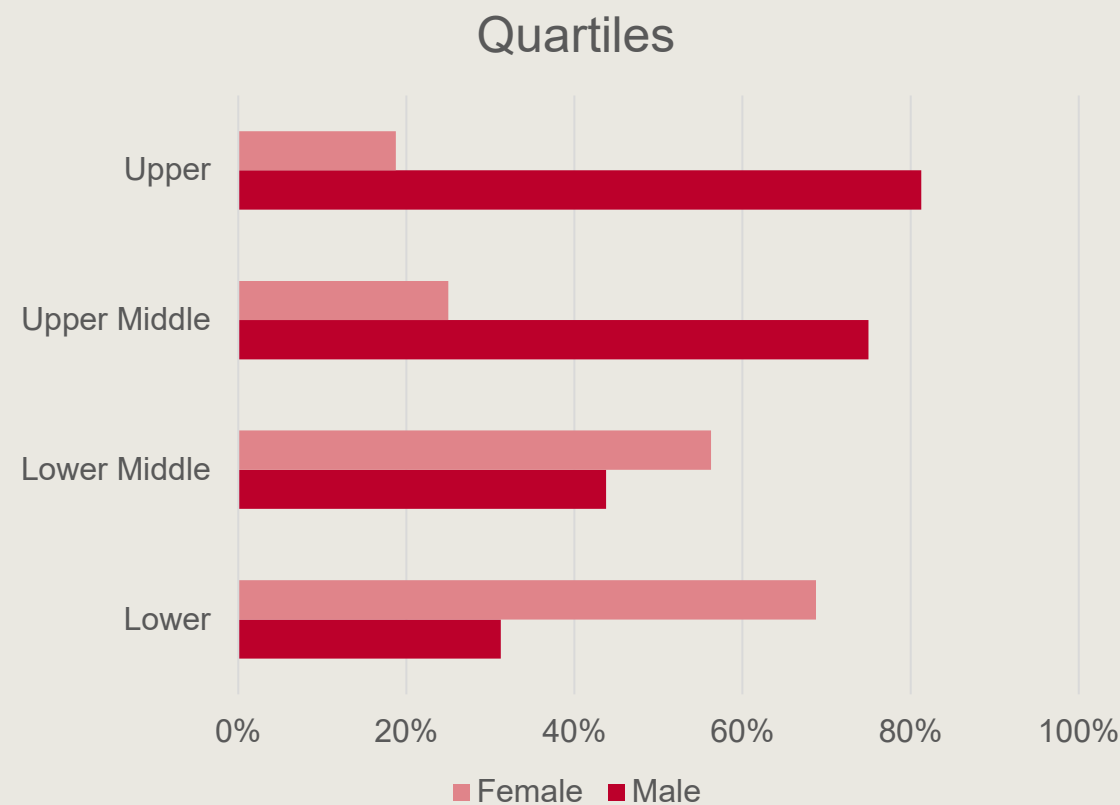
Our data shows that there is a mean hourly pay gap of 39% and a median hourly pay gap of 40%.

Quartiles

In quartile 1 (Upper) we have a representation of 81% men and 19% women

In quartile 2 (Upper Middle) we have a representation of 75% male and 25% female

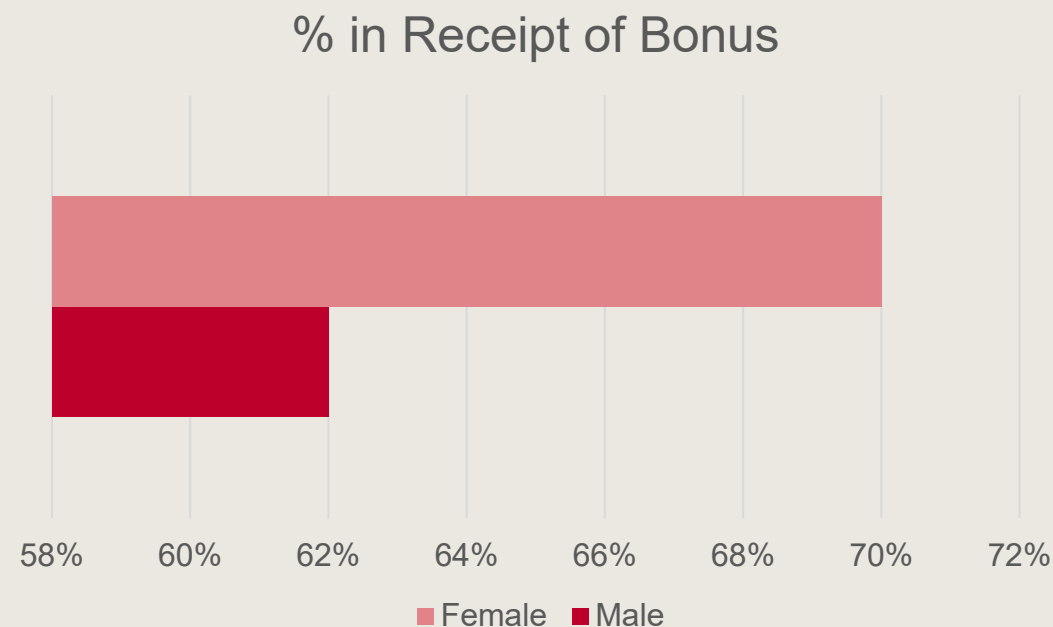
In quartile 3 (Lower Middle) we have a higher representation of women than men 44% male and 56% female and in quartile 4 (Lower) 31% male and 69% female.



Bonus Pay Gap

Regarding bonus remuneration 62% of males were in receipt of bonus compared to 70% of women.

The mean bonus gap is 74% while on a median basis the gap is 70%.





Contributing Factors

The report highlights a gender pay gap within our business, largely due to the underrepresentation of women in senior positions—a trend mirrored across the real estate sector. While the disparity appears notable at first glance, closer examination shows that the most pronounced differences occur in the upper quartiles.

Knight Frank is dedicated to continuous improvement in gender equity. We will publish annual updates, engage employees in inclusion initiatives, and review our practices to ensure they reflect our values of fairness and opportunity for all.

Our Initiatives

- Review and update all job descriptions and advertisements to represent gender neutral language.
- Annually review salaries to identify and address disparities in compensation.
- Raise awareness about family leave policies to equally support all employees to take these leaves.
- Provide Unconscious Bias training for all staff.
- Partner with the Irish Centre for Diversity to achieve bronze accreditation.
- Support and coach employees as they return from extended family leaves such as Maternity Leave, Parental Leave, Carers Leave etc.