

Public Country-by-Country Report Calendar Year Ended 31 December 2025

Purpose of this report

This report presents the Public Country-by-Country Reporting (“Public CbCR”) information for the Spanish subsidiaries of Cushman & Wakefield Ltd. (together “Cushman & Wakefield Spain”) for the calendar year ended 31 December 2025. It has been prepared and published in response to the European Union (“EU”) Directive 2013/34/EU, as amended by Directive (EU) 2021/2101, and as transposed into Spanish law, which introduced public tax transparency requirements within the EU. Cushman & Wakefield is within the scope of EU Public CbCR based on consolidated revenues and the presence of qualifying operations within the EU.

Statement Regarding Information Made Available by Ultimate Parent Company

This statement relates to the Public CbCR prepared for Cushman & Wakefield Spain for the financial year ended 31 December 2025. The local entities covered by the accompanying report are disclosed in the report.

The accompanying report has been prepared using information authorized for use by, and otherwise made available to, the local entities covered by the report. The local entities have requested but have not been authorized and/or provided the relevant information by Cushman & Wakefield Ltd. to prepare or publish a complete group-wide Public CbCR for Cushman & Wakefield Ltd. and its consolidated group because the group-wide information is not yet available for every separate jurisdiction outside of Spain.

Accordingly, the accompanying report has been prepared based on information available and in the possession of Cushman & Wakefield Spain as of 30 June 2026 and should not be interpreted as a complete group-wide Public CbCR for Cushman & Wakefield Ltd. or its consolidated group.

REPORT ON CORPORATE INCOME TAX INFORMATION

in compliance with chapter 10a of Directive 2013/34/EU
(country-by-country reporting)
For the year ended 31 December 2025

Section 1. General information

Name of the ultimate parent of the group / of the standalone undertaking	Cushman & Wakefield Ltd.
Country where the ultimate parent has its registered office	Bermuda
Financial Year - start date	2025-01-01
Financial Year - end date	2025-12-31
Reporting currency	USD
Is the information in the report based on reporting instructions used for tax purposes, pursuant to Section III, Parts B and C, of Annex III to Directive 2011/16/EU (yes/no)?	Yes
Name and registered office of a single subsidiary undertaking which has published the report on income tax information of an undertaking that is not governed by the law of a Member State	Not applicable
Name and address of a single branch which has published the report on income tax information of an undertaking that is not governed by the law of a Member State	Not applicable
Language of report	English - en

Section 2. Overview of information on a country-by-country basis

Name of Member State or tax jurisdiction	Country code of Member State or tax jurisdiction	Revenues	Profit (loss) before tax	Income tax paid (on cash basis)	Income tax accrued – current year	Accumulated earnings (loss)	Number of employees
Spain	ES	76,300,522	5,404,402	1,457,559	2,066,149	13,492,884	388

Section 3. List of Subsidiaries and Activities

Name of Member State or tax jurisdiction	Country code of Member State or tax jurisdiction	Name of subsidiary undertakings consolidated in financial statements of ultimate parent undertaking	Brief description per country of nature of activities in Member State or tax jurisdiction
Spain	ES	Cushman & Wakefield Design & Build Spain SL	Provision of Services to unrelated parties
Spain	ES	Cushman & Wakefield RE Consultants Spain, S.L.	Provision of Services to unrelated parties
Spain	ES	Cushman & Wakefield Spain Limited Sucursal en Espana (Branch)	Other – Entity was inactive and liquidated during 2025
Spain	ES	Cushman & Wakefield Facilities Management Trading Sucursal en Espana (Branch)	Provision of Services to unrelated parties

Section 4. Omitted Information

Information omitted (if any) for this financial year
None

Information omitted in previous financial years, which is disclosed in this financial year (if any)
None

Section 5. Explanations for Material Discrepancies between income tax paid and accrued

Explanations on material discrepancies between amounts of income tax accrued during the relevant financial year and amounts of income tax paid on a cash basis as disclosed in Section 2, where applicable at group level, considering where appropriate corresponding amounts concerning previous financial years:

Differences between income tax accrued and income tax paid on a cash basis may arise due to a number of factors inherent in the timing and administration of corporate income taxes across jurisdictions.

Income tax accrued reflects the amount of tax expense recognized in respect of the current year's taxable profits, whereas income tax paid includes cash payments made during the year, which may relate to current or prior year tax liabilities, as well as advance payments or refunds. Variations between these measures are primarily due to the timing of installment payments and tax return filings.

Accordingly, differences between income tax accrued and income tax paid should not be interpreted as an indication of the Group's overall tax burden in any particular jurisdiction or period.

Supporting Notes

1. Financial Data Sources – the financial data herein is prepared under U.S. Generally Accepted Accounting Principles (“U.S. GAAP”) based primarily from the systems used to prepare the Cushman & Wakefield Ltd.'s consolidated financial statements included in the 2025 Form 10-K filed with the U.S. Securities and Exchange Commission. Notable differences from the consolidated financial statements included in Form 10-K are driven by the following:
 - a. Data Aggregation – data is aggregated in Section 2 in accordance with the requirements set out by the Action 13 Report (OECD, 2015) – i.e., intercompany transactions are not eliminated.
2. Basis of Presentation – U.S. GAAP presentation may differ significantly from other bases of presentation (e.g., local GAAP).
3. Employees (headcount) – Reported on a full time equivalent (“FTE”) basis as of 31 December 2025 in the tax jurisdiction of the employing entity. Only direct employees are counted.
4. Revenues: Inclusive of both Related Party Revenue and Unrelated Party (Third-Party) Revenue.