

CUSHMAN & WAKEFIELD INVESTOR FACT SHEET



MARCH 2026

MARKET PROFILE (As of 2.19.26)

NYSE:
CWK

Sector
Real Estate
Services

Shares Outstanding:
231.8M

Float:
~99%

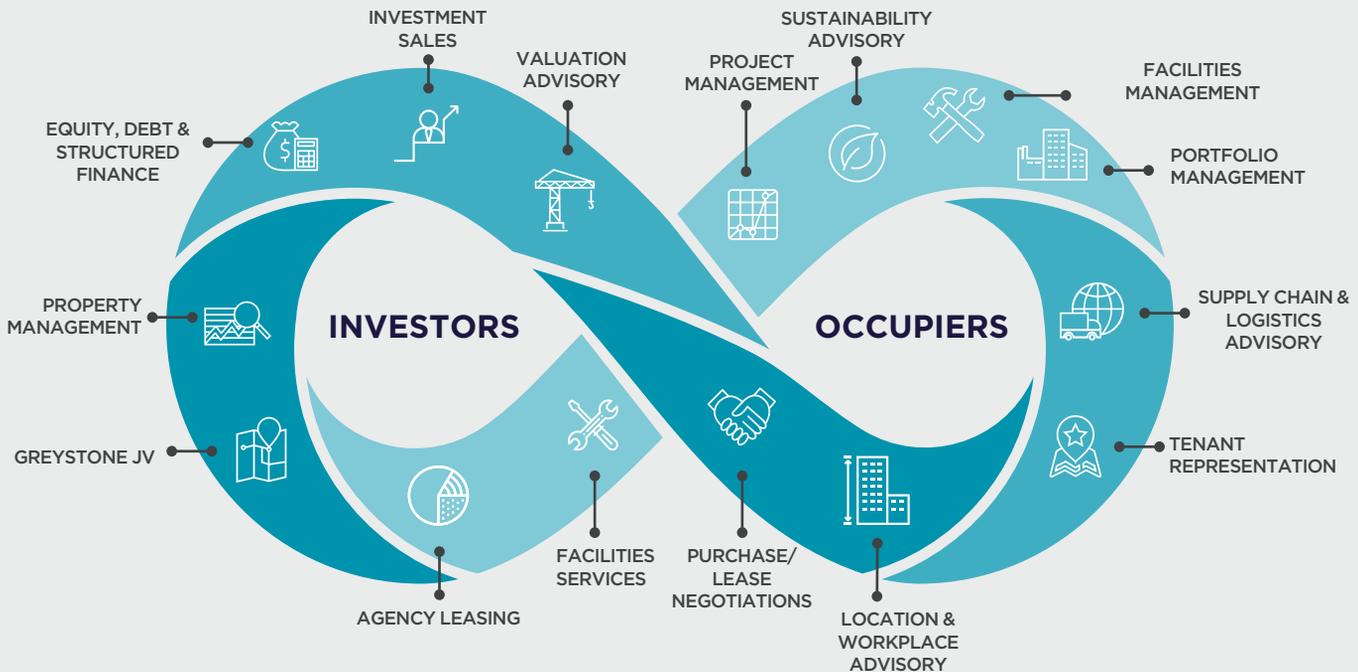
52- Week High:
\$17.20

52- Week Low:
\$7.90

COMPANY PROFILE

Fully integrated global real estate services firm that creates differentiated value for clients across all ends of the real estate life cycle with diversified expertise, sophisticated solutions, and consistent execution.

CUSHMAN & WAKEFIELD PLATFORM



INVESTMENT HIGHLIGHTS

Global Leader in Market Benefiting From Secular and Cyclical Trends

- Top 3 player in a \$220B market. Operating in ~60 countries and over 350 offices. Diversified platform creates opportunities as global real estate outsourcing grows and clients seek a solutions-oriented partner

Disciplined Capital Allocation Strategy

- A focus on long-term shareholder value creation through a combination of deleveraging and investing for organic growth while remaining open to accretive M&A

Positioned to Benefit from AI-related Tailwinds

- Integrating AI across our platform to provide a differentiated advisor-led experience. Our wide data moat that supports the complex, high-stakes needs of our clients creates a compelling value proposition

Successful Track Record

- Since 2023, have grown Adjusted EPS² at a ~20% CAGR, improved free cash flow conversion² by over 50 ppts and prepaid \$500M in debt

Compelling Growth Targets

- Laid out 3-year value creation framework in December 2025, centered around average annual 15-20% Adjusted EPS growth through 2028

KEY STATISTICS¹

\$656M

FY 2025
Adj. EBITDA²

~\$1.8B

Liquidity

51%

FY 2025 Services Fee
Revenue as a % of
Total Fee Revenue

9.3%

FY 2025 Adj.
EBITDA Margin²

~\$7.1B

FY 2025 Fee
Revenue²

~6.5B

Sq. Feet
Managed

~60

Countries
Operated in

29%

International
Fee Revenue

Value Creation in Action

Strong Historical Results and Compelling Long-Term Targets

Adjusted EPS²

FY'23-25 Actual

\$0.84 → \$1.22
~20% CAGR

FY'26-28 Target

15-20%
Annual Adjusted
EPS Growth

Free Cash Flow Conversion²

FY'23-25 Actual

53% → 103%
~50 pp
Improvement

FY'26-28 Target

60-80%
FCF Conversion

Net Debt Leverage

FY'23-25 Actual

4.3x → 2.9x
-1.5x Reduction

FY'26-28 Target

2x
2028 Net Debt
Leverage

Organic Growth Framework

Clearly Defined Path to Drive Continued Growth

Stable Core
And Rigorous
Operating
Model

Capturing
Market-led
Opportunities



DISCIPLINED CAPITAL ALLOCATION Prioritized Framework for Value Creation

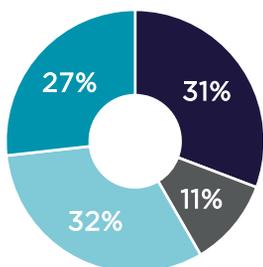


DIVERSIFIED OFFERING

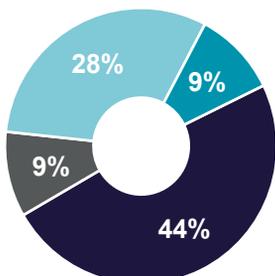
Diversified Asset Class Exposure³

Services Managed Square
Footage (% of Total)

Brokerage Volume by
Transaction Type (% of Total)



(% of FY'25)



(% of FY'25)

Office Industrial Retail Multifamily / Other

CWK Approach to AI

AI Presents Multiple Layers of Opportunity to Drive Share Gains and Efficiencies

AI is an Enabler for our Business

High-Stakes Decisions Require Human Relationships

Our Data Moat is Wide

AI With Integrity

1. In the "Key Statistics" section, all figures are as of 12.31.25 unless otherwise stated.
 2. This measure is considered a non-GAAP financial measure. Please refer to our Company Overview presentation (March 2026) found on our Investor Relations website (<https://ir.cushmanwakefield.com/home/default.aspx>) for related definitions of non-GAAP financial measures, reasons our management uses such measures and reconciliations of our non-GAAP measures to the most closely comparable GAAP measures.
 3. Please refer to our Company Overview presentation discussed above for all data sources.

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