

Gender Pay Gap Figures April 2022

In line with our regulatory reporting requirements, the table below sets out 2022 Gender Pay Gap results for Land Securities Properties Ltd.

	2022			
Median Pay Gap	28.7%			
Mean Pay Gap	30.8%			
Median Bonus Gap	47.9%			
Mean Bonus Gap	21.9%			
Who received bonus pay	Men: 92.0%%		Women: 91.0%%	
Proportion of women in each pay quartile	Lower	Lower middle	Upper middle	Upper
	69.2%%	57.1%	46.6%%	30.1%

I confirm that the information contained in this report is accurate.



Mark Allan, Chief Executive Officer