



Gender Pay Gap Figures April 2023

In line with our regulatory reporting requirements, the table below sets out 2023 Gender Pay Gap results for Land Securities Properties Ltd.

	2023			
Median Pay Gap	26.4%			
Mean Pay Gap	26.1%			
Median Bonus Gap	53.3%			
Mean Bonus Gap	56.1%			
Who received bonus pay	Men: 76.2%		Women: 75.3%	
Proportion of women in each pay quartile	Lower	Lower middle	Upper middle	Upper
	68.4%	55.2%	44%	32.3%

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

A handwritten signature in black ink that reads 'K.E. SELLER'.

Kate Seller, Chief People Officer