

Long-Term Incentive Plan ('LTIP') Grant

The British Land Company PLC (the 'Company') announces that on 23 June 2025, conditional awards of ordinary shares of 25p each in the Company were granted to Executive Directors and other Persons Discharging Managerial Responsibilities ('PDMRs') under the LTIP as outlined below (the 'Performance Shares').

	Performance Shares at nil consideration
Executive Directors	
Simon Carter	515,160
David Walker	317,250
PDMRs	
Emma Cariaga	147,294
Kelly Cleveland	181,286
David Lockyer	169,955
Brona McKeown	148,531
Roger Madelin	137,566

The above Performance Shares conditionally vest on the third anniversary of grant, subject to performance conditions. Those conditions are based 50% on Total Accounting Return, 25% on Total Shareholder Return, and 25% on Environmental, Social, Governance measures. A two-year post-vesting holding period applies to any shares vesting for Executive Directors. A full description of the performance conditions attached to the awards is contained within the 2025 Directors' Remuneration Report.

These transactions took place outside of a trading venue.

1	Details of the person discharging managerial responsibilities/person closely associated													
a)	Name	1. Simon Carter 2. Emma Cariaga 3. Kelly Cleveland 4. David Lockyer 5. Brona McKeown 6. Roger Madelin 7. David Walker												
2	Reason for the notification													
a)	Position/status	1. PDMR - Chief Executive Officer 2. PDMR - Executive Committee member 3. PDMR - Executive Committee member 4. PDMR - Executive Committee member 5. PDMR - Executive Committee member 6. PDMR - Executive Committee member 7. PDMR - Chief Financial Officer												
b)	Initial notification/Amendment	Initial notification												
3	Details of the issuer; emission allowance market participant, auction platform, auctioneer or auction monitor													
a)	Name	The British Land Company PLC												
b)	LEI	RV5B68J2GV3QGMRPW209												
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted													
a)	Description of financial instrument, type of financial instrument	Ordinary shares of 25 pence each												
	Identification code	GB0001367019												
b)	Nature of the transaction	Grant of conditional Performance Share Award under the Long-Term Incentive Plan scheme												
c)	Price(s) and volume(s)	<table><tr><th>Price(s) (pence)</th><th>Volume(s)</th></tr><tr><td>1. Nil</td><td>1. 515,160</td></tr><tr><td>2. Nil</td><td>2. 147,294</td></tr><tr><td>3. Nil</td><td>3. 181,286</td></tr><tr><td>4. Nil</td><td>4. 169,955</td></tr><tr><td>5. Nil</td><td>5. 148,531</td></tr></table>	Price(s) (pence)	Volume(s)	1. Nil	1. 515,160	2. Nil	2. 147,294	3. Nil	3. 181,286	4. Nil	4. 169,955	5. Nil	5. 148,531
Price(s) (pence)	Volume(s)													
1. Nil	1. 515,160													
2. Nil	2. 147,294													
3. Nil	3. 181,286													
4. Nil	4. 169,955													
5. Nil	5. 148,531													

		5. Nil	5. 140,331
		6. Nil	6. 137,566
		7. Nil	7. 317,250
d)	Aggregated information - Aggregated volume - Price	N/A (single transaction)	
e)	Date of the transaction	2025-06-23	
f)	Place of the transaction	Outside of a trading venue	

This notification is made in accordance with the requirements of the UK Market Abuse Regulation. The Identification Code for ordinary shares of 25 pence each in the Company is GB0001367019.

Enquiries

Company Secretariat

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