



Landsec

My Total Reward

MyTotal Reward

Life at Landsec is so much more than just a salary and holiday.

MyTotal Reward is all about you, and what matters most to you. From sharing in the success you're helping to build, to all the big and small moments – we've got you covered.

The fine print: While we don't change MyTotal Reward very often, the information doesn't form part of your employment contract and may be changed or withdrawn.

MyTotal Reward

MyRewards



MyBenefits



MyShares



MyDevelopment





Spotlight Rewards

We have an always-on approach to recognition. Every quarter, our people are given points that they can use to recognise their brilliant colleagues. These points can be redeemed through our Spotlight Rewards platform, allowing recipients to select rewards that they value most, such as shopping vouchers, dining experiences, travel opportunities, charity donations, and more.



Annual Bonus Plan (ABP)

Connecting your personal contribution and our strategic goals. Your offer letter will outline your bonus percentage range. Performance and how we're tracking is a dynamic conversation and one we'll have each quarter so you know where we're at and how you're contributing towards our goals. Details on this year's targets can be found on Landsec Hub.



MyBonus Sacrifice Scheme

Got a bonus coming your way? You can choose to send a portion, or all of it, straight into your pension with our bonus sacrifice scheme, and benefit from tax and NI savings in the process.



People Referral Scheme

It pays to have great friends. We're always on the lookout for exceptional talent that reflects the diverse communities we serve. As a thank you for referring a new hire, you'll receive a taxable bonus of up to £4k.

Myo referral scheme

Do you know someone that is looking for office space? Whether it be a family member, friend, or professional contact, help them find a new home for their office at Myo and get rewarded with up to £5k.

**MyTotal
Reward**

MyBenefits

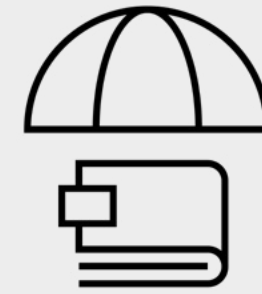
BIG MOMENTS, SMALL MOMENTS - WE'VE GOT YOU COVERED





MyPension

Own your tomorrow with our **Scottish Widows Group Personal Pension**. Once you start contributing, we'll chip in up to 10.5% too, helping you grow your personal pension pot.



MyIncome Protection

Be taken care of when it matters most. We offer income protection insurance which covers two thirds of your salary for up to 5 years.



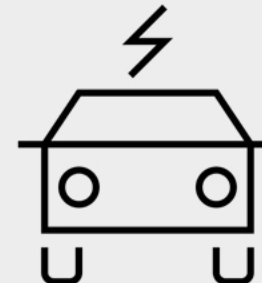
MyLife Assurance

Protecting your loved ones. We offer life assurance of 4 x your salary.



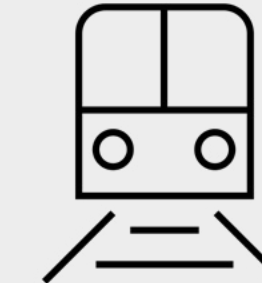
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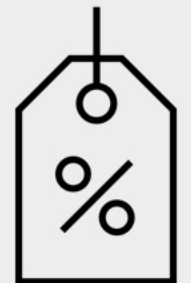
MyElectric Vehicle Salary Sacrifice Scheme

Thinking of trading in those wheels for an EV? Our inclusive package covers the car, MOT, routine servicing, breakdown cover, replacement tyres, annual road tax, fully comprehensive car insurance, and there's no deposit.



MySeason Ticket Loan

Save money on your commute with an interest-free season ticket loan of up to £10k.



MyDiscounts and savings

Why pay more when you can pay less? Get discounts on shopping, dining, travel and more from some of the biggest brands on and off the high street.

MyFinancial Wellbeing

Be Money Well

Scottish Widows Be Money Well. Your access to a wide range of free financial learning resources, equipping you with the skills to manage your money.

Partnership with Schroders

Book a free 1:1 financial health check with Schroders Personal Wealth. You can also sign up to their webinars and other resources.

MyBenefits MyMental wellbeing

headspace

MyHeadspace

Your digital zen.
The mental health app for every moment. Feel like your best self with meditations, stress-relieving exercises, sleep resources, and more on Headspace's App.



MyEAP (Employee Assistance Programme)

Our EAP offers holistic support with online resources and a 24/7 confidential helpline for you and your family.

Peppy

MyPeppy

Support at your fingertips.
You get free access to Peppy's health experts and personalised support for pregnancy, early parenthood, fertility and the menopause.



Mental health first aiders

Our Every Mind Matters team are all trained mental health first aiders to support and signpost you to the right support in life's difficult moments



MyHealth Assessment

More than just a check-up.

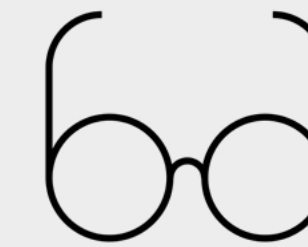
Whether you're concerned about your family history, lifestyle, or specific health conditions, you can book a comprehensive in-person health assessment every other year.



MyHealth Cash Plan

Claim back on everyday healthcare.

Our Health Cash Plan gives you and your family access to claim back everyday health costs including dental, optical, physio, and more.



MyEye Test

Keep those blinkers in tip-top shape.

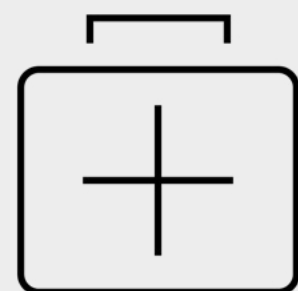
We cover the cost of eye tests up to £25. Plus, if you need spectacles for VDU use, we'll contribute up to £55 towards the cost.



MyCycle to Work Scheme

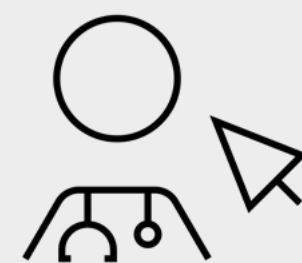
Fancy a workout ride to work?

Lease the latest bike and cycling kit of your choice up to £5k. The deductions are taken from your pre-tax pay so you benefit from the tax and NI savings too. After the 12 months, you can return it, buy it, or lease a new one.



MyPMI (Private Medical Insurance) Scheme

Get the treatment you need, when you need it. We offer easy access to private medical treatment and consultation, from GP recommendations to specialist referrals. Leader level and above get family cover too.



MyDigital GP

The Doctor will see you now...

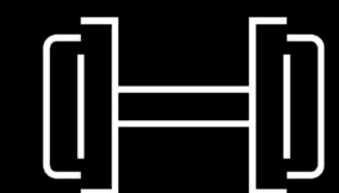
You get free access to around the clock video consultations with private NHS-registered GPs - all at the touch of a button.



MyFlu Vaccination

Flu jab on us.

We pay for your yearly flu vaccination up to the value of £20.



MyGym Discounts

Get fit with up to 25% off.

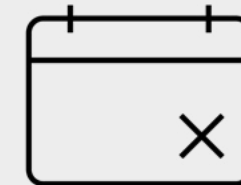
With our MyHealth Cash Plan, you can access discounted gym memberships and online workout subscriptions.



Family Leave

Becoming or planning to become a parent is a journey, and we offer enhanced benefits from day 1:

- 26 weeks paid adoption, maternity, or shared parental leave
- 6 weeks paid partner leave for the non-birthing parent which you can take during the first year.
- Up to 4 weeks paid neonatal leave to support parents should their baby be born prematurely and needs neonatal care.
- Up to 4 weeks paid leave for fertility treatment
- Back to work coaching and support for anyone who returns after taking 26 weeks, or more, of family leave.
- Work 80% of the time for 100% of your pay for 6 months with our phased return to work option. Available for anyone who returns after taking 26 weeks, or more, of family leave.



MyHoliday

Time away to recharge those batteries. We offer 25 days paid annual leave, and after 2 years at Landsec, you get another 2. Add in MyFestive Break and MyDay and that makes up 31 days of leave every year.

MyFestive Break

Enjoy extra time off over the festive season on us. We offer an extra 3 days of holiday between the Christmas and New Year bank holidays every year.

MyDay

MyDay, an extra day off just for you. Whether it's moving house, your wedding day, your child's first day at school, or even your birthday, have an extra day on us for those moments that matter to you.



Flexible working

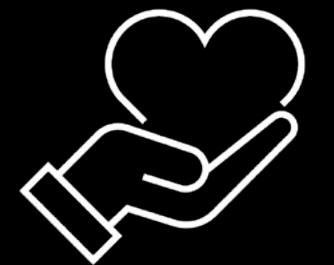
Flexibility comes in many shapes and forms. We know that flexible working can make a real difference so depending on the nature of your role, we may be able to offer different ways of working to fit around your lifestyle.

Work from anywhere

Work from anywhere for up to 2 weeks a year. We offer even more flexibility by giving you the option to request working from an alternative location anywhere in the world.

MyHoliday Purchase

Why choose between freedom and flexibility when you can have both? You can purchase up to 10 additional days of holiday each year and spread the cost over 6 or 12 months.



MyVolunteering

Give back to your community and/or cause of your choice. We offer up to 4 days paid volunteering per year.

MyGive As You Earn

Make your donations go further with Give As You Earn. Your donations are taken from your pre-tax pay, making your contribution go even further and costing you less. Plus, we top it up with an extra 20%!

Giving Back

Enjoy giving back? We love it too. We offer match funding of up to £300 when you fundraise for causes you're passionate about.

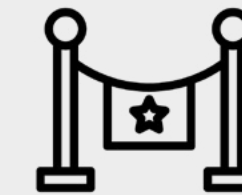


Affinity networks

Get connected with your peers across the business and drive impactful change.

We have four affinity networks at Landsec, Diaspora, Hand in Hand, Landsec Pride and Landsec Women, each of which has key focus areas.

You can join one or more of our networks at anytime of the year, and get involved with a range of activities, events and campaigns.



Sports and social

From charity quiz nights to sporting activities, there's plenty to get involved in.

We also host other events and activities throughout the year including our Spotlight Awards, an evening dedicated to celebrating the very best of Landsec.



People Referral Scheme

It pays to have great friends. We're always on the lookout for exceptional talent that reflects the diverse communities we serve and believe the best way to find this talent is through you, our amazing team. As a thank you for referring a new hire, you'll receive a taxable bonus of up to £4k.



MyCare Concierge

Support for adult and later life care at no cost to you. Each care experience is unique, and the team of dedicated care experts are there to help guide you. We also offer up to 1 week of paid carer's leave every year.

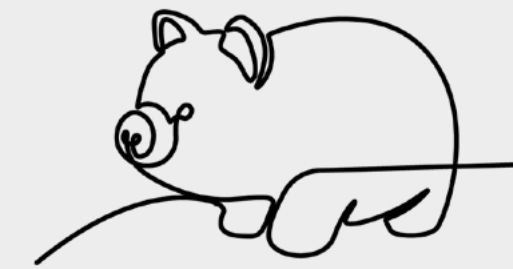
MyShares

SHARE IN THE SUCCESS THAT YOU'RE HELPING TO BUILD



MySIP

Share in the success you're helping to build.
You can buy Landsec shares through our Share Incentive Plan. And, for every share you buy - we'll match it!



MySharesave

Want to save while you earn?
Whether you want to become a shareholder and be part of the future of Landsec, or simply want to boost your savings, you can start your MySharesave journey from as little as £5 or as much as £500 per month.



MyLTIPs

A high performance culture built on contributing to and sharing in Landsec's success.
These Long-Term Incentive Plans are for Leader level and above.



Introduction

Development and progression can take many forms at Landsec.

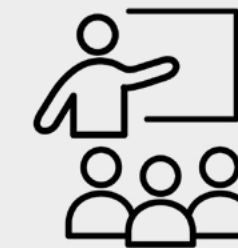
From learning new skills and taking on more responsibilities or tasks to opportunities working with different stakeholders and teams.

Our culture is one of continuous development, so we encourage our people to take ownership of their personal and professional growth.

Heard of the 70/20/10 model?
That's our blended approach to learning:

- 70% Experiential
- 20% Social
- 10% Formal

We also offer opportunities for you to study further, and offer paid study leave to help you through the journey.



Induction programme

Our Landed induction experience is curated to set you up for success from day 1. It includes a welcome session, a walk through of our comprehensive digital learning programmes and events, and a tour of our head office in Victoria Street. We also host quarterly events for all new starters in one of our iconic places. These events are an opportunity for you to find out more about who we are and what we do, and meet your peers who have also recently landed at Landsec.

Development programmes

Our targeted development programmes focus on developing high performing individuals who we believe have the potential to play a big role in our future. They are by invitation and designed to provide the tools and techniques to empower talented individuals so they can fulfil their potential at Landsec.

NEXT LEVEL

With tailored learning pathways, Next Level helps guide you through the right development and learning for where you are right now, and where you want to be in the future.



Through LinkedIn learning, you get access to thousands of online courses across a massive range of topics on-demand.