

**Section 430(2B) Companies Act 2006 Statement
SEGRO plc (the Company)**

Further to the Company's announcement on 17 May 2023, Mr Andrew Gulliford, Chief Operating Officer and Executive Director, stepped down from the Board with effect from 30 June 2023. The remuneration details relating to Mr Gulliford required to be made available under section 430(2B) of the Companies Act 2006 are as follows:

- Mr Gulliford's remuneration terms will be in accordance with the key provisions for contract termination as set out in SEGRO's Remuneration Policy approved by shareholders in April 2022 and available to view at www.segro.com. As Mr Gulliford will be retiring, he will be treated as a good leaver under the Company's incentive scheme rules.
- Mr Gulliford will be paid full salary and benefits (which include cash allowances in lieu of a company car, company pension and private medical healthcare) to 30 June 2023. He will also receive a payment in respect of any accrued but unused annual leave entitlement as at 30 June 2023.
- Mr Gulliford will be eligible to receive a cash bonus in respect of the Company's financial year ending 31 December 2023, pro-rated to 30 June 2023 and payable in April 2024 to the extent that the performance targets are met. 50 per cent of any cash payment earned in 2023 will be deferred in shares under the Company's Deferred Share Bonus Plan (DSBP).
- Mr Gulliford will be entitled to time pro-rated shares from the Company's Long Term Incentive Plan (LTIP), subject to the Company meeting the performance targets for these awards and subject to and in accordance with the rules of the LTIP. In accordance with the rules of the LTIP, Mr Gulliford will be required to retain and will not be permitted to transfer or otherwise dispose of any shares that have vested under the LTIP for a period of two years after the vesting date of each LTIP award. Any dividend equivalents accrued in respect of LTIP awards will be prorated in line with the level of vesting of the relevant LTIP award and will be paid in cash at the end of the holding period. The cash payment will also include the value of any dividend equivalents accrued during the holding period.

Award	Award Date	Number Awarded	Maximum number of shares that could vest	Vesting Date	End of Holding Period
2019 LTIP Award	29/05/2019	151,036	151,036	29/05/2022	29/05/2024
2020 LTIP Award	26/03/2020	143,788	143,788	26/03/2023	26/03/2025
2021 LTIP Award	29/03/2021	124,894	93,670	29/03/2024	29/03/2026
2022 LTIP Award	05/05/2022	101,827	36,770	05/05/2025	05/05/2027

- Mr Gulliford will be entitled to receive shares which have been held under the DSBP. As set out below, these shares will be released on the vesting date, together with a cash sum equivalent to the value of dividends that would have been paid on the shares during the three years under which they were under award.

Award	Award date	Number Awarded	Vesting Date
2020 DSBP Award	28/06/2021	28,698	28/04/2024
2021 DSBP Award	27/06/2022	34,578	28/04/2025
2022 DSBP Award	28/04/2023	43,009	28/04/2026

- Mr Gulliford will be eligible to retain shares awarded under the Company's Share Incentive Plan and to exercise options in accordance with the rules of the Company's Sharesave option scheme for a period of six months after termination.
- Full disclosure of these remuneration arrangements will be provided in the Directors' Remuneration Report in the Company's Annual Report and Accounts for the year ending 31 December 2023.
- Other than the amounts disclosed above, Mr Gulliford will not be eligible for any remuneration payments or payments for loss of office.
- Mr Gulliford is required to hold Company shares equivalent to 250% of base salary as at 31 December 2022 for a period of two years following termination of employment, in accordance with the Company's Shareholding Guidelines.
- In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until its next Directors' Remuneration Report is made available.