

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

Further to the Company's announcement on 30 April 2025, Mr Soumen Das, Chief Financial Officer and Executive Director, stepped down from the Board with effect from 31 December 2025. The remuneration details relating to Mr Das required to be made available under section 430(2B) of the Companies Act 2006 are as follows:

- The remuneration terms for Mr Das are in accordance with the key provisions for contract termination as set out in SEGRO's Remuneration Policy approved by shareholders in April 2025 and available to view at www.segro.com. The Company's Remuneration Committee has agreed to treat Mr Das as a good leaver under the Company's incentive scheme rules.
- Mr Das has been paid full salary and benefits (which include cash allowances in lieu of a company car, company pension and private medical healthcare) to 31 December 2025. He will receive a payment in respect of any accrued but unused annual leave entitlement as at 31 December 2025.
- Mr Das will be eligible to receive a cash bonus in respect of the Company's financial year ending 31 December 2025, payable in April 2026 to the extent that the performance targets are met. 50 per cent of any bonus cash payment earned in 2025 will be deferred in shares under the Company's Deferred Share Bonus Plan (DSBP).
- As a good leaver, Mr Das' outstanding unvested conditional awards under the Company's Long Term Incentive Plan (LTIP) will vest on their normal vesting dates, subject to satisfaction of the relevant performance conditions and on a time pro-rated basis in accordance with the rules of the LTIP. Following vesting, Mr Das' LTIP awards will remain subject to the normal post vesting holding periods and to the other rules of the LTIP. 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
2021 LTIP Award ¹	29/03/2021	135,341	85,670	29/03/2024	29/03/2026
2022 LTIP Award ²	05/05/2022	115,698	0	05/05/2025	05/05/2027
2023 LTIP Award	24/03/2023	187,767	172,119	24/03/2026	24/03/2028
2024 LTIP Award	22/03/2024	163,602	95,434	22/03/2027	22/03/2029
2025 LTIP Award	19/02/2025	207,808	57,724	19/02/2028	19/02/2030

¹ As disclosed in the 2024 Directors' Remuneration Report, the 2021 LTIP vested at 63.3%.

² As anticipated in the 2024 Directors' Remuneration Report, the 2022 LTIP did not vest. Further details will be disclosed in the 2025 Directors' Remuneration Report.

- As a good leaver, Mr Das' outstanding awards under the DSBP will vest in full on their normal vesting dates. As set out below, the shares subject to these awards 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
2022 DSBP Award	28/04/2023	48,867	28/04/2026
2023 DSBP Award	26/04/2024	42,224	26/04/2027
2024 DSBP Award	28/04/2025	36,434	28/04/2028

Mr Das' shares awarded under the Company's Share Incentive Plan (SIP) will be treated in accordance with the rules of the SIP. Options held under the Company's Savings-Related Share Option Plan (SAYE) will automatically lapse and Mr Das will be entitled to the return of his accumulated savings in accordance with the rules of the SAYE.

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 2025.

Other than the amounts disclosed above, Mr Das will not be eligible for any remuneration payments or payments for loss of office.

Mr Das is required to hold Company shares equivalent to 250% of base salary as at 31 December 2025 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.