## Contents

#### Overview

An 'at a glance' look at SEGRO: what we do, where we do it, who we do it for and what drives performance.

2023 highlights	2
SEGRO overview	4
Investment case	5

### Strategic Report

A deep dive into our business: the key external factors that impact SEGRO, an overview of our business model, strategy and KPIs, a review of our 2023 performance, and some thoughts on the outlook for 2024 and beyond.

Strategic Report	6
Chief Executive's statement	8
Market overview	12
Our business model	16
Our stakeholders	18
Our strategy	20
Responsible SEGRO	23
Key performance indicators	32
Performance review	36
Regional updates	44
Financial review	48
Managing risks	54
Viability statement	65
Non-financial information and sustainability	66
statement	
Streamlined energy and carbon reporting	67
Climate-related financial disclosures	68



## Responsible SEGRO For more information on

For more information on Responsible SEGRO go to page 23



### SEGRO.com

For more information on SEGRO's activities and performance please visit our website: www.segro.com

#### Governance

An overview of our corporate governance structure, policies and practices as well as the key activities undertaken by the Board and its Committees.

Governance Report	76
Chair's introduction to governance	78
Application of UK Corporate Governance Code	80
Board of Directors	81
Key activities of the Board	84
Governance Framework	89
Section 172(1) Statement	90
Stakeholder engagement from the Board's	90
perspective	
Internal Board evaluation	93
Nomination Committee Report	95
Audit Committee Report	100
Directors' Remuneration Report	107
Directors' Remuneration Policy - summary	126
Directors' Report	131
Statement of Directors' responsibilities	133
-	

### **Financial Statements**

i manoiai otatemento	
Independent Auditors' Report to the members of SEGRO plc	134
Group income statement	142
Group statement of comprehensive income	142
Balance sheets	143
Statements of changes in equity	144
Cash flow statements	146
Notes to the Financial Statements	147
Five-year financial results	193

### **Further Information**

Further information	194
Shareholder information	195
Glossary of terms	196

The Directors present the Annual Report for the year ended 31 December 2023, which includes the Strategic Report, Governance Report and audited Financial Statements for the year. References to 'SEGRO', the 'Group', the 'Company', 'we' or 'our' are to SEGRO plc and/or its subsidiaries, or any of them as the context may require. Pages 107 to 130 inclusive comprise the Directors' Remuneration Report and pages 131 to 132 inclusive comprise the Directors' Report. These have been drawn up and presented in accordance with English company law and the liabilities of the Directors, in connection with these sections, and shall be subject to the limitations and restrictions provided by such law. The Annual Report contains forward-looking statements. For further information see page 198.

## What we do

# SEGRO owns, manages and develops modern and sustainable warehouse space across Europe.

Our portfolio includes both urban and big box warehouses\*.

#### **Urban warehouses**

# 66%

### asset type by value

Urban warehouses are located in, or close to, population centres and business districts and provide flexible space suitable for a wide-range of activities. They are used by a variety of businesses who need rapid access to end customers, as well as labour. They are generally situated close to main roads and public transport.



### Big box warehouses

# 32%

### asset type by value

Big box warehouses are typically used for storage and processing of goods for regional, national and international distribution and are much larger than urban warehouses. They are often located far from the end customer but are situated on major transport routes (mainly motorways, ports, rail freight terminals and airports) to allow rapid transit.



\*Other 2% - includes offices and retail uses such as trade counters, car showrooms and self storage facilities

### Responsible SEGRO as a key part of our future success

### How this works for our business

Responsible SEGRO is embedded into the day-to-day running of our business and all of our decision making. This helps us to ensure that our business remains fit for the future and delivers long-term benefits for all of our stakeholders.



Scan the QR code to watch our video and learn more about our business

www.segro.com/ara23/what-we-do