RESPONSIBLE SEGRO

2020 PERFORMANCE DATA PACK

SEGRO

OUR PURPOSE IS TO CREATE THE SPACE THAT ENABLES EXTRAORDINARY THINGS TO HAPPEN

It highlights our dual roles: as creators of physical spaces and enablers for our stakeholders to achieve their own ambitions. It is true for our customers who depend on our properties to be able to deliver the extraordinary range of goods and services which are essential to modern life. It is true for our colleagues, whom we want to thrive and to maximise their potential while working with us. And it is true of other stakeholders such as the people and communities who work in, live near or provide services to our properties.

DAVID SLEATH, CEO, SEGRO

RESPONSIBLE SEGRO

Our long-held commitments to leadership in health and safety, stakeholder engagement, corporate governance and being a good corporate citizen are undiminished and our **Responsible SEGRO** priorities have been designed to support and enhance these.

Our three priorities are:

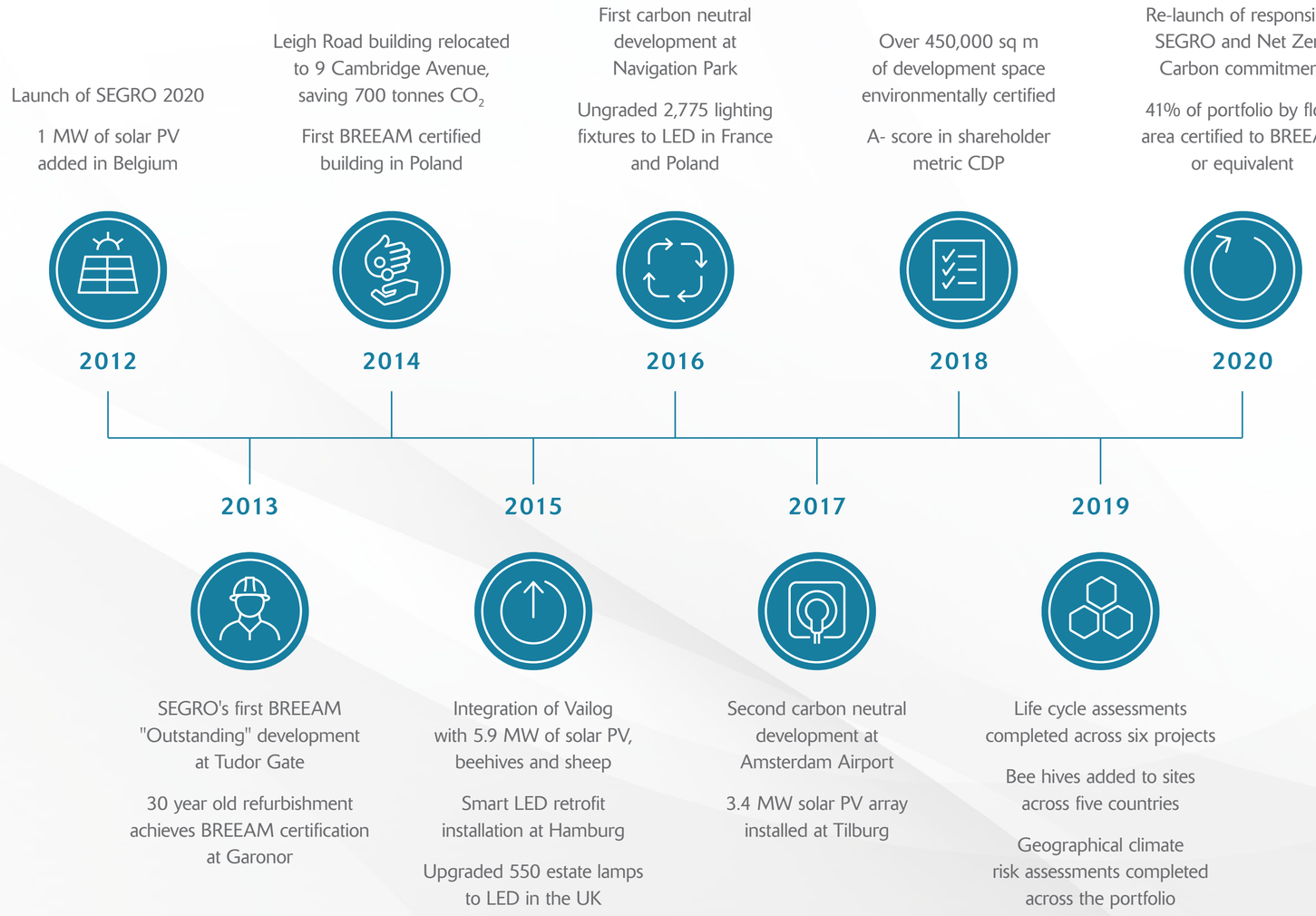
- Championing low-carbon growth
- Investing in our local communities and environments
- Nurturing talent

For each of these areas we have established challenging initial targets, against which we will report annually, and have set out the actions needed to achieve them. We will set additional, more specific, supporting targets as necessary. We expect our actions and approach to evolve over time to reflect our achievements, technological change and the priorities of our stakeholders and wider society.

We believe that working towards and achieving the goals within the Responsible SEGRO framework will ensure we remain a business fit for the future, one that helps our customers grow, our communities flourish and our people thrive. In short, we will continue to create the space which allows extraordinary things to happen for many years to come.

SEGRO'S SUSTAINABILITY JOURNEY

Sustainability has for a long time been elevated on SEGRO's agenda. However the real estate industry needs to accelerate decarbonisation in order to limit the effects of climate change and this means going further than we have ever done before. To achieve our goals we must push the boundaries for sustainable and affordable spaces.

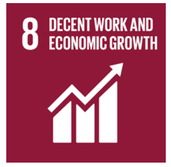


RESPONSIBLE SEGRO COMMITMENTS

	CHAMPIONING LOW-CARBON GROWTH	INVESTING IN OUR LOCAL COMMUNITIES AND ENVIRONMENTS	NURTURING TALENT
CONTEXT	SEGRO recognises that the world faces a climate emergency and we are committed to playing our part in tackling climate change, by limiting global temperature rise to less than 1.5 degrees, in tandem with growth in our business and the wider economy.	SEGRO is an integral part of the communities in which it operates, and we are committed to contributing to their long-term vitality.	SEGRO's people are vital to and inseparable from its success, and we are committed to attracting, enhancing and retaining a diverse range of talented individuals in our business.
TARGETS	**We will be Net Zero Carbon by 2030.**	**We will create and implement Community Investment Plans for every key market in our portfolio by 2025.**	**We will increase the overall diversity of our own workforce throughout the organisation.**
ACTIONS	We will aim to reduce carbon emissions from our development activity and the operation of our existing buildings, and eliminate them where possible. We will research and implement innovative approaches to absorb or offset residual carbon.	We will work with our customers and suppliers to support our local businesses and economies. We will help improve the skills of local people to enhance their career and employment opportunities, by investing in local training programmes. Equally, we will enhance the spaces around our buildings, working with local partners to ensure we meet the needs of our communities.	We will provide a healthy and supportive working environment, develop fulfilling and rewarding careers, foster an inclusive culture and build a more diverse workforce.

UN SDG ALIGNMENT

Through our **Responsible SEGRO** programme and a focus on the three core priorities above, we believe that we are able to make the greatest contribution to six of the United Nations Sustainable Development Goals.



NET ZERO CARBON PATHWAY TO 2030

SEGRO has made a commitment to have a Net Zero Carbon portfolio by 2030. This commitment includes embodied carbon emissions from construction projects, operational carbon emissions across the whole portfolio, as well as other carbon emissions relating to our corporate activities.

Our strategy to reduce carbon emissions has four components: reducing embodied carbon in our developments and refurbishments, reducing operational carbon emissions through greater energy efficiency and renewable energy generation, and offsetting the balance.

Embodied carbon

We will use recycled and carbon-efficient materials in our developments sourced locally where possible.

Energy efficiency

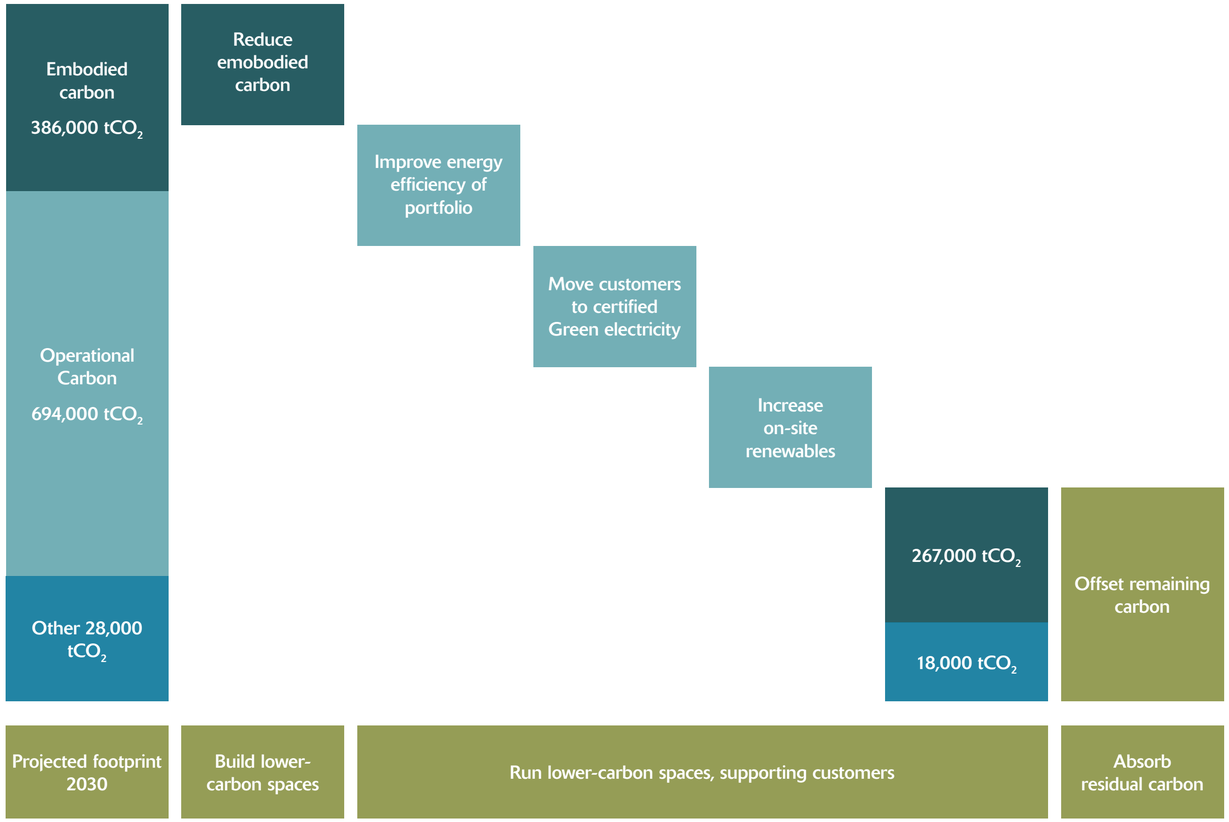
We will improve the energy efficiency of our buildings either directly or by helping our customers, through physical improvements or utilising sensor technology.

Renewable energy

We can support our customers by procuring off-site renewable energy and, where possible, generating renewable energy on-site.

Offset residual carbon

When we have done everything possible to reduce our gross carbon emissions, we will look to offset remaining carbon. We expect our reliance on offsets to decline over time.



NET ZERO CARBON PATHWAY TO 2030

Net Zero Carbon metrics		(Baseline)	2019	2020
Operational carbon	We will reduce the carbon intensity of properties (where we have influence) by 40% by 2025 against a 2017 baseline, in line with the Paris Agreement [1]	45.8 $kgCO_2e/m^2$	42.0 $kgCO_2e/m^2$	37.5 $kgCO_2e/m^2$
Embodied carbon	We will reduce the average embodied carbon intensity of all new developments by 20% by 2025 (against our average benchmark in 2019) [2]	348 $kgCO_2e/m^2$	348 $kgCO_2e/m^2$	334 $kgCO_2e/m^2$
Energy efficiency	We will improve the primary energy demand to at least an Energy Performance Certificates (EPC) C rating, or equivalent: [3]			
	Group floorspace rated C or better		57.8%	66.2%
	Group floorspace rated D or lower		18.4%	12.6%
	Group floorspace unrated		23.8%	21.2%
On-site renewable energy generation	We will increase the amount of on-site renewable energy capacity and generation across the portfolio	Capacity Generated	18.5 MW 16,887 MWh	26.8 MW 20,976 MWh
Off-site renewable energy procurement	All off-site electricity supplies to be sourced from 100% certified renewables [1]		6.4%	11.1%

1 Represents the energy use of 41% of our total property footprint by area, in 2020. The remaining 59% was controlled by our customers during the year.

2 SEGRO undertook an embodied carbon assessment for 35% of its 2020 completed developments by area.

3 For the purpose of creating a consistent Group EPC metric, a C rating is assumed for a building with a primary energy demand of 200 kWh/m^2 or less for Germany and Poland where alphabetical ratings do not exist.

OPERATIONAL CARBON – ENERGY TO OPERATE BUILDINGS

SEGRO's operational carbon emissions are a key element of our Net Zero Carbon target. This metric covers all assets where SEGRO has access to energy data through smart metering, energy bills or manual meter readings.

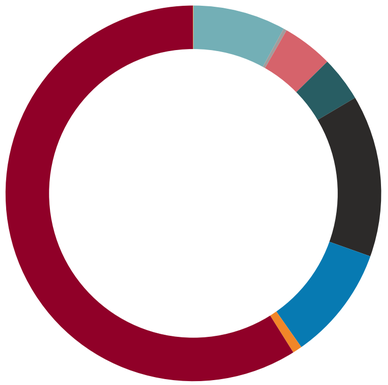
Our target uses a market-based methodology to measure operational carbon. This means the emission factors take into account off-site energy supplies that are purchased from certified renewables but also means higher residual factors for non-renewable sources. For this reason our market based operational carbon is higher than location-based carbon. All the renewable energy supplies must be certified under Guarantees of Origin. In 2020, the UK contract joined Germany, France and Netherlands with this status. This resulted in a total of 11.1% of all electricity supplies reported being sourced from certified renewables.

Poland represents the majority of SEGRO's reported energy use. As Poland has the most carbon intensive grid emissions factor, this represents a large proportion of SEGRO's carbon. The main Poland electricity contract will move to certified renewables from 1 January 2021 and, as a result, we anticipate a large reduction in operational carbon in 2021.

SEGRO has a large mix of energy use intensities across the portfolio. For sites with large solar photo voltaic (PV) arrays, the buildings can have a negative energy use due to the electricity being exported into the grid through the main meter. Equally, for some buildings with major manufacturing processes the energy use can reach 400 kWh/m^2 of floor space each year.

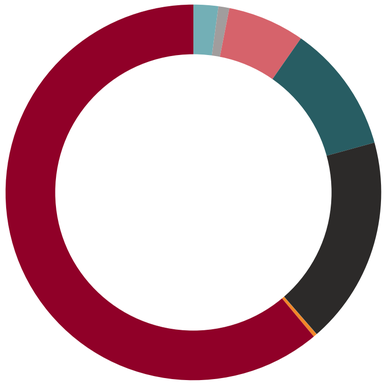
Net Zero Carbon metrics	(Baseline)	2019	2020
We will reduce the carbon intensity of properties, where we have influence, by 40% by 2025 against a 2017 baseline, in line with the Paris Agreement	45.8 kgCO_2e/m^2	42.0 kgCO_2e/m^2	37.5 kgCO_2e/m^2

ELECTRICITY USE BY COUNTRY (kWh)



United Kingdom	8%
Austria	0%
Czech Republic	4%
France	4%
Germany	14%
Italy	10%
The Netherlands	1%
Poland	59%
Spain	0%

FUEL USE BY COUNTRY (kWh)



United Kingdom	2%
Austria	1%
Czech Republic	7%
France	11%
Germany	18%
Italy	0%
The Netherlands	0%
Poland	61%
Spain	0%

In 2020, the portfolio coverage was 41% by floor area.

OPERATIONAL CARBON – OTHER OPERATIONAL EMISSIONS

WASTE GENERATED IN OPERATIONS

The majority of reported waste is a result of our construction and demolition activities. This waste is controlled by the general contractors, and in 2020 we obtained data across 40% of the development footprint by area. The waste data excludes hazardous waste as this is remediated in line with local and national legislation. Excavation waste is also excluded due to the large volumes of waste recycled which can skew the overall figures.

SEGRO does not have responsibility for operational waste across most of the portfolio, except for a select number of multi-let facilities which are predominantly office buildings. This data is reported along with waste from SEGRO offices. Although we aim to collect and report tenant-controlled waste, this falls outside of the Net Zero Carbon framework. In 2020 we diverted 93.4% of total waste away from Landfill compared with 94.1% for 2019.

PURCHASED GOODS AND SERVICES

Purchased goods and services relates to our suppliers' carbon emissions. This includes service-chargeable items procured by SEGRO on behalf of our customers. Current practice is to report these emissions using conversion factors based on spend, however we have also implemented sustainability KPIs into key contracts and supplier onboarding to improve accuracy.

REFRIGERANTS (FUGITIVE EMISSIONS)

SEGRO does not have responsibility for the heating and cooling across the majority of the portfolio. The exception to this is a small number of office or multi-let buildings where SEGRO arranges the maintenance of the systems.

Any refrigerant leakage across these systems is captured and reported within the greenhouse gas emissions.

WATER

Operational carbon from water use is converted into carbon emissions using the consumption data, where procured by SEGRO on behalf of our customers. This depends on the water metering layout for each site and whether the customer is able to procure their water supply independently. This is excluded from our operational carbon metric as it is not part of the SBTi methodology.

ENERGY PERFORMANCE CERTIFICATES

We have chosen Energy Performance Certificates as our energy efficiency metric, as we have direct control over regulated emissions on developments and refurbishment.

Due to our diverse range of customers, unregulated energy use can vary significantly by customer depending on fit-out and operation. This can lead to unpredictable energy use.

Energy Performance Certificates are required across all our operating countries in order to sell or let a property, as per the EU Energy Performance of Buildings directive. This directive can be transposed into national law differently, and for this reason Germany and Poland do not provide an alphabetical rating on the certificate. For these countries, primary energy demand (as shown on the EPC) is used in order to provide a Group performance metric.

Net Zero Carbon metrics	2019	2020
We will improve the primary energy demand to at least an Energy Performance Certificates (EPC) C rating, or equivalent:		
Group floorspace rated C or better	57.8%	66.2%
Group floorspace rated D or lower	18.4%	12.6%
Group floorspace unrated	23.8%	21.2%

EMBODIED CARBON

Our definition of embodied carbon is line with the World Green Building Council and includes carbon emissions relating to the in-use and end-of-life stages.

In 2020, we undertook nine embodied carbon assessments which equates to 35% of the completed developments by area, an increase from 20% in 2019. These assessments are completed using a software tool called One-Click LCA or provided by the BREEAM/DGNB assessors where a life cycle assessment has been undertaken and validated. We have set country level coverage benchmarks to increase this coverage before we achieve net zero carbon emissions.

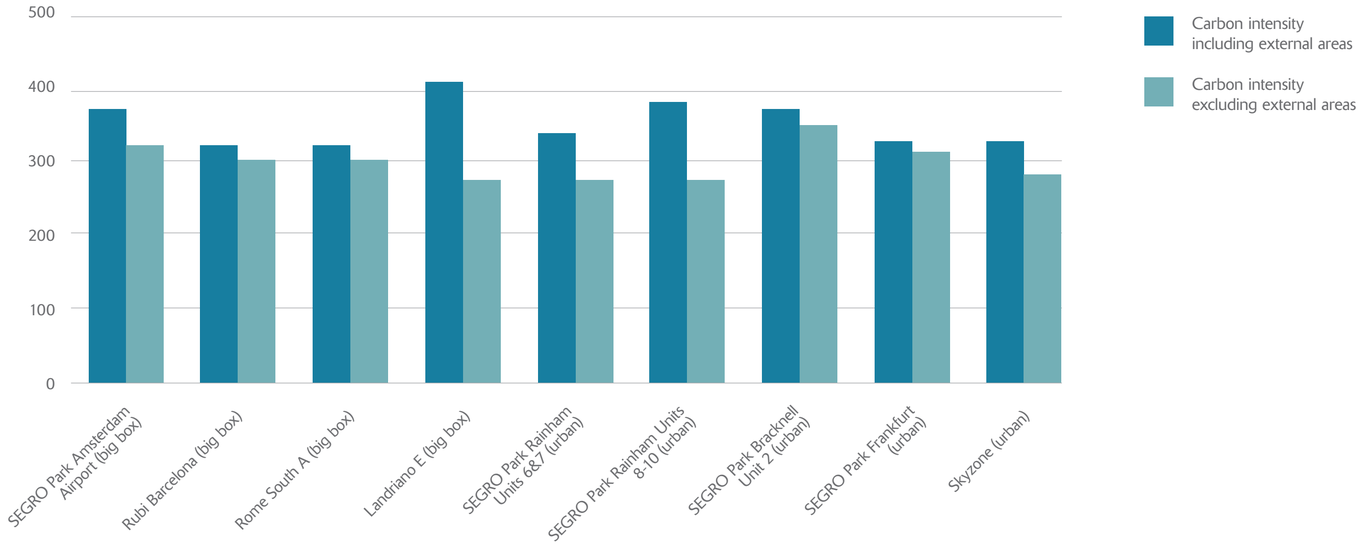
The main explanation for the embodied carbon intensity decrease was due to our largest development Rome South A, which used a CEMII concrete mix for the foundations, a cladding system with lower carbon factor and less material used for the external areas. Across other projects we have achieved carbon reductions using a warm-mix asphalt product and glu-laminated timber for the structure. Our strategy focuses on reducing carbon emissions rather than purchasing offsets.

Naturally, there is a variability in carbon intensities across the developments as a result of the material specifications and building types like cross–dock or multi-story warehouses. We have chosen lettable floor space delivered as our chosen intensity metric.

The methodology excludes mechanical and electrical equipment as data can be difficult to obtain and will affect the comparability of the data.

Net Zero Carbon metrics	Baseline	2019	2020
We will reduce the average embodied carbon intensity of all new developments by 20% by 2025 (against our average benchmark in 2019)	348 $kgCO_2e/m^2$	348 $kgCO_2e/m^2$	334 $kgCO_2e/m^2$

WHOLE SITE – $kgCO_2e/m^2$ LETTABLE FLOOR AREA



ON-SITE ENERGY GENERATION

In order to improve our energy efficiency, we aim to increase the amount of on-site renewable energy capacity and generation across the portfolio.

The renewable energy installations mainly consist of rooftop solar photovoltaic panels. Each year we significantly scale up our capacity and generation on both new buildings and our existing portfolio.

This metric demonstrates our commitment to our Net Zero Carbon commitment by showing our investment in renewables. We also regularly install air source heat pumps, ground source heat pumps and solar thermal hot water.

	Baseline	2018	2019	2020
We will increase the amount of on-site renewable energy capacity and generation across the portfolio	Capacity	13.5 MW	18.5 MW	26.8 MW
	Generated	13,728 MWh	16,887 MWh	20,976 MWh

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

Reporting Methodology

The greenhouse gas (GHG) section has been prepared in accordance with our regulatory obligation to report greenhouse gas emissions pursuant to section 7 of the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 and the Companies (Directors' Report), and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018; the latter commonly referred to as streamlined energy & carbon reporting.

As well as fulfilling these mandatory greenhouse gas reporting requirements, SEGRO is committed to following EPRA best practice recommendations for sustainability reporting. We report our data using an operational control approach to define our organisational boundary, as per the greenhouse gas protocol. The market-based methodology has been applied to calculate the scope 2 emissions where they are available; where they are not available the IEA residual emission factors have been applied. We have chosen lettable floor space as our chosen intensity metric, using total floor area with scope 1 and 2 emissions in the reporting year. Business travel covers the grey fleet only, which is expensed mileage for employee-owned vehicles. The total energy use covers the electricity, fuels and district heating converted to kWh units.

Greenhouse gas emissions and energy use data for the period 1 October 2019 to 30 September 2020. This period is referred to as 2020.

(tCO_2e)	2019	2020
Scope 1 emissions – combustion of fuels	830	1,401
Scope 2 emissions – purchased energy (location based)*	2,244	2,357
Scope 2 emissions – purchased energy (market based)**	2,055	2,088
Scope 3 – business travel	61	45
Gross CO_2e footprint (using location based)	3,135	3,803
Responsible floor area (sq m)	970,409	1,117,121
Carbon intensity per sq m floor space ($kgCO_2e/m^2$)	3.2	3.4
Total Energy Use (kWh)	**12,001,480**	**15,607,448**

* Electricity emissions are calculated using standard national conversion factors (location based).

** Electricity emissions are calculated using supplier specific conversion factors where we are reducing our carbon footprint by procuring a low-carbon electricity tariff, and 'residual' factors where we have not yet moved to a low-carbon tariff. (market based).

Corporate citizenship provide limited independent assurance to ASAE3000. See **www.segro.com/csr** for more details of the independent assurance.

CARBON FOOTPRINT – SCOPE 3 REPORTING

In order to have full visibility of our value chain emissions, we also measure our scope 3 carbon footprint. Capital goods, which is the embodied carbon of our developments, and Downstream Leased Assets, which is the operational carbon of occupied buildings, contribute the majority of our scope 3 emissions. These operational activities are essential for SEGRO to meet our Net Zero Carbon ambitions and included within our metrics, alongside purchased services and corporate activities. Our Net Zero Carbon commitment has been developed in accordance with the Better Building Partnership Net Zero Carbon framework.

The carbon emissions figure for Downstream Leased Assets uses a market-based methodology and only covers building where SEGRO has sight of the energy consumption, which represents 41% of the portfolio with partial or full data.

We introduced internal targets to increase data coverage of the portfolio as we aim to report actual data as opposed to estimations. For this reason, we expect the proportion of carbon emissions relating to Downstream Leased Assets to increase in the coming years. There will always be part of the portfolio where we do not have this information and we will use best estimation techniques to capture these assets once actual data is sufficient. Every asset owned by SEGRO, regardless of whether we have data, is captured within our Net Zero carbon target.

	2020 (tonnes CO_2e)	%	Net Zero commitment
Scope 1	1,401	0.3	Yes
Scope 2 (location based)	2,357	0.5	Yes
Scope 2 (market based)	2,088	0.4	Yes
Scope 3	466,776		
Capital goods	285,975	60.8	Yes
Downstream Leased Assets	113,482	24.1	Yes
Purchased goods and services	36,471	7.8	Yes
Fuel and energy related activities	22,181	4.7	No
Use of sold products	2,651	0.8	No
Upstream transportation and distribution	3,039	0.6	No
Waste generated from operations	1,304	0.3	Yes
Business travel	374	0.1	Yes
Commuter travel	202	0.0	No
Upstream Leased Assets	96	0.0	Yes
Downstream transportation and distribution	N/A		N/A
Processing of sold products	N/A		N/A
End-of-life treatment of sold products	N/A		N/A
Franchises	N/A		N/A
Investments	N/A		N/A
Total	**470,533**	**100.0**	

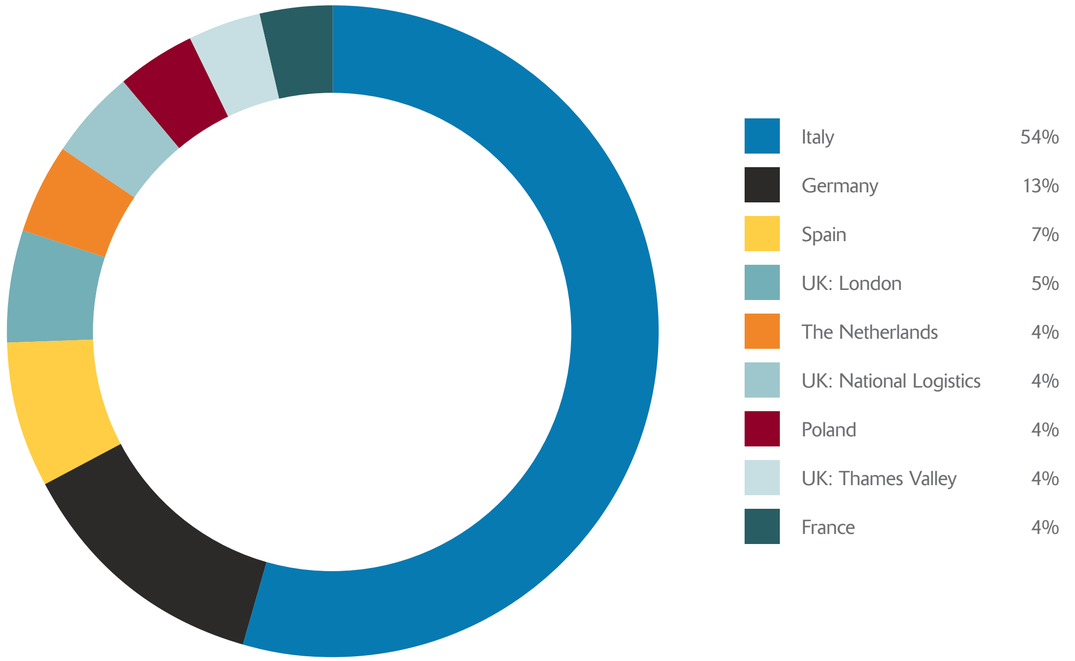
CAPITAL GOODS – BREAKDOWN OF EMISSIONS BY REGION

Capital goods relates to the embodied carbon within our developments. Italy remains our largest development market and therefore generates the most embodied carbon emissions.

We monitor embodied carbon emissions by region due to differences between local regulations and specifications. This covers all developments completed between 1 October 2019 and 30 September 2020 in line with our greenhouse gas reporting. (The carbon emissions covers life cycle stages A1-A5, B4-B5 and C1-C4).

Region	Floor area (sq m)	Embodied carbon (tonnes)
Italy	429,535	155,812
Germany	108,291	36,560
Spain	66,310	21,253
UK: London	42,737	15,188
The Netherlands	35,939	12,822
UK: National Logistics	38,354	12,808
Poland	32,916	10,992
UK: Thames Valley	28,242	10,449
France	30,220	10,092
TOTAL	**812,544**	**285,975**

TOTAL ESTIMATED EMBODIED CARBON IN 2020 DEVELOPMENT COMPLETIONS BY BUSINESS UNIT / COUNTRY



BUILDING ENERGY RATINGS

The energy ratings we monitor across the portfolio are taken from EU Energy Performance Certificates (EPC). EPCs provide us with information about the energy efficiency of the buildings where we have control, this is also known as regulated energy.

EPCs are particularly important in the UK where legislation restricts the leases of buildings which are F or G rated. We have refurbishment targets to achieve a minimum C rating as well as requirements for refurbishments to install LED lighting. This, along with a large development pipeline, has increased the ratings above a C, or equivalent in that market.

Across Europe, EPC legislation for industrial buildings does vary. In some countries, depending on the fit-out of the warehouse area, a certificate cannot be obtained until the building is in operation and under the control of the tenant, or can only be obtained for the office area.

To be able to provide a better overview of the portfolio, an EPC C rating is assumed as 200 kWh/m^2 primary energy demand or less, in Germany and Poland, as alphabetical ratings are not included.

CERT-TOT – TYPE AND NUMBER OF SUSTAINABLY CERTIFIED ASSETS – EPCs GROUP

Group EPCs	Units	2018	%	2019	%	2020	%
Number of certified assets	No. lettable spaces	1,250	71.1	1,407	75.4	1,486	76.1
Number of uncertified assets	No. lettable spaces	507	28.9	458	24.6	466	23.9
Total number of assets	**No. lettable spaces**	**1,757**	**100.0**	**1,865**	**100.0**	**1,952**	**100.0**
Area of certified assets	m^2	4,751,090	69.6	5,925,880	76.2	6,804,711	78.8
Area of uncertified assets	m^2	2,077,240	30.4	1,851,405	23.8	1,834,552	21.2
Total area of assets	**m^2**	**6,828,330**	**100.0**	**7,777,285**	**100.0**	**8,639,263**	**100.0**

SEGRO ENERGY PERFORMANCE CERTIFICATE BY FLOOR AREA (SQ M)

EPC Rating	A+/A	B	C	D	E	F	G	Unrated
United Kingdom	649,040	376,036	476,359	271,125	145,124	1,319	12,668	417,605
France	200,009	183,769	218,285	128,164	30,916	3,557	0	554,200
Italy	1,029,239	212,117	46,010	1,776	0	11,242	0	12,098
Spain	203,271	27,070	49,527	16,082	0	0	0	15,105
Netherlands	145,832	0	0	0	3,202	6,973	6,038	62,013
Czech Republic	0	79,214	90,300	0	0	0	0	0
Primary Energy Demand (kWh/m^2)	**1-100**	**101-150**	**151-200**	**201-250**	**251-300**	**301-400**	**401+**	**Unrated**
Germany	311095.16	538742.99	181981.22	25408	0	0	0	443411.53
Poland	22916.1	287100.16	392356.81	217775.89	203543.6	0	0	329648.59
Total	**2,561,402**	**1,704,049**	**1,454,819**	**660,331**	**382,785**	**23,091**	**18,705**	**1,834,079**
%	**29.6%**	**19.7%**	**16.8%**	**7.6%**	**4.4%**	**0.3%**	**0.2%**	**21.2%**

BUILDING CERTIFICATIONS

The proportion of lettable floor area in the portfolio with environmental building certification increased from 36% in 2019 to 41% in 2020. Most new certificates were a result of large development completions, where all developments over 5,000 sq m are required to achieve at least a BREEAM 'Very Good'.

CERT-TOT TYPE AND NUMBER OF SUSTAINABLY CERTIFIED ASSETS – VOLUNTARY SUSTAINABLE CERTIFICATIONS

Voluntary certifications	Units	2018	%	2019	%	2020	%
Number of certified assets	No. lettable units	268	15.3	326	17.5	376	19.3
Number of uncertified assets	No. lettable units	1,489	84.7	1,539	82.5	1,576	80.7
Total number of assets	**No. lettable units**	**1,757**	**100.0**	**1,865**	**100.0**	**1,952**	**100.0**
Area of certified assets	m^2	1,857,419	27.2	2,798,479	36.0	3,526,180	40.9
Area of uncertified assets	m^2	4,970,911	72.8	4,978,807	64.0	5,104,931	59.1
Total area of assets	**m^2**	**6,828,330**	**100.0**	**7,777,285**	**100.0**	**8,630,829**	**100.0**

FLOOR AREA COVERAGE BY CERTIFICATION SCHEME

Certification scheme	Rating	Area (sq m)
BREEAM New Construction	Pass	35,295
	Good	25,596
	Very Good	970,927
	Excellent	552,695
	Outstanding	139,195
DGNB New Construction	Bronze	0
	Silver	336,349
	Gold	438,006
	Platinum	126,507
BREEAM In-Use	Acceptable	0
	Pass	0
	Good	0
	Very Good	255,558
	Excellent	450,452
	Outstanding	0
LEED Core & Shell	Certified	0
	Silver	0
	Gold	23,393
	Platinum	0
HQE New Building	Good	0
	Very Good	60,897
	Excellent	111,310
	Exceptional	0

ENERGY – ABSOLUTE

Absolute energy consumption across SEGRO's reportable area reduced by 5.1% in 2020.

Absolute data does not include estimations where there are data gaps in the year due to the energy supply being the responsibility of the tenant for part of the year.

UK energy intensity is lower due to a larger proportion of the reportable area being vacant in the reporting year.

District heating in the UK is variable depending on the reportable buildings which are connected to a historic network on the Slough Trading Estate.

Fuel oil is consumed by the sprinkler systems in Poland as a back-up to the primary electricity supply. The back-up power supply is mandatory under national legislation.

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
Elec-Abs	kWh	Elec	Landlord shared services/Vacancy	2,414,668	2,632,843	4,912,582	4,648,242	7,327,250	7,281,085
			Tenant supply	8,104,280	6,067,377	136,998,396	133,853,813	145,102,677	139,921,190
			Total	10,518,948	8,700,220	141,910,979	138,502,055	152,429,927	147,202,275
			Coverage m²	282,075	246,632	3,039,158	3,066,160	3,321,233	3,312,793
DH&C-Abs	kWh	District heating / cooling	Landlord shared services/Vacancy	0	28,611	0	1,127,627	0	1,156,237
			Tenant supply	0	23,132	1,412,135	1,962,332	1,412,135	1,985,464
			Total	0	51,743	1,412,135	3,089,959	1,412,135	3,141,702
			Coverage m²	0	1,432	43,401	80,856	43,401	82,289
Fuels-Abs	kWh	Natural gas	Landlord shared services/Vacancy	1,505,775	1,250,656	464,781	4,513,001	1,970,556	5,763,657
			Tenant supply	1,492,590	1,433,098	164,063,290	147,517,464	165,555,880	148,950,562
			Total	2,998,365	2,683,754	164,528,071	152,030,465	167,526,436	154,714,219
			Coverage m²	106,289	78,008	2,411,221	2,461,192	2,517,510	2,539,199
Fuels-Abs	kWh	Fuel oil	Landlord shared services/Vacancy	0	0	225,176	103,933	225,176	103,933
			Tenant supply	0	0	0	0	0	0
			Total	0	0	225,176	103,933	225,176	103,933
			Coverage m²	0	0	0	1,384	0	1,384
Total Energy-Abs	kWh	Total energy	Landlord shared services/Vacancy	3,920,443	3,912,110	5,602,539	10,392,802	9,522,982	14,304,912
			Tenant supply	9,596,870	7,523,607	302,473,821	283,333,609	312,070,691	290,857,216
			Total	13,517,313	11,435,717	308,076,360	293,726,411	321,593,673	305,162,128
			Coverage m²	297,853	268,761	3,339,577	3,226,810	3,637,430	3,495,571
Energy-Int	**kWh/m²/year**	**Intensity**	**Total energy intensity**	**45**	**43**	**92**	**91**	**88**	**87**

ENERGY – LIKE-FOR-LIKE

The like-for-like datasets compare the performance of sites with two years of data and represent 17% of the portfolio.

The like-for-like energy consumption reduced by 6.7% in 2020.

A large proportion of the like-for-like sites are located in Poland which has a higher gas use than in the UK.

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
Elec-LfL	kWh	Elec	Landlord shared services/Vacancy	364,322	274,218	1,141,014	1,063,296	1,505,336	1,337,514
			Tenant supply	4,304,091	4,097,337	90,146,337	84,101,986	94,450,429	88,199,322
			Total	4,668,413	4,371,555	91,287,352	85,165,282	95,955,765	89,536,837
DH&C-LfL	kWh	District heating / cooling	Landlord shared services/Vacancy	0	0	0	0	0	0
			Tenant supply	0	0	250,816	683,062	250,816	683,062
			Total	0	0	250,816	683,062	250,816	683,062
Fuels-LfL	kWh	Natural gas	Landlord shared services/Vacancy	31,546	43,179	156,635	1,089,619	188,180	1,132,798
			Tenant supply	881,528	956,402	97,624,627	89,474,104	98,506,156	90,430,506
			Total	913,074	999,582	97,781,262	90,563,722	98,694,336	91,563,304
Total Energy-LfL	kWh	Total energy	Landlord shared services/Vacancy	395,868	317,398	1,297,648	2,152,915	1,693,516	2,470,313
			Tenant supply	5,185,619	5,053,739	188,021,782	174,259,151	193,207,401	179,312,890
			Total	5,581,487	5,371,137	189,319,430	176,412,066	194,900,917	181,783,203
			Coverage m^2	62,975	62,975	1,383,727	1,383,727	1,446,702	1,446,702
Energy-Int	**kWh/m^2/year**	**Intensity**	**Total energy intensity**	**89**	**85**	**137**	**127**	**135**	**126**

GREENHOUSE GAS EMISSIONS – ABSOLUTE

Total greenhouse gas emissions across SEGRO's reportable area reduced by 32.5% (market based) and 15.2% (location based). This is a result of electricity supplies moving to renewable energy tariffs and reductions in national grid emission factors.

Scope 1 emissions show the tonnes of CO_2 relating to buildings only and does not include direct emissions from leased or company owned vehicles.

For multi-let sites, the energy consumption from the main meter is split between landlord and tenant responsibility using either sub-meter data or floor area. Where sub-meter data is not available the floor area is used which leads to higher scope 1 emissions.

Absolute data does not include estimations where there are data gaps in the year due to the energy supplies being the responsibility of the tenant for part of the year.

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
GHG-Dir-Abs	tCO_2e	Direct emissions	Scope 1	277	230	76	858	353	1,088
GHG-InDir-Abs	tCO_2e	Indirect emissions	Scope 2 (location)	617	619	1,627	1,739	2,244	2,357
			Scope 2 (market)	326	324	1,729	1,765	2,055	2,088
			Scope 3 (location)	2,346	1,682	133,374	112,197	135,720	113,879
			Scope 3 (market)	2,807	1,285	137,173	91,592	139,980	92,877
GHG-Int-Abs	tCO_2e	GHG intensity	Total GHG (location)	3,240	2,531	135,078	114,793	138,318	117,324
			Total GHG (market)	3,410	1,839	138,979	94,214	142,388	96,053
	m^2		Coverage m^2	297,853	268,761	3,339,577	3,226,810	3,637,430	3,495,571
	$tCO_2e/m^2/yr$		**Total GHG intensity (location)**	**0.011**	**0.009**	**0.040**	**0.036**	**0.038**	**0.034**
	$tCO_2e/m^2/yr$		**Total GHG intensity (market)**	**0.011**	**0.007**	**0.042**	**0.029**	**0.039**	**0.027**

GREENHOUSE GAS EMISSIONS – LIKE-FOR-LIKE

The like-for-like datasets compare the performance of sites with two years of data and represent 17% of the portfolio.

The like-for-like greenhouse gas emissions reduced by 31.9% for market based emissions. The like-for-like dataset is more likely to be within SEGRO's control of energy procurement and therefore benefits greater from the renewable energy tariffs. The location based emissions fell 14.1%. Both metrics are affected by the like-for-like energy consumption which reduced by 6.7% in 2020.

The majority of the like-for-like dataset is located in Poland which has a higher grid emissions factor than the UK, leading to a higher carbon intensity. This also explains the difference between the operational carbon in the net zero metrics which reports 41% of the portfolio (using estimations where data is unavailable in year) compared to the 17% in the like-for-like dataset.

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
GHG-Dir-LfL	tCO_2e	Direct emissions	Scope 1	6	8	29	200	35	208
GHG-InDir-LfL	tCO_2e	Indirect emissions	Scope 2 (location)	93	64	367	643	461	707
			Scope 2 (market)	80	29	373	660	370	689
			Scope 3 (location)	1,262	1,131	90,325	77,030	90,609	78,161
			Scope 3 (market)	1,595	701	92,638	62,421	94,232	63,122
GHG-Int-LfL	tCO_2e	GHG intensity	Total GHG (location)	1,361	1,203	90,721	77,873	92,082	79,076
			Total GHG (market)	1018	738	93,039	63,281	94,057	64,019
	m^2		Coverage m^2	62,975	62,975	1,383,727	1,383,727	1,446,702	1,446,702
	$tCO_2e/m^2/yr$		**Total GHG intensity (location)**	**0.022**	**0.019**	**0.066**	**0.056**	**0.064**	**0.055**
	$tCO_2e/m^2/yr$		**Total GHG intensity (market)**	**0.016**	**0.012**	**0.067**	**0.046**	**0.065**	**0.044**

WATER – ABSOLUTE & LIKE-FOR-LIKE

Absolute water consumption reduced by 12.5% across the reportable floor area in 2020. Absolute data does not include estimations where there are data gaps in the year due to the energy supply being the responsibility of the tenant for part of the year.

The 2019 UK water data was inflated by high usage caused by an incorrect meter reading by the supplier and a construction site which did not have a reported floor area.

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
Water-Abs	m^3	Water	Landlord shared services/Vacancy	12,147	5,006	7,030	14,212	19,177	19,218
			Tenant supply	22,137	5,163	346,071	314,521	368,208	319,684
			Total	34,284	10,169	353,101	328,734	387,385	338,902
			Coverage m^2	47,951	60,113	2,167,726	2,218,274	2,215,677	2,278,387
Water-Int-Abs	**m^3/m^2/year**	**Intensity**	**Total Energy Intensity**	**0.71**	**0.17**	**0.16**	**0.15**	**0.17**	**0.15**

The like-for-like datasets compare the performance of sites with two years of data and represent 19% of the portfolio.

UK like-for-like dataset does not contain a substantial number of buildings to provide an accurate intensity. These buildings are mainly office buildings with a higher water intensity.

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
Water-LfL	m^3	Water	Landlord shared services/Vacancy	698	466	3,927	4,812	4,625	5,278
			Tenant supply	264	507	270,822	266,232	271,086	266,739
			Total	962	972	274,749	271,044	275,710	272,017
			Coverage m^2	4,088	4,088	1,663,764	1,663,764	1,667,853	1,667,853
Water-Int-LfL	**m^3/m^2/year**	**Intensity**	**Total Energy Intensity**	**0.24**	**0.24**	**0.17**	**0.16**	**0.17**	**0.16**

GLOBAL REPORTING INITIATIVE AND EPRA PERFORMANCE MEASURES

Key: **Y** Fully reported **P** Partially reported **N** Not reported

EPRA code	Performance measure	GRI code	Unit of measure	Is reported	Where reported
Diversity-Emp	Employee gender diversity	405-1	Percentage of employees	Y	2020 Annual Report & Accounts, pages 34-35, 91, 116 Leadership: Male 67% / Female 33% Workforce: Male 51% / Female 49%
Emp-Training	Employee training and development	404-1	Average hours	Y	2020 Annual Report & Accounts, page 35 2,812 hours of training took place in 2020.
Emp-Dev	Employee performance appraisals	404-3	Percentage of employees	Y	2020 Annual Report & Accounts, page 35 Every employee has an interim and full year appraisal, at which their performance is reviewed and objectives are set, alongside training needs to achieve their objectives.
Emp-Turnover	New hires and turnover	401-1	Total number and rate	P	2020 Annual Report & Accounts, page 34-35 We believe that our approach to rewarding and developing talent, alongside a supportive and collaborative company culture, is reflected in our low employee turnover of 2.3% (2019: 5%). Our new hires figure is not disclosed.
H&S-Emp	Employee health and safety	403-2	Injury rate, absentee rate and number of work related fatalities	P	2020 Annual Report & Accounts, page 45 In 2020, our Accident Frequency Rate for employees remained low at 0.14. Our absentee rate is not disclosed.
H&S-Asset	Asset Health and Safety assessments	416-1	Percentage of assets	N	Health and safety reporting - 2020 Annual Report & Accounts, page 45
H&S-Comp	Asset Health and Safety compliance	416-2	Number of incidents	N	Health and safety reporting - 2020 Annual Report & Accounts, page 45
Comty-Eng	Community engagement, impact assessments and development programmes	413-1	Percentage of assets	N	2020 Annual Report & Accounts, pages 41-43
Gov-Board	Composition of highest governance body	102-22	Total number	Y	2020 Annual Report & Accounts, pages 96-97 9 members of the Board: 3 Executive Directors, 6 independent Non-Executive Directors.
Gov-Selec	Process for nominating and selecting the highest governance body	102-24	Narrative on process	Y	2020 Annual Report & Accounts Nominations Committee Report, pages 114-117
Gov-Col	Process for managing conflicts of interest	102-25	Narrative on process	Y	2020 Annual Report & Accounts, pages 90, 105

TCFD DISCLOSURE

The TCFD was established to help identify the information needed by investors, lenders, and insurance underwriters to appropriately assess and price climate-related risks and opportunities. The Taskforce structured its recommendations around four thematic areas that represent core elements of how organisations operate: governance; strategy; risk management; and metrics and targets.

We are committed to implementing the recommendations of the TCFD, providing investors and other stakeholders with information on climate-related risks and opportunities that are relevant to our business. Our TCFD disclosures can be found on page 89 of the SEGRO 2020 Annual Report and Accounts. During 2021, we will work to assess the financial impact of the risks from climate change on our portfolio and our business.

NET ZERO CARBON PLAN

As part of our approach to manage transition risks, in 2020 we outlined our strategy to become a Net Zero Carbon business by 2030. This strategy will focus on reducing our operational emissions by investing in on-site renewables and energy efficient technologies, as well as reducing embodied carbon on new build programs. Other direct carbon sources, such as our corporate emissions, are also captured and targeted. For further information on our net zero strategy see page 29 of the SEGRO Annual Report and Accounts.

The TCFD identifies two types of risk associated with climate change:

- Transition risks associated with the transition to a low or ultra-low economy;
- Physical risks associated with physical effects of climate change.

We undertake a Climate Resilience study to assess the physical risk to our portfolio by geography and building type every 3 years.

CLIMATE-RELATED TRANSITION RISKS AND OPPORTUNITIES

Transition risks are those associated with the transition to a low or ultra-low carbon economy.

- Policy and Legal – We are committed to becoming a Net Zero Carbon business by 2030. More detail on our commitment to reduce embodied carbon in our developments and operational carbon emissions from our buildings can be found on page 6. We believe that this will ensure we are ahead of future changes to current legislation such as MEES in the UK and any future energy efficiency regulations in the EU markets. In addition, we believe that our customers will expect the properties they occupy to comply with high standards of energy efficiency to reduce their operating costs and deliver their own carbon emission targets. We expect that buildings which incorporate the highest sustainability standards will have a competitive advantage over those which do not.
- Technology – The adoption of new and evolving technologies is key to our approach. We continue to incorporate solar panels in our developments where viable and have continued to install electric vehicle charging points across all of our geographies to enable our customers to reduce their use of fossil fuels in operations. We also ensure our new buildings have large enough power capacity to support the move towards means of heating buildings with electricity.
- Market – During 2020 continued to hold meetings with our customers to understand their emerging needs. We aim to build to a minimum BREEAM standard (or equivalent) of Very Good and above to meet the demands of our customers for sustainable buildings. In addition, we work with them to allow them to meet their own sustainability requirements. For example, in new buildings, we install smart and sub-metering, and are retrofitting it in existing buildings, to enable customers to understand how their buildings are working in operation and to identify potential measures to reduce energy wastage.
- Reputational – Our stakeholders expect to work with and invest in a company which has a strong sense of environmental responsibility. Failure to act, and to be seen to act, is a source of reputational risk for SEGRO. To mitigate this risk, we have set out our main environmental sustainability objectives in our Responsible SEGRO framework which can be found at www.segro.com. In addition, we participate in a number of independent market and sector ESG frameworks which assess our disclosure and performance, including MSCI, GRI, S&P and SASB (market) and EPRA and GRESB (real estate sector), to ensure our stakeholders can make their own assessment of our activity in this important area.

FINANCIAL IMPACT

During 2021, we will work with external consultants to assess the financial impact of the risks from climate change on our portfolio and our business.

CLIMATE-RELATED PHYSICAL RISKS AND OPPORTUNITIES

Physical risks are those associated with the physical effects of climate change. The map opposite shows the main physical risks facing our portfolio geographies.

All new investment, whether acquisition or development, is only undertaken after extensive due diligence of potential physical and climate risks at both a macro and a micro level. For example, in southern Europe (Spain, Italy and southern France), we carry out enhanced thermal modelling due to the risk of rising temperatures. Similarly, water shortage is a greater risk in southern Europe than in northern Europe so we may look to install enhanced rain water harvesting.

While these are risks, they are also opportunities. Solar photovoltaic panels are more productive in southern Europe than in northern Europe, for example, allowing our customers to use more directly-produced energy and reduce electricity drawn from the grid. This can not only reduce their own carbon footprint from operations but reduce their operating costs.

TCFD DISCLOSURE (CONTINUED)

GOVERNANCE

Recommendation

Disclose the organisation's governance around climate-related risks and opportunities.

SEGRO approach

The Board has overall responsibility for ensuring risks, including climate-related risks and opportunities, are effectively and consistently managed throughout the Group. The Board delegates the execution of the risk management process to the Executive Committee. At an operational level, the Chief Operating Officer, supported by the Operations Committee and the Cross Border Technical Working Group, is responsible for ensuring that our environmental (and wider Responsible SEGRO) targets are met on both existing assets and new developments.

Further information

Governance (page 95 of the SEGRO Annual Report and Accounts).

STRATEGY

Recommendation

Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.

SEGRO approach

As a long term property owner, we need to ensure that our buildings are fit for purpose for the future. One of the ways we do this is to build relatively generic buildings, suited to more than one customer.
This ensures a longer life-span for the building as well as reducing the risk of vacancy and future refurbishment costs.

In order to ensure that our buildings are fit for purpose and meet the requirements of our customers for the long term we have integrated adaptation and mitigation into our standard building design. With the potential for a changing climate across Europe, we ensure that aspects such as heating and sustainable drainage are assessed and costed in all designs. Although these adaptations involve additional cost, we believe that buildings with enhanced sustainability aspects will increasingly be valued more highly than those without.

Climate Change adaptation is now a standard process of our maintenance programme. We have identified climate change as a risk to the ongoing operation of our buildings. We have increased climate change related aspects of maintenance, such as sewer clearance, enhanced drainage and glazing replacement.

Further information

Strategy Report (page 46-47 of the SEGRO Annual Report and Accounts).

RISK MANAGEMENT

Recommendation

Disclose how the organisation identifies, assesses, and manages climate-related risks.

SEGRO approach

The Board considers climate-related risks and opportunities as part of the risk review process. The Group Head of Sustainability reports on climate-related risks and opportunities to the Executive Committee and to the Board. These risks include regulatory risk, reputational risk, and physical environmental risk.

Climate Change has been recognised as having a potential for both risks and opportunities across the business for some time but in light of SEGRO's recognition of the Climate Emergency, Climate Change has now been recognised as a Principle Risk.

In order to determine how our business could potentially be impacted, both positively and negatively, by a changing climate, we have conducted extensive research to determine the potential impacts of a changing physical world both in terms of the physical changes (weather patterns, temperature increase etc) and the transitional changes (legislative, financial etc).

To manage risks at an operational level, KPIs are set for various stages of the building life cycle including; Design stage, Development, Refurbishment and demolition. The use of building ratings tools such as BREEAM and DGNB, along with the targets set as part of SEGRO 2025 such as EPC C and above for all refurbishments, ensure a consistent approach to sustainability and specifically to managing the risks of climate change across our entire portfolio.

Each of our projects, whether it is a light touch refurbishment or a full scale demolition and rebuild, are subject to comprehensive targets to ensure that climate related issues are considered at an every stage such as how to limit overheating, how to limit flood risk, and to ensure good choices in materials are made.

These risks have been modelled out to short, medium and long-term time horizons and taking into account of the scenarios used by the Intergovernmental Panel on Climate Change (IPCC) which cover the impact of a 2 degree Celsius increase in global temperatures as well as the worst case scenario and business as usual. Having reviewed all of the IPCC scenarios, we have conducted our risk assessment based on the 2 degree and 4 degree scenarios.

The modelling of the different Representative Concentration Pathways (the different climate scenarios identified by the IPCC) across an 80 year timeframe enabled us to understand the likelihood of varying chronic and acute physical risks across the geographies in which we operate.

– Chronic risks are long-term changes in the overall climate and include increased average temperatures which in turn lead to increased cost through increased cooling demands.

– Acute risks include the more regular occurrence of extreme weather events such as wind or rain causing flooding or structural property damage which could lead to increased insurance costs and pre-emptive mitigation measures.

Transitional risks, such as changes to legislation are also dependent on the different scenarios. For example, in order to transition to a 2 degree scenario, it will be necessary for countries to adopt strong regulatory and legislative measures. Behaviours of consumers would also need to adapt greatly. An example of some of the transitional risks that we have identified include, strengthening localised legislation such as the proposed changes to MEES legislation in the UK and the Green Deal Policy from the European Union.

Further information

Principal Risks (page 72-81 of the SEGRO Annual Report and Accounts).

METRICS AND TARGETS

Recommendation

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

SEGRO approach

To enable our stakeholders to consider and compare our reporting, we compile and align our outputs in line with the EPRA Best Practices Recommendations on Sustainability Reporting.

In order to ensure that we also report on those issues that we can have a direct impact upon, we use our materiality assessment to identify the key metrics that are material to the business. For SEGRO, these are carbon emissions, waste production and the embodied carbon of our developments.

For our carbon emissions target, we have produced carbon reduction targets, in line with the Paris International Climate Change Agreement in 2016, to ensure we align our carbon reduction programme to its objectives, as well as minimising our risk exposure to climate change on our managed portfolio.

Further information

Environmental Sustainability(page 57-59 of the SEGRO Annual Report and Accounts) www.segro.com/csr

ESG METRICS

We monitor our performance across various Environmental Social and Governance (ESG) indices and review trends to ensure our approach and the information we disclose meets the needs of our stakeholders.

There are a number of different organisations and structures for reporting on our wider ESG metrics, and we report against the following either in this Annual Report or on the Responsible SEGRO area on our website.

Reporting frameworks

- Global Reporting Initiative (GRI)
- Task Force on Climate-related Financial Disclosure project (TCFD)
- Better Building Partnership
- Workforce Disclosure Initiative – 83% (Sector average 54%)

Rating agencies

- MSCI: AAA
- European Public Real Estate Association (EPRA) – Gold
- Carbon Disclosure Project (CDP) – A-
- Global Real Estate Sustainability Benchmark (GRESB)
  - Standing Investments – Rated three-star
  - Development – Rated five star
  - Public Disclosure – A
- Dow Jones Sustainability Index (DJSI) – 85th Percentile
- FTSE4 Good – 3.5 (Industry average 2.5)

ESG METRICS (CONTINUED)

Question	Answer	Reference
Board composition		
Are the positions of CEO and Chair separated?	Yes	Page 106-108 of the SEGRO Annual Report and Accounts
Is the Chair independent?	Yes	Page 106-108 of the SEGRO Annual Report and Accounts
What proportion of the Board is independent?	73%: 8 out of 11 members from 1 May 2021 (31 December 2020: 67%, 6 out of 9 members)	
What proportion of the Board has financial or accountancy expertise?	64%: 7 out of 11 members from 1 May 2021 (31 December 2020: 56%, 5 out of 9 members)	
What proportion of the Board has real estate expertise?	45%: 5 out of 11 members from 1 May 2021 (31 December 2020: 56%, 5 out of 9 members)	
Is the Audit Committee fully constituted of independent members?	Yes	Page 118-122 of the SEGRO Annual Report and Accounts
Is the Nominations Committee fully constituted of independent members?	Yes	Page 114-117 of the SEGRO Annual Report and Accounts
Is the Remuneration Committee fully constituted of independent members?	Yes	Page 123-125 of the SEGRO Annual Report and Accounts
Ownership		
Is the one share one vote principle effectively applied (only one share class, bearing one vote per share)?	Yes	
Is there a controlling shareholder, and if yes, which proportion of the floating capital and voting rights does he own?	No	
Does the company corporate governance status include anti-takeover mechanisms?	No	
Code of conduct / serious concerns		
Does the company have a policy / code of conduct in place which formally forbids or regulates donations, gifts and contributions to and from external parties, and which requires full disclosure to an independent member of the board?	Yes. Every incidence of a gift or hospitality given to or provided by a third party needs to be recorded in the register and, for larger amounts, needs prior approval from the individual's manager or a member of the Executive Committee.	Page 90-91 of the SEGRO Annual Report and Accounts
Does the company have a whistle-blower system in place?	Yes	Page 34, 90-91 of the SEGRO Annual Report and Accounts
Does the whistle-blower system enable an anonymous reporting?	Yes	Page 34, 90-91 of the SEGRO Annual Report and Accounts
Does the company have a "no-retaliation policy" in place which grants immunity to the whistle-blower when it reports a potential violation in good faith?	Yes	
Is the whistle-blower system operated by an independent third party?	Yes	Page 34, 90-91 of the SEGRO Annual Report and Accounts

WORKFORCE DATA

(Data relates to the year as a whole or to the position at 31 December)

Metric	Unit	2017	2018	2019	2020
Workforce profile					
Number of employees	%	300	315	332	355
Employees by country					
UK	%			58	54
Germany	%			13	10
Poland	%			12	2
France	%			11	7
Spain	%			2	12
Netherlands	%			1	1
Italy	%			1	1
Czech Republic	%			1	1
Luxembourg	%			1	11
Workforce by gender					
Board					
Male	%	82	73	67	67
Female	%	18	27	33	33
Leadership					
Male	%	67	67	67	67
Female	%	33	33	33	33
Workforce					
Male	%	53	53	51	51
Female	%	47	47	49	49

Metric	Unit	2017	2018	2019	2020
Workforce by working status					
Full time	%	93	93	91	92
Part time	%	7	7	9	8
Permanent	%			97	97
Temporary	%			3	3
Non-guaranteed hours employees	%	0	0	0	0
Employee engagement					
Voluntary staff turnover	%	9	9	5	2
Involuntary staff turnover	%			3	3
Hours of training delivered	Hours	3,353	3,708	3,507	2,812
Employee Engagement Survey (every other year)					
Engagement score	%		92		94
Response rate	%		91		94
"Proud to work for SEGRO"	%		95		97
"Care about the future for SEGRO"	%		97		97
Participation in UK and CE share schemes	%			98	99

WORKFORCE DATA (CONTINUED)

Metric	Unit	2017	2018	2019	2020
Remuneration metrics (UK only)					
Gender pay gap – median	%	54	50	50	49
Ethnicity pay gap – median	%				34
Top quartile for pay					
Male	%				83
Female	%				17
White	%				98
Non-white	%				2
Bottom quartile for pay					
Male	%				21
Female	%				79
White	%				79
Non-white	%				21
CEO pay ratio (Option A calculation method)					
25th percentile pay ratio	%		65:1	111:1	64:1
Median pay ratio	%		41:1	70:1	37:1
75th percentile pay ratio	%		24:1	40:1	23:1

CUSTOMERS AND CHARITABLE GIVING DATA

Metric	Unit	2017	2018	2019	2020
Total contribution to charities	£m	1.1	0.7	0.9	1.5
Direct donations	£m	0.2	0.2	0.3	1.0
Employee volunteering	£m	0.1	0.1	0.2	0.1
Assistance in kind	£m	0.8	0.4	0.4	0.5
Employee days donated to charity		283	357	331	N/A

Metric	Unit	2017	2018	2019	2020
Number of customers		1,080	1,155	1,190	1,383
Customer Satisfaction Survey					
Occupier satisfaction	%	87	80	88	90
Recommend SEGRO to others	%		93	96	99
Customer retention rate (in existing or new premises)	%	81	89	88	86

SASB DISCLOSURE

ENERGY MANAGEMENT

Energy consumption data coverage as a percentage of total floor area, by property subsector IF-RE-130a.1.

SEGRO Prop type	Energy Coverage (sq m)	Portfolio Area (sq m)	% Coverage
Big-box Warehouses	2,678,378	5,744,950	31.6%
Urban Warehouses	822,541	2,517,835	9.7%
Data Centres	13,120	136,036	0.2%
Office	6,945	36.097	0.1%
Other	2,251	49,048	0.0%
Total	**3,523,235**	**8,483,966**	**41.5%**

Property Type	Total energy kWh	Electricity kWh	% Electricity which is renewably sourced
Big-box Warehouses	247,151,669	119,073,568	7.0%
Urban Warehouses	51,481,538	23,427,053	19.4%
Data Centres	1,993,233	1,960,127	100%
Office	1,959,121	772,433	27.8%
Other	263,732	39,101	31.6%
External Areas, Construction, Demolition	2,312,835	1,929,994	69.7%

Activity	Reference	Code
Number of assets, by property subsector	1952 – Asset counted as a Unit, which is a lettable space with individual lease	IF-RE-000.A
Percentage of indirectly managed assets, by property subsector	0% – SEGRO directly manages all assets	IF-RE-000.C
Average occupancy rate, by property subsector	Vacancy rate as of 31 December 2020 was 3.9%	IF-RE-000.D

SASB DISCLOSURE (CONTINUED)

3 PERCENTAGE RENEWABLE, BY PROPERTY SUBSECTOR

We currently do not track our consumption by property subsector, but by country, so are unable to provide this information currently. Poland is the largest floor area where we do not currently purchase REGO backed electricity. This contract changes 1st January 2021 to a REGO backed source.

LIKE-FOR-LIKE PERCENTAGE CHANGE IN ENERGY CONSUMPTION FOR THE PORTFOLIO AREA WITH DATA COVERAGE, BY PROPERTY SUBSECTOR IF-RE-130A.3

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
GHG-Dir-LfL	tCO_2e	Direct emissions	Scope 1	6	8	29	200	35	208
GHG-InDir-LfL	tCO_2e	Indirect emissions	Scope 2 (location)	93	64	367	643	461	707
			Scope 2 (market)	80	29	373	660	370	689
			Scope 3 (location)	1,262	1,131	90,325	77,030	90,609	78,161
			Scope 3 (market)	1,595	701	92,638	62,421	94,232	63,122
GHG-Int-LfL	tCO_2e	GHG intensity	Total GHG (location)	1,361	1,203	90,721	77,873	92,082	79,076
			Total GHG (market)	1018	738	93,039	63,281	94,057	64,019
	m^2		Coverage m^2	62,975	62,975	1,383,727	1,383,727	1,446,702	1,446,702
	$tCO_2e/m^2/yr$		**Total GHG intensity (location)**	**0.022**	**0.019**	**0.066**	**0.056**	**0.064**	**0.055**
	$tCO_2e/m^2/yr$		**Total GHG intensity (market)**	**0.016**	**0.012**	**0.067**	**0.046**	**0.065**	**0.044**

SASB DISCLOSURE (CONTINUED)

PERCENTAGE OF ELIGIBLE PORTFOLIO THAT (1) HAS AN ENERGY RATING - IF-RE-130A.4

Voluntary certifications	Units	2018	%	2019	%	2020	%
Number of certified assets	No. lettable units	268	15.3	326	17.5	376	19.3
Number of uncertified assets	No. lettable units	1,489	84.7	1,539	82.5	1,576	80.7
Total number of assets	**No. lettable units**	**1,757**	**100.0**	**1,865**	**100.0**	**1,952**	**100.0**
Area of certified assets	m^2	1,857,419	27.2	2,798,479	36.0	3,526,180	40.9
Area of uncertified assets	m^2	4,970,911	72.8	4,978,807	64.0	5,104,931	59.1
Total area of assets	**m^2**	**6,828,330**	**100.0**	**7,777,285**	**100.0**	**8,630,829**	**100.0**

DESCRIPTION OF HOW BUILDING ENERGY MANAGEMENT CONSIDERATIONS ARE INTEGRATED INTO PROPERTY INVESTMENT ANALYSIS AND OPERATIONAL STRATEGY IF-RE-130A.5

In order to determine how our business could potentially be impacted, both positively and negatively, by a changing climate, we have conducted extensive research to determine the potential impacts of a changing physical world both in terms of the physical changes (weather patterns, temperature increase etc) and the transitional changes (legislative, financial etc). We identify energy consumption as a result of both a physical change (increasing demand for cooling in a warming world) and a transitional change (legislation on electric vehicles and electricity for heat).

To manage risks at an operational level, KPIs are set for various stages of the building life cycle including; Design stage, Development, Refurbishment and demolition.

The use of building ratings tools such as BREEAM and DGNB, along with the targets set as part of Reponsible SEGRO such as EPC C and above for all refurbishments, ensure a consistent approach to sustainability and specifically to managing the risks of energy consumption across our entire portfolio.

AND (2) IS CERTIFIED TO ENERGY STAR, BY PROPERTY SUBSECTOR - IF-RE-130A.4

We do not certify to Energy Star but use local equivalents such as BREEAM and DGNB.

Certification scheme	Rating	Area (sq m)
BREEAM New Construction	Pass	35,295
	Good	25,596
	Very Good	970,927
	Excellent	552,695
	Outstanding	139,195
DGNB New Construction	Bronze	0
	Silver	336,349
	Gold	438,006
	Platinum	126,507
BREEAM In-Use	Acceptable	0
	Pass	0
	Good	0
	Very Good	255,558
	Excellent	450,452
	Outstanding	0
LEED Core & Shell	Certified	0
	Silver	0
	Gold	23,393
	Platinum	0
HQE New Building	Good	0
	Very Good	60,897
	Excellent	111,310
	Exceptional	0

SASB DISCLOSURE (CONTINUED)

WATER MANAGEMENT

Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector - IF-RE-140a.1.

None of the regions that SEGRO operates in have been identified as High or Extremely high Baseline Water Stress currently. All water is provided through mains water supplies, none is directly withdrawn from water sources on site. For the purposes of this report, all water data is consumption only.

1) TOTAL WATER WITHDRAWN BY PORTFOLIO AREA WITH DATA COVERAGE

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
Water-Abs	m^3	Water	Landlord shared services/Vacancy	12,147	5,006	7,030	14,212	19,177	19,218
			Tenant supply	22,137	5,163	346,071	314,521	368,208	319,684
			Total	34,284	10,169	353,101	328,734	387,385	338,902
			Coverage m^2	47,951	60,113	2,167,726	2,218,274	2,215,677	2,278,387
Water-Int-Abs	**m^3/m^2/year**	**Intensity**	**Total Energy Intensity**	**0.71**	**0.17**	**0.16**	**0.15**	**0.17**	**0.15**

LIKE-FOR-LIKE PERCENTAGE CHANGE IN WATER WITHDRAWN FOR PORTFOLIO AREA WITH DATA COVERAGE, BY PROPERTY SUBSECTOR - IF-RE-140A.3.

				UK		EU		SEGRO total	
EPRA code	Unit of measure	Indicator		2019	2020	2019	2020	2019	2020
Water-LfL	m^3	Water	Landlord shared services/Vacancy	698	466	3,927	4,812	4,625	5,278
			Tenant supply	264	507	270,822	266,232	271,086	266,739
			Total	962	972	274,749	271,044	275,710	272,017
			Coverage m^2	4,088	4,088	1,663,764	1,663,764	1,667,853	1,667,853
Water-Int-LfL	**m^3/m^2/year**	**Intensity**	**Total Energy Intensity**	**0.24**	**0.24**	**0.17**	**0.16**	**0.17**	**0.16**

Description of water management risks and discussion of strategies and practices to mitigate those risks - IF-RE-140a.4

Our materiality assessment didn't identify water use as a material issue for our business. Regardless of this, we ensure all developments and refurbishments use the most efficient water appliances.

SASB DISCLOSURE (CONTINUED)

MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS:

1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements.

(2) associated leased floor area, by property subsector - IF-RE-410a.1

Our leases currently do not include this information but we are investigating this in 2021.

PERCENTAGE OF TENANTS THAT ARE SEPARATELY METERED OR SUB-METERED

(1) grid electricity consumption

(2) water withdrawals, by property subsector - IF-RE-410a.2.

100% all properties are separately metered for electricity and water.

Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants - IF-RE-410a.3.

We currently collate energy performance data for around 40% of our portfolio and are looking to increase this annually.

CLIMATE CHANGE ADAPTATION

Area of properties located in 100-year flood zones, by property subsector - IF-RE-450a.1.

We currently do not have this information available. Assessments of flood risk are undertaken on each new development and where necessary flood risk mitigation measures such Sustainable Urban Drainage Schemes are included. We will collate this information in 2021 and report it in 2022.

Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks - IF-RE-450a.2.

Our complete strategy for climate change risk exposure is included in our Task Force on Climate Related Financial Disclosure sections of the Data Pack and Annual Report and Accounts.

Number of assets, by property subsector- IF-RE-000.A.

1952 – Asset counted as a Unit, which is a lettable space with individual lease.

METHODOLOGY

REPORTING PERIOD

The reporting period for our Environmental reporting is the period 1 October 2019 to 30 September 2020. This period is used to reduce the amount of estimation techniques used across the reporting data sets due to billing timescales whilst still reporting a full 12 months of data.

REPORTING STANDARDS

SEGRO uses the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (GHGP) to calculate the emissions footprint and we report in line with the EPRA Sustainability Best Practice Recommendations (EPRA sBPRs).

BOUNDARY

For the purpose of mandatory greenhouse gas emissions reporting SEGRO will only be reporting emissions within operational control, as defined by the Greenhouse Gas Protocol. To tailor the operational control approach to our business, we have defined operational control as "responsible space". This includes emissions from all assets under management, excluding emissions from those parts of the portfolio where they are the responsibility of tenants (which are reported under Scope 3 emissions).

SCOPES OF EMISSIONS

The report will collate data for:

Scope 1: Direct emissions which includes fuel consumption from owned/leased transport, natural gas consumption and (fugitive emissions are missing from our reporting due to the nature of our assets being largely an empty shell with lighting).

Scope 2: Indirect emissions from purchased electricity, steam and district heating.

Scope 3: Emissions from transmission and distribution losses from purchased electricity and district steam. Where it is possible to monitor actual tenant consumption using sub-meters, this is also reported as Scope 3 in line with EPRA guidelines.

SCOPE 3 SCREENING

Following best practice, the methodologies for each category of SEGRO's Scope 3 emissions have been developed in accordance with the WRI and WBCSD's Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Capital goods	Emissions associated with the embodied carbon of new developments. Embodied carbon defined as life cycle stages A1-A5, B4, C1-C4.
Downstream Leased Assets	Emissions relating to the operational carbon of the portfolio. Buildings only reported where SEGRO has access to the energy data.
Purchased goods and services	Emissions relating to SEGRO's supply chain excluding utility spend which is captured in Downstream Leased Assets and development activities which are captured in capital goods.
Fuel and energy related activities	This category calculates the well-to-tank emissions, electricity transmission and distribution losses based on the energy consumption data for the period.
Use of sold products	Emissions from sold properties are calculated up to the end of the reporting period.
Upstream transportation and distribution	The primary upstream activity is construction where transport emissions are generated from deliveries. Key operational contracts also monitor mileage and reported in this category.
Waste generated from operations	Construction waste, demolition waste and operational waste where SEGRO is in control is reported and converted into carbon emissions.
Business travel	Travel emissions resulting from the grey fleet, air and rail journeys which are not captured within scope 1 emissions.
Commuter travel	An average-data method is used to calculate commuter related emissions based off employee travel surveys and an office booking system which has been operated from May 2020.
Upstream Leased Assets	SEGRO leases offices for its own activities and does not purchase the energy directly with the suppliers. Emissions for these offices are reported with this category where the space is individually measured.
Downstream transportation and distribution	N/A - SEGRO does not sell and distribute consumable everyday products this category is not relevant.
Processing of sold products	N/A - Excluded as the emissions from the refurbishment of sold buildings has been determined to be insignificant and there are challenges in accurately calculating these emissions.
End-of-life treatment of sold products	N/A – SEGRO did not sell any properties which were immediately and awaiting demolition.
Franchises	N/A - SEGRO has no brand, product or service licenses.
Investments	N/A – SEGRO invests through its core business operations and captured in SEGRO's scope 1 and 2 footprint.

GLOSSARY

UNSDGs

United Nations Sustainable Development Goals

GREEN TARIFF

Any energy supply that is backed by renewable energy certificates

SBTI

Science-Based Targets Initiative

The Science Based Targets Initiative is a private initiative by which companies set a pathway towards reducing greenhouse gas emissions to a level consistent with the 2015 Paris Agreement to limit global warming to well below 2 degrees C and, ideally, to below 1.5 degrees C. Our 2025 targets have been set on this basis but we have not signed up to SBTI because we cannot trace our Scope 3 emissions, Purchased Goods and Services, (likely to be a large part of our total emissions) accurately enough yet.

EPC

UK Energy Performance Certificates

Legally, we cannot lease a UK building to a new tenant without an EPC rating of E or better. Less than 1% of our UK space falls below E. Normally a modest amount of retrofitting of, for example, LED bulbs can push a building's rating to E from F.