

BOARD DIVERSITY AND INCLUSION POLICY

Introduction

Supermarket Income REIT plc (“the Company”) is a Real Estate Investment Trust investing in a diversified portfolio of supermarket real estate assets in the UK and Europe. The Company's assets earn long-dated, secure, inflation-linked, growing income. The Company targets a progressive dividend and the potential for capital appreciation over the longer term. The Company is fully committed to integrating sustainable practices into its day-to-day operations.

In accordance with the UK Corporate Governance Code 2024, the Board Diversity and Inclusion Policy (“Policy”) sets out the approach to diversity on the Board of Supermarket Income REIT plc (“Company”) and its committees. This Policy applies to the Board, its committees and executive team.

Board Diversity Policy Statement

The Company recognises the importance of having a diverse board and sees increasing diversity at board level as an essential element in maintaining an effective board. Diversity of perspectives can help reduce the risk of groupthink, support better decision-making and strengthen Board effectiveness. Our policy is to ensure that there is broad experience and diversity on the Company's Board. The Board supports diversity of all kinds including gender, ethnicity, sexual orientation, disability or education, professional and socioeconomic backgrounds and neurodiversity. Appointments to the Board should be made on merit, in the context of complementing and expanding the skills, knowledge and experience of the Board as a whole (and in accordance with the Equality Act 2010).

The Nomination Committee, on behalf of the Board, is responsible for the implementation and delivery of this policy. The Nomination Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors. Open advertising and/or an external search consultancy should generally be used for the appointment of new directors. In identifying suitable candidates for appointment to the Board, the Nomination Committee will consider candidates against objective criteria with due regard for the benefits of diversity on the Board.

The Nomination Committee also oversees the conduct of the annual review of board effectiveness. As part of the annual performance evaluation of the effectiveness of the Board, committees and individual directors, the Nomination Committee will consider the balance of skills, experience, independence and knowledge on the Board, and the diversity representation of the Board.

In reviewing board composition, the Nomination Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and background on the Board.

Objectives and Targets

The Board supports the targets set by the FCA in the UK Listing Rules and the objectives of the FTSE Women Leaders Review and the Parker Review.

The Board is committed to the following diversity targets:

- at least 40% of the Board should be women;
- at least one of the senior Board positions (Chair, Chief Executive Officer, Chief Financial Officer or Senior Independent Director) should be held by a woman; and
- at least one director should be from a minority ethnic background.

The Board recognises that there may be periods, including during Board refreshment and succession, when one or more of these targets is not met. Where this is the case, the Nomination Committee will set out the steps being taken and the anticipated timeframe for meeting the targets.

The Nomination Committee will embed diversity considerations in all succession planning and recruitment decisions, with the aim of developing a diverse pipeline for Board succession.

Reporting

The Nomination Committee will report annually, in the Company's Annual Report, on the Board's diversity and inclusion policy, initiatives, objectives and progress, including progress against the targets set out in this Policy, in accordance with the UK Corporate Governance Code and the UK Listing Rules.

Review of this Policy

The Nomination Committee will review this Policy, as appropriate, to ensure its effectiveness. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval. Where necessary, this Policy will also be reviewed on an ad hoc basis in light of any regulatory or governance developments relating to board diversity and inclusion.

**Signed by Nick Hewson on behalf of the Board of
Supermarket Income REIT PLC
14 September 2026**