



## 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. As long-term investors, the Company is committed to embedding sustainability across its business.

In accordance with the UK Corporate Governance Code (2024), this Board Diversity and Inclusion Policy ("the Policy") sets out the approach to diversity on the Company's Board of Directors ("the Board") and its committees. This Policy applies to the Board, its committees and executive team.

### Responsibility

This Board Diversity Policy ("the Policy") forms part of the Company's governance framework and falls under the overall responsibility of the Nominations Committee, and ultimately the Company's Board of Directors.

### Scope

This Policy applies to all the Company's directors, including all executive and non-executive directors. It also informs the Company's approach to identifying, nominating, and appointing individuals to Board and senior leadership positions.

### Board Diversity Policy Statement

The Company recognises the benefits of having a diverse board and sees increasing diversity at board level as an essential element in maintaining an effective board. The Company's 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, age, ethnicity, sexual orientation, disability or education, cultural, professional and socioeconomic backgrounds, family responsibilities and neurodiversity. Appointments to the Board should be made on merit, in the context of complimenting and expanding the skills, knowledge and experience of the Board as a whole (and in accordance with the Equality Act 2010).

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.

## **Review of this Policy**

The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

**Signed by Nick Hewson on behalf of the Board of  
Supermarket Income REIT PLC  
24 November 2025**