



DATED: 21 MAY 2024

SUPERMARKET INCOME REIT PLC

DIVERSITY POLICY

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Introduction:

In accordance with the AIC Code of Corporate Governance 2018, the Board Diversity Policy ("Policy") sets out the approach to diversity on the Board of Supermarket Income REIT plc ("Company") including the Company's remuneration, audit and risk and nomination committees (DTR 7.2.8A R(1)(a)). This Policy applies to the Board and its committees only, as the Company does not have any employees.

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. Our policy is to ensure that there is broad experience and diversity on the Board of Supermarket Income REIT plc. 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 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.

**Adopted by the Board of
Supermarket Income REIT PLC
Reviewed and updated 21 May 2024**