



## **ESG Working Group Terms of Reference**

### **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 committed to responsible business practices and integrating environmental, social, and governance (“ESG”) considerations into its operations and investment decisions.

### **Purpose of the ESG Working Group**

Established in 2024, the ESG Working Group serves as an internal forum to support the delivery of the Company's sustainability strategy. It is responsible for identifying, assessing, managing and monitoring ESG-related risks and opportunities across the portfolio and operations.

### **Composition and Governance**

The ESG Working Group is coordinated by the Company's Sustainability Consultant and includes the Company's Chief Executive Officer, Head of Operations and Investor Relations and Members of the Asset Management Team

Additional participants, including members of the Investment Team, may be invited to contribute on an ad hoc basis, particularly during the review of the Company's annual climate-related risk assessment. The Chief Executive Officer oversees the day-to-day performance of the ESG Working Group.

### **Key Responsibilities and Activities**

The ESG Working Group provides a platform for cross-functional collaboration and strategic input on the following areas:

- ESG-related asset management updates and portfolio performance
- Sustainability data collection, analysis and reporting
- Climate-related risks management and implantation of the Company's Transition Plan
- Monitoring and responding to current and emerging ESG regulatory requirements
- Execution and review of the Company's sustainability policies
- Identification and evaluation of nature and biodiversity-related opportunities
- Engagement with tenants and communities, including charitable initiatives and volunteering programmes

The ESG Working Group convenes fortnightly, or as required, to ensure timely discussion and decision-making on ESG matters.

### **Reporting and Oversight**

The Sustainability Consultant is responsible for preparing quarterly Sustainability Update Reports to the Board ESG Committee. These reports provide a comprehensive overview of the ESG Working Group's activities and progress against the Company's sustainability objectives.

**24 November 2025**