



STAKEHOLDER ENGAGEMENT

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.

This Stakeholder Engagement Policy ("the Policy") outlines the Company's commitment and approach to proactive, transparent and meaningful engagement with stakeholders and communities.

The Policy is designed to support the Tenant and Community Engagement Pillar of the Company's sustainability strategy, specifically the objective to partner with tenants and stakeholders to ensure the Company's assets enhance the communities in which they are located. The Policy reflects the Company's belief that stakeholder collaboration is essential to long-term value creation and risk mitigation.

Responsibility

This Policy forms part of the Company's governance framework and falls under the overall responsibility of the ESG Working Group and ultimately the Company's Board of Directors.

The Company's ESG Working Group takes direct responsibility for ensuring effective implementation of this Policy and provides regular progress reports to the Board outlining progress against the agreed sustainability strategy.

Aims and Objectives

The Company's approach to stakeholder and community engagement aims to:

- Identify and understand stakeholder needs, expectations, and concerns
- Integrate stakeholder input into decision-making and ESG strategy development
- Mitigate ESG-related risks and enhance opportunities for positive impact
- Build trust, transparency, and long-term relationships
- Support local communities where the Company operates

Stakeholder Identification and Engagement

The Company will regularly identify and map stakeholders based on their influence, interest, and potential impact.

Key stakeholders for the Company include:

- Employees
- Investors and shareholders
- Tenants
- Suppliers and service providers

- Regulatory bodies and local authorities
- Local communities
- Charitable partners, civil society organisations and NGOs

The Company utilises a variety of engagement channels including:

- Engagement methods include:
- Direct consultations and meetings
- Surveys and feedback mechanisms
- ESG disclosures and sustainability reporting
- Tenant and community engagement initiatives
- Participation in industry forums and collaborative platforms

Inclusivity and Accessibility

The Company is committed to best-practice engagement that is inclusive and accessible for all stakeholder groups.

Employee Engagement

The Company believes that employee engagement is essential to fostering a positive and inclusive work culture. The Company is committed to conducting a formal employee engagement survey at least annually. The Company engages with its people through a range of means including feedback sessions, team meetings and business updates, individual performance reviews and various team building and social events.

Net Zero Engagement

The Company recognises that effective stakeholder engagement and collaboration are essential to achieving its greenhouse gas ("GHG") emissions reduction targets and net zero ambitions. Further details on the Company's approach to stakeholder engagement in support of its net zero objectives can be found in the Company's **Climate Transition Plan** available on its website.

Charitable Giving

The Company supports community wellbeing through targeted charitable giving and employee volunteering. Please refer to the Company's **Volunteering and Charitable Giving Policy** for further details.

Review

This Policy will be reviewed periodically by the ESG Committee to ensure its continued relevance and effectiveness. Any recommended revisions will be submitted to the Board for approval.

Progress against relevant stakeholder and community engagement targets and milestones will be disclosed in the Company's Annual Sustainability Report.

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