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## ESTABLISHMENT OF LTIP AND PDMR SHAREHOLDING

### [SUPERMARKET INCOME REIT PLC](#)

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Supermarket Income REIT PLC  
19 June 2025

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#### **SUPERMARKET INCOME REIT PLC** (the "Company")

#### **Establishment of Long Term Incentive Plan and grant of 2025 LTIP awards**

#### **Notification and public disclosure of transactions by PDMRs**

Supermarket Income REIT plc (LSE: SUPR), announces the establishment of its Long Term Incentive Plan (the "LTIP"), following consultation with a number of its largest shareholders and as outlined in the Directors' Remuneration Policy in the circular published on 4 March 2025 in relation to the internalisation of the Company's management function (the "Internalisation"). The Board recognises the importance of equity incentive schemes as a means to incentivise the Executive Directors, ensuring alignment with the objectives of the Company and its shareholders.

The Company announces that it has granted awards in the form of nominal cost options ("LTIP Awards") over ordinary shares of the Company of £0.01 each ("Shares") pursuant to the LTIP, on 17 June 2025 to the Executive Directors listed below:

Director	Number of Shares under LTIP Award
Rob Abraham	993,377
Mike Perkins	728,476

The exercise price for each LTIP Award is £0.01 per Share, being the nominal cost of a Share. Vesting of the LTIP Awards is subject to continued service and satisfaction of performance conditions relating to the following metrics:

- (i) Relative Total Shareholder Return ("TSR") measured against the constituents of the FTSE 350 Real Estate sector excluding agencies (50% weighting). 25% of this part of an award will vest for median TSR, increasing pro-rata to 100% of this part of an award vesting for upper quartile TSR as measured from completion of the Internalisation to the publication of the 2028 financial year results;
- (ii) Adjusted earnings per share ("EPS") performance for the 2028 financial year (25% weighting). 25% of this part of an award will vest for the 2028 financial year EPS of 6.3p increasing pro-rata to 100% of this part of an award vesting for the 2028 financial year EPS of 7.0p; and
- (iii) Total accounting return ("TAR") during the 2026, 2027 and 2028 financial years (25% weighting). 25% of this part of an award will vest for TAR of 5% p.a. increasing pro-rata to 100% of this part of an award vesting for TAR of 10% p.a..

In addition to the performance conditions outlined above, the Remuneration Committee will retain discretion to adjust any formulaic outcome for the LTIP Awards if it considers it necessary to take account of its broader assessment of Company or

executive performance and the stakeholder experience more generally over the vesting period.

The vesting date of the 2025 LTIP Awards will be the date of publication of results for the 2028 financial year.

A holding period of two years from the date of vesting applies to the LTIP Awards granted to the Executive Directors (and any Shares resulting from the LTIP Awards).

The following notifications are made in accordance with the requirements of Article 19 of the UK Market Abuse Regulation.

1	Details of the person discharging managerial responsibilities/persons closely associated		
a)	Name	Rob Abraham	
2	Reason for notification		
a)	Position/Status	Chief Executive Officer	
b)	Initial notification/amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Supermarket Income REIT plc	
b)	LEI	2138007FOINJKAM7L537	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Ordinary Shares of £0.01 each ISIN: GB00BF345X11	
b)	Nature of transaction	Grant of a nominal cost option over Shares under the Company's Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	993,377
d)	Aggregated Information	Not applicable - single transaction	
e)	Date of transaction	17 June 2025	
f)	Place of transaction	Outside of a trading venue	

1	Details of the person discharging managerial responsibilities/persons closely associated		
a)	Name	Mike Perkins	
2	Reason for notification		
a)	Position/Status	Chief Financial Officer	
b)	Initial notification/amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Supermarket Income REIT plc	
b)	LEI	2138007FOINJKAM7L537	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Ordinary Shares of £0.01 each ISIN: GB00BF345X11	
b)	Nature of transaction	Grant of a nominal cost option over Shares under the Company's Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	728,476
d)	Aggregated Information	Not applicable - single transaction	
e)	Date of transaction	17 June 2025	
f)	Place of transaction	Outside of a trading venue	

#### FOR FURTHER INFORMATION

Supermarket Income REIT plc

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#### NOTES TO EDITORS:

Supermarket Income REIT plc (LSE: SUPR, JSE: SRI) is a real estate investment trust dedicated to investing in grocery properties which are an essential part of the feed the nation infrastructure. The Company focuses on grocery stores which are omnichannel, fulfilling online and in-person sales. The Company's supermarkets are let to leading supermarket operators in the UK and Europe, diversified by both tenant and geography.

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 listed on the closed-ended investment funds category of the FCA's Official List and its Ordinary Shares are traded on the LSE's Main Market. The Company also has a secondary listing on the Main Board of the JSE Limited in South Africa.

Further information is available on the Company's website [www.supermarketincomereit.com](http://www.supermarketincomereit.com)

LEI: 2138007FOINJKAM7L537

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