



NETSTREIT

CORPORATE GOVERNANCE GUIDELINES OF NETSTREIT CORP.

As adopted by the Board of Directors, effective August 1, 2023

Introduction

These Corporate Governance Guidelines (the “Guidelines”) have been established by the Board of Directors (the “Board”) of NETSTREIT Corp. (the “Company”) to promote the functioning of the Board and its committees and to guide the conduct and operation of the Board. These Guidelines are intended to give Board a flexible framework for effectively pursuing the Company’s objectives for the benefit of its stockholders and not as a set of legally binding obligations. These Guidelines should be interpreted in the context of all applicable laws and the Company’s charter, bylaws, and other corporate governance documents and policies.

Role of the Board

The Company’s stockholders select the Board to provide oversight of and strategic guidance to the senior management team. The core responsibility of a Board member is to fulfill his or her fiduciary duties of care and loyalty and otherwise to exercise his or her business judgment in the best interests of the Company and the Company’s stockholders. Service on the Board requires significant time and attention on the part of directors. More specifically, the Board has responsibilities to review, approve and monitor fundamental financial and business strategies and major corporate actions, assess major risks facing the Company and consider ways to address those risks, select and oversee senior management and determine its composition and oversee the establishment and maintenance of processes and conditions to maintain the integrity of the Company. Directors must participate in Board meetings, review relevant materials, and prepare for meetings and discussions with management. The Company expects directors to maintain an attitude of constructive involvement and oversight, to ask relevant, incisive and probing questions and to require honest and accurate answers. Directors must act with integrity, and the Company expects them to demonstrate a commitment to the Company, the Company’s values, the Company’s business and to long-term stockholder value.

Board Committees

The Board has established the following standing committees to assist the Board in discharging its responsibilities: Audit; Compensation; Nominating and Corporate Governance; and Investment (each, a “Committee”). Each Committee is governed by a written charter setting forth requirements with respect to committee chairs and membership, responsibilities of the Committee, the conduct of meetings, business of the Committee and such other matters as the Board may designate. Each Committee shall be comprised of no fewer than the number of members set forth in the relevant committee charter. In addition, each committee member must satisfy the membership requirements set forth in the relevant committee charter. Directors may serve on more than one committee. The Board may form other committees as it determines appropriate.

The Nominating and Corporate Governance Committee (the “Nominating Committee”) shall be responsible for identifying Board members qualified to fill vacancies on any Committee and recommending that the Board appoint the identified member or members to the applicable Committee.

Board Composition and Director Qualifications

Size. The number of directors shall be established by the Board in accordance with the Company’s bylaws. The Board periodically reviews the appropriate size of the Board, which may vary to accommodate the availability of suitable candidates and the needs of the Company. The size of the Board should facilitate substantive deliberations of the whole Board in which each director can participate meaningfully, while allowing for a diversity of perspectives and backgrounds, and also facilitate the proper discharge by the Board of its oversight and decision-making functions. The quality, experience, and balance of perspectives on the Board are more important than achieving a specific size target.

Director Term Limits and Mandatory Retirement Age. To impose either term limits or a mandatory retirement age for directors may deprive the Board of the contribution of directors who may provide valuable insight into the operations and future of the Company based on their experience with and understanding of the Company’s history, policies and objectives. The Board believes that, as an alternative to term limits and a mandatory retirement age, it can ensure that the Board continues to evolve and adopt new viewpoints through the evaluation and nomination process described in these Guidelines and the charter of the Nominating Committee.

Independence. Not less than a majority of the Board shall be comprised of independent directors, subject to any exceptions permitted by the applicable listing standards of the New York Stock Exchange (the “NYSE”) and the Securities Exchange Act of 1934, as amended (the “Exchange Act”), together with the rules promulgated thereunder. In determining independence, the Board will consider the definition of independence set forth in such listing standards, rules and regulations, as well as other factors that will contribute to effective oversight and decision-making by the Board.

Board members are expected to disclose promptly to the Board and respond promptly and accurately to periodic questionnaires or other inquiries from the Company regarding any existing or proposed relationships with the Company, including compensation and stock ownership, which could affect the independence of the director. Board members shall also promptly inform the Board of any material changes in such information, to the extent not already known by the Board.

At times required by the rules of the Securities and Exchange Commission (the “SEC”) or NYSE listed standards and based on information provided by the Board and advice of counsel, the Board or the Nominating Committee will make affirmative determinations of director independence. In accordance with applicable rules and Company policies, the Board will confirm that each director designated as independent has no material relationships (either directly or with an organization in which the director is a partner, stockholder, or officer or is financial interested) that may interfere with the exercise of their independence from management and the Company. In making these determinations, the Board shall broadly consider all relevant facts and circumstances, including information provided by the directors and the Company with regard to each director’s business and personal activities as they may relate to the Company and the Company’s management. Directors may be asked from time to time to leave a Board meeting when the Board is considering a transaction in which the director (or another organization with which the director is affiliated) has a financial or other interest. The Audit Committee of the Board (the “Audit Committee”) shall review and approve any proposed related party transactions in compliance with the Company’s policies and Nasdaq listing standards.

Selection of Chairperson and Chief Executive Officer; Lead Independent Director. The Board shall elect its chairperson (“Chairperson”) and appoint the Company’s Chief Executive Officer (“CEO”) in any manner it considers in the best interests of the Company. The Company does not believe there should be a fixed rule regarding the positions of CEO and Chairperson being held by different individuals, or whether the Chairperson should be an employee of the Company or should be elected from among the non-employee directors. The needs of the Company and the individuals available to play these roles may dictate different outcomes at different times, and the Board believes that retaining flexibility in these decisions is in the best interests of the Company. The Nominating Committee will periodically review this matter and provide recommendations to the Board.

In the event the Board elects as its Chairperson a director who is not independent, the Board will also elect, annually, an independent director as the Lead Director of the Board. The Lead Director’s duties shall include: (i) presiding at all meetings of the Board at which the Chairperson is not present, including executive sessions of the independent directors; (ii) serving as liaison between the Chairperson and the independent directors; (ii) presiding over meetings of the independent directors; (iv) consulting with the Chairperson in planning and setting schedules and agendas for Board meetings; and (v) performing such other functions as the Board may delegate.

Selection of Director Nominees. The Board will be responsible for nominating members for election to the Board by the Company’s stockholders at the annual meeting of stockholders. The Board is also responsible for filling vacancies on the Board that may occur between annual meetings of stockholders. The Nominating Committee is responsible for identifying, reviewing, evaluating and recommending to the Board candidates to serve as directors of the Company in accordance with the Nominating Committee’s charter and consistent with the criteria listed below.

Stockholder Recommendations of Director Nominees. The Nominating Committee will consider director candidates recommended by the Company’s stockholders. The Nominating Committee does not intend to alter the manner in which it evaluates a candidate for nomination to the Board based on whether or not the candidate was recommended by a Company stockholder.

Stockholder Nominees for Director. For nominations of potential candidates made other than by the Board, the stockholder or other person making such nomination must comply with the Company’s bylaws, including without limitation, submission of the information or other materials required with respect to the proposed nominees in accordance with the deadlines required by the Company’s bylaws. In addition, stockholders who intend to solicit proxies in support of director nominees other than the Company’s nominees must comply with the additional requirements of Rule 14a-19 of the Exchange Act.

Board Membership Criteria. The Nominating Committee develops, recommends to, and reviews with the Board qualifications for director candidates. The Board considers director nominee recommendations from the Nominating Committee. The Board will consider the minimum general criteria set forth below and may add any specific additional criteria with respect to specific searches in selecting candidates and existing directors for service on the Board. An acceptable candidate may not fully satisfy all of the criteria but is expected to satisfy nearly all of them. The Board believes that director candidates should have certain minimum qualifications, including being able to read and understand basic financial statements, understanding the industry of the Company and possessing the highest personal and professional ethics, integrity and values.

In considering candidates recommended by the Nominating Committee, the Board intends to consider such factors as: (i) current or recent experience as a senior executive of a public company or as a leader of another major complex organization; (ii) experience as a director of a public company; (iii) business and financial expertise; (iv) ability to make sound business judgments; (v) general understanding of the Company’s business; (vi) current or prior industry experience; (vii) current employment; (viii)

diversity of thought, personal background, perspective, experience, skill, education, national origin, gender, race, age, culture and current affiliations; (ix) having sufficient time to devote to the affairs of the Company; and (x) ability to work constructively with other members and management (where appropriate) to accomplish and effect their duties.

The Board reviews candidates for director nomination in the context of the current composition of the Board, the operating requirements of the Company and the long-term interests of the Company's stockholders. In conducting this assessment, the Board considers the current needs of the Board and the Company to maintain a balance of knowledge, experience and capability. In the case of incumbent directors whose terms of office are set to expire, the Board reviews such directors' overall service to the Company during their term, including the number of meetings attended, level of participation, quality of performance, and any other relationships and transactions that might impair such directors' independence. In the case of new director candidates, the Board also determines whether the nominee must be independent for purposes of any stock exchange on which any of the Company's capital stock is listed.

Director Resignation Policy. In accordance with the Company's bylaws, except in the case of a contested election, a director nominee must receive the affirmative vote of a majority of the total votes cast for and against such nominee in order to be elected or re-elected to the Board. An incumbent director must offer to resign from the Board immediately following the certification of the stockholder vote relating to such director's election if he or she fails to receive the number of votes required for re-election. Additionally, a director who becomes aware of circumstances that may adversely affect his or her ability to perform his or her obligations as a director of the Company should offer to resign from the Board. Such circumstances may include a significant change in the directors' principal current employer or principal employment, including any director who is currently an officer or employee of the Company.

Upon receipt of an offer to resign, the Nominating Committee will review the continued appropriateness of Board membership under the changed circumstances and will make a recommendation to the Board. The Board, based on such recommendation, will determine whether to accept or reject the resignation in light of the changed circumstances.

Board Meetings and Expectations of Directors

Meetings and Attendance. The Board expects directors to endeavor to attend all scheduled Board and Committee meetings. It is the policy of the Board that it will meet no less than four times during each calendar year and that it may meet more frequently as may be required in connection with its responsibilities. Members are encouraged to attend Board meetings and meetings of Committees of which they are members in person but may also attend such meetings by telephone or video conference in accordance with the Company's bylaws and applicable law. It is the policy of the Board that all directors are encouraged, but not required, to attend all annual meetings of stockholders of the Company in person or by telephone or video conference.

Participation in Meetings. Each director should be sufficiently familiar with the business and affairs of the Company, including its financial statements, capital structure, and the risks and competition it faces, to facilitate active and effective participation in the deliberations of the Board and of each committee on which he or she serves. The Company will provide directors with appropriate preparatory materials sufficiently in advance of a meeting. Directors should review the materials provided by management and advisors in advance of the meetings of the Board and its committees and should arrive at meetings prepared to discuss the issues presented. Each director should ensure that other existing and planned future commitments do not materially interfere with the director's Board service.

Agenda. The Chairperson, together with the Lead Director, if applicable, will establish a schedule of subjects to be discussed during the year (to the extent this is foreseen) and an agenda for each Board meeting. Any director may suggest items for inclusion on the agenda and each director is free to raise subjects that are not on the agenda. The Board expects that meeting agendas will include, on a regular basis, a review of the Company's financial performance, strategies, and risk profile. If the Chairperson of the Board is a member of Company management or does not otherwise qualify as independent, the Lead Director will approve all Board meeting agendas.

Executive Sessions of Independent Directors. The independent, non-employee directors will meet in executive session without management at each quarterly Board meeting and at other times as they deem appropriate. Executive sessions may also be scheduled between the directors and the CEO as appropriate. The Chairperson (if independent) or the Lead Director, as applicable, will act as chairperson of the executive session.

Other Directorships. Without specific approval from the Board, no director will serve on more than four public company boards (including the Company's Board) or, in the case of a Director that is also an executive officer of a public company (including the Company's Chief Executive Officer), no more than two public company boards (including the Company's Board) or on the board of any company that, in the Board's judgment, materially competes with the Company. Additionally, no member of the Audit Committee will serve on more than two additional public company audit committees. Directors should advise the chairperson of the Nominating Committee before accepting membership on other boards of directors or other significant commitments involving affiliation with other businesses, non-profit entities or governmental units. Service on other boards and/or committees should be consistent with the Company's conflict of interest policy.

Directors Who Change Their Job Responsibility. A director who retires from his or her present employment or who materially changes his or her position should notify the Board and the Nominating Committee. While the Board does not believe any director who retires from his or her present employment or who materially changes his or her position should necessarily leave the Board, there should be an opportunity for the Board, through the Nominating Committee, to review the continued appropriateness of Board membership under these circumstances.

Confidentiality. The proceedings and deliberations of the Board and its Committees are confidential. Each director shall maintain the confidentiality of the Board and Committee deliberations and information received in connection with his or her service as a director.

Access to Management and Independent Advisors. Independent, non-employee directors shall contact management as needed. The Board and its Committees shall retain independent outside advisors as needed and as set forth in the Committee charters, as applicable, and the Company shall provide appropriate funding, as determined by the Board or any Committee, to compensate such advisors, as well as to cover the administrative expenses incurred by the Board and its Committees in carrying out their responsibilities.

Compensation of the Board

The Board believes that non-employee director compensation should fairly pay directors for work required in a business of the Company's size and scope. Compensation should align non-employee directors' interests with the long-term interests of the Company's stockholders; and the structure of the compensation should be simple, transparent and easy for the Company's stockholders to understand. The Compensation Committee determines non-employee director compensation. In determining compensation, the Compensation Committee will consider the impact on the director's independence and objectivity. Directors who are officers or employees shall not receive any additional compensation for serving on the

Board. To assist in setting compensation, the Compensation Committee may request compensation information from the Company or from independent consultants.

Director Orientation and Education

The Nominating Committee may implement an orientation process for directors that includes background material on the Company's policies and procedures and expectations as to directors and committee member duties and responsibilities, including meetings with senior management.

The Nominating Committee shall establish a policy relating to director continuing education to assist the directors in maintaining the level of expertise necessary to perform his or her duties as a director. Each director is encouraged to be involved in continuing director education on an ongoing basis to enable him or her to better perform his or her duties and to recognize and deal appropriately with issues that arise. The Company shall pay reasonable expenses related to continuing director education in accordance with the director continuing education policy established by the Nominating Committee.

Succession Planning

The Nominating Committee should develop and periodically review with the Chief Executive Officer a plan with respect to executive officers' succession and make recommendations to the Board with respect to the selection of appropriate individuals to succeed to such positions. The Chief Executive Officer should, at all times, make available his or her recommendations and evaluations of potential successors, along with a review of any development plans recommended for such individuals.

Self-Evaluation

The Board will have a process for reviewing and evaluating the performance of the Board and each of the Committees annually to determine whether the Board and the Committees are functioning effectively. The Nominating Committee shall be responsible for overseeing the annual Board and Committee evaluation process.

Code of Business Conduct and Ethics

The Board has adopted a Code of Business Conduct and Ethics (the "Code"), which sets forth a formal statement of the Company's commitment to the standards and rules of ethical conduct. The Code is administered and reviewed by the Audit Committee.

Stockholder Communications with the Board

Stockholders of the Company wishing to communicate with the Board or an individual director may send a written communication to the Board or such director c/o NETSTREIT Corp., 2021 McKinney Avenue, Suite 1150, Dallas, Texas 75201, Attention Secretary. The Secretary will review all written communications and forward to the Board a summary and/or copies of any such correspondence that is directed to the Board or that, in the opinion of the Secretary, deals with the functions of the Board or Board committees or that he or she otherwise determines requires the Board's or any Board committee's attention unless the communication contains advertisements or solicitations or is unduly hostile, threatening or similarly inappropriate, in which case the Corporate Secretary shall discard the communication or inform the proper authorities, as may be appropriate. Concerns relating to accounting, internal accounting controls or auditing matters are immediately brought to the attention of the Company's internal audit function and handled in accordance with procedures established by the Audit Committee with respect to such matters.

Review of Guidelines

The Nominating Committee will review and assess the adequacy of these Guidelines at least annually and recommend any proposed changes to the Board for approval. These Guidelines, as may be amended from time to time, shall be posted on the Company's website.