



NETSTREIT

NETSTREIT Diversity, Equity, and Inclusion Policy

OUR COMMITMENT AND APPROACH

NETSTREIT Corp. (“NETSTREIT”) is committed to supporting diversity, promoting inclusion, and enhancing employee well-being. We believe that diversity strengthens our business and following equity- and inclusion- promoting practices positively impact our employees, tenants, communities, and bottom-line. This policy outlines our DEI goals, commitment, initiatives, and monitoring practices.

Goals

NETSTREIT's overarching goal for DEI is focused on increasing our diversity and creating a strong internal culture that promotes inclusion and employee well-being. Investing in our employees is one of our core values, and ensuring that they feel seen, valued, and equal drives the initiatives of our company.

Organization

While DEI is integrated throughout our business, DEI as it relates to our workforce is governed at the top through our Board and Leadership Team, which oversees work done by our Director of Human Resources and Employee Experience Committee (EEC), the latter of which was established to ensure that all employees have a clear voice in sharing and upholding the company's cultural values and expectations.

DIVERSITY AND EQUITY

We want employees with varied ideas, experiences, and backgrounds that reflect our increasingly globalized and interconnected world. Diversity in the workplace promotes creativity and innovation which leads to better work products and solutions. As such, we are dedicated to improving recruitment and retention for employees that have been historically under-represented in our industry and creating equitable practices to ensure fair treatment.

As part of our recruitment efforts, we conduct resume reviews that screen for qualified applicants from diverse backgrounds and leverage our summer internship program. We understand the importance of tracking our progress of diversity over time. As such, NETSTREIT conducts annual surveys to track diversity metrics for ethnicity and gender and we disclose aggregated metrics based on our EEO-1 reporting. We are also looking to expand our diversity metric tracking to include other measures of diversity.

All qualified individuals are entitled to equitable employment opportunities. NETSTREIT specifically forbids discrimination against any individual or group in accordance with this policy, regardless of their race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, military status, veteran's status, genetic information, or any other status or characteristic that is protected by applicable law. NETSTREIT has a no tolerance stance on



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harassment or discrimination of any kind, and there are repercussions for noncompliance, up to and including termination.

Regardless of one's social identity, we want to ensure access and opportunity are available for all our employees to succeed. We work to compensate all our employees equitably. We are proactive and responsive to our employees regarding our benefits package, seeking feedback from employees for ways we can further meet their financial, educational, health, and well-being needs.

Outside an approach to build diversity and equity across our workforce, we also recognize the role we can play in supporting diversity and equity across other stakeholders – such as our tenants and vendors. At NETSTREIT, we are committed to partnering with tenants and vendors of all backgrounds and treating them with dignity, equity, and respect regardless of social identity.

INCLUSION AND EMPLOYEE WELL-BEING

Fostering an inclusive workplace and promoting employee well-being is paramount to ensuring our employees feel safe, valued, and engaged. NETSTREIT believes fostering inclusivity starts from the top, where our leadership works to ensure that every employee has the tools necessary to succeed personally and professionally. Our leadership development incorporates inclusion training, and anti-harassment training is also conducted for all employees.

NETSTREIT is dedicated to promoting a healthy work-life balance and employee well-being. We currently have offerings to support healthy eating, physical fitness, and mental well-being and will continue to look for other opportunities to support our employees.