



NETSTREIT

NETSTREIT ESG Policy Statement

NETSTREIT Corp. (“NETSTREIT,” or, “the Company”) is an internally managed real estate investment trust (REIT) that specializes in acquiring single-tenant net lease retail properties nationwide.

NETSTREIT is committed to advancing its ESG agenda and managing ESG-related risks to the company. The company’s ESG Statement, enumerated below, sets out NETSTREIT’s ongoing initiatives addressing ESG issues material to its stakeholders.

ESG OVERSIGHT

NETSTREIT is in the process of marshalling oversight of the firm’s various ESG efforts into a corporate-level ESG Taskforce. The Taskforce, spearheaded by the company’s Head of Investor Relations and Chief Financial Officer, will establish standards and practices for the development and delivery of NETSTREIT’s ESG strategies. With the support of a third-party advisory firm, NETSTREIT have established an ESG action plan that responds to investors’ key ESG priorities and mirrors ESG best practices in the triple net lease industry.

ESG INTEGRATION

NETSTREIT monitors its tenants’ ESG goals and initiatives, and the Company continues to evaluate how best to incorporate ESG factors in its investment process and continues to consider how to integrate ESG consideration into company operations.

ENVIRONMENTAL

Environmental sustainability is a material issue to NETSTREIT and NETSTREIT’s stakeholders. Where it is applicable, NETSTREIT aims to weave sustainability and climate-related best practices, considerations, and controls into its due diligence, strategic capital investments, operations, and acquisitions of real estate.

- NETSTREIT plans to assess tenant companies’ environmental initiatives during the investment process. As of March 31, 2023, eighteen of the company’s top twenty tenants, which represent 90.6% of the Company’s annual base rent, are pursuing ESG initiatives, including reducing operational emissions. To better understand tenants’ ongoing environmental and social initiatives, the Company plans to engage with tenants and tenant companies to identify opportunities to partner with tenants to further their ESG programs.
- NETSTREIT is planning to help improve tenants’ operational energy efficiency by negotiating green lease clauses where possible. This can help increase asset values, thereby unlocking additional financial gains for investors, while simultaneously assisting NETSTREIT and its tenant companies to deliver sustainability benefits to their



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respective stakeholders. Additionally, green lease clauses will help NETSTREIT collect environmental metrics necessary for the development of further company-level environmental initiatives and improve disclosures. NETSTREIT has also established Green Lease Corporate Guidelines that outlines our practices and commitments to green lease initiatives.

- NETSTREIT incorporated in its 2022 credit facility a sustainability linked loan which allows the Company to benefit from reduction on interest costs if certain key performance indicators are met. The key performance indicators are based on the year-of-year improvement on the percentage of annualized base rent from tenants with set targets or commitments to reduce greenhouse gas emissions, as determined by the Science Base Target initiatives.
- The company's new corporate headquarters explicitly took environmental sustainability into account: the site was selected with a view to maximize its accessibility to public transport and is situated amidst a walkable community, and the building was designed to host a series of energy efficiency and green features that reduce on-site resource consumption.

SOCIAL

NETSTREIT maintains initiatives across the company to promote human capital development as well as advance diversity, equity, and inclusion issues in the workplace.

- NETSTREIT is committed to having a diverse workplace that promotes inclusion and enhances employee well-being. This commitment has been formalized in the Company's Diversity, Equity, and Inclusion (DEI) Policy document.
- The Company welcomes feedback from employees via NETSTREIT's Employee Experience Committee, and the Employee Recognition Program serves to spotlight exemplary human capital development at the company.
- NETSTREIT has formally recognized the importance of human rights and labor rights to its business through a company-level Human Rights Policy, which encompasses the Company's stances on, among other human rights issues, labor rights, supply chain transparency, forced labor and child labor.
- Furthermore, the Company maintains links between its business and community: NETSTREIT partners with local universities to identify and recruit candidate employees that are currently underserved in the industry.

GOVERNANCE

NETSTREIT is dedicated to maintaining a high standard of corporate governance predicated on integrity, ethics, diversity, and transparency.

- NETSTREIT maintains a robust Code of Business Conduct and Ethics which includes but is not limited to, a whistleblower and non-retaliation policy, conflicts of interest, political contributions, anti-harassment and discrimination policies, confidentiality in business, insider trading and antitrust laws, and principles of financial reporting. The company has an Ethics Helpline which is available to all employees 24 hours a day, seven days a week. The Code applies to NETSTREIT's directors, officers, employees, and consultants.



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- Strong cybersecurity and data security practices are a top priority to NETSTREIT. The Company maintains a suite of cybersecurity training initiatives.