

# GRI Data and Index

**Statement of Use:** NNN REIT has reported the information cited in this GRI content index for the period Starting January 1, 2023 and ending October 31, 2023 with reference to the GRI Standards. **GRI 1 used:** GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / RESPONSE					
GRI 2: General Disclosures 2021	2-1	Organizational details	<b>A.</b> Legal Name: NNN REIT, Inc. <b>B.</b> Nature of ownership and legal form: privately owned, incorporated REIT <b>C.</b> HQ is at: 450 S. Orange Ave., Suite 900, Orlando, FL 32801 <b>D.</b> Operates in: USA					
	2-2	Entities included in the organization's sustainability reporting	NNN REIT, Inc.					
	2-3	Reporting period, frequency and contact point	<b>A.</b> Sustainability Reporting Period: Jan-Oct 2023, Frequency: annual <b>B.</b> Financial Reporting Period: Jan-Dec 2022, Frequency: annual Reason complete set of 2023 Sustainability data alongside 2023 Financial data in early 2024 <b>C.</b> NOTE: (Insert publication date of table here before going live)					
	2-7	Employees	Number of employees from Jan 1, 2023 - Oct 31, 2023	Female	Male	Other	Not Disclosed	Total
			Number of Employees (head count)	44	35	0	0	79
			Number of permanent employees (head count / FTE)	44	35	0	0	79
			Number of non-guaranteed hours employees (head count / FTE)	0	0	0	0	0
			Number of full-time employees (head count / FTE)	44	35	0	0	79
			Number of part-time employees (head count / FTE)	0	0	0	0	0
	2-8	Workers who are not employees	We have no workers who are not employees					
	2-9	Governance structure and composition	<b>A.</b> <a href="#">Pages 7, 14-17 of Proxy</a> <b>B.</b> <a href="#">Page 15 of Proxy (Governance and Nominating Committee)</a> <b>C.</b> <a href="#">Page 6 of Proxy</a>					
	2-10	Nomination and selection of the highest governance body	<a href="#">Page 1 of Proxy Statement</a>					
	2-11	Chair of the highest governance body	<a href="#">Page 2 of Proxy Statement</a>					
	2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Pages 11-14 of Proxy Statement</a>					
	2-14	Role of the highest governance body in sustainability reporting	<a href="#">Pages 11-14 of Proxy Statement</a>					

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GRI 2: General Disclosures 2021	2-15	Conflicts of interest	<a href="#">Page 9 of Corporate Guidelines</a> <a href="#">Page 2 of Code of Business Conduct</a>
	2-16	Communication of critical concerns	<a href="#">Whistleblower Policy</a> <a href="#">Page 4 of Code of Business Conduct</a>
	2-17	Collective knowledge of the highest governance body	<a href="#">Page 10 of Corporate Governance Guidelines</a>
	2-22	Statement on sustainable development strategy	<a href="#">Page 3 of CRSR</a>
	2-23	Policy commitments	<a href="#">Guiding Policies</a>
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Whistleblower Policy</a>
	2-28	Membership associations	NAREIT: National Association of Real Estate Investment Trusts ICSC: International Council of Shopping Centers
	2-29	Approach to stakeholder engagement	<a href="#">Page 9 of CRSR Report</a>
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<a href="#">Page 9 of CRSR Report</a>
	3-2	List of material topics	<a href="#">Page 9 of CRSR Report</a>
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<a href="#">Page 30 of 10-K</a>
	201-4	Financial assistance received from government	We have not received financial assistance from the government during this reporting period
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	<p><b>A.</b> Percentage of senior management at significant locations of operation that are hired from the local community: <b>20 of 21 members of senior management (95%) live in local communities</b></p> <p><b>B.</b> The definition used for 'senior management': <b>VP or SVP</b></p> <p><b>C.</b> The organization's geographical definition of 'local': <b>The Orlando Metro area: Lake, Seminole, Orange, and Osceola counties</b></p> <p><b>D.</b> The definition used for 'significant locations of operation': <b>Our HQ in Orlando</b></p>
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	<p><b>A.</b> 100% of governance body members (9) have had the anti-corruption policy communicated to them</p> <p><b>B.</b> 100% of employees (79) have had the anti-corruption policy communicated to them</p>
	205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption during this reporting period
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no legal actions for anti-competitive behavior, anti-trust, and monopoly practices during this reporting period

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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / RESPONSE		
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Disclosure 302-1 Energy consumption within the organization		
			Non-Renewable Source	Consumption	Unit of Measure
			Electricity*	2005.04	GJ
			Natural Gas	132.16	GJ
			Total	2137.20	GJ
			Renewable Sources	Consumption	Unit of Measure
			Electricity*	294.16	GJ
			Natural Gas	0	GJ
			Total	294.16	GJ
			Total (Renewable + Non-renewable) Energy	Consumption	Unit of Measure
			Electricity*	2299.20	GJ
			Natural Gas	132.16	GJ
			Heating	0	GJ
			Cooling	0	GJ
			Steam	0	GJ
			Total	2431.36	GJ
			Energy Sold	Consumption	Unit of Measure
			Electricity*	0	GJ
			Heating	0	GJ
			Cooling	0	GJ
			Steam	0	GJ
	* = 100% of electricity is from the grid but per calculations using fuel type information				
	302-3	Energy intensity	Disclosure 302-Energy Intensity Energy Intensity in GigaJoules (consumed within organization)/sqft of Occupied Floor Area		
				Intensity	Unit of Measure
			Electricity	0.003762288	GJ/sqft
			Natural Gas	0.000216264	GJ/sqft
Total			0.003978552	GJ/sqft	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	NNN REIT does not own, lease, or manage any properties in or adjacent to protected areas or areas of high biodiversity		
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	There are no IUCN Red List or National Conservation List species with habitats in areas affected by NNN operations.		

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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / RESPONSE					
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Disclosure 305-1: Direct (Scope 1) GHG emissions Scope 1 GHG Emissions from Natural Gas Consumption at properties within the operational control of NNN REIT					
				CH4 Emissions (kg)	CO2 Emissions (kg)	N2O Emissions (kg)	Scope 1 Emissions (tCO2e)	
			Natural Gas	0.12	6646.55	0.01	6.65	
	305-2	Energy indirect (Scope 2) GHG emissions	Disclosure 305-2: Energy indirect (Scope 2) GHG emissions Scope 2 GHG emissions from electricity consumption at properties within within the operational control of NNN REIT					
				CH4 Emissions (kg)	CO2 Emissions (kg)	N2O Emissions (kg)	Scope 2 Emissions Location-Based (tCO2e)	Scope 2 Emissions Market-Based (tCO2e)
			Electricity	13.98	217366.65	2.02	218.29	218.29
	305-4	GHG emissions intensity	Disclosure 305-4: GHG emissions intensity Scope 1 + 2 GHG emissions intensity from natural gas and electricity consumption in kg or tCO2e per sqft of occupied floor area at properties within the operational control of NNN REIT					
				CH4 Emissions Intensity (kg/sqft)	CO2 Emissions Intensity (kg/sqft)	N2O Emissions Intensity (kg/sqft)	Location-Based (tCO2e/sqft)	Market-Based (tCO2e/sqft)
			Natural Gas / Scope 1	0.000000204	0.01087607	0.000000020	0.000010887	0.000010887
			Electricity – Scope 2	0.000022873	0.355687462	0.000003310	0.000357198	0.000357198
			Scope 1 + 2	0.000023078	0.366563534	0.000003330	0.000368085	0.000368085
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	401-1 A. NEW HIRE RATE					
			Total Hires: 9					
			Total by Gender		Female: 4	Male: 5		
			Total by Age Group		Under 30 yrs: 2	30yrs-50 yrs: 5	Over 50 yrs: 2	
			Hire Rate: Total number of internal hires from 1.1.2023 to 10.31.2023 (9) divided by total number of employees as of 10.31.2023 (79): 11%					
			401-1 B. TURNOVER RATE					
			Total Terms: 6					
			Total by Gender		Female: 4	Male: 2		
			Total by Age Group		Under 30 yrs: 1	30yrs-50 yrs: 5	Over 50 yrs: 0	
			Turnover Rate: Total number of terminations from 1.1.2023 to 10.31.2023 (6) divided by total number of employees active as of 10.31.2023 (79): 8%					

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GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p><b>401-2 a: Benefits provided to Full Time Employees not provided to Part Time Employees:</b></p> <table><tr><td>→ Life Insurance</td><td>→ Healthcare Flexible Spending Account</td><td>→ Paid Time Off</td><td>→ Parking</td></tr><tr><td>→ Accidental Death &amp; Dismemberment</td><td>→ Health Savings Account</td><td>→ Paid Holidays</td><td>→ Recognition Awards</td></tr><tr><td>→ Short Term / Long Term Disability Coverage</td><td>→ Retirement Savings Plan</td><td>→ Parental leave</td><td>→ Years of Service Awards</td></tr><tr><td>→ Long Term Care Coverage</td><td>→ Employee Assistance Program</td><td>→ Bereavement Pay</td><td>→ Continuing Education</td></tr><tr><td>→ Health care</td><td>→ Worker's Compensation</td><td>→ Domestic Violence Leave</td><td>→ Professional Affiliations &amp; Memberships</td></tr><tr><td>→ Dental Care</td><td>→ Stock ownership</td><td>→ Military Leave</td><td>→ Paid Volunteer Days</td></tr><tr><td>→ Vision Care</td><td>→ Tuition Reimbursement</td><td>→ Jury Duty Leave</td><td>→ Profit Sharing</td></tr><tr><td></td><td>→ Adoption Assistance</td><td>→ Wellness Incentive Program</td><td></td></tr></table> <p><b>401-2 b: Definition used for “significant locations of operations”:</b> “Significant location of operations” is where the significant majority of our employees work, located in our Orlando, Florida office.</p>	→ Life Insurance	→ Healthcare Flexible Spending Account	→ Paid Time Off	→ Parking	→ Accidental Death & Dismemberment	→ Health Savings Account	→ Paid Holidays	→ Recognition Awards	→ Short Term / Long Term Disability Coverage	→ Retirement Savings Plan	→ Parental leave	→ Years of Service Awards	→ Long Term Care Coverage	→ Employee Assistance Program	→ Bereavement Pay	→ Continuing Education	→ Health care	→ Worker's Compensation	→ Domestic Violence Leave	→ Professional Affiliations & Memberships	→ Dental Care	→ Stock ownership	→ Military Leave	→ Paid Volunteer Days	→ Vision Care	→ Tuition Reimbursement	→ Jury Duty Leave	→ Profit Sharing		→ Adoption Assistance	→ Wellness Incentive Program	
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	401-3	Parental leave	<table><tr><td><b>A.</b> Total number of employees that were entitled to parental leave, by gender.</td><td><b>Male: 35</b></td><td><b>Female: 44</b></td></tr><tr><td><b>B.</b> Total number of employees that took parental leave, by gender.</td><td><b>Male: 0</b></td><td><b>Female: 1</b></td></tr><tr><td><b>C.</b> Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</td><td><b>Male: 0</b></td><td><b>Female: 1</b></td></tr><tr><td><b>D.</b> Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</td><td><b>Male: 0</b></td><td><b>Female: 0*</b></td></tr><tr><td><b>E.</b> Return to work and retention rates of employees that took parental leave, by gender.</td><td><b>Male: 0%</b></td><td><b>Female: 100%</b></td></tr></table> <p>* The employee has returned but the 12 months has not elapsed yet</p>	<b>A.</b> Total number of employees that were entitled to parental leave, by gender.	<b>Male: 35</b>	<b>Female: 44</b>	<b>B.</b> Total number of employees that took parental leave, by gender.	<b>Male: 0</b>	<b>Female: 1</b>	<b>C.</b> Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	<b>Male: 0</b>	<b>Female: 1</b>	<b>D.</b> Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	<b>Male: 0</b>	<b>Female: 0*</b>	<b>E.</b> Return to work and retention rates of employees that took parental leave, by gender.	<b>Male: 0%</b>	<b>Female: 100%</b>																	
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GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	<p>All employees are full time regular (no leased, etc.) and we experienced no on the job accidents during the reporting period. Some of the mitigation tools that we have adopted include:</p> <p>Voluntary programs: we have a health and well-being platform, Vitality (within which spouses are welcome to participate as well), lunch &amp; learns presented by professionals from Advent Health (topics have included mental health, healthy eating, and lifestyle), participation in our local corporate 5k and a season of wellness which includes a walking challenge, a Walk with the CEO, and a weight loss challenge in partnership with nurses from a local chiropractic office. Over the summer we hosted a health fair with 16 booths providing demonstrations for services including stretching, massages, on the spot eye and skin exams and all of our providers were represented. Our line of sight beyond the reporting period will have on site flu shots, biometric screenings and open enrollment meetings presented by experts from our benefits broker.</p> <p>We discourage use of tobacco products by offering non-tobacco discounted rates on our medical plans and can proudly state that NNN is 100% tobacco free. Additionally, we offer a generous contribution to HSA accounts for anyone participating in the High Deductible Health Plan regardless of if the associate contributes or not.</p> <p>Our associates are at a desk in an office. We have made efforts to mitigate on the job injury and illness by providing any interested employee with a standing desk. We also have a floor warden for anyone requiring assistance in the event of an emergency requiring stair evacuation from our 9th floor offices.</p> <p>Our offices are secured with a electronic badging system with strict protocols/rights on badging, an electronic Guest Approval / Notification system the automatically copies the receptionist and security staff of all NNN visitors, receptionist greeting all visitors upon approved arrival to our suite and our offices are monitored 24/7 by professional security staff.</p> <p><b>NNN REIT Health &amp; Safety by the Numbers</b></p> <p><b>Vitality</b> 82 participants   12 spouses   70 associates (89%)</p> <p><b>Engagement</b> Walk with the CEO: 34%   Walking Challenge: 32%   Weight Challenge: 19%   IOA Corporate 5k: 38%</p> <p><b>Medical Plans</b> (12% of our associates are covered by plans outside of NNN) High Deductible Health Plan with HSA: 44%   Traditional PPO Health Plan: 44%</p>
	403-9	Work-related injuries	We have had no work-related injuries during this reporting period
	403-10	Work-related ill health	We have had no work-related ill health during this reporting period
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	<p>→ Percentage of females who received a regular performance and career development review during the reporting period: 100%</p> <p>→ Percentage of males who received a regular performance and career development review during the reporting period: 100%</p> <p>→ Percentage of individual contributors who received a regular performance and career development review during the reporting period: 100%</p> <p>→ Percentage of mid-level contributors who received a regular performance and career development review during the reporting period: 100%</p> <p>→ Percentage of senior-level contributors who received a regular performance and career development review during the reporting period: 100%</p> <p>→ Percentage of executive-level contributors who received a regular performance and career development review during the reporting period: 100%</p>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<p><b>1. Gender</b> Females: 3   Males: 6</p> <p><b>2. Age Group</b> Under 30 yrs: 0   30-50 yrs old: 0   Over 50 yrs old: 100%</p> <p><b>3. Racial/ Ethnic Diversity</b> White: 7   Hispanic: 1   Person of Color: 1</p>

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<b>GRI 408: Child Labor 2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	Our business does not have operations or suppliers considered to have significant risk for incidents of child labor or young workers exposed to hazardous materials
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1	Incidents of violations involving rights of indigenous peoples	<p><b>A.</b> Zero</p> <p><b>B.</b> Not applicable, no incidents reported or identified</p>
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	<p>At NNN REIT, we care about the communities in which we live and work. We stand behind our commitment to improving education, strengthening neighborhoods, and encouraging volunteer service. We believe supporting associates' involvement with the causes they care about is good for our communities and our company and volunteerism is a key component of our corporate responsibility efforts. We organize and sponsor specific on the clock volunteer opportunities throughout the year at various charities, including Boys and Girls Club of Central Florida, Elevate Orlando, Give Kids the World, and Ronald McDonald House of Central Florida. In addition to NNN REIT's facilitation of associates' service through volunteer hours or serving as board members, NNN REIT also is a meaningful financial investor in numerous charities in the Central Florida community, including Elevate Orlando (a teacher mentor program for high risk urban youth that help young women and men graduate high school with a plan for the future).</p> <p>→ <b>NNN REIT Local Communities by the Numbers:</b></p> <ul style="list-style-type: none"> <li>• Number of volunteer hours: <b>209</b></li> <li>• Number of unique volunteers: <b>48</b></li> <li>• Percentage of associates: <b>61%</b></li> </ul>
	413-2	Operations with significant actual and potential negative impacts on local communities	Our business does not have operations with actual and potential negative impacts on local communities
<b>GRI 415: Public Policy 2016</b>	415-1	Political contributions	<b><u>NNN REIT does not make political contributions</u></b>

The data provided in the table(s) is the initial data set and is subject to future updates as additional data becomes available and/or if data is revised. Please ensure to verify the latest version is being reviewed for the most accurate and up-to-date information.