



# 2023-24 CORPORATE RESPONSIBILITY REPORT



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# WELCOME!

## A WORD FROM OUR CEO

We are excited to share NNN REIT, Inc.'s 2023-24 Corporate Responsibility Report, which is designed to highlight our continued efforts towards developing and expanding our corporate responsibility strategies and enhancing disclosure of our company's policies and actions concerning environmental, social, and governance issues. I am proud to report our long-term successes in many areas, alongside the meaningful improvements we are focused on as we move into the future, all with the full support of NNN's leadership team and our Board of Directors.

NNN's property portfolio is approaching \$10 billion in assets across 49 states, and we are committed to promoting and supporting environmental stewardship in ways that make meaningful differences to our stakeholders and the communities where our 3,532 properties are located. To that end, improving our environmental sustainability and reporting activities has become integral to adapting and upgrading our portfolio management strategies. We actively engage with our tenants to support efforts to recycle and to reduce waste, energy consumption, water usage, and emissions. We have implemented various

initiatives at our EPA Energy Star Certified corporate headquarters to minimize our direct impact on the environment. A significant internal change made over the past year includes the attraction and development of a corporate responsibility team, which reports directly to the Executive Vice President and General Counsel, to focus on environmental data collection and property level sustainability and continuing to build NNN's environmental sustainability program. The team's efforts have resulted in the inclusion of GRI (Global Reporting Initiative), SASB Standards and the United Nations Sustainable Development Goals (SDGs) in this report as we continue to lay the groundwork for meaningful improvements going forward.

Additionally, NNN has always recognized that our associates – the 83 top-tier professionals who run our business on a daily basis from our headquarters in Orlando, Florida – are our most valuable asset. Every decision that we make is purposeful and intended to create and maintain a culture that enhances our associates' work experience and retains them long-term. NNN strives to ensure an inclusive experience for all associates, and we are proud of doubling

our workforce diversity since 2017 and being selected to the 2023 Bloomberg Gender Equality Index. We continuously refine and expand programs to holistically support our associates' health, well-being, and professional development, as more detailed in this report. It is worth noting and celebrating that our track record in this space is impressive: over half of our associates have been with NNN for 10 or more years, and our executive team, department heads, and senior managers' average more than 19 years in tenure. NNN's long history of actively partnering with numerous charitable organizations – some for decades, including the Boys & Girls Clubs of Central Florida, ELEVATE Orlando, and most recently, the Coalition for the Homeless of Central Florida – will also continue, as will prioritizing engaging our associates to volunteer and be involved in the betterment of the local communities where we live and work.

We are pleased to share more detail around our efforts and successes with our stakeholders in this 2023-24 Corporate Responsibility Report and look forward to continuing to expand and improve NNN's corporate responsibility strategies in the years ahead.

Sincerely,



**STEPEHN A. HORN, JR.**  
CHIEF EXECUTIVE OFFICER

April 2, 2024







NNN has been listed on the New York Stock Exchange since January 1994.

## LONG-TERM PERSPECTIVE

At NNN REIT, Inc. (NNN), we take a multi-year approach with our stakeholders and with the environment. This is evident through our long history of excellence in terms of community and associate engagement, and our performance on several leading corporate

responsibility ratings. We are committed to reducing our environmental impact, including greenhouse gas emissions and water usage. We continue to build on the foundation of our sustainability efforts, allowing us to bring additional value for all stakeholders.

## OUR APPROACH

NNN REIT, Inc. is a real estate investment trust traded on the New York Stock Exchange under the ticker symbol “NNN.” We own a robust portfolio of more than 3,500 triple-net-leased properties in 49 states with more than 36 million square feet of gross leasable area and a 25-year average occupancy of 98 percent.

For more than three decades, NNN REIT has generated consistent stockholder returns supported by its strong dividend yield and 34 consecutive annual dividend increases. NNN shareholders have enjoyed a 30-year average annual total shareholder return of 11.0%. Taking a multi-year view in all aspects of running the company, we have come to be known as good stewards, pragmatic planners, and discerning executives with a consistent, strong track record over the short-term, mid-term and long-term.

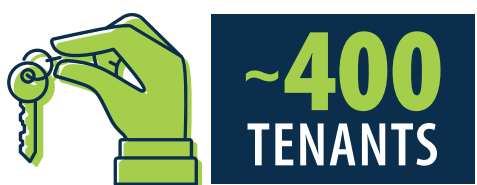
## COMPANY MILESTONES





# OUR PORTFOLIO

Our portfolio of well-located properties with strong retail real estate characteristics helps contribute to our overall resilience through all market conditions.



# WHAT DRIVES US

NNN’s mission is to create long-term shareholder value with a conservative, low-leverage, low-risk strategy. We seek to achieve this while providing a best-in-class working environment for our associates, enriching the communities in which we work and live, and behaving in an environmentally conscious and sustainable manner. We do this because it is the right thing to do, and because it contributes to the long-term success of our stakeholders and community.




TOP TEN TENANTS	# OF PROPERTIES	% OF TOTAL <sup>(1)</sup>
<u>7-Eleven</u>	138	4.4%
<u>Mister Car Wash</u>	121	4.2%
<u>Camping World</u>	47	3.8%
<u>Dave &amp; Buster’s</u>	32	3.5%
<u>LA Fitness</u>	29	3.1%
<u>GPM Investments (convenience stores)</u>	150	3.0%
<u>Flynn Restaurant Group (Taco Bell/Arby’s)</u>	204	2.8%
<u>AMC Theatres</u>	20	2.7%
<u>BJ's Wholesale Club</u>	13	2.5%
<u>Mavis Tire Express Services</u>	140	2.3%

<sup>(1)</sup> Based on annual base rent of \$818,749,000, which is the annualized base rent for all leases in place as of December 31, 2023.



# SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

We aligned our material topics with the [United Nations Sustainable Development Goals \(SDGs\)](#) to focus on ways that NNN REIT, Inc. could support these identified goals directly through our operations.

TOPIC	ASSESSMENT OF OUR POTENTIAL OPPORTUNITIES/RISK	CONTRIBUTIONS TO UN SDGS
Ethics, Integrity & Risk Management	NNN conducts business with integrity and with an unwavering commitment to the highest level of ethics in everything we do. We can support our performance and growth through evolving conditions and markets by implementing robust risk management practices.	<div>→ <b>SDG 8</b> Decent Work and Economic Growth</div> <div>→ <b>SDG 11</b> Sustainable Cities and Communities</div> <div>→ <b>SDG 12</b> Responsible Consumption and Production</div> <div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div></div>
Human Capital Development	NNN’s success depends on our talented associates’ dedication and hard work.	<div>→ <b>SDG 8</b> Decent Work and Economic Growth</div> <div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>
Diversity & Inclusion	In addition to fostering an engaging environment for employees, NNN also aims to promote a culture that values diversity and inclusion.	<div>→ <b>SDG 5</b> Gender Equality</div> <div>→ <b>SDG 10</b> Reduced Inequalities</div> <div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>10</div><div>REDUCED INEQUALITIES</div></div></div>
Managing Tenant Environmental Impacts	While we do not have direct operational control over our tenants’ environmental impact, we have the opportunity to help reduce resource consumption by various means such as green leases, incentives, and partnerships.	<div>→ <b>SDG 7</b> Affordable and Clean Energy</div> <div><div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div></div></div>
Stakeholder Engagement	Stakeholder engagement and partnerships are critical to advancing our strategic objectives. There are various opportunities to engage stakeholder groups on our corporate responsibility agenda.	<div>→ <b>SDG 17</b> Partnerships for the Goals</div> <div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div></div>

- 5. GENDER EQUALITY**  
Achieve gender equality and empower all women and girls.
- 7. AFFORDABLE AND CLEAN ENERGY**  
Ensure access to affordable, reliable, sustainable and modern energy for all.
- 8. DECENT WORK AND ECONOMIC GROWTH**  
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- 10. REDUCED INEQUALITIES**  
Reduce inequalities within and among countries.
- 11. SUSTAINABLE CITIES AND COMMUNITIES**  
Make cities and human settlements inclusive, safe, resilient and sustainable.
- 12. RESPONSIBLE CONSUMPTION AND PRODUCTION**  
Ensure sustainable consumption and production patterns.
- 17. PARTNERSHIPS FOR THE GOALS**  
Strengthen the means of implementation and revitalize the global partnership for sustainable development.





NNN regularly engages stockholders on business strategy, operating results and guidance, among other topics.

# STAKEHOLDER ENGAGEMENT

Since our inception in 1984, we have invested in building and maintaining strong relationships with various stakeholders.



NNN's booth at the annual ICSC Las Vegas Conference, where we engage tenants, partners, vendors and other stakeholders.

KEY STAKEHOLDER GROUPS	HOW WE ENGAGE
Employees	<p>NNN recognizes that our most valuable asset is our people. Working with a third party survey administrator, NNN annually conducts a confidential employee engagement survey, providing associates an opportunity to share meaningful feedback. We solicit input on a wide array of employee-centric matters.</p> <p>See the Human Capital section to learn more about survey results.</p> <p>We also regularly engage our employees through quarterly, company-wide meetings called Insights &amp; Issues, and through the NNN Associate Portal.</p>
Board of Directors	<p>Our Board of Directors provides independent oversight and strategic direction for the company. The Governance and Nominating Committee provides oversight on our corporate responsibility strategy and activities.</p>
Investors	<p>NNN uses several reporting mechanisms to communicate with our investment partners about our financial performance, risk management, governance, and sustainability management while also working toward shared goals.</p>
Tenants	<p>Our relationship focus at NNN extends throughout the entire company. The strong relationships we have developed and maintained with our tenants through the years continually contribute to our strong occupancy and renewal rates and create mutually beneficial opportunities.</p>
Industry groups	<p>NNN is involved with several industry groups, including the National Association of Real Estate Investment Trusts (NAREIT), ICSC, and Commercial Real Estate Women Orlando (CREW Orlando). This involvement allows us to share insights, interact with peer organizations and explore how we can collaborate to create positive change. Our associates also engage with industry groups from a professional development perspective.</p>
Community Members and Charitable Organizations	<p>NNN has a long history of being committed to improving education and strengthening neighborhoods. Associates are given opportunities to volunteer during the workday, partnering with numerous charitable organizations. In particular, we have focused on at-risk children and their families.</p>



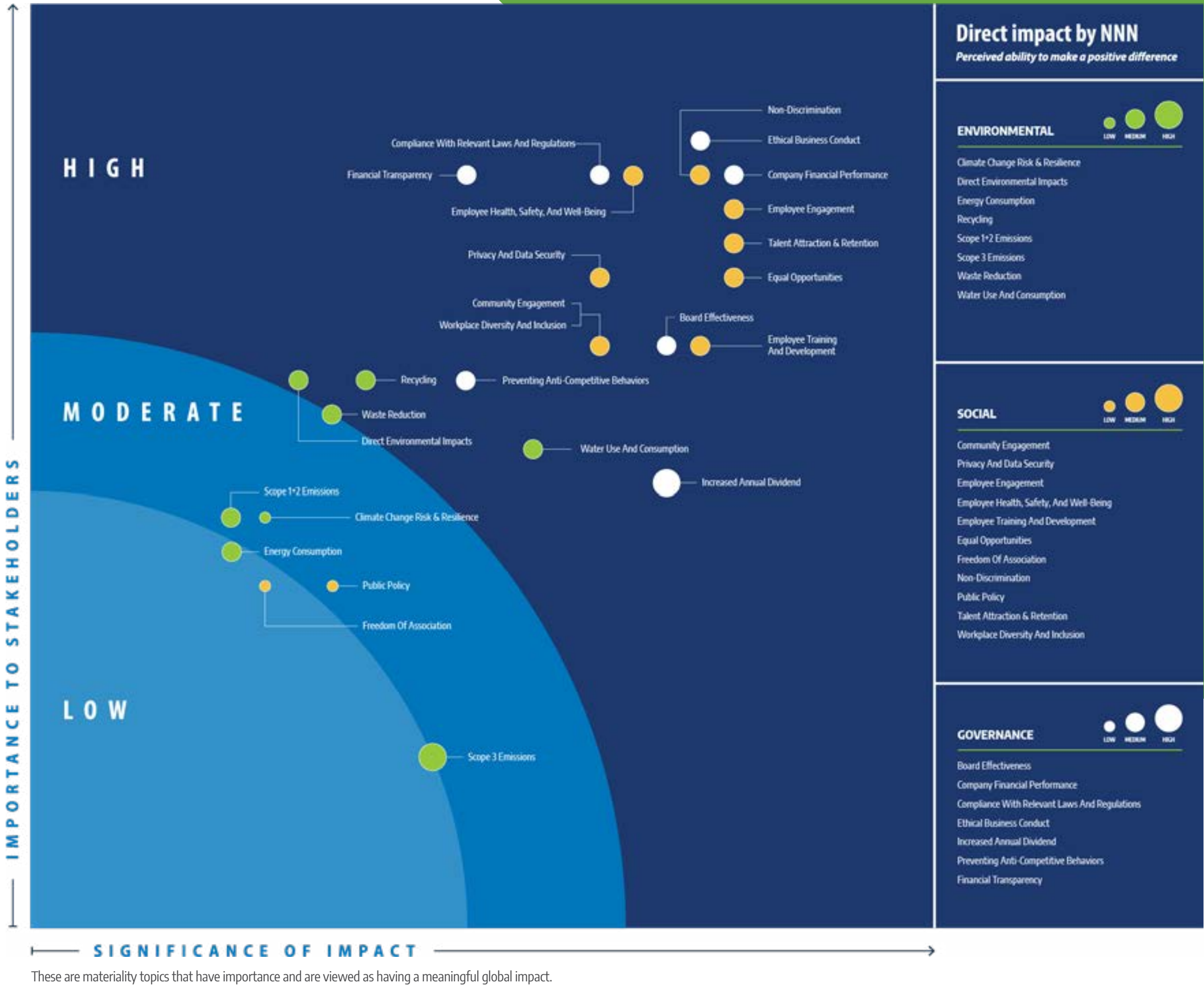
# MATERIALITY

NNN’s process for assessing materiality includes a compilation of a range of topics found within global standards, refined based on best corporate responsibility practices published by our industry association, NAREIT, along with similar companies identified through a peer benchmarking exercise. Our corporate responsibility team, reviewed and refined our categories, topics and definitions to create our Materiality Assessment Survey.

The survey was then administered to key stakeholders, including all associates, executive management and our board.

The survey results inform company practices, policies, goals, and data tracking mechanisms for relevant impacts. Impacts that occur along our value chain are also analyzed to determine our ability to manage or influence others to implement best corporate responsibility practices within their operations with the goal of working collectively to limit negative impacts on the community and environment.

We will continuously revisit and refine this process to proactively engage key stakeholders and to keep our materiality assessment relevant while monitoring the ever-changing business landscape.







The New York Stock Exchange.

## OUR APPROACH

NNN is currently managed by a nine-member Board of Directors made up of seven independent directors and two internal directors. The Board has adopted a set of corporate governance guidelines, which, along with the written charters for the Board committees, provide the framework for the Board’s governance of NNN. Our corporate governance guidelines are

available on our website at [www.nnnreit.com](http://www.nnnreit.com). Our Board, led by a non-executive Chairperson, meets regularly with NNN’s executive leadership team to stay fully informed and have the opportunity to understand and debate material issues and to fulfill their oversight responsibilities regarding NNN’s performance.

## BOARD DIVERSITY AND REFRESHMENT

As of December 2023, our Board of Directors is comprised of nine directors, seven of whom are independent, non-employee Directors. Three board members are female, and two are people of color. Our independent directors’ tenure ranges from 1-13 years and our board members are re-elected annually.



STEVEN D. COSLER  
CHAIRPERSON - 7 YEARS



DAVID M. FICK  
13 YEARS



EDWARD J. FRITSCH  
12 YEARS



PAMELA K. M. BEALL  
7 YEARS



BETSY D. HOLDEN  
5 YEARS



KAMAU O. WITHERSPOON  
1 YEAR



ELIZABETH CASTRO GULACSY  
1 YEAR



STEPHEN A. HORN, JR.  
CHIEF EXECUTIVE OFFICER  
1 YEAR



KEVIN B. HABICHT  
EXECUTIVE VICE PRESIDENT  
& CHIEF FINANCIAL OFFICER  
23 YEARS



# ETHICS AND INTEGRITY

It is paramount that NNN conducts business with integrity and with an unwavering commitment to the highest level of ethics in everything we do. To help ensure that we meet our goal of operating at the highest ethical level, NNN has adopted a set of Guiding Policies, including but not limited to:

Our Corporate Governance Guidelines, Code of Business Conduct Policy, and Whistleblower Policy. We require all associates to annually acknowledge that they have read and will comply with these policies. All associates are trained on our Anti-Corruption Policy, the Code of

Business Conduct, and the Human Rights Policy. The Board of Directors and the NNN REIT management team continually stress the importance of and place an emphasis on operating in accordance with best-in-class corporate governance standards.



GUIDING POLICIES

DOWNLOAD



CODE OF BUSINESS CONDUCT POLICY

DOWNLOAD



WHISTLEBLOWER POLICY

DOWNLOAD



HUMAN RIGHTS POLICY

DOWNLOAD



CORPORATE GOVERNANCE GUIDELINES

DOWNLOAD



CORPORATE RESPONSIBILITY POLICY

DOWNLOAD



ANTI-CORRUPTION POLICY

DOWNLOAD





# RISK MANAGEMENT

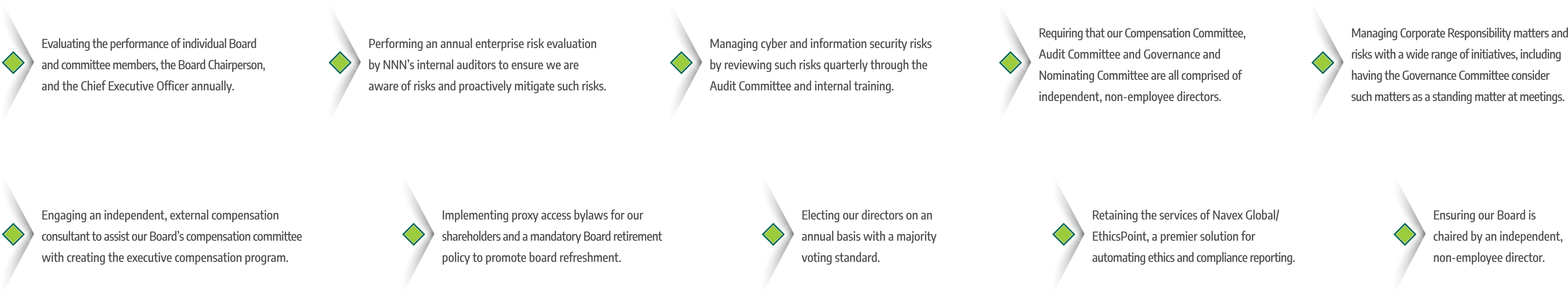
NNN REIT annually reviews its policies to make sure we effectively manage risks. The Board and NNN’s management team continually stress the importance of, and emphasize operating in accordance with, best-in-class corporate governance standards. Our executive management team is responsible for managing the day-to-day risks associated with our business. The Board of Directors, however, provides oversight of our affairs for the benefit of our stockholders, and among its primary responsibilities is overseeing management’s competent and ethical

operation of NNN. Implicit in these duties is risk oversight, the primary responsibility of which has been delegated to the Board’s Audit Committee. Among the significant risks that we oversee are operational risk, legal, and regulatory compliance risk, often related to climate change and related regulations. The Audit Committee reviews significant risks and discusses guidelines and policies to minimize such risks with management annually, or more frequently, as the Audit Committee and the Compensation Committee separately consider risks within their areas of responsibility.



NNN’s leases are designed to minimize risk.

## NNN ENSURES THAT WE MEET OUR CORPORATE GOVERNANCE GOALS BY:







## OUR APPROACH

NNN's success depends on our talented associates' dedication and hard work. Our associates are true experts in their fields, and we are determined to support them throughout their NNN career. We encourage the continued professional and personal development of all associates by

providing tuition assistance and hundreds of hours of in-person and online training opportunities that touch all aspects of our business. NNN also has associate mentoring and training programs and formalized talent development programs at all levels of the company.



# HIRING & RETENTION

We strive to create an appealing corporate culture that attracts and retains top talent in all areas of the company. Almost half of our associates have been with NNN REIT for 10 or more years, and over two-thirds have been with the company for at least five years. We employ 83 professionals working across all facets of operations. Our executive team, department heads, and senior managers average 19 years of experience with the company. The institutional knowledge and long tenure of our associates is a true competitive advantage. Since 2020, we have engaged a third party administrator to implement our Employee Engagement surveys. These anonymous surveys assist

NNN in recognizing our strengths and identifying opportunities for improvement. We seek employee feedback in nine categories: team dynamics; future outlook; trust in leadership; manager effectiveness; engagement outcomes; diversity and inclusion; individual needs; communication and resources; and, career growth and development. In every category, we scored above the industry benchmarks. With 91% participation, we received valuable feedback from all areas of the workforce. Company-wide action planning was implemented with management support. Actions taken have resulted in improved ratings of between 12%-20% in subsequent engagement surveys.

IN ADDITION, THE NNN TOTAL REWARDS STRATEGY INCLUDES THE FOLLOWING KEY ELEMENTS:



BENEFITS



WELLNESS



WORK-LIFE BALANCE



TRAINING & DEVELOPMENT



ASSOCIATE RECOGNITION

# TOTAL REWARDS

In order to achieve the priority of performing with an ‘owner’s mentality,’ it requires every associate own a part of NNN. We want associates to experience the value of being a shareholder, and enjoy the dividend that is a direct product of our most valuable asset: our associates. We recognize every associate as a company owner with a grant of NNN stock. To support

the company’s mission and objectives, it is crucial to ensure our compensation plan attracts, retains, and motivates quality associates. Our compensation strategy utilizes a variety of financial rewards to achieve these goals, including market-based pay, bonuses, long-term incentives, and profit-sharing. Pay equity analysis is an integral part of our compensation program.

# WORK-LIFE BALANCE

Through our Flexible Work Policy, we are committed to a work-life balance and offer associates the option of setting an 8-hour workday between 7:00 a.m. and 6:30 p.m.

Additionally, our Remote Work Policy allows associates to work from a location other than our corporate office. The goal of the Remote Work Policy is to increase eligible associates’ work-life balance and make NNN an employer of choice in our industry and the greater Central Florida community.

BENEFITS TO ASSOCIATES INCLUDE:

	CREATING A BETTER WORK-LIFE BALANCE
	LESS TIME COMMUTING
	GREATER FLEXIBILITY
	REDUCED CARBON FOOTPRINT BECAUSE OF LESS COMMUTING





NNN associates at an ELEVATE Orlando breakfast.



Community service has always been at the heart of NNN.



NNN associates utilizing SunRail commuter rail service.



NNN's Corporate 5K team.



NNN associates participating in annual Walk with the CEO.



# HEALTH BENEFITS

We offer healthcare coverage to associates who consistently work more than 30 hours per week and their dependents. Our coverage includes two different medical plans with vision and dental benefits and an HSA with company contributions. Fully company-paid benefits include short- and long-term disability, life insurance, long-term care, AD&D, and an employee assistance program. Supplemental benefits are also available.



Far Left: An NNN associate jogging in Central Florida.  
Inset top: NNN associates participating in annual Walk with the CEO.  
Inset bottom: An NNN 5K team.

## BENEFITS TO ASSOCIATES INCLUDE:



### PTO AND ELB DONATION

The Paid Time Off and Extended Leave Donation Bank establishes a means for employees to voluntarily transfer earned Paid Time Off (PTO) and/or Extended Leave Bank (ELB) hours to an anonymous qualifying employee(s) who is on an approved Family Medical Leave and unable to work due to a serious health condition as defined under the Family and Medical Leave Act (FMLA).



### PARENTAL LEAVE POLICY

In the spirit of work-life balance, we provide eligible employees with paid parental leave to enable employees to care for and bond with the employee's child after birth or adoption. Each week of paid parental leave is compensated at 100% of the employee's regular rate of pay.



### EMPLOYEE ASSISTANCE AND MENTAL HEALTH PROGRAM

All associates may receive confidential professional assistance in resolving personal, financial, legal, and family matters. This service is provided at no charge and is available to associates 24 hours a day, seven days a week, and may be used by any member of the associate's household. In addition, we have a dedicated behavioral health program prioritizing our associates' mental wellness.



### ADOPTION ASSISTANCE PROGRAM

NNN offers eligible associates financial assistance with part of the expenses involved with the adoption of a child. Full-time associates who meet the eligibility criteria can receive up to \$2,000 for eligible adoption-related fees per child adopted (up to two per year).



### DOMESTIC VIOLENCE LEAVE

Associates may be granted up to three days of leave in any 12 months if the employee or a family or household member of an employee is the victim of domestic violence or sexual assault.



### FAMILY MEDICAL LEAVE

We grant up to 12 weeks of leave for certain qualifying events – including the birth of a child or care for a spouse, child, or parent with a serious health condition – during a 12-month period to eligible employees. This leave is extended to 26 weeks for military caregiver leave for a covered service member with a serious injury or illness.



# ENGAGING ASSOCIATES IN THEIR OWN HEALTH AND WELLNESS

Evidence shows that employee health and well-being are strong determinants of productivity, morale, and retention. When you are healthy, you feel better and enjoy a better overall quality of life. We engage and support our employees in their wellness by offering the following events/programs.



## TEAM BUILDING

Throughout the year, each department participates in fun, off-site team-building activities to help foster collaboration, build trust, and improve communication. Whether it is a creative workshop, outdoor activities or a friendly sports competition, these activities help each team become a closely-knit community working towards shared goals.



## HEALTH FAIR

In a collaborative effort with a local, female-owned health and wellness business, we organize an interactive health fair, inviting all associates to participate. Each year, the event is a dynamic and exciting experience, with hands-on exhibitor booths, demonstrations and prizes for everyone in attendance.



## TEAM WALKING CONTEST AND WEIGHT CHALLENGE

Our team walking contest and associate weight challenge programs each allow associates to integrate fitness and nutrition into their workday, with teams that motivate each other to walk more, attend nutrition workshops, participate in a company-sponsored Corporate 5K race, and take a walk with our CEO.



## SUPPORTING ONGOING HEALTH & WELLNESS-CENTRIC LEARNING

Promoting healthy and active lifestyles for our associates is always a priority. One way we achieve this is by providing continuous education on practical ways to maintain a healthy lifestyle through fun, interactive Lunch & Learn sessions. These include both in-person and web-based classes such as The Science of Happiness, Moments Matter: How to Engage in a Digital World and on-site healthy cooking classes.



## FLU SHOTS AND BIOMETRIC SCREENING

We offer complimentary, on-site flu vaccines to help protect our associates during flu season along with free, on-site, biometric screenings. Interactive, hands-on Health & Wellness Fairs are a staple in our mission to educate associates.



## VITALITY (ONLINE WELLNESS PLATFORM)

Vitality is a state-of-the-art, comprehensive and interactive web-based wellness program that makes it easy for associates to make healthy choices. Associates earn points through actions to improve or maintain a healthy lifestyle. These points are earned by participating in various activities such as completing online nutrition courses, setting health goals, engaging in and recording physical exercise, and more. Associates can redeem Vitality points for rewards, including entertainment gift cards, fitness devices and gift cards for leading retailers and grocers.

[Learn More About Vitality's Wellness Program →](#)





“Management looks beyond your resume; they focus on your individual value and work ethic. They create an environment that fosters growth and opportunities for career advancement.”

**NATASHA SEEPAUL, MANAGER, ACCOUNTING**



“I enjoy working at NNN because of the strong sense of teamwork, not only within my team, but also amongst the other departments. Everyone is always so friendly and helpful, creating a great sense of community. The company also promotes work-life balance and truly cares about employees.”

**ANA AGUIRRE, SENIOR LEASE COMPLIANCE ADMINISTRATOR**



“I am proud to be a part of the effort to make NNN a more sustainable and responsible company. The ability of NNN to adapt to the evolving sustainability and corporate responsibility landscape using improved reporting practices and system improvements is very encouraging. I believe with time and effort we can further improve our sustainability data gathering, reporting, and practices and look forward to being a part of that journey.”

**BRANDON HOILETT, ESG MANAGER**



“NNN values its associates at all levels and invests heavily into their personal and professional development. The variety of opportunities for ongoing learning and growth over the long-term are among the many reasons for the impressive track record of long-tenured associates.”

**MARY MORRISON, SENIOR VICE PRESIDENT, FINANCIAL REPORTING & OPERATIONS**



NNN has used FSC certified responsibly-sourced paper stock on our annual reports and proxy statements since 2007.

## FINANCIAL BENEFITS

NNN’s financial benefits programs include a 401(k) plan with a 75% employer match on the first 4% of employee contributions and a 50% employer match on the next 5% of employee contributions. NNN’s 401(k) plan has a four-year vesting schedule. New associates are eligible to participate in the 401(k) plan after three months of employment. In addition, NNN associates may elect participation in a college savings plan, an educational assistance

program, an adoption benefit, and flexible spending or health savings accounts, which may be used for health or dependent care expenses on a pre-tax basis. Additional benefits include a paid time off benefit from three to six weeks (based on the number of years of service) and 11 paid holidays. Part-time associates can accrue paid time off and participate in our 401(k) plan, depending on the number of hours worked in a calendar year.



# TRAINING AND DEVELOPMENT

NNN understands that learning is an ongoing process that runs parallel to work. We integrate training and development with our annual performance management program. Associates collaborate with their manager to develop three or four yearly performance goals and two self-selected learning and development goals. Managers hold two one-on-one formal feedback sessions with associates during the year. These sessions are for discussing professional development and providing support and mentoring to associates.

NNN associates are oriented with our Anti-Harassment policies and attend cybersecurity training sessions. We offer numerous individual, group, department and company-wide training programs.



### Degreed

NNN’s Learning Experience Platform connects learning and career growth with our business objective through a single, fluid skill development platform. Upskilling and reskilling are our focus. Degreed brings thousands of podcasts, online courses, certifications, books, and articles to the fingertips of our associates 24/7.



### LUNCH & LEARN WORKSHOPS

We offer key topics presented by in-house subject matter experts and external professionals who share their business knowledge throughout the year. Personal learning is equally essential. NNN offers programs, education, and team events supporting our associates’ physical, emotional, and financial health. We work to support a culture of well-being for the whole person. Through these efforts, we can attract and retain top talent while also being recognized by recruiters as a ‘best-kept secret’ in our industry.



### edX

We partner with edX, an in-depth, career-oriented, massive, open online course provider. Collaborating with leading universities and organizations worldwide, edX delivers high-quality online courses. This enables associates to earn course certificates from prestigious educational institutions such as Harvard, MIT, NYU, Georgetown and others. Each completed course awards the associate a certificate from one of these acclaimed organizations.



### CONTINUED EDUCATION

NNN financially supports associates in their endeavors to maintain skill sets, as well as industry certifications (i.e., Certified Public Accountant, Certified Commercial Investment Manager, Senior Professional in Human Resources, Chartered Financial Analyst, and appraisal certification, etc.)



### DiSC

NNN held a full day, company-wide DiSC training session. DiSC is an interactive training program designed to enhance organizational communication and teamwork. Through online assessments, individual profiles were created for each associate. During the training, our facilitator guided associates in learning their behavior styles and how these styles influence their work approach, motivation and communication with colleagues.



### EDUCATION ASSISTANCE

NNN provides up to \$3,000 per year of tuition assistance for associates furthering their education on topics related to their job function.



### CYBERSECURITY

Onsite training sessions cover instructions, valuable insights, and current trends for identifying active cyber threats such as ransomware, phishing, and other scams. They also focus on NNN’s protocol for maintaining the security of all of our operating systems.





# EMPLOYEE RECOGNITION

NNN holds various events that show our appreciation to our employees for all they contribute to the company’s success. These include our Associates’ Day celebration, Thanksgiving Luncheon, Holiday Party, annual family event, and years of service awards. In addition, each quarter employees are nominated by their peers for recognition. Award winners attend lunch with our executive team,

receive a crystal engraved award, a cash reward, and a reserved parking spot. On-the-spot recognition is part of the NNN culture and is accessible to everyone 24/7. Any associate can recognize another person or team for giving their best by posting to the NNN Recognition Platform. There are 13 potential recognition categories including stewardship, service, character, and teamwork.

## THE NNN AWARDS:

### ABOVE & BEYOND

Given to associates who go beyond the scope of their regular job duties to help another associate or department

### GUIDING LIGHT

Given to associates whose leadership nurtures growth in a fellow associate.


### INGENUITY IN ACTION

Given to associates who implement a significant cost savings process or efficiency that benefits a department or the company.


### GIVING HEART

Given to associates who makes a difference through volunteerism, charitable acts, or community service.

## ON THE SPOT RECOGNITION

**Celebrate!**

Congratulations to Ivette for 10 years of dedicated service to NNN and for putting up with me for these 10 years. She is a pleasure to work beside and makes the work day fun with her sparkling personality and pleasant demeanor. Here's to 10 more years!



9 Comments

Celebrate • You and 17 Others

Share



One of the NNN Awards.



DIVERSITY & INCLUSION

At NNN, we are committed to advancing diversity and inclusion in our workforce and maintaining a workplace free of unlawful discrimination on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, or any other characteristic or status protected by law.

We provide each of our associates with detailed policies and materials to promote equal opportunity and prevent

discrimination and harassment. Our efforts are substantiated through action and performance measures shared internally and externally.

For example, NNN was selected for inclusion in the Bloomberg Gender Equality Index (GEI), which measures transparency to gender-related practices and policies at publicly listed companies. This reference index measures gender equality across

five pillars: leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand. NNN regularly reviews employee demographics, assesses how it compares to others in the industry, and evaluates how to improve our efforts throughout the employment lifecycle.

Our workplace demographics have more than doubled since 2017.

WORKPLACE DEMO DATA YEAR OVER YEAR 2017-2023							
YEAR	2017	2018	2019	2020	2021	2022	2023
RACE							
White	83%	83%	83%	80%	74%	74%	70%
People of Color	17%	17%	17%	20%	26%	26%	30%
GENDER							
Male	45%	44%	45%	46%	44%	42%	42%
Female	55%	56%	55%	54%	56%	58%	58%
TOTAL NUMBER OF NNN ASSOCIATES	65	68	69	70	72	76	83

INCLUSIVE SOCIAL EVENTS



NNN associates at our rebranding launch party.



An NNN associate celebrates Family Day festivities.



NNN associates at a Breast Cancer Awareness Lunch & Learn.



# DIVERSITY & INCLUSION

NNN is a Contributing Sponsor of CREW Orlando (Commercial Real Estate Women Orlando). CREW Orlando sponsorship provides targeted access to a membership comprised of a diverse slate of top-level professionals and industry leaders in the Central Florida commercial real estate industry. NNN also sponsors CREW's Women at the Top annual event, and hosts Future Leaders workshops.



## INCLUSIVE SOCIAL EVENTS



NNN associates volunteering at Ronald McDonald House of Central Florida.



We celebrated cultural diversity at our annual International Feast of Flavors.



NNN associates at luncheon celebrating Women's History Month



Associates gathered for a DiSC training session to improve communication.





# SOCIAL ACHIEVEMENTS

NNN is committed to increasing the diversity of our workforce and ensuring an inclusive experience for all associates. We will continue to expand programs aimed at holistically supporting our associates’ health, well-being, and development.

To learn more about our stance on Diversity & Inclusion, Human Capital, and Anti-Harrassment, please refer to our [Guiding Policies](#).



## HEALTH AND WELL-BEING



Chosen for maintaining an engaging work environments and offering great benefits, perks, and career development opportunities.

## DIVERSITY AND INCLUSION



NNN increased workforce diversity by 100% since 2017.

## EMPLOYEE ENGAGEMENT



We received an 88% Favorability score on our Employee Engagement survey. In every category, NNN scored above industry benchmarks.



Female professionals were 61% of new hires.



Our 2023 employee retention rate is 92%.



People of color represented 62% of our new hire professionals

## TRAINING AND DEVELOPMENT



NNN invests in a number of learning platforms providing 24/7 access and supporting training & development goals.



We are proud to be a member of the 2023 Bloomberg Gender Equality Index, bringing transparency to gender-related policies and practices.





The mural at the east entrance of the third-floor pedestrian bridge at CNL Center City Commons in downtown Orlando.



Associates preparing and serving a meal at Ronald McDonald House of Central Florida.



NNN associates serving breakfast at The Boys and Girls Club.

# OUR APPROACH

We care about the communities in which we live and work. We are committed to improving education and mentorship for at-risk youth, strengthening neighborhoods, and encouraging volunteer service. We actively promote volunteerism by our associates, organizing and sponsoring

several group events throughout the year at local charities. Associates are encouraged to volunteer on work days during work hours for these events. In addition to our donation of time, we are also a meaningful financial supporter of numerous charities in the Central Florida Community.

DONATED  
**\$150K**

**NNN donated more than \$150K in financial contributions to nonprofit organizations in Central Florida in 2023. We continuously give back to the community through volunteering, donations, and board involvement with nonprofit organizations.**

## OUR COMMUNITY INVOLVEMENT INCLUDES:



### BOYS & GIRLS CLUBS OF CENTRAL FLORIDA

The mission of Boys & Girls Clubs of Central Florida is to inspire and enable all young people, especially those from disadvantaged circumstances, to realize their full potential as productive, responsible, and caring citizens.



### ELEVATE ORLANDO

ELEVATE Orlando is a civic nonprofit dedicated to equipping and empowering underserved youth to graduate with a plan for their future. ELEVATE Orlando links the Orlando business community to underserved areas through education. This is accomplished through mentoring relationships and public school courses rooted in character education and leadership development.



### GIVE KIDS THE WORLD VILLAGE

Give Kids the World Village is a nonprofit organization that exists only to fulfill the wishes of children with life-threatening illnesses and their families from around the world to experience a memorable, joyful, cost-free visit to Central Florida attractions. NNN associates volunteer at the GKTW Village, performing various functions assisting these families during their stay.



### THE RONALD MCDONALD HOUSE® CHARITIES OF CENTRAL FLORIDA

Ronald McDonald House provides a home away from home for families with children receiving treatment at hospitals and medical facilities in Orlando.



# INVESTING IN YOUTH

Our commitment to the communities we serve begins at home. NNN is a proud supporter of organizations working to improve the lives of children and at-risk youth, partnering with local charity groups through financial contributions and involvement from

NNN associates. We believe investing early and often in youth development paves the way for success and opportunity for underserved communities. We view our community involvement as a long-term investment guided by our core values.



2023 marked the 17th consecutive year that NNN has been a **lead sponsor** for the **Boys & Girls Club** of Central Florida's annual Celebrate the Children gala.



NNN has partnered with **ELEVATE Orlando** for **13 consecutive years**.

## BOYS & GIRLS CLUBS OF CENTRAL FLORIDA

The Boys & Girls Clubs of Central Florida has 40 clubs serving children in six counties. BGCCF Clubs are located in neighborhoods that, on average, rank at the 12th percentile for household income and the 71st percentile for incarceration rates. Club families pay either nothing or a nominal fee for their children to attend. By providing Club members with academic support, extracurricular opportunities and positive adult role models, BGCCF aims to break the cycle of poverty for future generations. For 17 years, NNN has contributed to the organization's mission including being a lead

sponsor of the annual Celebrate the Children gala where our associates participate and attend. Our Chief Financial Officer, Kevin Habicht, has been a volunteer and board member, focusing his attention on the club in Eatonville, the oldest black incorporated municipality in America. Over the past several years, this club has been able to grow from a run-down, portable building to a 23,000 square foot facility which is a gem in the city of Eatonville. Most importantly, it has been able to expand its touch on the lives of many children.



A Boys & Girls Club member.



NNN's CFO speaking at a Boys & Girls Club breakfast event.





“For the past 13 years, NNN REIT has been a strong ally in ELEVATE’s mission-driven approach to empowering the next generation of urban leaders in our community. Their resources have assisted in expanding our program to 19 Orange County Public Schools, providing young professionals to mentor our alumni, and exposing our students to career opportunities through guest speaking and job shadowing. NNN REIT also provides vision and guidance as several of their employees serve as board members. This collaboration serves as a beacon of hope and an example of what we can achieve when we work together!”

— **JONAS CAYO** PRESIDENT/CEO, ELEVATE ORLANDO



“We know these clubs are making a tangible, positive, everyday impact on club members and our community – giving kids a place to go, some direction, a compass, surrounding them with opportunities to do the right thing, pointing them to better choices – and thereby helping kids develop to their full potential.”

— **KEVIN HABICHT**, CHIEF FINANCIAL OFFICER



“I am truly lucky to be involved with such an amazing and effective organization. ELEVATE Orlando’s model of mentoring underprivileged youth on a daily basis is literally changing lives for the better in our community. Their teacher-mentors ensure that kids, who would otherwise slip through the cracks of society, graduate high school and have the skills necessary to lead a successful life.”

— **ERIK NELSON**, VICE PRESIDENT, ACQUISITIONS



Members of ELEVATE Orlando.

## ELEVATE ORLANDO

ELEVATE Orlando serves at-risk youth in Central Florida with long-term involvement in skill building, educational support, and mentorship. ELEVATE works with community youth throughout their development years, helping them graduate high school with a plan for the future. With teacher-mentors working directly in urban high schools and available 24/7, ELEVATE affects positive change in young adults who may not otherwise have the support and resources needed to thrive and positively mature as they reach adulthood. NNN has partnered with ELEVATE for 13 years. The program has a 98% graduation

success rate, preparing students to attend college, vocational schools, or join the military. We support ELEVATE’s mission through financial contributions toward hiring teacher-mentors and through our employee engagements. NNN associates have served on the ELEVATE board and take time to host career days at our corporate office, giving youth opportunities to learn about a various professional careers and the real estate sector. Erik Nelson, Vice President of Acquisitions at NNN, has served on the board of directors for the past 10 years and actively participates in the Young Professionals Council.



# ENVIRONMENTAL PRACTICES

## OUR APPROACH

As an owner of more than 3,500 properties throughout the United States, NNN recognizes the importance of being a good steward of the environment. We institute various initiatives toward that goal both at our corporate headquarters and throughout our portfolio of properties. Our commitment has recently been recognized by the Institute for Market Transformation and the U.S. Department of Energy Better Buildings Alliance when we were awarded Green

Lease Leader Silver for the sustainability-focused updates we added to our form lease. As our Corporate Responsibility strategy and reporting efforts grow, we plan to incorporate more robust environmental practices into our process. We also have over 300 tenants that are currently required to send us sustainability data and we expect this number to increase as we continue to utilize the updated form lease.

This report references the GRI (Global Reporting Initiative) and SASB Standards as well as other disclosure efforts such as industry best practices, investor requests, and the United Nations Sustainable Development Goals (SDGs). We have laid the groundwork for meaningful and consistent improvements going forward, with the full support of leadership.

Where available, our environmental information is prepared based on actual data under our control or received from our tenants. Any remaining aggregation is based on estimates. We will continue to collaborate with our tenants to improve actual data collection and identify opportunities to achieve mutual sustainability goals.

This report includes calendar year 2023 commitments, initiatives, and achievements. We included data from previous years but due to the change in scope and improved processes we will be using 2023 as the baseline going forward.

Though internal quality controls have vetted data found within this report, third-party external assurance has not been sought out for this reporting cycle.









# OUR PORTFOLIO OF PROPERTIES

The properties in our portfolio are generally leased to our tenants under long-term triple net leases with typical lease terms of 30 to 40 years including base and option terms which gives our tenants exclusive control over the ability to institute energy conservation and environmental management programs at our properties. The majority of our tenants are large companies with sophisticated conservation and sustainability programs designed to conserve environmental resources and limit

the impact of the use of our properties on the environment, through, among other initiatives, the implementation of green building and lighting standards, emissions reduction programs and recycling programs. Our leases generally require the tenants to fully comply with all environmental laws, rules and regulations, including any remediation requirements. Our risk management associates actively monitor any environmental conditions on our properties to make sure that the tenants are

meeting their obligations to remediate and/or mitigate any open environmental matters. Our property acquisition process includes obtaining an environmental assessment from a licensed environmental consultant to understand any environmental risks and liabilities associated with a property and to ensure that the tenant will address any environmental issues. Furthermore, we maintain a portfolio environmental insurance policy that covers substantially all of our properties for certain environmental risks.

When possible under our triple-net leases, we engage with our tenants to promote environmental best practices on our properties, including discussions regarding the following:

-  Energy efficiency requirements, including EPA ENERGY STAR® requirements, and EPA WaterSense program requirements
-  Environmental conservation and green building requirements, in accordance with industry best practices
-  Energy usage reporting requirements, including energy and water data reporting for all new and renewing tenants
-  Environmental sustainability and recycling requirements

[Click here to view our Top 10 tenants that report ESG →](#)







We actively engage with our tenants to support efforts to recycle and reduce waste, energy, emissions and water usage.

## CLIMATE PREPAREDNESS

We regularly monitor the status of impending natural disasters and the impact of such disasters on our properties. In the substantial majority of leases, our tenants are required to carry full replacement cost coverage on all improvements located on our properties. For those properties located in a nationally designated flood zone, we typically require our tenants to carry flood insurance pursuant to the federal flood insurance program. For those properties located in an area of high

earthquake risk, we strongly encourage, and in some cases require, that our tenants carry earthquake insurance above what is generally covered in an extended coverage policy. In addition, we also carry a contingent extended coverage policy on all our properties which also provides coverage for certain casualty events, including fire and windstorm. In cases where our tenants do not provide coverage, or if a property is vacant, NNN carries the necessary direct insurance coverage.

## ENVIRONMENTAL INSURANCE

We maintain a portfolio environmental insurance policy which covers substantially all of our properties. Our portfolio environmental insurance policy provides NNN with wide coverage for a variety of environmental risks that may exist on a property in our portfolio or that may arise in the future whether caused by our tenant or by a third party. In addition, on substantially all of our convenience store properties with gas pumps (i) the tenant is

required under the lease to carry environmental insurance or to provide alternative financial assurances covering environmental risks associated with the tenant's operations on the property, and (ii) many states provide funds to cover environmental risks that may arise on such properties in the future. These measures limit environmental impacts of the operations of tenants on our properties and reduces NNN's risks.



# ENGAGING WITH OUR SUPPLY CHAIN PARTNERS

Our goal of operating at the highest ethical level also extends to our relationships with our suppliers. We ask our suppliers to comply with our Vendor Code of Conduct. As we look to expand our corporate responsibility efforts, we plan to increase engagement to promote innovative technologies or other initiatives to reduce our overall environmental footprint.

## SUSTAINABLE ATTRIBUTES AT OUR HEADQUARTERS:



### LESS ENERGY & GREENHOUSE GAS EMISSIONS

NNN’s headquarters is Energy Star® certified, which means that it uses 35% less energy and generates 35% fewer greenhouse gas emissions. To receive this designation, several other requirements needed to be met. This includes utilizing energy-efficient LED lighting, using cleaning products that are Green Seal certified, and a mandatory shut down of all lighting and HVAC systems daily.



### LESS PARTICLES FOR BUILDING LIGHT FLUORESCENTS

The building also utilizes a bulb crusher for all lamps, which contains a dust removal system that exceeds HEPA standards by removing 99.99% of particles for the building fluorescents. To minimize waste generation and release of pollutants, the building requires all paint to be low VOC.



### FOREST STEWARDSHIP COUNCIL (FSC) CERTIFIED

NNN has used FSC certified responsibly-sourced paper stock on our annual reports and proxy statements since 2007



Our Energy Star® certified corporate headquarters.



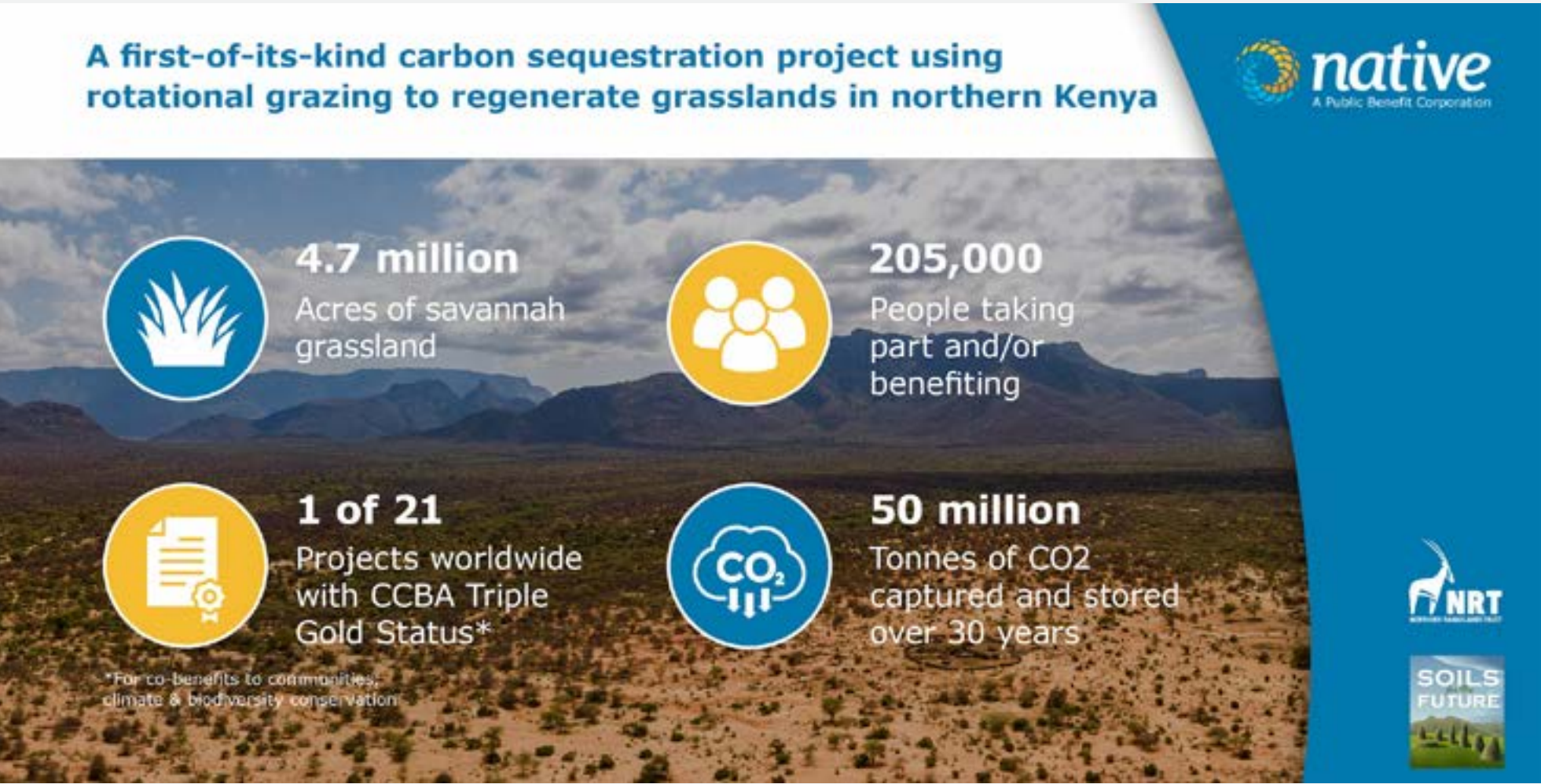
# CARBON OFFSETS

As part of our efforts to be a good steward of our planet, NNN has purchased carbon offsets from Native, a Public Benefit Corporation, to offset our estimated Scope 1 and 2 emissions related to our Orlando headquarters, as well as our estimated annual Scope 2 emissions from the vacant properties in our portfolio as of year-end 2022. We selected

Native because of their experience and expertise in carbon offset projects. Native has a 21-year track record of structuring climate action projects, with over 80 projects built, validated and verified in the last ten years. The offset projects into which we invested are the From Waste to Fuel project in Uganda and the Northern Kenya Rangelands Project.

## NORTHERN KENYA RANGELANDS PROJECT

The Northern Kenya Rangelands project has been developed to improve grassland health and sequester carbon in the soils of community rangelands in northern Kenya by making livestock grazing more sustainable. It is the first large, landscape-scale soil carbon project of its kind in the world. The land, covering more than 2 million hectares, is on the path to improved soil health, more robust ecosystems and increased carbon sequestration thanks to these strategies.



“The Northern Kenya Rangelands project is the world’s first large-scale grasslands soil carbon project, and currently one of the few landscape-level carbon removal ventures on the market today. Supporting this project helps to improve grassland health and sequester carbon in the soils, generate income for local communities, improve resilience to drought and climate change, and enhance habitats for key endangered species.”

— JENNIFER GERHOLDT, DIRECTOR, NATIVE





We support

# Regenerative Agriculture and Renewable Energy in Uganda

We are investing in infrastructure that aids the transition to regenerative agriculture and reduces methane emissions from organic waste – all with local Ugandan farms at the center. Together, we are taking action for long-term positive impact on farming communities and the climate.

## Waste to Fuel: Improving Agriculture and Livelihoods Project



Source of organic fertilizer



Source of renewable energy



Improved health conditions  
on subsistence farms



Increased income for 10,000 Ugandan  
farming households

The contribution of funding from the project overcomes the financial barrier local farmers face to install biodigesters, biogas systems, and cookstoves. This makes the technology economically accessible to low-income farmers, helping to better meet demand for and expand the scale of biogas technology in this region for more families.

**~660,000**

tCO2e emissions avoided

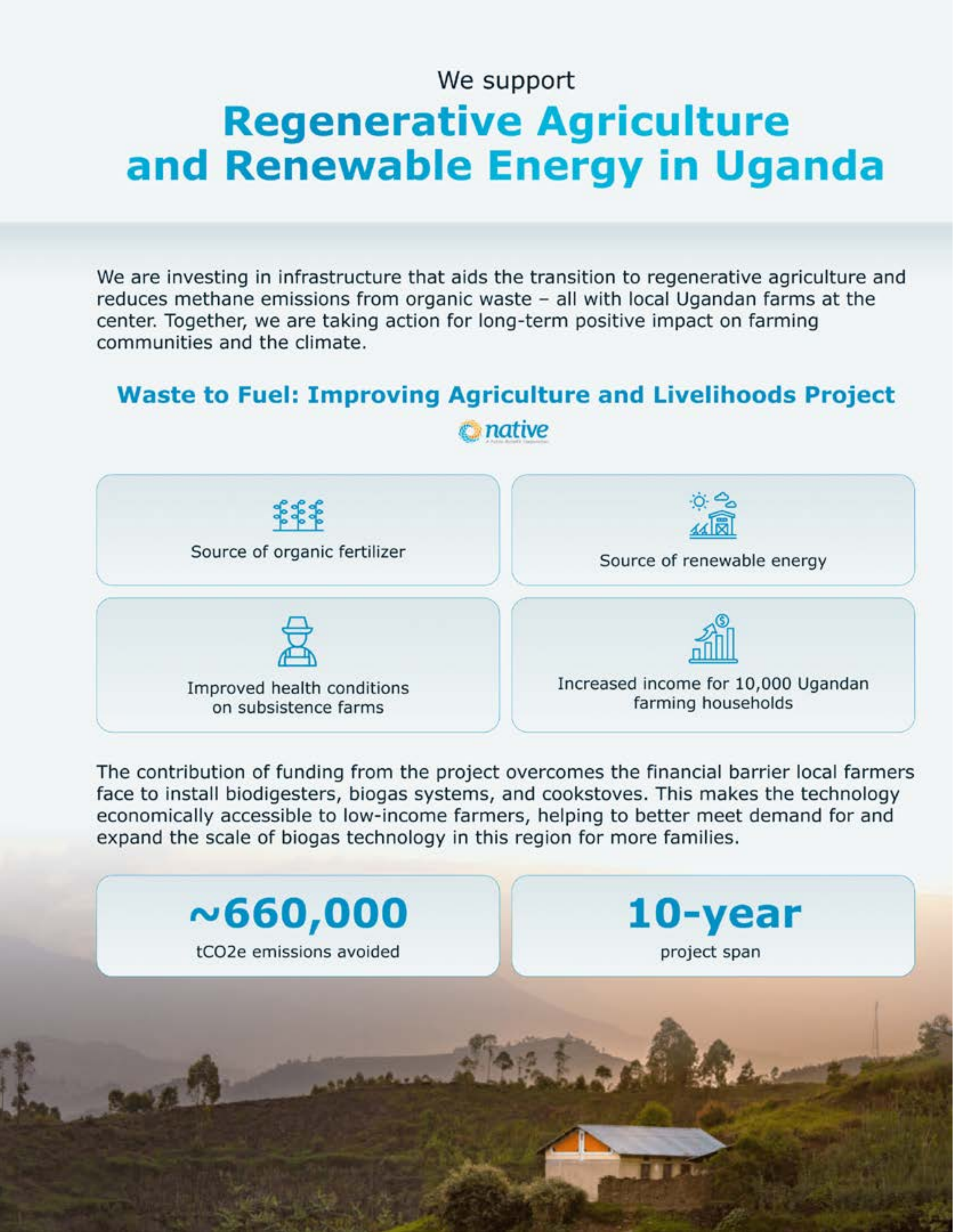
**10-year**

project span

## REGENERATIVE AGRICULTURE AND RENEWABLE ENERGY IN UGANDA

The From Waste to Fuel Project is providing small family farms with a small-scale digester that generates biofuel for cooking and organic fertilizer. Over the course of the 10-year project, more than 10,000 farming households in the several coffee and sugar growing regions of Uganda will participate and contribute to the reduction of carbon emissions. The project reduces emissions in two key ways. First, the systems reduce

methane emissions from organic waste by capturing and burning the gas, preventing emissions that would otherwise come from the decomposition process. Second, the farmers participating in this project currently rely heavily on fuelwood to meet their energy needs. These systems displace those former energy sources with biogas. Most often used to fuel cookstoves, the biogas can also be used for other thermal processes in the home and on the farm.





# SUSTAINABLE ATTRIBUTES AT OUR HEADQUARTERS

Storm water retention is managed through water runoff from roofs and paved areas and is routed to various underground drainage basins. All air handler drain water condensation, fire sprinkler relief, and drain water are also piped to this drain field. All water runoff is naturally filtered and returned to the aquifer. This underground system replaces the need for retention ponds. To minimize watering needs, green-friendly native and drought-tolerant plants are used in landscaping.

Furthermore, NNN encourages a culture of environmental preservation and efficient usage of environmental resources throughout the company by supporting the following initiatives:



Providing associates with a pre-tax payroll deduction for using the SunRail train system to limit the number of automobile trips and reduce our carbon footprint. Similarly, the location of our headquarters allows our associates to utilize other modes of public transportation such as buses and biking.



- Implementing single-stream recycling.
- Recycling old computer equipment, printers and other electronic items.
- Disposing of all ink cartridges, participating in Toshiba's recycling program.



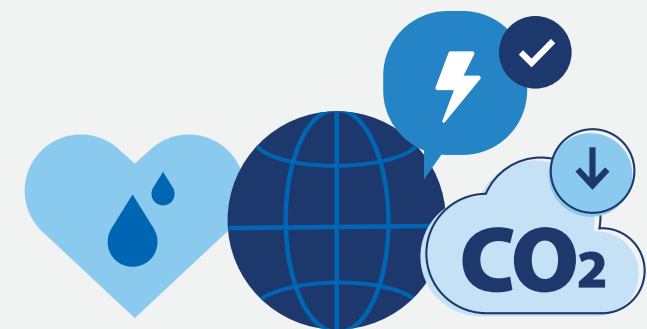
Purchasing Energy Star® certified desktop and laptop computers, monitors and printers. These machines also use Energy Star management settings.



- Requiring all associates to use personal cups.
- Installing water machines to limit the use of plastic cups and bottles.



# ENVIRONMENTAL ACHIEVEMENTS



NNN is dedicated to reducing our energy and emissions footprint to mitigate climate change. We are dedicated to water stewardship and recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and the protection of ecosystems and communities through proper sanitation.



First LEED certified convenience store/gas station in the United States.

2023 DEVELOPMENTS INCLUDE:	
◆	Established Corporate Responsibility Policy.
◆	Conducted an enhanced materiality assessment.
◆	Expanded the scope to include all properties under NNN operational control.
◆	Purchased a sustainability data management and reporting system to help gather, house, analyze, and report our energy, water and emissions data in a more consistent and quality-controlled manner.
◆	Enhanced the sustainability clauses in our form lease to achieve Green Lease Leader Silver recognition.
◆	Started gathering energy and water data from our tenants.

ENERGY (GJ)	
Year	2023
Natural Gas	53,718.54 <sup>(a)</sup>
Electricity	90,299.73 <sup>(a)</sup>
Total	143,948.27 <sup>(a)</sup>
<sup>(a)</sup> This report includes calendar year 2023 commitments, initiatives, and achievements. We included data from previous years but due to the change in scope and improved processes we will be using 2023 as the baseline going forward. * - please see data disclaimer on page 35	
GHG EMISSIONS (METRIC TONS CO2 EQUIVALENT)	
Year	2023
Scope 1	2,704.3 <sup>(b)</sup>
Scope 2 (location based)	7,142.2 <sup>(b)</sup>
Scope 1+2	9,846.5 <sup>(b)</sup>
Total Floor Area (Scope 1+2 Locations)	3,243,484 <sup>(c)</sup>
Scope 1+2 GHG Intensity (metric ton CO2e/sqft)	0.044380755
Scope 3	344,219.63
<sup>(b)</sup> Scope 1 emission sources from our corporate HQ are considered de minimis and excluded. Scope 2 emissions were determined using eGRID2022. Scope 3 emissions from downstream-leased assets were 100% estimated using CBECS 2018 median intensities by building activity. <sup>(c)</sup> Total Floor Area includes Scope 1 & 2 locations under NNN operational control, some of which were disposed in 2023. * - please see data disclaimer on page 35	



# APPENDIX\*

## 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 December 31, 2023 with reference to the GRI Standards.

**GRI 1 used:** GRI 1: Foundation 2021

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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / RESPONSE					
GRI 2: General Disclosures 2021	2-1	Organizational details	A. Legal Name: NNN REIT, Inc. B. Nature of ownership and legal form: privately owned, incorporated REIT C. HQ is at: 450 S. Orange Ave., Suite 900, Orlando, FL 32801 D. Operates in: USA					
	2-2	Entities included in the organization's sustainability reporting	NNN REIT, Inc.					
	2-3	Reporting period, frequency and contact point	A. Sustainability Reporting Period: Jan-Oct 2023, Frequency: annual B. Financial Reporting Period: Jan-Dec 2022, Frequency: annual Reason complete set of 2023 Sustainability data alongside 2023 Financial data in early 2024 C. 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)	48	35	0	0	83
			Number of permanent employees (head count / FTE)	48	35	0	0	83
			Number of non-guaranteed hours employees (head count / FTE)	0	0	0	0	0
			Number of full-time employees (head count / FTE)	48	35	0	0	83
			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	A. <a href="#">Pages 7, 14-17 of Proxy</a> B. <a href="#">Page 15 of Proxy (Governance and Nominating Committee)</a> C. <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>					



APPENDIX\*

SASB DATA

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DATA DISCLAIMER

\* = With the evolution of the sustainability and reporting program at NNN, we have had shifts in our energy usage and emissions data. This is expected and is caused by several factors, including:

- We have upgraded the portion of our portfolio used to report scope 1 and 2 emissions to include not just our corporate HQ but our vacant properties as well. This is more representative of the portion of our portfolio under our operational control.
- We have generated estimates for energy consumption and carbon emissions for the portions of our portfolio that did not have actual data available during 2023. This estimating ability was not available until we implemented a new data tracking and analysis tool. In the future, we aim to reduce the amount of estimation needed and therefore intend to have more actual data.
- We have included a full year of data (January – December 2023) as opposed to the previously available data (January October 2023).

STANDARD (GRI, SASB, OR TCFD)	CODE	SUMMARY	RESPONSE / LOCATION		
SASB	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector.	25.6% of NNN retail property GLA under our operational control provided data from energy bills.		
	IF-RE-130a.2	1. Total energy consumed by portfolio area with data coverage 2. Percentage grid electricity 3. Percentage renewable, by property sector	SASB IF-RE-130a.2		
			Total Energy Consumption	Consumption	Unit of Measure
			Electricity <sup>1</sup>	90,229.73 <sup>1</sup>	GJ
			Natural Gas	53,718.54	GJ
			Heating	0	GJ
			Cooling	0	GJ
			Steam	0	GJ
			Total	143,948.27 <sup>1</sup>	GJ
			Energy Sold	Consumption	Unit of Measure
			Electricity	0	GJ
			Heating	0	GJ
			Cooling	0	GJ
			Steam	0	GJ
			<sup>1</sup> 100% of electricity is from the grid but per calculations using fuel type information 10.76% is from renewable source.		
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	Going forward we have language in our lease agreements requiring new and renewing tenants to abide by certain Energy Efficiency, Waste Management and Green Building Practices, such as: using energy-efficient bulbs, installing lighting controls, using proucts certified by the U.S. EPA's Water Sense® program, using ENERGY STAR® qualified equipment, requiring tenant to provide energy (and water) usage information when requested on a quarterly basis, requiring tenant to purchase renewables from NNN if they are available at or below local utility rates, andd ensuring that all tenant alterations are performed in accordance with NNN sustainability practices.  Due to the nature of NNN's model we own properties under long-term triple net leases, which gives our tenants exclusive control of our properties for anywhere from 15 to 40 years and the ability to institute energy conservation and environmental management programs at our properties. NNN's tenants are mostly large companies with sophisticated conservation and sustainability programs.		
	IF-RE-410a.1	1. Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements 2. Associated leased floor area, by property sector	A cost recovery clause has been added to the form lease at the end of 2023 but because of the timing there have been no new or renewed leases at the time of this reports release.		



Statements in this report that are not strictly historical are “forward-looking” statements. These statements generally are characterized by the use of terms such as “believe,” “expect,” “intend,” “may,” “estimated,” or other similar words or expressions. Forward-looking statements involve known and unknown risks, which may cause the Company’s actual future results to differ materially from expected results. These risks include, among others, general economic conditions, including inflation, local real estate conditions, changes in interest rates, increases in operating costs, the preferences and financial condition of the company’s tenants, the availability of capital, risks related to the company’s status as a REIT and the potential impacts of an epidemic or pandemic on the company’s business operations, financial results and financial position on the world economy. Additional

information concerning these and other factors that could cause actual results to differ materially from these forward-looking statements is contained from time to time in the company’s Securities and Exchange Commission (the “Commission”) filings, including, but not limited to, the company’s Annual Report on Form 10-K. Copies of each filing may be obtained from the company or the Commission. Such forward-looking statements should be regarded solely as reflections of the company’s current operating plans and estimates. Actual operating results may differ materially from what is expressed or forecast in this press release. NNN REIT, Inc. undertakes no obligation to publicly release the results of any revisions to these forward-looking statements that may be made to reflect events or circumstances after the date these statements were made.



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