

# GRI Data and Index

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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / RESPONSE																																									
GRI 2: General Disclosures 2021	2-1	Organizational details	<p><b>A.</b> Legal Name: NNN REIT, Inc.  <b>B.</b> Nature of ownership and legal form: publicly traded, incorporated REIT  <b>C.</b> HQ is at: 450 S. Orange Ave., Suite 900, Orlando, FL 32801  <b>D.</b> Operates in: USA</p>																																									
	2-2	Entities included in the organization's sustainability reporting	NNN REIT, Inc.																																									
	2-3	Reporting period, frequency and contact point	<p><b>A.</b> Sustainability Reporting Period: Jan-Dec 2025, Frequency: annual  <b>B.</b> Financial Reporting Period: Jan-Dec 2025; Frequency: annual; Reason: complete set of 2025 Sustainability data alongside 2025 Financial data as of First Quarter 2026  <b>C.</b> NOTE: Published April 28, 2026</p>																																									
	2-7	Employees	<table border="1"> <thead> <tr> <th>Number of employees from Jan 1, 2025 - Dec 31, 2025</th> <th>Female</th> <th>Male</th> <th>Other</th> <th>Not Disclosed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Number of Employees (head count)</td> <td>47</td> <td>36</td> <td>0</td> <td>0</td> <td>83</td> </tr> <tr> <td>Number of permanent employees (head count / FTE)</td> <td>46</td> <td>36</td> <td>0</td> <td>0</td> <td>82</td> </tr> <tr> <td>Number of non-guaranteed hours employees (head count / FTE)</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Number of full-time employees (head count / FTE)</td> <td>46</td> <td>36</td> <td>0</td> <td>0</td> <td>82</td> </tr> <tr> <td>Number of part-time employees (head count / FTE)</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> </tr> </tbody> </table>						Number of employees from Jan 1, 2025 - Dec 31, 2025	Female	Male	Other	Not Disclosed	Total	Number of Employees (head count)	47	36	0	0	83	Number of permanent employees (head count / FTE)	46	36	0	0	82	Number of non-guaranteed hours employees (head count / FTE)	0	0	0	0	0	Number of full-time employees (head count / FTE)	46	36	0	0	82	Number of part-time employees (head count / FTE)	1	0	0	0	1
			Number of employees from Jan 1, 2025 - Dec 31, 2025	Female	Male	Other	Not Disclosed	Total																																				
			Number of Employees (head count)	47	36	0	0	83																																				
			Number of permanent employees (head count / FTE)	46	36	0	0	82																																				
			Number of non-guaranteed hours employees (head count / FTE)	0	0	0	0	0																																				
	Number of full-time employees (head count / FTE)	46	36	0	0	82																																						
	Number of part-time employees (head count / FTE)	1	0	0	0	1																																						
	2-8	Workers who are not employees	<p>We had 2* temporary office workers (counted in headcount) in 2025, their most common type of work was administrative  *1 of the 2 counted here was later hired as a FTE by the Company in 2025 as well</p>																																									
	2-9	Governance structure and composition	<p><b>A.</b> <a href="#">Pages 7-9, 16-20 of Proxy</a>  <b>B.</b> <a href="#">Page 17 of Proxy (Governance and Nominating Committee)</a>  <b>C.</b> <a href="#">Page 5 of Proxy</a></p>																																									
	2-10	Nomination and selection of the highest governance body	<a href="#">Page 1-4 of Proxy Statement</a>																																									
2-11	Chair of the highest governance body	<a href="#">Page 1 of Proxy Statement</a>																																										
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Pages 11-15 of Proxy Statement</a>																																										
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Pages 11-15 of Proxy Statement</a>																																										

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GRI 2: General Disclosures 2021	2-15	Conflicts of interest	<a href="#">Page 10 of Corporate Guidelines</a> <a href="#">Page 2 of Code of Business Conduct</a>
	2-16	Communication of critical concerns	<a href="#">Page 5 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 CS Report</a>
	2-23	Policy commitments	<a href="#">Policies</a>
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Whistleblower Policy</a>
	2-28	Membership associations	<b>NAREIT:</b> National Association of Real Estate Investment Trusts <b>ICSC:</b> Innovating Commerce Serving Communities
	2-29	Approach to stakeholder engagement	<a href="#">Page 8 of CS Report</a>
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<a href="#">Page 8 of CS Report</a>
	3-2	List of material topics	<a href="#">Page 8 of CS Report</a>
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<a href="#">Page 34 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>100%</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 (83) 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	<b>Disclosure 302-1 Energy consumption within the organization</b>		
			<b>Non-Renewable Source</b>	<b>Consumption</b>	<b>Unit of Measure</b>
			Electricity*	20,086.10	GJ
			Natural Gas	8,164.17	GJ
			<b>Total</b>	<b>28,250.27</b>	<b>GJ</b>
			<b>Renewable Sources</b>	<b>Consumption</b>	<b>Unit of Measure</b>
			Electricity*	2,449.38	GJ
			Natural Gas	0	GJ
			<b>Total</b>	<b>22,449.38</b>	<b>GJ</b>
			<b>Total (Renewable + Non-renewable) Energy</b>	<b>Consumption</b>	<b>Unit of Measure</b>
			Electricity*	22,535.48	GJ
			Natural Gas	8,164.17	GJ
			Heating	0	GJ
			Cooling	0	GJ
			Steam	0	GJ
			<b>Total</b>	<b>30,699.65</b>	<b>GJ</b>
			<b>Energy Sold</b>	<b>Consumption</b>	<b>Unit of Measure</b>
			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. It was determined that 10.67% of our energy comes from renewable sources and 89.13% comes from non-renewable sources.				
	302-3	Energy intensity	<b>Disclosure 302-Energy Intensity</b> Energy Intensity in GigaJoules (consumed within organization)/sqft of Leasable Floor Area		
				<b>Intensity</b>	<b>Unit of Measure</b>
			Electricity	0.021194	GJ/sqft
Natural Gas			0.007678	GJ/sqft	
<b>Total</b>			<b>0.028872</b>	<b>GJ/sqft</b>	

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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / RESPONSE
GRI 303: Water and Effluents 2018	303-3	Water Withdrawal	<p><b>303-3 a &amp; c: Total water withdrawal from all areas in megaliters, by source:</b> Third-party water (Freshwater ≤1,000 mg/L Total Dissolved Solids): 15.204 megaliters</p> <p><b>303-3 b &amp; c: Total water withdrawal from all areas with water stress in megaliters, by source:</b> Third-party water (Freshwater ≤1,000 mg/L Total Dissolved Solids): 3.158 megaliters</p> <p><b>303-3 d: Contextual information and assumption:</b></p> <ul style="list-style-type: none"> <li>→ We are using operational control to determine which properties are appropriate to include</li> <li>→ WRI Aqueduct was used to determine water stress levels in the area(s)</li> <li>→ 35.61% of our properties are in areas of high or extremely high water stress</li> </ul>
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 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<b>Disclosure 305-1: Direct (Scope 1) GHG emissions</b> Scope 1 GHG Emissions from Natural Gas Consumption at properties within the operational control of NNN REIT					
				<b>CH4 Emissions (kg)</b>	<b>CO2 Emissions (kg)</b>	<b>N2O Emissions (kg)</b>	<b>Scope 1 Emissions (tCO2e)</b>	
			Natural Gas	7.71	410,580.46	0.77	410.34*	
	305-2	Energy indirect (Scope 2) GHG emissions	<b>Disclosure 305-2: Energy indirect (Scope 2) GHG emissions</b> Scope 2 GHG emissions from electricity consumption at properties within the operational control of NNN REIT					
				<b>CH4 Emissions (kg)</b>	<b>CO2 Emissions (kg)</b>	<b>N2O Emissions (kg)</b>	<b>Scope 2 Location-Based (tCO2e)</b>	<b>Scope 2 Market-Based (tCO2e)</b>
			Electricity	202.91	2,489,239.65	29.47	2,501.01*	2,501.01*
	305-3	Other indirect (Scope 3) GHG emissions	<b>Disclosure 305-3: Other indirect (Scope 3) GHG emissions</b> Scope 3 GHG emissions in metric tons CO2e, estimated for the portion of our portfolio not under our operational control					
			<b>Gross Scope 3 Emissions:</b> 223,711.28 (tCO2e)*					
			<b>Biogenic CO2 Emissions:</b> 0 (tCO2e)					
			<b>Focused on Category 13:</b> Downstream Leased Assets <b>Scope 3 Emissions:</b> Were estimated using CBECs data and eGRID emissions factors to calculate the information based on our portfolio composition.					
	305-4	GHG emissions intensity	<b>Disclosure 305-4: GHG emissions intensity</b> 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					
				<b>CH4 Emissions Intensity (kg/sqft)</b>	<b>CO2 Emissions Intensity (kg/sqft)</b>	<b>N2O Emissions Intensity (kg/sqft)</b>	<b>Location-Based (tCO2e/sqft)</b>	<b>Market-Based (tCO2e/sqft)</b>
Natural Gas / Scope 1			0.0000073	0.3861326	0.0000007	0.0003859	0.0003859	
Electricity – Scope 2			0.0001908	2.3410189	0.0000277	0.0023521	0.0023521	
<b>Scope 1 + 2</b>			<b>0.0001981</b>	<b>2.7271516</b>	<b>0.0000284</b>	<b>0.0027380</b>	<b>0.0027380</b>	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	<b>401-1 A. NEW HIRE RATE</b>					
			<b>Total Hires:</b> 15					
			<b>Total by Gender</b>	Female: 9	Male: 6			
			<b>Total by Age Group</b>	Under 30 yrs: 4	30yrs-50 yrs: 6	Over 50 yrs: 5		
			<b>Hire Rate:</b> Total number of internal hires from 1.1.2025 to 12.31.2025 (15) divided by total number of employees as of 12.31.2025 (83): 18.07%					
			<b>401-1 B. TURNOVER RATE</b>					
			<b>Total Terms:</b> 14					
			<b>Total by Gender</b>	Female: 10	Male: 4			
			<b>Total by Age Group</b>	Under 30 yrs: 2	30yrs-50 yrs: 5	Over 50 yrs: 7		
			<b>Turnover Rate:</b> Total number of terminations from 1.1.2025 to 12.31.2025 (14) divided by total number of employees active as of 12.31.2025 (83): 16.87%					

\* Emissions calculated using GHG Protocol methodology

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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> <ul style="list-style-type: none"> <li>→ Life Insurance</li> <li>→ Accidental Death &amp; Dismemberment</li> <li>→ Short Term / Long Term Disability Coverage</li> <li>→ Long Term Care Coverage</li> <li>→ Health care</li> <li>→ Dental Care</li> <li>→ Vision Care</li> <li>→ Healthcare Flexible Spending Account</li> <li>→ Health Savings Account</li> <li>→ Retirement Savings Plan</li> <li>→ Employee Assistance Program</li> <li>→ Worker's Compensation</li> <li>→ Stock ownership</li> <li>→ Tuition Reimbursement</li> <li>→ Adoption Assistance</li> <li>→ Paid Time Off</li> <li>→ Paid Holidays</li> <li>→ Parental leave</li> <li>→ Bereavement Pay</li> <li>→ Domestic Violence Leave</li> <li>→ Military Leave</li> <li>→ Jury Duty Leave</li> <li>→ Wellness Incentive Program</li> <li>→ Parking</li> <li>→ Recognition Awards</li> <li>→ Years of Service Awards</li> <li>→ Continuing Education</li> <li>→ Professional Affiliations &amp; Memberships</li> <li>→ Paid Volunteer Days</li> <li>→ Profit Sharing</li> </ul> <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>														
	401-3	Parental leave	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td><b>A.</b> Total number of employees that were entitled to parental leave, by gender.</td> <td style="text-align: right;"><b>Male: 30</b></td> <td style="text-align: right;"><b>Female: 40</b></td> </tr> <tr> <td><b>B.</b> Total number of employees that took parental leave, by gender.</td> <td style="text-align: right;"><b>Male: 0</b></td> <td style="text-align: right;"><b>Female: 2</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 style="text-align: right;"><b>Male: 0</b></td> <td style="text-align: right;"><b>Female: 2</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 style="text-align: right;"><b>Male: 0</b></td> <td style="text-align: right;"><b>Female: 1*</b></td> </tr> <tr> <td><b>E.</b> Return to work and retention rates of employees that took parental leave, by gender.</td> <td style="text-align: right;"><b>Male: 0%</b></td> <td style="text-align: right;"><b>Female: 100%</b></td> </tr> </table> <p>* The employee has returned but the 12 months have not yet lapsed</p>	<b>A.</b> Total number of employees that were entitled to parental leave, by gender.	<b>Male: 30</b>	<b>Female: 40</b>	<b>B.</b> Total number of employees that took parental leave, by gender.	<b>Male: 0</b>	<b>Female: 2</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: 2</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: 1*</b>	<b>E.</b> Return to work and retention rates of employees that took parental leave, by gender.	<b>Male: 0%</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 local nurses. Over the summer we had our Summer Vitality Work From Home Challenge, this challenge was a simple way for associates (and their spouses) to complete one healthy activity per day over a 7 day period. These tasks ranged from mental, to physical, to financial wellbeing. 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 that 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> 90 participants   13 spouses   77 associates (94%)</p> <hr/> <p><b>Engagement</b> Walk with the CEO: <b>13%</b>   Walking Challenge: <b>29%</b>   Weight Challenge: <b>19%</b>   Simply IOA Corporate 5k: <b>27%</b></p> <hr/> <p><b>Medical Plans</b> (12% covered by outside plans) High Deductible Health Plan with HSA: <b>48%</b>   Traditional PPO Health Plan: <b>40%</b></p>
	403-9	Work-related injuries	We have had no work-related injuries in the 2025 reporting period and no work related fatalities in the 2022-2025 reporting periods
	403-10	Work-related ill health	We have had no work-related ill health during the 2022-2025 reporting periods
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>→ Percentage of females who received a regular performance and career development review during the reporting period: 100%</li> <li>→ Percentage of males who received a regular performance and career development review during the reporting period: 100%</li> <li>→ Percentage of individual contributors who received a regular performance and career development review during the reporting period: 100%</li> <li>→ Percentage of mid-level contributors who received a regular performance and career development review during the reporting period: 100%</li> <li>→ Percentage of senior-level contributors who received a regular performance and career development review during the reporting period: 100%</li> <li>→ Percentage of executive-level contributors who received a regular performance and career development review during the reporting period: 100%</li> </ul>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<p><b>1. Gender</b> Female: <b>47</b>   Male: <b>36</b>   Females out of all managerial/supervisory employees: <b>73%</b> Females out of all senior-manager-level roles: <b>39%</b>   Senior-management-level roles out of all female employees: <b>11%</b></p> <hr/> <p><b>2. Age Group</b> Under 30 yrs: <b>8</b>   30-50 yrs old: <b>43</b>   Over 50 yrs old: <b>32</b></p> <hr/> <p><b>3. Racial/ Ethnic Diversity</b> White (Not Hispanic or Latino): <b>54</b>   Hispanic or Latino: <b>18</b>   Black or African American (Not Hispanic or Latino): <b>4</b>   Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino): <b>0</b>   Asian (Not Hispanic or Latino): <b>4</b>   American Indian or Alaska Native (Not Hispanic or Latino): <b>0</b>   Two or more races (Not Hispanic or Latino): <b>3</b></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, Orange County Animal Services, 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>2365</b></li> <li>• Number of unique volunteers: <b>42</b></li> <li>• Percentage of associates: <b>51.2%</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	<u><a href="#">NNN REIT does not make political contributions</a></u>

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.