



NETSTREIT

20  
23

# CORPORATE RESPONSIBILITY REPORT



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# Message from our President and CEO



**Mark Manheimer**  
President and Chief  
Executive Officer

A handwritten signature in blue ink, appearing to read 'Mark Manheimer', written over a thin horizontal line.

We are pleased to present NETSTREIT’s inaugural Corporate Responsibility Report. True to the core values of our corporate culture, we have a long-term commitment of building trust by being transparent with our investors and stakeholders as we strive to fulfill our obligations as corporate citizens with respect to environmental, social, and governance.

Since our inception, we have evaluated how best to incorporate Environmental, Social, and Governance factors in our investment process and how to integrate these considerations into company operations. We recognize the importance of implementing sustainable practices in parts of our business where we have the most influence and control. Therefore, we are pleased to share the following achievements NETSTREIT has made to date:

1. Developed our ESG Policy; DEI Policy; Human Rights Policy; and a Vendor Code of Conduct
2. Incorporated green lease clauses into our standard tenant lease form and developed green leasing corporate guidelines, for which NETSTREIT received Silver Level recognition from the Green Lease Leaders
3. Completed our first GRESB Public Disclosure submission
4. Incorporated sustainability-linked loan feature to our credit facility and our \$200 million and \$250 million senior unsecured term loans
5. Completed scope 1 and scope 2 greenhouse gas inventory and calculation
6. Increased our focus on the health and safety of our employees through initiatives such as paid gym memberships, healthy snack provisions, and hosting regular wellness events
7. Increased our community involvement by partnering with the Dallas Habitat for Humanity to construct a home for a future family, volunteering at a local food bank, and donating to other charitable causes
8. Conducted our first employee engagement survey

While we are proud of these recent achievements, the journey in corporate responsibility is never complete. We believe that it is essential to our company and culture to continually look for ways to grow and improve as responsible corporate citizens. We intend to further strengthen our commitment to sustainability and maintain our focus on NETSTREIT’s financial performance, which we believe is in the best interests of NETSTREIT and its stakeholders.





# About NETSTREIT



# About NETSTREIT Corporation

NETSTREIT Corp. (NYSE: NTST) is an internally managed real estate investment trust (REIT) based in Dallas, Texas that specializes in acquiring single-tenant net lease retail properties nationwide. The growing portfolio consists of high-quality properties leased to e-commerce resistant tenants with healthy balance sheets. Led by a management team of seasoned commercial real estate executives, NETSTREIT's strategy is to create the highest quality net lease retail portfolio in the country in order to generate consistent cash flows and dividends for its investors.

## 2023 Key Business and Portfolio Metrics



**\$1.3B**  
Market Capitalization



**598**  
Investments



**\$1.9B**  
Enterprise Value



**85**  
Tenants



**\$131.9 M**  
Annualized Base Rent (ABR)



**45**  
States



**100.0%**  
Occupancy



**26**  
Industries



**9.5 Years**  
Weighted Average Lease Term (WALT)

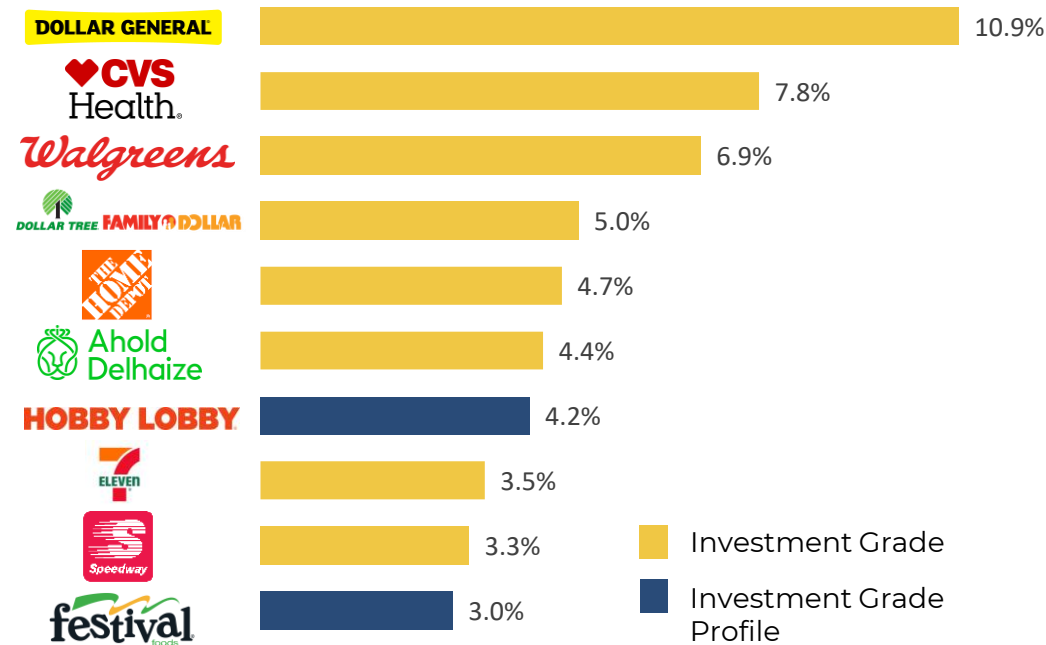


**84.6%**  
Investment Grade &  
Investment Grade Profile

Source: Company data as of December 31, 2023.

# Portfolio Overview

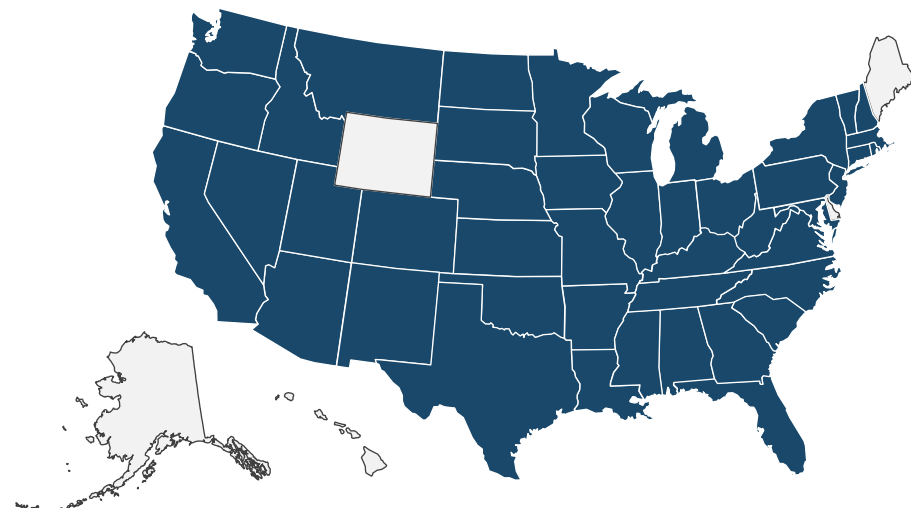
## Top Tenants



## Geographic Diversification

### Top Five States:

Illinois: 8.6%   Texas: 7.6%   Wisconsin: 7.2%  
 New York: 6.5%   North Carolina: 5.9%



Source: Company data as of December 31, 2023.

## Industry Diversification

	# of Investments	ABR	% of ABR
<b>Necessity</b>			
Grocery	31	\$ 20,261	15.4%
Drug Stores & Pharmacies	61	19,294	14.6%
Home Improvement	29	15,269	11.6%
Auto Parts	61	5,526	4.2%
General Retail	6	3,753	2.8%
Healthcare	12	2,366	1.8%
Farm Supplies	7	1,615	1.2%
Banking	3	467	0.4%
Wholesale Warehouse Club	1	417	0.3%
<b>Sub-Total</b>	<b>211</b>	<b>\$ 68,967</b>	<b>52.3%</b>
<b>Discount</b>			
Dollar Stores	193	20,890	15.8%
Discount Retail	32	8,134	6.2%
<b>Sub-Total</b>	<b>225</b>	<b>\$ 29,024</b>	<b>22.0%</b>
<b>Service</b>			
Convenience Stores	73	9,641	7.3%
Quick Service Restaurants	22	3,170	2.4%
Automotive Service	18	2,036	1.5%
Casual Dining	7	1,066	0.8%
Health and Fitness	1	985	0.7%
Equipment Rental and Leasing	5	687	0.5%
<b>Sub-Total</b>	<b>126</b>	<b>\$ 17,585</b>	<b>13.3%</b>
<b>Other</b>			
Arts & Crafts	14	5,475	4.2%
Sporting Goods	4	3,841	2.9%
Consumer Electronics	6	3,188	2.4%
Specialty	2	1,719	1.3%
Furniture Stores	2	932	0.7%
Apparel	4	481	0.4%
Telecommunications	2	314	0.2%
Gift, Novelty, and Souvenir Shops	1	200	0.2%
Home Furnishings	1	134	0.1%
<b>Sub-Total</b>	<b>36</b>	<b>\$ 16,284</b>	<b>12.3%</b>
<b>Total</b>	<b>598</b>	<b>\$ 131,859</b>	<b>100.0%</b>

# 2023 Highlights



## ESG Policy

Developed and adopted an Environmental, Social, and Governance Policy statement to establish our Company's approach to these topics



## Human Rights Policy

Developed and adopted a Human Rights Policy to advance fundamental human rights within our Company



## DEI Policy

Developed and adopted a DEI Policy to outline our goals, initiatives, and practices



## Vendor Code of Conduct

Developed and adopted a Vendor Code of Conduct that is consistent with our Code of Business Conduct and Ethics, and extends to our vendors, suppliers, and service providers



## Green Lease Clauses

Incorporated green lease clauses into our standard tenant lease and developed green leasing corporate guidelines, for which NETSTREIT received Silver Level recognition from the Green Lease Leaders



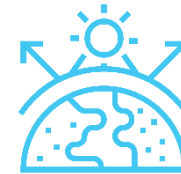
## GRESB Public Disclosure

Completed our first submission to GRESB Public Disclosure



## Sustainability-Linked Loans

Incorporated sustainability-linked loan feature to our \$250 million senior unsecured term loan, which allows NETSTREIT to benefit from reduction on interest costs if certain key performance indicators are met



## Scope 1 and 2 Greenhouse Gas Emissions

Completed scope 1 and scope 2 greenhouse gas inventory and calculation



## Community Involvement

Increased our community involvement by partnering with the Dallas Habitat for Humanity and Good Samaritans of Garland for two NETSTREIT-sponsored days of service



## Employee Health and Wellness

Increased our focus on the health and wellness of our employees through initiatives like paid gym memberships, healthy snack provisions, and hosting regular wellness events



## Employee Engagement Survey

Developed and conducted our first employee engagement survey, where we had 71% employee participation





# Governance

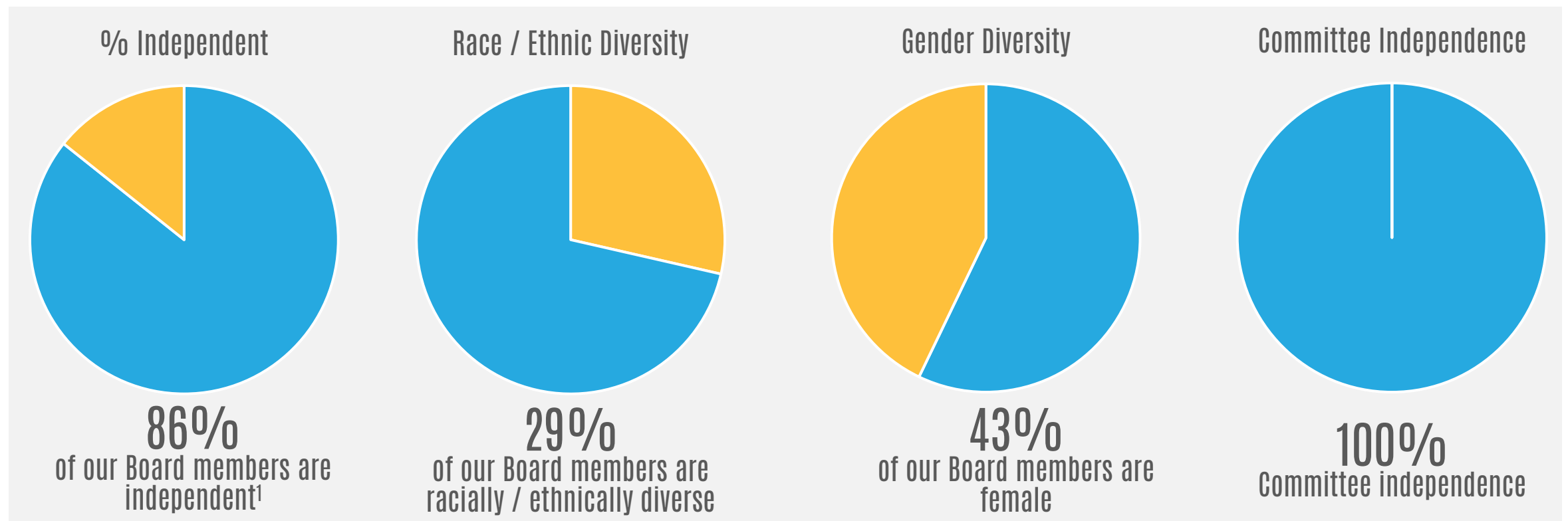


# Board of Directors

NETSTREIT is committed to acting with integrity and conducting all business opportunities in an ethical manner. As fiduciary to our stakeholders, we strive to promote corporate governance that ensures NETSTREIT's corporate strategy aligns with our values. Additionally, we endeavor to have a Board that upholds our values and provides a strong mix of perspectives and experiences.

NETSTREIT's Board of Directors is made up of individuals from a diverse background with expertise in real estate, capital markets, finance and accounting, human capital management, and internal and external risk oversight, amongst other valuable skills.

## Board Diversity



Source: Company data as of December 31, 2023.

1. Mark Manheimer as President and Chief Executive Officer of NETSTREIT does not meet the NYSE independence guidelines.

# Board Composition



<b>Mark Manheimer</b> President and CEO of NETSTREIT Corp.	<b>Todd Minnis</b> Founder and CEO of Arrow Commercial	<b>Lori Wittman</b> Executive Vice President and CFO of Aventine Property Group	<b>Matthew Troxell</b> Formerly Head of AEW Real Estate Securities at AEW Capital Management	<b>Robin Zeigler</b> Founder and CEO of MURAL Real Estate Partners	<b>Heidi Everett</b> President and CEO of Star Cypress Partners, LLC	<b>Michael Christodolou</b> Manager of Inwood Capital Management
<b>Director Since</b>	<b>2019</b>	<b>2019</b>	<b>2019</b>	<b>2019</b>	<b>2020</b>	<b>2020</b>

## Experience, Qualifications, and Skills

Other Public Company						
Public Company CEO						
Public Company CFO						
Executive Management						
Real Estate						
REIT						
Capital Markets						
Strategic Planning/M&A						
External Risk Oversight						
Internal Risk Oversight						
Human Capital Management						
Legal/Regulatory						
Technology						
Growth Company Experience						
ESG						
Marketing						

## Board Committees

Audit			★			
Compensation				★		
Nominating and Corporate Governance					★	
<b>Independent Director</b>		★				

★ Chair of Board/Committee

Source: Company data as of December 31, 2023.



# Board Oversight

Effective corporate governance and ethical business practice begins with our Board of Directors who has extensive oversight in the strategic planning, development, and operational and compliance risk of NETSTREIT among other duties. The Board provides oversight through its three standing committees: Audit, Nominating and Corporate Governance, and Compensation. The charters for each of these committees along with our Corporate Governance Guidelines and other corporate policies can be found at our [Governance Page](#).

## Audit Committee

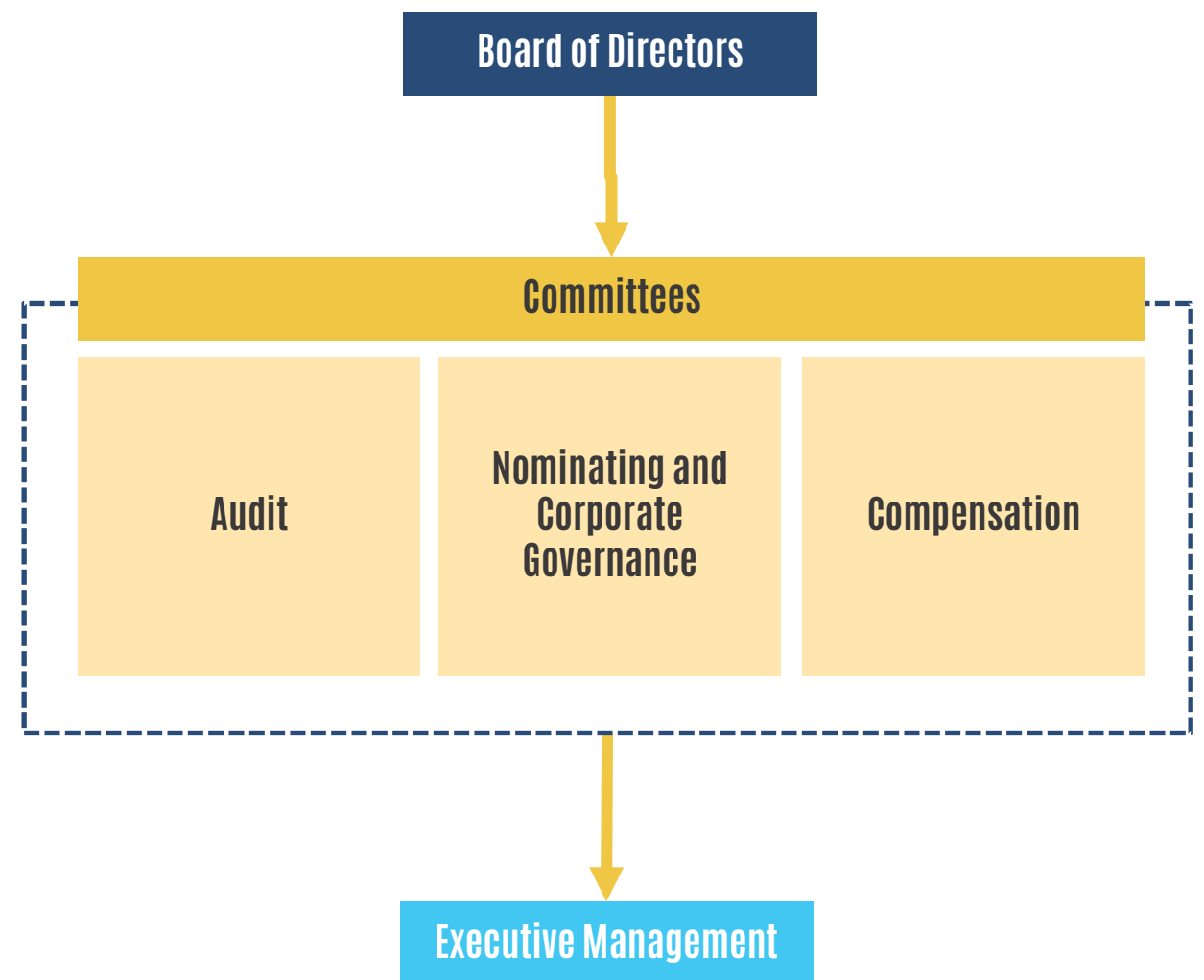
The Audit Committee has the responsibilities of oversight of NETSTREIT's financial statements and compliance with legal and regulatory requirements. Additionally, the Audit Committee provides oversight of the performance of our internal audit function, and assesses the risk of management and major risk exposures with respect to: financial, accounting, operational, litigation, tax, privacy and cybersecurity, and information technology.

## Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee (NCGC) provides oversight with respect to governance, social responsibility, environmental-related risks, and ethical conduct and monitors the effectiveness of our corporate governance guidelines, including whether such guidelines are successful in preventing illegal or improper liability creating conduct. In addition, the NCGC identifies, evaluates, and recommends individuals qualified to become members of the Board, and oversees the annual performance evaluation of the Board and its committees and management.

## Compensation Committee

The Compensation Committee assesses and monitors whether any of our compensation policies and programs has the potential to encourage excessive risk taking. In addition, the Compensation Committee assures that the Company's executive officers and key management personnel are effectively compensated on terms that are intended to attract, retain and appropriately reward employees in order to motivate their performance in the achievement of the Company's business objectives and align their interests with the long-term interests of the Company's stockholders.



# Key Corporate Policies

## Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics applies to all directors, officers, employees and consultants of NETSTREIT. Each employee is expected to conduct themselves in an honest and ethical manner and act with the highest standard of personal and professional integrity.

## Human Rights Policy

NETSTREIT is committed to positively engaging with all its stakeholders and is committed to upholding, maintaining, and adhering to human rights as enumerated by the United Nations Universal Declaration on Human Rights.

## ESG Policy

NETSTREIT is committed to advancing its Environmental, Social, and Governance agenda and managing related risks to the Company. Where applicable, NETSTREIT aims to weave sustainability and climate-related best practices into our due diligence, strategic capital investments, operations, and acquisitions of real estate. NETSTREIT is dedicated to maintaining a high standard of corporate governance and maintains initiatives across the Company to promote human capital development.

## DEI Policy

NETSTREIT is committed to supporting diversity, promoting inclusion, and enhancing employee well-being. We believe that diversity and inclusion strengthens our business and positively impacts our employees, tenants, communities, and financial performance.

## Vendor Code of Conduct

NETSTREIT is committed to fair and ethical business conduct that is consistent with our Code of Business Conduct and Ethics, which extends to the relationships with vendors, including suppliers, service providers or third parties engaged to work on behalf of the Company.

## Cybersecurity

We realize in today's fast-moving world, it is imperative that companies manage risks associated with information technology and cybersecurity. Led by our Chief Accounting Officer and our IT Manager, we formalized a cyber response plan designed to manage and mitigate material risks from cybersecurity threats to our critical systems including, for example:

- An incident response policy;
- Risk assessments;
- Network security controls for certain environments;
- Periodic back-ups of certain data;
- Access controls for certain environments;
- Employee training on cyber risks; and
- Cybersecurity insurance







# People and Community





# Human Capital Management

We are committed to creating a strong internal culture that promotes inclusion and employee wellbeing. Our past and continued success relies on our ability to attract, develop, engage, and retain a team of highly motivated and talented employees. In order to meet this objective, NETSTREIT is committed to providing an environment for employees to develop and elevate their skills in the real estate industry.

## Employee Compensation & Benefits

To ensure we attract and retain top talent, we provide competitive compensation, which includes annual cash bonus and stock awards for all employees. Moreover, employees receive the following additional financial benefits:

- 401K retirement plans
  - Company matches 100% up to 3% and then 50% on the next 2% of an employee's contribution
- Medical, dental, and vision insurance coverage
  - Company covers 90% of premiums for employees and 60% premiums for employees' dependents
- Employees receive 23 PTO days annually which increases with tenure
- 13 paid holidays
- Parental leave
  - Company covers up to 14 weeks of paid maternity leave and provides four weeks for family bonding, paid at 100% of employee's salary

## Employee Development

We are committed to the development and growth of our employees. NETSTREIT provides internal training and up to \$1,500 reimbursement for certifications, tuition, courses and seminars for continuing professional education in a calendar year. Additionally, through our employee portal, we provide complimentary access to employees for self-directed lessons. We encourage regular informal feedback directly from the leadership team and complete formal evaluations of each employee annually.

In 2023, NETSTREIT required all employees complete mandatory training in Diversity, Equity, and Inclusion, cybersecurity, and wellness training in stress and managing energy and focus.

Source: Company data for full year 2023.

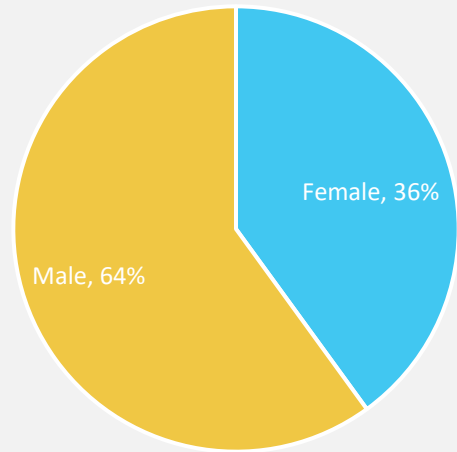


185  
Total Corporate Training Hours

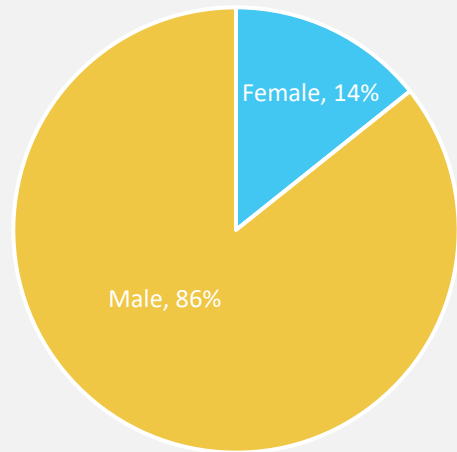
~\$29,000  
Employee Development and  
Training



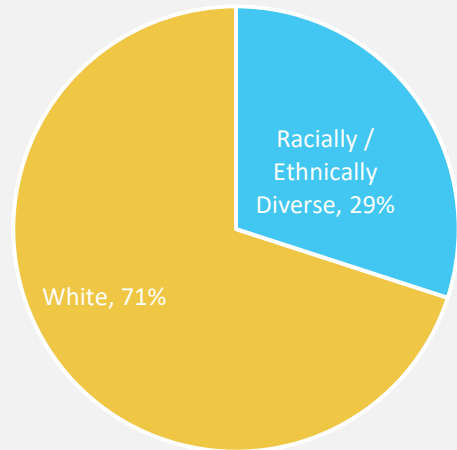
### Gender Representation Across Workforce



### Gender Representation in Senior Leadership



### Company Diversity



Source: Company data as of December 31, 2023.

## Workplace Culture and Empowerment

We established an Employee Experience Committee (EEC) with a mission to ensure that employees have a clear voice in sharing and upholding our cultural values and expectations. The EEC allows the leadership team to engage with, and obtain feedback from, our employees on their workplace experiences. The EEC comprises of non-management members of the organization and rotates annually. Members meet periodically to discuss recommendations to present to the leadership team, which may include additional substantive training, personal growth, and professional development programs, company social and team-building events, employee benefits, and health and wellness programs. Moreover, we established an Employee Recognition Program designed for employees to recognize exemplary performance and significant contributions by their colleagues quarterly.

## Employee Wellness

We are committed to providing a safe and healthy working environment for our employees. We offer competitive healthcare insurance and generous paid time off, as well as paid medical and parental leave. Employees are provided with standing desks, ergonomic desk chairs, and subsidized fitness center membership. Additionally, we host regular wellness events such as yoga and meditation classes, massages, healthy food provisions, and we provide summer remote Fridays to help preserve culture while allowing flexibility to enhance the lives of our employees.

## Employee Engagement

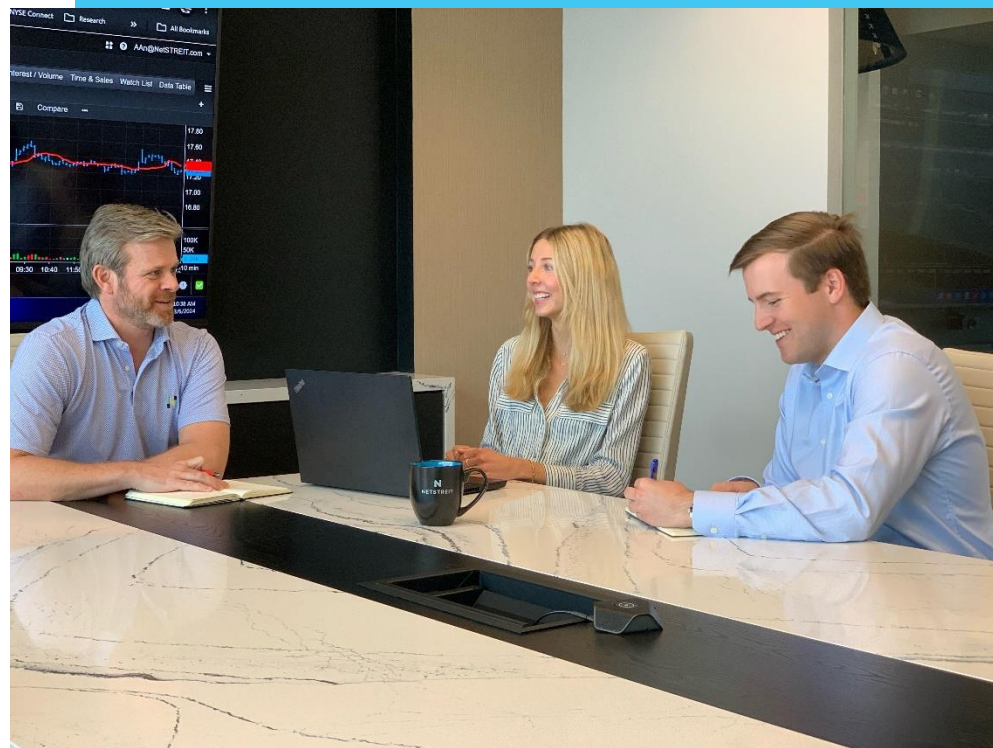
In 2023, NETSTREIT conducted its first employee engagement survey, which we intend to conduct annually. Our first year participation rate was 71%. Using the results from the survey, we plan to create action plans to improve our employee experience and corporate culture.

## DEI

We provide equal employment opportunities to all individuals and seek to cultivate an inclusive culture that respects and appreciates diversity of experience, ideas, and opinions. We have adopted a DEI Policy to outline our goals, commitments, initiatives, and monitoring practices.



# Internship Program



At NETSTREIT, we strongly believe in sharing knowledge and preparing the next generation to join the workforce. We developed an internship program that offers students enrolled in finance, accounting, economics, real estate, and other business-related majors the opportunity to work independently and collaboratively with team members to gain real world experience. Interns at NETSTREIT participate in the sourcing of transactions, the underwriting, due diligence, and closing process as well as assist in the development and reporting of financial statements.

We offer two types of internship:

- Summer Internship is offered to a cohort of interns where they are employed full time during a 10-week period in the summer and are fully immersed in day-to-day operations of the Company
- Project-Based Internship is offered to students during the spring and fall semester on a part-time basis

“My internship at NETSTREIT was immersive and helped me to solidify my decision to pursue a career in real estate.”  
Sean, Ohio State





# Community and Philanthropy

We believe it is important to give back to the community and offer assistance to those in need. In addition to making financial contributions to charitable organizations, we host two corporate volunteer days for the NETSTREIT team to serve the needs of the community.

In 2023, the team worked to construct a home by partnering with the Dallas Habitat for Humanity. Our team also spent a day with the Good Samaritans of Garland helping to unload deliveries, stock shelves, prepare dry goods boxes and produce bags, and prepare carts with foods for the housed and unhoused population in the Dallas metroplex.

As part of our plan to further enhance our philanthropic endeavors, beginning in 2024, NETSTREIT will have employee-led quarterly philanthropic initiatives. Employees will decide on quarterly philanthropic themes and choose an organization where employees participate in the donation of material goods or money to those who need it. Any donations made by employees will be 100% matched by NETSTREIT.

Additionally, NETSTREIT understands there are causes and organizations that are near and dear to employees which they want time to volunteer. Therefore, beginning 2024, NETSTREIT will provide one day of volunteer time off to allow employees to give back to their community without sacrificing their paid time off or a day's pay.

*“Volunteering helps us create a sense of unity and compassion for those in need, and further allows us to have an impact to our community.”*  
**Stephanie, Director of Transactions**





# Environmental Stewardship




















# Our Tenants

Our properties operate under a “triple-net” lease structure, which means our tenants have operational control of the property, including environmental management programs, such as those that conserve resources. As part of our process for evaluating a potential acquisition, we consider a tenant’s commitment to Environmental, Social, and Governance and any environmental and climate risks that might subject us to financial liabilities or regulatory actions. We are committed to identifying sustainable practices that are financially responsible and operationally feasible when working with our tenants or managing capital improvement projects.

Our top tenants have their own corporate sustainability programs that govern their business operations including policies designed to reduce resource consumption and implement practical conservation policies at their retail locations.

As of December 31, 2023, our top 15 tenants have publicly stated they have Environmental, Social, and Governance initiatives, such as reducing greenhouse gas emissions, reducing waste and diverting waste from landfills, conservation of water, and reduce plastic usage.

**65%**  
of our total portfolio ABR are  
with tenants that have ESG  
initiatives

1		BBB	10.9%
2		BBB	7.8%
3		BBB-	6.9%
4		BBB	5.0%
5		A	4.7%
6		BBB+	4.4%
7		A	3.5%
8		A	3.3%
9		IG Profile	3.0%
10		Baa2	3.0%
11		AA	2.9%
12		BBB+	2.7%
13		Baa1	2.6%
14		A3	2.4%
15		BB	2.0%

Source: Company data as of December 31, 2023.

# Our Green Initiatives

## Green Leasing and Green Lease Leaders

We developed Green Leasing Guidelines, which assist us and our tenants in delivering sustainability benefits to respective stakeholders. As a result, our form of tenant lease now contains green lease provisions that include certain reporting disclosure of consumption for the tenant's energy and water usage. In 2023, NETSTREIT earned the Silver Level recognition from Green Lease Leaders for our green leasing efforts.

## Science Based Target Initiative

To show our commitment to investing in tenants that have goals in emissions reduction, we incorporated sustainability-linked loan feature to our \$200 million and \$250 million senior unsecured term loans and to our credit facility. The sustainability-linked features are based on the Science Base Target initiative (SBTi). NETSTREIT can benefit from interest expense reductions if certain key performance indicators as set by our Sustainability Agents are met.

## Headquarters

Our corporate headquarters was selected with social and environmental considerations in mind, such as green building certifications, access to public transportation, and the walkability of the surrounding community. The building is operated at the highest level of efficiency and sustainability, obtaining a LEED v4O+M: EB Gold certification, meaning it meets both LEED criteria as well as strict EPA guidelines to achieve an Energy Star rating. Elements of the headquarters, such as building automation systems, lighting controls, green cleaning, and recycling programs, significantly decrease natural resource use by conserving energy and water, minimizing waste, and reducing CO2 emissions.

Source: Company data as of December 31, 2023.

## GRESB Public Disclosure

In an effort to improve our disclosure, we participated in our first GRESB Public Disclosure in 2023. Our final score was C, which is within our comparison group average. We plan to continue to participate annually and will aim to improve our score.

## Greenhouse Gas Emissions

We spent the past year collecting and calculating our greenhouse gas emissions and aligning our reporting of our emissions with the Greenhouse Gas Protocol Standard. We plan to use our 2023 data as our baseline.

We have no direct scope 1 emissions since these are emissions from sources such as fuel combustion boilers, furnaces, or company vehicles.

Our total indirect scope 2 emissions for 2023 was 76.51 MTCO2e, which is from our corporate office that is within our operational boundary.







# About this Report and Appendix



# About This Report and Forward-Looking Statements

This is NETSTREIT's inaugural Corporate Responsibility Report and was prepared to be aligned with the Sustainability Accounting Standards Board (SASB). The information and metrics included in this report cover NETSTREIT's operations for the 2023 calendar year, unless otherwise noted.

This Corporate Responsibility Report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Such forward-looking statements include, without limitation, statements concerning our business and growth strategies, our stated environmental, social and governance goals and other statements that are not historical fact. Words such as "aim", "expects," "anticipates," "intends," "plans," "likely," "will," "believes," "seeks," "estimates," and variations of such words and similar expressions are intended to identify such forward-looking statements. Such statements involve known and unknown risks, uncertainties and other factors that may cause our actual results, performance or achievements to be materially different from the results of operations or plans expressed or implied by such forward-looking statements. Although we believe that the assumptions underlying the forward-looking statements contained herein are reasonable, any of the assumptions could be inaccurate, and therefore such statements included in this presentation may not prove to be accurate. In light of the significant uncertainties inherent in the forward-looking statements included herein, the inclusion of such information should not be regarded as a representation by us or any other person that the results or conditions described in such statements, or our objectives and plans will be achieved. For a further discussion of these and other factors that could impact future results, performance or transactions, see the information under the heading "Risk Factors" in our Form 10-K for the year ended December 31, 2023, filed with the SEC on February 14, 2024, and other reports filed with the SEC from time to time. Forward-looking statements and such risks, uncertainties and other factors speak only as of the date of this presentation. New risks and uncertainties may arise over time, and it is not possible for us to predict those events or how they may affect us. Many of the risks identified herein and in our periodic reports have been and will continue to be heightened as a result of the ongoing and numerous adverse effects arising from macroeconomic conditions, including inflation, interest rates and instability in the banking system. We expressly disclaim any obligation or undertaking to update or revise any forward-looking statement contained herein, to reflect any change in our expectations with regard thereto, or any other change in events, conditions or circumstances on which any such statement is based, except to the extent otherwise required by law.

# Sustainability Accounting Standards Board (SASB)

The Sustainability Accounting Standards Board (SASB) is an independent, private sector organization with a mission to develop and disseminate industry-specific disclosure standards that help public corporations disclose material, decision-useful information across environmental, social and governance to investors. NETSTREIT has provided the following disclosures based on the SASB Standard for the Real Estate Sector.

TOPIC	METRIC	CODE	NETSTREIT RESPONSE
ENERGY MANAGEMENT	Energy consumption data coverage as a percentage of total floor area, by property subsector	IF-RE-130a.1	Not currently available
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	IF-RE-130a.2	Not currently available
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	IF-RE-130a.3	Not currently available
	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	IF-RE-130a.4	(1) 0% of our portfolio has an energy rating (2) 0% of our portfolio is ENERGY STAR certified
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	As a triple net lease REIT, our tenants are responsible for their own maintenance, energy consumption, and environmental practices at each property where we are landlord. While we have incorporated green lease clauses into our standard lease form, a majority of properties we acquire have existing leases in place, which do not require tenants disclosure their energy consumption or environmental practices to the landlord.
WATER MANAGEMENT	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.1	Not currently available
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.2	Not currently available
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	IF-RE-140a.3	Not currently available
	Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	As a triple net lease REIT, our tenants are responsible for their own maintenance, water management and consumption, and environmental practices at each property where we are landlord. While we have incorporated green lease clauses into our standard lease form, a majority of properties we acquire have existing leases in place, which do not require tenants disclosure their water consumption or environmental practices to the landlord.

# Sustainability Accounting Standards Board (SASB)

The Sustainability Accounting Standards Board (SASB) is an independent, private sector organization with a mission to develop and disseminate industry-specific disclosure standards that help public corporations disclose material, decision-useful information across environmental, social and governance to investors. NETSTREIT has provided the following disclosures based on the SASB Standard for the Real Estate Sector.

TOPIC	METRIC	CODE	NETSTREIT RESPONSE
MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	IF-RE-410a.1	Not currently available
	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	IF-RE-410a.2	Not currently available
	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	IF-RE-410a.3	As a triple net lease REIT, our tenants are responsible for their own maintenance, energy and water management and consumption, and environmental practices at each property where we are landlord. To that end, our lease arrangements do not allow us to monitor or directly impact our tenants' sustainability measures. To the extent tenants are in discussion with us on renewing leases or if we are originating a lease, we have incorporated green lease clauses into our standard lease form to require tenants share their energy and water consumption data with us in order for us to engage and discuss opportunities to improve energy and water consumption.
CLIMATE CHANGE ADAPTATION	Area of properties located in 100-year flood zones, by property subsector	IF-RE-450a.1	Approximately 2% of our properties are located in 100-year flood zones, based on total square footage.
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	We recognize the frequency and intensity of extreme weather events may affect the properties in our portfolio and may further have financial implications. To mitigate risk as a result of climate change, NETSTREIT maintains comprehensive insurance coverage for all properties by carrying "All-Risk" property insurance to include fire, wind/hail, earthquake, flood and other extended coverage we deem appropriate.
ACTIVITY METRIC	Number of assets, by property sector	IF-RE-000.A	598
	Leasable floor area, by property sector	IF-RE-000.B	10,624,183 square feet
	Percentage of indirectly managed assets, by property sector	IF-RE-000.C	100% of our properties are indirectly managed.
	Average occupancy rate, by property sector	IF-RE-000.D	NETSTREIT's portfolio was 100% occupancy as of December 31, 2023.



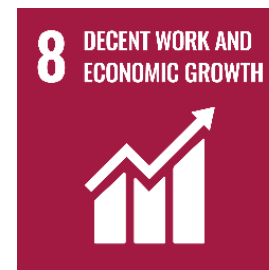
# United Nations Sustainable Development Goals

NETSTREIT's corporate responsibility efforts are aligned with the United Nations Sustainable Development Goals (SDGs).



## 3 GOOD HEALTH AND WELL-BEING ENSURE HEALTHY LIVES & PROMOTE WELL-BEING

We provide health, dental, and vision coverages to our employees and their family. Additionally, we provide subsidized fitness memberships for our employees.



## 8 DECENT WORK AND ECONOMIC GROWTH PROMOTE SUSTAINABLE ECONOMIC GROWTH

### PROMOTE SUSTAINABLE ECONOMIC GROWTH

NETSTREIT promotes sustained, inclusive, full and decent productive employment. Our company culture promotes inclusivity and growth for all.



## 4 QUALITY EDUCATION ENSURE & PROMOTE LIFELONG LEARNING OPPORTUNITIES

### ENSURE & PROMOTE LIFELONG LEARNING OPPORTUNITIES

We provide continuing education and professional development for employees. We have an internship program in place for students to work along side our team and apply academics in real world settings.



## 10 REDUCED INEQUALITIES REDUCED INEQUALITIES WITHIN OUR COMMUNITY

### REDUCED INEQUALITIES WITHIN OUR COMMUNITY

NETSTREIT's company culture promotes and empowers inclusivity of all. We have efforts to recruit from the underserved communities.



## 5 GENDER EQUALITY GENDER EQUALITY AND EMPOWER WOMEN

### GENDER EQUALITY AND EMPOWER WOMEN

NETSTREIT supports women's full and effective participation and equal opportunities at all levels of decision-making. 43% of board members and 36% of the workforce are female.



## 17 PARTNERSHIPS FOR THE GOALS COMMUNITY AND PHILANTHROPY

### COMMUNITY AND PHILANTHROPY

NETSTREIT promotes and encourages employee contributions to support charitable causes in our local community.





NETSTREIT

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## Contact

2021 McKinney Avenue, Suite 1150  
Dallas, Texas 75201  
(972) 200-7100

[www.netstreit.com](http://www.netstreit.com)  
[ir@netstreit.com](mailto:ir@netstreit.com)