

**NETSTREIT CORP.
NOTICE FOR U.S. JOB APPLICANTS**

The purpose of this Notice for Applicants (“**Notice**”) is to inform individuals who inquire about and/or apply for employment with NETSTREIT Corp. (“**NETSTREIT**” or “**we**” or “**us**”) of the categories of Personal Information (as defined below) that we collect from job applicants, the purposes for which we use such Personal Information, and our criteria used to determine the retention periods for such information.

For purposes of this Notice, “**Personal Information**” is information that relates to an identified or identifiable person. In addition, under the California Privacy Rights Act (“**CPRA**”), “**Sensitive Personal Information**” is defined to include the following categories of information, as applicable: (1) Personal Information that reveals: (A) a person’s social security, driver’s license, state identification card, or passport number; (B) a person’s account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account; (C) a person’s precise geolocation; (D) a person’s racial or ethnic origin, religious or philosophical beliefs, or union membership; (E) the contents of a person’s mail, email, and text messages unless the business is the intended recipient of the communication; (F) a person’s genetic data; and (2) (A) the processing of biometric information for the purposes of uniquely identifying a person; (B) Personal Information collected and analyzed concerning a person’s health; and (C) Personal Information collected and analyzed concerning a person’s sex life or sexual orientation. NETSTREIT collects some of these types of Sensitive Personal Information, as described below.

Personal Information and Sensitive Personal Information do not include deidentified, aggregated or combined information (which includes data that is not reasonably capable of identifying you or being linked to you) and do not include publicly available information. In addition, this Notice does not apply to Personal Information if we already protect that information under certain other laws, such as the Health Insurance Portability and Accountability Act (“**HIPAA**”) and/or the Fair Credit Reporting Act (“**FCRA**”).

1. Sensitive Personal Information Collected from Job Applicants

We may collect and use the following categories of Sensitive Personal Information about you for the purposes identified below, and we may retain such information as identified below. We may share this Sensitive Personal Information with our service providers, vendors, and other third parties; however, we do not sell this Sensitive Personal Information.

Category of Sensitive Personal Information	Purposes for Collection or Use of Sensitive Personal Information	Retention Period
<p>National identity information, such as information contained in documents necessary to complete a Form I-9 (e.g., your social security number, driver’s license or ID card, state identification card or passport number, permanent resident card information, certification of report of birth, etc.), country of birth, any</p>	<p>To determine your eligibility to work and fulfill our obligations to relevant government authorities, and other similar purposes.</p>	<p>NETSTREIT, and/or NETSTREIT’s service providers, will retain your personal information only as long as is necessary for evaluation of employment, as well as to comply with applicable laws relating to the evaluation of those seeking employment and/or to defend claims made by them against</p>

visa or other right to work information, immigration status, and similar information		NETSTREIT. After this time, normally within three (3) years or less, your information is deleted, unless required by applicable laws or a regulator or you consent to NETSTREIT retaining your information for a longer period.
Demographic data , such as information regarding your racial or ethnic origin, disability status, veteran status, and sexual orientation.	To permit authorized agencies to review and enforce equal opportunity laws and to support the NETSTREIT's diversity initiatives when permitted by applicable laws.	
Medical information provided as a part of the application process.	To make reasonable adjustments to the recruitment process, and to evaluate employment suitability (as may be applicable for the job and only to the extent allowed by applicable law).	

2. Personal Information Collected from Job Applicants

In addition to the Sensitive Personal Information identified above, we may collect and use the following categories of Personal Information about you for the purposes identified below, and we may retain such information as identified below. We may share this Personal Information with our service providers, vendors, and other third parties; however, we do not sell this Personal Information.

Category of Personal Information	Purposes for Collection or Use of Personal Information	Retention Period
Contact Details , such as your name, home, and work address, personal and work telephone numbers, personal and work email addresses.	For administration purposes during the recruitment process.	NETSTREIT, and/or NETSTREIT's service providers, will retain your personal information only as long as is necessary for evaluation of employment, as well as to comply with applicable laws relating to the evaluation of those seeking employment and/or to defend claims made by them against NETSTREIT. After this time, normally within three (3) years or less, your information is deleted, unless required by applicable laws or a regulator or you consent to NETSTREIT retaining your information for a longer period.
Job-related information and qualifications provided by candidates , such as position applied for, previous job roles, education, awards, qualifications, certificates, licenses, and any other information you choose to provide in your resumes and/or applications.	To determine your qualifications and reach a hiring decision, to comply with applicable laws, to defend ourselves against claims under such laws, and to establish a basic employment record if hired.	
Application-related documents generated by the NETSTREIT , such as opinions and comments of any previous employers.	To assess your suitability for certain job roles, follow-up on job references, and make recruitment decisions.	

<p>Results of background checks and screening, such as the results of background checks and screening, including education verification and criminal records and driving license checks.</p>	<p>To verify information about your education credentials and prior employment and to conduct background investigations (as may be applicable for the job and only to the extent allowed by applicable law).</p>	
<p>Information we obtain from monitoring, such as recordings from surveillance cameras on our business premises.</p>	<p>To investigate security breaches, protect people’s safety, and protect our property from theft, vandalism, and damage.</p>	
<p>Audio/photo/video information, such as audio recordings, video recordings, or photos taken during the normal course of business or during voluntary business events.</p>	<p>For any business-related purpose including, but not limited to, social media, advertising, training, internal or external marketing, and record-keeping.</p>	
<p>Travel-related records, such as loyalty reward programs, itineraries, flight, train, rental car, car service, hotel, or other similar information.</p>	<p>To arrange or reimburse travel where you require travel to interview with us or in connection with your candidacy for employment, contact you during travel, as necessary with travel service providers, or in an emergency.</p>	

3. Additional Purposes for Using Personal Information and Sensitive Personal Information

In addition to the uses set forth above, we may also use and share the categories of Personal Information and Sensitive Personal Information identified above:

- To comply with applicable legal and regulatory requests and obligations (including investigations)
- To establish or defend legal claims and allegations
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, violations of our policies or rules, or other misconduct
- To seek advice from lawyers, auditors, or other professional advisors

4. Questions

If you have any questions about this Notice, or to request this Notice in another format, please contact NETSTREIT at info@netstreit.com with the subject line titled “NETSTREIT Corp. Notice for US Job Applicants.