



HUMAN RIGHTS POLICY

Commitment

NNN REIT, Inc.'s ("NNN", "we" or the "Company") core values drive our commitment to upholding and respecting all human rights as defined by the **United Nations Universal Declaration on Human Rights**. We respect human rights in our relationships with our associates, tenants, advisors, and suppliers, as fundamental to promoting sustainable operations.

This policy is derived from the **International Labour Organization's Declaration on Fundamental Principles and Rights at Work** and applies to all of the operations of the Company and its direct and indirect subsidiaries, regardless of geographic location, and covers all of our properties. We expect our suppliers to uphold these principles and urge them to adopt similar policies within their own businesses, as confirmed by NNN's **Supplier Code of Conduct**.

Inclusion

We value and advance inclusion and we are committed to equal opportunity in our workplace which we ensure is free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law. Decisions regarding recruitment, hiring, placement, development, training, compensation, and advancement are not based on any of these factors but are instead based on rational factors such as qualifications, performance, skills, and experience. We do not tolerate disrespectful or inappropriate behavior, harassment, or retaliation in the workplace or in any work-related circumstance outside the workplace. We provide each of our associates with our **Associate Handbook** and NNN's **Code of Business Conduct**, which provide additional information on equal opportunity, discrimination and harassment.

Safe and Healthy Workplace

The safety and health of our associates, suppliers, advisors and tenants is of paramount importance. We must not only comply with applicable safety and health laws and regulations, but also address and remediate identified risks of accidents, injury, and health impacts. Our policies regarding health and safety are provided to our associates and encompass all our facilities and operations. Each of our associates receives and acknowledges a copy of our **Associate Handbook**, which sets forth detailed instructions regarding safety issues.

Workplace Security

We are committed to a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. Each associate receives and acknowledges a copy of our **Associate Handbook**, which details the standard of conduct regarding workplace security.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, whether prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We also minimize risks by committing to work with well-established suppliers in our supply chain. We have a no tolerance policy for associates, advisors, or suppliers in violation of our company standards regarding slavery and human trafficking and anyone in violation of those standards is subject to termination.

Child Labor

We comply with all local minimum working age laws and requirements and prohibit the use of child labor.

Protection of Women's Rights

The Company believes that women's rights are the same human rights enshrined by the UN for every human being since 1948. These rights include but are not limited to: the right to live free from violence, slavery, and discrimination; to be educated; to own property; to vote; and to earn a fair and equal wage.

Work Hours, Wages & Benefits

We compensate our associates competitively, relative to the industry and local labor market, and in accordance with applicable legal standards. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits and other labor laws. We are committed to paying living wages under humane conditions in accordance with our **Human Capital Policy**. Each of our associates receives clear, written information about their employment conditions with respect to wages and benefits before they enter employment and as appropriate throughout their term of employment.

Associate Training and Development

The Company encourages professional growth for all of its associates. The general philosophy regarding education and association involvement is that such activities are encouraged when they align with an associate's current role and goals within the Company and are mutually beneficial to both the associate's personal growth and their role within the Company.

Right to Water

We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.

Freedom of Association

Although not applicable to our business activities, the Company believes in the rights of associates, advisors, and suppliers to collective bargaining with employers, without fear of retaliation, discrimination, or harassment. The Company also respects the rights of associates, advisors, and suppliers to freedom of association, in accordance with all applicable labor and employment laws.

Transparency in the Supply Chain

We recognize that no business is immune to supply chain risks. Within our current business model, we are not directly associated with sourcing high-risk materials, or by hiring low-wage unskilled workers, without legal immigration status. As we are committed to fostering strong and mutually beneficial partnerships, we aim to partner with other like-minded corporate citizens.

Guidance and Reporting for Associates

Our associates should not accept any direction by their supervisor that is inconsistent with this Policy. If there is ever a concern that anyone connected with the Company may have engaged or is about to engage in any conduct in violation of this Policy, our associates should report such concerns directly to our Head of Human Resources or our General Counsel for further investigation and remediation.

Policy Oversight

This Policy is overseen by the Company's Governance and Nominating Committee and is publicly accessible on our website at www.nnnreit.com.

Initially adopted: August 19, 2020

Revised: November 13, 2024

Governance and Nominating Committee