



NNN REIT, INC VENDOR CODE OF CONDUCT

NNN REIT, Inc. (“NNN”) is committed to socially responsible, professional and ethical business practices. NNN, in its Code of Business Conduct (the “NNN Code”), has established and expressly stated a set of ethical business standards and practices applicable to its employees, directors and shareholders. The NNN Code is available on our website at www.nnnreit.com. In addition to our internal commitment to ethical business practices, NNN strives to align this commitment with its purchasing policies. As such, this NNN REIT Vendor Code of Conduct (the “Vendor Code”) summarizes the minimum set of ethical standards our vendors must meet or exceed for NNN to consider purchasing any vendor’s goods or services. The provisions of the NNN Code that apply to our vendors are hereby incorporated into this Vendor Code. We expect our vendors to hire qualified employees capable of performing their duties in a professional manner. In addition, we expect our vendors to, at a minimum, comply with the following:

EMPLOYMENT PRACTICES

Labor Laws. At all times, NNN vendors shall fully comply with all applicable labor, wage and employment laws and regulations.

Child Labor. NNN vendors shall not violate any applicable child labor laws.

Involuntary Labor. NNN vendors shall not use forced or involuntary labor of any kind, including, but not limited to, prison labor, slave labor, indentured labor or otherwise.

Excessive Working Hours. NNN vendors shall not require workers to work more than the maximum hours of daily labor set by national or applicable local laws. NNN vendors shall ensure that any overtime worked is voluntary and paid in accordance with local laws and regulations.

Union Employees. To the extent applicable, NNN vendors shall maintain a working relationship with their union employees, comply with any collective bargaining agreement, and acknowledge and respect their employees’ freedom to associate without fear of reprisal.

Fair Wages. NNN vendors must pay workers at least the minimum wage required by the applicable local laws and provide all legally mandated benefits including holidays and leaves and applicable premium rates for overtime. NNN vendors shall not make any deductions from worker wages as a disciplinary measure. All workers shall be provided with clear, written information about their employment conditions with respect to wages before they enter employment and as needed throughout their term of employment.

Workplace Discrimination. Workers shall be employed, promoted and compensated based on their ability to perform their job rather than on the basis of gender, race, religion, age, sexual orientation, pregnancy, marital status, political affiliation, union membership, social association, ethnicity or any other status protected by applicable local laws or custom.

Workplace Harassment. NNN vendors shall be committed to creating a workplace free of harassment and shall not subject workers to any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

NNN vendors shall maintain an internal process to allow employees to confidentially and anonymously report allegations of harassment, mistreatment, discrimination or other abuse. NNN vendors shall promptly and thoroughly investigate all such reports and shall respond to such reports and/or investigations in an appropriate and socially responsible manner.

HEALTH & SAFETY

Workplace and Occupational Safety. NNN vendors shall fully comply with all federal, state, local and any other applicable workplace health and safety laws and regulations and shall provide their employees with a safe and healthy workplace and adequate procedures to prevent accidents and injury in the course of performing their work related duties.

Hazardous Materials. NNN vendors must post material safety data sheets in the primary language of workers and train workers in the labeling, safe handling, use and storage of any hazardous materials.

Environmental Laws. NNN vendors shall comply with all applicable environmental laws and regulations regarding hazardous materials, air emissions, waste and wastewater discharges, including the manufacture, transportation, storage, disposal and release of such materials.

Security. NNN vendors shall comply with all applicable trade restriction and sanctions laws and shall not knowingly employ or do business with anyone suspected of being connected with criminal or terrorist activities or who is subject to applicable trade sanctions.

Community. NNN vendors are encouraged to engage directly or through partnerships in projects that improve the social well-being of employees and their families in the local community.

ETHICS AND ANTI-CORRUPTION

Anti-Corruption Policy. NNN vendors at all times shall comply with NNN's Anti-Corruption Policy and the Code of Business Conduct, both of which are available on our website at www.nnnreit.com.

SUSTAINABILITY

Environmental Impacts. NNN is firmly committed to reducing the environmental impacts of our operations and making the communities where we operate better places to live and work. NNN expects its vendors to share in this commitment by meeting or exceeding the requirements of environmental laws and regulations and by implementing sustainability policies and to otherwise work to reduce environmental impact factors such as energy consumption, water usage and waste.

ANTI-MONEY LAUNDERING AND COUNTER TERRORIST FINANCING

NNN is committed to strictly comply with all applicable Anti-Money Laundering ("AML") and Counter Terrorist Financing ("CTF") laws and regulations. While acting on our behalf, we expect our suppliers to:

- Not knowingly engage or attempt to engage in any transaction involving proceeds derived from unlawful activity.

- Perform applicable AML/CTF related responsibilities in utmost good faith and immediately report to us any matter suspected to be related to money laundering or terrorist financing.
- Not have dealings with designated individuals and entities (such as suspected terrorists or narcotics traffickers) who are subject to international economic sanctions.

IMPLEMENTATION AND DOCUMENTATION

NNN requires all NNN vendors to understand this Vendor Code and take all necessary steps to act in accordance with it. In addition, all NNN vendors should educate their employees, contractors, agents and representatives to ensure they understand and comply with this Vendor Code. Upon request vendors will demonstrate compliance with this Vendor Code and provide NNN representatives with access to such documentation. Failure by a NNN vendor to abide by this Vendor Code may result in a refusal to do business in any manner in the future.

Initially adopted: August 18, 2021

Last reviewed: August 17, 2023 (amended with New Name only)

Governance & Nominating Committee